

# GENDER



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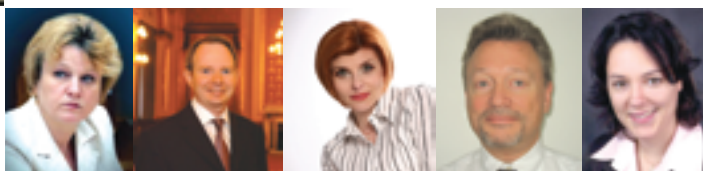
newsletter for open minded women and men

GENDER newsletter is supported by the Donors Group on Gender Equality in Moldova:



## In the Spotlight:

**Poverty,  
Social Protection,  
Social Assistance and  
Gender**



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## UK development assistance in Moldova – promoting access to equitable services and growth



**Keith Shannon,**  
*Her Britannic Majesty's  
Ambassador to the  
Republic of Moldova*

Since the early years of Moldova's independence, the United Kingdom (UK) has been a strong supporter of Moldova's development agenda in areas such as good governance, social protection, economic development, and conflict resolution.

Development assistance provided through the UK Government's Department for International Development (DFID) is a key important part of the UK Government's work in – and with – Moldova. Through our day-to-day activity within the British Embassy Chisinau, we are working towards our common goal of assisting Moldova to achieve sustainable and inclusive development, in line with Moldova's Millennium Development Goals (MDGs) targets.

Promoting gender equality is a key component of our approach to poverty reduction in Moldova, as we recognise that poverty will not come to an end until people have equal rights irrespective of their gender. While we acknowledge that a lot of progress has been achieved by Moldova in terms of approving a high quality legislative framework and showing results towards the achievement of the gender related MDGs, we also understand that further work is required to ensure that everybody access to equal services and opportunities both within donor development assistance programmes, and within the policies and strategies of the Government of Moldova.

To date our development programme has initiated a number of activities aimed at institutionalising and sustaining the process of change towards greater gender equality in-country. These include:

- Supporting the National Bureau of Statistics to collect and analyse **sex disaggregated data** – DFID's "Improved Social and Agricultural Statistics" project has assisted the elaboration of two gender related analytical studies "Men and Women on the Labour market" and "Gender inequality in income and other indicators for population welfare".
- Ensuring an equal access to qualitative **social assistance services** for women and girls through the joint project funded by DFID and the Swedish International Development Agency (Sida) - "Support to the delivery of effective and sustainable social assistance services".

- Promoting equitable economic growth and development opportunities to men and women from the **regions of Moldova** through the joint DFID/Sida project "Cooperation in Regional Development".
- Building the **capacity of the Government of Moldova** to plan, implement and monitor policy and projects in a gender-sensitive way. In cooperation with Sida, DFID organised two workshops on gender mainstreaming for the staff of the Ministry of Social Protection, Family and Child. We also intend that **gender sensitive policy planning and budgeting** is promoted as an integral part of our planned future programme "Support to the implementation of the National Development Strategy" across the Government.
- Working in **partnership with donors** to build capacity and to encourage and support systematic attention to gender equality and women's rights through the donor harmonisation processes. Together with partner donors DFID have organised two joint training programmes where we have discussed way of applying principles of gender equality in our development programmes.
- Working in **partnership with the Government of Moldova, civil society and other stakeholders** – including through this newsletter. Recently DFID has agreed to fund an additional Russian language issue of the newsletter, so that more people can read and express their views about the latest news and information on gender issues in-country and across the globe. Together with Sida and UNIFEM, the UK will support an information campaign for the broader society and to initiate capacity building activities for journalists.

While we fully understand that the UK's development gender objectives for Moldova are ambitious, we are confident that they can be achieved, provided there is a consolidated effort by all key stakeholders in the country – stakeholders who have both the desire and capacity to achieve success.

The UK Government looks forward to continuing its co-operation with all development partners in order to achieve an improved and sustainable commitment to gender equality in Moldova. This is one of the main achievements DFID would be proud to leave behind at the time of the graduation of its bilateral programme in March 2011.

*I warmly welcome you to engage with the topics presented in this current issue of GENDER.*

### The Gender Dimension of Poverty



**Gender inequality makes women in most societies poorer.** Women face more obstacles than men in labour markets, receive lower wages for the same work, dominate in the informal economy and have less access to credit, land, time, education, and other productive resources. In most parts of the world poor women do the caring, feeding and cleaning for the family, treating for the sick, as well as

earning small amounts of cash through labour-intensive activities. As farmers, workers, heads of households and community leaders they make productive and essential contributions to their community and country. As such, poverty eradication strategies must see women as active agents and not intrinsically vulnerable. For if women are vulnerable it is only because they have been made vulnerable – legally, economically, culturally, sexually, structurally – for centuries.

**--Global Call to Action Against Poverty--**

**Feminisation of Poverty.** The first Human Development Report in 1990 barely touched on gender issues. It did note, however, that the increasing number of female-headed households has led to a 'feminisation of poverty'. It also pointed out that women "are typically less qualified than men [and] tend to get into lower paying jobs, having fewer opportunities to be upwardly mobile, leaving them less able than men to provide a decent living to their families".

Household-level poverty measures did, however, reveal one important aspect of the interaction between gender and poverty: the disproportionate number of female-headed households among the poor. Evidence that the number of female-headed households was increasing in industrialised as well as developing countries led to the claim that there had been a 'feminisation of poverty'. A major report on the state of world rural poverty by the International Fund for Agricultural Development (IFAD) concluded that rural women in developing countries were among the poorest and most vulnerable people in the world, with 564 million living below the poverty line in 1988. This was an increase of 47 per cent over the numbers in 1965–70. **In 1995, the United Nations Development Programme suggested that women made up 70 per cent of the poor.**

### The Gender Aspects of Social Protection



Different categories have different needs and outcomes. In gender terms, differences are more acute among the poorest households. Targeting of social protection measures becomes important once the distinction between the different categories of constraints women face is recognised. These categories include those emanating from biological factors and those which both men and women face but which are exacerbated in the case of women. Social protection must be sensitive to this distinction; targeting in social protection should therefore involve gender bias in terms of objective, implementation and impact.

Mainstreaming gender into social protection programmes involves 'the integration of gender concerns into the analyses, formulation and monitoring of policies, programmes and projects, with the objective of ensuring that these reduce inequalities between women and men' (WHO, 1998).

A discussion of the impact of various social protection interventions shows that women are more likely to be excluded from these, as they are underrepresented in formal sector employment. Therefore, the interests of many poor women can be served by improving access to social protection in the labour market and extending social insurance to informal workers. However, extending social protection by relying on its gradual expansion to the formal sector is not sufficient. Reaching those in the informal sector requires an understanding of women's vulnerabilities and learning from on-the-ground innovative schemes; through this, it might make social protection programmes more responsive to gendered needs and relevant to their capabilities.

## Reducing Poverty - the Millennium Development Goal (MDG)

In the course of the 1990s, poverty reduction was adopted as an overarching goal by almost every major international and bilateral development agency and as the basis of development co-operation. In 1996, the Organisation for Economic Cooperation and Development (OECD) countries laid out their strategy for the twenty-first century in terms of a number of International Development Targets (IDTs). These were based on agreements that had been reached in various meetings during the 1990s. The first target was halving world poverty by 2015.

The IDTs were subsequently revised to become the basis of the Millennium Development Goals (MDGs), agreed to at the United Nations Millennium Summit in 2000 and subscribed to by both developed and developing countries.



## Republic of Moldova – economic, agricultural and rural poverty context

Poverty affects one third of the population living in Moldova, and 16 per cent live in extreme poverty. Poverty is primarily a rural phenomenon, with approximately 21 per cent of the rural population classified as extremely poor. Moreover, despite economic growth, rural poverty is increasing steadily. Approximately 30 per cent of the country's population has emigrated, and the remittances they send home accounted in 2007 for about 25 per cent of GDP. Moldova's dependence on remittances also exposes the country to the risk that, should remittance levels fall, declining incomes could result in a sharp increase in poverty rates nationwide.

**Rural poverty.** Poverty is primarily a rural phenomenon: in 2005, the incidence of absolute and extreme poverty in rural areas was 36 per cent and 21 per cent, compared to 34 per cent and 18 per cent in small towns, and 6 per cent and 2 per cent in larger cities.

Increasingly, the trend in rural poverty in Moldova is shaped by: (i) continuing migration by young people out of rural areas; (ii) the consequent reduction in the proportion of an economically active population; (iii) the lack of investment in rural areas, with the exception of larger-scale farming activities, which tend to be capital intensive and generate few employment opportunities; and (iv) the rising cost of living. This situation is further exacerbated by the fact that social assistance and pensions are poorly targeted and have not kept pace with the rising needs of the rural poor.

**The socio-economic dimension.** The impoverishment of Moldova's rural areas and subsequent internal and external migration have led

to an increasingly distorted rural demographic, with the departure of a disproportionate number of young, potentially economically active people. Achieving sustainable poverty-reducing agricultural and rural development will mean not only taking into account purely economic considerations but also directing development support to those segments of the poor rural population which, based on that support, will be in a position to make a long-term commitment to remaining in the rural economy.



*Poverty in Moldova affects not only traditionally vulnerable categories, such as the less educated, unskilled and long-term unemployed, but also many who despite being able to work, qualified and in good health, are either underemployed or poorly paid. Thus, fully 68 per cent of all poor households have employed heads and yet cannot rise above poverty, due to low wage levels. Households headed by persons engaged in agriculture are particularly vulnerable. In 2005, 46 per cent of households headed by farmers were poor, as were 16 per cent of those headed by agricultural wage labourers.*

### Fragments of the 2007-2012 IFAD's Country Strategic Opportunities Programme (COSOP<sup>2</sup>) for the Republic of Moldova.

<sup>1</sup> The International Fund for Agricultural Development (IFAD) was established in 1977 as a specialized agency dedicated to eradicating rural poverty in developing countries. The Fund is recognized as one of the most important players in the provision of rural financial services as well as small and medium-scale enterprise development in Moldova.

<sup>2</sup> COSOP is a framework for making strategic choices about IFAD operations in a country, identifying opportunities for IFAD financing, and for facilitating management for results.

## Gender mainstreaming in Moldova's agricultural development



Within the 2007 Expert Meeting on Gender and Rural Development organized by FAO- the Food and Agriculture Organization (FAO) and the European Commission on Agriculture (ECA), the International Fund for Agricultural Development (IFAD) presented the achievements of their gender mainstreaming programme, implemented in Albania, Armenia, Azerbaijan, Bosnia and Herzegovina, Georgia and the Republic of Moldova.

The gender programme ran for four years costing over €2 million and focused on equal development opportunities to improve the livelihoods of rural women and men.

The project implemented by IFAD Moldova through their Consolidated Programme Implementation Unit, highlighted that a considerable number of women who are entering the small business field in Moldova have other professional backgrounds, such as teachers, doctors

or ex-administrative employees. Also to be noted was the tendency for women to migrate from rural areas, leaving behind the men.

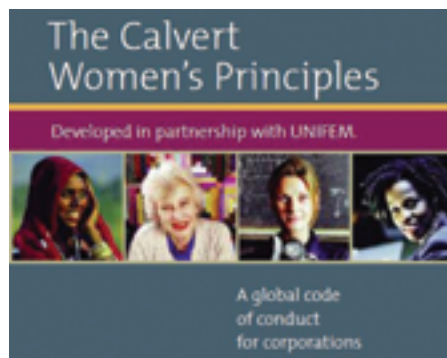
According to Ms. Elena Burlacu, Finance Officer within the 2000 IFAD Moldova financed Programme, the project was not planned with a gender focus. However, the project-coordinating unit developed a monitoring and evaluation system using sex-disaggregated data:

- Rural entrepreneurs and rural women in particular were found to require different financial services and further support;
- Around 4000 new jobs were created by the IFAD programme, with 6260 beneficiaries;
- Only 25% of the loan portfolio was female, but 42% of ventures were family applications;
- The activities developed by women generated a greater number of jobs and incomes.





## Calvert Women's Principles



A concrete set of indicators for tracking the progress of gender justice in the corporate community was set up in 2004 by Calvert in partnership with UNIFEM, providing companies a vehicle they can use to assess corporate performance on gender equality issues.

### 1. DISCLOSURE, IMPLEMENTATION AND MONITORING

Corporations will promote and strive to attain gender equality in their operations and in their business and stakeholder

relationships by adopting and implementing proactive policies that are publicly disclosed, monitored and enforced.

### 2. EMPLOYMENTS AND INCOME

Corporations will promote and strive to attain gender equality by adopting and implementing wage, income, hiring, promotion and other employment policies that eliminate gender discrimination in all its forms.

### 3. HEALTH, SAFETY AND VIOLENCE

Corporations will promote and strive to attain gender equality by adopting and implementing policies to secure the health, safety and well-being of women workers.

### 4. CIVIC AND COMMUNITY ENGAGEMENT

Corporations will promote and strive to attain gender equality by adopting and implementing policies to help secure and protect the right of women to fully participate in civic life and to be free from all forms of discrimination and exploitation.

### 5. MANAGEMENT AND GOVERNANCE

Corporations will promote and strive to attain gender equality by adopting and implementing policies to ensure women's participation in corporate management and governance.

### 6. EDUCATION, TRAINING, AND PROFESSIONAL DEVELOPMENT

Corporations will promote and strive to attain gender equality by adopting and implementing education, training and professional development policies benefiting women.

### 7. BUSINESS, SUPPLY CHAIN AND MARKETING PRACTICES

Corporations will promote and strive to attain gender equality by adopting and implementing proactive, non-discriminatory business, marketing and supply chain policies and practices.

For a complete view of the principles, please access <http://www.calvert.com/womensprinciples.html>

## Moldova Regional Livelihoods Study

A regional background study completed in March 2009 with the purpose to look at the social dimensions of Moldova's three new development regions; the north, centre and south tried to analyze *how can regional economic development be supported in ways that maximize the impact on the poor, women and the socially excluded?*



The study – developed within a DFID and Sida funded project<sup>3</sup> – assessed the livelihood strategies, opportunities and the social dimensions of public investment, in particular in relation to poverty reduction, gender and social exclusion.

- Despite the positive gender development indicators in Moldova, women are bearing the domestic brunt of the economic downturn in the last few years and for very poor women this might mean losing the valuable ground that they had gained;
- Gender should be incorporated into all the regional development strategies, in particular those related to the creation of new employment possibilities;
- The lack of childcare is a problem that needs to be recognised as draining the economic independence and potential vocational advancement of poor women.

The Gender Development Index (GDI) shows virtually no disparity in human development between men and women, having a value of 0.692, compared to the HDI value of 0.694, i.e. 99.7% of HDI. Women-headed households faced a slightly lower incidence of poverty as compared to those headed by men.

Table 2.6 Poverty rate by gender of household head

	1997*	1999*	2002	2004	2005
Male	48.5	73.2	38.9	28.1	31.8
Female	47.6	67.9	38.3	26.4	27.4

Source: EGRSP (2005)

This data has to be put into some context as considerably fewer households are headed by women than by men (34.5% versus 65.5%), which might also be reflected in these gender disaggregated poverty data. The difference in poverty levels by gender of the household head can be tentatively explained by three factors: (i) women have levels of education equivalent to men; (ii) many of the industries that collapsed had hired primarily men, and (iii) women-headed households often receive remittances. Further whilst the GDI in Moldova are positive, several areas of concern remain related to the capacity of women to be independent economic agents. Women continue to occupy the lowest paid sectors in the country; approximately 57% of women work in sectors with wages below the national average while for men the figure was 47%. Further, for many women, in particular poor women, opportunities for migration are closely linked to the sex trade, and in the case of very poor women, vulnerability to trafficking.

The complete study is available on [http://www.opml.co.uk/policy\\_areas/regional\\_development\\_and\\_local\\_government/moldova\\_rd.html](http://www.opml.co.uk/policy_areas/regional_development_and_local_government/moldova_rd.html)

<sup>3</sup> "The Co-operation in Regional Development Project" (MDRD)

## Women on top



European Union, women make up, on average, 11% of the top executives and 4% of the Chief Executive Officers (CEO) and Heads of Boards. Just seven companies, or 1%, of **Fortune** magazine's Global 500 have female CEOs. What is to blame for the pronounced lack of women in positions of power and authority?

### Are men erratic? Or are the women even more unpredictable?

Consider comments made by President Richard Nixon, recorded on White House audiotapes and made public through the Freedom of Information Act. When explaining why he would not appoint a woman to the U.S. Supreme Court, Nixon said, "I don't think a woman should be in any government job whatsoever... mainly because they are erratic. And emotional. Men are erratic and emotional, too, but the point is a woman is more likely to be." In a culture where such opinions were widely held, women had virtually no chance of attaining influential leadership roles. Times have changed, however.



## Women in the labyrinth of leadership

A better metaphor for what confronts women in their professional endeavors is the labyrinth. It's an image with a long and varied history in ancient Greece, India, Nepal, native North and South America, medieval Europe, and elsewhere. As a contemporary symbol, it conveys the idea of a complex journey toward a goal worth striving for.

In Moldcell – one of the most well known Moldovan telecommunication brands, the average age of the employees is 29,5, a perfect time for reproduction that makes most of them parents of one or two and even three children. As a support policy, the management has opened up to the idea of having a special class, in a kindergarten near by the office, just for the employee's children. Wouldn't that make things easier for both the mothers and the fathers? Besides, making your employees happy it's not even that costly taking into account the huge profit from a simple decision like this one. Such type of decision makes the personal level meeting with the professional, because a happy parent will also be an all focused, creative and driven employee. Moldcell is thus taking the lead in promoting the values and happiness of each member of the family, no matter the gender. We just hope the lasts in this line will learn to acknowledge the importance of respecting the family values and keeping your employee happy not only by giving him an extra bonus but also by embracing his family values, his wife or child needs and priorities.

## Rodica, the woman that heads the communication in Moldcell

**For women who aspire to top leadership, routes exist but are full of twists and turns, both unexpected and expected. In order to understand the various barriers that make up this labyrinth, and how some women find their way around them, we decided to talk to Ms. Rodica Verbeniuc, the woman in charge of Moldcellcommunication and CSR programs.**



*Rodica Verbeniuc, Moldcell's Head of Corporate Communication*

### Do you think the Moldovan society is aware of the gender dimension?

I think the basis for all the discrimination is on one hand the evolution of the society and the state policies and on the other hand we have the evolution in time of some kind of traditions and mentalities that are the fruit of education. Being a patriarchal country, is obvious that Moldova still preserves some reminiscences in this respect. A good example of patriarchal supremacy is the one of the man – responsible for the financial sustainability of the family and also as a final decision maker in the right to physically abuse his wife.

Unfortunately these types of incidents are still very much present nowadays and they are not necessarily connected with the gender discrimination but more likely with social aspects. Regrettably as well is the fact that these men are the ones that could decide one country's future, or the state laws, they could very much be the leaders of very important multinational companies, running the life of thousands of employees.

### Is gender equality part of a good practices code of the Moldovan business society?

I cannot refer to the others ethical or a good practices code, mainly because I don't know how many of them have included the gender dimension in their business policies. But I can tell you about our own, since we do have in our Code special stipulations on non-discrimination. The group policy does not tolerate any form of discrimination, including gender status. Moreover the personnel recruitment and career development policies foresee equal opportunities for all

employees while hiring, promotion and so on. One of the results of such an equitable approach is the women representation that constitutes 58% within managerial team of the organisation (acc. End of May, 2009 data). And that is a perfect and real reflection of the respect this company shows, by equally appreciating the efforts of both women and men.

### Do you think women in Moldova are aware of their basic rights, such for example that they have the right to be protected by the law in case of an assault by a partner? While being responsible for sponsorships and CSR programs

I got to know from inside the picture of the social problems existing in Moldova. I have met many diverse cases of absolute shock to me, like the phenomena of domestic violence. There are emancipated women, even though they lead successful businesses or well-known institutions, are in the same time, victims of domestic violence. And surprisingly, the more intelligent and outgoing these women are, they prefer to hush about their humiliating experiences, fearing the public opinion and social rejection.

Another equally important aspect is the lack of awareness regarding the most basic practical rights of human beings. Or maybe because the sanction mechanisms are not very well promoted, the laws are mostly unpractical. I believe that behind the salvation of every nation stands the education. This should start from an early age, because it is tougher to cultivate the adults mentality change. Therefore I stand for including in the school curricula a permanent lecture on civic education – an initiative that would cultivate the respect for all the human rights, not only those referring to the gender dimension, but generally the rights and freedoms of the individual. I sincerely believe that the higher the education level is, the more tolerant and respectful towards the others one may be. The civic education should be promoted by the state institution, since one of the state's roles is to raise a generation within the spirit of democratic values, assuring proper and safe environment for a harmonious life.

I also think it's extremely important for the parents to join their children in this civic education process, because this can be a precious tool for communication between generations to improve the general perception on gender issues.



## Sustainable Livelihoods and Employment Generation projects

Poverty, domestic violence and rampant emigration are causing young women in Moldova to grow up without the resources or guidance necessary to build a life for themselves.

In order to facilitate young women's transition out of poverty, and reduce their vulnerability, several international organisations are implementing in Moldova complementary training programs and projects on sustainable livelihoods, employment opportunities and promotion of women businesses.



### Working towards "Conscientisation"

**Active in Moldova since 2004, the Mission of Catholic Relief Services (CRS) entered the scene to help respond to the massive emigration which is putting young Moldovan women at risk of being trafficked. During the time, their area of assistance expanded also to rural poverty reduction and women's empowerment.**

To have a better overview of their current programs, I decided to meet CRS Country Representative for Moldova Mr. Michael McKennitt, a genuine promoter of the gender issues with a creative mindset that reminded me of Eleanor Roosevelt's old quote: "In the long run, we shape our lives, and we shape ourselves. The process never ends until we die. And the choices we make are ultimately our own responsibility".

The training for sustainable livelihood program was initiated as an intervention method in a project called META – Moldovan Employment and Training Alliance, a 4 years initiative, designed to create social change. Not only this project provided jobs to women but it also made the difference, by providing the tools for social change. The promoter of social change was "Women in Poverty", a Canadian organization working with women survivors of alcoholism or generally speaking with women coming from most fragile environments. Through their programs, the Canadians were aiming to transition these women out of poverty. Yet, they discovered the approach of giving services, health benefits, food allotments, was not actually securing this transition. And that poverty itself is a state of being and not an economic condition alone. They realize that in order to really transition women out of poverty and go beyond what started principally as a state of being, it is necessary to develop a process of alliance, encouragement and accompaniment and not a fixing program.



**Mr. Michael McKennitt,**  
CRS Country  
Representative  
for Moldova

But how would you ally yourself with the potential victimized individuals when they, themselves don't even articulate that? For example, here in Moldova, women in rural areas, don't know how to describe the condition they are in, not being aware of the harmful situations they live. So, *not knowing* is one of the characteristics of long poverty. People are born into it and they take it as normal, assuming misery and poverty are a state of being a woman or even worse, that this is the true condition of women.

Hence, before anything else, people themselves needed to go through what was known then as the *conscientisation process* and today's *awareness learning process*. Beyond awareness, women had to define the injustice for themselves, they had to get the language to say what it is that is happening to them and describe the injustice. So, this is the origin of the CRS's trainings for sustainable livelihood - a program that builds on the concept of poverty, vulnerable population.

On one hand you need to have the *conscientisation*, for the oppressed to have a chance to articulate the repressions. For most of our beneficiaries, the first important thing is to examine their conditions, to be in a group, together with other women. But foremost it's important to be with women coaches and mentors that would help the others to examine their own conditions and be challenged with fundamental self. Maybe some already had a more developed sense of "this is not right" but for others this concept was a first time discovery.

In the course of the time, about 4500 young women participated in the CRS training for sustainable livelihood program. The concept behind it is "transitioning women from vulnerability to durability", by doing asset based self-assessment, peer group structure, dialogue and - as odd it might seem - even teaching discourse. We found many situations where people lost their capacity to talk meaningful to each other: youth with youth, mother with daughter, father with son, mother with father. I think people in general lost this capacity to have a deep discourse and that itself it's a feature of rural life here in Moldova that affects the capacity of being good parents. Also we have to take into account that some of the parenting skills have been lost especially in most recent years with the out migration of the working age population.

So, once a woman begins her journey for sustainable livelihood, she is asked to examine her life – a crucial issue for the process itself. For example, by having women examining their financial situation, you help them to discover what are actually their current assets. That process alone is usually very mind expanding because it gets into other more practical elements like money management, what do money represent, etc. Often enough, rural women (in particular) don't know how to evaluate themselves financially, given that many of our beneficiaries never had cash to manage, they never paid the bills, they live in homes where parents say "don't worry dear, when you're married, your husband will take care of your financial practices". As odd it may sound, that is still the case of today's rural Moldova.

In order to have these women knowledgeable in dealing with their own finances, the CRS training for sustainable livelihood provides also a stimulating environment by combining

the knowledge with a solid practice of a job - the chance to generate and manage income, in a year project for instance. I would say there is no use sitting and studying a subject if you don't have actions that gets you to accomplish that. And those actions have to be as closed to the real world as possible. Another equally important aspect of the program it's based on rights, work place rights, and personal human rights as a woman. It is extremely challenging to have the women assess their own rights, as most of our beneficiaries coming from rural areas, have no clue about this. Even if all these concepts of domestic violence and sexual harassments are comprised in various training programs conducted by various specific organizations, in reality to many of our beneficiaries the concept of women's rights is still like a candle in a dark room. There is a need for a full process of *conscientisation* on both sides. It's not an issue that concerns only women, it's a gender issue. Therefore, men must also understand these concepts, realize it's beyond observation and a matter of morale imperative. I can talk to men about sexual harassment and they can say to me: yeah, yeah, we know all about this sexual harassment business. Some of them they can even recite the law to me. Having all this knowledge will that alone stop them from harassing women? No, I don't think so. The development takes time; look what's happening in United States. With all their policies and extensive trainings and long history of lawsuits, sexual harassment still remains an issue to tackle upon, even now 25 years later. Of course I am not expecting the issue of sexual harassment, domestic violence, etc to be absorbed by osmosis. But it has to start from an early age, in all-young boys and girls' lives. It's important for our children to be aware of what is appropriate and what is not appropriate in the socialization process.

Unfortunately, most training here is given exclusively to adults, the least receptive and most difficult to change population. No training is given, that I know of, to children in schools. So, where shall we start?

There are various ways of transferring the knowledge and the know-how. You can choose to run informational trainings and people will get the information. You can offer the legal aspects of it, so people are told what are their rights and responsibilities and so on.

But in order to produce the real change, you would have to go beyond all the sexual harassment policies, messages, words and ideas. Are all these underlining the change? Maybe. But no big plans and projects are working without concrete, unified and ongoing actions. Real change comes in a slow process. It takes years to put together an infrastructure able to support women pursuing their rights, to be free of violence in their life and to free their children from the cycle of violence. But even so, we need to act now! Concretely. Altogether. Men and women.

## Promoting Women Business Start-Ups

The German Technical Cooperation (GTZ) supports the establishment of a network of business start-ups; there are already 27 credit unions in the region that offer loans to micro-enterprises. Small-scale entrepreneurs are being integrated into the formal finance system and business ideas are developed with the input of local expertise.



Competitions are held among business start-ups and training is offered in accounting, taxation, marketing and the legal aspects of registering small-scale enterprises. In the Hincesti region, round tables are organized with representatives of administrations and chambers of commerce and industry, at which advisory and other services for the promotion of micro and small-scale enterprises are developed. Non-governmental organisations are given professional support for establishing and organizing advisory services.



Assistance and small loans for business start-ups have been made available to at least 50 businesswomen, through the credit unions. Committees with equal representation decide on the solidity of proposed business start-up ideas and planning.



GTZ is an international organization offering viable, promising solutions for economic, social and ecological development. Established in 1975 by the German Federal Government, GTZ is currently implementing nearly 2.7 thousand programs and projects in over 100 countries across the world. And is functioning in Moldova since 1994.

## Gender as a Factor in German Development Assistance

**For a presentation of the gender dimension of Germany's assistance and contribution to Moldova's economic and social life, we kindly asked the Deputy Head of German Embassy in Moldova, Ms. Julia Krummenauer to provide us her input.**

Equal rights, equal duties, equal chances and equal power for men and women – this is one of the basic principles for Germany's Development Assistance. Germany supports gender equality through 'gender-mainstreaming' on the one hand – meaning that in all development projects the different living conditions of men and women have to be considered. On the other hand, the BMZ supports projects that specifically aim at fighting the discrimination of women and to empower them.



*Julia Krummenauer,  
Deputy Head of  
German Embassy in  
Moldova*

Since the Millennium Development Goals (MDGs) have been elaborated in 2000, the German government has given much more than half of its bilateral assistance to projects, which will have a positive effect on gender equality – whatever the primary goal of those projects may be. Hence, gender has been „factored into“ development assistance as a whole. In the same period, Germany has spent more than half a billion Euro for projects that have gender equality as primary aim.

In addition, the German government gives 20 million Euros per year to organizations like UNIFEM, UNFPA and IPPF. What does this mean for Moldova? On the one hand, Germany is engaged with gender issues through programmes financed by the Ministry of Economic Cooperation and Development (BMZ), which are giving German budget money to institutions like the GTZ (German technical cooperation), which in turn implement projects on the ground.

Most GTZ projects in Moldova running at the moment do not have a focus on gender equality, but all of them benefit women as well and take women and their specific situation into account. One project is aiming at the creation of employment in small enterprises and to support small business start-ups. Women lead 60% of the businesses that benefitted from consulting and grants within the project at this point. Another ongoing project is a HIV/AIDS-prevention campaign aimed at vocational training schools to be implemented in the three neighbouring countries Ukraine, Belarus and Moldova.

A future project aiming at improvement of communal infrastructure will benefit both sexes as their access to better water/sewage systems, better roads etc. will be ensured. Also, in the process of developing, discussing and applying to the project women and men in the respective communities will work together and contribute information about their specific ideas and needs.

On the other hand, the German government gives money to the Republic of Moldova through the Stability Pact for South Eastern Europe, whose funds are administrated by the German Federal Ministry of Foreign Affairs and the Embassies, and through projects directly financed through a Human Rights Fund within the Ministry of Foreign Affairs. In 2009, the German government is giving far more than 200.000 Euro for projects that mainly aim at reducing the discrimination of women, to fight against domestic violence and child abuse and counter trafficking of women. These projects are implemented by NGOs – on both sides of the Nistru.

All this shows we believe gender equality is a precondition as well as an outcome of the development process. The German government is dedicated to the fight against discrimination of women and any type of violence against women and we are going to continue to support projects and initiatives that are in the line with our beliefs and values.

## Convention on the Elimination of All Forms of Discrimination against Women

### Economic and Social Benefits Article 13

States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure, on a basis of equality of men and women, the same rights, in particular:

- (a) The right to family benefits;
- (b) The right to bank loans, mortgages and other forms of financial credit;

### Employment Article 11

States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular:

- (a) The right to work as an inalienable right of all human beings;
- (b) The right to the same employment opportunities, including the application of the same criteria for selection in matters of employment;
- (c) The right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training;
- (d) The right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work;
- (e) The right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave;
- (f) The right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction.

## CEDAW Concluding Observations: Republic of Moldova

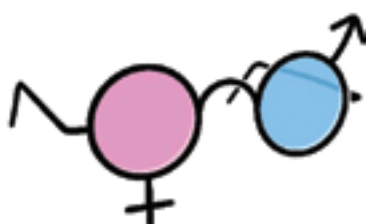
“The Committee expresses concern about the situation of women in the labour market, which is characterized, in spite of women’s high level of education, by increasingly high female unemployment, the concentration of women in low-paid sectors of public employment such as health, social welfare and education, and the wage gap between women and men in both the public and private sectors. The Committee is concerned that the State party’s labour legislation, which is overly protective, in particular of pregnant women, and restricts women’s participation in a number of areas, may create obstacles to women’s participation in the labour market, in particular in the private sector, and perpetuate gender-role stereotypes. The Committee is also concerned that important sectors viewed as traditionally male areas, such as defence and police, remain inaccessible to women”.

*36 Steering Committee Session, 25-08-2006*

*The fourth upcoming report that Moldova needs to present to the Steering Committee is going to be discussed in July 2011.*



## Social services system through gender lenses



During 2007 the provided material aid supported the needs of approximate 330 thousand people - disabled persons, pensioners, families with many children, other persons severely affected by poverty in the total of 108 million lei. During the first half of 2008, material aid has been provided to 112 thousand beneficiaries in the total of 57,4 million lei.

According to a study initiated by the Ministry for Social Protection, Family and Child in Singerei Raion, 87,5% of beneficiaries of services rendered at domicile are women and 12,5 % are men. The data also shows that women are the ones providing most of the assistance for the needy persons: 63 %.

### Challenges and Perspectives Review

#### Challenges

- ☐ Low salary levels of personnel in the social services system;
- ☐ Prevalence of women employed in the social sector;
- ☐ Lack of statistical data on the beneficiaries of social services and social service providers disaggregated by sex;
- ☐ Prevalence of women’s stereotype role.

#### Perspectives

- ☐ Undertaking of analytical studies aimed at determination of gender dimensions for various types of services;
- ☐ Increase of social activism and well being of women by creating an integrated social service system, development of a social inclusion system for disabled persons;
- ☐ Development of sex-segregated statistical data for the social service system;
- ☐ Include gender practices within the social service system, both at local and national level.

*Fragments from the Analysis of the Social Service System, presented by Angela Chirilov, Chief of Social Assistance Direction, Ministry of Social Protection, Family and Children.*

The complete presentation is available on [http://www.un.md/UNIFEM/programme\\_areas/policy/strategy\\_process/consultations/gender\\_dimension/Social\\_Services\\_System\\_Conference\\_August%2008\\_Eng.pdf](http://www.un.md/UNIFEM/programme_areas/policy/strategy_process/consultations/gender_dimension/Social_Services_System_Conference_August%2008_Eng.pdf)



## Gender mainstreaming in the DFID/SIDA-funded support to social assistance reform in Moldova



Since February 2007, “**Support to the Delivery of Effective and Sustainable Social Assistance Services**” - a DFID/Sida-financed project - is supporting the Ministry of Social Protection, Family and Child (MSPFC) in Moldova<sup>4</sup> to improve the delivery of effective and sustainable social assistance services, in order to reduce poverty and protect vulnerable groups. The project has three main components: (i) reform of the cash benefits system, (ii) reform of social care services and (iii) support to donor coordination.

Under the first component the project is supporting the development of a means-tested benefits system, including legislative and administrative reform. Under the second component, the project has supported the elaboration of an integrated strategy for the provision of social services at a community level in order to reduce reliance on residential care and improve the efficiency of service provision. Under the third component, the project is supporting the development of new mechanisms for donor coordination and dialogue, which are intended to move donor interventions towards a sector wide approach (SWAp) for social protection during the lifetime of the project.

While fostering gender equality is not an explicitly stated objectives of the project both donors, Sida and DFID have throughout the project’s lifetime highlighted the importance of gender and the programme team was willing to take this on board through gender mainstreaming.

**We have asked Sabine Garbarino – Consultant on Social Development for Oxford Policy Management, to present some of the project’s experiences in dealing with gender issues in Moldova and what gender mainstreaming activities the project has undertaken.**

### ‘Is gender a problem in Moldova?’

When the conversation comes to gender in Moldova many stakeholders are quick to respond that ‘gender is not a problem in

<sup>4</sup> The project is implemented by Oxford Policy Management, UK, and EveryChild, Moldova.

Moldova’. While some respondents hope that this answer will prevent any further discussion on the topic, this also shows that there is still a common perception among policy makers in Moldova (as in many other countries in the region) that there are no barriers to women in society, in economic activity or in public life and that therefore gender is not an issue that needs further thought or analysis. Much of this may be due to the fact that during the Soviet Union era significant progress was made towards gender equality in terms of women and men enjoying equal access to schooling, health care, social security benefits, such as pensions, and, to some extent, even political presentation. Quota systems helped balance male and female employment in government bodies, and nurseries and day-care were provided as part of the work environment.<sup>5</sup> However, despite this significant progress in terms of equal opportunities and access to services, the issue of gender is much broader than this and Moldova still faces significant challenges which need addressing from a gender perspective.

The reform process and fundamental changes in Moldova since the early 1990s, similar to those in much of Eastern Europe and the former Soviet Union, have had a major impact on peoples’ lives which are experienced very differently by women and men. While on the one hand women’s labour force participation has been falling and a gender-based wage gap has opened up in most countries, on the other side many women started to feel the ‘double-burden; whereby they are expected to earn household income in addition to caring for children and other family members. The ongoing process of deinstitutionalisation in Moldova may see both the number of carers—most of them women—and the burden on them increasing considerably if no alternative social services are in place for those to support those who are in need and their families.

### Gender mainstreaming in social assistance reform

DFID, Sida and the project has acknowledged the importance of gender mainstreaming to ensure that the support to the Government’s current reform of the social assistance sector works for both women and men. Several activities have been undertaken by the project—many

<sup>5</sup> DFID (2008), Thinking women in transition countries: A how to note for DFID’s work in Eastern Europe and Central Asia. DFID London.

in close collaboration with UNIFEM—to support gender mainstreaming in all areas of the policy process.

Before the actual support to drafting new legislation on social benefits and social services much work went into data analysis, partly using the existing data but also collecting new information to complement available information. Project staff has undertaken a detailed analysis—disaggregated by sex—of the Household Budget Survey in order to calculate the poverty gap and ensure that the new social support benefit is targeted towards the poor and vulnerable.

The objective of the study was to gain the beneficiaries assessments’, an insight into the everyday experiences of poor men and women in order to understand the problems they face, the strategies they use to deal with these problems, and their experiences with social assistance and services. The assessment, which included both beneficiaries and non-beneficiaries of social services and social transfers, was carried out in urban and rural communities in four regions across Moldova (Cahul, Orhei, Soroca and Chisinau), with focus group discussions conducted with representatives of four different types of vulnerable groups, the elderly, families with children at risk, disabled (or carers of disabled); and young people. Each group was made up of men and women<sup>6</sup> in order to ensure that experiences of both men and women were taken into account when designing social assistance policies.

Overall, the project’s experience has shown that closely working with UNIFEM as a specialized agency and the Ministry’s equal opportunities department, who both not only offered continuous advice but also gender training for team members, promises to be a sustainable way of mainstreaming gender beyond the project’s support in February 2010.

Moreover, DFID’s increasing internal organisational focus on gender has encouraged and provided the space for the project to take gender mainstreaming on board more systematically.

**For more details, see [http://www.opml.co.uk/policy\\_areas/regional\\_development\\_and\\_local\\_government/moldova\\_rd.html](http://www.opml.co.uk/policy_areas/regional_development_and_local_government/moldova_rd.html)**

<sup>6</sup> Focus groups were typically made up of more women than men given the majority of social assistants and carers in Moldova are women.

## Future Social Protection Priorities and Recommendations:

**In the context of the recently elaborated Strategy on ensuring gender equality, a joint effort of the Ministry for Social Protection, Family and Child and UNIFEM, I had the honour of interviewing Mrs. Galina Balmos, one of the key political decision makers who plays the pivotal role in promoting the social and advancement of women in Moldova.**



**Mrs. Balmos, kindly share with our readers the priorities identified along the social protection assessment needed in the process of building a strategy on ensuring gender equality.**

*Galina Balmos, Minister for Social Protection, Family and Child*

The national strategy for the years 2009-2015 represents a tactical document that sets out the objectives and priorities due to ensure gender equality in Moldova. It will support a more concise promotion of equal chances for both sexes and this aspect is fundamental to a country's respect for the rights and freedoms of all its citizens.

The strategy reflects the gender dimension in 8 thematic areas: Awareness Raising & Mass media, Decision & policy making, Violence & Human Trafficking, Labour Market, Health, Education, Budgeting and Social Protection. Within the public consultations - organized in partnership with UNIFEM - important NGO activists, academic and media representatives, have identified the key priorities for social protection policies. From the main priorities validated during the public discussions, I can

name the connection of the private life with the professional life and the impact of social services development on women.

**In the context of promoting gender equality and CEDAW Convention, what are the concrete social support policies the state envisages in the near future for the improvement of the quality of life of Moldovan women?**

Our priorities in terms of gender equality are stated in all the international agreements Moldova ratified along the years, starting with the convention on the elimination of all forms of discrimination against women, defend and respect women's rights, prevent the violation of women's rights. The implementation of all these priorities would help create a balanced social protection system, one that is socially efficient and financially stable for the entire population.

**One of the conclusions of the CEDAW Committee from August 2006, recommends to the state parties to raise awareness on the issue of gender via media campaigns that addresses both women and men, suggesting also to encourage the media to present balanced information of both women and men. How ready do you think the media producers and consumers are to accept that the woman is much more than the usual portrayal of a domestic violence victim, a naked body or a trafficking migration victim?**

2008 was the forth-consecutive year since we joined efforts with other 154 countries in organizing the „16 days of activism against gender based violence campaign”.

„Human Rights for Women – Human Rights for All” was the motto of 2008's

campaign organized with the support of numerous international organizations and national human rights watchdog institutions, succeeded to mobilize a good share of the Moldovan society in preventing gender based violence actions. The public campaign focused last year as well on the importance of behavioural change, nonviolent relationship between women and men and raised awareness on the specific international and national legislation acts.

Another major initiative I would like to mention is this year's celebration of the „International Day of Family”, an event that although it was organized for the first time, it turned into a national festivity. I would say that all these public events, we try to organize along the years, are building up the necessary awareness process and more and more I do believe both media producers and consumers are ready to accept the woman's role as a member of the society with full rights, or as a political leader or as a successful entrepreneur.

**As a minister responsible to protect the entity of the family, what are your suggestions for the opinion makers in regard to present a more balanced portrayal of the woman in the public sphere?**

The impartiality and accuracy should be fundamental elements for mass media. The action of both women and men should be reflected in an unbiased way. They should both be equally treated, because they have the same objectives in life and their contribution to society is equally important. Treating them as competitors is not the type of portrayal I would see fit. I would like for the media to intensify the portrayal of the family and presented as it really is - a joint effort for sustaining the society.

## Gender Aspects of Social Protection and Pensions in an Ageing Europe

The pension systems may not always be adapted to the evolving needs of women, who form a majority of elderly people (close to 60% of those aged 65 and almost two-thirds of those aged 75). The general structure of Member States' earnings-related pension schemes mirrors the earnings and employment gaps between women and men on the labour market, reflecting lower opportunities for women to accrue full pension rights and resulting in unsatisfactory pension outcomes for women<sup>25</sup>. The gender difference in the relative income of people aged 65 and older (relative to the age group 0-64) varies from around 2 to 15 p.p. within the Member States, but the current gap in pension entitlements of men and women is on average even larger, leading to a greater at-risk-of-poverty rate for older women compared with men.

The goal of reviewing pension provisions with a view to ensuring the principle of equal treatment between women and men, taking into account obligations under EU law, has been part of the open method of coordination in the field of pensions since the endorsement of the process by the Laeken European Council in 2001. This goal has been maintained by the new common objectives adopted by the European Council in 2006, which emphasize the need for adequate and sustainable pensions by ensuring that pension systems are well-adapted to the needs and aspirations of women and men, and the requirements of modern societies, demographic ageing and structural change:

- ☐ Career breaks because of maternity and parental leaves or care for disabled and elderly persons;
- ☐ Part-time work notably because of care obligations;
- ☐ Gender differences in earnings and career patterns;
- ☐ Differences in the statutory retirement age;
- ☐ Dependency on the breadwinner's income in periods of no full-time employment because of family care obligations;
- ☐ Gender-separated life-tables for the projection of life-expectancy.





## Is the pension system gender colored?

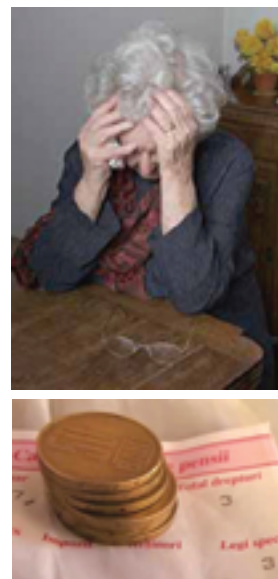
According to the 2007 "Analysis on Gender Aspects of the National Pension System", the new order of calculation of the insurance length of service envisages differentiated approach to the inclusion in the length of service of different breaks in the paid employment (for education, military service, childcare leaves, unemployment etc.). Also to be noted is "the mechanisms of these breaks' record in the length of insured service are formally gender neutral in majority of cases.

Yet, the same document mentions that "the thresholds of the retirement age are currently stipulated in the legislation as partly gender differentiated: the beginning of the work activity for men and women is officially



possible from 15 years and the retirement age is established at 62 years for men and 57 years for women". Correspondingly, the able-bodied period is different for men and women and differs by 5 years: the maximum possible length of service for men might be 47 years and for women – 42 years. At the same time according to the amendment from April 2, 2004 of the Pension Law no.156-XIV from October 14, 1998 the size of the length of service, required for pension granting is gender neutral and constitutes 30 years for both women and men. Thus, in theory the men could not be employed 17 years due to any reasons without any damage to the possibility of pension granting, while women – only 12 years".

Other breaks in the working cycle are for example, the leave for taking care of a child between 3-6 years, a period that according to the present laws is not included in the length of insured service.



The entire analysis is available on <http://www.pension.md/eng/publications/ga/1.html>

## The big question remains:

### should the retirement age for women rise to 62?

**According to the analysis of the national pension system conducted from a gender perspective by the Ministry for Social Protection, Family and Children, the current pension system of the Republic of Moldova is characterized by a range of gender problems and asymmetries, resulted from the partial differences between men and women's pension schemes and rules, as well as of different status of men and women in the labor and family spheres. In the given context, we have asked Ms. Laura Grecu, the Head of Social Insurance Policies Division of the Ministry of Social Protection, Family and Child, to share her suggestions on improving some of the most tackled issues in the second part of the newsletter.**

**Taking into account women and men's differences in income and retirement period, what would you see fit as adequate measures to reduce the discrepancies?**



*Laura Grecu,  
the Head of Social  
Insurance Policies  
Division of the Ministry  
of Social Protection,  
Family and Child*

According to the statistics, during 2008 women received an average pension of 812,33 lei, while the average pension for men was 1147,68 lei. The smaller pension for women is a direct result of their earning

income while working and the contribution period to the state pension system. The current law encourages a bigger contribution period then the actual 30 years, therefore all those who manage to do that, for every year they receive an additional 2% calculated from their monthly average income. As a comparison, I would bring the case of the average period men contribute to the pension system – about 38 years, whereas the average period women contribute to the system is of 33 years. These differences of contributions are basically the foundation of 16% higher pension for men in comparison with the additional 6% pension women get.

We cannot frame the differences in salaries as a gender issue. A smaller income for women it's a consequence of the type of jobs they have - a lot less paid then those held by men. We also have to take into account that women are more likely to interrupt their work then men do, to use their rights to a three-year birth leave and the additional three-year unpaid child care leave. Only the first period is considered *working time* and the consequently minimum wage for this period, is included as a contribution to the pension system.

**Taking into account the smaller wages and the early retirement period, what would be your proposals, to readjust the pension differences between women and men?**

The discrepancies in salaries between the two can be reduced substantially by increasing the salary level in areas where women are

predominantly working: health, education, social protection. Another possible solution for balancing the pension discrepancy would be for the state to compensate the difference between the minimum wage and the average one, for the post maternity three-year leave period. Maybe worthwhile thinking is to increase the retirement age for women by bringing it to the maximum 62 years – available now in men's case. Also a possible suggestion would be to amend the current Labor Code and reduce the period for the additional three-year unpaid leave.

**In the previous issue of the newsletter, we presented the case of single mothers, who - because they have to take care of their disabled children - are not able to earn a salary or receive a pension that would recognize the years they spend taking care of their children, as opposed to the specialized assistance staff. What would be, in your view as a Head of Social Policies Department within MPSFC, the solution to adjust the current situation of single mothers?**

I believe that, the state should contribute monthly to the social insurance fund from the average salary and this way, this period when the mother is taking care of her disabled child, can be included as working time and thus she would be entitled to a retirement pension.



## Who answers to Women?



UNIFEM's biennial flagship Report *Progress of the World's Women 2008/2009: Who Answers to Women? Gender & Accountability* shows that realizing women's rights and achieving the Millennium Development Goals depends on strengthening accountability for commitments to women and gender equality. *Progress 2008/2009* demonstrates that for women's rights to translate into substantive improvements in their lives, and for gender equality to be realized in practice, women must be able to fully participate in public decision-making at all levels and hold those responsible to account when their rights are infringed or their needs ignored.

Published at the half-way point to the 2015 deadline for achieving the MDGs, Progress presents clear evidence that women's empowerment and gender equality are drivers for reducing poverty, building food security, reducing maternal mortality, safeguarding the environment, and enhancing the effectiveness of aid.

## Progress 2008/2009: Key findings and recommendations

### There are more women in government than ever before.

Even though in the last decade the number of women parliamentarians at the national level has increased by 8% to a global average of 18.4%, developing countries will still not reach the "parity zone" of 40-60% until 2045. Quotas or other special measures are effective in ensuring progress: women hold an average of 19.3% of parliamentary seats in countries that applied some form of electoral quota, compared to 14.7% in countries with no quotas.

### Service delivery that responds to women's needs is the litmus test of government accountability.

In sub-Saharan Africa women spend 40 billion hours each year collecting water – the equivalent of a year's worth of labour by the entire workforce of France. Globally, maternal mortality is going down at a rate of just 0.4% a year – compared to the 5.5% needed to meet MDG 5. Health services are often too distant and too costly to access, agricultural services are geared towards male farmers, and government services are sometimes based on the assumption that the applicant is an employed, literate or propertied man.



**Women are especially vulnerable to shifting patterns in global markets in the absence of protective measures.**

The recent food crisis, for example, has had a severe effect on women, who not

only assume primary responsibility for feeding their families but also contribute as much as 60%-80% of agricultural labour in sub-Saharan Africa and 50% in Asia. Women's employment is also shaped by global trends. For instance, the average rate of emigration among women with tertiary education is higher than men's across all regions, except North America. This 'brain drain' is likely to have a negative impact on women's social and economic leadership in developing countries.

### Multilateral aid and security institutions can do much more to meet their own commitments and standards on gender equality.



To date, no agreed system-wide tracking mechanism exists within multilateral institutions, such as the United Nations and the International Financial Institutions, to assess the amount of aid allocated to gender equality or women's empowerment. Within the OECD there is a Gender Equality Marker (GEM) to track allocations, but less than half of the funds eligible for 'screening' use this marker. Since the introduction of the GEM, amounts marked for gender have almost tripled in absolute terms – from US\$ 2.5 billion in 2002 to US\$ 7.2 billion in 2006 – but remain small as a percentage of the total.

For more information and access to the full report, visit: [www.unifem.org/progress/2008](http://www.unifem.org/progress/2008)

# GENDER

*GENDER newsletter addresses national partners - government and parliament representatives, women organisations, academia, mass media, young people.*

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GENDER is the only newsletter that provides news on Gender Equality in Moldova: projects, meetings, action plans. The publication also gives a regional and global perspective on events and gender goings-on: strategies, projects, initiatives, publications, trainings.