

ACTION PLAN
on increasing the participation and role of women in the Police for 2019

No.	ACTIONS	INDICATORS	RESPONSIBLES	RESULTS
OBJECTIVE I				
STRENGTHENING THE CAPACITY OF THE POLICE EMPLOYEES IN THE FIELD OF GENDER EQUALITY				
1.1	Harmonization of the professional development curriculum (initial and continuing) by adding gender equality topics	Training programs adjusted Number of trained people	Human Resources Directorate	<p>According to the Order of MIA no. 274 as of 15.05.2019 on the organization of basic managerial training courses, and according to the Study Plan was initiated the topic "Issues on gender equality", which includes the following information:</p> <ul style="list-style-type: none"> - Capacity building for analysis of acts/decisions from a gender perspective; - Increasing the share and role of women in the police; - Good practices for mainstreaming gender - Equal opportunities. Applicable regulatory framework. <p>The courses were organized during the period (20.05.2019-14.06.2019, 03.06.2019-28.06.2019, 28.10.2019-22.11.2019) 109 people participated, of which 20 women and 97 men, from different subdivisions of MIA.</p>
1.2	Train the trainer in gender equality domain	10 trainers identified and trained	Human Resources Directorate	10 trainers within GPI have been identified and trained. Trainers are regularly involved in other gender equality training.
1.3	Train the human resources management personnel, as well	Number of conducted trainings Number of	Human Resources Directorate	In accordance with the Order of MIA no. 374 as of June 20, 2019, regarding the organization of

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	as members of the recruitment/selection/employment/ promotion committees with reference to gender equality topics	human resource management staff/members of the committees trained (women / men)		<p>refresher/specialization/retraining courses of employees of MIA subdivisions within the Academy "Stefan cel Mare" in the year of studies 2019-2020, in the period 25.11-27.11.2019 the course "Ensuring gender equality and preventing discrimination" was initiated, in which were addressed topics such as:</p> <ul style="list-style-type: none"> - Strengthening the capacities of police officers in the field of human rights protection; - Respect for the fundamental rights and freedoms of persons with disabilities; - Strengthening the capacities of MIA employees in the field of non-discrimination, non-admission of torture and standards set out in the Istanbul Protocol, including in the field of violence prevention; - National and international legal provisions on gender-based violence; - Prevention of discrimination and harassment at work, including on the basis of sex; - Gender dimension in national and international law; - Ensuring gender equality in the security and defence sector; - Respect for gender equality in the recruitment, selection, employment and promotion process; - Equality and non-discrimination in accordance with international standards;

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				<ul style="list-style-type: none"> - Gender mainstreaming. <p>The mentioned course was attended by 10 representatives of the human resources service of the police subdivisions, of which 8 women and 2 men).</p>
1.4	Developing the level of training and behavior of staff with leading positions on gender equality issues and strengthening their capacity to analyze the acts / decisions from gender perspective	Number of seminars deployed Number of trained management personnel (women / men) Gender issues introduced in the managerial curriculum	Human Resources Directorate	<p>According to the Order of MIA no. 274 as of 15.05.2019 on the organization of basic managerial training courses, and according to the Study Plan was initiated the topic "Issues on gender equality":</p> <ul style="list-style-type: none"> - Capacity building for analysis of acts/decisions from a gender perspective; - Increasing the share and role of women in the police; - Good practices for mainstreaming gender - Equal opportunities. Applicable regulatory framework. <p>The courses were organized during the period 20.05.2019-14.06.2019, 03.06.2019-28.06.2019, 28.10.2019-22.11.2019 and were attended by 109 people, including 20 women and 97 men, from different subdivisions of MIA.</p> <p>During 2019 in the context of the project "Balanced participation in decision making" 37 mentoring visits were carried out in Police Inspectorates. The visits included</p>

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				<p>mentoring and coaching activities in promoting gender equality. Following the visits, the "Report on mentoring visits in ensuring gender equality in Police Inspectorates" was prepared, which is expected to be presented to the MIA and GPI management in January-February 2020.</p> <p>The project is initiated and conducted with the support of A. O. "Gender-Center" and supported by UN Women.</p>
1.5	Strengthening the capacity to analyze, develop and execute administrative acts from gender perspective for the employees of the legal / human resources departments	Number of organized trainings Number of acts/decisions analyzed from the perspective of ensuring gender equality	Human Resources Directorate Gender Coordinating Group within the Police	<p>There were 3 consultative meetings and 1 seminar on gender-sensitive budgeting.</p> <p>The theme of the trainings focused on mapping the objectives, priorities, including budgetary and institutional programs, analysis of budgetary programs from the perspective of gender equality. The group members have the components of the result chain, identified the relevant indicators and gender - sensitive indicators, etc.</p> <p>The training was organized within the framework of the project "Support to the leadership and participation of women in the decision-making process in the Republic of Moldova", implemented by the Center "Partnership for Development" within the framework of the Agreement on cooperation in the projects with UN Women (United Nations Entity for Gender Equality and the Empowerment of Women) project, funded by Sweden and UN Women.</p>

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1.6	<p>Strengthen cooperation with the Women's Police Association (WPA) and other gender equality organizations through:</p> <p>1.6.1. Establishing and maintaining links with WPA (organization of quarterly meetings with WPA leadership);</p> <p>1.6.2. Annual review of WPA's opinion on the implementation of the measures in the present plan;</p> <p>1.6.3. Supporting WPA's in order to carry out documentary visits and dialogue with civil society;</p> <p>1.6.4. Concluding agreements with NGOs in the field of promoting gender equality.</p>	<p>Number of events / consultative meetings organized</p> <p>Number of WPA opinions/reports/ opinions analyzed by GPI on the state of implementation of Plan measures published on the official website of the Police Number of collaborative agreements concluded and operational with NGOs/ relevant associations Number of activities carried out with civil society on gender equality</p>	<p>Human Resources Directorate International Relations and Foreign Aid Gender Coordinating Group within the Police</p>	<p>Within the project " Increasing women's participation " were organized 2 working sessions with the women's Law Center on combating/preventing gender-based violence. At the last meeting of 25 January 2019, a training course for trainers in the field of enforcement of legislation on preventing and combating gender-based violence and domestic violence was established for Police gender trainers as well as for other police employees from 24 to 25 April 2019.</p> <p>As a result, 22 women as participants and 2 men as participants were selected for the seminar on 24-25 April 2019.</p> <p>All expenses related to organization and activities were covered by the organizers (Women's Law Center, thanks to the support provided by the Embassy of Sweden in Moldova).</p> <p>On 30 December 2019, it was received the opinion of the Police Women's Association on the implementation in 2019 of the Action Plan of the General Police Inspectorate on increasing the share and role of women in the police for the period 2018-2020, which was subsequently placed on the website of MIA www.mai.gov.md. https://www.mai.gov.md/sites/default/files/transparenta/Consiliul%20de%20coordonare%20al%20reforme%20Poli%C8</p>

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1.7	Taking best national and international practices in promoting gender equality in General Police Inspectorate (GPI) structures	Number of national and international workshops Number of participants (women / men) Number of promoted initiatives	International Relations and Foreign Aid Human Resources Directorate Gender Coordinating Group within the Police	<p>The following events took place with the participation of the GPI:</p> <ul style="list-style-type: none"> - the first technical coordination meeting in the field of Anti-trafficking and Gender (STC) in 2019, organised by the OSCE, where the report "Increasing women's participation in the Police " was presented on 13 February 2019, - the 16th Meeting of the Eastern Partnership Working Group on governance and Public Administration reform (2 - 3 April 2019, Tbilisi) with the presentation of the Police Women's Association; - workshop "Public consultation of the draft National Report on the implementation of the provisions of the Beijing Declaration and Platform for Action +25", April 9, 2019; - round table "Reconciliation of family and professional life", 15 May 2019; - the workshop "Women in Police", on April 15-18, The International Academy of Law Enforcement Bodies in Budapest, Hungary, gathered policewomen from 12 countries. 5 policewomen participated on behalf of the Republic Of Moldova; - training workshop "Capacity building of state and non-state actors in the Republic Of Moldova in combating discrimination" in the period 22-23. 07. 2019, attended by 2 men and 3 women;

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				<ul style="list-style-type: none"> - training course" Preventing and combating gender-based violence", organized in the Kingdom of Sweden, attended by 1 employee (woman) of the Police, in the period 01.09.2019-20.09.2019; - International Congress of policewomen, organized on the occasion of the celebration of the 40 years of women's activity in police, from 6 to 8 November 2019, Toledo, Spain; - round table summarizing the Project "Capacity building of state and non-state actors in the Republic Of Moldova in combating discrimination", December 13, 2019, attended by 2 women and 2 men; - the workshop "Implementation of the National Programme for the implementation of the Resolution 1325 of the UN Security Council on women, peace and security: challenges, difficulties, trends, and future prospects", organized with the support of the Ministry of Defence and the Ngo Gender-Centru", in the framework of the cooperation Agreement with UN Women (United Nations Entity for Gender Equality and the Empowerment of Women) at the 23.12.2019; - North Regional Forum "Preventing and combating domestic violence in the context of respect for Human Rights" on December 10, in Balti municipality, attended by 3 women and 5 men from the Police; - 2 round tables entitled "Preventing and combating violence in the context of the implementation of the Agenda",

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				Women, Peace and Security”, organized with the support of the Ministry of Defense on 24.12.2019 in Cahul town and 27.12.2019 in Balti town, where 12 employees from the Human Resources Services, Public Security and Criminal Investigation Departments participated (women-5, men-7).
1.8	Informing the Police staff regarding international mechanisms to eliminate gender discrimination and promote gender equality in the security and defense sector (CEDAW recommendations, UN Security Council Resolution 1325 and others)	Number of information activities carried out Number of trained persons (women / men)	Human Resources Directorate Operational management directorate	<p>In the context of the professional training course of Junior Police Non – Commissioned Officers between August 12 and December 6, 2019, in which 56 Police Non-Commissioned Officers (17 women and 39 men) were trained, the subject of gender equality, Resolution 1325 and CEDAW was discussed. The trainees were trained from 8 to 9 October 2019.</p> <p>On December 23, 2019, the workshop "Implementation of the national programme for the implementation of UN Security Council Resolution 1325 on women, peace and security: challenges, difficulties, trends, perspectives" was organized. The goal is to review the results achieved by the institutions of the security and defence sector in the implementation of the National Programme for the Implementation of the Resolution 1325 of the UN Security Council on women, peace and security, the sharing of best practices and lessons learned among the representatives of the security and defence sector, the prioritisation of activities for the year 2020, the</p>

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				preparation and submission of proposals for the improvement of the National Programme for the implementation of Resolution 1325, in terms of the conceptual and legal framework.
OBJECTIVE II STRENGTHENING THE INSTITUTIONAL CAPACITY IN ENSURING GENDER EQUALITY				
2.1	Consolidating the capacities in gender issues of the Gender Coordination Group within the Police and gender units (ad hoc entities set up on gender issues)	Operating status and operating of the Gender Coordination Group within the Police developed Activity plan elaborated Number of training/study visits/ specific activities carried out under the coordination group/units in the gender equality field Number of participants (women/men)	Human Resources Directorate Gender Coordinating Group within the Police	There were 3 consultative meetings and 1 seminar on gender-sensitive budgeting. The theme of the trainings focused on mapping the objectives, priorities, including budgetary and institutional programs, analysis of budgetary programs from the perspective of gender equality. The group members have the components of the result chain, identified the relevant indicators and gender - sensitive indicators, etc. The training was organized within the framework of the project "Support to the leadership and participation of women in the decision-making process in the Republic of Moldova", implemented by the Center "Partnership for Development" within the framework of the Agreement on Cooperation in the Projects with UN Women (United Nations Entity for Gender Equality and the Empowerment of Women) , funded by Sweden and UN Women.
2.2	Appointing gender units in Police	Number of designed /	Human Resources	48 gender units in the territorial subdivisions of the police

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	subdivisions	operational / prepared gender units	Directorate Gender Coordinating Group within the Police	and some specialized subdivisions were designated by internal order, which will ensure the promotion of equality between women and men in the institution where they work.
2.3	Drawing up a Guide on the prevention and referral of sex discrimination cases, including sexual harassment at work	Developed and approved guide, placed on the Police website and disseminated among police employees Online system for reporting discrimination cases Number of decisions taken as a result of gender discrimination in the workplace / sexual harassment, victimisation	Gender Coordinating Group within the Police Human Resources Directorate Direction effective inspection	<p>The training course of trainers in the field "Application of legislation on prevention and combating gender-based violence and domestic violence" was organized between 24-25.04.2019, organized by the Women's Law Center with the support of the Swedish Embassy in Moldova;</p> <p>The training session on the Prevention of sexual harassment was organized in order to establish the mechanism on the complaint of sexual harassment, on 24 May 2019, organized with the support of UN Women Moldova, as well as the international expert, Claire Schmitt. The aim of the training seminar was to strengthen the mechanism of understanding, recognition, prevention and stopping sexual harassment, both within the police and in society.</p> <p>The Police Women's Association, in partnership with the Women's Law Center, with the support of Sweden Sverige and OAK Foundation, has developed the Guide for legal guidance in case of sexual harassment "You have the right to live with dignity", being printed in total 2000</p>

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				<p>copies (500 Russian / 1500 Romanian). The first guides were distributed between April 24-25, 2019 at a seminar dedicated to gender-based violence, organized by the Women's Law Center in partnership with the Police Women's Association.</p> <p>Proposal for a draft Regulation (form) with regard to the prevention, identification, recording, reporting and investigating cases of harassment, sexual harassment and other discrimination cases in the Police and security, prepared by the Center "Partnership for Development", and discussed within a workshop on September 25, 2019. Subsequently, the Gender Coordinating Group within the Police presented proposals to improve the draft regulation.</p>
2.4	Informing the police staff on gender issues at the workplace and methods of settlement	Number of information activities carried out Number of participants in the information activities	Human Resources Directorate Legal Department Direction effective inspection Gender Coordinating Group within the Police	<p>During the current year in the police subdivisions, during the training hours there were activities to inform employees in the respective field. In the general training thematic plan, approved by order no.1 of 04.01.2019 was included for study „UN Resolution 1325, on women, peace and security. Law no. 121 of 25.05.2012 on ensuring equality (general regulatory framework)”. </p> <p>During 2019, the visits that included mentoring and coaching in promoting gender equality in territorial subdivisions, with</p>

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				the support of Gender-Center, with the participation of the Head of the subdivision, Deputy Head, Heads of Sections Public Security, Operational management, Criminal Investigation, human resources, criminal investigations continued.
OBJECTIVE III ADJUSTMENT AND DEVELOPMENT OF THE REGULATORY FRAMEWORK FROM GENDER PERSPECTIVE				
3.2	Adjusting the Guideline of Conduct of Police Workers on gender equality	Guide adjusted, disseminated and used	Human Resources Directorate Gender Coordinating Group within the Police	Experts from the project of technical support for police reform drafted a draft of amendments to the Code of Ethics and Deontology of the Public Official with special status of the Ministry of Internal Affairs . The project comes with several new chapters referring to: harassment, sexual harassment and intimidation; alcohol, illegal drugs, sexual services; involvement in criminal actions, etc. Projects also have proposals including instructions on how to deal with and investigate bullying, harassment and sexual harassment.
OBJECTIVE IV PROMOTING OF THE CAREER AS POLICE OFFICER FOR WOMEN AND MEN				

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4.1	Raising awareness of the police job for women and men	<p>Number of cooperation with the media, civil society in promoting the police job for women and male</p> <p>Number of cooperation with educational institutions</p> <p>Number of articles/materials posted on the official Police website regarding the role of women in the Police, with the description of the specific activity, professional challenges</p> <p>Number of public campaigns to promote the job and to reduce stereotypes related to the role of women in the police carried out</p> <p>Number of women who applied for police career and registered for studies at the</p>	Public Relations Department Human Resources Directorate Specialised and territorial subdivisions	<p>The following were organized and carried out:</p> <ul style="list-style-type: none"> - job fairs, organized by the National Agency for Employment, and the State University of Moldova, where police employees (women) and employees (men) informed about the procedure and conditions of employment; - inspiring profession, event organized for students (men) and students (women) of Law Faculties of the Republic Of Moldova, in partnership with ELSA Moldova; - coffee with a policeman, 4 editions attended by about 80 students (men) and students (women); – Leadership School for girls organized by the Center for Entrepreneurship Education and Business Assistance-CEDA, where the police employee (woman) informed the young women about the opportunity to engage in Police, on July 3, 2019. - in order to promote women in the choice of professional career in the field of security and defense, as well as to raise public awareness of women's participation in this field, the Working Group on the implementation of Resolution 1325 conducted the video spot in March 2019 entitled "Women, Peace and Security". The video spot was made with the technical support of the Customs Service; - On October 29, the Press Club was attended with the theme: "Women in the Army and Police: how does society

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		<p>"Stefan cel Mare" Academy of the Ministry of Internal Affairs (MIA)</p>		<p>perceive them?". During the event, it was launched an analysis report conducted by the Partnership for Development Center in collaboration with the East European Foundation and a Women in Moldova, with the support provided by the Swiss Agency for development and Cooperation (SDC), through the Swiss Cooperation Office in the Republic Of Moldova and Sweden;</p> <p>- On December 18, was launched the report dedicated to women in police, in partnership with Promo-Lex Association, as well as 1 policewoman participated in The Good Morning TV Show.</p> <p>For the academic year 2019-2020 at Academy "Stefan cel Mare", 102 women and 83 men were selected, the data is to be updated after the completion and conduct of the admission.</p> <p>On the web page www.politia.md 6 press releases were published, covering gender equality, the role of women in the police, combating sexual harassment, and the work of the gender steering group.</p> <p>http://www.politia.md/ro/content/hartuirea-sexuala-</p>

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				constientizare-prevenire-si-combatere-subiectul-unui-atelier-de-instruire http://www.politia.md/ro/content/egalitatea-de-gen-o-noua-dimenisiune-institutionala-studiata-de-politistii-aflati-la http://www.politia.md/ro/content/igp-gazda-evenimentului-profesia-care-inspira-initiat-de-elsa-moldova-si-asociatiei-femeilor http://www.politia.md/ro/content/consolidam-capacitatea-institutionala-promovarea-egalitatii-de-gen-deviza-grupului http://www.politia.md/ro/content/colaborarea-intre-politie-si-societatea-civila-sustinere-imediata-pentru-femeile-care-sufera http://www.politia.md/ro/content/instruiti-de-experti-cehi-politistii-si-au-consolidat-cunostintele-domeniul-combaterii
4.2	Promotion of recruitment in the educational institutions for the admission at the "Stefan cel Mare" Academy of MIA	Presentation material for the conditions and admission procedure at the "Stefan cel Mare" Academy of MIA also for the external source elaborated and diffused in standard and digital	Human Resources Directorate Public Relations Department Directorate-General for Public Security	On 23.05.2019 it was approved the order of MIA no.305 „ On the recruitment and selection of candidates for the admission contest in the educational institutions of the Ministry of Internal Affairs in 2019”. In order to execute the administrative act, the Plan of recruitment and selection of candidates for admission to the Academy "Stefan cel Mare" of the Ministry of Internal Affairs was approved. According to the Plan, the task of the the subdivisions

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		<p>form</p> <p>Leaflets for presenting the conditions and procedure for admission to the "Stefan cel Mare" Academy of MIA and for framing from source elaborated and disseminated to police inspectorates and educational institutions from the territory</p> <p>Number of activities carried out at educational institutions for presenting the conditions and the admission procedure for admission at the "Stefan cel Mare" Academy of MIA and for the external source</p>		<p>subordinated to the General Police Inspectorate , in the period from May to July:</p> <ul style="list-style-type: none"> - undertaking the necessary measures to inform the population about the conditions of recruitment, selection and registration of candidates for studies in the Academy "Stefan cel Mare" of the Ministry of Internal Affairs using the profile activities and mass-media; - preparation of recruitment files of candidates for studies, in accordance with the provisions of the instruction on the preparation, completion and record of recruitment files of candidates for studies in the Academy "Stefan cel Mare" of the Ministry of Internal Affairs, approved by the order of the Minister of Internal Affairs no.187 of 12.06.2013; - centralized submission of recruitment files of candidates in the address of the Academy "Stefan cel Mare" of the Ministry of Internal Affairs in May-July, the deadline for presentation being 27.07.2019; - recruitment of employees of the Ministry of Internal Affairs from the internal source for admission to the part-time Bachelor's studies in "Law", organized by the Faculty of Law.

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OBJECTIVE V EMPLOYMENT AND PROMOTING WOMEN IN POLICE BY ENSURING EQUAL CHANCES FOR WOMEN AND MEN				
5.1	Raising awareness and informing Police personnel on the right of women and men to equal treatment during their careers and solutions to reconciling family life with work activity	Number of specific activities conducted Number of informed persons (women/men)	Gender Coordinating Group within the Police Human Resources Directorate	
5.2	Identifying the professional / human needs of the police staff specific to the gender dimension, requiring distinct financial/material resources, and introducing them into the police budget	Professional / human needs of police staff specific to gender, requiring distinct financial/material resources identified Financial /materials resources related to the professional/human needs of the police staff specific to the gender dimension	Procurement and logistics service Finance Directorate Human Resources Directorate Gender Coordinating Group within the Police Specialised and territorial subdivisions	

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		introduced in the approved and published police procurement budget and plan		
5.3	Providing training on professional developments for police officers, women and men, after returning from childcare leave, and about the support they can get from WPA and other relevant issues	Number of women and men returning after their leave Number of trained women and men	Human Resources Directorate Gender Coordinating Group within the Police	
5.4	Identifying solutions to introduce into the Police the flexible work program for women / men parents	Flexible work program implemented Number of staff benefiting from flexible working hours (women / men)	Human Resources Directorate Legal Department Direction effective inspection Finance Directorate	During 2019, 85 people benefited from flexible work program, of which 75 women and 10 men.
5.5	Adjusting from gender perspective the police infrastructure	Needs assessment study carried out Children's space arranged	Procurement and logistics service Finance Directorate	

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		Number of equipment adjusted Number of sanitary groups adapted for women and men		
5.6	Development of internal mentoring and leadership programs for women in police	Mentoring programs developed Number of women and men participating in the program (mentee and mentors)	Human Resources Directorate	<p>In the context of the implementation of the Technical Assistance Program, "Budget support for police reform of the Republic of Moldova, as well as in order to strengthen employees ' knowledge in order to promote gender equality and take over good practices in the field of women's empowerment, 3 workshops were conducted (June 27-28, September 23-27, November 11-15, 2019) on presenting and taking over good practices of women's empowerment. In these workshops, the draft Gender Equality Plan, the Job Description for Gender Units, the Women's Empowerment Guide were developed. The event was attended by 8 women and 1 Man.</p> <p>The police employees (women) were encouraged to apply and participate in the first edition of the Women' s Program Ideas, unique in the country, for active women from Chisinau municipality, who want to contribute to solving problems in their communities. Within it, participants (women) had the opportunity to learn how to creatively approach an initiative,</p>

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				generate ideas and translate them into reality. In both editions of the Program were selected 4 policewomen.
5.7	Gender review and adaptation of mandatory physical evidence requirements to the recruitment and evaluation of Policy Staff	Assessment report drawn up Proposals to change recruitment/selection/evaluation conditions	Human Resources Directorate Gender Coordinating Group within the Police	According to order of MIA no. 160 of March 20 on the approval of the Regulation of the Sports Spartachiada of the Ministry of Internal Affairs, edition 2019, under the technical conditions for volleyball is established as a requirement of the 15 players team, in the field a player must be of the female sex.