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GENDER MAPPING OF ONGOING REFORMS IN THE REPUBLIC OF MOLDOVA

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Abstract. On September 2015, the Republic of Moldova, along with other 192 members of the UN, committed to the implementation of the 2030 Agenda for Sustainable Development, by adopting the Declaration of the Summit on Sustainable Development. The national policy agenda is only partially aligned to the Sustainable Development Goals (SDGs), and one third of SDGs targets are not included in any of the national policy papers. Based on SDGs, the Government developed, approved and submitted to Parliament the National Development Strategy “European Moldova 2030”. At the same time, a number of sectorial strategies and programs were approved for the period until 2021 or 2022, which also provides for the adoption of urgent measures to revise them for the next period.

Successful implementation of SDGs depends on how flexible the strategic planning framework is, that is now quite problematic in Moldova. Republic of Moldova has too many policy papers, which often overlap and contradict each other, are not properly monitored and assessed, and the responsibilities among implementing partners are not clearly shared and integrated into the budgetary planning processes. One of the possibilities to mainstream gender aspects in national reforms is modification of current national legislation, which would oblige public authorities (central and local) to develop and promote their strategic documents with taking into account women’s rights. The research examines the sector of public policy reform in the Republic of Moldova by mapping existing public policy documents – strategies and programs – through the lens of gender.

Key words: public policy, gender mapping, budgetary-fiscal policy, reforms, Sustainable Development Goals

JEL: A13, E62, H52, H53, H61, H75, I18, I28, I38, J16, J88, O11

Introduction

While gender equality is an overarching policy goal in many countries, gender mainstreaming is more narrowly defined as a context-specific and strategic approach that comprises technical and institutional processes, adopted to achieve that goal [1, p.5].

Significant efforts were made to mainstream gender perspective into different policy areas and laws in the European Union, and the European Commission has expressed its intentions to enhance gender mainstreaming by systematically including a gender perspective in all stages of policy design in all EU policy areas, internal and external [2].

Pursuant to Law no. 5/2006 on ensuring equal opportunities for women and men [3], the principle of gender equality is to be integrated into policies and programs from all spheres and at all levels of adoption and implementation of decisions in the Republic of Moldova. This law has promoted awareness of the importance of integrating gender by empowering the Government to (a) ensure integration of the principle of equality between women and men into policies, strategies, programs, normative acts and financial investments, (b) approve national plans and programs regarding equality between women and men and monitoring their implementation, (3) submit periodically to the Parliament reports on the situation and activity in the field.

In the Republic of Moldova there are too many policy papers, which are part of the government's reform agenda, which is prioritized based on the key development goals in the framework of various commitments on the international level and is coordinated on a regular basis with the development partners providing budget support for effective leverage over key policies. At the same time, there is no reform support programme that can support public authorities in the Republic of Moldova in mainstreaming gender in public administration, state budgeting and financial management.

The purpose of this paper is to analyze the reform agenda at the national level through the lens of gender, using the gender mapping instrument of public policy documents. Chapter 2 provides an overview of the commitments of the Republic of Moldova to conduct reforms, including a context documenting the national framework for reform, which aims to highlight existing gender dimensions in public policies in the Republic of Moldova. Chapter 3 discusses the integration of gender dimension on public policies in the Republic of Moldova. The concluding remarks summarize a set of good practices related to the implementation of reform from a gender perspective.

Commitments of the Government of the Republic of Moldova to conduct reforms

On June 27, 2014, the Republic of Moldova signed the [Association Agreement](#) [4] with the European Union and the European Atomic Energy Community, which entered into force on 1 July 2016. The Association Agreement [replaces the previous Partnership and Cooperation Agreement](#), which had been in force since July 1998.

The Association Agreement establishes a new [legal framework](#) [5] for the advancement of relations between Moldova and the EU towards a higher quality level – political association and economic integration with the EU.

Initially, there was developed and launched a visa liberalization Action Plan in the framework of the European Neighbourhood Policy. Then, there was adopted the Association Agenda³⁹, which replaced the EU-Moldova European Neighbourhood Policy Action Plan. As it is [mentioned](#) in the Association Agenda, both parties must be involved in its implementing, in full respect of the principles of ownership, transparency, accountability and inclusiveness. The priorities of the Association Agenda reflect the responsibility of the EU and the Republic of

³⁹ On 27 June 2014, the European Union, its member states and the Republic of Moldova signed an ambitious and innovative Association Agreement (AA), including a Deep and Comprehensive Free Trade Area (DCFTA). <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A22017D1489>

Moldova to fully implement the provisions of their Association Agreement now that it has fully entered into force.

Among the priorities in the Association Agenda, the following [reform actions](#) should be addressed as a matter of priority for the purposes of:

Strengthening institutions and good governance:

1. Independence of the judiciary
2. Prevention and fight against corruption, fraud and conflict of interest
3. Asset recovery and investigation on the banking fraud
4. Public administration reform, including public financial management
5. Fundamental freedoms
6. Transnistrian conflict settlement

Economic development and market opportunities:

7. Improved business environment and investment climate
8. Agriculture and rural development
9. Trade related reforms: Technical regulations, standardization and related infrastructure, and customs and trade facilitation

Connectivity, energy efficiency, environment and climate action:

10. Energy security and energy efficiency
11. Transport
12. Environment and climate action

Mobility and people to people contacts:

13. Education, training, and youth

A closer integration with the European Union has anchored successive governments' policy reform agendas, but many [reforms that look good on paper](#) have yet to be implemented. The pandemic, and most recently, energy and refugee crisis, are Moldova's current challenges.

To achieve the twin goals of ending extreme poverty and boosting shared prosperity, the World Bank Group is helping Moldova improve economic governance, fight corruption, modernize services, enhance the business environment, and invest in employable skills.

Improving the governance and quality of public services, enhancing the business environment for private sector development and firm productivity, support the transformation of the energy and agriculture sectors, build the country's crisis preparedness and early response system, and support human capital development and inclusive education are the country's key goals [6].

[The Country Partnership Framework \(CPF\)](#) for the years 2018-2021 [7] supports Moldova's transition to a new, more sustainable, and inclusive development and growth model through a mix of analytics, advice, financing, and partnerships. The CPF is grounded in the National Development Strategy, takes into account outcomes of the FY14–17 Country Partnership Strategy, and incorporates the three topmost priorities of the Systematic Country Diagnostic, namely:

- strengthening the rule of law and accountability in economic institutions.
- improving inclusive access to and the efficiency and quality of public services.
- enhancing the quality and relevance of education and training for job-relevant skills.

These three priorities define and inform the CPF’s three focus areas of (i) economic governance, (ii) service governance, and (iii) skills development. A mid-term strategy assessment - the Performance and Learning Review - validates these focus areas, with adjustments for the country’s evolving context and priorities, including, but not limited to, building momentum for sound economic governance, maintaining and enhancing progress under service governance, shifting focus toward higher education under the ever-important skills agenda, and mainstreaming climate change across the Bank-supported program.

The World Bank and the International Finance Corporation work together to help Moldova achieve its [development goals](#) through improving governance, institutions, and the quality of public services; enhancing the business environment, private sector development, and firm productivity and quality; and deepening investments in human capital, job creation, and infrastructure, including in the energy, information and communications technology (ICT), and transport sectors.

The Bank repurposed part of the resources in the existing portfolio and advisory service and analytics to respond to COVID-19 by: (i) enabling digital access and remote learning and teaching; (ii) supporting economic recovery and longer-term revenue mobilization through sustaining employment and ensuring business survival; and (iii) fast-tracking the digitization and reengineering of public services.

The World Bank’s next five-year CPF (FY2023-27) will be aligned to the National Development Plan undertaken by the Moldovan Government and will address the structural constraints identified by the Systematic Country Diagnostic update [8].

On September 2015, the Republic of Moldova, along with other 192 members of the UN, committed to the implementation of the 2030 Agenda for Sustainable Development, by adopting the Declaration of the Summit on Sustainable Development.

The national policy agenda is only partially aligned to the Sustainable Development Goals (SDGs), and one third of SDGs targets are not included in any of the national policy papers. At the same time, a large part of targets are irrelevant to the Republic of Moldova and, hence, are not aligned to the domestic policy document (for example, SDG 14, 17, some of SDGs 3 and 5 targets). In order to monitor SDGs of the 2030 Agenda, a set of 241 indicators was approved at the global level, on which basis each country will be assessed at the regional and global level [9, p.3].

[The main differences](#) between national policy agenda and SDG targets are caused mainly by the national specifics, lack of vision in some important areas reflected by SDGs, different optics of public policies and the different degree of disaggregation of the beneficiaries targeted by public policies.

Gender mainstreaming in policies in the Republic of Moldova

Like in many other countries, the core challenges affecting the Republic of Moldova today have a gender dimension. Nevertheless, the inclusion of a gender perspective in all national policies and processes in the Republic of Moldova is still problematic.

For comparison, a gender perspective will be integrated in all major initiatives of the European Commission during the current mandate, facilitated by the appointment of the first Commissioner for Equality, as a stand-alone portfolio, and by creating a Task Force for Equality

composed of representatives of all Commission services and of the European External Action Service [10]. The Task Force is mandated to ensure the implementation of equality mainstreaming, including gender equality, at operational and technical level.

In line with the Sustainable Development Goals, the Government of the Republic of Moldova developed, approved and submitted to the Parliament the National Development Strategy “Moldova 2030” (Government Decision no.1083/2018). However, due to political circumstances, the Government withdrew it from the Parliament (Government Decision no. 401/2019). This influenced the development and approval process of most of the subsequent national strategies and programs.

The erupted political crisis, which persisted until the dissolution of the Parliament on 28 April 2021, paralyzed the activities of state bodies responsible for the development, approval and implementation of reforms in various sectors. This phenomenon was aggravated by the COVID-19 coronavirus pandemic, which led to the introduction of quarantine measures in the form of various restrictions, including the presence of a limited number of employees in the workplace and the holding of certain types of events with the presence of a large number of participants.

Currently, out of forty-five analyzed policy documents there are at least thirty-one national strategies and programs in place for the next period for the following sectors (most of them are gender-sensitive): education, health care, social protection, social inclusion, justice, human rights, economy and business, agriculture and rural development, infrastructure, environment (Annex 1).

In order to carry out the gender analysis of the current sectoral strategies in the Republic of Moldova, based on the gender classification of public policies, they will be classified into the following categories:

- Gender-aware: recognize that women, like men, are actors of development.
- Does not distinguish between gender (gender-blind policies): does not differentiate between women and men [15, p.64].

The programs and strategies of the Republic of Moldova were analyzed and systematized through the prism of the following factors:

- Sector.
- Aim of reform.
- Implementation period.
- Whether reform is gender-sensitive or gender-blind, in terms of how gender is integrated if reform is gender-sensitive (in strategic document/legislation/procedures).
- Possibility of gender mainstreaming in ongoing reform (if it is gender blind).

The results of the research showed that based on the above factors, 29 reforms are gender-sensitive, which govern the reform sector of social protection, environment and sustainable development, health reform and human rights, public administration, health and social inclusion, health / infrastructure / environment, justice and police, civil society, and human rights. Sixteen reform policy documents are gender-blind in the following sectors: public administration, transport and infrastructure, economy and business development, innovations / science, digitization, health reform / human rights, agriculture.

In this regard, many national strategies and programs that were envisaged for the period until 2021 have not been revised and reapproved for the next periods. This also applies to the

National Development Strategy, which underlies the sectorial strategies. In fact, the main document that sets out policy objectives and key actions for the period until 2021 in the field of gender equality in the Republic of Moldova – the [Strategy for ensuring equality between women and men for 2017-2021 and the Action Plan for its implementation \(Government Decision no. 259/2017\)](#), has not been revised since it expired in 2021.

At the same time, a number of sectorial national strategies and programs were approved for the period until the current 2022, which also calls for the adoption of urgent measures to revise them for the next period.

Currently no gender mapping of how public policies and their implementation respond to the specific needs and circumstances of women and girls in different groups in the Republic of Moldova exists. Also, no information is available on how many of the reform policies are gender blind and gender sensitive, that is why a gender mapping of reforms was necessary to assess the level and the quality of gender mainstreaming into the national policy framework.

These conjectures are justified in light of the fact that when it comes to gender mainstreaming, it does not refer to mere inclusion of terms “gender” or “gender equality” in already existing public policies and programs [1, p.15]. It refers to the inclusion of experiences, knowledge and interests of both women and men within the policy creation, as part of specific legislative process. Specifically, it refers to a set of guidelines that sets a framework for analyzing the impact of policies on men and women’s lives and integrating the gender perspective into the lawmaking process [11]. Therefore, a set of conceptual principles for mainstreaming gender perspective in the policy framework of a country are needed to be put in place in the case of the Republic of Moldova.

In addition, Government Decision *on planning, development, approval, implementation, monitoring and evaluation of public policy documents*, no. 386/2020 and the Methodological Guide on Integration of the Provisions of the National Development Strategy into planning documents and public policy documents at the national level [12], that ministries must consult for support during the planning process, do not contain prerequisites for gender mainstreaming.

Following a European Commission recommendation, Moldova was awarded a status of EU candidate. In addition to the Government of Moldova political determination to implement the European ambitions, by way of accelerating reform in order to effectively fulfill the criteria for EU membership, the reform agenda will have to also mainstream the diversity issues into the design of reforms undertaken that are to be approved for the next period.

Conclusions

[The successful implementation of SDGs](#) depends on how dynamic is the strategic planning framework, which is now problematic in Moldova. The Republic of Moldova has too many policy papers, which often overlap and contradict each other, are not properly monitored and assessed, and the responsibilities among implementing partners are not clearly shared and integrated into the budgetary planning processes.

To ensure correlation and synergy between policy documents on one hand, and a systemic approach between various policy areas, to align them with the budgetary framework, it is

recommended to rationalize the number of sectoral policy documents, and develop strategies as a rule only for the areas indicated in Law no. 136/2017 on the Government [13, p.70].

[Republic of Moldova needs a reformed strategic planning framework](#). First, it needs a long-term national vision on the document, which will include the priority targets of the global nationalized 2030 Agenda (i.e. National Strategy for Sustainable Development). Second, the sectorial planning papers of the line ministries should be simplified and formulated under strict principles and requirements, focusing on securing the implementation of national agenda for sustainable development. They should be evidence-based and contain clear objectives, measurable and concrete progress and impact indicators, as well as reporting requirements. Third, the medium-term expenditure framework should be fully linked to the national strategy for sustainable development and sectorial planning papers to ensure that target achievement comports with the financial sustainability.

The Government has already enforced its capacities by re-examining and approving the National Development Strategy (NDS) “European Moldova 2030” (Government Decision No. 653/2022) as a basic political document, which would be used for the development and approval of sectorial national strategies and programs. The law for the approval of the National Development Strategy was approved in the first reading by the Parliament on October 13, 2022.

Thus, in line with NDS “European Moldova 2030”, many national sectorial strategies and programs that were in force for the period until 2021 have to be revised and reapproved for the next period. As well, a number of national sectorial strategies and programs, which are approved for the period until the current 2022, need the adoption of urgent measures to revise them for the next period.

The public authorities have to develop and approve the development of fundamental national strategies and programs for next periods for the following global spheres (most of them are gender-sensitive):

- education sector
- health care sector
- pharmaceutical safety sector
- innovation sector
- vocational education sector
- culture sector
- tourism sector
- public order sector
- agriculture and rural development sector
- police sector
- justice sector
- migration and asylum sector
- SME sector
- digitalization sector
- public administration sector
- internal trade sector
- youth sector
- entrepreneurial activity sector
- statistics sector
- civil society sector
- regional development and decentralization sector
- energy sector
- environment sector

One of the ways to mainstream gender aspects in national reforms is to amend national legislation, which would oblige public authorities (central and local) to develop and promote their strategic documents taking into account women’s rights. There are a lot of fundamental laws and normative acts that could be amended by mainstreaming gender into its principles.

The Government Decision on planning, development, approval, implementation, monitoring and evaluation of public policy documents, no. 386/2020 in the part of component parts and principles of the elaboration of policy documents process should be accordingly amended.

The reforms in following domains that have to be more relevant to mainstream gender dimension:

- Public Finance Management (introduction of GRB) - as a cornerstone direction for gender mainstreaming for all public sector.
- Statistics - as a ground for development of database, which could be used for any gender analysis.
- SME development - as a fundamental gender-sensitive area (since small business is more likely to meet women's needs at labour market which creates basis for socio-economic development of whole country).

Launching an audit by the Court of Accounts on gender mainstreaming in the budget to promote equality can contribute to the process of improving gender mainstreaming in the country's budget process, policy design and resources allocation to gender equality objectives.

Currently, a set of Council of Europe's cooperation priorities for the Republic of Moldova for 2021-2024 has been presented [14]. Although the Action Plan declares that promoting gender equality remains a priority and gender mainstreaming will help to better address the needs of individuals in the Republic of Moldova in order to enhance the quality and effectiveness of the respective planning document, there are no mentioned spheres from above, but they could be considered crucial for long-term objective to reduce gender gaps.

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Annex 1

List of public policy documents in the Republic of Moldova

	Public policy document	Normative act	Classification
Sector: Health and Human Rights reform			
1.	National child protection Program for the years 2022-2026 and the Action Plan for its implementation (<i>new</i>)	Government Decision no. 347/2022	Gender-sensitive
2.	Support Program for the Roma population in the Republic of Moldova for the years 2022-2025 (<i>new</i>)	Government Decision no. 576/2022	Gender-sensitive
3.	National Program for the Social Integration of Persons with Disabilities for 2017-2022	Government Decision no. 723/2017	Gender-sensitive
Sector: Health Care and Social Inclusion			
4.	National Program for the prevention and control of HIV/AIDS infection and sexually transmitted infections for the years 2020-2025 (<i>new</i>)	Government Decision no. 134/2020	Gender-sensitive
5.	National Response Program to tuberculosis for the years 2020-2025 (<i>new</i>)	Government Decision no. 107/2020	Gender-sensitive
6.	National Cancer Control Program in the Republic of Moldova for 2016-2025	Government Decision no. 1291/2016	Gender-sensitive
7.	National Program in the field of sexual and reproductive health and rights for 2018-2022	Government Decision no. 681/2018	Gender-sensitive
8.	Strategy for the development of human resources in the health care system for 2016-2025	Government Decision no. 452/2016	Gender-sensitive
9.	National Program for the Deinstitutionalization of Persons with Intellectual and Psychosocial Disabilities from residential institutions managed by the National Agency for Social Assistance for 2018-2026 and the Action Plan for implementation	Government Decision no. 893/2018	Gender-sensitive
10.	National Mental Health Program for 2017-2021 and the Action Plan for its implementation (<i>expired</i>)	Government Decision no. 337/2017	Gender-sensitive
11.	National Program for the Prevention and Control of Diabetes Mellitus for 2017-2021 and the Action Plan for implementation (<i>expired</i>)	Government Decision no. 1030/2017	Gender-sensitive
12.	National Program for Tobacco Control for 2017-2021 and the Action Plan for its implementation (<i>expired</i>)	Government Decision no. 1015/2017	Gender-sensitive
13.	National program of transfusion safety and self-sufficiency of the country with blood products for 2017-2021 (<i>expired</i>)	Government Decision no. 657/2017	Gender-sensitive
14.	National Program to Combat Viral Hepatitis B, C and D for 2017-2021 (<i>expired</i>)	Government Decision no. 342/2017	Gender-blind
Sector: Health Care / Infrastructure / Environment			
15.	National Program for the Implementation of the Protocol on Water and Health in the Republic of Moldova for 2016-2025	Government Decision no. 1063/2016	Gender-sensitive
Sector: Agriculture			
16.	Land Improvement Program for the purpose of ensuring sustainable management of soil resources for the years 2020-2025 and the Action Plan for the years 2021-2023 for implementation	Government Decision no. 864/2020	Gender-blind
17.	Horticulture Development Program for years 2021-2025 and the Action Plan regarding its implementation	Government Decision no. 840/2021	Gender-blind
18.	National Program for the Development of Beekeeping in the Republic of Moldova for 2021-2025	Government Decision no. 768/2021	Gender-blind

	Republic of Moldova for 2021-2025 and the Action Plan 2021-2022 for its implementation		
19.	National Program for Integrated Plant Protection for 2018-2022 and the Action Plan for its implementation	Government Decision no. 123/2018	Gender-blind
20.	Strategy for the development of advisory services in rural areas in 2012-2022	Government Decision no. 486/2012	Gender-blind
Sector: Justice and Police			
21.	Strategy for ensuring the independence and integrity of justice sector for the years 2022-2025 and the Action Plan for implementation (<i>new</i>)	Law no. 211/2021	Gender-sensitive
22.	National Strategy for the Prevention and Combating of Money Laundering and the Financing of Terrorism for the years 2020-2025 and the Action Plan for the implementation of the National Strategy for the Prevention and Combating of Money Laundering and the Financing of Terrorism for the years 2020-2025	Parliament Decision no. 239/2020	Gender-blind
23.	National Strategy for the Prevention and Suppression of Trafficking in Human Beings for 2018-2023 and the Action Plan for 2018-2020 for its implementation	Government Decision no. 461/2018	Gender-sensitive
24.	National Integrity and Anti-corruption Strategy for the years 2017-2023	Parliament Decision no. 56/2017	Gender-blind
Sector: Economy and Business Development			
25.	Program to support businesses with high growth potential in its internationalization	Government Decision no. 439/2018	Gender-blind
26.	Strategy for the Development of the Non-Banking Financial Market for 2018-2022 and the Action Plan for its Implementation	Law no. 129/2018	Gender-blind
27.	National Employment Strategy for 2017-2021 (<i>expired</i>)	Government Decision no. 1473/2017	Gender-sensitive
Sector: Civil Society and Human Rights			
28.	National Strategy to Prevent and Combat Violence against Women and Domestic Violence for 2018-2023 and the Action Plan for 2018-2020 for its implementation	Government Decision no. 281/2018	Gender-sensitive
29.	Strategy for Strengthening Interethnic Relations in the Republic of Moldova for 2017-2027	Government Decision no. 1464/2017	Gender-sensitive
30.	Strategy for ensuring equality between women and men in the Republic of Moldova for 2017-2021 and the Action Plan for its implementation (<i>expired</i>)	Government Decision no. 259/2017	Gender-sensitive
31.	National Program for the Implementation of UN Security Council Resolution 1325 on Women, Peace and Security for 2018-2021 and the Action Plan for its implementation (<i>expired</i>)	Government Decision no. 259/2017	Gender-sensitive
Sector: National Security			
32.	National Strategy for Integrated Management of the State Border for 2018-2023 and the Action Plan for the period 2018-2020 for its implementation	Government Decision no. 1101/2018	Gender-sensitive
Sector: Public Administration			
33.	Strategy for the Development of Public Finance Management for 2013-2022	Government Decision no. 573/2013	Gender-blind
34.	Central Public Administration Reform Strategy in the Republic of Moldova	Government Decision no. 1402/2012	Gender-sensitive

Sector: Social Protection			
35.	Law on the state pension system Strategy for the reform of the pension system in the Republic of Moldova Concept of reforming the pension system in the Republic of Moldova	Law no. 156/1998 Parliament Decision no. 141/1998 Government Order no. 116-d/05.08.2016	Gender-sensitive
36.	Strategy for Reforming the Social Assistance System	Parliament Decision no. 416/1999	Gender-sensitive
37.	Program for the creation and development of the National Reference Mechanism for the protection and assistance of crime victims for the years 2022-2026 and the Action Plan for the years 2022-2024 regarding its implementation (<i>new</i>)	Government Decision no. 182/2022	Gender-sensitive
Sector: Environment and Sustainable Development			
38.	Strategy for water supply and sanitation (2014-2030)	Government Decision no. 199/2014	Gender-sensitive
Sector: Transport and Infrastructure			
39.	Transport and Logistics Strategy for 2013-2022	Government Decision no. 827/2013	Gender-blind
40.	Waste Management Strategy in the Republic of Moldova, 2013-2027	Government Decision no. 248/2013	Gender-blind
41.	National Program for the Development of Pole Cities of Growth in the Republic of Moldova for 2021-2027	Government Decision no. 916/2021	Gender-sensitive
Sector: Culture, Science and Education			
42.	Intersectoral Strategy for the Development of Parenting Skills and Competencies for 2016-2022	Government Decision no. 1106/2016	Gender-sensitive
Sector: Innovation / Science			
43.	National Program in the fields of research and innovation, 2020-2023 and the Action Plan for its implementation	Government Decision no. 381/2020	Gender-blind
Sector: Digitalization			
44.	Strategy for the Development of the Information Technology Industry and the Digital Innovation Ecosystem for 2018-2022 and the Action Plan for its implementation	Government Decision no. 904/2018	Gender-blind
45.	Information Security Strategy of the Republic of Moldova, 2019-2024 and the Action Plan for its implementation	Parliament Decision no. 257/2019	Gender-blind

Source: *Elaborated by the authors based on the e-Lex and MoldLex databases of normative acts of the Republic of Moldova*