

POLICE ACTION PLAN
on increasing the share and role of women in the Police for 2020

NO.	ACTIONS	INDICATORS	RESPONSIBLES	COMPLETION TIME		
				2018	2019	2020
OBJECTIVE I STRENGTHENING THE CAPACITY OF MALE AND FEMALE POLICE EMPLOYEES AT GENDER EQUALITY LEVEL						
1.1	Harmonization of the professional development curriculum (initial and continuous) by completing it with the topic of gender equality	Adjusted training program Number of people trained	Human Resources Department	<p>On 05.03 2020, at the meeting of the board of administration and institutional development of the Integrated Law Enforcement Training Center, the curriculum for the module “Gender mainstreaming in the activity of the Police” for the specialization program for police non-commissioned officers in the field of public order was approved.</p> <p style="text-align: center;">***</p> <p>Pursuant to GPI order no. 25 of 20.01.2020, “On the organization and development of the process of continuous professional training at work in 2020”, within the professional training at work, for the entire police force were included for study topics related to the UN Resolution 1325, on women, peace and security, Law no. 121/2012 on ensuring equality (general regulatory framework). At the same time, on the mentioned subjects, questionnaires were elaborated with questions for the evaluation of the knowledge at the basic training of the employees of the Police subdivisions.</p>		
1.2	Training of trainers in the field of gender equality	10 trainers in the field of gender equality identified and trained	Human Resources Department	Trainers are regularly included in various trainings in the field of gender equality and non-discrimination or apply on their own, to calls from training organizations.		
1.3	Training of staff with human resources management responsibilities, as well as of the members of the recruitment /	Number of trainings carried out by trainers	Human Resources Department	The meeting of the Working Group, organized for the purpose of elaborating the Action Plan of the Ministry of Internal Affairs on the implementation of the National Program for the implementation of UN Security Council Resolution 1325 on Women, Peace and		

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	selection / employment / promotion commissions with reference to gender equality	Number of staff with human resources management responsibilities/trained committee members (women/men)		<p>Security for 2018-2021, held on 23.01 .2020, in which 2 employees participated. ***</p> <p>Training / specialization course on “Legal protection of human rights”, organized between 17.02.2020- 19.02.2020, attended by 20 employees (women - 4, men - 16). ***</p> <p>On 06.11.2020 the participation of 3 employees was ensured in the online event for the presentation of the report “Analysis of judicial practice and the Equality Council on equality and non-discrimination in the Republic of Moldova”. ***</p> <p>Continuing professional training course online with the topic “Research on the phenomenon of harassment”, organized between 02.12.2020-03.12.2020, within the “CIPAL” Directorate of the Academy “Stefan cel Mare” of the Ministry of Internal Affairs, in which 50 non-commissioned officers were trained (women-18, men-32).</p>		
1.4	Developing the level of training and behavior of staff with management positions on gender equality issues and strengthening their capacity to analyze gender-sensitive acts/decisions	Number of seminars held Number of trained management staff (women / men) Gender equality issues introduced in the managerial curriculum	Human Resources Department	<p>In accordance with the provisions of the Regulation on training and managerial development of the staff of the Ministry of Internal Affairs, approved by the Order of MIA no. 552/2019, 4 courses on basic managerial training were held during 2020 (10.02-06.03.2020; 29.06-24.07.2020; 05.10-30.10.2020; 16.11-11.12.2020), subjects in the curriculum of which were “Ensuring gender equality”. Thus, within the “Stefan cel Mare” Academy of the Ministry of Internal Affairs, 89 police employees participated in the mentioned trainings (women-8, men-81).</p>		

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1.5	Strengthening the capacity for analysis, elaboration and execution of administrative acts from the perspective of gender equality for the employees of the legal and human resources departments/sections	Number of trainings organized Number of acts / decisions analyzed from the perspective of ensuring gender equality	Human Resources Department Gender Coordinating Group within the Police	<p>Within the project “Supporting women’s leadership and participation in decision-making in the Republic of Moldova”, in which the capacities of the gender coordinating group within the Police were strengthened, with the support of the Partnership Center for Development, the draft report “GENDER SENSITIVE BUDGET for delivery by the GPI of security and public order services. How do we identify gender-sensitive costs and budget the resources needed for public institutions?”</p> <p>This document contains a description of an exercise in identifying gender-sensitive costs and budgeting for the necessary resources, applied to the security and public order services provided by the GPI. The document presents the products of the analysis in the sequence of the stages carried out according to the proposed methodology. The analysis is finalized with a series of specific recommendations, which aim the integration of gender perspectives in the budgeting process of the resources needed to improve both the process and the impact of the provision by the GPI of security and public order services.</p>		
1.6	Strengthening cooperation with the Association of Women in Police (AFP) and other gender equality organizations through: 1.6.1. Establishing and maintaining relationships with the Association of Women in Police (organizing quarterly meetings with AFP management);	Number of consultative events/meetings organized Number of AFP opinions/reports analyzed by the GIP on the state of implementation of the measures in the Plan published on the official website of the Police	Human Resources Department Department of International Relations and External Assistance Gender Coordinating Group within the Police	<p>During 2020, 10 activities were organized jointly with AFP. ***</p> <p>On December 30, 2020, the OPINION of the Police Women’s Association was received on the implementation in 2020 of the Action Plan of the General Inspectorate of Police on increasing the share and role of women in the Police, for the period 2018-2020, which was subsequently posted on the website www.politia.md (https://www.politia.md/sites/default/files/aviz_afp_2020.pdf) ***</p> <p>On August 25, 2020, the Cooperation agreement between the GPI and the RCTV Memory was signed under the Project “Joint efforts for justice, peace and</p>		

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	<p>1.6.2. Annual analysis of AFP's opinion on the implementation of the measures in this plan;</p> <p>1.6.3. Supporting AFP in conducting documentation 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 collaboration agreements concluded and operational with relevant NGOs / associations</p> <p>Number of activities carried out with civil society in the field of gender equality</p>		<p>and life with dignity - a need and requirement of nowadays", financially supported by the German Embassy in the Republic of Moldova and implemented by the Rehabilitation Center for Torture Victims "Memory" (RCTV Memory). The project has a component focused on the implementation of UN Security Council Resolution 1325 on women, peace and security.</p>		
1.7	<p>Taking over good national and international experiences and practices in promoting gender equality in GIP structures</p>	<p>Number of national and international workshops</p> <p>Number of participants (women / men)</p> <p>Number of initiatives promoted</p>	<p>Department of International Relations and External Assistance</p> <p>Human Resources</p> <p>Department Gender Coordinating Group within the Police</p>	<p>Between March 3-6, 2020, a group of police officers participated in the International Conference entitled "Women in the Police", held in Tbilisi, Georgia, an event that brought together over 300 members from 11 countries. The event was attended by 4 employees of the Police and 6 employees from other subdivisions of the Ministry of Internal Affairs.</p> <p style="text-align: center;">***</p> <p>From 1 to 6 March 2020, a study visit took place in Stockholm, Sweden to take on the Swedish experience in strengthening gender equality. The visit was part of the "Swedish Support for Police Reform in Moldova" Program. The trip was attended by 11 people (4 men and 7 women) from different subdivisions of the Police, at the level of management and execution.</p> <p style="text-align: center;">***</p> <p>During the period (October 28-30, 2020, in online format), 2 Police employees participated in the International Scientific-Practical Conference "Women's Agenda, Peace and Security: Ensuring Human Security, Promoting</p>		

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				<p>Sustainable Peace and Conflict Prevention” organized by the Ministry of Defense of Moldova and the Military Academy of the Armed Forces "Alexandru cel Bun" in partnership with the United Nations Development Program, the United Nations Entity for Gender Equality and Women's Empowerment, the Platform for Gender Equality in the Republic of Moldova and the NATO Information and Documentation Center in the Republic Moldova, on the occasion of marking 20 years since the adoption of UN Security Council Resolution 1325 on Women, Peace and Security. During the conference the experience of the Police of the Republic of Moldova in increasing the number of women in the Police was presented.</p> <p style="text-align: center;">***</p> <p>On November 24-26, 2020, a police officer participated in the international course “Gender Equality and Gender Mainstreaming in Peacekeeping Missions and Operations” organized by the European Training Center for Peacekeeping Missions, Ministry of Foreign Affairs of Slovenia, Ministry of Internal Affairs of Slovenia, Ministry of Defense of Slovenia.</p> <p style="text-align: center;">***</p> <p>On December 11, 2020, the online workshop “Gender Equality in Border Agencies and Other Law Bodies in the Republic of Moldova - Implementation in Practice” took place, organized by the Organization for Cooperation and Security in Europe. The event was attended by 4 police employees (3 women and 1 man).</p>		
1.8	Informing the police personnel about the international mechanisms	Number of information activities carried out	Human Resources Department Operational management department	<p>With the support of Gender-Center in partnership with the Office for Reintegration Policies, UN Women, The Global Network of Women Peacebuilders (GNWP) and the Austrian Development Agency (ADA), a workshop was organized between 18.09.2020-19.09.2020 on the topic "Women, Peace and Security", in which 8 employees participated (women-6, men-2).</p> <p style="text-align: center;">***</p>		

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	about international mechanisms for eliminating gender discrimination and promoting gender equality in the security and defense sector (CEDAW recommendations, UN Security Council Resolution 1325, etc.)	Number of people trained (women / men)		<p>On 31.07.2020, with the support of the Rehabilitation Center for the Torture Victims MEMORY within the project "Joint Effort for Justice, Peace and Life with Dignity" was organized an offline capacity building session according to the National Program for the implementation of the UN Security Council Resolution 1325 "Women, Peace and Security" in the Republic of Moldova, attended by 4 police officers (women-3, men-1).</p> <p style="text-align: center;">***</p> <p>On December 4, 2020, 3 employees and 1 GPI employee participated in the seminar on capacity building in the implementation of UN Security Council Resolution 1325 "Women, Peace and Security" in the Republic of Moldova. The event was organized by the Rehabilitation Center for the Torture Victims MEMORY within the project "Joint effort for justice, peace and life with dignity".</p> <p style="text-align: center;">***</p> <p>On December 22, 2020, 2 GPI employees participated in the Press Club on the topic: Implementation of UN Security Council Resolution 1325 on "Women, Peace and Security" in the Republic of Moldova, organized by RCTV Memory. The event included relevant topics on the Implementation of Resolution 1325 in the Republic of Moldova, by the partner institutions: the importance of involvement in the implementation of Resolution 1325, activities carried out and the experience of each institution in the project.</p>		

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				https://www.facebook.com/272220679544918/posts/30691313631_87155/		
OBJECTIVE II						
STRENGTHENING INSTITUTIONAL CAPACITIES IN ENSURING GENDER EQUALITY						
2.1	Strengthening the capacities of the Gender Coordinating Group within the Police and gender units (entities on gender equality issues, established ad hoc)	Functioning status of the Gender Coordinating Group developed within the Police Developed activity plan Number of trainings / study visits / specific activities carried out under the coordination of the Coordinating Group / units in the field of gender Number of police officers participating in activities (women / men)	Human Resources Department Gender Coordinating Group within the Police	<p>According to the MIA Order no. 411 of September 21, 2020, regarding the participation of MIA employees in the training workshop in the field of discrimination, female and male members of the gender coordination group within the GPI, together with other MIA employees, participated in the periods, 22.09.2020, 06.10.2020 and 20.10.2020, respectively, at the training workshop organized by the Partnership Center for Development with the support of UN Women Moldova. 4 women and 2 men participated from the part of the Police.</p> <p>As a result of identifying training needs, proposals were submitted to the curricula for training courses and included in the plan for training / specialization / retraining of employees of MIA subdivisions in the 2020-2021 academic year of training topics in the field of “Respect for equality in the process of recruitment, selection, employment and promotion”, “UN Resolution 1325”, as well as in “Prevention of discrimination” and violence against women for training courses held during 2020 at the Stefan cel Mare Academy of the Ministry of Internal Affairs.</p> <p style="text-align: center;">***</p> <p>On November 26, 2020, with the support of the Rehabilitation Center for the Torture Victims MEMORY, under the project “Joint Effort for Justice, Peace and Life with Dignity” the offline session on capacity strengthening under the National Program for the Implementation of the UN Security Council Resolution 1325 “Women, Peace and Security” was organized a training seminar “Capacity Building of Gender Units” was organized for 51 female and 2 male participants. The seminar focused on 3 topics:</p> <ol style="list-style-type: none"> 1. Gender equality concept - multidimensional. 		

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				<p>2. The importance of UN Security Council Resolution 1325 on women. 3. The role of gender units in the police subdivisions.</p> <p>Subsequently, all gender units received anti-covid and informational packages necessary in the activity of monitoring the integration of the gender dimension in the Police.</p> <p style="text-align: center;">***</p> <p>On November 27, 2020, the meeting of the coordinating group in the field of gender was held, during which the need to change the composition of the group was discussed, in connection with the changes of staff within the Police. Also, during the meeting, the draft report of the <i>Study on the perceptions of women in the Police on the phenomenon of sexual harassment</i>, initiated at the beginning of 2020, which was attended by 215 women in the Police, was discussed. This study was made possible at the initiative of the Association of Women in the Police and thanks to the financial support provided under the IMPULS Small Grants Program, funded by Sweden and implemented by the Center of Women's Rights.</p>		
2.2	Designation of gender units in the police subdivisions	Number of designated gender units / operationalized / prepared	Human Resources Department Gender Coordinating Group within the Police	The gender units were designated in 2019, by internal orders of the territorial subdivisions, subordinated and specialized. In 2020, the list of gender units was updated by changing the internal orders in the subdivisions, in which the gender units were replaced.		
2.3	Development of the Guide on the prevention and reporting of cases of discrimination based on sex, including sexual harassment in the workplace	Guide developed and approved, placed on the Police website and spread among Police employees Online system for reporting cases of discrimination	Gender Coordinating Group within the Police Legal Department Human Resources Department Effective inspection department	By the MIA Order no. 392 of 04.09.2020, the <i>Regulation on how to prevent, combat and report cases of discrimination based on sex, harassment and sexual harassment</i> was approved. The regulation establishes guidelines, objectives and principles on how to prevent, combat and report cases of discrimination on grounds of sex, harassment and sexual harassment within the subdivisions of the central apparatus, administrative authorities and institutions subordinated to the MIA and their subordinate subdivisions (hereinafter - MIA subdivisions).		

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		Number of decisions taken as a result of complaints of gender discrimination in the workplace / sexual harassment, victimization				
OBJECTIVE III ADJUSTMENT AND DEVELOPMENT OF THE REGULATORY FRAMEWORK FROM THE GENDER PERSPECTIVE						
3.1	Assessment of the internal regulatory framework of the Police and elimination of discriminatory provisions that do not take into account gender needs	Evaluation report of the elaborated normative framework Proposals for amending the normative framework elaborated and submitted for approval	Gender Coordinating Group within the Police Legal Department Human Resources Department	<p>On November 30, 2020, the Development Partnership Center, in collaboration with the United Nations Entity for Gender Equality and Women's Empowerment, published the results of the <i>Feasibility Study on the Reasonable Accommodation of Women and Men in the Police and Defense Sector</i>. The areas that were subjected to the research are: physical requirements and gender dimension, recruitment and admission, promotion and vertical segregation, work schedule, family responsibilities, infrastructure.</p> <p>The complete findings, the results of the study, as well as the recommendations can be consulted by accessing the link. https://progen.md/wpcontent/uploads/2020/12/7023_studiul_de_fezabilitate_mai_si_ma_final.pdf.</p> <p>The main recommendations refer to the correlation of the physical requirements with the determining professional requirements; encouraging gender equity in recruitment / employment by introducing recruitment quotas; introduction of quotas for the promotion of management positions; flexibility of working hours and night shifts; the possibility to promote paternity; the possibility to increase access to personal hygiene infrastructure.</p>		
OBJECTIVE IV PROMOTING THE PROFESSION OF THE POLICE EMPLOYEE FOR WOMEN AND MEN						

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4.1	Raising public awareness of the police profession for women and men	<p>Number of cooperation with the media, civil society to promote the police profession for women and men</p> <p>Number of cooperations with educational institutions carried out</p> <p>Number of articles / materials posted on the official website of the Police regarding the role of women in the Police, description of the specifics of the activity, professional challenges</p> <p>Number of public campaigns carried out to promote the profession of police officer and to reduce stereotypes related to the role of women in the Police</p> <p>Number of women who applied for a career in Police and studies at the "Stefan cel Mare" Academy of the Ministry of Internal Affairs (MIA)</p>	Public Relations Section Human Resources Department Specialized and territorial subdivisions	<p>3 female employees of the Police, members of the Association of Women in Police participated in the 2020 program of the video / audio creation laboratory "NEW MEDIA INCUBATOR", a project through which the Soros Foundation-Moldova aims to contribute to the diversification of information sources by encouraging and training authors of vlogs, podcasts, social media channels and any other non-institutionalized forms of communication.</p> <p>Thus, within the project, 2 video products were developed that promote the police profession:</p> <p>https://www.facebook.com/WomenPoliceAssociation/videos/2814128925539290</p> <p>https://www.facebook.com/WomenPoliceAssociation/videos/710094176586647</p> <p style="text-align: center;">***</p> <p>On October 29-31, in connection with the celebration of the 20th anniversary of UN Security Council Resolution 1325 on Women, Peace and Security, the Police of the Republic of Moldova reinterpreted the important role that women play in strengthening peace and security. and continuing activities to remove identified barriers that reduce women's representation and influence in promoting a culture of security at the institutional, local, and national levels. On this occasion, over 17 posts and videos, dedicated to the role of women in the Police, were placed on the social networks of several territorial subdivisions.</p> <p>http://politia.md/ro/content/politisti-si-politiste-impreuna-impartim-bucuria-realizarii-aceleiasi-misiuni, IP Bălți</p> <p>http://politia.md/ro/content/femeile-pacea-si-securitatea, IGP</p> <p>https://www.facebook.com/watch/?v=661568817868568</p> <p>https://www.facebook.com/watch/?v=833488537412760,</p>		

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				<p>IP Ialoveni https://www.facebook.com/watch/?v=354640132471459, IP Riscani https://www.facebook.com/watch/?v=275163287171517, IP Cahul https://www.facebook.com/watch/?v=3401623663224835, IP Hincesti https://www.facebook.com/politiacauseni/, IP Căușeni https://www.facebook.com/Inspectoratul-de-Poli%C8%9Bie-Edine%C8%9B-108174594206890/, IP Edineț https://www.facebook.com/Inspectoratul-de-Poli%C8%9Bie-Ocni%C8%9Ba-1653315154985426/, IP Ocnita https://www.facebook.com/Inspectoratul-de-Poli%C8%9Bie-Drochia-109512947405102/ https://www.facebook.com/orheiip/ https://www.facebook.com/watch/?v=274967673869092, IP Falesti https://www.facebook.com/inspectoratuldepolitieleova/ https://www.facebook.com/Inspectoratul-de-Poli%C8%9Bie-Cantemir-1585997528362975/ https://www.facebook.com/iptaracliataraclia/ https://www.facebook.com/inspectoratuldepolitiesingerei/ ***</p> <p style="text-align: center;">On January 24, 2020, the informative session "The role of women in the Police" took place, in terms of recovery of the considerable potential promoted in the image of the National Police, within PI Ciocana.</p> <p style="text-align: center;">***</p> <p style="text-align: center;">On February 6, 2020, the session for the information of the police officers from the Police Directorate of Chisinau Municipality of GPI "The role and place of women in the</p>		

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				<p>police” took place, which was attended by 40 police officers. During the meeting, the police officers got acquainted with the importance of gender mainstreaming in the work of the Police, promoting the positive image of women in the workplace and in society, as well as creating equal opportunities to advance in their careers and be promoted, and supporting the strengthening of the professional capacity of women police officers to ensure that their importance in the institution increases.</p> <p>http://politia.md/ro/content/politia-republicii-moldova-continua-promovarea-egalitatii-de-gen</p> <p style="text-align: center;">***</p> <p>In 2020, 1,032 people submitted applications for the competition for employment in the Police, including 220 women and 812 men, of whom 943 candidates passed the competition, including 204 women and 739 men.</p> <p>Based on the pandemic state, 1 recruitment campaign was organized and carried out (in 35 PIs). At the same time, we mention that the GPI supports the increase of women's representation at all decision-making levels, promotes and supports the equitable and balanced participation of women and men in management and executive positions in compliance with the criteria of competence and legislation. Police Inspectorates also place announcements (on social networks) about employment opportunities in the Police.</p>		
4.2	Promoting the recruitment in the educational institutions for the admission contest at the “Stefan cel Mare” Academy of the Ministry of Internal Affairs	Material for presenting the conditions and the admission procedure in the “Stefan cel Mare” Academy of the Ministry of Internal Affairs and for framing from an external source developed and spread in standard and digital format Leaflets for the presentation of the conditions and the admission procedure in the “Stefan cel Mare” Academy of the Ministry of Internal Affairs and for the framing from the source elaborated and disseminated at the police inspectorates and educational institutions from the	Human Resources Department Public Relations Section General Directorate of Public Security			

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		territory Number of activities carried out at educational institutions for the presentation of the conditions and the admission procedure in the “Stefan cel Mare” Academy of the Ministry of Internal Affairs and for the placement from external source carried out				
OBJECTIVE V EMPLOYING AND PROMOTING WOMEN IN THE POLICE BY ENSURING EQUAL OPPORTUNITIES FOR WOMEN AND MEN						
5.1	Raising awareness and informing the Police staff on the right of women and men for equal treatment during their careers and solutions for reconciling family life with professional activity	Number of specific activities carried out Number of informed people (women / men)	Gender Coordinating Group within the Police Human Resources Department	During 2020, the development of awareness and information activities for Police personnel was influenced by the restrictions imposed by the pandemic. However, various trainings were regularly organized, with the support of development partners, in the field of gender equality and non-discrimination, which targeted several categories of employees: gender units, new employees, graduates of the “Stefan cel Mare” Academy, the non-commissioned officers for the initial training within the Integrated Law Enforcement Training Center, the staff for the basic managerial training courses, etc.		
5.3	Ensuring the training of police officers, women and men, after returning from childcare leave on professional development, the	Number of women and men returning from office Number of women and men trained	Human Resources Department Gender Coordinating Group within the Police	These categories of female/male employees have been trained within the courses to which they have been delegated, depending on the positions that they hold.		

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	support they can receive from AFP and other relevant issues					
5.4	Identifying the solutions for introducing in the Police the flexible work schedule for parents women/men	Flexible work schedule implemented Number of staff benefiting from the flexible work schedule (women / men)	Human Resources Department Legal Department Direcția inspectare efectiv Finance Department	In order to ensure that measures are taken to prevent and respond to COVID-19 infection, in order to limit contact between employees during the performance of their duties and to ensure they are safe, the GPI subdivisions were asked to examine the possibility of establishing the work regime at home for subordinate employees (maximum 50% of the workforce). The procedure was applied to employees whose functional duties allow them to be performed from home using the Internet, telephony, e-mail, etc., under the responsibility and in direct cooperation with their manager. The involvement in the service of the respective category of employees was carried out by rotation, with intervals of at least 2 days.		
5.5	Adjusting, including from the gender perspective, the Police infrastructure	Needs study carried out Space equipped for children Number of adjusted equipment Number of toilets adapted for (women / men)	Procurement and logistics service Finance Department	Within the project “Joint efforts for justice, peace and life with dignity - a need and requirement of nowadays”, financially supported by the Embassy of Germany in the Republic of Moldova and implemented by the Rehabilitation Center for Torture Victims “Memory” (RCTV Memory), in 4 Police subdivisions, as a way of reasonable accommodation, were installed 4 cabinets with personal hygiene items for women.		
5.6	Development of internal mentoring and leadership programs for women in the Police	Mentoring programs developed Number of women and men participating in the program (mentees and mentors)	Human Resources Department	Police employees were encouraged to apply and participate in the second edition of the Women with Ideas Program, unique in the country, for active women who want to contribute to solving problems in their communities. Within it, the participants had the opportunity to learn how to creatively approach an initiative, generate ideas and translate them into reality. In both editions of the Program, 4 police officers		

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				<p>were selected. In November 2020, 4 police officers completed the second edition.</p> <p style="text-align: center;">***</p> <p>On January 30, the event for the presentation of the report on mentoring visits in ensuring gender equality in the Police Inspectorates took place. The meeting was attended by the Secretary of State of the Ministry of Interior, the head of the General Inspectorate of Police, representatives of the JSC "Gender Center" and UN Women, as well as employees of the GPI.</p> <p style="text-align: center;">***</p> <p>On January 28 and 31, 2020, 2 regional seminars were held, with mentoring elements, in Balti and Cahul, with the title "Ensuring gender equality and increasing the role of women in the structures of the Ministry of Internal Affairs". The actions were organized in partnership with the National Association of Women in the Internal Affairs System and the Association of Women in the Police, with the support of the Criminal Justice and Law Enforcement Section of the US Embassy in Moldova, attended by 45 women in the internal affairs system. With the support of the US Embassy in partnership with AFP and ANFSAI in the regional trainings were distributed visibility and awareness products for women in the internal affairs system: bag, mug, diary, stick, bracelet, pen, calendars.</p> <p style="text-align: center;">***</p> <p>On September 23, at the initiative of the Association of Women in the Police, with the support of the General Inspectorate of Police, Internal Protection and Anticorruption Service of MIA and UN Women Moldova, a workshop dedicated to graduates of the Stefan cel Mare Academy, 2020 promotion, was held for 19 women officers.</p>		

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OBJECTIVE I STRENGTHENING THE CAPACITY OF MALE AND FEMALE POLICE EMPLOYEES AT GENDER EQUALITY LEVEL						
				<p>During the workshop, the participants had the opportunity to get acquainted with topics related to the role of women in the Police, as well as the challenges of this profession. Moreover, the discussion covered the commitments made in the context of the Police reform, in particular the importance of involving women in the work activity, not only in executive positions but also those in management positions. At the same time, the contribution that women Police officers make to solving cases of violence, implementing community police activity, combating stereotypes, preventing and discovering different types of crimes, etc. was pointed out.</p> <p style="text-align: center;">***</p> <p>On December 23, 2020, at the initiative of the Association of Women in the Police, with the support of the General Inspectorate of Police, Internal Protection and Anticorruption Service of the Ministry of Internal Affairs and UN Women Moldova, the (online) workshop was held on “The place and role of women in police” . The mentioned workshop was attended by 80 women employed in the Police, this year.</p> <p>Barriers specific to women's participation in the internal affairs and defense sector, as well as structural issues, which prevent the inclusion of women in these fields, were analyzed in a feasibility study conducted by the Partnership for Development Center, in collaboration with UN Women Moldova. On November 30, 2020, the Partnership Center for Development, in collaboration with the United Nations Entity for Gender Equality and Women's Empowerment, under the Cooperation Agreement and funded by Sweden, published the draft Feasibility Study on Reasonable Accommodation for Women and Men in the police and defense. The areas that have been researched are: physical requirements and gender dimension, recruitment and admission, promotion and vertical segregation, work schedule, family responsibilities, infrastructure.</p>		
5.7	Reviewing and adapting from the gender perspective the mandatory requirements for physical evidence in the recruitment and evaluation of Police personnel	Evaluation report prepared Proposals to change the conditions of recruitment/selection / evaluation	Human Resources Department Gender Coordinating Group within the Police			

NO.	ACTIONS	INDICATORS	RESPONSIBLES	COMPLETION TIME		
				2018	2019	2020
OBJECTIVE I						
STRENGTHENING THE CAPACITY OF MALE AND FEMALE POLICE EMPLOYEES AT GENDER EQUALITY LEVEL						
				<p>The study assesses possible special temporary and reasonable accommodation measures to promote gender equality in the two areas, in terms of several aspects. It is about physical requirements and the gender dimension, recruitment and admission, promotion in positions and vertical segregation, working hours, family responsibilities, infrastructure.</p> <p>The study was prepared by CPD, together with Andrei Brighidin, an expert in the field of human rights, Romanita Iordache, an international expert and Vadim Vieru, a legal expert.</p> <p>The complete findings, the results of the study, as well as the recommendations can be consulted by accessing the link.</p> <p>https://progen.md/wpcontent/uploads/2020/12/7023_studiul_de_fe_zabilitate_mai_si_ma_final.pdf</p>		