

NATIONAL PROGRAMME
for the implementation of the UN Security Council Resolution 1325 on Women,
Peace and Security for 2023-2027

I. Introduction

1. The 20th anniversary of the adoption of UN Security Council Resolution 1325 on women, peace and security (*hereafter Resolution 1325*) marks a new stage in reinvigorating the implementation of this international act from the perspective of human rights, gender mainstreaming in the security and defence sector, and the fight against all kinds of abuses and discrimination in order to ensure peace, security and human solidarity. Resolution 1325 was adopted in the context of promoting the rights of women in conflict situations.

2. Since the adoption of the first Resolution 1325, some 10 resolutions on women, peace and security have been adopted, with a particular emphasis on strengthening women's participation in peace-building and countering violence, harassment, sexual violence and other abuses, including ensuring access to justice. Thus, the Program supports the implementation of the provisions of Resolution 1325 through the four fundamental pillars: representation, prevention, protection and rehabilitation, accelerating the involvement and encouragement of women to participate in decision-making at all levels and activating mechanisms for conflict prevention, management and resolution at state level.

3. A substantial increase in women's participation in peacekeeping operations, including reconciliation, peace negotiation, peacebuilding, peace enforcement, peacekeeping and conflict prevention activities, strongly underlines the need and role of women in society, ensuring social and professional equity at all levels of the security and defence sector, sharing and assuming common rights and responsibilities. Therefore, the key role of women's participation at all levels of public and professional life is crucial for operationalization, effectiveness, success and sustainability in order to ensure peace and capacity building efforts for peace.

4. The Program is in line with the priorities of the Council of Europe Strategy for equality between women and men for the period 2018-2023, the EU Gender Equality Strategy 2020-2025, the UN Women Strategic Plan 2022-2025, the EU-Moldova Association Agenda for the period 2021-2027, the Council of Europe Convention on preventing and combating violence against women and domestic violence, the recommendations of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), including other relevant international legal instruments and acts, and ensures the strengthening of national legislation in this field.

5. The essence of the outlined Programme is based on the commitments formulated in the National Development Strategy 'European Moldova 2030',

including the goals of the Sustainable Development Agenda Moldova 2030 (*Goal 5: Achieving gender equality and empower all women and girls*). Ensuring the cross-cutting nature of gender equality requires ‘anchoring sectoral policy documents for the implementation of this strategy with the principles (interdependence, equality and non-discrimination, participation and empowerment, accountability) and the standards on human rights and gender equality’.

6. The Programme is in line with the implementation of the Strategy for the Development of the Internal Affairs System for 2022-2030, approved by Government Decision No 658/2022.

7. Considering that the Republic of Moldova borders the EU and a non-EU state facing unresolved disputes, the existence of an unresolved conflict on its territory, the internal and external factors that could influence the dynamics and evolution of possible escalations or deterioration of human rights, and the need to make efforts to strengthen the sovereignty and territorial integrity of the country, the mitigation of these risks and threats is imperative.

8. The response to the Covid-19 pandemic in the conflict zone served as a maturity test regarding the potential impact in case of economic, social, security and defence decline, highlighting the relevance of developing a new dedicated Program through increased action on conflict prevention. This dimension is to incorporate a more active role in women's equal participation, strengthening women's participation through decision-making in the security sector, effective local governance, increased attention to the rehabilitation of women participating in peacekeeping missions and operations, climate change, disaster reduction, community security.

9. The Republic of Moldova has included its first experiences and lessons learned in the Report on the degree of implementation of the first public policy document, in particular within the framework of the National Program for the implementation of UN Security Council Resolution 1325 on Women, Peace and Security for 2018-2021 and the Action Plan on its implementation (*hereinafter National Program and Action Plan*).

10. The need for women participation in decision-making is vital, as women have a strong role in preventing and managing conflict and violence. Resolution 1325 also linked gender equality to the field of security and defence and recognised the role of women in this area as a key solution.

11. In order to ensure a comprehensive, effective and inclusive approach to gender equality and equity between women and men as actors with a positive active role in strengthening participation, prevention, protection, rehabilitation in the security and defence sector, a new National Program for the implementation of UN Security Council Resolution 1325 on Women, Peace and Security for 2023-2027 and the Action Plan on its implementation is to be implemented.

12. The Program and the related Action Plan is planned for a period of 5 years and aims at cohesion between the actors involved in the security and defence sector in order to reduce stereotypes and barriers in the field, a better representation of women in all sectoral areas of security and defence, to increase the effectiveness of mechanisms for prevention, reporting and investigation of cases of violence, the share of women in international peacekeeping missions, at improving the regulatory, institutional and operational framework, training specialists in the field, facilitating

equal participation of women and men at all stages of conflict resolution, equal performance between the central and local levels in terms of gender perspective and gender sensitivity, effective communication with the associative sector and civil society, stakeholders in the field, thus strengthening peace at national, regional and international level.

13. The National Program for the implementation of UN Security Council Resolution 1325 on Women, Peace and Security for 2023-2027 is a joint responsibility for the implementation of Law No 5/2006 on Ensuring Equal Opportunities for Women and Men, the Association Agreement between the Republic of Moldova and the EU.

14. The National Development Strategy 'Moldova 2030' stipulates that good governance has a direct impact on the provision of quality and relevant services. Good governance boosts the impact of a package of policies that increase government transparency and efficiency, reduce corruption, promote economic freedom and strengthen social inclusion, with a focus on women's empowerment. The under-representation of women in the political and public decision-making process is a causal factor on which intervention is required, and this guideline is an integral part of the National Development Strategy 'Moldova 2030' and in direct connection with the implementation of the National Program and its Action Plan.

15. The Program is developed by the Ministry of Internal Affairs, supported by UN Women Moldova, based on the theory of change of the public policy document, ideas, initiatives, proposals of stakeholders interested and concerned with gender equality.

II. Situation analysis

16. The nature of conflicts reveals new realities and phenomena, which change their character, intensity and outline the essence of a new concept of security and defence, implying not only human security (physical, economic, social violence), but also other types of security, which require an inclusive and effective approach. The existence of unequal treatment towards women are among the first indicators of instability. In this context, according to the Women, Peace and Security Index for 2021, the Republic of Moldova was ranked 64th (Index 750), behind countries such as Kazakhstan (59th), Turkmenistan (60th), Albania (58th), Romania (55th), North Macedonia (44th), Bulgaria (41st). According to the Index, the Republic of Moldova was evaluated based on three indicators: inclusion, justice and security. Thus, on the inclusion dimension, the average number of years of education is 11.8, while on the security dimension the perception of community safety is 49.1%, which affects the overall situation of the country internationally.

17. Tackling victimisation is a successful response to the challenges in the security and defence sector. Rebuilding the security and defence sector does not focus on the gender perspective as an end in itself, but as a criterion that will support the achievement of effective conflict resolution, peacekeeping and peace-building at all stages of its planning, implementation and evaluation.

18. According to official data, life expectancy in 2021 is 73 years for women and 65 years for men, and the employment rate for 2021 is 35.4% for women compared to 44.7% for men.

19. The rights of women and men must be observed in times of peace or

conflict. Given that gender-based violence, harassment, discrimination, stereotypes and barriers in the security and defence sector are difficult to counter in peacetime, and much more difficult during conflict, and ultimately during the Covid-19 pandemic, this requires more attention, commitment and resources from the state.

20. The statistical dynamics indicate that the phenomenon of violence against women and girls is actual, or between 2018 and 2021, the number of female victims of domestic violence varied from 373 to 333 and 442 cases respectively, showing a slight increase. In the case of female homicide victims, these figures varied from 43 cases in 2019 to 35 in 2020 and 18 in 2021. The figures for recorded rape offences varied from 331 cases in 2019 to 254 cases in 2020 and 227 cases in 2021. In times of conflict or war, inequalities and sexual violence are magnified and can be used as tactics of war.

21. The 2020 domestic violence crime data show that 64.4% of victims were women.

22. Successful gender mainstreaming and the pursuit of gender equality objectives demonstrate that gender dimension is mainstreamed in the security and defence sector both internally (among own employees) and externally (among services). These two aspects are closely linked, as what happens internally in an organisation has an impact on its external activities and vice versa. Those organisations that embrace diversity, inclusion and gender equality are better equipped to respond to the diverse needs of society.

23. Women's opportunities to participate in peace and security processes remains a desirable goal for the Republic of Moldova, and this topic is also included in the Individual Action Plan of the Republic of Moldova-NATO Partnership for 2022-2023 (*Objective 1.4.6: Promote gender policies in the security and defence sector, Action 3*), whereby the country has assumed the responsibility to actively engage in political dialogue within the UN and to contribute in a practical way to joint efforts to promote international peace and security.

24. As far as the presence of women in the defence and national security system is concerned, the statistical data show the following:

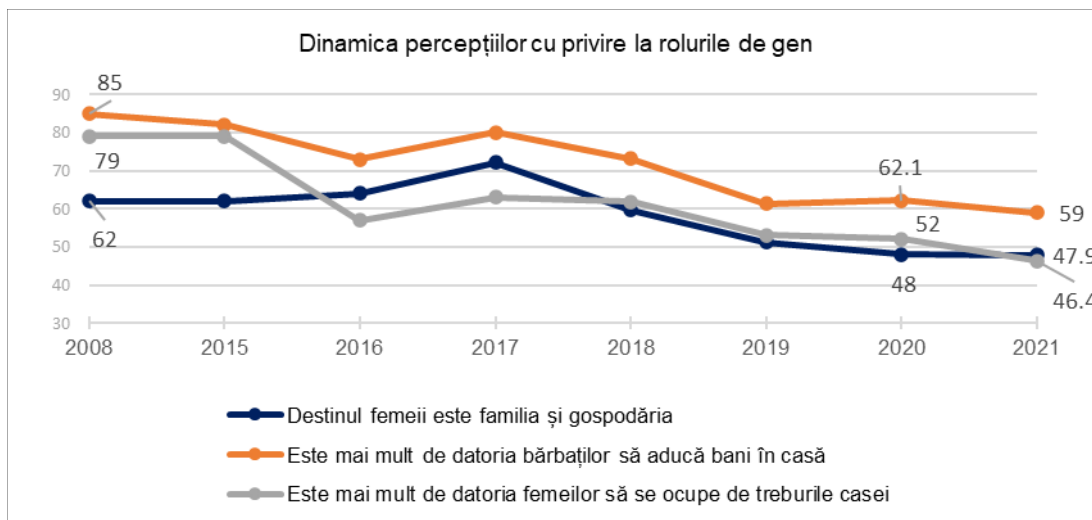
- The share of women enrolled in the Military Academy of the Armed Forces ‘Alexandru cel Bun’ is 23%;
- The share of women in the internal affairs sector (police, border police, emergency situations) is 22.3%;
- The share of female soldiers in the Armed Forces is only 20%;
- The mandatory quota for the participation of women soldiers of the National Army in international missions under UN auspices is 20%.

25. The gender gap is also evident in terms of the share of women in management positions. In this respect, in 2020, of the total number of managers at all levels, 57.7% were men and 42.3% were women. At the beginning of 2021, the share of women in the total number of police employees, including civil protection and border police employees, was 22.3%. At the same time, the share of women judges was 49.6% at the beginning of 2021. As a result, women continue to be under-represented in decision-making positions.

26. The persistence of inequalities between women and men is a consequence of historically unequal power relations between them, which have led to discrimination against women by men and the hindering of women's full

advancement. Unquestionably, equality of opportunity and treatment between women and men concerns social relations between individuals in both the public and private spheres. Women, girls and women with children, who are conflict-affected and humanitarian entrants, require a special approach in the context of fragile security in the immediate vicinity. While the dynamics are positive on changing gender role stereotypes, efforts need to be continued in order not to reverse these trends through specific actions.

Figure 1. Perceptions of traditional gender roles for 2008-2021



Source: Partnership for Development Center

27. The statistical profile of women and men from Moldova shows that women predominate in the population, although the employment rate among women is lower than that of men and they earn on average 14% less than men. The female labour market population has been more affected by COVID-19 than men. Thus, the pandemic affected 10.1% of the total employed female population compared to 6.3% of the total employed male population.

28. The issue of human rights in the regions of unresolved conflicts, in particular on the territory of the Republic of Moldova and in the neighbouring area, continues to be a problem. The Transnistrian conflict and the state interventions as regards the territory controlled by unconstitutional authorities raise concerns about the observance of human rights. In 2021, 71 incidents of human rights abuses in the Transnistrian region and the Security Zone were recorded, 565 cases were initiated involving about 1,400 petitioners on various human rights abuses. Serious human rights violations in the Transnistrian region are also documented in the People's Advocate reports. These include several areas: freedom of movement, forced recruitment into the illegal paramilitary structures of the de facto authorities, individual freedom and personal safety, freedom of expression, freedom of thought, conscience and religion, etc. Without proactive measures to document, prevent, investigate and raise awareness in society, the enhanced response to reduce and mitigate negative consequences would be reduced.

29. Since 24 February 2022, the influx of refugees and/or persons granted humanitarian protection into the Republic of Moldova has skyrocketed. In times of crisis, such as conflict and war, the responsibilities, vulnerabilities and risks of

women, girls and women with children increase. To date, there are 99,524 Ukrainian refugees in the Republic of Moldova. The total number of refugees who entered through various border crossing points in Ukraine or Romania is 100,494 people. Of the total number of refugees in the Republic of Moldova, 90% are citizens of Ukraine and only 10% are third-country nationals (from the beginning of the war in Ukraine until the end of 2022).

30. Moreover, 726,676 people crossed the border from Ukraine to the Republic of Moldova and 361,591 people – from Moldova to Ukraine. The majority of refugees are women, girls and women with children in need of humanitarian assistance in a safe and secure environment. The share of refugee women and girls is 64.08% and that of children – 28%. Under these circumstances, the Republic of Moldova hosted the highest number of refugees per capita.

31. According to the studies, the risks and threats that refugees from Ukraine may face in the Republic of Moldova relate to gender-based violence, lack of adequate information, discrimination, illegal transportation, safety in accommodation centers or facilities, domestic violence, access to services and support for refugees, other barriers and constraints, which need to be anticipated and prevented. Involving women in refugee crisis management and conflict resolution will accelerate the process of ensuring an inclusive, solution-oriented system for people affected by the crisis and create a climate of trust and security.

32. The planned development of public policies in this area must bring about improvements in social life, correct those attitudes and behaviours that could lead to the exclusion or marginalisation of people of one sex or the other, and promote the benefits of building an inclusive and non-discriminatory society in which the gender dimension plays an integral role, so as to bring real benefits to the lives of all women and men and eliminate all forms of gender discrimination and violence.

33. The assessment of the level of implementation of the National Program for the Implementation of UN Security Council Resolution 1325 on Women, Peace and Security for 2018-2021 and the Action Plan on its implementation shows that there are still constraints that need attention and sustainable intervention. The list of these constraints includes the following: sporadic inter-institutional communication at the level of joint working groups, political instability, mechanisms for investigating harassment cases have not been adopted or designed around institutional trust, uneven performance on the training or knowledge transfer process, reduced possibilities for reconciliation of work and private life, especially during the pandemic, disproportionate measures of reasonable accommodation, insufficient training of specialists on cases of moral or sexual harassment, stereotypes and barriers to women's career advancement, mechanisms for reporting, monitoring and evaluation of policy documents. A lack of appropriate attitude would lead to the undermining of the security and defence system and exacerbate the main problems in relation to vulnerable groups. Thus, the implementation rate of the activities in 2018 was 80%, and in 2019 – 64%, followed by the pandemic years 2020 and 2021.

34. The positive aspects that have strengthened the experiences gained through the first National Program are: the establishment of a dedicated program in the security and defence sector, the creation of women's associations, the adoption of mechanisms for reporting and examining cases of harassment, the development of the capacities of security and defense employees through training and skills

formation, the reduction of stereotypes at the institutional level, the support of the legal and institutional framework, etc.

35. In the absence of dedicated and measurable state intervention on issues, risks and threats that can have a direct and negative impact, progress on impact outcomes will be uneven, with tendencies to discourage women's involvement in maintaining peace and security, including the real prospect of increasing inequalities in the security and defence sector. Such developments may proportionately affect the emergence of new barriers and gaps in gender mainstreaming in the security and defence sector.

36. The Program was consulted with the interested national authorities and institutions in an extended format on 31 October 2022, with the participation of partners, experts and the associative sector. During 2021 and 2022, the Program was consulted with representatives of local government, non-governmental organisations and the community of experts in the field.

III. General objectives

37. Resolution 1325 calls for recognition of the role of women in conflict prevention, conflict management and peace building.

38. In order to achieve the aim of the public policy document, the National Program focuses on two main areas:

- 1) qualitative representation of women in the security and defence sector, including in the conflict negotiation process;
- 2) ensuring an inclusive and effective security and defence sector, both domestically and internationally.

The Program is based on the 4 pillars of Resolution 1325, which incorporate 6 areas of intervention (general objectives):

GENERAL OBJECTIVE 1: INCREASING THE LEVEL OF PARTICIPATION AND REPRESENTATION OF WOMEN IN THE SECURITY AND DEFENCE SECTOR involves ensuring increased participation of women in decision-making both at national and regional level and in international institutions and mechanisms for conflict prevention, management and resolution, in peacekeeping operations, in particular among military observers, servicemen, civilians and representatives of security and defence sector bodies.

This objective will develop the capacities and skills of women in the security and defence sector to participate at all levels and in all peace and security processes, including involvement in decision-making. Through Program activities, women will be empowered and sensitised to be active in promoting an inclusive sector by reducing stereotypes and barriers related to the role and importance of women in the security and defence sector.

GENERAL OBJECTIVE 2: PREVENT INEQUALITIES, VIOLENCE AND HARASSMENT IN THE SECURITY AND DEFENCE SECTOR BY REDUCING THE RISKS AND ELIMINATING THE CONSEQUENCES OF DISCRIMINATION aims at adopting necessary or special measures to protect the rights of women and girls, to ensure protection from violence and harassment, to

ensure physical safety, health, economic security and respect for the civil and humanitarian character of asylum.

This objective will contribute to identifying, reporting, investigating inequalities and illegalities affecting women in the security and defence sector and promoting the rights of women and girls through access to qualified and quality services.

GENERAL OBJECTIVE 3: PROTECTION THROUGH GOOD GOVERNANCE AND DEVELOPED CAPACITIES means taking special measures to prevent violence against women by prosecuting those who break international laws and supporting women's initiatives in peace and conflict resolution.

This objective will support and accelerate protection measures for women and girls affected by discrimination and inequalities in the security and defence system, the training of staff to provide an enhanced response, and contribute to the protection of victims through appropriate and victim-specific measures.

GENERAL OBJECTIVE 4: REHABILITATE THE AFFECTED PEOPLE THROUGH EFFECTIVE, SUSTAINABLE AND INTELLIGENT MEASURES involves taking into account the particular needs of women and girls and implementing focused accommodation measures to ensure equal opportunities for women and men.

The implementation of this objective will focus on rehabilitating victims, increasing resilience, improving internal and external communication, ensuring an effective partnership with all stakeholders to achieve justice.

GENERAL OBJECTIVE 5: HUMANITARIAN SUPPORT FOR WOMEN AND GIRLS FROM CONFLICT AND POST CONFLICT AREAS involves a gender-sensitive approach for women, girls, women with children coming from conflict or war zones and in need of immediate humanitarian assistance. Persons admitted for humanitarian reasons or internally displaced persons have access to security and safety services.

The Government will build on partnerships with civil society organisations and development partners to address crises, to provide humanitarian assistance to refugees, in particular women, girls and women with children, and to prevent, negotiate and resolve problems arising from unresolved conflicts that affect the security and safety of the population.

GENERAL OBJECTIVE 6: COMMUNICATION AND REPORTING.

To achieve this objective, the Government will improve transparency procedures through effective communication and by introducing minimum requirements for speeches, consultations and sectoral interventions related to security and defence.

IV. Specific objectives

39. The National Program for the implementation of the UN Security Council Resolution 1325 on Women, Peace and Security for 2023-2027 and its Action Plan aims to achieve gradual and progressive gender mainstreaming in the security and defence sector, with both national and international contributions, by encouraging women within and across state borders to ‘educate through peace and towards peace’.

40. Based on the main lines of the Program (qualitative representation of women in the security and defence sector, and ensuring an inclusive and effective security and defence sector), the following specific objectives have been identified:

Specific Objective	Description
Objective 1	Combine internal and external policies to promote the women, peace and security agenda.
Objective 2	Ensure gender equality by applying a holistic approach to encouraging women's active participation in the security and defence sector
Objective 3	Involve women in the security and defence sector in regional and international peacebuilding.
Objective 4	Reduce the barriers and stereotypes related to the role of women in the security and defence sector
Objective 5	Equal access to work-life balance opportunities for women and men.
Objective 6	Eradicate discrimination, sexual and moral harassment and gender-based violence.
Objective 7	Develop an inclusive system to protect the rights of women in the security and defence sector.
Objective 8	Strengthen positive measures for the rehabilitation of women in the security and defence sector.
Objective 9	Improve and align the legislative framework with the international standards and norms on prevention, protection and rehabilitation of conflict-affected people, both during conflict and post-conflict.
Objective 10	Implement the legal and procedural framework to ensure women's access to justice (both at the reporting and investigation or prosecution phase and at the trial phase) in the specific conflict or post-conflict context.
Objective 11	Enhance transparency and visibility in the security and defence sector from a gender perspective.
Objective 12	Reporting and engagement.

V. Impact

41. Each general objective is divided into a few specific objectives that will provide clear direction on how the desired results are to be achieved. Respectively, the specific objective includes concrete actions to be carried out within set deadlines

so that, at the end of the Program implementation period, the results of the specific objective, as well as those of the general objective, can be quantified (Table 1).

42. In the medium term, the implementation of the National Program for the Implementation of UN Security Council Resolution 1325 on Women, Peace and Security for 2023-2027 will contribute to the analysis and improvement of the regulatory, institutional and organisational framework through ongoing and progressive gender mainstreaming in the security and defence sector, better synergy between implementing authorities and institutions; providing a credible security and defence environment inside and outside the country; uniform promotion of the message of peace; creating conditions conducive to encouraging women to participate in all decision-making processes and at all levels, including in conflict resolution, within an inclusive sector; preventing and effectively combating violence, harassment and discrimination; creating new opportunities for reconciling professional and private life; promoting women's access to leadership positions and international civilian or military peacekeeping missions.

43. In the medium to long term, the impact of the public policy document involves aligning national legislation with the international security and human rights standards through good governance, including their implementation in good faith. In this context, the level and quality of representation of women will be improved and the security and defence sector will be more inclusive and effective.

Table 1

General objective	Specific objective	Public policy outcome indicators	Source	Reference value (2023)	Target to be reached (2027)
<p>1. Increase the participation and representation of women in the security and defence sector</p>	<p>1. Combine internal and external policies to promote the women, peace and security agenda at central and local levels for at least 1,000 trained people.</p>	<p>5 thematic trainings 10 press events 8 studies (analyses) on thematic topics Improved institutional mechanisms on the women, peace and security agenda</p>	<p>Budget of the authorities involved External sources</p>	<p>0</p>	<p>At least 1000 women in the security and defence sector informed and trained at central and local government level on the women, peace and security agenda Increase protection of women against discrimination and abuse/harassment/violence by 15% by the end of 2027 Increase the share of women in decision-making in the security and defence sector by 5%.</p>

	<p>2. Ensure gender equality by applying a holistic approach to encouraging women's active participation in the security and defence sector by 10% by the end of 2027.</p>	<p>Increased number of newly created and registered professional associations in the field of security and defence for the promotion of women</p> <p>5 information and visibility campaigns</p>	<p>Budget of the authorities involved/external resources</p>	<p>3 existing associations</p> <p>3 existing associations</p> <p>0</p>	<p>At least one new association created to promote women in one of the security and defence sectors.</p> <p>At least 2 revised internal rules of professional associations, with extension of competences and areas of activity in support of women in the security and defence sector</p> <p>Increase the presence of women at various events in the security and defence sector for encouragement and involvement by 10%</p>
	<p>3. Involve women in the security and defence sector in regional and international peace-building and expand by 5 posts of liaison officers/attachés posted abroad by 2027.</p>	<p>Training of trainers on the women, peace and security agenda and international missions</p> <p>Liaison officer/attaché posts identified and created abroad with duties in the field of internal affairs, security and defence</p> <p>Increased number of women trained as liaison officers/attachés</p>	<p>Budget of the authorities involved/external resources</p>	<p>0</p> <p>3 posts</p>	<p>At least 50 female trainers trained for the security and defence system in peacekeeping missions and operations under UN, EU or other international organisations</p> <p>At least 5 liaison officer/security attaché/military attaché posts identified and created abroad and 20</p>

					women trained
<p>2. Prevent inequalities, violence and harassment in the security and defence sector by reducing the risks and eliminating the consequences of discrimination</p>	<p>4. Reduce the barriers and stereotypes related to the role of women in the security and defence sector through capacity building of 200 people.</p>	<p>Created a friendly and safe environment for women in the security and defence system to report cases of sexual and psychological violence and harassment in the workplace</p> <p>Implemented women's initiatives to prevent and eliminate stereotypes in the security and defence sector</p> <p>Increased prevention and access to protection against harassment and violence</p>	<p>Budget of the authorities involved/external resources</p>	<p>0</p> <p>0</p> <p>0</p>	<p>Increase the number of identified and reported cases of sexual and psychological violence and harassment at work in the defence and security sector by 7% in 8 regular trainings for 200 participants.</p> <p>At least 5 women's initiatives to reduce the barriers and stereotypes related to the role of women in the security and defence sector.</p> <p>At least two reports prepared assessing the risks, threats and vulnerabilities of women in the security and defence sector</p>
	<p>5. Equal access to work-life balance opportunities for women and men.</p>	<p>Created a gender-friendly environment in the security and defence sector</p> <p>People trained in human rights</p>	<p>Budget of the authorities involved/external resources</p>	<p>0</p>	<p>Up to 3 partnership agreements between the employing institution and early education institutions/schools, sports federations, cultural</p>

		<p>List of needs and recommendations identified for women and men from the Security Zone</p> <p>Increased awareness through useful information, guidance and orientation of men and women</p> <p>Increased resilience in the professional environment</p>		<p>0</p> <p>0</p>	<p>institutions, art institutions</p> <p>Up to 5,000 copies of training materials and information on gender equality and women, peace and security developed and disseminated.</p> <p>100 psychological counselling sessions for women and men (servicemen, policemen and civil servants with special status) and their families working in the security and defence sector in at-risk conditions/in the guard</p>
<p>3. Ensure protection through good governance and developed capacities</p>	<p>6. Establish a fully operational and functional reporting system by the end of 2027; at least 100 persons counselled with the aim of eradicating discrimination, sexual and moral harassment and gender-based violence.</p>	<p>The time for reporting, information and risk mitigation reduced</p> <p>Qualified legal, psychological and social assistance and counselling and rehabilitation services at the local level for victims of discrimination, sexual and moral harassment and gender-based violence in the security sector</p>	<p>Budget of the authorities involved/external resources</p>	<p>0</p> <p>0</p>	<p>1 Reference compendium for practical guidance on lessons learned and disseminated on cases of discrimination, sexual and moral harassment and gender-based violence in the security sector</p> <p>1 Institution-wide automated, fully operational and functional system for reporting cases of discrimination, sexual</p>

		Digitalised system for internal reporting of discrimination and related facts		0	and moral harassment and gender-based violence in the security sector
				0	1 National public report on the state of prevention of discrimination, sexual and moral harassment, including gender-based violence in the security and defence sector
				0	5 trainings for 10 trainers on investigating cases of discrimination, sexual and moral harassment
				0	100 people counselled
	7. Develop an inclusive system for the protection of women's rights in the security and defence sector by increasing the share of women in decision-making/operational positions to at least 10%; at least 5000 persons admitted for humanitarian purposes, assisted for integration into society.	<p>Training of trainers</p> <p>Improved data and information collection and disaggregation</p> <p>Promoting women to operational management positions/to evaluation boards encouraged</p> <p>Developed mentoring and leadership programs in the security and defence sector</p> <p>Strengthened social, cultural and economic cohesion for the</p>	Budget of the authorities involved/external resources	0	<p>A concept developed on the feasibility of introducing the institution of Ombudperson for Gender Equality</p> <p>25 trainers trained in assessing managerial and personal qualities of men and women in the security and defence sector</p> <p>Create opportunities for women to become heads of police inspectorates at central or local level, heads/members of military evaluation boards</p>
				0	
				0	

		emergency response to the crisis in Ukraine		0	Increase the level of membership in commissions, committees, other decision-making bodies in the security and defence sector up to 10%
				0	At least 2 mentoring and leadership programs for women in the sector
				0	Support for 5,000 assisted refugees to ensure social cohesion of persons admitted for humanitarian purposes
4. Rehabilitate the affected people through effective, sustainable and intelligent measures	8. Strengthen positive measures for the rehabilitation of women in the security and defence sector.	Reasonable and inclusive accommodation Developed institutional capacities for risk management	Budget of the authorities involved/external resources	0	A psychological rehabilitation training course developed and piloted
				0	Institutional capacities for risk management for 20 people

<p>5. Provide humanitarian support for women and girls from conflict and post conflict areas</p>	<p>9. Improve and align the legislative framework with the international standards and norms on prevention, protection and rehabilitation of conflict-affected people, both during conflict and post-conflict.</p>	<p>Disseminated good practices and experiences on ensuring gender equality, prevention, protection and social inclusion of people affected by conflict/war</p>	<p>Budget of the authorities involved/external resources</p>	<p>0</p> <p>0</p>	<p>Mapping of best practices and experiences by the end of 2027</p> <p>A compatibility study on the harmonisation of national legislation with the new international acts on prevention, protection and rehabilitation for conflict-affected persons, both during conflict and post-conflict.</p>
	<p>10. Implement the legal and procedural framework to ensure women's access to justice (both at the reporting and investigation or prosecution phase and at the trial phase) in the specific conflict or post-conflict context.</p>	<p>Law No 137/2016 on the Rehabilitation of Victims of Crime supplemented with provisions on access to justice for women, girls and women with children from conflict areas, in the specific context of ongoing or post-conflict settings</p> <p>Government Decision 21/2023 supplemented with specific provisions for persons admitted for humanitarian purposes</p>	<p>Budget of the authorities involved/external resources</p>	<p>0</p> <p>0</p>	<p>New legal provisions included in Law No 137/2016 and Government Decision 21/2023.</p> <p>Information materials disseminated to 1,000 refugees</p>

6. Communication and reporting	11. 15% increase in transparency and visibility in the security and defence sector from a gender perspective.	Strengthened communication and visibility through press releases and events, conferences, etc. with governmental and non-governmental actors, partners	Budget of the authorities involved	0	Increase media presence by 15% by 2027
	12. Reporting and engagement.	Increased involvement of governmental and non-governmental actors in the security and defence sector	Budget of the authorities involved	0	5 annual reports

VI. Costs

44. The estimated amount of financial resources needed for the implementation of the Program is MDL 23606.9 thousand, which will be covered by the development partners, according to Table 2, and the expenditures from the State Budget will be within the limit of the budgets approved for the implementing authorities.

Table 2.

Estimated costs for the implementation of the National Program for the Implementation of UN Security Council Resolution 1325 on Women, Peace and Security for 2023-2027

Specific Objective	Description	Total costs (thousand MDL)	2023	2024	2025	2026	2027
Objective 1	Combine internal and external policies to promote the women, peace and security agenda.	1183.6	246.2	422.5	189.5	231.1	94.3
Objective 2	Ensure gender equality by applying a holistic approach to encouraging women's active participation in the security and defence sector	130	25	55	25	25	0
Objective 3	Involve women in the security and defence sector in regional and international peace-building.	8231.4	46.6	2131.6	2091.6	1991.6	1970
Objective 4	Reduce the barriers and stereotypes related to the role of women in the security and defence sector	6286	267.96	1666.96	1450.36	1450.36	1450.36
Objective 5	Equal access to work-life balance opportunities for women and men.	340	120	220	0	0	0
Objective 6	Eradicate discrimination, sexual and moral harassment and gender-based violence.	1070.6	137	449.2	227.2	227.2	30
Objective 7	Develop an inclusive system to protect the rights of women in the security and defence	2945.6	593.6	607.7	598.6	626.1	519.6

	sector.						
Objective 8	Strengthen positive measures for the rehabilitation of women in the security and defence sector.	344.7	0	21	102.9	72.9	147.9
Objective 9	Improve and align the legislative framework with the international standards and norms on prevention, protection and rehabilitation of conflict-affected people, both during conflict and post-conflict.	305	35	102.5	87.5	27.5	52.5
Objective 10	Implement the legal and procedural framework to ensure women's access to justice (both at the reporting and investigation or prosecution phase and at the trial phase) in the specific conflict or post-conflict context.	250	0	75	75	50	50
Objective 11	Enhance transparency and visibility in the security and defence sector from a gender perspective.	600.0	100.0	200.0	100.0	100.0	100.0
Objective 12	Reporting and engagement.	1920	0	480.0	480.0	480.0	480.0
	Total costs (MDL thousand):	23606.9	1571.36	6431.46	5427.66	5281.76	4894.66

VII. Implementation risks

45. In order to effectively achieve the general and specific objectives of the National Program, a set of risks are identified that could influence the execution of the activities included in this document:

Anticipated risk	Impact (high, medium, low)	Likelihood (low, medium, high)	Risk mitigation/elimination measures
1. External risk: Deepening humanitarian, economic, security crisis.	High	Medium	1. Continuous monitoring of migration flows and reported abuses. 2. Step up communication activities.
2. Political risk: Political instability.	High	Medium	1. Ensure stability and continuity of implementation at local and central level by professionals in the field. 2. Implement external assistance projects as alternative mitigation measures.
3. Financial risk: Insufficient allocation of financial means by the authorities/institutions responsible for the implementation of the National Program and the Action Plan.	High	Medium	1. Establish cooperation partnerships with similar bodies in other countries on related topics. 2. Gain access to external assistance funds.
4. Communication risk: Neglecting to communicate and publicise the Women, Peace and Security Agenda.	Medium	Medium	1. Communication campaigns to reduce gender bias and stereotypes in society. 2. Solidarity of the senior leadership of defence and security bodies through messages empowering women to be active in maintaining peace and security.
5. Human resource risk: Fluctuation or lack of qualified human resources.	Medium	Medium	1. Recruit new staff for vacant posts. 2. Identify non-financial incentives to motivate staff.

46. In order to reduce or mitigate the risks, it is necessary to accelerate access to development partners' funds to cover the activities requiring extended intervention. Training of trainers would also provide a stable resource for

accelerating processes and achieving results. Moreover, awareness and information campaigns would have a more effective influence on the prevention aspect.

VIII. The responsible authorities and institutions

47. This National Program is to be implemented by the central public administration authorities and the institutions of the security and defence sector of the Republic of Moldova, in partnership and cooperation with the local public administration, the associative and non-governmental sector, academic and education institutions, development partners.

48. The authorities and institutions contributing to the implementation of the National Program and Action Plan are:

- 1) Ministry of Internal Affairs (including subordinate subdivisions);
- 2) Ministry of Defence (including subordinate subdivisions);
- 3) Ministry of Foreign Affairs and European Integration,
- 4) Ministry of Education and Research;
- 5) Ministry of Justice (National Administration of Penitentiaries);
- 6) Customs Service;
- 7) State Protection and Guard Service;
- 8) National Anticorruption Center;
- 9) Security and Intelligence Service;
- 10) Reintegration Policies Bureau of the State Chancellery.

49. In implementing the Program, the responsible authorities, including subordinate education/academic or training institutions, will cooperate with other central and local government authorities, NGOs and development partners.

50. The security and defence sector is also supported in its efforts by other key institutions, whose role is necessary for the proper implementation of this Program, such as:

- 1) Ministry of Labour and Social Protection;
- 2) Ministry of Health;
- 3) General Prosecutor's Office;
- 4) Sectoral parliamentary committees;
- 5) Office of the People's Advocate.

51. They are responsible for integrating the provisions of the Action Plan into institutional action or activity plans, for monitoring and reporting according to established deadlines on the progress and difficulties of implementation, and for designating persons responsible for coordinating this process.

52. For institutions outside the government, this National Program is offered as a recommendation and its implementation will be carried out in coordination with the institutions concerned.

53. The Ministry of Internal Affairs is the institution responsible for coordinating the implementation of this National Program and may create inter-institutional working groups or other working formats and platforms to support the implementation of the public policy document. The working groups may invite as observers or experts other persons from academia, the associative or non-governmental sector, development partners and donors, relevant professional

associations, representatives of the media and local public administration, and other stakeholders.

54. The authority in charge of coordinating the National Program will consult the associative and non-governmental sector, academia and development partners in order to identify the most effective coordination tools and methods for the proper implementation of the public policy document. Stakeholders will be encouraged to identify the objectives of the Action Plan as well as the public institutions with which they will collaborate in the process of implementation and provision of assistance.

55. Stakeholders can set up cooperation platforms, consultations, virtual platform meetings, enter into partnerships or implement joint assistance projects, join forces, access external assistance projects or attract funding to implement this National Program and Action Plan.

56. Cooperation and consultation on the implementation of the National Program and Action Plan can be extended on a partnership basis with the Parliament and the Presidency.

IX. Monitoring and reporting

57. During the implementation of the Program, the following monitoring and evaluation procedures will be carried out:

1) **Annual monitoring:** A report on the implementation of the National Program will be produced annually. The annual report is analytical in nature and constitutes a reference document for planning the following year's activity, including the correction of identified shortcomings. The annual report will be published on the official website of the Ministry of Internal Affairs.

2) **Bi-annual mid-term evaluation:** At the end of two years of implementation, 2024 and 2026, mid-term evaluations will be carried out, with results, strengths and weaknesses, threats and vulnerabilities recorded in a separate report, the purpose of which is the mid-term verification of the achievement of the impact of the National Program. In the process of drafting the report, quantitative and qualitative indicators will be analysed and recommendations will be made.

58. If the mid-term evaluation process reveals deviations from the planned activities (actions, outcome and monitoring indicators), this evaluation report may provide the basis for initiating the process of amending the Action Plan for the implementation of the Program.

1) **Final evaluation:** At the end of the implementation period of the public policy document, a final evaluation is carried out to assess the degree of implementation of the National Program as a whole in terms of two main areas: improvement of the level and quality of women's representation and the inclusiveness and effectiveness of the security and defence sector.

59. Annual monitoring reports and mid-term and final evaluation reports will be prepared by the Ministry of Internal Affairs, based on the information provided by authorities and institutions, other stakeholders responsible for implementation, according to a pre-established format, which after validation will be made public, but no later than one month after the report is finalised.

60. The Ministry of Internal Affairs will coordinate the process of collecting information from the institutions responsible for the implementation of the Program, requesting data, information, analysis or other relevant studies to monitor and evaluate the degree of implementation of the public policy document. Where appropriate, the Ministry of Internal Affairs as the coordinating institution responsible for the implementation of the Program may establish another format for the collection and analysis of information for monitoring and evaluation, which will be reflected in the narrative progress reports.

61. The final evaluation report is to be submitted to the State Chancellery for monitoring the level of implementation of the Program by the Ministry of Internal Affairs.

ACTION PLAN
implementing the National Programme
on the implementation of the United Nations Security Council Resolution 1325 on women, peace and security for 2023-2027

Specific Objective	Actions	Monitoring indicators and verification measures	Implementation on costs (thousand MDL)	Funding source	Deadline	Institutions in charge	Partners
GENERAL OBJECTIVE 1: INCREASE THE PARTICIPATION AND REPRESENTATION OF WOMEN IN THE SECURITY AND DEFENCE SECTOR							
Specific Objective 1. Combine internal and external policies to promote the women, peace and security agenda	1.1. Conduct seminars, meetings, sessions and trainings, information campaigns on the approval of the National Program and the Action Plan for its implementation for 2023-2027	At least one training in each institution in the sector of security and defence <i>Informed and/or trained staff Press briefings</i>	2023-64.5	Development partners	Q2, 2023	Ministry of Internal Affairs, Ministry of Defence, National Anticorruption Centre, Ministry of Education and Research, Ministry of Labour and Social Protection, Ministry of Foreign Affairs and European Integration, Customs Service, State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries), Security and Intelligence Service, other interested authorities	Development partners, Civil society organisations
	1.2. Thematic conference on the launch and implementation of the National Program and the Action Plan for its implementation to highlight the importance of the implementation of Resolution 1325	At least one thematic conference for all implementing authorities and institutions <i>Strengthened institutional commitment to implementation</i>	2023-25.4	Development partners	Q2, 2023	Ministry of Internal Affairs, Ministry of Defence, National Anticorruption Centre, Ministry of Education and Research, Ministry of Labour and Social Protection, Ministry of Foreign Affairs and European Integration, Customs Service, State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries), Security and Intelligence Service, other interested authorities	Development partners, Civil society organisations
	1.3. Promote in the media, including in the	Number of press releases, publications	Within the limits of the	Budget of the authorities/instit	2027	Ministry of Internal Affairs, Ministry of Defence, Ministry	Associations of women in the

Specific Objective	Actions	Monitoring indicators and verification measures	Implementation on costs (thousand MDL)	Funding source	Deadline	Institutions in charge	Partners
	online media, the material on women's employment in management positions/jobs/specialities and the role of women in various operations	or press briefings <i>Leadership among women Engage women in the defence and security system, in the society and their influence on the specific working environment in order to increase the efficiency of the institution</i>	allocated means	utions involved		of Justice (National Administration of Penitentiaries)	security and defence sector, Local public administration
	1.4. Study (research) on changing perceptions and attitudes towards women in the security and defence sector from a societal and professional perspective	2 studies (researches) conducted on the assessment of attitudes towards women in the security and defence sector during the Program implementation	2023-17.4 2026-17.4 Total: 34.8	Development partners	Q2, 2026	Ministry of Internal Affairs, Ministry of Defence, National Anticorruption Centre, State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries)	Associations of women in the security and defence sector, Local public administration
	1.5. Conduct studies (researches) on meeting the needs of women in the defence and security sector at the level of institution/organisation	2 research studies conducted <i>Degree of satisfaction with interpersonal relations at institution or sector level</i>	2023-79.4 2026-79.4 Total: 158.8	Development partners	Q2, 2026	Ministry of Internal Affairs, Ministry of Defence, National Anticorruption Centre, State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries), Security and Intelligence Service	Development partners, Civil society organisations
	1.6. Study to identify the managerial and leadership skills of women in the security and defence sector (self-esteem, self-confidence, self-image, assertive communication skills, behavioural tactics, team spirit (solidarity and altruism))	Study conducted; The list of the profile of women who are promoted developed; Training needs of women in the security and defence sector identified <i>Positive appraisals of women in management at institutional, national,</i>	2024-49.0	Development partners	Q3, 2024	Ministry of Internal Affairs, Ministry of Defence, National Anticorruption Centre, State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries)	Development partners, Civil society organisations

Specific Objective	Actions	Monitoring indicators and verification measures	Implementation on costs (thousand MDL)	Funding source	Deadline	Institutions in charge	Partners
		<i>international level</i>					
	1.7. Conduct institutional analysis (anonymous questionnaire) on the identification of harassment at the workplace by analysing the correlation between the manager and the employee in the security and defence sector	Institutional analysis conducted <i>Rights respected and claimed</i> <i>Increase the protection of women against abuse</i> <i>Encourage the reporting of cases</i>	2023-29.5 2024-29.5 2025-29.5 2026-29.5 2027-29.5 Total: 147.5	Development partners	Quarter III 2027	Ministry of Internal Affairs, Ministry of Defence, State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries), National Anticorruption Centre	Development partners, Civil society organisations
	1.8. Conduct the study on the professional and personal development needs of women in the area of security and defence	Study conducted <i>Identify the scope of topics for thematic courses on gender equality, zero tolerance towards discrimination, harassment and gender-based violence</i>	2024-49.0	Development partners	Q3, 2024	Ministry of Internal Affairs, Ministry of Defence, National Anticorruption Centre, State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries)	Development partners, Civil society organisations
	1.9. Conduct the study on the impact of the pandemic and of post Covid-19 period on women in the security and defence sector	Study conducted <i>Degree, sensitivity and dynamics of domestic violence</i>	2023-30.0	Development partners	Q3, 2023	Ministry of Internal Affairs, National Anticorruption Centre, Ministry of Defence, State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries)	Development partners, Local public administration, Civil society organisations
	1.10. Conduct an analysis of the degree compatibility of national legislation in the area of Women Peace and Security with international standards	Analysis conducted <i>Set of proposals to fill in, amend or improve the national legislation developed</i>	2024-35.0	Development partners	2024	Ministry of Internal Affairs, Ministry of Defence, National Anticorruption Centre, Customs Service, State Protection and Guard Service, National Administration of Penitentiaries	Development partners, Civil society organisations

Specific Objective	Actions	Monitoring indicators and verification measures	Implementation costs (thousand MDL)	Funding source	Deadline	Institutions in charge	Partners
	1.11. Conduct analysis (research) by UN Women on the needs of women involved in security and defence crisis prevention and in the Transnistrian settlement negotiations, based on information collected from public authorities	Analysis conducted <i>Mainstream gender dimension in the planning documents, working groups, negotiations or mediation, conclusion of acts, implementation</i> <i>Set of recommendations for improving the role of women</i>	2024-100.0	Development partners	Q2, 2024	Ministry of Defence, Ministry of Internal Affairs, National Anticorruption Centre, State Chancellery (Reintegration Policies Bureau), Ministry of Justice (National Administration of Penitentiaries)	Development partners, Civil society organisations
	1.12. Increase women's participation and involvement in activities that are specific to the security and defence sector, at all levels and in all specialised areas	By 2027, increase by at least 4 percentage points the rate of women promoted to decision-making positions <i>Number of women involved in conflict resolution decision-making and/or in peacekeeping missions</i>	Within the limits of the allocated means	Budget of the authorities/institutions involved	Q1, 2027	Ministry of Defence, Ministry of Internal Affairs, Security and Intelligence Service	Development partners, Civil society organisations
	1.13. Develop and implement programs for professional and family life reconciliation, mentoring programs and other specific programs including in the security and defence sector	Regulatory and institutional framework by creating new opportunities, developed New programs and opportunities identified and/or implemented	2024-40.0 2025-40.0 2026-40.0 Total: 120.0	Development partners	Q1, 2026	Ministry of Defence, Ministry of Labour and Social Protection, Ministry of Internal Affairs	Development partners, Civil society organisations
	1.14. Increase the professional capacity through training and transfer of knowledge and experience for	Specialised training course established (developed and approved); At least 50 women	2024-64.8 2025-64.8 2026-64.8 2027-64.8	Development partners	Q3, 2027	Ministry of Defence, Ministry of Internal Affairs, National Anticorruption Centre, Ministry of Foreign Affairs and European Integration,	Development partners, Civil society organisations

Specific Objective	Actions	Monitoring indicators and verification measures	Implementation on costs (thousand MDL)	Funding source	Deadline	Institutions in charge	Partners
	women/women negotiators, women and men in mixed/multi-disciplinary teams for conflict resolution at all its stages	trained and engaged in conflict resolution <i>New skills acquired through training and education</i> <i>Action scenarios engaging women in the security and defence sector</i>	Total: 259.2			State Chancellery (Reintegration Policies Bureau)	
	1.15. Engage the women from settlements in the Security Zone in activities organised together with external donors to strengthen the capacities to ensure the peace and security	New capacities developed in local public administration and in communities of women	2024-55.2 2025-55.2 Total: 110.4	Development partners	Q4, 2025	Ministry of Defence, Ministry of Internal Affairs	Development partners, Civil society organisations, local public administration
Specific Objective 2. Ensure gender equality by applying a holistic approach to encouraging women's active participation in the security and defence sector	2.1. Conduct analysis and systematise the barriers to women's equal participation in delegations, missions, operations, commissions/committees/councils, other actions to strengthen the security and defence sector in order to eliminate risks associated with gender inclusiveness	Number of situations identified <i>Increased presence of women at various events in the security and defence sector to encourage them</i>	2024-30.0	Development partners	Q2, 2024	Ministry of Defence, Ministry of Internal Affairs, Customs Service, State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries), Security and Intelligence Service	Development partners, Civil society organisations
	2.2. Provide support for women in the security and defence sector, at management level, to participate at all levels of the peacekeeping	At least 20 women leaders mentored annually (support provided) <i>Increased presence of</i>	2023-25.0 2024-25.0 2025-25.0 2026-25.0	Development partners	Q2, 2026	Ministry of Defence, Ministry of Foreign Affairs and European Integration, Ministry of Internal Affairs, State Protection and Guard Service, Ministry of Justice (National	Development partners, Civil society organisations

Specific Objective	Actions	Monitoring indicators and verification measures	Implementation on costs (thousand MDL)	Funding source	Deadline	Institutions in charge	Partners
	process through diplomatic, institutional or financial contribution. Increase the number of women participating as chief-negotiators, political representatives, mediators, peacemakers, ambassadors, communicators, etc.	women at various events in the security and defence sector	Total: 100.0			Administration of Penitentiaries)	
	2.3. Encourage the creation of professional associations for the promotion of women in all structures and institutions in the security and defence sector	At least 2 new associations created, legally registered and statute approved <i>The activity of new associations launched</i>	Within the limits of the allocated means	Budget of the authorities/institutions involved	Q3, 2024	State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries)	Development partners
	2.4. Extend the mandate of professional associations to promote women in the security and defence sector, including for female civilian employees in the system	Internal statutes of the associations reviewed. Membership of associations increased by at least 5%	Within the limits of the allocated means	Budget of the authorities/institutions involved	Q1, 2025	Ministry of Internal Affairs, Ministry of Defence, State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries)	Civil society organisations
	2.5. Consult the professional associations in the security and defence sector in the process of drafting, adapting and promoting sectoral policy documents and legislation	Number of documents endorsed. Set of recommendations formulated <i>Effective collaborative relations between associations and institutions in the security and defence</i>	Within the limits of the allocated means	Budget of the authorities/institutions involved	Q4, 2027	Professional associations for the promotion of women in the security and defence sector, Ministry of Internal Affairs, Ministry of Defence	Civil society organisations

Specific Objective	Actions	Monitoring indicators and verification measures	Implementation on costs (thousand MDL)	Funding source	Deadline	Institutions in charge	Partners
		<i>sector</i>					
	2.6. Conduct information and communication campaigns to increase the visibility of women in the security and defence sector and access to new opportunities	At least one annual campaign organised and conducted; Number of unique visitors and number of hits to articles posted	Within the limits of the allocated means	Budget of the authorities/institutions involved	Q1, 2027	Ministry of Internal Affairs, Ministry of Defence, National Anticorruption Centre, State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries), Security and Intelligence Service	Development partners, Civil society organisations
Specific Objective 3. Involve women in the security and defence sector in regional and international peace-building	3.1. Involve women in the security and defence system in peacekeeping missions and operations under the aegis of the UN, the EU or other international organisations	Number of women delegated in peacekeeping missions and operations <i>Women's contribution to successful missions</i>	2024-100.0 2025-100.0 Total: 200.0	Development partners	Q4, 2027	Ministry of Defence. Ministry of Foreign Affairs and European Integration. Ministry of Internal Affairs	Development partners, Civil society organisations
	3.2. Train female trainers in the area of security and defence through the creation and digitisation of virtual platforms	At least 40 trainers certified. At least 4 trainings conducted <i>A network of trainers created at national level</i>	2023-25.0 2024-25.0 2025-25.0 2026-25.0 Total: 100.0	Development partners	Q4, 2026	Ministry of Internal Affairs, Ministry of Defence, National Anticorruption Centre, Customs Service, State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries)	Development partners, Local public administration, Civil society organisations

Specific Objective	Actions	Monitoring indicators and verification measures	Implementation on costs (thousand MDL)	Funding source	Deadline	Institutions in charge	Partners
	3.3. Strengthen institutional capacity on gender and promote gender culture at institutional level	25 persons trained annually	2023-21.6 2024-21.6 2025-21.6 2026-21.6 Total: 86.4	Development partners	2026	Ministry of Defence, Ministry of Internal Affairs, National Anticorruption Centre, Customs Service, State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries), Ministry of Justice,	Development partners, Local public administration, Civil society organisations
	3.4. Increase the number of positions of liaison or justice officers/security attachés/military attachés send to the post abroad on behalf of the institution or the Republic of Moldova for peace and security building	Liaison officer/security attaché/military attaché positions created by amending the legal framework Number of women appointed in these positions <i>Women's contributions to ensuring peace and security</i>	2024-1.920,0 2025-1.920,0 2026-1.920,0 2027-1.920,0 Total: 7680.0 160.0*12/ 4 people	Development partners	Q4, 2027	Ministry of Defence. Ministry of Foreign Affairs and European Integration. Ministry of Internal Affairs	Development partners
	3.5. Align and implement the international standards for observing and promoting the women's rights in times of peace or conflict	Level of implementation of international standards <i>The values and principles of the implementation of Resolution 1325 promoted</i>	2024-40.0	Development partners	Q3, 2024	Ministry of Internal Affairs, Ministry of Foreign Affairs and European Integration, Ministry of Defence, Customs Service, Ministry of Justice (National Administration of Penitentiaries), National Anticorruption Centre	Development partners, Civil society organisations
	3.6. Integrate the respect for the rights of women, girls, women with children in sensitive conflict and post-conflict situations, including in humanitarian protection	Reduce the vulnerabilities and threats related to gender-based and sexual violence <i>The UN SC Resolution 2467(2019)</i>	2023-25.0 2024-25.0 2025-25.0 2026-25.0 2027-25.0	Development partners	Q4, 2027	Ministry of Health, Ministry of Defence, Ministry of Internal Affairs, Ministry of Labour and Social Protection	Development partners, Civil society organisations Congress of local authorities from the Republic of Moldova

Specific Objective	Actions	Monitoring indicators and verification measures	Implementation costs (thousand MDL)	Funding source	Deadline	Institutions in charge	Partners
	situations, eradicating impunity	<i>implemented</i>	Total: 125.0				
	3.7. Develop, strengthen and exchange the information and expertise on gender equality, sexual and gender-based violence in specific conflict and post-conflict contexts	Situations and data reported or communicated <i>Efficient exchange of information and data</i>	Within the limits of the allocated means	Budget of the authorities/institutions involved	Q4, 2027	Ministry of Internal Affairs, Ministry of Defence, Ministry of Labour and Social Protection	Development partners

GENERAL OBJECTIVE 2: PREVENT INEQUALITIES, VIOLENCE AND HARASSMENT IN THE SECURITY AND DEFENCE SECTOR BY REDUCING THE RISKS AND ELIMINATING THE CONSEQUENCES OF DISCRIMINATION

Specific Objective 4. Reduce the barriers and stereotypes related to the role of women in the security and defence sector	4.1. Cultivate and promote the respect for women's rights and their role in the security and defence sector institutions	Number of briefings, public lectures, speeches, training sessions, participation in national and international events	Within the limits of the allocated means	Budget of the authorities/institutions involved	Q4, 2027	Ministry of Defence, Ministry of Internal Affairs, Security and Intelligence Service, Customs Service, State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries), National Anticorruption Centre	Development partners, Civil society organisations General Prosecutor's Office
	4.2. Apply the 'Zero Tolerance' principle towards sexual and psychological violence and harassment at the workplace in the security and defence sector	Number of identified and reported cases	Within the limits of the allocated means	Budget of the authorities/institutions involved	Q4, 2027	Ministry of Defence, Ministry of Internal Affairs, Security and Intelligence Service, Customs Service, State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries), National Anticorruption Centre	General Prosecutor's Office
	4.3. Conduct an information and communication campaign for women in the security and defence	Information activities carried out/number of women and men engaged	2024-140,0	Development partners	Q3, 2024	Ministry of Defence, Ministry of Internal Affairs, Security and Intelligence Service, National Anticorruption Centre, State	Development partners, Civil society organisations

Specific Objective	Actions	Monitoring indicators and verification measures	Implementation on costs (thousand MDL)	Funding source	Deadline	Institutions in charge	Partners
	sector on case reporting and on the access to protection measures, including advocacy actions for social inclusion for humanitarian entrants (refugees)	<i>A 'friendly' and safe environment for women in the system established</i>				Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries)	General Prosecutor's Office
	4.4. Support and stimulate gender coordinating groups or relevant subdivisions within the security and defence sector authorities to implement initiatives aimed at eliminating barriers and stereotypes against women	At least one activity/initiative per institution aimed at eliminating barriers and stereotypes against women, supported and implemented	2023-30.0 2024-30.0 2025-30.0 2026-30.0 2027-30.0 Total: 150.0	Development partners	Q3, 2027	Ministry of Defence, Ministry of Internal Affairs, Security and Intelligence Service, National Anticorruption Centre, State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries)	Development partners, Civil society organisations
	4.5. Assess the risks, threats and vulnerabilities faced by women in the security sector in order to improve the methods and the tools for preventing the abuse	2 assessment reports developed (initial assessment and final assessment). Methods and tools to prevent abuse identified	2023-25.0 2024-25.0 Total: 50.0	Development partners	Q2, 2024	Ministry of Defence, Ministry of Internal Affairs, National Anticorruption Centre, Security and Intelligence Service State Protection and Guard Service	Development partners, Civil society organisations General Prosecutor's Office
	4.6. Review and adapt the language of security and defence leaders to eradicate messages of hatred or discrimination against women (official addresses, oaths, anthems, etc.)	Adapted and friendly speeches promoting the role of women in the security and defence sector <i>Positive feedback from management</i>	Within the limits of the allocated means	Budget of the authorities/institutions involved	Q1, 2026	Ministry of Defence, Ministry of Internal Affairs, Security and Intelligence Service, National Anticorruption Centre, State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries)	Local public administration, civil society, development partners, General Prosecutor's Office
	4.7. Organise meetings,	2 annual meetings	2023-43.2	Development	Q2, 2027	Ministry of Defence,	Local public

Specific Objective	Actions	Monitoring indicators and verification measures	Implementation on costs (thousand MDL)	Funding source	Deadline	Institutions in charge	Partners
	consultations, joint trainings with the associative sector, diplomatic environment, civil society, international organisations in order to take over the best practices and experiences	organised. List of good practices taken over <i>A gender-friendly environment in the security and defence sector created</i>	2024-43.2 2025-43.2 2026-43.2 2027-43.2 Total: 216.0	partners		Ministry of Internal Affairs, Customs Service, National Anticorruption Centre, State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries)	administration, civil society, development partners, General Prosecutor's Office
	4.8. Adjust, review or improve the institutional mechanisms for preventing, identifying, reporting, investigating and for examining the cases of sexual harassment and violence at institutional level	1 document/report on the proposals and recommendations for the revision of the regulatory/institutional framework prepared <i>Number of reported and investigated cases</i>	2024-30.0	Development partners	Q2, 2024	Ministry of Defence, Ministry of Internal Affairs, Security and Intelligence Service, National Anticorruption Centre, Customs Service, State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries)	Development partners, Civil society organisations General Prosecutor's Office
	4.9. Provide support to structures, subdivisions, divisions within the national institutions and authorities implementing policy documents on promoting gender equality and the women, peace and security agenda	At least 5 trainings conducted to mainstream gender equality in public policy documents Motivation mechanism implemented <i>New capacities formed</i>	2023-48.0 2024-48.0 2025-48.0 2026-48.0 2027-48.0 Total: 240.0	Development partners	Q2, 2027	Ministry of Internal Affairs, Ministry of Defence, Ministry of Labour and Social Protection, Ministry of Justice, Ombudsperson, other authorities or public institutions	Development partners, Civil society organisations
	4.10. Train the local public administration on how to address and manage issues related to sexual violence, gender-based violence or other related	At least 4 trainings conducted. At least 100 persons trained (minimum 10 districts, 100 settlements)	2024-54.0 2025-54.0 2026-54.0 2027-54.0 Total: 216.0	Development partners	Q3, 2027	Ministry of Labour and Social Protection, Ministry of Internal Affairs, Ministry of Defence, General Prosecutor's Office, the associative environment and the academia	Development partners, Congress of local authorities from the Republic of Moldova, Civil society organisations

Specific Objective	Actions	Monitoring indicators and verification measures	Implementation costs (thousand MDL)	Funding source	Deadline	Institutions in charge	Partners
	phenomena in times of conflict or post-conflict in cooperation with police and/or prosecution bodies and other partners as appropriate						General Prosecutor's Office
	4.11. Prevent and combat stereotypes among refugees/humanitarian entrants concerning gender-based violence, sexual violence and discrimination, including other gender issues	10 information, awareness-raising, guidance and orientation actions for refugees carried out. <i>Perception of security and safety in the country and in the centres of community for refugee accommodation created</i> <i>Building social cohesion based on prevention and trust</i>	2024-25.0 2025-25.0 2026-25.0 2027-25.0 Total: 100.0	Development partners	2027	Ministry of Internal Affairs, Ministry of Labour and Social Protection, Ministry of Defence, the associative environment and the academia	Development partners, Congress of local authorities from the Republic of Moldova, Civil society organisations
	4.12. Develop and support projects dedicated to the protection of women, girls and women with children during conflict or post-conflict (internal displacement) according to the real needs adapted to their needs, at local and central level	5 projects/ initiatives funded <i>Resilience and social cohesion</i>	2024-1 150.0 2025-1 150.0 2026-1 150.0 2027-1 150.0 Total: 4600.0	Development partners	Q4, 2027	Ministry of Economy, Ministry of Defence, Ministry of Labour and Social Protection, the associative environment and the academia	Development partners, Congress of local authorities from the Republic of Moldova, Civil society organisations
	4.13. Train the local government representatives and other actors (including youth) at local level as	250 persons trained in the area of humanitarian crisis management	2023-100.16 2024-100.16 2025-100.16 2026-100.16 2027-100.16	Development partners	Q4, 2027	Moldova State University (Institute of Public Administration), Ministry of Defence, non-governmental sector	Development partners, Congress of local authorities from the Republic of Moldova,

Specific Objective	Actions	Monitoring indicators and verification measures	Implementation costs (thousand MDL)	Funding source	Deadline	Institutions in charge	Partners
	agents of change in humanitarian crisis management (conflict and post-conflict affected)		Total: 500.8				Civil society organisations
	4.14. Integrate the idea of protecting human security at central and local level through training and engagement. Increase the level of participation of officials, managers of institutions in actions at local level to support and encourage social cohesion of humanitarian entrants	Number of meetings, speeches, meetings, forums, etc. Number of refugees engaged	2023-21.6 2024-21.6 Total: 43.2	Development partners	Q4, 2024	National authorities and institutions	Development partners, Civil society organisations
Specific Objective 5. Equal access to work-life balance opportunities for women and men	5.1. Create gender-friendly conditions in the security and defence system on the part of the employer for families with children up to 7 years old (partnerships between the employing institution and early education institutions)	List of identified partnerships. Number of partnerships concluded. Improved reconciliation requirements	Within the limits of the allocated means	Budget of the authorities/institutions involved	Q1, 2027	Ministry of Defence, Ministry of Internal Affairs	Civil society organisations
	5.2. Encourage the men in the security and defence sector to participate more actively in children upbringing (partnerships with sports federations, cultural, arts institutions). Transfer	List of identified partnerships. Number of partnerships concluded. 5 public events conducted (1 event per each institution)	2024-100.0	Development partners	Q4, 2024	Ministry of Defence, Ministry of Internal Affairs, Customs Service, State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries)	Local public administration, civil society, development partners, General Prosecutor's Office

Specific Objective	Actions	Monitoring indicators and verification measures	Implementation on costs (thousand MDL)	Funding source	Deadline	Institutions in charge	Partners
	of experience and lessons learned						
	5.3. Develop a psychological counselling program for women and men (military, police and civil servants with special status) and their families in the security and defence sector working in at-risk/guard conditions	Program developed. Quality services for employees with special status in the security and defence sector	Within the limits of the allocated means	Budget of the authorities/institutions involved	Q3, 2025	Ministry of Defence, Ministry of Internal Affairs, Security and Intelligence Service, State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries), Security and Intelligence Service	Civil society organisations
	5.4. Mainstream gender and women peace and security dimension in training programs for security and defence sector institutions	Teaching materials of GE and WPS developed and implemented	2023-120.0 2024-120.0 Total: 240.0	Development partners	Q4, 2024	Ministry of Defence, Ministry of Internal Affairs, Security and Intelligence Service, National Anticorruption Centre, State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries), Security and Intelligence Service	Development partners, Civil society organisations
GENERAL OBJECTIVE 3: PROTECTION THROUGH GOOD GOVERNANCE AND DEVELOPED CAPACITIES							
Specific Objective 6. Eradicate discrimination, sexual harassment and gender-based violence	6.1. Develop the 'Early warning system' concept	Concept developed and institutionalised. The time for reporting, information and risk mitigation reduced	2023-50.0 2024-50.0 Total: 100.0	Development partners	Q3, 2024	Ministry of Defence, Ministry of Internal Affairs, State Protection and Guard Service	Development partners, Civil society organisations
	6.2. Train staff on documenting and reporting cases of discrimination, harassment and sexual harassment and gender-based violence within	Training program developed and approved. At least 5 trainings conducted. 2 trainers per institution prepared	2024-104.0 2025-104.0 2026-104.0 Total: 312.0	Development partners	Q4, 2026	Security and Intelligence Service, National Anticorruption Centre, Customs Service, State Protection and Guard Service Bureau)	Development partners, Civil society organisations Equality Council

Specific Objective	Actions	Monitoring indicators and verification measures	Implementation costs (thousand MDL)	Funding source	Deadline	Institutions in charge	Partners
	the security sector	At least 100 persons trained <i>Awareness of the problem of discrimination, harassment, violence and the need for proactive reporting and investigation</i>					
	6.3. Train the staff on the protection of persons who have reported cases of discrimination, sexual harassment, and gender-based violence within the security sector and access to medical, social and psychological services	5 trainings conducted. 150 persons trained <i>Awareness of the problem of discrimination, harassment, violence and the need for protection</i>	2024-36.0 2025-36.0 2026-36.0 Total:108.0	Development partners	Q4, 2026	Ministry of Defence, Ministry of Internal Affairs, National Anticorruption Centre, Customs Service, State Protection and Guard Service	Development partners, Civil society organisations Equality Council
	6.4. Develop a study/guide on the lessons learned and disseminated on cases of discrimination, sexual harassment and gender-based violence in the security sector	Study/guide developed <i>Reference compendium for applicative guidance</i>	2026-140.0	Development partners	Q3, 2026	Ministry of Defence, Ministry of Internal Affairs, National Anticorruption Centre, State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries), including the associative environment	Development partners, Civil society organisations
	6.5. Digitise the internal reporting system for cases of discrimination, sexual harassment and gender-based violence in the security and defence sector	System developed and accessible. Testing and piloting the system <i>The instrument is functional and operational</i>	Within the limits of the allocated means	Budget of the authorities/institutions involved	Q2, 2025	Ministry of Defence, Ministry of Internal Affairs, State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries)	Civil society organisations
	6.6. Develop an annual thematic (including	Program developed	2023-25.0 2024-25.0	Development partners	Q4, 2026	Ministry of Defence, Ministry of Internal Affairs, Security	Development partners,

Specific Objective	Actions	Monitoring indicators and verification measures	Implementation on costs (thousand MDL)	Funding source	Deadline	Institutions in charge	Partners
	online) training program on the prevention of discrimination, sexual harassment, including gender-based violence for persons in charge of the field	<i>Introduction to the area of training on a permanent basis</i>	2025-25.0 2026-25.0 Total: 100.0			and Intelligence Service, National Anticorruption Centre, Customs Service, State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries), including the academic institutions where appropriate	Civil society organisations Equality Council
	6.7. Draft the National Report on the prevention of discrimination, sexual harassment, including gender-based violence in the security and defence sector	Report developed and validated The general public informed about the evolution of the phenomenon	2023-30.0 2024-30.0 2025-30.0 2026-30.0 2027-30.0 Total: 150.0	Development partners	Q4, 2027	Ministry of Defence, Ministry of Internal Affairs, Customs Service, State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries), other authorities	Development partners, Civil society organisations
	6.8. Mainstream gender and women peace and security dimension in training programs for policemen and doctors	Teaching materials on gender equality, women, peace and security developed	2023-32.0 2024-32.0 Total: 64.0	Development partners	Q2, 2024	Ministry of Internal Affairs, Ministry of Health, Ministry of Labour and Social Protection	Development partners, Civil society organisations
	6.9. Create a register of specialised professionals (investigators, prosecution officers, prosecutors, judges) trained in documenting, investigating and prosecuting cases of gender-based violence, sexual violence, including in sensitive conflict or post-conflict contexts, who could participate in regional or international investigations	Register developed. Regulation approved Trainings conducted	2024-32.2 2025-32.2 2026-32.2 Total: 96.6	Development partners	Q1, 2026	Ministry of Internal Affairs, General Prosecutor's Office, National Institute of Justice, other state authorities and institutions, development partners	Development partners, Civil society organisations
	6.10. Encourage	Social thematic	Within the	Budget of the	2027	National authorities and	Development

Specific Objective	Actions	Monitoring indicators and verification measures	Implementation on costs (thousand MDL)	Funding source	Deadline	Institutions in charge	Partners
	women, girls, women with children, admitted for humanitarian purposes to participate in information, guidance and orientation campaigns for other people	actions carried out <i>Number of women engaged in social events</i>	limits of the allocated means	authorities/institutions involved		institutions, development partners	partners, Civil society organisations
	6.11. Adjust the rules of conduct for local public administration to identify and provide services adapted to the needs of humanitarian entrants from a gender perspective	Rules of conduct developed <i>Recommendations and instructions used in professional activity</i>	Within the limits of the allocated means	Budget of the authorities/institutions involved	2025	Ministry of Labour and Social Protection	Congress of local authorities from the Republic of Moldova, civil society organisations
Specific Objective 7. Develop an inclusive system to protect the women's rights in the security and defence sector	7.1. Improve the recruitment and promotion procedures from the perspective of non-discrimination	Recruitment and promotion procedures improved <i>Approach oriented of the result of non discrimination</i>	2023-35.0	Development partners	Q4, 2023	Ministry of Defence, Ministry of Internal Affairs, National Anticorruption Centre, Customs Service, State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries)	Development partners, Civil society organisations
	7.2. Train trainers on the area of human resources to assess the managerial and personal qualities of men and women in the security and defence sector	5 trainings conducted. 25 trainers certified <i>Training on the protection, rights and particular needs of women</i>	2023-39.0 2024-39.0 2025-39.0 2026-39.0 Total:156.0	Development partners	2027	Ministry of Defence, Ministry of Internal Affairs, Security and Intelligence Service, National Anticorruption Centre, State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries)	Development partners, Civil society organisations
	7.3. Appoint women as heads of police inspectorates at central or local level, heads/members of	Number of women appointed <i>Positive feedback on work delivered</i>	Within the limits of the allocated means	Budget of the authorities/institutions involved	2027	Ministry of Defence, Ministry of Internal Affairs	Development partners, Civil society organisations

Specific Objective	Actions	Monitoring indicators and verification measures	Implementation on costs (thousand MDL)	Funding source	Deadline	Institutions in charge	Partners
	military evaluation commissions						
	7.4. Improve the human resources data collection system based on sex-disaggregated/gender-sensitive indicators	1 seminar on data collection conducted. Qualitative and quantitative indicators included. Interpret the sex-disaggregated/gender-sensitive data	2024-21.6	Development partners	2027	Ministry of Defence, Ministry of Internal Affairs, Security and Intelligence Service, Customs Service, National Anticorruption Centre, State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries)	Development partners, Civil society organisations
	7.5. Organise and conduct cascade trainings at central and local level to promote inclusiveness, mobility and diversity in the security and defence system	20 training courses conducted. 500 persons from at least 20 communities trained	2023-134.0 2024-134.0 2025-134.0 2026-134.0 2027-134.0 Total: 670.0	Development partners	2027	Ministry of Defence, Ministry of Internal Affairs, Ministry of Justice (National Administration of Penitentiaries)	Development partners, Civil society organisations
	7.6. Ensure minimum quotas for the representation of women in commissions, committees or other decision-making structures	Level of participation in commissions, committees, other structures <i>Fair and inclusive system of representation</i>	Within the limits of the allocated means	Budget of the authorities/institutions involved	2027	Ministry of Internal Affairs, Ministry of Justice (National Administration of Penitentiaries)	Development partners, Civil society organisations
	7.7. Develop mentoring and leadership programs for women in the security and defence sector on how to report and protect against human rights violations	Concept of mentoring programs developed <i>Continue efforts to mainstream gender in the security and defence sector</i>	2024-27.5 2026-27.5 Total: 55.0	Development partners	2026	Ministry of Defence, Ministry of Internal Affairs, National Anticorruption Centre, Ministry of Justice (National Administration of Penitentiaries)	Development partners, Civil society organisations
	7.8. Reduce the impact of climate change by managing the disaster reduction system from a gender perspective based on gender-	Depopulation of settlements reduced by at least 50%. Increase a healthy living environment	2025-40.0 2026-40.0 Total: 80.0	Development partners	2026	Ministry of Internal Affairs Ministry of Defence Ministry of Labour and Social Protection	Development partners, Civil society organisations

Specific Objective	Actions	Monitoring indicators and verification measures	Implementation on costs (thousand MDL)	Funding source	Deadline	Institutions in charge	Partners
	differentiated risks and needs, and safe, local-level waste disposal assistance projects						
	7.9. Organise trainings on incident and crisis prevention and management in the Security Zone	5 trainings conducted. Alternative sources of preventing negative consequences and conflict escalation. Mediation skills trained	2023-25.6 2024-25.6 2025-25.6 2026-25.6 2027-25.6 Total: 128.0	Development partners	2027	Ministry of Defence, Ministry of Internal Affairs, Security and Intelligence Services	Development partners, Civil society organisations
	7.10. Establish reasonable conditions for women, girls, young women, families with children to ensure the access to useful information on employment, health care, psychological assistance, legal assistance, access to documentation and security services for humanitarian entrants/refugees	Improve the services for beneficiaries of humanitarian protection/refugees <i>List of new and quality services offered to humanitarian entrants</i>	2023-180.0 2024-180.0 2025-180.0 2026-180.0 2027-180.0 Total: 900.0	Development partners	2027	Ministry of Internal Affairs, Ministry of Labour and Social Protection, Ministry of Health, Ministry of Justice, Public Services Agency, other state authorities and institutions	Development partners, Civil society organisations
	7.11. Provide support for coordinated actions between governmental and non-governmental actors involved in humanitarian actions (programs, initiatives, social actions, trainings, other forms of assistance)	Number of initiatives developed and accessed. <i>Developed localities and strengthened social cohesion of humanitarian entrants. Reduced vulnerabilities associated with the security climate</i>	2023-180.0 2024-180.0 2025-180.0 2026-180.0 2027-180.0 Total: 900.0	Development partners	2027	Ministry of Labour and Social Protection Congress of local authorities from the Republic of Moldova	Development partners, Civil society organisations

Specific Objective	Actions	Monitoring indicators and verification measures	Implementation on costs (thousand MDL)	Funding source	Deadline	Institutions in charge	Partners
GENERAL OBJECTIVE 4: REHABILITATE THE AFFECTED PEOPLE THROUGH EFFECTIVE, SUSTAINABLE AND INTELLIGENT MEASURES							
Specific Objective 8. Strengthen positive measures for the rehabilitation of women in the security and defence sector	8.1. Free medical examination and treatment for women in the security and defence sector after return from peacekeeping missions and operations, including liaison officer/military attaché positions	Additional free medical services identified <i>Reasonable and inclusive accommodation</i>	Within the limits of the allocated means	Budget of the authorities/institutions involved	2024	Ministry of Defence, Ministry of Internal Affairs, Ministry of Health, other authorities where appropriate	Development partners, Civil society organisations
	8.2. Organise trainings on reasonable accommodation for gender mainstreaming	The concept of the concept developed. Trainings conducted	2025-47.9 2026-47.9 2027-47.9 Total: 143.7	Development partners	2027	Ministry of Defence, Ministry of Internal Affairs, Ministry of Justice (National Administration of Penitentiaries), other authorities where appropriate	Development partners, Civil society organisations
	8.3. Provide psychological rehabilitation services to affected persons in the security and defence sector	Psychological services provided	Within the limits of the allocated means	Budget of the authorities/institutions involved	2027	Ministry of Defence, Ministry of Internal Affairs, Ministry of Justice, (National Administration of Penitentiaries), National Anticorruption Centre, State Protection and Guard Service	Development partners, Civil society organisations
	8.4. Use the database of candidates who were rehabilitated/for participation in peace-building processes and peace-keeping missions	Concept of database developed. Network institutionalised	2025-25.0 2026-25.0 Total: 50.0	Development partners	2026	Ministry of Defence, Ministry of Internal Affairs, other authorities where appropriate	Development partners, Civil society organisations
	8.5. Build the institutional capacities to manage the risk situations	1 seminar dedicated to the management of risk situations conducted. Capacities built. Reports on risk assessment developed <i>Risk management</i>	2024-21.0	Development partners	2024	Ministry of Defence, Ministry of Internal Affairs, National Anticorruption Centre, Customs Service State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries)	Development partners, Civil society organisations

Specific Objective	Actions	Monitoring indicators and verification measures	Implementation on costs (thousand MDL)	Funding source	Deadline	Institutions in charge	Partners
		<i>solutions</i>					
	8.6. Develop a reference system with the civil society for purposes of rehabilitation and documentation	Reference system developed	2027-100.0	Development partners	2027	Ministry of Defence, Ministry of Internal Affairs, National Anticorruption Centre, State Protection and Guard Service, Ministry of Justice (National Administration of Penitentiaries)	Local public administration, civil society, associative and academic environment
	8.7. Rehabilitate the victims of gender-based violence (including sexual/moral harassment) in the security and defence sector	The development of the conceptual idea initiated. Set of measures identified and applied	2025-30.0	Development partners	2027	Ministry of Defence, Ministry of Internal Affairs, Ministry of Justice (National Administration of Penitentiaries), Ministry of Labour and Social Protection	
	8.8. Improve the safe living conditions and integrate the women admitted for humanitarian entrants from conflict/war zones and living near the conflict zone through various forms of humanitarian assistance	Inventory of places where refugees are accommodated, assess the needs and solutions <i>Measures identified for the integration of humanitarian entrants</i>	Within the limits of the allocated means	State Budget	2027	National authorities and institutions	Congress of local authorities from the Republic of Moldova Civil society organisations
GENERAL OBJECTIVE 5: PROVIDE HUMANITARIAN SUPPORT FOR WOMEN AND GIRLS FROM CONFLICT AND POST CONFLICT AREAS							
Specific Objective 9. Improve and align the legislative framework with the international standards and norms on prevention, protection and rehabilitation of	9.1. Review the regulatory framework to identify potential gaps or inconsistencies in the implementation of minimum standards for the prevention, protection and rehabilitation of women, girls, women with children affected by conflict or post-	Report on the assessment of the state of the regulatory framework <i>Present the findings of the Report on the gaps</i>	2024-20.0	Development partners	2024	Ministry of Defence, Ministry of Internal Affairs, Ministry of Justice, General Prosecutor's Office, Ministry of Labour and Social Protection	Development partners, Civil society organisations

Specific Objective	Actions	Monitoring indicators and verification measures	Implementation on costs (thousand MDL)	Funding source	Deadline	Institutions in charge	Partners
conflict-affected people, both during conflict and post-conflict	conflict in terms of gender equality or people coming from conflict/war zones						
	9.2. Formulate recommendations and proposals to align the national legislative framework with the international standards and requirements on prevention, protection and rehabilitation of the rights of persons affected by conflict or coming from conflict/war zones, both in conflict and post-conflict situations	Report on the recommendations and solutions for adjusting the legal framework <i>Solutions adapted to the international requirements and to the national and regional security context of the Republic of Moldova</i>	2024-20.0	Development partners	2024	Ministry of Defence, Ministry of Internal Affairs, Ministry of Justice (National Administration of Penitentiaries)	Development partners, Civil society organisations
	9.3. Disseminate and exchange the good practices and experiences on ensuring gender equality, prevention, protection and social inclusion of people affected by conflict/war in the region or in the immediate vicinity and the social resilience	Inventory of good practices and experiences <i>Activities aimed to disseminate the good practices and experiences</i>	2025-25.0 2027-25.0 Total: 50.0	Development partners	2027	Ministry of Defence, Ministry of Internal Affairs, Ministry of Justice (National Administration of Penitentiaries)	Development partners, Civil society organisations
	9.4. Improve strategic communication on prevention, protection and rehabilitation of the rights of people coming from conflict/war zones, both during conflict and post-conflict (trainings, information campaigns,	Strategic communication vision (communication guidelines) developed. Communication skills identified	2024-27.5 2025-27.5 2026-27.5 2027-27.5 Total: 110.0	Development partners	2027	Ministry of Defence, Ministry of Internal Affairs, Ministry of Justice (National Administration of Penitentiaries)	Development partners, Civil society organisations

Specific Objective	Actions	Monitoring indicators and verification measures	Implementation costs (thousand MDL)	Funding source	Deadline	Institutions in charge	Partners
	public messages, gender-sensitive speeches)						
	9.5. Develop monitoring, analysis and reporting mechanism concerning the cases of sexual violence and/or rape of persons coming from conflict areas in the region or its immediate vicinity, reported during conflict or post-conflict	Monitoring mechanism developed and consulted <i>Document approved and implemented</i>	2023-35.0 2024-35.0 2025-35.0 Total: 105.0	Development partners	2025	Ministry of Defence, Ministry of Internal Affairs	Development partners, Congress of local authorities from the Republic of Moldova, Civil society organisations
	9.6. Examine the appropriateness of excluding from the process of granting amnesty and immunity the crimes of sexual violence against persons from conflict/war zones in the context of conflict resolution	Legal solutions developed and adapted to the national context <i>Judicial practice disseminated</i>	Within the limits of the allocated means	Budget of the authorities/institutions involved	2025	Ministry of Home Affairs, General Prosecutor's Office, Ministry of Justice, Ombudsperson	Civil society organisations
Specific Objective 10. Implement the regulatory framework to ensure women's access to justice (both at the reporting and investigation or prosecution phase and at the trial phase) in the specific conflict	10.1. Provide support to strengthen national capacities to respond to cases of sexual violence, including against people from conflict and post-conflict areas	Professional skills and capacities adapted to the specific conflict and post-conflict context <i>Number of persons trained.</i> <i>Operational activities revised</i>	Within the limits of the allocated means	Budget of the authorities/institutions involved	2026	Ministry of Internal Affairs, General Prosecutor's Office	Development partners, Civil society organisations
	10.2. Train the investigation officers, prosecution officers, prosecutors and judges,	Workshops conducted <i>Number of trained staff</i>	2024-25.0 2025-25.0 2026-25.0 2027-25.0	Development partners	2027	Ministry of Home Affairs, General Prosecutor's Office, Ministry of Justice, National Institute of Justice	Development partners, Civil society organisations

Specific Objective	Actions	Monitoring indicators and verification measures	Implementation costs (thousand MDL)	Funding source	Deadline	Institutions in charge	Partners
or post-conflict context	where appropriate the representatives of other public institutions and authorities in the are of access to justice for women, girls and women with children from conflict areas, in the specific context of ongoing or post-conflict		Total: 100.0				
	10.3. Train the law enforcement officials on international legal assistance in criminal matters on cases related to the access of women to justice (including refugees, humanitarian entrants, asylum seekers) from conflict areas, in the specific context of conflict or post-conflict, on cases related to sexual violence, trafficking in human beings and related cases, gender-based violence in order to ensure and protect their rights	4 training courses conducted	2024-25.0 2025-25.0 2026-25.0 2027-25.0 Total: 100.0	Development partners	2027	Ministry of Internal Affairs, General Prosecutor's Office, National Institute of Justice	Development partners, Civil society organisations
	10.4. Develop training materials, analytical products, guidelines or recommendations that would support or guide national authorities and institutions in ensuring a coordinated response to crimes of sexual violence in specific conflict or post-conflict	Informational, analytical, teaching products developed and disseminated	2024-25.0 2025-25.0 Total: 50.0	Development partners	2025	Ministry of Internal Affairs, General Prosecutor's Office, National Institute of Justice, other authorities and institutions, development partners	Development partners, Civil society organisations

Specific Objective	Actions	Monitoring indicators and verification measures	Implementation on costs (thousand MDL)	Funding source	Deadline	Institutions in charge	Partners
	contexts						
GENERAL OBJECTIVE 6: COMMUNICATION AND REPORTING							
Specific Objective 11. Enhance transparency and visibility in the security and defence sector from a gender perspective	11.1. Communicate, inform and disseminate information about the implementation of the second National Action Plan for 2023-2027	Population informed, documented and trained	Within the limits of the allocated means	Budget of the authorities/institutions involved	2027	Ministry of Defence, Ministry of Internal Affairs, Ministry of Foreign Affairs and European Integration, Security and Intelligence Service, Customs Service, National Anticorruption Centre, Ministry of Justice (National Administration of Penitentiaries), Ministry of Labour and Social Protection	Local public administration, development partners, civil society
	11.2. Create the platform of male/female experts in the area of human rights and gender equality	Platform established at the level of experts <i>Inter-institutional and multidisciplinary consultation mechanism</i>	Within the limits of the allocated means	Budget of the authorities/institutions involved	2025	Ministry of Defence, Ministry of Internal Affairs, Customs Service, National Anticorruption Centre, Ministry of Justice (National Administration of Penitentiaries), Ministry of Labour and Social Protection	Local public administration, development partners, civil society
	11.3. Conduct extensive consultations with the diplomatic community, relevant international organisations, development partners and civil society	Platform created. External consultation mechanism established	Within the limits of the allocated means	Budget of the authorities/institutions involved	2025	Ministry of Defence, Ministry of Internal Affairs, Ministry of Foreign Affairs and European Integration, Customs Service,	Development partners, Civil society organisations
	11.4. Active participation in regional, international and bilateral WPS platforms to promote solidarity and equity	Number of events conducted. Contributions in the regional and international security and defence sector	Within the limits of the allocated means	Budget of the authorities/institutions involved	2027	Ministry of Defence, Ministry of Internal Affairs, Ministry of Foreign Affairs and European Integration, Security and Intelligence Service, National Anticorruption Centre, Customs Service, Ministry of Justice (National Administration of Penitentiaries)	
	11.5. Build partnerships	Number of	Within the	Budget of the	2027	Ministry of Defence, Ministry	Civil society

Specific Objective	Actions	Monitoring indicators and verification measures	Implementation on costs (thousand MDL)	Funding source	Deadline	Institutions in charge	Partners
	and commitments to promote the Women Peace and Security agenda	cooperation agreements concluded <i>Women involved in promoting peace and security</i>	limits of the allocated means	authorities/institutions involved		of Internal Affairs, Ministry of Foreign Affairs and European Integration, Customs Service, Ministry of Justice (National Administration of Penitentiaries)	organisations
	11.6. Access and implement external assistance projects in the area of Women, Peace and Security	New assistance projects accessed and approved <i>Investments in the security and defence sector</i>	2023-100.0 2024-100.0 2025-100.0 2026-100.0 2027-100.0 Total: 500.0	Development partners	2027	Ministry of Internal Affairs, Ministry of Defence, Ministry of Foreign Affairs and European Integration, Customs Service, State Chancellery, (Reintegration Policies Bureau), Ministry of Justice (National Administration of Penitentiaries), National Anticorruption Centre	Development partners, Civil society organisations
	11.7. Organize the International Conference on the occasion of the 25th anniversary of the adoption of UN Resolution 1325	Conference organised on the basis of a concept	2025-100.0	Development partners	Q4, 2025	Ministry of Foreign Affairs and European Integration, Ministry of Defence, Ministry of Internal Affairs, in partnership with other national authorities and interested partners	Development partners, Civil society organisations
Specific Objective 12. Reporting and engagement	12.1. Develop the consolidated annual report on the implementation of the National Action Plan systematised on the basis of information provided by the authorities responsible for the implementation of the National Action Plan 2023-2027	Report developed <i>The obtained results validated</i>	Within the limits of the allocated means	Budget of the authorities/institutions involved	Annually	Ministry of Internal Affairs, Implementing authorities	Development partners, Civil society organisations
	12.2. Develop a consolidated annual report on the	Report developed <i>The obtained results</i>	Within the limits of the allocated means	Budget of the authorities/institutions involved	Annually	Ministry of Internal Affairs, Ministry of Foreign Affairs and	Civil society organisations

Specific Objective	Actions	Monitoring indicators and verification measures	Implementation on costs (thousand MDL)	Funding source	Deadline	Institutions in charge	Partners
	implementation of international commitments to which the Republic of Moldova is party to in the area of promoting the Women, Peace and Security agenda	<i>validated</i>				European Integration, Ministry of Defence, Ministry of Labour and Social Protection	
	12.3. Develop the report on the need to review national measures to improve national legal instruments to reach international commitments at new standards	Report developed. Set of measures/recommendations The obtained results validated	Within the limits of the allocated means	Budget of the authorities/institutions involved	2026	Ministry of Defence, Ministry of Internal Affairs, other authorities where appropriate	Civil society organisations
	12.4. Leverage the United Nations policy framework on the appointment of a <i>gender adviser</i> at the operational level on the implementation of Resolution 1325 on Women, Peace and Security and other related resolutions	1 gender adviser appointed Transfer of experience and good practices carried out	2024-480.0 2025-480.0 2026-480.0 2027-480.0 Total: 1920.0 40.0*12 months	Development partners	2027	Ministry of Defence, Ministry of Internal Affairs, Ministry of Foreign Affairs and European Integration	Development partners, Civil society organisations