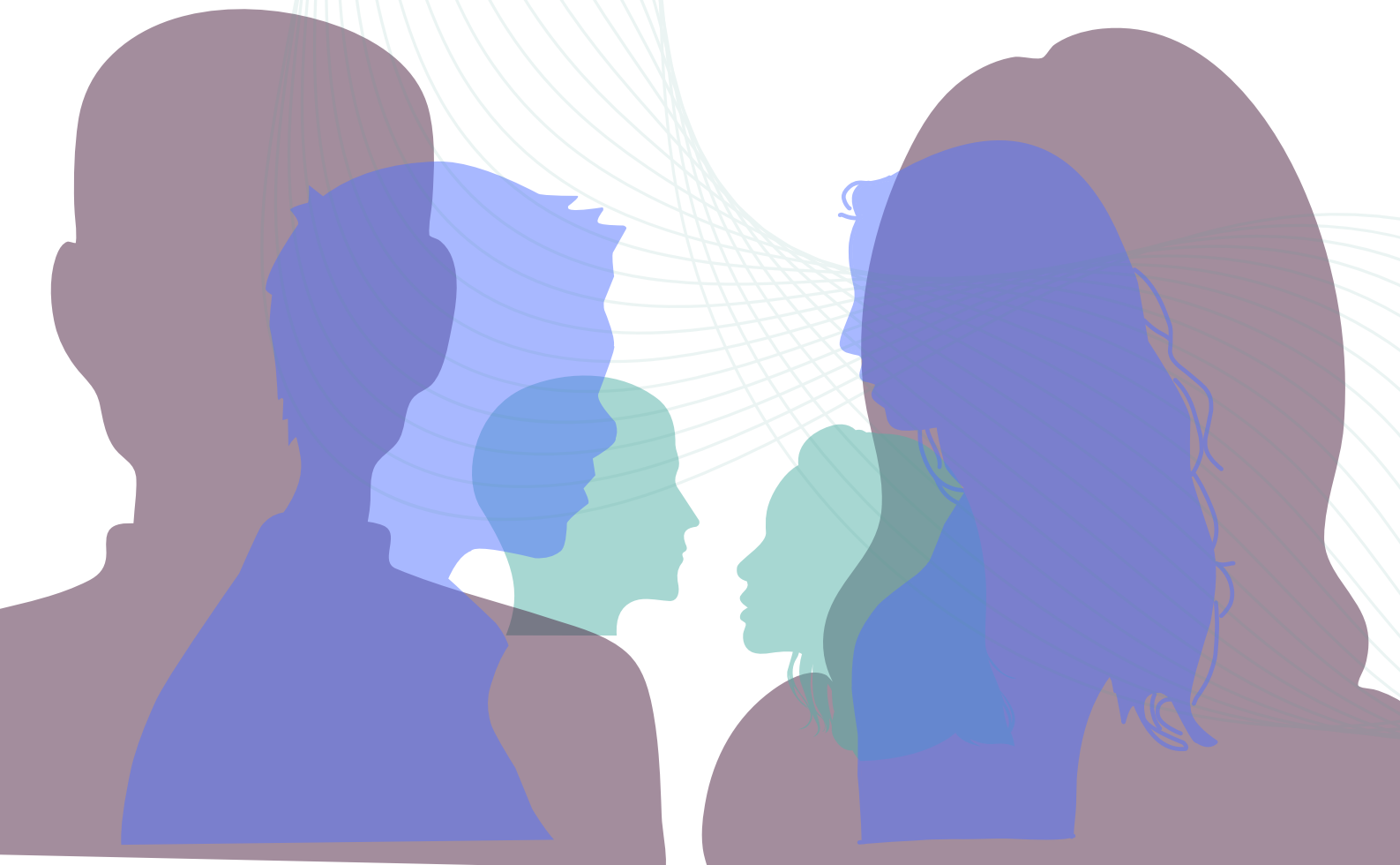


MONITORING REPORT OF THE NATIONAL IMPLEMENTATION PROGRAMME OF THE UN SECURITY COUNCIL RESOLUTION 1325 ON WOMEN, PEACE AND SECURITY FOR THE YEARS 2023-2027

1 YEAR AND 6 MONTHS



CHISINAU, 2025

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IMPLEMENTATION PROGRAMME
OF THE UN SECURITY COUNCIL RESOLUTION
1325 ON WOMEN, PEACE AND SECURITY FOR
THE YEARS 2023-2027**

1 YEAR AND 6 MONTHS

**AUTHORS:
CRISTINA LESNIC, ELENA MARZAC
RODICA PANTA, SANDA SANDU**

CHISINAU, 2025

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The views in this material are those of the authors and do not necessarily reflect the position of the Institute for War and Peace Reporting (IWPR) or the Foreign, Commonwealth and Development Office of the United Kingdom of Great Britain and Northern Ireland (FCDO).

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Contact information for the Platform for Security and Defense Initiatives (PISA):



www.pisa.md



platforma@pisa.md

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ABBREVIATIONS

- BREN** - Building resilience in the Eastern Neighbourhood
CPA - Central Public Authorities
CS - Customs Service
CSO - Civil Society Organisations
DCAF - Geneva Centre for Security Sector Governance
First 1325 Programme - First National Programme for the Implementation of UN Security Council Resolution 1325 on Women, Peace and Security, between 2018-2021
GIC - General Inspectorate of Carabinieri
GIES - General Inspectorate for Emergency Situations
GIP - General Inspectorate of Police
INL - Bureau of International Narcotics and Law Enforcement Affairs
IWPR - Institute for War and Peace Reporting
LAG - Local Authorities Initiative Group
LPA - Local Public Authorities
MoD - Ministry of Defence
MoIA - Ministry of Internal Affairs
NAC - National Anti-Corruption Centre
NAP - National Action Plan on Women, Peace and Security Agenda for 2023-2027
NAP 1325 Secretariat - Secretariat of the National Action Plan 1325 of the Ministry of Internal Affairs
NPA - National Penitentiary Administration
ODC - US Office of Defence Cooperation
OSCE - Organisation for Security and Co-operation in Europe
PISA - Platform for Security and Defence Initiatives
Programme 1325 - National Programme for the Implementation of UN Security Council Resolution 1325 on Women, Peace and Security for the years 2023-2027 and Action Plan on its implementation
SIS - Security and Intelligence Service
SPSS - State Protection and Security Service
UN - United Nations Organisation
UNSCR 1325 - UN Security Council Resolution 1325
UN WOMEN - United Nations agency dedicated to promoting gender equality and empowering women
WPS - Women Peace and Security
WPS Agenda - Women, Peace, and Security Agenda

EXECUTIVE SUMMARY

The monitoring report on the implementation of the National Programme for the implementation of the UN Security Council Resolution 1325 on Women, Peace and Security during the period 2023-2027 (hereinafter Programme 1325) highlights progress, challenges, lessons learned and recommendations 18 months after the inception of the implementation, which started in March 2023. Programme 1325 aims to ensure gender mainstreaming in security and peace areas, with a focus on strengthening women's participation, preventing gender-based violence and creating an inclusive institutional environment. The report was produced using a mixed methodological approach, including quantitative and qualitative data, and represents an independent civil society opinion.

The report highlights the significant contribution of civil society, which has initiated solid activities within the framework of the Women, Peace and Security Agenda (hereafter the WPS Agenda). In addition, the collaboration with international partners, such as UN Women, other international organisations and the embassies of partner states accredited to Chisinau, has provided technical and financial support and contributed to institutional capacity building.

The process of implementing the 1325 Programme faces significant challenges, including a lack of clear financial commitment from the state, fragmented coordination mechanisms and low awareness of the need to involve women in peace and security processes at central and local levels. Infrastructure and human resources are also insufficiently developed to support long-term initiatives. The limited participation of women in decision-making processes, as well as the persistence of gender stereotypes, continue to be major obstacles to achieving the objectives of the National Action Plan on the Women, Peace and Security Agenda for 2023-2027 (hereafter NAP).

TO ADDRESS THESE CHALLENGES, THE REPORT PROPOSES THE FOLLOWING RECOMMENDATIONS:

1. Ensure sustainable funding by allocating dedicated national budgets and diversifying external funding sources to achieve impact indicators.
2. Raising awareness of the WPS Agenda by organising information campaigns and strengthening institutional capacity through the formation of local gender focal points and the creation of integrated local action plans.
3. Thematic trainings to sensitise decision-makers and local communities.
4. Improve coordination mechanisms by creating a formalised framework for dialogue between the Ministry of Interior (MoIA), local public authorities (LPAs) and civil society.
5. Promote women's leadership and women-centred education in the security and peace sector.

The implementation of the second 1325 Programme is an important step for the Republic of Moldova towards strengthening gender equality in the security and defence sector and inclusive security. However, its success depends on more active state involvement, more effective coordination between actors and a firm commitment to overcoming structural and cultural barriers at national and local level. The report is a valuable reference point for adjusting future strategies and achieving sustainable systemic transformation.

METHODOLOGY

The 1325 Programme is a joint responsibility action to implement Law No 5/2006 on ensuring equal opportunities between women and men [1], the Association Agreement between the Republic of Moldova and the EU [2] and the Pact for the Future, adopted by the UN during the Future Summit [3].

The year 2025 will mark the 25th anniversary of the adoption of UN Security Council Resolution 1325 on Women, Peace and Security (hereinafter UNSCR 1325) and will be a historic and symbolic moment for States that have adopted their own action plans to implement the WPS Agenda.

The Republic of Moldova has implemented the first National Programme for the implementation of UN Security Council Resolution 1325 on Women, Peace and Security between 2018-2021 (hereinafter the First 1325 Programme) and is currently implementing the second 1325 Programme for the years 2023-2027, which incorporates for the first time the perspective of LPAs in ensuring peace.

Unlike the First 1325 Programme, which implementation was coordinated by the institution of the Deputy Prime Minister for Reintegration, the Second 1325 Programme is coordinated by the Ministry of Interior Affairs (MoIA), through the Secretariat of the National Action 1325 (Plan hereinafter Secretariat NAP 1325), supported by UN Women Moldova on the basis of the Bilateral Cooperation Agreement between MoIA and UN Women.

The first progress report for the year 2023, presented by the Ministry of Home Affairs on the level of implementation of the second 1325 Programme, was published in 2024 [4].

In the absence of dedicated and measurable state action to intervene on the problems, risks and threats that can have a direct impact and negative consequences, progress on impact outcomes is uneven, with tendencies to discourage women's involvement in peace and security, including and with a real prospect of widening inequalities in the security and defence sector. These developments may proportionally affect the emergence of new barriers and gaps in gender mainstreaming in the security and defence sector.

The role and purpose of this Monitoring Report is to reflect the degree of achievement of the 1325 Programme for the reporting period and to understand the course and agenda of transforming the sector into an inclusive and gender-sensitive one, oriented to the needs and requirements of women and men. In addition, the Report takes a close look at the directions and dynamics of achieving the impact results set out in the Government Decision approving the 1325 Programme.

The process of monitoring is an extremely important management tool for planning and implementing different activities, events, projects and programmes. The monitoring process can provide us with information to plan activities more efficiently, allocate human and financial resources rationally and ensure the sustainability of programmes.

This Monitoring Report focuses on a system of techniques and a mechanism to identify changes occurring in the implementation of the 1325 Programme through systematic and regular data collection. In this study, the baseline monitoring period is between 2023 - 6 months of 2024 (18 months). The monitoring report aims to observe the implementation trends, the role and contribution of the implementing factors, to verify how the activities under the project are progressing towards the proposed objectives, to establish the path, coordination, and synergy between different processes and at different levels, and the transformational activities in the law enforcement, security and defence sector. The opinion presented in this report is a professional and independent civil society opinion.

The first Monitoring Report on the implementation of the 1325 Programme for 18 months of implementation was elaborated by the team of experts of the Platform for Security and Defence Initiatives (hereinafter PISA) within the project "Promoting the Women, Peace and Security Agenda through Strategic Communication and Monitoring", which aims to promote transparency, accountability and effective communication in the implementation of the Women, Peace and Security Agenda in the Republic of Moldova, through 2 general objectives:

- Elaboration of an Interim Evaluation Report to promote transparency and increase trust in the state institutions in charge of the realisation of the WPS Agenda.
- Strengthening strategic communication capacities to effectively promote the WPS Agenda in the Republic of Moldova.

The project is funded through a grant from the Institute for War and Peace Reporting (IWPR), with support from the Foreign, Commonwealth and Development Office of the United Kingdom of Great Britain and Northern Ireland.

The main purpose of the monitoring is to support the Ministry of Internal Affairs, as the institution leading the implementation process, the implementing institutions, civil society, partners and donors, by providing an overview of the 1325 Programme. This involves reflecting on the findings, gaps and vulnerabilities identified, highlighting success stories, lessons learnt and good practices. It also assesses the effectiveness of the activities carried out and identifies necessary changes in management, coordination and implementation processes.

The monitoring report focuses on five strategic directions:

1. Level of implementation reported on achievements, progress of Programme 1325 against planned objectives and problems identified or opportunities explored;
2. Positive or negative changes that have occurred in the context of the implementation of the 1325 Programme
3. Feedback to improve coordination and decision-making;
4. Identification of weaknesses and strengths, solutions and recommendations;
5. Accelerate the uniform implementation of the NAP.

From the research perspective, the methodology for organising the monitoring process represents a set of actions aimed to achieve the research goal and is based on the following areas of intervention:

1. Collect data and information using qualitative and quantitative methods;
2. Analysing data and information;
3. Rational interpretation of data;
4. Logical and objective conclusion.

The process of data collection involved analysing open data, research studies, desk-reviews, public surveys, finalising formal data requests, questionnaires, focus groups and others. In addition, the monitoring process included interviews and consultations with various stakeholders involved in the implementation of the 1325 Programme.

This Methodology therefore involves collecting and analysing information:

- a. Quantitative (statistical data);
- b. Qualitative (thematically and phenomenologically orientated data).

18 questionnaires were sent to central public authorities (CPAs) (see Annex 1) and 1 questionnaire to the Congress of Local Authorities of Moldova (CALM) for distribution to LPAs (see Annex 2), and the research team received 12 questionnaires completed at the central level, 68 at the individual level from representatives of CPA institutions [5] and 16 questionnaires completed by LPAs [6]. Questionnaires were also sent to international partners and donor organisations providing assistance to the Republic of Moldova in the field of WPS (see Annex 5) [7]. Two focus groups were organised with representatives of LPAs [8] (see Annex 3) and civil society (see Annex 4) [9]

The main methods that have been used to gather information are of mixed quantitative and qualitative orientation. In this context, the methods of observation, desk-review, questionnaires, case studies, success stories, good practices, focus groups with civil society and local public authorities were applied. The conclusions presented in this Report implicitly and explicitly reflect the interpretation of data and information collected from public authorities, both central and local, civil society organisations and donors within the limits of the available data volume.

CONTEXT

UNSCR 1325 represents a turning point in recognising the role of women in conflict prevention, crisis management and peace-building by linking gender equality with security and defence. The 1325 Programme reflects the Republic of Moldova's commitments to combat gender stereotypes and barriers, to increase the number of women in all sectors of society and to ensure equitable representation in decision-making processes at all levels.

Programme 1325 is aligned with international and regional priorities such as the European Union Strategy on Gender Equality, the Council of Europe Strategy for Equality between Women and Men and the UN Women Strategic Plan. Through its fundamental pillars - representation, prevention, protection and rehabilitation - the 1325 Programme supports the implementation of UNSCR 1325 and ensures cohesion between national and international actors.

The 1325 Programme is being implemented in a complex geopolitical context, marked by regional instability and internal challenges, but which accentuates the role and the need for accelerated implementation of the 1325 Programme. The conflict in Ukraine and the refugee crisis put additional pressures on Moldova's resources. Within this framework, gender equality and women's integration in security become strategic priorities for strengthening social cohesion and community resilience. The predictability of the extension of the Humanitarian Protection Mechanism and its form after 1 March 2025 remains uncertain on the part of the Government.

In a complicated geopolitical context, the 1325 Programme aims to contribute to strengthening sovereignty, preventing conflicts and promoting peace by increasing women's involvement in decision-making and strengthening mechanisms to prevent violence and harassment.

These actions can help to strengthen inter-institutional efforts and increase the visibility of the positive results achieved through gender mainstreaming in the security and defence sector.

Aim of the Report

This report, covering the period 2023-2024 (18 months), aims to monitor progress. Through the recommendations included in the report, we aim to **facilitate concrete action, engage strategic partners, conduct effective advocacy campaigns, and promote understanding of intersectionality with other security and gender policies. Identifying and highlighting success stories are also positive and motivational examples for the implementation of similar practices.**

The involvement of civil society and the support of international partners offer significant opportunities to accelerate progress and to ensure coherent and effective implementation of the 1325 Programme.

The general and specific objectives of the 1325 Programme, for a holistic understanding, are presented in the table below:

	General Objective	Description
	Increasing women's participation and representation	Involvement of women in national and international decision-making, conflict prevention and resolution mechanisms and peacekeeping operations. Building women's capacities to reduce gender stereotypes and barriers.
	Preventing inequalities, violence and harassment	Take the necessary measures to protect the rights of women and girls, ensure physical and economic security, and identify, report and investigate cases of discrimination and violence.
	Protection through good governance and developed capabilities	Prevent violence against women, support women's initiatives in peace processes and strengthen protection measures for victims of discrimination and violence.
	Rehabilitation of affected persons	Implement sustainable measures to rehabilitate victims, ensure equal opportunities for women and men, and improve internal and external communication.
	Humanitarian support for women and girls in conflict areas	Gender-sensitive approach to the provision of humanitarian assistance to refugee women and refugee girls, as well as promoting partnerships for crisis management.
	Communication and reporting	Increasing transparency and visibility through effective communication, clear reporting and involvement of governmental and non-governmental actors.

	Specific Objective	Description
	Promoting women, peace and security agenda	Integrate internal and external policies to train and promote women in the security and defence sector.
	Gender equality	Apply a holistic perspective to encourage the active participation of women in the security and defence sector.

Women's participation in peace-building	Women's involvement in regional and international peace-building initiatives.
Reducing barriers and stereotypes	Create a friendly environment for reporting harassment and stereotyping.
Fair access to opportunities	Making it easier for women and men to reconcile work and family life.
Eradicating discrimination and violence	Improve measures to eliminate gender-based violence and harassment.
Developing an inclusive protection system	Ensure women's access to decision-making positions and protection against discrimination.
Positive measures for rehabilitation	Implement measures to empower women in the security and defence sector.
Align national legislation with international standards	Adapt the legal framework for prevention, protection and rehabilitation in the context of conflict.
Women's access to justice	Ensuring fair access to justice in the specific context of conflict.
Strengthening transparency	Increasing the visibility of the security sector from a gender-sensitive perspective.
Reporting and engagement	Create effective mechanisms for reporting and involving stakeholders in the implementation of the objectives.

The 1325 Programme is a policy document that lacks external monitoring reports on its development and implementation, other than the one prepared by the Minister of Interior for the first year of implementation, 2023. The first progress report of the Ministry of Interior does not include the contribution of local public authorities as part of the implementation process, although there are local initiatives, the experience of which should be reflected in order to motivate the localisation process of the WPS Agenda.

This external analysis aims to elucidate the development directions from a practical point of view and synchronised with those set out in the public policy document. Similarly, **this analysis is guided by 3 principles:**

Participation, recognising the role of civil society in society. Civil society actors are free to act independently and to advocate positions different from those of public authorities.

Transparency and accountability to act in the public interest, which means openness, accountability, responsibility, clarity, transparency and responsibility on the part of public authorities and stakeholders.

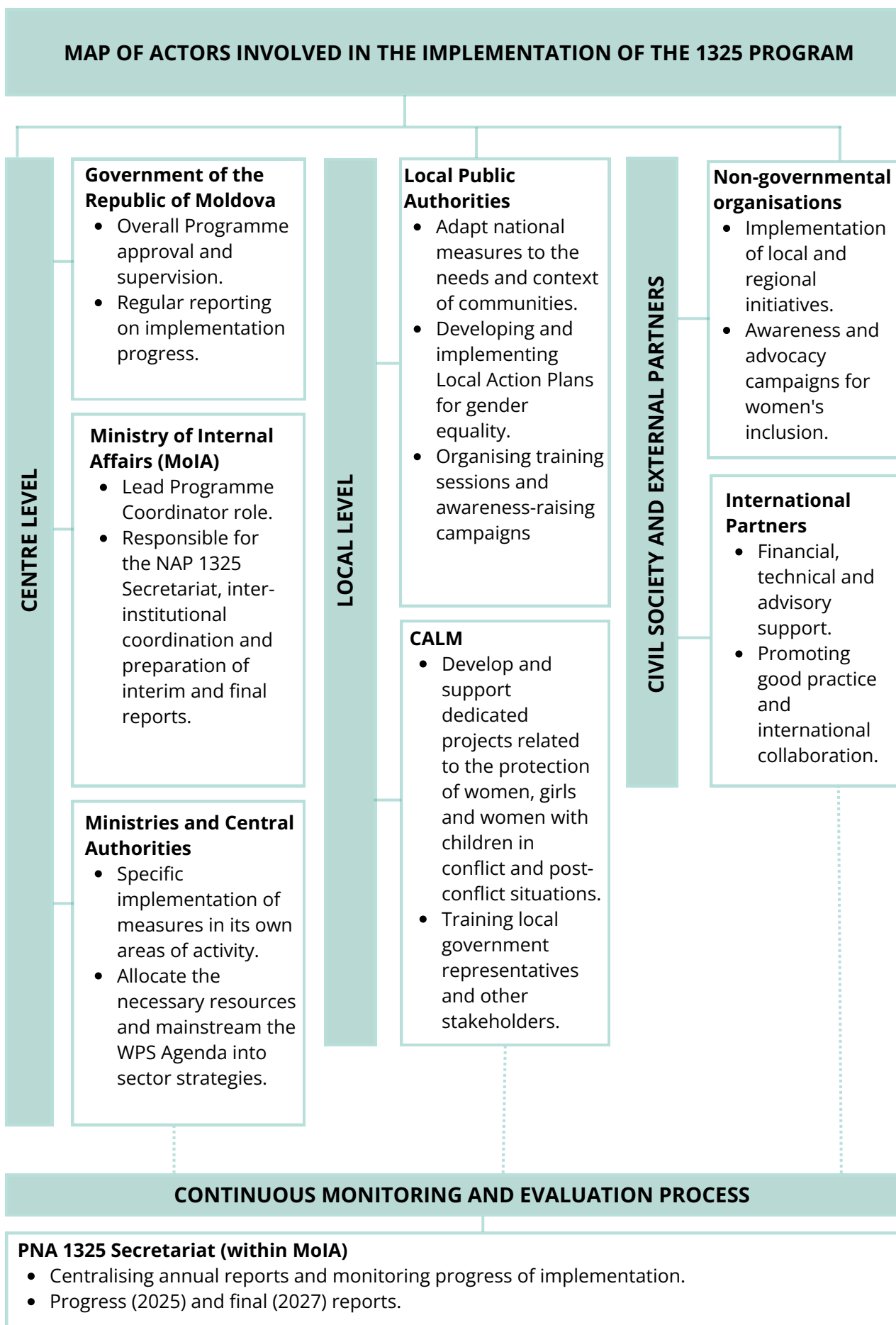
Non-discrimination, civil society actors are invited and empowered to participate in public life, without any discrimination, in addition to the work of the public sector.

A particularity of the 1325 Programme, unlike the First 1325 Programme, is the integration of local public authorities in the implementation process and the promotion of gender equality in all regions and localities of the Republic of Moldova (**localisation of the WPS Agenda**). **However, the lack of a clearly allocated national budget, except for the support provided by external partners, jeopardises the sustainability and effectiveness of the 1325 Programme.** This problem, highlighted in the Report, requires urgent intervention to ensure that the strategic objectives of the 1325 Programme are achieved. However, the lack of coordination of the localisation process from the perspective of the NPA 1325 Secretariat prevents the adoption of a holistic approach and excludes or reduces the role of LPAs in the implementation process. Such tendencies create situations in which the 1325 Programme risks not being implemented in line with the public policy document and society's expectations.

Despite an ongoing commitment to promote gender equality, the process of implementing the 1325 Programme is fragmented and often uneven at central and local levels. Civil society continues to play an important role in the implementation of the Programme, initiating most of the activities in line with the objectives of the 1325 Programme, but insufficient resources and dependence on external funding limit their impact. Progress is also being made in strengthening female leadership in the security and defence sector, but persistent gender stereotypes and under-representation of women in decision-making positions remain major obstacles. At the same time, collaboration between public authorities and international partners is contributing to the development of innovative initiatives and institutional capacity building, providing a promising basis for achieving the objectives of the 1325 Programme.[AN1] [AN1]here are some more good ideas, maybe highlight them by placing them in the brackets.

The localisation of the WPS Agenda is an important measure that is not being fully exploited in the 1325 Programme and risks being underestimated if the PCAs do not take urgent steps to mainstream this perspective in all NAP implementation activities. The Government is to take proactive action to provide space for dialogue, consultation and clear information on the extension of the Humanitarian Protection Mechanism after 1 March 2025, which impacts on refugees, in particular women and children.

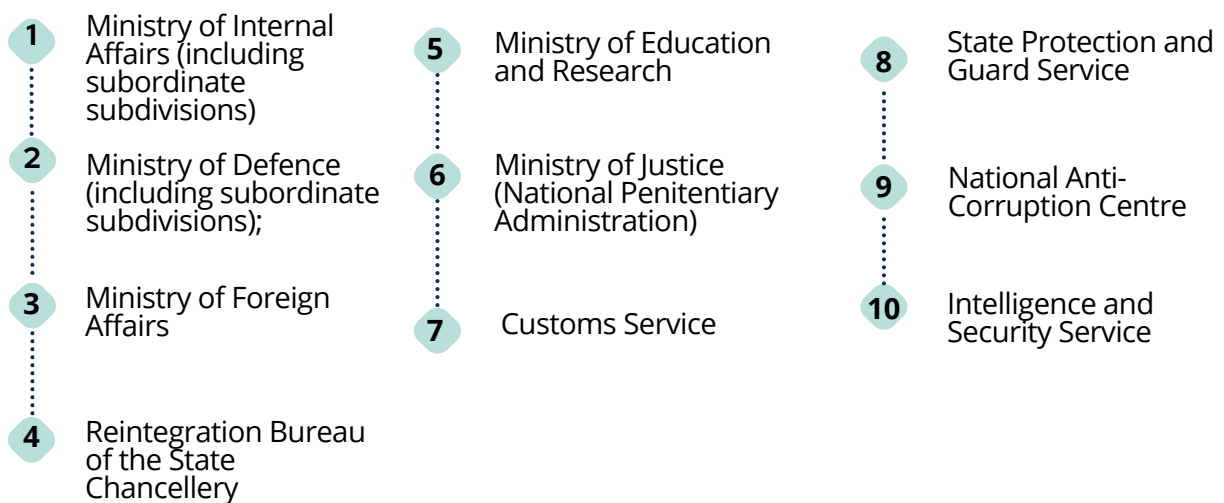
The actors and activities for which these actors are responsible in the implementation of the 1325 Programme can be seen in the table below.



I. 1325 IMPLEMENTATION TRENDS IN THE SECURITY AND DEFENCE SECTOR

The Government Decision no. 152/2023 approved the National Programme for the Implementation of UN Security Council Resolution 1325 on Women, Peace and Security for the years 2023-2027. In accordance with this Decision, the Ministry of Internal Affairs was designated as the central public authority responsible for coordinating and reporting on the implementation of the second 1325 Programme [10].

Also, the 1325 Programme is to be implemented by the central public administration authorities and institutions of the security and defence sector of the Republic of Moldova, in partnership and cooperation with local public administration, non-governmental and associative environment, academic and educational institutions, development partners. The authorities and institutions contributing to the implementation of the National Programme and Action Plan are:



The following are to be involved in the implementation of the Programme:



Programme 1325 is in line with the implementation of the Internal Affairs Development Strategy for 2022-2030 and underpins the implementation of the National Development Strategy "European Moldova 2030".

Programme 1325 also has two main strands:

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

Central public administration is an indispensable component in the implementation of this public policy document. Ministries, institutions, and law enforcement authorities are involved in the realisation of 6 intervention areas (general objectives).

EXPECTED RESULTS FOR A TRANSFORMATIVE AGENDA:

To achieve a transformational impact, by the year 2027, when the implementation of 1325 Programme will be completed, the security and defence sector institutions are to achieve several quantitative and qualitative indicators, including:

- at least 1000 women in the security and defence sector informed and trained at the level of central and local public authorities on the WPS Agenda;
- Increase by 5% the share of women in decision-making in the security and defence sector;
- creation of at least one new association for the promotion of women in one of the security and defence sectors;
- at least 50 trained security and defence system trainers in peacekeeping missions and operations under the aegis of the UN, the EU or other international organisations;
- 5 posts for Liaison Officers/Security Attachés/Military Attachés posted abroad identified and created and 20 women trained;
- at least 5 women's initiatives to reduce barriers and stereotypes related to the role of women in the security and defence sector presented;
- at least 3 partnership agreements signed between the employing institution and early childhood education institutions/schools, sports federations, cultural, arts institutions;
- 100 psychological counselling sessions for women and men (military, police and civil servants with special status) and their families from the security and defence sector working in conditions of risk/on-call deployed;
- a digitised, operational and functional system at institutional level for reporting cases of discrimination, sexual and moral harassment and gender-based violence in the security sector;
- 5 trainings on investigating cases of discrimination, sexual and moral harassment for 10 trainers;
- concept developed on the feasibility of introducing the institution "Ombudsperson for Gender Equality";
- at least 2 mentoring and leadership programmes for women in the sector developed;
- support for 5000 assisted refugees in order to ensure social cohesion of persons admitted for humanitarian purposes;
- media presence increased by 15% by 2027, others.

BUDGET FOR 2023-2024:

For the implementation of the 12 objectives outlined in Programme 1325, the state budget allocated 1,571.36 thousand lei for 2023 and 6,431.46 thousand lei for 2024. However, the Ministry of Finance has left it to the discretion of the Ministry of Internal Affairs to plan the resources for the implementation of this Programme within the available budget.

PNA 1325 SECRETARIAT (ENSURED BY THE MINISTRY OF INTERNAL AFFAIRS):

In 2023, with the support of UN Women Moldova, the Secretariat responsible for the implementation of the National Programme was created within the Ministry of Internal Affairs. Within Secretariat of NAP 1325 there are 4 (four) persons who are responsible for coordinating the process, monitoring implementation and reporting to the State Chancellery. The responsible focal points on behalf of all key implementing institutions have been designated and are posted on the official website of the Ministry of Internal Affairs [11].

A section on the MoIA website dedicated to the implementation of the Programme has been created, where information on focal points, events and some progress reports can be found.

FIRST PROGRESS REPORT ON THE IMPLEMENTATION OF THE NAP FOR 2023:

In the year 2024, the Ministry of Internal Affairs submitted to the State Chancellery and published on the MIA website the first Progress Report on the realisation of the National Programme for the first year of implementation (2023)[1]. The analysis of this Progress Report shows that most of the actions within the 1325 Programme are "in the process of implementation". In the list of actions realised during the year 2023, only a few can be found:

- Organising seminars, conferences, meetings, trainings to promote the Women, Peace and Security Agenda (including the High-Level Conference Women, Peace and Security - Joint Partnerships for Resilience) [12];
- Inclusion of the gender dimension and the Women, Peace and Security Agenda in the training programmes of the security and defence sector institutions of the Ministry of Internal Affairs, Ministry of Defence, National Anti-Corruption Centre;
- Ensure some efforts to apply non-discrimination recruitment and promotion procedures.

SHARE OF WOMEN IN LAW ENFORCEMENT, DEFENCE AND SECURITY SECTOR:

Statistically speaking, the number of women in decision-making and executive positions in law enforcement, security and defence authorities varies, according to data accumulated at the end of 2023, predominantly with a disproportionate or numerical percentage share for executive positions. Thus:

- In the Ministry of Defence, 37% of the total number of women were in managerial positions compared to 63% in executive positions.
- In the Customs Service, out of 1761 managerial positions, 61 women in decision-making positions are occupied by women and about 246 women occupy executive positions.
- The National Penitentiary Authority assigns 20.25% (128) women to management positions and 28.59% to executive positions.
- In the Central Apparatus of the Ministry of Interior 13 women occupy managerial positions and 52 women occupy executive positions in 2023.
- In the General Inspectorate for Emergency Situations (part of the Ministry of Interior), the number of women in managerial positions is 65 out of 180 women in executive positions.

- In the General Inspectorate of Police (part of the Ministry of Interior), 112 women occupy managerial positions and 1,681 women occupy executive positions.
- Within the National Anti-Corruption Centre, the total number of staff is 300, of which 89 are women, 18 women occupy managerial positions and 71 occupy executive positions.
- In the State Protection and Guard Service, the number of women constitutes a ratio of 2% - at management level and 6% - at executive level.
- In the Intelligence and Security Service, the proportion of women in employment is 35% [14].

The female staff working at the Intelligence and Security Service is protected by national legislation on state secrecy according to Art. 12 para. (2) of Law no. 136/2023 on the Intelligence and Security Service of the Republic of Moldova [15].

There are no essential changes regarding the gradual increase in the share of women in law enforcement, security and defence. According to the data at the end of June 2024, we have the following situation:

- In the Ministry of Defence, the figures range from 37% to 37.1% for managerial positions held by women and from 63% to 62.9% for executive positions held by women.
- The same situation persists in the Customs Service, which at the end of 6 months 2024 saw a paltry evolution of 60 women in management positions and 422 women in executive positions.
- Within the National Penitentiary Authority, the official data provided reflect a slightly increasing situation, in particular 20.88% women in managerial positions and 27.77% in executive positions.
- A similar situation is in the Central Apparatus of the Ministry of Internal Affairs, where the number of women in executive positions increased from 52 to 55, and in the General Inspectorate for Emergency Situations (IGP) the number of women in management positions increased to 69 women versus 186 women in executive positions. The ratio between managerial and executive positions in the IGP does not show an increasing trend, or the number of managerial positions varies from 113 managerial positions held by women to 1654 executive positions held by women.
- Likewise, the situation of the NAC shows decreasing trends, out of the total number of 313 staff units, out of which 97 are women, 16 held managerial positions compared to 81 in executive positions.
- The situation remains unchanged in the State Protection and Guard Service, with an insignificant upward trend to 7% for women in managerial positions compared to 2% at executive level.
- The share of women with special status in the Ministry of Defence at the end of 2023 constituted 22.6% of the total number of military personnel under contract, of which 13.7% were officers and 8.9% were sergeants, and at the end of the first 6 months of 2024, the share of women constituted 21.2% of the total number of military personnel under contract, of which 13.1% were officers and 8.1% were sergeants, maintaining a stable situation in terms of percentage representation.
- The Customs Service has 490 women with special status in officer and non-commissioned officer positions by the end of 2023, and 482 by the end of June 2024.
- In the NPA some 698 women with special status in the position of officers and non-commissioned officers in 2023 and 646 women with special status in the position of officers and non-commissioned officers in 2024 describe the situational portrait.

- The share of women with special status in the GIES of the MoIA is 175 female officers and 41 female NCOs compared to the number of women in civilian positions, which constitutes 29 at the end of 2023. The dynamics for 2024 (6 months) are homogeneous, with 179 female officers and 47 female NCOs.
- Analysis of the staff situation in the PGI, reflects that in 2023 out of the total number of 7981 of which men - 6114 and women - 1867 are officials with special status. In the year 2024 out of the total number of staff of 7556, officials with special status are occupied by 5727 men and 1829 women.
- In the NAC, the ratio for the year 2023 is 82 women officers and NCOs, and in 2024 - 90 women officers and NCOs.
- About 6% of women in the State Protection and Guard Service are civil servants with special status.

SHARE OF WOMEN IN PROSECUTION:

A distinct role of the law enforcement sector is played by prosecution within the Ministry of Internal Affairs. In 2023 - out of the total number of 511 criminal prosecution officers, women -199, men - 312, and in 2024 - out of the total number of 544 criminal prosecution officers, women - 239 and men - 305. For the first time, the Prosecution Directorate is headed by a woman, which is considered a positive practice.

In the same context, within the National Anti-Corruption Centre, in 2023 - 16 women compared to 45 men are prosecuting officers. And in the year 2024 - the number varies between 14 women and 41 men prosecution officers. So, the number of female prosecution officers at both the MIA and NAC is numerically underrepresented.

VOCATIONAL TRAINING:

Several central public authorities in the field of security and defence contribute to the vocational training of females and male in police, military or similar academic institutions:

- In the academic year 2022 - 2023, 15 females and 47 males graduated, and in 2024, 17 females and 51 males were employed in the security, internal affairs or defence system under the Ministry of Defence
- In prison authorities, in 2023, 3 females and 4 males were trained and graduated, and in 2024, 4 females and 4 males were trained and graduated.
- Out of the total number of females and males who graduated and were employed in the internal affairs, security and defence system after graduation from academic institutions with police, military and security profile in the 2023 and 2024 graduating years, in the penitentiary system there were 3 females and males in 2023 and 4 females and males in 2024, and in the Central Apparatus of the Ministry of Internal Affairs, only 3 male graduates.
- In the year 2023, out of the total number of 55 - 15 females and 40 males, and for the year 2024 out of the total number of 63 - 18 females and 45 males graduates were enrolled in the police system of the IGP.

The main themes on which women and men have been trained for the implementation of the 1325 Programme in 2023 and 2024 are:

- sexual harassment in the workplace;
- stereotypes and prejudices;
- gender mainstreaming in peacekeeping missions;

- leadership;
- gender perspective in the security sector;
- strengthening strategic communication;
- gender equality;
- soft skills for peace consolidation, peacekeeping, peace building and peace enforcement;
- negotiation and peacebuilding (critical thinking, teamwork, communication skills);
- fundamentals of effective communication and basic concepts of emotional intelligence in the prison context, etc.

The role of mentoring is important in accelerating women's access to leadership positions. Thus:

- 15 leadership courses were organised by the British Embassy in Chisinau in the context of the implementation of the Women and Ethnic Minorities Initiative Project for the Ministry of Defence.
- The refresher course in border management (basic level) for women leaders was attended by two female employees of the Customs Service from 02-27 September 2024, held in Dushanbe, Tajikistan.
- Another 6 women from the General Inspectorate of Police are benefiting from individual coaching with Swedish support.
- The National Administration of Penitentiaries (NPA) has benefited from 22 mentoring courses for women in 2023 and another 26 mentoring courses in 2024, with approximately 127 women being trained.

Considering the institutional specificity, 5 women and 17 men are employed as teachers in defence institutions, while 3 women and 6 men work in educational institutions specializing in training students in the penitentiary field.

All law enforcement institutions and authorities have designated gender focal points, including: the Ministry of Defence, the Intelligence and Security Service, the Customs Service, the National Penitentiary Authority, etc.

An analysis of the data collected from the questionnaires on the implementation of the WPS Agenda reveal significant trends within law enforcement and security institutions.



- **The representation of women in leadership positions remains significantly low in all institutions.** For example, at the National Anti-Corruption Centre, only 18 out of 89 women occupy managerial positions, and at the General Inspectorate of Police, only 15 women hold managerial positions out of a total number of staff. In the case of the State Protection and Guard Service only 2% of employees are women in managerial positions.
- By contrast, **women are more present in executive positions.** At the General Inspectorate for Emergency Situations 180 women are in executive positions compared to 65 in managerial positions, and at the NAC, 71 women are in executive positions compared to only 18 in managerial roles. The overall representation of women in total staff varies significantly between the institutions.

During the implementation of the 1325 Programme, national authorities have implemented several activities mainly oriented towards: studies, research, trainings, surveys, evaluations, mentoring, meetings, workshops, conferences, trainings, training courses, project implementation, awareness raising and civic activism days, etc. with the participation of the institutions involved in the implementation of the 1325 Programme.

GOOD PRACTICES

An eloquent example of good practice is the experience of the GIES, which during the reference period organised 296 theoretical-practical lessons and 12 training and team-building sessions, during which 1644 employees were trained, and among the topics on the WPS Agenda is the reconciliation of private and professional life. Out of the total number of thematic trainings on the WPS Agenda, 15 specific activities were carried out, such as "Women, Peace and Security"; Train the trainers in the field of security and defence; Gender Mainstreaming in the work of the MIA; Development of gender-sensitive organisational culture - a commitment in the context of the Women, Peace, and Security Agenda.

There have also been developments in the empowerment of women to lead and manage territorial police inspectorates. Thus, if in 2023 out of the total number of 41 police inspectorates there were no women and they were managed exclusively by men, then in 2024, out of the total number of 41 territorial police inspectorates, 3 women were appointed as heads of inspectorates and the rest are managed by 38 men. We note that the decision of the leadership of the General Inspectorate of Police to change the gender-sensitive vision is a positive and encouraging practice, providing an inclusive approach.

The participation of women in public order missions, in particular patrol missions, is essential for the creation of a dialogue based on trust between police and citizens. We attest, that in 2023 out of 2005 only 188 women as opposed to 1817 men exercise these missions. The situation in 2024, is decreasing and shows a ratio of 144 women and 1586 men out of a total of 1730 persons.

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Some of the best practices suggested for encouraging women's participation in the law enforcement, security, and defence sectors include:

- in 2024, the Amendment of the Ministry of Defence Regulation regarding the selection and secondment process for studies and other forms of training by introducing a provision stating: "To promote balanced representation of women and men in the training process, if multiple candidates applying for the same training meet all established criteria equally, priority shall be given to female candidates."
- women SIS officers are delegated to participate in multiple activities, events in the national security and defence sector;
- constructive approach;
- involving women in training, information, projects, sports activities.

INFORMATION AND COMMUNICATION

According to employees of the institutions responsible for implementing the 1325

Programme, the most commonly used methods for information dissemination and awareness-raising included training sessions, TV programs, and study visits, conducted either individually or through NGOs.

The lack of effective communication between law enforcement structures and insufficient funding is considered among law enforcement authorities as an impediment in the context of the implementation of the WPS Agenda.

Authorities and institutions in the security and defence sector

When it comes to the most effective forms of learning or gaining knowledge about implementing the 1325 Programme in 2023 and 2024, those facilitated by the NAP 1325 Secretariat, non-governmental organizations, and international organizations are highly preferred.

believe that men's involvement in 1325 training activities is frequent and adequate. However, daily realities highlight a contrasting perspective, indicating an insufficient number of men actively participating in 1325-related activities.

During the period 2023-2024, several authorities and institutions participated in awareness-raising and visibility actions on the 1325 Programme. However, no independently organized awareness-raising campaigns for the implementation of the Programme were identified.

One of the key objectives of the implementation of the 1325 Programme is to prevent and eliminate discrimination, promote and ensure gender equality. At the internal level, the responding authorities reported zero cases of abuse, discrimination, or harassment—whether sexual, moral, economic, or otherwise—by women and men in 2023 and 2024 within the Ministry of Defence, Intelligence and Security Service, Customs Service, and NPA. However, in 2023, the Ministry of Defence conducted a service investigation during which one case of sexual harassment was reported. An administrative investigation was conducted on the given case, the investigation materials were handed over to the Prosecutor's Office for examination in accordance with the provisions of Article 274 of the Criminal Procedure Code of the Republic of Moldova.

Several options are available for combining private and professional life for law enforcement, security and defence employees:

- flexible working hours;
- granting additional rest time in case the military member works on rest/holiday days;
- participation of customs officials in institutional, inter-institutional and national sporting events;
- organising socio-cultural activities for children of officials;
- paternity leave;
- breastfeeding hours for mothers with babies;
- the children's room for NPA employees.

PERCEPTIONS AND STEREOTYPES

In the perceptions of rights-holders in the security and defence sector about the roles of women and men, new developments are accentuated by stereotypes in which the role of women is diminished. These stereotypes are most often associated with preconceived ideas that women are weaker than men, that women cannot cope with all functions or activities, work in the defence field involves physical effort and that women's role is in sectors other than law enforcement, etc. The situation of discrimination against women or abuse,

whatever the criteria, is not sufficiently well known to have clear and substantiated evidence. Often, institutions deny the existence of this phenomenon internally, through lack of evidence and statistical data reported.

Most institutions state that women's initiatives are supported and encouraged at institutional level. There are different opinions on whether women's voices are sufficiently represented at decision-making level in the law enforcement, security and defence sector. In some institutions opinions are negative, in others positive or uncertain.

Although the institutions maintain that women and men have equal access to workplace opportunities, this **perspective is not fully acknowledged when it comes to major transformations within the sector.**

CO-OPERATION WITH CIVIL SOCIETY

In order to establish long-lasting communication and interaction, several institutions have concluded or signed collaboration agreements or formed working partnerships with non-governmental organisations or external partners, including Gender-Centre, Human Rights Association, World Customs Organisation, PISA, Institute for Democracy and Development (I4DD), Centre for Rehabilitation of Victims of Torture, Memoria, A.O. „Concordia“, Women's Law Centre, National Platform of Women of Moldova and the Nordic Centre for Gender in Military Operations in Sweden (Nordic Centre for Gender in Military Operations); Embassy of the United Kingdom of Great Britain and Northern Ireland; Geneva Centre for Security Sector Governance (DCAF); UN Women, OSCE.

There is evidence that the institutions cooperate with women's associations in the Police, the National Army, the Prosecutor's Office or others created for this purpose, mainly for training, awareness-raising campaigns, development of short initiatives, exchange of views and experiences, study visits, awareness-raising and advocacy activities. At the same time, the dual role of women in professional women's associations in the defence sector and their status as civil servants with special status or military sometimes reduce their perspective to be more vocal. There are singular cases of presenting or consulting the official opinion of women's associations in law enforcement authorities on draft legislation, institutional reform initiatives, advocacy of draft legislation/laws, etc.

- The 1325 Programme is supported by the NAP 1325 Secretariat funded by UN Women.
- The NAP's focal points are identified and involved in the co-operation and implementation process.
- Key implementing authorities and institutions benefit from trainings, seminars, women's leadership courses, study visits and information and visibility activities.
- Key implementing authorities and institutions benefit from external assistance provided through various initiatives and projects, financially supported by partners and donors. However, most of the activities of the 1325 Programme are financially supported by development partners and donors.
- In 2023 and 2024, the representation of women in decision-making processes and in high-level positions did not progress significantly. Notable exceptions include two terms as Minister of the Interior and six women in decision-making positions at the level of the General Inspectorate of Police, four of whom are in the positions of chief or deputy chief of police inspectorate. However, the number of women in executive positions remains considerably higher than in decision-making positions.
- The Ministry of Finance has not allocated financial resources from the state budget for the implementation of the National Programme 1325.
- The degree of implementation of activities under Programme 1325 is slow, uneven and selective (most actions are in the process of implementation).
- The NAP 1325 Secretariat and the institutions responsible for implementing the 1325 Programme do not collaborate with Local Public Authorities - identified as key actors in the Programme's implementation, to ensure equitable performance.
- The mechanism for reporting and investigating cases of harassment (on various grounds) is not functional (operational) at institution level.
- The level of reporting on the implementation of the 1325 Programme is declarative and less analytical and oriented towards impact indicators.
- The NAP 1325 Secretariat is not operational in terms of setting up the internal and external coordination mechanism.
- There is no clear communication strategy for the 1325 Programme and the 1325 website is not sufficiently developed.
- LPAs do not participate in the reporting process of activities related to the implementation of Programme 1325.

RECOMMENDATIONS :

I. 1325 IMPLEMENTATION TRENDS IN THE SECURITY AND DEFENCE SECTOR

I.URGENT

1. Allocation of financial resources by the Ministry of Finance from the state budget, in accordance with Government Decision No. 152/2023, to support the implementation of NAP activities.
2. Establishment of a clear, efficient, and transparent coordination mechanism by the NAP 1325 Secretariat with the 1325 Program to facilitate their involvement in the implementation and reporting of Program activities.
3. The organisation by the Ministry of Interior of a technical and thematic meeting on the acceleration of the implementation of the actions of the 1325 Programme, covering the backlog of 2023-2024.
4. Development of a methodology by the Ministry of Internal Affairs for collecting data and information on the 1325 Programme in order to identify assumptions, analyse trends, assess risks and propose remedial measures.

II.MEDIUM TERM (6 MONTHS - 1 YEAR)

1. Providing support by the Customs Service, the State Protection and Security Service and the National Penitentiary Administration for the creation of professional associations in their field.
2. Providing a mentoring programme for members of the NAP 1325 Secretariat.
3. Implementation of the Strategic Communication Plan the 1325 Programme for the years 2023-2027.
4. Speed up the review and operationalisation of the mechanism for reporting and investigating cases of harassment (including services for victims), in legal, technical and operational terms.
5. Review the coordination mechanism for the implementation of the 1325 Programme, with the involvement of LPAs.

III.LONG-TERM (UNTIL 2027)

1. Developing the concept on the feasibility of introducing the institution "Ombudsperson for Gender Equality".
2. Establishment of 5 posts of Liaison Officers/Security Attachés/Military Attachés posted abroad identified and created, and 20 trained female law enforcement women.
3. Train 50 trainers for the security and defence system in peacekeeping missions and operations under the aegis of the UN, the EU or other international organisations.
4. Organisation of 100 psychological counselling sessions for women and men (military, police and civil servants with special status) and their families from the security and defence sector, working in risk/guard deployed.
5. Create a digitised, operational and functional system at institutional level for reporting cases of discrimination, sexual and moral harassment and gender-based violence in the security sector.
6. 5 trainings on investigating cases of discrimination, sexual and moral harassment for 10 trainers.
7. Increase by 5% the share of women in decision-making in the security and defence sector.

II. TRENDS IN THE IMPLEMENTATION OF THE 1325 PROGRAMME BY LOCAL PUBLIC AUTHORITIES

At the local level, LPAs play an important role in translating national objectives into measures tailored to the needs and context of their communities. However, the implementation process faces many challenges such as lack of resources, insufficient institutional capacity, and social stereotypes. This Report explores existing barriers at the local level, highlights trends and lessons learnt, and comes up with recommendations needed to improve the implementation process of the WPS Agenda. Through a coordinated and collaborative approach, the 1325 Programme can become a catalyst for systemic change to ensure women's inclusion and participation in all sectors of society.

The localisation process under 1325 is the essential foundation for qualitative transformation within the security and defence sector. However, the **development of gender-responsive budgets and localisation plans and their inclusion in their own strategies is a national challenge.**

To better understand the role of LPAs, here is a summary of the priorities and objectives for LPAs included in the NAP:

CATEGORIES	DESCRIPTION OF ACTIVITY (NAP)
<p>Main priorities at LPA level</p>	<p>Local public authorities are encouraged to contribute to the objectives of the 1325 programme by mainstreaming gender equality principles in all relevant policies and activities. The programme emphasises the importance of women's representation in decision-making processes and combating gender stereotypes.</p> <p>A key priority is to strengthen women's leadership at the local level, ensuring that women are represented in leadership positions in public administration and in security and peace decision-making structures.</p> <p>Reducing gender-based violence, harassment and discrimination is an objective for LPAs through the development of local reporting and support mechanisms.</p>

Specific objectives for LPAs	Organise training sessions for at least 1000 local government staff to increase knowledge of the NAP and promote an inclusive approach. Develop information campaigns on gender equality and the importance of women's participation in the security sector.
	Establish gender focal points within local governments. Gender-sensitive local action plans integrated into development strategies.
	Organise mentoring programmes for women in local government. Increase the number of women involved in local decision-making structures by 10% by 2027.
Planned activities	Conduct a minimum of 5 thematic sessions and 100 psychological counselling sessions for security and defence sector personnel at local level. Gender training materials developed and distributed in the communities.
	Creation of a digitised system for reporting cases of harassment and discrimination. Implement local measures to support victims of violence, including access to legal and psychological counselling.
	Establish partnerships between LPAs and NGOs for the implementation of NAP-related activities. Active participation of LPAs in national and regional initiatives for gender equality and security.

The Congress of Local Authorities of Moldova (CALM) [16] is a platform created to represent the interests of local public authorities and support them in institutional capacity building, established on 21 March 2010 in Chisinau. Given CALM's involvement in local policy making, it has the potential to become a catalyst in mainstreaming the WPS Agenda. It is for this reason that CALM is nominated in the NAP and has been assigned the status of a partner in its implementation. Through its activities, CALM is to promote the WPS Agenda as a strategic priority for LPAs and support the mobilisation of the necessary resources for its implementation.

Here are the actions foreseen by the NAP, in which CALM is stipulated as a partner.

Activities on CALM under Programme 1325

- ◆ Train local public administration authorities on how to address and manage issues related to sexual violence, gender-based violence or other related phenomena in times of conflict or post-conflict in conjunction with police and/or prosecution bodies, other partners as appropriate.
- ◆ Preventing and combating stereotypes among refugees/humanitarian admissions on gender-based violence, sexual violence, and discrimination, including other gender issues.
- ◆ Develop and support dedicated projects related to the protection of women, girls, and women with children during conflict or post-conflict (internal displacement) according to real needs tailored to their needs, at local and central level.
- ◆ Train local government representatives and other actors (including young people) at local level as agents of change in humanitarian (conflict-affected or post-conflict) crisis management.

CHALLENGES IDENTIFIED IN THE MONITORING PROCESS:

In the framework of the Report, the research team developed a questionnaire for LPAs to analyse their level of involvement in the implementation of the 1325 Programme. The responses to the questionnaire indicate a low level of awareness and involvement of LPAs in the implementation of the 1325 Programme. The majority of the respondents have not carried out projects related to the WPS Agenda and have not benefited from specific trainings in this field. There is an urgent need for information dissemination and local capacity building to mainstream gender in local public policies and practices.

- **Lack of awareness of the objectives and provisions of the 1325 Programme** is a significant barrier to its implementation at local level. Many local public authorities remain isolated from national initiatives due to a lack of effective communication and dedicated awareness-raising. The consequences of this misunderstanding are obvious: gender equality actions are rare and fragmented, and human security initiatives are almost completely absent. This situation emphasises the need for training and information so that LPAs can become proactive actors in promoting the WPS Agenda.
- **Limited funding is one of the most significant structural barriers in the implementation of the WPS Agenda.** The lack or insufficient allocation of budgets for the implementation of gender-sensitive measures hinders the development of sustainable projects. Most LPAs do not have access to specific external or national funds, leading to isolated and short-lived initiatives. In the absence of a clear financial strategy, these communities remain trapped within the confines of their own limited resources, which amplifies existing inequalities. This affects not only the implementation of the NAP, but also the confidence of local communities in the capacity of local governments to respond to needs.

- Women's representation in leadership positions at local level remains unequal and gender stereotypes prevent their active involvement in decision-making processes.** In some localities, women hold important positions, but without adequate institutional support, their role in promoting change remains limited. Traditional social norms create a passive mentality, both among women and communities, which perpetuates the idea that security and peace are exclusively male domains. We highlight the need for systematic measures to change mindsets and support women's leadership through dedicated mentoring and education programmes.
- The absence of well-defined local structures for the implementation of the 1325 Programme accentuates the fragmentation of efforts to promote gender equality.** Without dedicated focal points or local action plans, national objectives remain theoretical without translating into concrete results for communities. The lack of a clear monitoring and evaluation system also reduces the capacity of authorities to learn from experience and adjust policies. This institutional gap limits the impact of the 1325 Programme and raises questions about its long-term sustainability. Addressing these shortcomings requires closer co-operation between central and local authorities, with the continued support of civil society and international partners.
- Women in decision-making.** Questionnaire data show a variable representation of women in decision-making positions. This diversity reveals significant inequalities between localities. In many cases, the presence of women in leadership positions is not correlated with the implementation of measures to support gender equality or local awareness-raising on Resolution 1325. Very few LPAs participated in NAP-related trainings, and the topics covered in these sessions were on topics such as women's rights or women's involvement in decision-making. The lack of thematic and applied training sessions emphasises a deficiency in knowledge transfer and in the development of skills needed to implement the WPS Agenda.
- Problems identified.** Women in the communities face several difficulties, such as lack of employment, domestic violence and cultural barriers that discourage their involvement in public life. In some localities, there are perceptions that women are passive or that there is a lack of interest in their active involvement, which points to the need for complex interventions, both in terms of awareness-raising and creating concrete opportunities.
- Coordination and support mechanisms.** Responses suggest that the NAP coordination mechanism is perceived as inefficient and insufficiently inclusive. The lack of institutional action plans and budgets allocated at the local level to this area points to shortcomings in integrating Resolution 1325 into local strategies. Also, the involvement of NGOs in supporting the implementation of the WPS Agenda is limited, which emphasises a less exploited opportunity for collaboration between local authorities and civil society.
- Resources and infrastructure.** Very few LPAs have financial resources or mechanisms to support women's rights. In this context, women remain vulnerable to discrimination and violence and existing programmes are not sufficiently well developed to protect and support them.

The results of questionnaires completed by local public authorities reveal a low level of awareness and involvement in the implementation of the 1325 Programme. Many communities do not have gender-sensitive action plans in place, and gender equality and safety training are rare or non-existent. Frequently reported problems include domestic violence, discrimination, lack of employment and gender stereotypes that limit women's participation in decision-making processes. Although some communities reported the existence of non-governmental associations active in promoting women's rights, activities remain sporadic and unsystematic.

However, there are positive examples, such as the implementation of local projects that include support mechanisms for victims of gender-based violence or educational initiatives carried out by organisations such as Local Action Groups (LAGs), which are institutional partnerships between representatives of the business, public and civic sectors that manage local development processes [17][18]. Some localities, such as the municipality of Balti, demonstrate a greater commitment to gender mainstreaming in local policies.

However, the lack of financial resources and of a clear coordination framework hinders the scaling up of initiatives at national level. These results emphasise the urgent need to strengthen local capacity through training, resource allocation and the implementation of effective collaborative networks between authorities, NGOs, and international partners.

1. The lack of an allocated budget and dependence on external funding are significant obstacles to the sustainability of the WPS Agenda. Most LPAs do not have gender-sensitive local action plans or financial resources to implement specific measures.
2. The low level of awareness among LPA staff about the objectives of the NAP and the lack of thematic trainings contribute to fragmented and inefficient implementation. Actions to raise awareness and promote gender equality remain sporadic and insufficiently coordinated.
3. The lack of well-defined local structures for NAP implementation, such as gender focal points and reporting mechanisms, emphasises the fragmentation of efforts. Collaboration between LPAs, NGOs and international partners is also underdeveloped.
4. Although there are examples of successful initiatives, such as projects in the municipality of Balti, they remain isolated. The spread of these good practices at national level is hampered by the lack of a clear coordination framework and adequate financial resources.
5. Women's representation in leadership positions remains unequal and gender stereotypes limit their involvement in decision-making processes. Dedicated programmes are needed to strengthen female leadership and encourage women's active participation.

I. URGENT

1. Elaboration of a report assessing the needs and requirements of LPAs in the context of the localisation process.
2. Organise training sessions for LPAs staff on the implementation of the 1325 Programme, focusing on gender equality and the role of women in security and peace.
3. Create a digitised, locally accessible mechanism for reporting cases of violence, harassment, and discrimination.
4. Develop awareness-raising campaigns on the importance of women's participation in decision-making processes, including security and peace.
5. Identify and promote positive examples from communities that have implemented gender-sensitive initiatives.
6. Training LPAs to prepare localisation plans.

II. MEDIUM TERM (6 MONTHS - 1 YEAR)

1. Development and integration of gender-sensitive local action plans into LPA development strategies.
2. Creating partnerships between LPAs and NGOs for the implementation of specific activities of the 1325 Programme.
3. Put in place a monitoring and evaluation system to track progress in the implementation of gender measures at local level.
4. Organise mentoring programmes for women in local public administration, focusing on women's leadership development.
5. Developing localisation plans for the WPS Agenda.

III. LONG-TERM (UNTIL 2027)

1. Increase the number of women involved in local decision-making structures by 10% through dedicated training and support programmes.
2. Development of a national network of gender focal points within local governments to coordinate and promote the WPS Agenda.
3. Allocate annual budgets for NAP implementation at local level and access external funding to support initiatives.
4. Establish an institutional framework for inter-institutional collaboration and collaboration with international partners to implement gender measures.
5. Approval of localisation plans, integrated into local development strategies and adoption of gender responsive budgets.

III. CONTRIBUTION OF CIVIL SOCIETY IN THE IMPLEMENTATION OF THE 1325 PROGRAMME

Non-governmental organisations and professional associations work together with the structures involved in the administration of society to find the right solutions and continuously improve the quality of working life in the security and defence sector.

Civil society has a solid activity in trying to solve various problems and address issues important to society, such as

- localisation of the WPS Agenda;
- developing and strengthening professional and communication skills and competences;
- developing interaction between central and local authorities in the context of human and community security;
- elimination of discrimination, gender-based violence, sexual violence and other forms of discrimination;
- promoting human rights from a gender-sensitive perspective;
- humanitarian assistance, crisis management, others.

Civil society plays a central role in the implementation of the NAP, contributing to education, research, awareness raising and direct support for women and men in the security and defence sector. Effective collaboration with central and local public authorities and international partners favours the achievement of gender equality and human security objectives. The contribution of civil society lies in increasing legitimacy, democracy, multiplying the means of expressing interests and needs, building trust and strengthening awareness.

Civil society is actively involved in the implementation of the NAP by organising trainings, mentoring activities, providing psychological and social support, as well as conducting research and raising public awareness by mobilising not only women but also men.

This Programme 1325 stipulates that the responsible authorities, including the educational and academic or training institutions under their subordination, will cooperate with other authorities of central and local public administration, non-governmental organisations and development partners.

The Ministry of Internal Affairs, as the coordinator of the 1325 Program, occasionally consults with the associative and non-governmental sectors, academia, and development partners to identify the most effective tools and methods for coordinating the proper implementation of the public policy document.

Stakeholders, in alignment with the 1325 Program, should be encouraged to identify the objectives of the Action Plan and the public institutions with which they will collaborate during the implementation process and delivery of assistance. They can set up cooperation platforms, organise consultations and meetings on virtual platforms, develop partnerships or implement joint assistance projects, as well as have the possibility to associate, access external assistance projects or attract funds for the implementation of the 1325 Programme.

The involvement of the non-governmental sector in the NAP implementation process has helped activate areas where progress had previously stalled. For example, it addressed gaps such as the lack of cooperation and interaction between central and local levels in the NAP implementation process and the insufficient external communication regarding the level of NAP implementation. Strengthening civil society by developing and engaging more NGOs with clear objectives that encompass the full range of social activities is essential for revitalizing Moldovan society.

Since the launch of the NAP and until the end of 2024, civil society has provided specific contributions in the following areas:

gender analysis and gender mainstreaming in the law enforcement, security and defence sector	mentoring and leadership
gender-sensitive indicators	gender analysis and disaggregated data
inclusive language and communication	collection, reporting and impact
common challenges in implementing women's empowerment	designing monitoring and evaluation surveys in the NAP implementation process
gender inequalities and access to resources and services	cultivating a creative and inclusive mindset
women as agents of change and development	crisis leadership
humanitarian assistance	the role of involving women in negotiation, mediation, consultation and dialogue for peace, resilience and well-being
gender and peacekeeping	internal and external communication
the role of women in decision-making	

NAP ACTIVITIES INVOLVING CIVIL SOCIETY

Activities	Description
Coordination	<ul style="list-style-type: none"> • Active participation in working with central and local public authorities to identify effective methods of policy implementation. • Creating platforms for co-operation, consultations and partnerships to achieve the objectives of the NAP. • Consultation on priorities, needs and expectations in the process of carrying out specific activities.
Training	<ul style="list-style-type: none"> • Organise seminars, trainings and mentoring activities to strengthen capacities of women and men in the security and defence sector. • Develop work-life balance programmes, mentoring and other initiatives to improve women's leadership and management skills.
Research and analysis	<ul style="list-style-type: none"> • Studies and analyses on: <ul style="list-style-type: none"> - The needs of women in the security sector. - The impact of the pandemic on women in the defence sector. - Barriers to women's equal participation in leadership positions and assignments. - Compatibility of national legislation with international standards on gender equality.
Awareness and information campaigns	<ul style="list-style-type: none"> • Promote the visibility of women in the security sector through public campaigns and advocacy activities. • Organise thematic conferences and meetings to highlight the importance of the Women, Peace and Security Agenda.

SUPPORT PROVIDED FOR THE OBJECTIVES OF THE NAP BASED ON EXAMPLES FROM IMPLEMENTED PROJECTS

OBJECTIVE 1: INCREASE WOMEN'S PARTICIPATION:

- Facilitating the involvement of women in security zones: Projects such as "Women leaders of today, peace of tomorrow" has helped train more than 60 women in leadership and entrepreneurship, providing grants for business start-ups and facilitating their involvement in local and regional decision-making processes.
- Training programmes for mixed teams: Activities in the project "Enhance Women's Cohesion in Peace Processes and Sustainable Response in Humanitarian Aid" included workshops to build women's capacities in negotiation and mediation for peacebuilding, involving both joint teams and local communities.

OBJECTIVE 2: PREVENT INEQUALITIES AND VIOLENCE:

- Discrimination reporting campaigns: the project "MYCS: for a stronger youth civil society" carried out awareness-raising campaigns in schools on preventing sexual harassment and promoting gender equality. This included information and training sessions for teachers and pupils.
- Supporting gender focal points: Projects such as "Feminist and Localised Humanitarian Action" supported the formation of crisis committees, training gender focal points to prevent gender-based violence and mainstream gender in humanitarian initiatives.

OBJECTIVE 3: WOMEN IN PEACE-BUILDING:

- Women's security training: the "Women's Leadership Academy for Peace", part of the "Feminist and Localised Humanitarian Action" project, supported women in acquiring the skills needed to become active promoters of community security.
- Creation of digital platform: avahelp.md platform, created within the project "Women leaders of today, peace of tomorrow", provided useful resources for Moldovan women and Ukrainian refugees, encouraging their active participation in society.

OBJECTIVE 4: REHABILITATION OF AFFECTED PERSONS:

- Psychological rehabilitation services: the project "Supporting multi-sectoral efforts to prevent violence against women" provided integrated psychological rehabilitation and social support services to over 300 women from vulnerable groups, including refugees.
- Reference system with civil society: Projects implemented by NGOs, such as the Women's Rights Centre, have created local networks for documentation and support for victims of gender-based violence, including refugee women.

GOAL 5: HUMANITARIAN SUPPORT FOR WOMEN AND GIRLS AFFECTED BY CONFLICT:

- Protection of women in conflict situations: the project "Protection of Refugees and Host Communities from Gender-Based Violence" created clubs and information sessions for refugee women, ensuring their access to legal and psychological services.
- Training local representatives: Activities under the project "Enhance Women's Cohesion in Peace Processes" involved local leaders and young people in initiatives to integrate refugees and strengthen social cohesion.

OBJECTIVE 6: COMMUNICATION AND REPORTING:

- Platforms of WPS experts: in the framework of the projects "Security Academy, Human Security & Women, Peace and Security Edition" and "Promoting the Women, Peace and Security Agenda through strategic communication and monitoring", advocacy, promotion, education activities on the WPS Agenda were organised, the Concept and Strategic Communication Plan on promoting the WPS Agenda policies were elaborated.
- Consultations with international partners: Projects such as the "Network of Gender Think Tanks" have facilitated collaboration between Moldovan and Ukrainian organisations to align advocacy and communication strategies with international standards.

THE MAIN AREAS OF PROJECTS IMPLEMENTED BY CIVIL SOCIETY UNDER THE WOMEN, PEACE AND SECURITY AGENDA INCLUDE:

Women's participation in peace and security processes

- Projects that promote women's active involvement in peace negotiations, mediation, and security initiatives.
- Train women in leadership, mentoring and participation in peacekeeping missions.
- Creating digital platforms, such as avahelp.md, to support women's participation in decision-making processes.

Preventing violence and discrimination

- Campaigns to raise awareness and prevent gender-based violence, such as projects to combat sexual harassment in schools (MYCS).
- Information and training programmes on women's rights and combating gender stereotypes.
- Create mechanisms to report cases of discrimination and support victims with legal and psychological services.

Rehabilitation and support for women affected by conflict

- Psychological and social support programmes for women affected by conflict, including refugees.
- Economic integration of women through entrepreneurship training, financial vouchers and career guidance (e.g. "Women leaders of today, peace of tomorrow" project).

Combating misinformation and promoting social cohesion

- Projects focused on educating the public about the risks of misinformation and enhancing social cohesion between communities and refugees (Enhance Women's Cohesion in Peace Processes).
- Activities to combat false narratives about women's role in peace and security.

Humanitarian support for refugees and vulnerable communities

- Humanitarian assistance initiatives for refugee women and children, including the creation of safe spaces and the provision of medical, social and educational services.
- Organise awareness-raising campaigns for refugees about their rights and access to essential services.

Increasing institutional capacity

- Train staff in security and defence institutions in gender mainstreaming in policies and procedures.
- Re-evaluate and adapt institutional policies to eliminate gender discrimination and stereotypes.

Developing female leadership

- Programmes such as the Women's Leadership Academy for Peace or training workshops for young women to promote leadership and active involvement in the community.

Promoting gender equality in education and society

- Projects that address gender stereotypes in schools and promote an inclusive educational environment.
- Initiatives such as Equality Camp, which provides training for women in leadership and best practices for social inclusion.

Research and advocacy

- Reporting on the implementation of Resolution 1325 and the WPS Agenda.
- Advocacy activities to promote gender equality and gender mainstreaming in public policies.

LIST OF ORGANISATIONS IMPLEMENTING PROJECTS UNDER THE WOMEN, PEACE AND SECURITY AGENDA AND THE CHALLENGES ENCOUNTERED

Several civil society organisations play an important role in the implementation of the WPS Agenda in the Republic of Moldova, contributing through various initiatives aimed at promoting gender equality, combating violence, supporting refugee women, and developing women's leadership. However, the implementation of these projects is often affected by significant challenges, including the lack of sustainable funding and limited donor interest in certain areas of the WPS Agenda.

The most active ORGANISATIONS IMPLEMENTING WPS PROJECTS: [19][20]

Organisation	Activities
PLATFORM FOR SECURITY AND DEFENCE INITIATIVES	<ul style="list-style-type: none"> • Activities to strengthen strategic communication to implement the WPS Agenda and counter misinformation.
WOMEN'S LAW CENTRE	<ul style="list-style-type: none"> • Projects focussing on psychological and legal support for victims of gender-based violence as well as integration of refugee women.
INSTITUTE FOR DEMOCRACY AND DEVELOPMENT	<ul style="list-style-type: none"> • Initiatives for social cohesion and women's involvement in peace processes and humanitarian response.
AO "INSTITUTUM VIRTUTES CIVILIS"	<ul style="list-style-type: none"> • Promote gender equality and develop policies to support female leadership.
GENDER CENTRE	<ul style="list-style-type: none"> • Programmes to prevent gender-based violence and train women to become leaders in their communities.
PUBLIC ASSOCIATION FOR CHILDREN AND YOUTH "THE LIGHTHOUSE"	<ul style="list-style-type: none"> • Developing leadership among young women and promoting social cohesion.

INITIATIVE 4 PEACE ASSOCIATION	<ul style="list-style-type: none"> • Dezvoltarea liderismului în rândul femeilor tinere și promovarea coeziunii sociale.
HELP MOLDOVA	<ul style="list-style-type: none"> • Training women in entrepreneurship and leadership, facilitating the socio-economic integration of refugee women.
LAW CENTRE OF MOLDOVA	<ul style="list-style-type: none"> • Awareness-raising campaigns through art to combat violence against women.
DEVELOPMENT PARTNERSHIP CENTRE	<ul style="list-style-type: none"> • Advocacy programmes for gender mainstreaming in public policies.
WOMEN POLICE ASSOCIATION	<ul style="list-style-type: none"> • Promotes gender equality and diversity in policing, contributes to the strengthening security sector in the context of European integration, facilitates the exchange of international good practice and tackles gender stereotypes, supports the career development of women in the home affairs system.
NATIONAL ARMY WOMEN ASSOCIATION	<ul style="list-style-type: none"> • Promotes gender equality and women's rights in the defence sector, supports the implementation of the WPS Agenda and contributes to strengthening institutional integrity by organising initiatives for effective emergency management and public information.
WOMEN PROSECUTORS' ASSOCIATION	<ul style="list-style-type: none"> • Promotes female leadership in the legal professions, supports criminal justice reforms and the fight against corruption. Emphasises young people in the legal profession and supports women's involvement in promoting human and community security.



Civil society extended their collaboration with various public institutions, such as the General Inspectorate of Police (and local divisions); the Ministry of Defence; the Ministry of Internal Affairs; the Intelligence and Security Service; the National Anti-Corruption Centre; the Ministry of Labour and Social Protection; the Customs Service; the National Association of Penitentiaries; the State Protection and Guard Service. Activities included strengthening capacity of law enforcement and defence structures to mainstream gender equality in policies and procedures, as well as assessing the implementation of previous recommendations on gender issues.

CHALLENGES IN IMPLEMENTING ESF PROJECTS:

1. LACK OF SUSTAINABLE FUNDING

Civil society organisations in the Republic of Moldova face difficulties in obtaining stable and long-term funding. Most initiatives are dependent on external grants, which limits project continuity and long-term impact. This dependency creates major vulnerabilities, especially in the context of reduced funding available for certain areas, such as gender equality and social cohesion, the WPS Agenda and human security.

Example:

- The Women's Law Centre's projects for psychological and legal support require significant resources to meet the growing needs of refugees and victims of gender-based violence. Without stable funding, these essential services may be discontinued

2. LIMITED DONOR INTEREST IN THE WPS AGENDA

Although the area of security and defence is a priority for many international organisations, gender issues and the WPS Agenda receive less attention compared to other sectors. Donors are more interested in topics such as preventing illegal migration, cyber security, or humanitarian crisis management, which makes it difficult to attract funding for projects that aim to promote gender equality in this area.

Example:

- Advocacy projects for the integration of women in the security and defence sector, carried out by the Platform for Security and Defence Initiatives, are encountering difficulties in obtaining the necessary financial support for large-scale implementation.
- Help Moldova have noted that funding for women's leadership and entrepreneurship activities is often conditional on immediate results, which ignores the complex and long-term nature of the changes needed.

3. FLUCTUATING INTEREST IN REGIONAL THEMES

Donors are influenced by the geopolitical context and their interests can fluctuate rapidly. While the war in Ukraine has increased support for refugee and humanitarian initiatives, other themes, such as preventing gender-based violence or promoting social cohesion, have received less attention. This leads to an imbalance in resource allocation and unmet needs in vulnerable communities.

Example:

- The projects of the "Făclia" Public Association, which aim at the socio-economic inclusion of vulnerable women, face difficulties in securing funding for long-term activities, although they are crucial to combating gender-based violence.

- The analysis highlights the significant contribution of civil society to the implementation of the 1325 Programme. Civil society plays a key role in promoting gender equality, human security and women's involvement in peace and security processes. CSOs collaborate with public authorities, educational institutions, and international partners, and are involved in organising training, research, mentoring, awareness-raising campaigns and direct support for women and men.
- NGOs and women-led organisations contributed to gender analysis in the defence sector, prevention of gender-based discrimination and violence, and integration of refugee women. Through specific projects, psychological, legal and social support was provided to vulnerable women, cooperation platforms were developed, and leadership and entrepreneurship trainings were organised.
- An important aspect represents the coordination between the central and local levels, as well as between various institutions and NGOs, although this collaboration has faced challenges such as lack of sustainable funding and poor communication. However, the active involvement of civil society has enabled progress in the implementation of the WPS Agenda, contributing to a more inclusive and resilient society.

F I N D I N G S :

III. CONTRIBUTION OF CIVIL SOCIETY IN THE IMPLEMENTATION OF THE 1325 PROGRAMME

I. URGENT

1. Diversification of funding sources by initiating public-private partnerships and establishing a dialogue with local authorities for a more active involvement in the financial support of initiatives related to the WPS Agenda.
2. Strengthening the Women, Peace and Security Agenda Initiative Group to enhance co-operation between NGOs and central and local authorities for effective coordination of activities.
3. Advocacy campaigns to raise awareness among international authorities and donors on the economic and social impact of gender equality and human security, through the organisation of events and the publication of relevant studies.

II. MEDIUM TERM (6 MONTHS - 1 YEAR)

1. Advocate for the development of a common fund to finance civil society projects that contribute to the implementation of the WPS Agenda, to ensure the continuity of projects and initiatives.
2. Building organisational capacity by organising training for NGOs on fundraising, project management and effective networking.
3. Promote an integrated agenda and attract more CSOs from diverse fields to mainstream gender in emerging areas such as cybersecurity or crisis response to attract additional support from international donors.
4. Increasing regional collaboration by creating partnerships with similar organisations in the region to exchange best practices and joint initiatives (with Ukraine and Georgia).

III. LONG-TERM (UNTIL 2027)

1. Strengthening financial sustainability, which involves implementing strategies to diversify financial resources by attracting domestic funding, long-term government support and incentivising private investment in civil society initiatives.
2. Evaluating and promoting impact, by developing mechanisms for monitoring and evaluation of projects implemented, to demonstrate the long-term impact of gender equality and human security initiatives, the WPS Agenda.
3. Mainstreaming the WPS Agenda into public policies by continuing to work with authorities to include the WPS dimension in national and international strategies, thus ensuring that it becomes a long-term priority.
4. Educate the new generations by developing educational programmes that include principles of gender equality, women's leadership and civic involvement in order to form a generation that is aware and active in promoting the objectives of the WPS.

IV. CONTRIBUTION OF PARTNERS, DONORS AND INTERNATIONAL ORGANISATIONS TO SUPPORT THE IMPLEMENTATION OF THE PROGRAMME 1325

The role of development partners and donors is indispensable in supporting countries to implement the NAP, anchoring best practices, values and tools needed for sustainable progress and real impact.

In recent years, the implementation of the 1325 Programme has benefited from extensive support from a wide range of partners and donors. This strengthened collaboration has allowed for targeted assistance in translating the actions related to the WPS Agenda into practice. The increased interest from partners reflects the importance and prioritisation of this topic both nationally and internationally. Through their contributions, partners have supported substantial interventions that have accelerated the realisation of the Agenda's objectives.

Partners, donors and international organisations have supported several steps taken by the state authorities to ensure the implementation of the NAP for 2023-2027. These include:

- UN Women
- Embassy of Sweden in the Republic of Moldova
- Embassy of the United Kingdom of Great Britain and Northern Ireland
- European Union
- Embassy of the United States of America (INL - Bureau of International Narcotics and Law Enforcement Affairs)
- German Federal Foreign Office
- Geneva Centre for Security Sector Governance (DCAF)
- United Nations Development Programme (UNDP), etc

Donors and development partners interact on the thematic topics of the 1325 Programme with both central and local public authorities or non-governmental organisations.

Current project trends confirm that gender has become not only a cross-cutting theme for all implemented projects, but also a distinct thematic topic.

UN Women, with the financial support of Sweden, has supported the Government of the Republic of Moldova in the elaboration of the Programme 1325 for the period 2023-2027 after having previously, in the period 2018-2021, contributed to the implementation of the first National Programme, as well as to the evaluation of its implementation[1]. With the adoption of the second Programme, for the years 2023-2027, UN Women Moldova has provided financial support throughout the 1325 Programme, intervening with financial support, training, support on local gender-sensitive community development initiatives, initiatives developed by youth/tine, etc. In addition, UN Women supports the Ministry of Interior, designated as the focal point for the WPS Agenda at national level, in strengthening its capacities to coordinate and implement the plan.

UN Women also cooperates with the Ministry of Defence, the Ministry of Foreign Affairs and European Integration, the Ministry of Education and Research, the Ministry of Justice (National Penitentiary Administration), the State Protection and Security Service (SPPS), the Customs Service, the National Anti-Corruption Centre, the Intelligence and Security Service, the Reintegration Policy Office and civil society organisations.

UN Women is actively promoting and supporting the implementation of the 1325 Programme, monitoring progress on all 6 general and 12 specific objectives included in it. From UN Women's perspective, a distinct aspect of the second 1325 programme is the focus on increasing the participation of women in the Transnistrian conflict settlement process as well as in peace-building efforts at all levels, the need to involve local governance institutions, community actors and the integration of the response to the refugee crisis into local development.

To enhance women's meaningful participation in conflict resolution, UN Women has created and supports the functioning of an informal Women's Advisory Council for Peacebuilding, composed of 14 women civil society leaders from both sides of the Dniester River, equally represented, whose role is to provide recommendations on the inclusion of a gender perspective in sustainable and inclusive peacebuilding and peacebuilding processes. UN Women has also facilitated consultations with local organisations and gender equality activists/activists on both banks of the Dniester and has established three women's discussion platforms on the left bank of the Dniester, which include confidence building and social cohesion elements and which it continues to support with the financial support of Switzerland under the project "Women in Support of Women: Enhancing the Leadership and Resilience of Women Affected by Crisis through Community Initiatives"[22].

The **Swedish Embassy in the Republic of Moldova** and the Swedish International Development Cooperation Agency (SIDA) play a decisive role in accelerating the implementation of the WPS Agenda. In March 2023, a Cooperation Agreement was signed between Sweden and UN Women Moldova which will support the implementation of the Strategic Note in the Republic of Moldova for the period 2023-2027 with 60 million Swedish kronor. The agreement aims to promote gender equality and is to contribute to the development of an equal and sustainable society without discrimination, in which every girl and woman feels safe [23].

Through the SIDA-funded project Support to the implementation of the UN Women Strategic Note in the Republic of Moldova for the period 2023-2027, working within its triple mandate, UN Women will contribute policy expertise and technical assistance to translate global norms and standards for gender equality into national legislation, policy and practice. The Country Office will also strengthen its coordination role to promote coherence within the UN system and with other partners. The purpose of the Strategic Note (SN) is to enhance the capacities of the Government and other partners (civil society, private sector, academia and others) to fulfil their responsibilities to advance the gender equality agenda in line with international commitments and UN Women's strategic vision for 2022-2025 [24].

Within the framework of the project Ensuring self-sufficiency and acquisition of community policing skills and basic tactical skills, in addition to strengthening the capacity of the General Inspectorate of Police of the Republic of Moldova to provide equal opportunities regardless of gender, funded by the Government of Sweden for the period 2023-2026, 18 female police officers undertook an organised study visit to the Police Headquarters in Malmo, Kingdom of Sweden. The programme included a series of meetings with female Swedish police officers in senior management positions and the organisation of various workshops, where topics such as management and leadership, effective communication, the development of individual development plans and other topics of major interest were addressed [25].

Moreover, with the assistance of Sweden and the United Nations Development Programme (UNDP), under the project Climate Resilient Communities by Empowering Women, 11 women entrepreneurs in the agricultural sector were supported to test concrete climate change adaptation measures in their economic activity, and 120 women in household economic activity were supported to develop environmentally friendly and climate resilient businesses.

In recent years, the **European Union** has actively supported the promotion of the WPS Agenda through various projects aimed at increasing gender equality in the defence and security sectors. EU-supported initiatives have also included training sessions and workshops for civil servants, with a focus on gender equality and the integration of women in peace and security processes. These efforts are in line with the implementation of UN Security Council Resolution 1325, which calls for the involvement of women in peacebuilding and security. In addition, Moldova has participated in several EU-funded projects, such as those aimed at strengthening the role of women in peace and security by working with local and international organisations. The Gender and Security Agenda is also given particular attention in the Security and Defence Partnership between the Republic of Moldova and the European Union. In line with paragraphs 25 and 26, the EU and Moldova are committed to the full implementation of the Gender and Security Agenda and will exchange best practices on the implementation of the commitments on women, peace and security and will continue to work closely together to ensure gender equality as a political and security priority and with the aim of strengthening joint responses to current and emerging changes in the field of security and geopolitics [26].

Between March 2023 and December 2024, the European Union has implemented several projects in the Republic of Moldova aimed at promoting gender equality and security in Moldova and other Eastern Partnership countries, some of which are being finalised this year, for example EU4 Gender Equality (2021-2024) [27], which supports governments and public organisations in promoting gender equality through analysis and advice on economic, education, justice, and other policies.

EU4Dialogue (2020-2024) promoted dialogue and reconciliation in conflict-affected regions such as the South Caucasus and Moldova, with a focus on vulnerable communities [28] or Partnerships for Women's Leadership (2021-2024), also implemented with the support of the Friedrich Ebert Foundation, 2021-2024, which supported women's involvement in governance and the improvement of communities in Moldova [29].

Projects in full implementation are: PGG III: Women's Access to Justice: implementing Council of Europe's gender equality and violence against women standards, in the period (01.03.2023 - 28.02.2026) in the Eastern Partnership countries: Armenia, Georgia, Republic of Moldova, Ukraine. The project will contribute to eliminating systemic barriers that women face when accessing justice, both legal and institutional challenges as well as socio-cultural barriers that materialise as gender bias in the justice systems of the Eastern Partnership countries [30] and EVOLVE4GE - aims to eliminate violence, expand income-generating opportunities for women and accelerate gender responsive governance in Moldova. The overall objective of the project is to ensure that women and girls, including those most at risk of being left behind, have improved access to resources, equal opportunities, and the rights to enjoy a life free from discrimination and violence. The project addresses key challenges faced by women and girls in the country, such as: a) "Gender Blind" policies and budgets that favour the persistence and perpetuation of gender inequalities; b) unequal participation, contribution and benefits of women and men in the national economy; c) high prevalence of gender-based violence and limited access to specialised services and limited capacities for integrated service delivery [31].

The **German authorities** support the implementation of the WPS Agenda in the Republic of Moldova by providing technical expertise (studies and training) and equipment. In 2023, through the German Federal Foreign Office in cooperation with the GS Foundation, a study on working conditions in law enforcement authorities from a gender perspective was organised. Additionally, through the project Promoting Gender Equality and Women in the Security Services in Ukraine, Moldova and Georgia EQUALFORCE for the years 2024-2025 [32], the aim is to promote gender equality in and through the security agencies of Ukraine, Moldova and Georgia, with a focus on the ministries of interior and police authorities. The GS Foundation also supported the Ministry of Internal Affairs with training activities for prevention and identification of cases of sexual harassment in the workplace and domestic violence.

Essential support has been given to the renovation of the infrastructure of the Dinamo Stadium of the Ministry of Interior for access to training for women and men under fair and equal conditions [33]. The German Embassy in Chisinau collaborates with the State Chancellery and most of the ministries that are implementing partners in the projects. It also collaborates with the Women's Rights Centre and civil society organisations outside the capital, such as AO Ophelia in Cahul, in the field of gender equality and women's empowerment, AFASR (Association of Rural Businesswomen) or the Women's Public Association "Hope".

Another actor that has contributed to the promotion of the WPS Agenda with technical expertise and financial resources under individual requests is the US Embassy in the Republic of Moldova, through the Ministry of Defence Advisor (MODA) and the Office of Defence Cooperation (ODC), which support the Ministry of Defence, the Ministry of Interior, the Ministry of Education, and the Ministry of Health as NAP implementers.

The United States has recommended amendments to the National Defence Strategy of the Republic of Moldova to enable the implementation of the objectives of the WPS in line with UN Security Council Resolution 1325 and to "increase the level of participation and representation of women in the security and defence sector." The United States seeks to increase support for WPS initiatives in the defence sector. In addition, the Office for Defence Cooperation (ODC) seeks to adhere to the International Military Education and Training (IMET) guidelines, which state that women's participation should be equivalent to their representation in the forces. Finally, all infrastructure, construction and renovation projects funded through ODC programmes consider specific facilities for women.

The NATO Liaison Office in the Republic of Moldova (NLO) also supports the implementation of the WPS Agenda with technical expertise and small grants. NLO provides support to the Ministry of Foreign Affairs, Ministry of Defence, Ministry of Interior in the implementation of the WPS Agenda.

Through technical assistance to state institutions and financial resources to civil society, **Embassy of the United Kingdom of Great Britain and Northern Ireland in the Republic of Moldova** aims to increase the capacities of civil society and state actors to engage in the development, implementation and monitoring of policies related to the WPS Agenda, and the specific objective related to WPS is to enhance the role of women and ethnic minorities in the defence and security sector in the Republic of Moldova. The UK authorities have supported the Ministry of Defence, the General Inspectorate of Border Police, and the General Inspectorate for Emergency Situations of the Ministry of Home Affairs in the process of implementing the NAP.

The British Embassy in the Republic of Moldova is implementing projects on the WPS Agenda through the Institute for War and Peace Reporting (IWPR) under the Building Resilience in the Eastern Neighbourhood (BREN) project. The overall aim of the BREN project is to enhance the human security of women and marginalised groups in Armenia, Azerbaijan, Georgia, and Moldova by strengthening the resilience of civil society. In the Republic of Moldova, BREN has the following thematic priorities: promoting and supporting progress on the women, peace, and security agenda, increasing the inclusion of diverse groups in peace and security discussions and decision-making, promoting the role of civil society and women's rights organisations, particularly in conflict prevention, community reconciliation, and various types of assistance [34]. During the reporting period, many projects have been implemented under the BREN programme which underline BREN's commitment to promote the WPS Agenda by empowering women, promoting inclusion, and addressing hybrid threats in Moldova.

The RNDRL - LAG Associations for Resilience and Security project, which aims to integrate the WPS Agenda into the activities of the 51 LAGs in Moldova and has the following main objectives: analysing the integration of the WPS Agenda in LAGs, training sessions on conflict prevention, assistance and reconciliation, public events and information campaigns highlighting the role of LAGs in promoting peace.

The Geneva Centre for Security Sector Oversight (DCAF) has extended its collaboration with the Ministry of Interior through technical expertise (studies, analysis, training).

Thus, to measure the quantitative and qualitative results for the year 2023, DCAF participated in the elaboration of the first analytical report on the implementation of the NAP in 2023, involving all implementing institutions of the law enforcement, security and defence sector. Under the project Strengthening Security Sector Governance in Moldova (2023-2025), DCAF is collaborating in the implementation of the WPS Agenda with both state authorities and civil society organisations implementing the WPS Agenda.



ACTIVITIES REALISED THROUGH PROJECTS FUNDED AND SUPPORTED BY EXTERNAL PARTNERS

- increasing security policy development and surveillance capacities
- improving strategic capabilities
- building public confidence and accurate information about security sector reforms, promoting informed public debate
- promoting training opportunities through virtual platforms focussed on developing women as coaches and supporting their online roles
- increasing the representation of women in leadership positions
- developing an internal digitised system for reporting cases of gender discrimination and violence, combating violence against women and girls
- promoting women's leadership and strengthening the WPS Agenda, women's participation in public life.

We also mention promoting the exchange of knowledge and good practices for gender mainstreaming in the EU accession process, supporting the social integration of refugees and promoting gender equality in Moldova through a series of initiatives with local partners and building resilient and sustainable communities by empowering women to implement alternative income generating activities in the context of environmental degradation and vulnerability to extreme climatic conditions.

However, there are structural challenges affecting the implementation of the WPS Agenda in the Republic of Moldova:

- The lack of a common platform for coordinating external assistance limits the effectiveness of collaboration between partners, authorities, and civil society.
- Insufficient financial resources make it difficult to fully implement the goals of the WPS Agenda. In this context, non-governmental organisations play an essential role in providing support for training, research, advocacy, mentoring and analysis, thus helping to compensate for these shortcomings.
- The assistance provided by development partners has strengthened governance, empowered women leaders and increased community resilience. Partners have also supported gender mainstreaming in peacebuilding, crisis response and the reduction of gender-based violence.

FINDINGS:

The implementation of the 1325 Programme in the Republic of Moldova is largely due to the financial support of development partners and donors, who ensure an active and dedicated agenda. Continued collaboration with these partners is important for the realisation of the goals of the WPS Agenda, particularly in promoting women's meaningful participation in conflict resolution, peacebuilding, and public decision-making. Their contributions not only facilitate the implementation of national priorities, but also align Moldova's commitments with global standards, ensuring an inclusive and comprehensive approach to peace and security.

Key actors such as UN Women, Sweden, the United Kingdom, the United States, Germany, the European Union, and others have supported the Republic of Moldova with technical expertise, financial resources and capacity building programmes. Their initiatives have facilitated collaboration between central and local public authorities, civil society organisations and international partners. Gender equality has thus become not only a cross-cutting theme for projects, but also a distinct priority for many development partners. UN Women, with financial support from Sweden, has been instrumental in the development and implementation of the NAP, providing financial assistance, training and support to gender-sensitive local initiatives, financial support to the NAP 1325 Secretariat. Other notable contributions include:

- Sweden's investment in police capacity building, with a focus on gender equality and leadership development.
- EU projects that promote gender equality in the defence and security sectors and encourage the participation of vulnerable communities in peace processes.
- Germany's efforts to combat gender-based violence and support fair representation in law enforcement institutions.
- US initiatives supporting increased participation of women in the defence and security sectors.

RECOMMENDATIONS**I. URGENT**

1. Programming funds for long-term activities in support of NAP activities for central and local public authorities and non-governmental organisations.
2. Financial support to the WPS Agenda Initiative Group of non-governmental organisations.

II. MEDIUM TERM (6 MONTHS - 1 YEAR)

1. Creation of the donor platform in the field of the 1325 Programme.
2. Creation of a common platform of CPAs, LPAs and relevant NGOs with the participation of partners and donors.
3. Support NGO shadow reports monitoring and evaluating the level of implementation of the 1325 Programme.
4. Supporting initiatives to develop localisation plans.

III. LONG-TERM (UNTIL 2027)

1. Support wider and longer-term programmes for Resolution 1325.
2. Support the idea of introducing a Gender Equality Ombudsperson.

V. RISKS, VULNERABILITIES AND GAPS IN THE IMPLEMENTATION OF THE 1325 PROGRAMME

The National Programme for the Implementation of Resolution 1325 for the years 2023-2027 represents an effort of the Republic of Moldova to ensure gender equality and women's participation in security and peace processes. Despite this commitment, the monitoring results reflected in this document reveal several risks, vulnerabilities and gaps in its implementation. These deficiencies may seriously affect the effectiveness of the 1325 Programme and the achievement of its proposed objectives, especially in the context of the socio-political and economic challenges facing the Republic of Moldova.

RISKS

Nr.	Risk	Description
	Humanitarian crisis related to the conflict in Ukraine	The pressure on limited resources due to the refugee influx is affecting the funding and implementation of the 1325 Programme.
	Political instability	Frequent changes political priorities can lead to neglect in the implementation of programme measures.
	Insufficient financial resources	The lack of a clear state budget and dependence on external funding creates uncertainty in realising long-term goals.
	Lack of a protection mechanism for refugees	Confusion in extending protection to refugees affects the implementation of humanitarian and security measures.
	Lack of involvement of LPAs in the implementation process	The coordination mechanism for the implementation of the WPS is fragmented. The NPA 1325 Secretariat has not provided a platform for dialogue between LPAs and CPAs. The first progress report submitted to the State Chancellery lacks the contribution of LPAs in the implementation of the 1325 Programme.
	Lack of understanding of the importance of implementing the WPS Agenda in the good governance and security sector	The understanding of the WPS Agenda is limited to a set of activities such as trainings, seminars and conferences. There is no cohesion between Programme 1325 and other policies or standard operating procedures at the level of implementing institutions. There is no feedback from the State Chancellery on the level and quality of implementation of the WPS Agenda approved by Government Decision.

A major risk for programme implementation is the growing humanitarian crisis caused by the conflict in Ukraine. The Republic of Moldova, being on the border of an active conflict, has become a transit point for refugees, which puts additional pressure on its limited resources. This situation may affect both the level of funding needed to implement the measures and the capacity of the authorities to monitor and evaluate the actions in line with the objectives of the 1325 programme. The lack of a clear situation regarding the extension of the Humanitarian Protection Mechanism to refugees creates confusion and speculation.

Political instability in the Republic of Moldova is another risk, as changes in government and political priorities could fluctuate rapidly and shift the focus. This instability may lead to the neglect of the implementation of important measures under the 1325 Programme, in particular in terms of strengthening the institutional capacity necessary for the successful implementation of UNSCR 1325.

Insufficient resources allocated from the state budget and dependence on external funding create uncertainties in achieving the objectives of Programme 1325. In particular, the lack of a clear budget for activities related to gender equality and security calls into question the long-term sustainability of this project.

SYSTEMIC VULNERABILITIES

The vulnerabilities of the 1325 Programme are directly linked to weak institutional structures and cultural limitations in Moldovan society. Despite gender mainstreaming efforts, persistent stereotypes about the role of women in security and defence constitute a significant barrier to their involvement. Women continue to be under-represented in decision-making positions, which affects not only the implementation of the 1325 Programme, but also the effectiveness of measures taken in the field of national security.

Nr.	Vulnerability	Description
	Under-representation of women in decision-making positions	Gender stereotypes and cultural barriers limit women's access to leadership positions in the security and defence sector.
	Weak institutional structures	The institutions involved lack sufficient resources, expertise and staff to implement effective measures.
	Lack of training and mechanisms to combat gender-based violence	Mechanisms to report and protect against violence and harassment are underdeveloped and under-enforced.
	Gap between national policies and local implementation	Poor coordination between central and local levels affects the implementation of measures at EU level.
	Under-funding of the 1325 Programme	Dependence on external funding and insufficient resources from the state budget endanger the long-term sustainability of the 1325 Programme.

<p>Poor infrastructure to prevent and combat violence</p>	<p>Prevention and protection mechanisms are underfunded and ineffective, which affects the safety of women in the security sector.</p>
<p>Coordination mechanism for external assistance provided in the NAP implementation process for all governmental and non-governmental actors, donors and partners</p>	<p>There is a lack of transparency and clarity of the funds accessed for the implementation of Programme 1325. Although there is sufficient under-funding, there is a lack of clear and transparent recording of needs and requirements by sector in the monitoring and implementation process.</p>

One of the most significant systemic vulnerabilities in the implementation of the 1325 Programme is the under-representation of women in the decision-making structures of the security and defence sector. Despite the fact that the 1325 Programme aims to increase women's participation in these sectors, persistent stereotypes about traditional gender roles continue to negatively influence women's access to decision-making positions. These cultural and social barriers have a direct impact on the full integration of women and on the overall progress of the implementation of the 1325 Programme, limiting opportunities for gender equality in the sphere of national security.

A constant vulnerability is the outflow of trained personnel and personnel from the law enforcement, security and defence sector, which reduces investment in capacity and skills development to zero.

The low number of women negotiators, women in peacekeeping missions within the territory of the Republic of Moldova, as well as in peacekeeping missions abroad, including women in working groups for the settlement of the Transnistrian conflict, undermines the credibility of an inclusive and women- and girl-centred process. There is a lack of targeted and thematic trainings that would stimulate a professional level of knowledge and application.

Another significant vulnerability is the lack of institutional capacity to implement effective measures to combat gender-based violence and harassment in the security and defence sector. Although the 1325 Programme stresses the importance of preventing and combating violence against women, the institutions involved do not have sufficient resources or expertise to develop effective protection and prevention mechanisms. The training of staff in these institutions is insufficient and the mechanisms for reporting and investigating cases of harassment and violence are unclear and underdeveloped, which seriously affects the security of women involved in these sectors. The denial of the existence of cases of violence, discrimination or abuse against women and girls in the security and defence system or law enforcement cannot contribute to the effective implementation of the 1325 Programme.

Another critical issue is the gap between national policies and their implementation at local level. Although the 1325 Programme foresees concrete measures for gender mainstreaming in the security and defence sector, there is a clear lack of cohesion between the central and local levels of administration. This gap hampers the implementation of measures at local community level and affects the overall effectiveness of the 1325 Programme.

Closer inter-institutional co-operation and adequate technical and financial support to local authorities could mitigate this vulnerability.

In addition to these structural problems, another major systemic vulnerability is the underfunding of the 1325 Programme. The high dependence on external funding, as well as the insufficient allocation of resources from the state budget, creates uncertainties about the long-term sustainability of the 1325 Programme. In the context of a fragile economy, the lack of adequate resources for the implementation of the proposed measures will directly affect the capacity of the authorities to implement the proposed policies and to ensure effective protection of women in the security sector.

Another vulnerability is a weak infrastructure of mechanisms to prevent violence and harassment in the security and defence sector. The 1325 Programme stresses the need to develop protection policies, but the reality is that these mechanisms are either underfunded or ineffective in providing real support to women working in these areas. Insufficient training of staff on these issues emphasises the vulnerability of the sector to violence and discrimination.

In addition, the security and defence sector suffers from a lack of cohesion between the central and local levels of government, which hinders the effective implementation of gender policies. Better coordination and collaboration between the actors involved could bridge this gap and improve the chances of success of the 1325 Programme.

GAPS IDENTIFIED

Gaps in the implementation of the 1325 Programme reflect several structural and operational weaknesses that hinder the achievement of gender equality and security objectives. These include the lack of a clear vision and an effective coordination mechanism at national level, underdeveloped gender-sensitive infrastructure and unequal access to career opportunities for women. There is also insufficient financial commitment from the state and dependence on external funding, which affects the sustainability of the 1325 Programme. The lack of staff dedicated to the implementation of the WPS Agenda, the fragmentation of coordination between the institutions involved and shortcomings in inter-institutional communication contribute to a slow and inefficient pace of implementation. At the same time, the lack of a robust monitoring and evaluation mechanism, as well as the low number of awareness-raising campaigns, undermines real and consistent progress in gender mainstreaming in the security and defence sector.

Nr.	Gap	Description
	Lack of a clear implementation and coordination vision	There are challenges for the implementation and coordination of the 1325 Programme at national level.
	Underdeveloped gender-sensitive infrastructure	Access to career opportunities is not equal and transparent, affecting the satisfaction of women in the police.
	Insufficient financial commitment	The state does not allocate sufficient financial resources to implement the 1325 Programme.

Lack of dedicated staff to implement the WPS Agenda	There are not enough trained and dedicated staff to coordinate the activities of the 1325 Programme. The NAP 1325 Secretariat needs mentoring for transformative processes, monitoring and reporting. There is a lack of clear understanding of how to coordinate from a learning perspective.
Fragmentation of the coordination mechanism	Coordination between implementing institutions is weak and uneven
Lack of effective communication between institutions	The lack of communication between the structures of the forces hinders the effective implementation of the 1325 Programme.
Dependence on external funding	The lack of state budgeting makes the 1325 Programme dependent on donors and partners.
Lack of monitoring and evaluation mechanism	There is no robust system for monitoring progress and evaluating the effectiveness of the 1325 Programme.
Low representation of women in leadership positions	Women hold few decision-making positions in the security and defence sector.
Low number of awareness-raising campaigns	Awareness campaigns are insufficient to promote the WPS Agenda.

One of the biggest shortcomings in the implementation of the 1325 Programme is the lack of robust mechanisms to protect women in the security and defence sector. Despite the fact that the document identifies the need for such mechanisms, their implementation remains limited, exposing women to major risks to their physical and psychological safety.

Firstly, mechanisms for reporting cases of harassment and violence are not sufficiently well developed or accessible. Women facing such situations have few options to report abuse in a safe and confidential way. This gap not only discourages reporting incidents, but also perpetuates a culture of silence within security institutions, where such issues are minimised or overlooked.

Secondly, the 1325 Programme does not provide adequate measures for the rehabilitation and psychological support of victims of sexual harassment or sexual violence in the sector. In the absence of specialised services, many victims are not provided with the necessary resources to recover and reintegrate into professional life. This creates a significant vulnerability within the sector, as the lack of adequate support reduces women's motivation and trust in security and defence institutions.

The application of an effective coordination mechanism in the implementation of the 1325 Programme faces multiple challenges, mainly due to the sporadic dedication and limited time allocated to this subject. **A review of the coordination mechanism is urgently needed, in particular with regard to the involvement of local public authorities and the reinforcement of synergy between all stakeholders.** Such an approach would contribute to a more coherent and efficient implementation of the 1325 Programme.

Monitoring and evaluation of protection mechanisms remain poorly institutionalised. **Clear mechanisms for collecting data and information and publishing analyses of public interest are lacking.** The lack of clear and measurable indicators makes it difficult to assess the effectiveness of protection measures and to identify areas where further intervention is needed. Without proper oversight, these mechanisms remain only theoretical, with no concrete impact on the safety and well-being of women in the security sector.

VI. LESSONS LEARNED AND GOOD PRACTICE

The implementation of the WPS Agenda in the Republic of Moldova has revealed both notable progress and significant challenges, highlighting valuable lessons for the future. The central role of civil society, the insufficient collaboration between public authorities and NGOs, and the lack of a dedicated national budget are critical issues influencing the effectiveness of implementation. Low awareness of the objectives of the Agenda, persistent gender stereotypes and the lack of a robust monitoring mechanism also affect the impact of the initiatives. Lessons learned from this process provide a solid basis for improving coordination and mobilising the necessary resources, with a focus on aligning SGP priorities with national and international objectives. These observations underline the importance of a more integrated and sustainable approach to maximise the contribution of the WPS Agenda to the promotion of gender equality and peace building.

Here are the main lessons learnt:

◆ THE CENTRAL ROLE OF CIVIL SOCIETY IN SDF INITIATIVES

Civil society has proven to be an indispensable partner in the implementation of the WPS Agenda, mobilising resources and expertise to complement the efforts of public institutions. However, many initiatives remain isolated due to the lack of effective collaboration between NGOs and authorities.

◆ THE NEED FOR LOCAL AWARENESS-RAISING

Many local public authorities and communities do not have an adequate understanding of the objectives of the 1325 Programme, which limits their active involvement. The lack of training and awareness-raising contributes to the perpetuation of stereotypes and low involvement of women in decision-making processes.

◆ CHALLENGES IN TERMS OF DEDICATED FINANCIAL RESOURCES

The absence of a clear national budget for WPS implementation affects the sustainability of initiatives. Most projects are financed from external sources, which creates dependency and vulnerability in the event of reduced international support.

◆ FRAGMENTED AND UNEVEN PROGRESS

1325 Programme implementation is characterised by fragmented initiatives, with often uneven progress between central and local levels. This emphasises the need for more effective coordination and planning to ensure coherent implementation.

◆ PERSISTENCE OF GENDER STEREOTYPES

Traditional stereotypes about women's roles continue to limit their active participation in peace and security processes. This affects women's representation in leadership positions and their involvement in local initiatives.

◆ **LACK OF A MONITORING, REPORTING and COMMUNICATION MECHANISM (impact indicators)**

Without a standardised system of data collection and analysis, it is difficult to assess the progress of NAP implementation. This institutional gap reduces the capacity of authorities to identify gaps and adapt strategies. There is no clear NAP communication strategy.

◆ **COLLABORATION BETWEEN THE PUBLIC SECTOR AND NGOS**

Although NGOs have contributed significantly to the implementation of the WPS, the level of collaboration with public authorities is limited. More active dialogue platforms and partnerships could maximise the impact of initiatives.

◆ **THE IMPORTANCE OF FEMALE LEADERSHIP**

Success stories of women in leadership positions in the security and defence sector demonstrate the transformative potential of female leadership. However, lack of institutional support continues to be a major barrier.

◆ **THE NEED TO ALIGN WPS OBJECTIVES WITH NATIONAL AND INTERNATIONAL PRIORITIES**

Gender mainstreaming in other agendas, such as humanitarian response or cybersecurity, could attract more financial support and political attention, thus strengthening the implementation of the WPS.

◆ **DEPENDENCE ON INTERNATIONAL SUPPORT**

International partners, such as the UN, the EU and bilateral donors, have played a key role in funding and providing technical support to the NAP. However, the lack of a strong financial commitment from the state may jeopardise the long-term sustainability of these initiatives.

AMONG THE GOOD PRACTICES OF THE IMPLEMENTATION OF THE 1325 PROGRAMME CAN BE REVIEWED:

- In 2024, female soldiers participated in peacekeeping missions at contingent level, in the peacekeeping missions in Kosovo (4 women) and Lebanon (3 women), in line with the UN recommendation to supplement peacekeeping contingents with female soldiers by at least 9%.
- Promotion of the draft law on the amendment of some normative acts (completion of the normative framework on the social protection of military personnel (adopted in the first reading) which provides for a) partially paid leave for childcare up to the age of 3 years to be included in the calendar seniority of military service, b) the military will have the right to leave "in case of adoption or guardianship of new-born children", c) deferment of military service upon mobilisation to be offered to one of the spouses in case both spouses are military subjects and have minor children in their care (based on the needs of the military structure) [35].
- The Intelligence and Security Service has conducted an anonymised questionnaire to collect and assess data on the risks, threats and vulnerabilities faced by women employed in the SIS. The evaluations generated show that 88% of the women employed in the Service (respondents to the questionnaire) feel safe at work; 92% of the respondents do not have gender stereotypes about the role of women in the defence and security sector.

EXAMPLE GOOD PRACTICE

On 4 October 2024, following proposal and coordination of the Platform for Security and Defence Initiatives and other non-governmental organizations, the **WPS Agenda Initiative Group** was established as a mechanism to support the effective implementation of the 1325 Programme. The Group's role is to facilitate dialogue between civil society, academia and state institutions to accelerate the implementation of the WPS Agenda. It aims to increase the visibility of the initiatives, ensure effective collaboration between the actors involved and monitor the progress of the NAP-FUI. The group includes key civil society organisations and representatives from academia with expertise in security and defence. The main objectives of the WPS Agenda Initiative Group are: Dialogue and coordination: Create a formal framework for information exchange and collaboration between CSOs and state institutions; Monitoring and evaluation: The scope is to analyse progress in NAP implementation and identifying gaps; Promotion and visibility. Objective is to organise seminars, campaigns, and dissemination best practices in the field of WPS.

Also, in 2023, the first Gender Equality Initial Assessment Report, a DCAF-supported document, was produced, which provided a detailed insight into the progress and challenges of NAP implementation. The report served as a reference point for improving future strategies, bringing to the fore key data to monitor progress.

The General Inspectorate of Police appointed **six women to top decision-making** positions in 2024, including heads of territorial inspectorates. They have received individual support in the form of coaching from the Swedish authorities, which has helped to strengthen their leadership capacities.

Another important aspect was the creation of a banner dedicated to the WPS and Security Agenda on the official website of the **Ministry of Interior**, an initiative that emphasised the commitment of the authorities in promoting this area.

In the context of the refugee crisis, non-governmental organisations have actively contributed to the implementation of the 1325 Programme, supporting humanitarian crisis management efforts and strengthening responses at national and local level.

The implementation of the 1325 Programme has generated several successful initiatives and partnerships. From the partnerships developed at local and international level to the creation of the Secretariat dedicated to the implementation of the NAP and the promotion of women in decision-making positions, these achievements reflect the Republic of Moldova's continued commitment to promoting gender equality in the security and defence sector.

Another significant step was realised with the establishment of the NAP 1325 Secretariat. With the financial support of UN Women, this Secretariat has become the focal point for coordinating actions to ensure the mainstreaming of gender equality into all relevant public policies.

These success stories underline the importance of effective coordination, cross-sectoral consultations, and support from international partners in strengthening efforts for peace, security and humanitarian crisis management.

VII. GENERAL FINDINGS

This Monitoring Report formulates a set of conclusions and recommendations, which aim to guide its beneficiaries to undertake measures that would contribute to manage risks and vulnerabilities, to improve certain processes where gender equality and human rights are fundamental values and priorities, and to enhance good practices and experiences in this field.

The conclusions of this report reflect the current status and the transformations that have taken place during the 18-month period (2023 - 6 months 2024) of implementation of the 1325 Programme. This Report recalls the need for systematic gender mainstreaming in the law enforcement, security and defence sector.



In this regard, the authors of the Report welcome the Government's commitment to approve and implement the second 1325 Programme and the contribution of the implementing institutions and other actors to building an inclusive and gender equality-based sector. Equally, we affirm that the WPS Agenda must be realised and promoted through political, diplomatic and institutional commitments dedicated to this process.



We note that the 1325 Programme has a universal character and is applicable to both central and local public administration, with a particular focus on women, girls, and gender-sensitive thematic topics such as combating violence, harassment, perceptions and stereotypes, conflict, women's empowerment and empowerment in decision-making processes and functions, etc.



Consistent with this, the WPS Agenda has a close link with other policy documents and normative acts in the process of development within the law enforcement, security and defence sector that need to be synchronised in the context of EU accession. We note that the synergy between stakeholders and beneficiaries of the 1325 Programme is important for the successful development of this sector.



Implicitly, the NAP 1325 Secretariat is to focus on a strategic coordination approach, as the implementation mechanisms need to be measurable and efficient. The establishment of cooperation and partnerships with all actors (civil society, donors, activists/activists, etc.) that can contribute to the 1325 implementation process should be the guiding and development direction at all stages of decision making and at all levels of implementation and reporting.



Civil society involvement has also demonstrated significant results, underlining the importance of partnerships between state institutions and non-governmental organisations. However, weak institutional coordination, lack of a clear budget and dependence on civil society initiatives remain major challenges.



The financial and technical contribution of donors and development partners has been and is crucial, as the largest and most costly components of the 1325 Programme are supported by them. The existence of a transparent and public mechanism for the use of financial resources for the implementation of the WPS Agenda would enhance the credibility and visibility of the 1325 Programme.

The Report's recommendations represent the actions suggested by the author to accelerate the implementation of the WPS Agenda and anchor it in a results and impact-based approach.

This set of recommendations highlights the need to engage, empower, protect and support a gender balance in the security and defence system.

Equally, these recommendations constitute a benchmark to support politically, financially, and administratively the holistic implementation of the 1325 Programme and to achieve the required impact.

Understanding the WPS Agenda and the needs of the beneficiaries is the sine qua non condition for achieving the expected results. Coherence between what the WPS Agenda can entail inside and outside the country is part of the strategic vision of the implementation and the transformations that have taken place.

The 1325 implementation process highlights both good practices and challenges, vulnerabilities and risks that require further attention to ensure the effectiveness and sustainability of the 1325 Programme. Women's participation in international peacekeeping missions and legislative initiatives supporting gender equality in the military sector represent remarkable progress.

Thus, the conclusions and recommendations presented in this section aim to improve multilateral collaboration between public institutions, civil society organisations and donors, and to promote effective resource planning for the implementation of the WPS Agenda.

VIII. CONCLUSIONS AND RECOMMENDATIONS

- ◆ The realisation and promotion of the WPS Agenda must be based on strong political, diplomatic, and institutional commitments dedicated to the process.
- ◆ The 1325 programme is universal in nature, applicable to both central and local government, with a focus on women, girls, and sensitive topics to be assessed according to specific needs and priorities.
- ◆ The WPS agenda is closely interlinked with other developing policy documents and legislation in the law enforcement, security and defence sectors, requiring constant synchronisation in the context of the EU accession process.
- ◆ The understanding of the implementation of the 1325 Programme is fragmented and uneven. The actors involved in the implementation process selectively participate in and benefit from the activities included in the NAP.
- ◆ Lessons learnt and good practices from the 18 months of implementation need to be communicated and disseminated.
- ◆ The NAP 1325 Secretariat needs to intensify the strategic approach, communication and risk and vulnerability management mechanisms in the implementation of the 1325 Programme.
- ◆ Initiatives, programmes and projects remain a critical area for development in the context of the implementation of the WPS Agenda and need to be consulted and coordinated across sectors to focus on sector developments and streamline resource mobilisation.
- ◆ The public discourses of policy makers are not sufficiently sensitive to the WPS Agenda, or this does not provide a sufficiently inclusive cross-sectoral character.
- ◆ The implementing institutions of the 1325 Programme need to take ownership and reduce the substitution of political and normative capacity and responsibility.
- ◆ In the context of crises, the activities of law enforcement, security and defence institutions must be geared towards ensuring human and community security in the context of the implementation of UNSCR 1325.
- ◆ There are no major developments with regard to increasing the share of women in decision-making positions. The number of women in executive positions predominates in the security and defence sector.
- ◆ Decreased state coordination and involvement in transformation processes through gender mainstreaming. Compared to the first NAP, there a decrease in the coordination and involvement of the NAP 1325 Secretariat in the implementation of the 1325 Programme.

◆ Civil society contributes significantly to the implementation of the NAP through various initiatives, regardless of their scale or duration. The majority of NAP activities are initiated and implemented by civil society organisations rather than state institutions or authorities. The active involvement of civil society emphasises the importance of partnerships between the state and NGOs for sustainable results. The challenges encountered by civil society in the implementation of the 1325 Programme underline the need for a reassessment of the support provided by state and public institutions, as well as more effective planning of resources to ensure continuity and long-term impact of actions. Holistic coordination between organisations, funders and the NAP 1325 Secretariat is needed to streamline and prioritise funds.

◆ It is essential to promote the understanding of the role of civil society in the implementation of the WPS Agenda both in the security sector and among the general public. The role of the Ministry of Finance in the planning and budgeting of adequate financial resources for the implementation of the NAP is essential, or without it, this Programme risks being a declaratory one. The role of LPAs in the implementation and reporting of activities carried out under the 1325 Programme can accelerate the localisation process. Their non-involvement in the co-ordination process excludes inclusiveness. Most activities implemented under the WPS Agenda are financially and technically supported by donors and partners. The number of trainings, seminars, professional training or similar activities are in the list of activities most often organised by the implementing actors. The quality of progress reports submitted by the MoIA in the context of the implementation of the WPS Agenda are not measurable and are most often in the process of continuous execution, and the State Chancellery neglects the monitoring and control mechanism for achieving impact. There is an urgent need to review the coordination mechanism, in particular with regard to the involvement of local public authorities and strengthening the synergy between all stakeholders. Such an approach would contribute to a more coherent and effective implementation of the 1325 Programme.

◆ Monitoring and evaluation of protection mechanisms remain poorly institutionalised. There is a lack of clear mechanisms for collecting data and information and publishing analyses of public interest. The lack of clear and measurable indicators makes it difficult to assess the effectiveness of protection measures and to identify areas where further intervention is needed. Without proper oversight, these mechanisms remain only theoretical, with no concrete impact on the safety and well-being of women in the security sector.



JOINT RECOMMENDATIONS:

- Development of a clear and efficient coordination mechanism between central public authorities, local public authorities, civil society and the PNA 1325 Secretariat.
- Establish structured and constant communication channels between the NPA 1325 Secretariat, LPAs and civil society to ensure a unified implementation of the WPS Agenda.
- Organise regular joint meetings and joint sessions to better align objectives and address challenges promptly.
- Development of local action plans for the implementation of the WPS Agenda, integrated into community development strategies.
- Allocate adequate resources from the state budget for the implementation of the NAP measures, thus reducing dependence on external funding.
- Partners and donors support long-term programmes and activities to implement the WPS Agenda.
- Participation of LPAs, CPAs and CSOs in joint events related to trainings, advocacy, seminars and conferences, etc.
- Consultation and identification by the NAP 1325 Secretariat of a common, efficient and transparent mechanism for coordination with LPAs.



(FOR) PUBLIC INSTITUTIONS:

- Creating an institutional memory to consolidate lessons learnt from the previous experience of implementing the first NAP. This initiative would allow institutions to continuously improve implementation processes, avoiding repeating mistakes and using successful solutions as models of good practice.
- Creating a political and public environment that values and encourages civic input. In practice, institutions and public officials respond to civil society actors in their regular interaction.
- Creating common and friendly spaces for dialogue and communication.
- Urgently identify a dialogue between CPAs and LPAs to implement the NAP.
- WPS Agenda Localisation.
- Improved visibility, transparency, formal and non-formal communication on the WPS Agenda, including on the webpage for the implementation of the 1325 Programme.
- Improve the system and procedures for collecting, recording, reporting and analysing data disaggregated by NAP.
- Raising awareness among state institutions of the importance of Resolution 1325. Through information campaigns and dedicated trainings, institutions could better understand their role in promoting gender equality and strengthening security through an inclusive approach.
- Allocation of adequate resources by the state for NAP implementation. Such a measure would reduce the dependence on initiatives and funding provided by civil society organisations and development partners, ensuring the financial sustainability of projects and strengthening the state's commitment to NAP implementation.



(FOR) PARTNERS/DONORS:

- Provide long-term support and financial resources for the NAP 1325 Secretariat, civil society organisations implementing the WPS Agenda and local public authorities.
- Support alternative (monitoring and evaluation) reports developed by civil society in the context of the NPA progress reports developed by the MoIA.
- Support the organisation of opinion surveys to assess needs, perceptions and support services.
- Financial support to the WPS Agenda Initiative Group of civil society organisations
- Programming of funds for long-term activities to support the activities of the NAP, for central and local public authorities and non-governmental organisations.
- Creation of the donor platform on the funding of the 1325 Programme.
- Organise an exchange of information on the implementation of national programmes on the WPS Agenda in different countries.
- Support youth organisations involved in the implementation of the 1325 Programme, especially in rural areas.
- The creation of a common Platform of LPAs, CPAs and relevant NGOs, with the participation of partners and donors.



(FOR) LOCAL PUBLIC ADMINISTRATION:

- Participation of LPAs in NAP implementation, reporting and monitoring process.
- Active involvement in the localisation of the WPS Agenda.
- Collect information and data on the implementation of the NAP and include it in national progress reports.
- Organisation of information campaigns and training tailored for LPAs, with the support of national and international partners.
- Introducing dedicated budget lines for NAP implementation in local budgets.
- Develop gender-sensitive local action plans to be integrated into community development strategies.
- Providing thematic and practical trainings for LPA employees in areas such as gender equality, violence prevention and mainstreaming the WPS Agenda.
- Create or expand support centres for victims of violence and introduce accessible and safe reporting systems.
- Strengthening partnerships between LPAs, CSOs and other relevant actors for the implementation of the WPS Agenda.
- Developing standardised systems for collecting and analysing data on NAP implementation at national and local level.



(FOR) CIVIL SOCIETY:

- Diversification of funding sources by attracting public-private partnerships, as well as more active involvement of local authorities in financially supporting WPS initiatives.
- Create a national financial support mechanism for civil society projects that contribute to the implementation of the WPS Agenda, thus reducing dependence on external grants.
- Strengthen collaboration with international donors to emphasise the long-term impact of investments in gender equality and human security.
- Promote an integrated agenda that aligns the gender dimension with other international priorities, such as cybersecurity or humanitarian response, to attract more interest from donors.



(FOR) PNA SECRETARIAT 1325:

- Develop a clear coordination and monitoring mechanism, modelled on the technical group used in the first NAP. Such a mechanism would ensure better alignment between the actors involved, effective monitoring of progress and prompt reaction to challenges.
- Developing more effective communication between the NAP 1325 Secretariat, civil society and LPAs. This interaction plays an important role in ensuring effective co-ordination of activities, exchange of relevant information and involvement of all stakeholders in the implementation process. At present, the lack of structured and effective communication hampers information flow and collaboration. For example, the experiences and lessons learnt from previous projects are not sufficiently capitalised on and local initiatives often remain isolated without the necessary support to generate sustainable impact. At the same time, local institutions and CSOs rely to a large extent on their own initiatives to align their activities with the objectives of the NAP.
- Clearer and constant communication between the NPA 1325 Secretariat and these entities would allow for more effective coordination of efforts to implement the NPA, to identify and solve common problems before they become major obstacles, to monitor the progress of activities at local and national level, with better evaluation of results.
- Formalising a mechanism for dialogue between the Ministry of Interior, civil society and LPAs could contribute to raising awareness of the importance of UNSCR 1325 and to improving the involvement of public institutions in promoting gender equality. Such an approach would strengthen the partnership between the public and civic sectors, ensuring that the NAP is implemented in an integrated, coordinated manner and with a significant impact for society as a whole.

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ANNEXES

ANNEX 1. QUESTIONNAIRE CENTRAL PUBLIC LAW

QUESTIONNAIRE

FOR CENTRAL PUBLIC LAW ENFORCEMENT, SECURITY AND DEFENCE AUTHORITIES

This questionnaire is elaborated in the context of the implementation by the Platform for Security and Defence Initiatives of the project "Promoting the Women, Peace and Security Agenda through Strategic Communication and Monitoring".

The purpose of the questionnaire is to collect relevant information in order to prepare an Interim Evaluation Report of the National Programme for the Implementation of UN Security Council Resolution 1325 on Women, Peace and Security for the years 2023-2027 **(hereinafter NPA 1325 for the years 2023-2027)**.

The project is funded through a grant from the Institute for War and Peace Reporting (IWPR), with support from the Foreign, Commonwealth and Development Office of the United Kingdom of Great Britain and Northern Ireland (FCDO)

Thank you in advance for taking the time to complete the questionnaire.

1. Indicate the institution you represent

STATISTICS

2. Total number of women in the law enforcement, security and defence sector at the end of 2023 (indicate the total number of staff in each institution):

In managerial positions

In executive positions

3. The total number of women in the law enforcement, security and defence sector at the end of June 2024 (6 months) (indicate the total number of staff of each institution):

In managerial positions

In executive positions

4.Total number of girls and boys graduating in 2023 and 2024 from academic institutions in law enforcement, security and defence sector

Year 2023 (girls and boys)

Year 2024 (girls and boys)

5. The total number of female and male graduates who were employed in the internal affairs, security and defence system after graduation from academic institutions with police, military, security, etc. profile in the 2023 and 2024 academic years

Year 2023 (girls and boys)

Year 2024 (girls and boys)

6. Total number of women and men in prosecution functions (prosecution officers)

Year 2023 (women, men)

Year 2024 (girls, men)

7. Number of women and men holding the positions of chief of police inspectorates in 2023 and 2024

The year 2023

The year 2024

8. Number of women and men on patrol and public order (INSP) in 2023 and 2024

The year 2023

The year 2024

9. Number of women with special status in officer and non-commissioned officer positions (border, carabinieri, emergency, police, customs, security, defence) at the end of 2023 and 2024 (30 June 2024).

10. Number of female and male academic staff in academic institutions in the security and defence sector, law enforcement.

11. Number of gender focal points.

IMPLEMENTATION OF THE NATIONAL PROGRAMME FOR THE IMPLEMENTATION OF UN SECURITY COUNCIL RESOLUTION 1325 ON WOMEN, PEACE AND SECURITY AGENDA FOR THE YEARS 2023-2027 (hereinafter NAP 1325 for the years 2023-2027)

12. How often are law enforcement, security and defence employees involved in the implementation of NAP 1325 for the years 2023-2027? (note the answer in Bold)

- a) Never
- b) Sometimes
- c) Frequently

13. In which activities are young men and women from the law enforcement, security and defence sector involved in the implementation of NAP 1325 for the years 2023-2027?

14. What skills need to be developed in the context of the implementation of NAP 1325 for the years 2023-2027? (note answers in Bold font)

- a) Strategic
- b) Communication
- c) Planning and Organisation
- d) Coordination
- e) Monitoring and Evaluation
- f) Other (Indicate)

15. What types of activities in the context of the implementation of NAP 1325 for the years 2023-2027 have been externalised? (note answers in Bold)

- a) Studies
- b) Missions
- c) Training
- d) Poll
- e) Ratings
- f) Mentoring
- g) All
- h) Other

16. How many liaisons officer, security attaché, military or justice attaché positions were created in 2023 or 2024/ how many women are appointed to these positions?

AWARENESS-RAISING ACTIVITIES ON THE NATIONAL PROGRAMME FOR THE IMPLEMENTATION OF UN SECURITY COUNCIL RESOLUTION 1325 ON WOMEN, PEACE AND SECURITY AGENDA FOR THE YEARS 2023-2027

17. How many people were sensitised on the adoption and implementation of NAP 1325 for the years 2023-2027 in 2023 and 2024?

18. What are the most used forms of information and awareness-raising on the implementation of NAP 1325 for the years 2023-2027 in 2023 and 2024? (note answers in **Bold** font)

- a) Training
- b) Individual
- c) Study Visits
- d) TV/Media
- e) Through Non-Governmental Organisations
- f) Other

19. What are the most effective ways to learn or know how to implement NAP 1325 for the years 2023-2027 in 2023 and 2024? (note answers in **Bold** font)

- a) Activities Organised by the NAP Secretariat (NAP 1325 for the years 2023-2027)
- b) International Organisations
- c) Non-governmental organisations
- d) Other

QUESTIONS FOR NAP SECRETARIAT (NAP 1325 for the years 2023-2027)

20. Does the NAP Secretariat ensure the coordination of NAP 1325 for the years 2023-2027 with local public authorities?

- a) From
- b) No

* note the answer in **Bold**

21. What obstacles and difficulties does the NAP Secretariat face for the implementation of NAP 1325 for the years 2023-2027?

22. What training has the NAP Secretariat received to ensure an effective and holistic coordination mechanism in 2023 and 2024 (6 months).

23. What financial resources has the NAP Secretariat received to ensure the coordination mechanism of NAP 1325 for the years 2023-2027?

PREVENTING AND ELIMINATING DISCRIMINATION AND PROMOTING AND ENSURING GENDER EQUALITY

24. Number of reported cases of abuse, discrimination, sexual, moral, economic or other harassment, sexual, moral, economic or other harassment by women and men in 2023 and 2024 (by end of June 2024)?

25. How many service inquiries were in process, investigated and finalised on the grounds of abuse, discrimination, sexual, moral, economic or other harassment reported by women and men in 2023 and 2024 (up to end of June 2024)?

26. How many decisions of the Council for the Prevention and Elimination of Discrimination and Equality Assurance were communicated to the institution for pending cases examined and decided?

27. What conditions or measures does the institution have and apply to ensure work-life balance?

28. What stereotypes about women's role and fulfilment of commitments equally as men exist in the system?

37. What are the themes on which women and men are being trained to implement NAP 1325 for the years 2023-2027 in 2023 and 2024?

38. How many mentorship and leadership courses were organised in 2023 and 2024 for women in law enforcement, security and defence?

39. What activities to prevent and combat stereotyping among refugees/humanitarian admissions on gender-based violence, sexual violence and discrimination, including gender issues were organised in 2023 and 2024?

COMMUNICATION

40. Is there sufficient internal and external communication on the implementation of UN Security Council Resolution 1325 on women, peace and security for the years 2023-2027?

a) Yes

b) No

c) Not interested

* note the answer in **Bold**

41. What are the success stories for the implementation of NAP 1325 for the years 2023-2027 in 2023 and 2024?

42. What are the information and awareness-raising campaigns organised by the institutions in 2023 and 2024 for the realisation of NAP 1325 for the years 2023-2027?

PARTNERSHIPS AND EXTERNAL SUPPORT

43. Who are the partners, donors, NGOs supporting the implementation activities of the National Programme for the implementation of the UN Security Council Resolution 1325 on Women, Peace and Security for the years 2023-2027 in 2023 and 2024.

ANNEX 2. LOCAL PUBLIC AUTHORITIES

2.1. Questionnaire for LPAs

This questionnaire is developed in the context of the implementation of the project "Advancing the Women, Peace and Security Agenda through Strategic Communication and Monitoring", which is implemented by the Platform for Security and Defence Initiatives. The purpose of the questionnaire is to collect relevant information in order to prepare an Interim Evaluation Report on the National Programme for the Implementation of UN Security Council Resolution 1325 on Women, Peace and Security for the years 2023-2027 (hereinafter NPA 1325 for the years 2023-2027).

The project is funded through a grant from the Institute for War and Peace Reporting (IWPR), with support from the Foreign, Commonwealth and Development Office of the United Kingdom of Great Britain and Northern Ireland (FCDO)

Indicate the locality/region you represent.

1. Indicate the percentage of women in decision-making positions in LPA

2. Do you have projects, programmes, initiatives related to the Women, Peace and Security Agenda?

Yes

No

If yes, please enter an online source (link) _____

3. Have you been trained, informed about the National Programme for the Implementation of UN Security Council Resolution 1325 on Women, Peace and Security for the years 2023-2027 (hereafter NPA 1325 for the years 2023-2027)?

Yes

No

4. What types of training have you participated in in the context of the implementation of NAP 1325 for the years 2023-2027?

a. Training

b. Mentoring and coaching

c. Something else. Please specify _____

5. What are the best practices and lessons learnt on the implementation of NAP 1325 for the years 2023-2027?

1. _____

2. _____

3. _____

6. Do you have any non-governmental organisations working for the advancement of women and/or gender equality?

Yes

No

If yes, name the association

7. What are the risks, threats, problems, difficulties women face in the community?

1. _____

2. _____

3. _____

8. Do you think that the coordination mechanism for the NAP 1325 for the years 2023-2027 is effective and inclusive?

Yes

No

If the answer is no, please explain

why _____

9. Indicate the number of women in the LPA sector, disaggregated by level I and II, mayors, councillors and district councillors, CALM leadership

10. Indicate whether there are specific institutional action plans for the implementation of NAP 1325 for the years 2023-2027 or gender-sensitive development programmes.

There is

No

If yes, please indicate them.

11. Has your community (district, commune, village) been involved in the implementation process of the NAP 1325 for the years 2023-2027 in the period 2023 -2024?

Yes

No

If yes, what has your community been involved in?

12. Indicate the number and type of measures, strategies, policies, etc. you are guided by to implement UN Resolution 1325 on Women, Peace and Security Agenda

Resolution 1325

NAP 1325 for the years 2023-2027

Other documents. Specificații _____

13. Indicate the percentage of women among staff receiving training

Mayor _____
President of districts _____
Advisors/Councillors _____

14. Indicate the number and types of measures taken to support childcare.

Flexible scheme
Financial aid
Other measures at local level _____

15. Do you know of, or have you been affected by cases of sexual and psychological violence and harassment, discrimination and gender-based violence at work?

Yes
No

16. Do you have an internal digitised reporting system for discrimination, sexual harassment, and gender-based violence?

Yes
No

17. Do you have a budget or other means or resources (financial/non-financial) allocated for the promotion of women's rights and women's participation in the security sector?

Yes
No
If yes, please specify

18. What mechanism or referral system do you use to refer women, men, minors victims of abuse, discrimination or violence

To the police
NGO
Accommodation centres for people subjected to violence
Other mechanisms

19. Do you have a gender focal point at community/county level?

Yes
No

20. Do you feel safe in the community where you live?

Yes
No

21. Do you feel safe at work?

Yes
No

22. Are the risks, threats and vulnerabilities faced by women in the community assessed and measures taken to address them?

- Yes
- No

23. How satisfied are defence and security personnel with the services/subsidies offered by security institutions to support people affected by violence, discrimination, abuse, etc.?

1 to 5 (bad/ satisfactory/ good/ very good/ excellent)

24. Are you personally aware of the mechanism for reporting (per institution) cases of sexual and psychological violence and harassment, discrimination and gender-based violence (per institution)?

- Yes
- No

25. What are your needs and requirements as an institution to be able to implement NAP 1325 for the years 2023-2027?

- Training
- Conferences, mentorship
- Assistance projects
- Summer schools

26. Do you consider it necessary to develop local gender-sensitive programmes?

- Yes
- No

27. Please leave your contact details in case some details are needed (email and/or phone number).

ANNEX 2.2. QUESTIONS FOCUS GROUP LPAS

1. Do you have projects, programmes, initiatives related to the Women, Peace and Security Agenda?

2. Have you been trained, informed about the National Programme for the Implementation of UN Security Council Resolution 1325 on Women, Peace and Security for the years 2023-2027 (hereafter NPA 1325 for the years 2023-2027)?

3. What kind of trainings have you attended in the context of the implementation of NAP 1325 for the years 2023-2027?

4. Do you have any non-governmental organisations working for the advancement of women and/or gender equality?

If yes, name the associations

5. What are the risks, threats, problems, difficulties women face in the community

6. Indicate whether there are specific institutional action plans for the implementation of NAP 1325 for the years 2023-2027 or gender-sensitive development programmes

7. Has your community (district, commune, village) been involved in the implementation process of the NAP 1325 for the years 2023-2027 in the period 2023 -2024?

8. Indicate the number and type of measures, strategies, policies, etc. you are guided by to implement UN Resolution 1325 on Women, Peace and Security Agenda
Resolution 1325

9. Indicate the percentage of women among staff receiving training

10. Are you aware of or have you been affected by cases of sexual and psychological violence and harassment, discrimination and gender-based violence in the workplace?

11. Do you have an internal digitised reporting system for discrimination, sexual harassment and gender-based violence?

12. Do you have a budget or other means or resources (financial/non-financial) allocated for the promotion of women's rights and women's participation in the security sector?

13. What mechanism or reference system do you use to refer women, men, minors victims of abuse, discrimination or violence

14. Do you have a gender focal point at community/county level?

15. Do you feel safe in your community?

16. Do you feel safe at work?

17. What are your needs and requirements as an institution to be able to implement NAP 1325 for the years 2023-2027?

18. Do you consider it necessary to develop local gender-sensitive programmes?

ANNEX 3. CIVIL SOCIETY

Annex 3.1 Questionnaire for CSOs

This questionnaire is developed in the context of the implementation of the project "Advancing the Women, Peace and Security Agenda through Strategic Communication and Monitoring", which is implemented by the Platform for Security and Defence Initiatives. The purpose of the questionnaire is to collect relevant information for the preparation of an Interim Evaluation Report on the National Programme for the Implementation of UN Security Council Resolution 1325 on Women, Peace and Security for the years 2023-2027 (hereinafter NAP 1325 for the years 2023-2027).

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Which organisation do you represent?
Is the organisation active at local or national level?
If local, specify the region

1. Do you have projects, programmes, initiatives related to the Women, Peace and Security Agenda? Indicate link with principle goals and results.

From

No

If yes, please enter an online source (link) _____

2. Are you aware that the Ministry of Internal Affairs holds the Secretariat for the implementation of the National Programme for the Implementation of UN Security Council Resolution 1325 on Women, Peace and Security for the years 2023-2027 (hereinafter NPA 1325 for the years 2023-2027)?

From

No

3. Have you been trained, informed or sensitised about the NAP 1325 for the years 2023-2027

From

No

4. What types of training have you participated in in the context of the implementation of NAP 1325 for the years 2023-2027?

Training

Mentoring and coaching

Altceva _____

5. Have you implemented initiatives to implement NAP 1325 for the years 2023-2027?

From

No

Dacă răspunsul este afirmativ, indicați tipurile de inițiative

6. What are the best practices and lessons learnt on the implementation of NAP 1325 for the years 2023-2027?

1.

2.

3. _____

7.What gaps do you identify in the coordination process for the implementation of NAP 1325 for the years 2023-2027?

- Lack of capacity
- Lack of interest
- Lack of financial resources
- Lack of qualified human resources with gender roles
- Lack of Gender/person Focal Point
- Altele _____

8.Do you collaborate with LPAs in the implementation of initiatives associated with NAP 1325 for the years 2023-2027?

- From
- No
- If yes, please indicate how _____

9.What, in your opinion, are the risks, threats, problems, difficulties faced by society for the promotion of women in decision-making positions?

- Under-representation of women
- Lack of interest
- Lack of self-confidence
- Gender-based violence/ harassment/ discrimination
- Existence of barriers/stereotypes on the role of women in society

10.Do you think that the coordination mechanism of NAP 1325 for the years 2023-2027 is effective and inclusive?

- From
- No
- If no, please explain _____

11.How do you collaborate (collaboration mechanisms) with the implementing institutions of NAP 1325 for the years 2023-2027?

12.Do you consider opportune to create a specific structure for coordination and collaboration between CSOs and governmental institutions for the implementation of the Women, Peace and Security Agenda?

- From
- No
- If yes, please explain _____

13.What are the needs and requirements of the Organisation to be able to implement NAP 1325 for the years 2023-2027?

- Training
- Conferences, mentorship
- Assistance projects
- Summer schools

14.Please leave your contact details in case some details are needed (email and/or phone number).

ANNEX 3.2. LIST OF QUESTIONS FOCUS GROUP ORGANISED WITH CIVIL SOCIETY

1. If civil society gets involved in NAP actions.
What kind of involvement: training, mentoring, research or other or financial?
2. If your organisation has planned activities with key institutions of the 1325 Programme between 2024 -2027. Or if they are currently with which institutions?
3. How would you rate the current implementation of the 1325 Programme (those implementing it and its content)
4. What do you consider to be the main achievements since approval so far?
5. What are the lessons learnt from civil society in the 1325 implementation process?
6. What recommendations do you have for institutions implementing the NAP to improve the efficiency of the programme?
7. What changes have you noticed since the start of the 1325 Programme.
8. Do you consider that the NPA 1325 Secretariat communicates sufficiently with civil society and LPAs? If not, how can we improve?

ANNEX 3.3. PROJECTS IMPLEMENTED BY CIVIL SOCIETY IN THE FIELD OF WPS IN THE PERIOD APRIL 2023 - PRESENT IN THE FIELD OF WOMEN, PEACE AND SECURITY AGENDA

Nr.	Project name	Period	Implemented by	Funded by
1	Creation of the Women, Peace and Security initiative group	2023 - 2027	Platform for Security and Defence Initiatives	DCAF Geneva Centre for Security Sector Governance, as part of the project "Strengthening Security Sector Governance in Moldova", funded by Sweden
2	Promoting the Women, Peace and Security Agenda	July 2024 - January 2025	Platform for Security and Defence Initiatives	Peace and War Reporting Institute, with the support of the UK Foreign, Commonwealth and Development Office (FCDO)
3	Combating misinformation and stereotypes	October 2024 - March 2025	Platform for Security and Defence Initiatives	UN Women Moldova and funded by the Women's Fund for Peace and Humanitarian Assistance.
4	Enhance Women's Cohesion in Peace Processes	2023-2024	Institute for Democracy and Development	UN Women and funded by the Women's Fund for Peace and Humanitarian Assistance
5	Partnerships for women's leadership	April 2024 - present	Friedrich Ebert Foundation Moldova and Institutum Virtutes Civilis	European Union and the Friedrich Ebert Foundation
6	Network of gender think tanks	July 2024 - present	Centre Partnership for Development	UN Women; Government of Sweden

7	MYCS: for a stronger youth civil society	2022-2024	Terre des Hommes Moldova Foundation	European Union
8	Strengthening women's cohesion in peace processes	2023-2024	Centre Partnership for Development	WPHF; UN Women Moldova
9	Empowering refugee women: career centres for women	2023	"Făclia" Association	UN Women; Women's Fund for Peace and Humanitarian Assistance
10	Support multi-sectoral efforts to prevent violence	October 2023 - December 2025	Women's Law Centre	UN Women Moldova; Sweden
11	Protection of refugees and host communities	September 2022 - July 2023	Women's Law Centre	OSCE
12	Building sustainable and inclusive peace strengthening trust and social cohesion on both banks of the Dniester River	2024	Initiative 4 Peace Association	UN Office for Human Rights (OHCHR), UNDP, UN Women, and is funded through the United Nations Peacebuilding Fund (UN PBF)

13	Today's women leaders, tomorrow's peace	2023-2024	AO Help and Inovatrium Association	Women's Peace & Humanitarian Fund
14	Cultivating integrity and justice to strengthen security within the Ministry of Defence	July - October 2024	ProMarshal Centre	Konrad Adenauer Foundation (KAS)
15	EQUALITY CAMP	2024	Gender-Centre in partnership with the Platform for Gender Equality	supported by the United Nations Population Fund (UNFPA), with funding from the governments of the United States of America and the United Kingdom
16	Feminine dignity: Transfiguration through art	2024	Theatre Centre of Moldova.	supported by the United Nations Population Fund (UNFPA) and funded by the United Kingdom
17	ANMC - Roma Women for Peace and	2024	National Association of Community Mediators of the Republic of Moldova	funded through a grant from the Institute for Peace and War Reporting, with support from the Foreign, Commonwealth and Development Office of the United Kingdom of Great Britain and Northern Ireland

Project **Establishment of the Women, Peace and Security Initiative Group**, funded by DCAF and implemented by PISA from 2023-2027. **Project aims and objectives:** to create and strengthen a functional civil society Women, Peace and Security constituency that will work effectively with government institutions, develop a sustainable mechanism for role-sharing and strengthen strategic communication to ensure broader and sustainable support for the promotion and implementation of gender policies in the area of security and peace. Planned activities: formation of a civil society group on Women, Peace and Security; organisation of regular meetings; strategic communication activities [36].

Project Promoting the Women, Peace and Security Agenda through Strategic Communication and Monitoring, funded through a grant from the Institute for Peace and War Reporting, with the support of the Foreign, Commonwealth and Development Office of the United Kingdom of Great Britain and Northern Ireland and implemented by PISA from 1 July 2024 to 31 January 2025. **Project aims and objectives:** to promote transparency, accountability and effective communication in the implementation of the Women, Peace and Security (WPS) Agenda in the Republic of Moldova, through the development of a mid-term evaluation report that will increase trust in state institutions and build strategic communication capacity to effectively promote the WPS Agenda. Planned activities: Elaboration and presentation of the interim report; Elaboration and validation of the Strategic Communication Plan; Advocacy activities to promote the conclusions and recommendations [37].

The project **Promoting Women's Agenda for Peace and Security: Combating Misinformation and Stereotypes**, is implemented by PISA, with the support of UN Women Moldova, and funded by the Women's Fund for Peace and Humanitarian Assistance, from October 2024 to March 2025. **Project aims and objectives:** to raise awareness and understanding of the need and importance of gender mainstreaming in the security and defence sector, promoting a more inclusive and equitable environment for girls and women, including refugee girls and women. **Planned activities:** Analytical note developed to combat false narratives and misinformation that undermine the role of women in peace and security processes, outreach and awareness-raising activities and initiatives to counter stereotyping of the WPS Agenda, capacity building of journalists in effectively presenting WPS Agenda issues, gender-sensitive narratives and addressing the humanitarian and security challenges faced by refugees, especially women and children [38].

Project **Enhance Women's Cohesion in Peace Processes and Sustainable Response in Humanitarian Aid** [39], implemented by the Institute for Democracy and Development with the support of UN Women and funded by the Women's Peace and Humanitarian Fund (WPHF). The project aims and objectives: to contribute to the creation of an environment based on trust and confidence, human and community security, including empowering women through social cohesion, generating new perspectives on women's inclusion and peace building. The project responds to the needs and challenges faced by women and girls affected by conflict and fleeing the war in Ukraine to Moldova. The project provides support to women in their roles as negotiators/peace brokers, peacekeepers, peace builders and peace advocates, through the close link between the Women, Peace and Security (WPS) agenda and humanitarian aid as the main instruments facilitating gender equality, women's empowerment and peace building. A specific emphasis being placed on building trust and synergy in response to current developments and achieving long-term sustainability in the peace process. **Activities:** Awareness-raising campaign - conducted in Calfa (Anenii Noi) and Cărpineni (Hâncești) localities, aimed at raising awareness on the dangers of fake news and

preventing misinformation, Direct interactions with refugees and members of the host communities - discussions on the dangers of misinformation and media manipulation, addressing concrete examples and analysing ways to identify and combat these threats, Distribution of information materials - carried out by the young people involved in the project, who supported both refugees and local people in understanding and combating misinformation, Facilitating discussions on human rights - promoting values such as peace, social inclusion and integration of refugees to strengthen social cohesion, Community bonding - strengthening relationships between refugees and host communities, thus contributing to a safer and more informed society, Promoting values of peace and inclusion - activities focussed on developing a more resilient and integrated environment where every person is informed and protected against media manipulation [40].

Project Partnerships for Women's Leadership and Good Governance [41], implemented by the "Friedrich Ebert" Foundation Moldova and AO "Institutum Virtutes Civilis", with the financial support of the European Union and the "Friedrich Ebert" Foundation, from April 2024 to the present. **Aim and objectives of the project:** to promote gender equality in the Republic of Moldova through the development and implementation of policies that support women's leadership and ensure good governance. Activities: elaboration of six policy briefs - addressing major challenges in key areas such as women's access to financial resources, women's participation in science and research, transposition of European legislation on gender equality and gender mainstreaming in national strategies, evaluation of the implementation of the recommendations - presentation of the results of the evaluation of the implementation of the policy briefs, constructive dialogue and discussion - organisation of an evaluation event to identify progress made and new directions for action in promoting gender equality [42].

Project **Enhancing Women's Cohesion in Peace Processes and Sustainable Response in Humanitarian Aid**, funded by WPHF and supported by UN Women Moldova and implemented by the Centre Partnership for Development in the period 2023-2024. **Project aims and objectives:** to bring together representatives of national institutions, international organisations, local public administration, civil society, women beneficiaries of humanitarian protection and other relevant actors to discuss and improve understanding on the essential role of women in ensuring human and community security. Activities: Organisation of a workshop dedicated to "Women's Effective Role in Promoting Human and Community Security" - the workshop brings together representatives from national institutions, international organisations, local government, civil society and women beneficiaries of humanitarian protection to discuss the role of women in ensuring human and community security; discussions on the implementation of the Women, Peace and Security Agenda - addressing issues related to the implementation of the Women, Peace and Security Agenda in Moldova, lessons learnt from the humanitarian response and ways to create synergies for sustainable and effective security; identifying solutions to strengthen the role of women in security - promoting and identifying new solutions to strengthen women's involvement in the security and defence sector [43].

Project Network of Gender Think Tanks: advanced capacity development in policy development, impact assessment, strategic advocacy and specialised policy advocacy, funded by supported by UN Women and the Government of Sweden implemented by the Development Partnership Centre in the period July 2024 - present.

Project aims and objectives: to support organisations in Ukraine in building their capacity in policy analysis, strategic advocacy, impact evaluation and communication, with a particular focus on gender mainstreaming. The project aims to contribute to further reforms in Ukraine, particularly in the context of European integration, through the active involvement of civil society. Activities: Capacity assessment of organisations: A detailed assessment of the analytical and advocacy capacities of 7 organisations in Ukraine in order to identify specific needs and build tailor-made training programmes. Training and mentoring: Organising training and mentoring sessions on topics such as policy analysis, inclusion, analytical note-writing and, recently, advocacy. These sessions are conducted online, despite the difficulties caused by war and frequent electricity disconnections; Creating an advocacy plan: In a dedicated module, participating organisations learn how to build advocacy campaigns and apply data collection methods to address social issues, and then develop and promote advocacy plans to local authorities; Consultancy for the development of the Gender Equality Index: Consultancy on the development of a Gender Equality Index, based on the Moldovan model, to support Ukraine in the development of this tool to monitor progress on gender equality [44].

MYCS project: for a stronger youth civil society, co-funded by the European Union and implemented by Terre des hommes Foundation Moldova, in partnership with the Foundation for the Development of Civil Society (Romania) and the Centre Partnership for Development (Moldova), in the period 2022-2024 [45]. **The project aims and objectives:** to promote gender equality and prevent sexual harassment in schools by fostering a safe, inclusive and respectful educational environment for all young people. It aims both to raise awareness of sexual harassment and its effects and to strengthen the skills of pupils, teachers and educational staff to identify, prevent and intervene in cases of harassment. The aim is to create an educational climate in which all pupils, regardless of gender, have equal access to education and feel protected and respected in school. **Activities:** Educational sessions on gender equality and prevention of sexual harassment: Organise educational sessions for pupils and teachers on key topics such as gender equality, sexual harassment and its prevention in schools. These sessions will include presentations of statistics, case studies, concrete examples and interactive discussions to raise awareness and facilitate understanding of sexual harassment and how it can be prevented; Awareness and information campaigns in schools: Running awareness-raising campaigns in schools to promote gender equality and inform pupils and educational staff about the importance of mutual respect, preventing sexual harassment and creating a safe and inclusive environment. The campaigns will include posters, leaflets, educational video spots and interactive events, which will encourage an open and constructive dialogue between young people and teachers; Training for teachers and school staff: Organise training sessions and workshops for teachers and school staff, focusing on the prevention of sexual harassment, dealing with situations of abuse and implementing a gender-responsive educational climate. These sessions will include protocols for reporting and intervening in cases of harassment, as well as strategies to promote an inclusive educational environment in which all students feel safe and respected; Development of a good practice guide for the prevention of sexual harassment and promotion of gender equality: Creation of a guide with preventive measures and intervention protocols in cases of sexual harassment, to be distributed to partner schools and educational institutions. The guide will include examples of good practice in combating harassment and promoting a safe and equal environment for all young people, regardless of gender.

- Counselling sessions and support groups for students: Implement counselling sessions and support groups for students to provide a safe place for them to discuss their experiences of harassment or discrimination and learn how to deal with these situations. These groups will promote dialogue about gender equality and support young people in identifying and reporting abuse [46].

Project Support Network for Solidarity and Socio-Economic Empowerment of Ukrainian Refugee Women - Women's Career Centres, with the support of UN Women and funded by the Women's Fund for Peace and Humanitarian Assistance, implemented by the Children and Youth Public Association "Făclia", in 2023. **Purpose:** To strengthen solidarity and support socio-economic empowerment of women, with a focus on refugee and vulnerable women. Objectives: Create safe spaces for dialogue, learning and emotional support; Develop personal skills and professional skills for socio-economic integration; Promote emotional health through awareness raising activities. **Activities:** Organising modern day workshops on topics such as forgiveness and managing interpersonal relationships; Information sessions on access to services and job opportunities; Personal development workshops and facilitation of intercultural [47].

Project Empowering Women, Local Communities and Refugees in Moldova, funded by the United Nations Democracy Fund (UNDEF) and implemented by the Women's Law Centre from August 2023 to July 2025. **Purpose and Objectives:** The project aims to create a positive and sustainable environment for women's economic, social and educational empowerment by building inclusive communities and involving women and men equally in identifying local needs in the communities and providing viable solutions through co-operation with local authorities. **Activities:** The project will be developed through capacity building workshops, which would equip participants with the necessary skills to identify and implement the most appropriate and sustainable local initiatives that respond to identified local needs, based on gender equality principles. In addition, the project aims to involve local and state stakeholders, to ensure the support and sustainability of local initiatives and to inform on the identified gaps that would be further translated into future gender mainstreaming policies [48].

Project Support multi-sectoral efforts to prevent violence against women by providing comprehensive support services to survivors, including through economic empowerment programmes, implemented by the Women's Law Centre in partnership with the Ministry of Labour and Social Protection of the Republic of Moldova, with the support of UN Women Moldova and the financial support of Sweden. in the period October 2023-December 2025. **Aim of the project:** holistic approach to support services in small-scale programmes that will bring economic independence to the beneficiaries. Under the project over 300 women and girls, especially those from excluded groups, will benefit from essential services, including economic empowerment programmes. The project will support the implementation of 5 small-scale economic empowerment programmes, developed in partnership with public authorities, service providers and other stakeholders in the districts of Soroca, Balti, Hincesti, Telenesti and Stefan Voda. **Activities:** More women and girls, including survivors, will be informed about their rights and have access to services available for employment. Through economic empowerment programmes they will receive career guidance sessions, business orientation, mentoring hours and financial support vouchers to strengthen their businesses. Representatives of public institutions and service providers will be empowered to provide support through multi-sectoral co-ordination services tailored to the multiple needs of victims [49].

Project Protection of Refugees and Host Communities from Gender-Based Violence on Both Banks of the Dniester River, funded by the Organisation for Security and Cooperation in Europe (OSCE) and implemented by the Women's Law Centre in the period September 2022 - July 2023. **Project aims and objectives:** is to promote favourable social norms and attitudes to end gender-based violence among refugees and host communities on both sides of the Dniester River. Helping refugee women to better fit into the host community and informing them about all services available in the community, identifying potential victims of domestic violence and/or human trafficking and referring them to specialists who will provide them with specialised assistance. **Activities:** Monthly, in 5 libraries, various activities will take place: reading clubs, film screenings, craft workshops, information sessions on preventing and combating domestic violence/trafficking, employment and other economic empowerment opportunities for women, assertive communication and other topics of interest to participants. Information sessions will be conducted with the participation of a legal counsellor, psychologist or vocational counsellor [50].

The project **Building Sustainable and Inclusive Peace, Strengthening Trust and Social Cohesion on Both Banks of the Dniester River**, jointly implemented by Initiative 4 Peace Association, UN Office for Human Rights (OHCHR), UNDP, UN Women, and is funded through the United Nations Peacebuilding Fund (UN PBF) [51] , in the year 2024. **Project aims and objectives:** The project aims to develop leadership skills among young women in order to educate and support them to become active leaders in promoting peace and social cohesion. **Activities:** Training sessions, workshops and educational activities focussing on leadership, human rights, peace promotion and active community involvement. These activities are dedicated to young women to encourage them to become active leaders in the field of peace and reconciliation [52.]

The **Female Balance Project**, implemented by the Public Association Bashtina Frășineni, an initiative supported by UNFPA Moldova, in partnership with the Gender - Centre and the Platform for Gender Equality Gender, with the financial support of the Embassy of Moldova. **Aim:** promoted a positive self-image, work-life balance, combating gender stereotypes and encouraging diversity and inclusion.

Female dignity Transfiguration through art from Puhoi, Leova și Corlăteni, implemented by the Theatre Centre of Moldova. The performances in Rezina, Floresti, Glodeni, Doroțcaia, Colicăuți and Ungheni were financially supported by the Embassy of Canada in Romania, Bulgaria and Moldova. The performances in the localities of Corlăteni, Leova and Puhoi were organised under the aegis of the Platform for Gender Equality, with the support of the Gender-Centre, which is part of a programme to empower women-led organisations in efforts to prevent and respond to gender-based violence, supported by the United Nations Population Fund (UNFPA) and funded by the United Kingdom. The initiative is implemented in partnership with the "Ion Creangă" Theatre in Chisinau, local public authorities and media organisations from the Republic of Moldova [53].

EQUALITY CAMP is part of a programme to empower women-led organisations in efforts to prevent and respond to gender-based violence. This initiative is organised by the Gender-Centre in partnership with the Gender Equality Platform, supported by the United Nations Population Fund (UNFPA), with funding from the governments of the United States of America and the United Kingdom and implemented in 2024. **Aim:** to empower women-led organisations in efforts to prevent and respond to gender-based violence [54].

The project Cultivating Integrity and Justice to Strengthen Security in the Ministry of Defence implemented by the ProMarshal Centre with the support of the Konrad Adenauer Foundation (KAS) in the Republic of Moldova, in the period July - October 2024. The project aimed to strengthen the image of the military service by promoting respect for the rights of servicemen and cultivating professional integrity within the National Army. The sessions, which were attended by serving and contracted soldiers from all garrisons, focused on the right to adequate living conditions, the right to fair treatment, the right to property, freedom of religion, duties and obligations, respect for orders and regulations, the cultivation of integrity in the defence institution and a climate of zero tolerance to corruption [55].

The project Women leaders of today, tomorrow's peace [56], developed by A.O. Help, implemented by AO "Help" from the Republic of Moldova in partnership with Inovatrium Association from Romania, with the support of UN Women Moldova and funded by the Women's Peace & Humanitarian Fund, in the period 2023 - 2024. The project was focused on 3 regions of the Republic of Moldova: Centre (Chisinau), North (left bank of the Dniester) and South (UTA Gagauzia). **Activities:** 3 round tables in different localities, 3 information campaigns reaching over 5,500 people, 61 participants in 3 entrepreneurship courses, 65 women trained in 3 leadership courses, 300 people involved in 16 community actions, 5 women won a grant of 3000 dollars each to start their own business, creation of the online platform www.avahelp.md, which provided support and useful resources to women from the Republic of Moldova and refugees from Ukraine, with over 12,000 visitors [57].

Project ANMC - Roma Women for Peace and Security, funded through a grant from the Institute for Peace and War Reporting, with the support of the Foreign, Commonwealth and Development Office of the United Kingdom of Great Britain and Northern Ireland and implemented by the National Association of Community Mediators of the Republic of Moldova (ANMC), which **aims to** empower Roma women as mediators and leaders through the following **activities:** training 10 Roma women on issues related to WPS, human rights and resilience against misinformation, community sessions on women's rights, domestic violence prevention and decision making, supporting marginalised groups, including Roma refugees and victims of domestic violence, to access public services [58].

Human Rights Embassy (HRE) Projects, funded through a grant from the Institute for Peace and War Reporting, with support from the Foreign, Commonwealth and Development Office of the United Kingdom of Great Britain and Northern Ireland and carried out in two phases, **aimed** to support over 1.000 Ukrainian refugee women in Moldova, providing them with legal assistance and promoting social cohesion and to contribute to the training of Ukrainian women activists as community mediators and **aimed to:** create a network of Ukrainian mediators for the implementation of the Women, Peace and Security Agenda and build resilience against hybrid warfare, fake news and misinformation [59].

Voices of Resilience: Empowering Women for Peace, Security, and Countering Hybrid Threats in Moldova, implemented by LEX XXI and funded through a grant from the Institute for Peace and War Reporting, with the support of the Foreign, Commonwealth and Development Office of the United Kingdom of Great Britain and Northern Ireland, which took place in Chisinau, Balti, Cahul, Dubasari and Comrat and organised various activities: workshops on women's participation in peace and security processes, national forums for influencing policies that integrate gender equality in security discussions, educational initiatives, including a board game on countering hybrid threats.

ANNEX 4. EXTERNAL DONORS/PARTNERS

Questionnaire for partners/donors

About questionnaire: This questionnaire is elaborated in the context of the project "Advancing the Women, Peace, and Security Agenda through Strategic Communication and Monitoring", which is implemented by the Platform for Security and Defence Initiatives. The purpose of the questionnaire is to collect relevant information in order to prepare an Interim Evaluation Report of the National Program for the Implementation of UN Security Council Resolution 1325 on Women, Peace and Security for the years 2023-2027 (hereinafter NAP 1325 for the years 2023-2027).

The project is funded through a grant from the Institute for War and Peace Reporting (IWPR), with support from the UK Foreign, Commonwealth and Development Office (FCDO).

*The questionnaire can be completed in both English and Romanian.

Please mention the organisation/institution you represent

1. Do you have specific objectives related to the Women, Peace, and Security (WPS) Agenda? If so, could you please elaborate on these objectives?

2. Which institutions do you collaborate with to implement your WPS initiatives?

3. How would you assess your collaboration with Moldovan institutions? How would you evaluate the level of interest and commitment from the Moldovan leadership in this area?

4. What type of assistance do you provide for the implementation of the WPS Agenda (e.g., technical, financial)?

5. How do you monitor the implementation and outcomes of the projects you support?

6. What are your priorities for WPS-related initiatives till 2027? (until the completion of the implementation of NAP 1325 for the years 2023-2027)

7. What challenges have you encountered in your collaboration with Moldovan institutions?

8. Do you work with civil society organisations (CSOs) on WPS initiatives?

Yes

No

9. Are the projects you support required to have state institutions as beneficiaries?

Yes

No

INSTITUTE FOR WAR & PEACE REPORTING



The Institute for War and Peace Reporting (IWPR) gives a voice to people on the frontlines of conflicts and transitions, helping them drive change. Founded in 1991, IWPR empowers local voices to create change in countries affected by conflict, crisis, or transition. Through training and mentoring journalists and human rights activists, IWPR enhances their ability to provide factual information through professional skills in research, reporting, and production. This approach strengthens the flow of credible and impartial information, enabling journalists and civil society to inform, educate, and mobilize communities.



The Platform for Security and Defense Initiatives (PISA) is a non-governmental organization aimed at promoting a security culture among the citizens of the Republic of Moldova and supporting government institutions in reforming the security and defense sector. PISA was founded on July 29, 2021, by a team of experts and 15 non-governmental organizations and was officially registered as a public association in August 2022. PISA supports the vision of a resilient Moldova, where a robust security and defense sector serves as a fundamental pillar for the development of a prosperous nation. In this context, PISA actively collaborates with state institutions in the Republic of Moldova, civil society, the academic community, the media, and diplomatic missions accredited in Chișinău.

