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Country programmes and related matters

Country programme document for the Republic of Moldova (2018-2022)

Contents

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I. Programme rationale

1.   The Republic of Moldova is a landlocked, low middle-income country with a population of 2.9 million with a per capita gross domestic product (GDP) of $1,822[1] and a poverty rate of 41.9 per cent at $5 purchasing power parity per day.[2]   However, the country's recent growth performance has reduced poverty and promoted shared prosperity; extreme poverty declined from 7 to 3.1 per cent between 2011 and 2013 (World Bank), and the International Monetary Fund projects 4.5 per cent growth in 2017. The Gini coefficient shows a decreasing trend in income inequality, and the Human Development Index in 2016 was 0.699.

2.   The Government is committed to implementing the 2030 Agenda for Sustainable Development and the new National Development Strategy 2030 is fully aligned with the Sustainable Development Goals. The Government recognizes the need for consolidating policy planning and budgeting frameworks and for strengthening horizontal and vertical integration and coordination and has requested UNDP support in these areas.

3.   While European aspirations have driven the Government's reform agenda since 2009,[3] progress has been uneven, hampered by political instability, shrinking external trade, currency devaluation and wide-scale corruption.[4] The public service modernization[5] is hampered by a fragmented regulatory framework, budgetary limitations and weak institutional capacity. However, results for Republic of Moldova in the 2016 Human Development Report[6] indicate that service delivery is valued more than politically infused institutions.

4.   The continued need for improved governance, low trust in public institutions[7] and challenges to social cohesion are feeding deep divides along ethnic and linguistic lines. Women and men, particularly from vulnerable groups, are not able to claim their rights effectively. Young people's potential is largely untapped, as they are reluctant to engage in community development. Civil society is not meaningfully included in the public debate, lacking effective means to monitor policy' implementation and to exercise accountability checks.

5.   The Republic of Moldova faces some of the most daunting demographic challenges in Europe and Central Asia, with the lowest fertility rate, an ageing population and the highest net emigration rate,[8] resulting in depleted social capital and increasing brain drain. The country has the lowest employment rate in Europe, particularly in rural areas. Employment for women is low and the gender wage gap is significant (13.2 per cent in 2015). The employment rate for Roma is half that of other demographic groups.[9]

6.   Reforms aimed at growth and employment are hampered by a suboptimal regulatory framework and limited access to economic opportunities. The growth model is driven by non-labour income (social benefits, pensions, remittances), especially for the bottom quintile;[10] hence, their vulnerability is greatest and the labour market is unable to integrate those who need it most. Women entrepreneurs face traditional barriers, reducing their potential contribution to growth. The urban–rural divide has deepened, with 86 per cent of the country's poor residing in rural areas in 2015, while the income gap and living conditions have widened, driven by the country's territorial fragmentation.

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[1] 2015 IMF Economic Outlook.
[2] 2015 World Bank Performance and Learning Review Report, 2014-2017.
[3] http://eeas.europa.eu/delegations/moldova/documents/press_corner/20160701_en.pdf
[4] Failing from 94th to 103rd among 175 countries in 2015, http://www.transparency.org/cpi2015
[5] As planned by the Government in the 2016-2020 Reform Strategy.
[6] Human Development Report 2016: Human Development for Everyone, Table 14. Supplementary indicators: perceptions of well-being, page 251.
7 http://ipp.md/public/files/Barometru/BOP_10.2016.pdf .
[8] http://statbank.statistica.md
[9] Study on Roma women and girls in Moldova, UNDP 2014.
[10] UNDP Regional Human Development Report, 2016.

7.   Although Republic of Moldova ranks 26 of 145 countries in the Global Gender Equality Index, women are significantly underrepresented in decision-making positions,[11] with prevalent patriarchal norms and gender stereotypes[12] resulting in persistent gender inequalities. Gender-based violence is widespread and state institutions are ill-equipped to address this issue.[13]

8.   The country has one of the most carbon- and energy-intensive economies in the region, with energy usage twice the European Union (EU) average.[14] It imports 87 per cent of its energy, which poses an energy security risk. High energy prices and large debts to foreign suppliers make affordability of energy a concern. The Government is committed to "greening" the energy sector by enhancing energy efficiency and increasing the share of renewables in the energy mix to 17 per cent by 2020.

9.   Pollution and unsustainable management of natural resources are a sign of weak environmental governance, which affects the country's sustainable development. Eroded land represents 26 per cent of total territory and 40 per cent of agriculture land,[15] while only 5 per cent of pastures maintain high biological value. Estimated losses to agriculture are $53 million annually, due to poor sustainable pasture management plans. Waste management practices are outdated and inefficient, posing threats to human health. Data in the INFORM Index for Risk Management highlight elevated exposure to droughts and floods and reduced capacities to cope with disasters. It is estimated that catastrophic events could result in the country losing 10 per cent of GDP per year, affecting primarily women and the rural poor.

10.   These challenges are compounded by the long-term conflict in the Transnistrian region, which remains isolated, heavily affected by outward migration, worsening economic conditions, political uncertainty and degrading quality of services. These issues contribute to a gradual erosion of social cohesion within the region and impact reconciliation efforts.

11.   The United Nations Development Assistance Framework (UNDAF) evaluation confirmed that impactful results were delivered during the 2013-2017 programming cycle, and highlighted the comparative advantage of UNDP including its role as an impartial broker and a credible and trusted partner. The evaluation emphasized the ability of UNDP to bring top-notch expertise, provide context-specific, relevant policy advice and generate innovative solutions to complex challenges.[16] Outcome evaluations confirmed that UNDP, together with the Government, EU and other development actors, accomplished transformative results such as strengthening the capacity of public institutions across the three branches of government, including through: South-South cooperation and sharing of expertise; spearheading and applying innovation to policy development and service design and delivery; promoting social cohesion and building confidence across the conflict divide; and generating employment and providing access to quality social services to more than 500,000 people in all regions of the country, including Gagauzia, Taraclia and Transnistria. The UNDP modus operandi in the Transnistrian region has been appraised and commended by external partners.[17]

12.   In a joint United Nations intervention, UNDP engaged civil society organizations (CSOs) and legislators in a comprehensive advocacy campaign which led to the adoption in April 2016 of the innovative law on gender equality, requiring a quota of 40 per cent women in the Cabinet and on the political parties' candidate lists. UNDP supported the first domestic violence survivors' shelter, in the Transnistrian region. UNDP will continue to engage civil society in advocacy campaigns.

13.   Significant progress has been made in environmental management, climate resilience and low-carbon development. Key strategic planning frameworks were established with UNDP support, including the low emissions development strategy, which Republic of Moldova was the

[11] UNDP report on Gender Equality in Elections in Moldova.
[12] Comparative study on the Phenomenon of Discrimination in Moldova, 2015.
[13] National Strategy for Gender Equality 2016–2020.
[14] National Green House Gas Inventory Report 2013.
15 Environmental Strategy 2014-2023.
[16] Final Evaluation of United Nations-Republic of Moldova Partnership Framework 2013-2017.
[17] EU Impact Assessment on Confidence Building Measures in Moldova, 2015.

first to adopt globally. The country has signed the Paris Agreement and continues the process of ratification with UNDP support. Climate change adaptation was mainstreamed into policy documents for the agriculture, energy and transport sectors, and risk-informed decision-making was introduced at the district level. UNDP interventions in renewable energy helped to increase the use of renewable energy from 5 to 14 per cent of the total energy mix. These efforts strengthened the country's energy security, connected 157,000 people to affordable heating and created 150 new jobs for operators and biofuel producers. The first national park in the country was established in Orhei, increasing the share of protected areas by 1 per cent.

II. Programme priorities and partnerships

14. This country programme document (CPD) has benefited from broad-based consultations with all relevant stakeholders. It is fully aligned with national priorities and the country's commitment to pursue the European vector and achieve the Sustainable Development Goals. The overarching goal of the programme derives from the vision of the UNDAF, 2018-2022 of a country free from poverty and corruption, with reduced inequalities and strengthened social cohesion and inclusion, where human rights, gender equality, the rule of law, environmental sustainability and the well-being of the population, across the conflict divide, are nurtured and respected. UNDP will pursue three of the four UNDAF outcomes: (a) governance, human rights and gender equality; (b) sustainable, inclusive and equitable economic growth; and (c) environmental sustainability and resilience.

15. The programme builds on the lessons learned from the previous cycle and emphasizes the importance of: (a) enhancing advocacy efforts, building resilience, investing in the right targets, raising awareness, engaging and securing the support of stakeholders for the reform agenda and generating demand for change; (b) fostering synergies and cross-linkages between programmes and projects; (c) mainstreaming gender equality, human rights and environmental sustainability in all interventions; (d) leveraging the potential of innovation, information communication technology (ICT), and big data for evidence-based policymaking and decision-making; (e) building effective, transparent, accountable and corruption-free institutions; and (f) strengthening voice and accountability mechanisms and promoting social inclusion and social cohesion.

16. Thematic alignment will be expanded, sharpening the programme focus by better targeting groups that are underrepresented and marginalized, so no one is left behind. UNDP will reach out to the most vulnerable segments of society, including rural women and youth, long-term unemployed, people with disabilities and Roma, engaging them in programme implementation and design. Deprived communities and regions with special status, such as Gagauzia, Taraclia and the Transnistrian region, will continue receiving tailor-made, contextualized assistance aimed at improving livelihoods, strengthening resilience, building trust between communities, supporting business development, promoting employment generation and green jobs, and providing access to justice and quality social services.

Pillar 1. Governance, human rights and gender equality

17. Based on its proven track record in capacity development, women's empowerment, advocacy and policy dialogue, UNDP will frame its support around Sustainable Development Goals 5, 10 and 16. The capacity of the Government, the Parliament and local representative bodies (including the People's Assembly from Gagauzia) will be further enhanced, enabling them to better address the needs of those underrepresented in decision-making, such as women, youth, persons with disabilities and ethnic minorities, and ensure that their voices are heard.

18. UNDP will support the country's reform agenda, including overarching public administration and sectoral reforms.[18] Institutional integrity and transparency will be enhanced at all levels through leveraging ICT and innovation, re-engineering and digitizing business processes. Targeted investments will be made in strengthening the integrity and transparency of

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[18] e.g. Police reform, public health system, justice system, etc.

the public procurement system. Innovative, disaggregated and data-informed policymaking, including through testing and scaling-up alternative and/or citizen-generated data, will strengthen the foundation for effective and accessible public service delivery. A national portal for the Sustainable Development Goals, moldova2030.gov.md, will be launched in 2017 to serve as digital home for engaging the public on the 2030 Agenda and for tracking progress towards achievement of the Goals.

19. UNDP will expand its partnership with development partners (Government of Sweden, United Nations agencies and CSOs to advance the implementation of the gender equality law, promoting women in decision-making positions at all levels. Efforts will be intensified to strengthen the rule of law, promote human rights, including the right to the highest attainable standards of health improve access to justice and community security, focusing on women and underrepresented groups. Targeted investments will be made to expand civic space and public participation in policy development, implementation and service delivery.

Pillar 2. Sustainable and inclusive growth

20. UNDP assistance will be framed around Sustainable Development Goals 1, 4, 5, 8, 9, 10, 11 and 16, focusing on sustainable, inclusive and green jobs creation; integrity-based business development; transparent, accountable, efficient and inclusive service provision; and equal and equitable access to economic opportunities. Anchoring its interventions in the newly developed strategy for employment, UNDP, with the International Labour Organization and the Ministry of Social Protection and Labour, the National Employment Agency and the Government of Switzerland, will create an enabling environment for formal, innovative employment and decent green jobs, catalysing investment for sustainable and resilient livelihoods throughout the country, including across the conflict divide. New tools in forecasting labour market trends will be applied to address skills mismatch. Support for structural economic transformation will be aligned with the Vienna Programme of Action for Landlocked Developing Countries for the Decade 2014-2024.

21. On the supply side, UNDP will support groups with limited access to the labour market, including but not limited to youth, women, persons with disabilities and ethnic minorities, by helping them to benefit from vocational education and training, better access to financing and improved links between social protection schemes, employment measures and public services. Moving towards transformative gender results, UNDP will work to strengthen policies that address barriers for inclusion of women in the labour market by tackling social stereotypes, ensuring access to affordable services, addressing the issue of unpaid care work, and promoting women's access to entrepreneurship support schemes.

22. Aiming to enhance accessibility of local public services in targeted geographic regions, UNDP will strengthen local government capacities to engage targeted groups and community members in the planning, delivery and monitoring of services. Community empowerment, focusing on women and marginalized groups, will be prioritized. UNDP will build on its comparative advantage, expanding multisectoral, conflict-sensitive and risk-informed development interventions in regions with special status (including in Gagauzia and Transnistria region).

Pillar 3. Climate change, environment and energy

23. Framing interventions around Sustainable Development Goals 5, 8, 11, 12, 13, 15 and 16, UNDP will further advance low-carbon and climate-resilient, risk-informed development in line with Paris Agreement commitments supporting a conducive policy framework. Resilient, green urban development will be promoted through gender-responsive and environmentally sensitive urban and spatial plans and by establishing a "green city" innovation lab to advance low-carbon development alternatives in municipal infrastructures. Central and local government adaptive capacities to climate change and natural disasters will be strengthened. Through targeted

interventions in waste, medical and chemical management, UNDP will support public institutions to meet international standards for hazardous waste management. Partnering with international financial institutions (IFIs) to access international climate financing, UNDP will address issues related to energy poverty by unlocking the building retrofit market and increasing production of renewable energy, contributing also to sustainable growth and job creation.

24. Implementation of the new five-year country programme will rely on the continued strong partnership with the Government and local authorities, including cost-sharing. UNDP will expand cooperation with key development partners, United Nations agencies, the private sector, academia and civil society, and further explore diaspora engagement in the country's development. The programme will benefit from South-South and triangular cooperation, aiming for the transfer of technology and skills, moving cooperation beyond knowledge-sharing to lasting partnerships and concrete results that change people's lives; achievements in promoting innovation, confidence-building and advancing renewable energy use have already been shared through UNDP networks. The country will learn from the accession experience of new EU Member States in peer-to-peer exchanges, particularly on improving business processes to meet client needs. Knowledge products like the national human development report and policy briefs will be used to generate better understanding of development challenges for an inclusive policy dialogue. Building on successful Delivering as One mechanisms and the expertise of United Nations partners, UNDP will ensure the activities of the United Nations system are well coordinated and complementary.

III.   Programme and risk management

25. The programme will be nationally executed. However, in exceptional circumstances and in consultation with the Government and UNDP headquarters, direct implementation will be used, building on the strong capacity of the country office to deliver impactful results. The harmonized approach to cash transfers will be used to manage financial risks. As per Executive Board decision 2013/9, cost definitions and classifications for programme and development effectiveness will be charged to the projects concerned.

26. This CPD outlines the UNDP contributions to national results and serves as the primary unit of accountability to the Executive Board for results alignment and resources assigned to the programme at country level. Accountabilities of managers at the country, regional, and headquarter levels with respect to country programmes is prescribed in the organization's Programme and Operations Policies and Procedures and the Internal Control Framework.

27. Together with the State Chancellery, the national coordinating authority, UNDP will exercise joint ownership for the programme, including joint resource mobilization. Strategic and substantive partnership with traditional donors (EU, Governments of Sweden and Switzerland among others) will be further nurtured, while engaging emerging donors and continuing the breakthrough in government and local/regional cost-sharing. IFIs and the private sector offer a promising venue in areas of blended financing for energy efficiency and climate.

28. Joint United Nations workplans, designed together with national partners, will be the main planning and reporting instruments. The country office will focus on increasing the efficiency of procurement processes and expanding government cost-sharing in key areas (e.g., health, internal affairs). Mainstreaming gender, diversity (accessibility), greening-in programmes and operations will be prioritized.

29. The main external risks to programme implementation stem from the lack of social cohesion and political divisions, coupled with weak capacity to swiftly implement overdue structural reforms. UNDP will closely monitor the situation, roll-out the Social Cohesion and Reconciliation Index and apply risk-informed development across all areas. The political and security environment in the Transnistrian region may hinder confidence-building interventions, and UNDP will plan cautiously, ensuring strict impartiality when engaging with local

administrations. Considering the ambitious resource mobilization agenda, the country office will rely on its comparative advantage of being a committed, reliable partner and will explore all opportunities with traditional donors and non-traditional sources, including blending financing.

IV. Monitoring and evaluation

30. Outcome and output indicators have been carefully selected to ensure that they can be efficiently measured and monitored. Some indicators are aligned directly to the global UNDP Integrated Results and Resources Framework, and others rely on nationally produced data and annual Sustainable Development Goal reports. UNDP will continue to rely on evaluations for programming decisions. Evaluations will cover outcomes rather than individual projects to further strengthen the application of integrated, issues-based approach.

31. The capacities of the National Bureau of Statistics will be strengthened to produce data meeting user needs, inform decision-making and for monitoring progress towards the Sustainable Development Goals. Specific focus will be on the generation of disaggregated data, implementation of the "no one left behind" principle and timeliness. Innovative approaches will include use of big data, randomized control trials and using future scenarios (foresight) for programme planning. The UNDP gender marker will be used to monitor expenditures and improve decision-making, with the aim to invest at least 15 per cent of the country office budget in interventions to achieve results in gender equality.

Annex. Results and resources framework for the Republic of Moldova (2018-2022)

NATIONAL PRIORITY OR GOAL: A strong State with transparent, corruption-free and efficient institutions, rule of law, people-oriented justice system, respect to the human rights and freedoms, and increased social cohesion that deliver to people' needs
Sustainable Development Goals 5,10 and 16

UNDAF Outcome 1: The people of Moldova, especially most vulnerable, demand and benefit from democratic, transparent and accountable governance, gender-sensitive, human rights- and evidence-based public policies, equitable services, and efficient, effective and responsive public institutions

RELATED STRATEGIC PLAN OUTCOME: Citizen expectations for voice, development, the rule of law and accountability are met by stronger systems of democratic governance

UNDAF outcome indicator(s), baselines, target(s)	Data source, frequency of data collection and responsibilities	Indicative country programme outputs	Major partners / partnerships frameworks	Indicative resources by outcome (in $)
Indicator: % of people who trust in governance institutions (Parliament, Government, Justice) by sex and urban/rural status; **Baseline (April 2016)**: Parliament: Total: 5.9%; Men/Women: 6.9%/5.2%; Urban/Rural: 4.8%/7.0%; Government: Total: 9.2%; Men/Women: 10.3%/8.3%; Urban/Rural: 7.8%/10.3% Justice: Total: 7.8%; Men/Women: 9.1%/6.7%; Urban/Rural: 7.5%/8.0%; **Target (2022)**: Parliament: Total: 20%; Men/Women: 20%/20%; Urban/Rural: 20%/20%; Government: Total: 25%; Men/Women: 25%/25%; Urban/Rural: 25%/25%; Justice: Total: 25%; Men/Women: 25%/25%; Urban/Rural: 25%/25%; **Indicator**: Households and businesses facing corruption in the last 12 months, % of the interviewed **Baseline** (2015): Households 24%; Business 24% **Target** (2022): Households 12%; Business 14%	Barometer of Public Opinion (semi-annual)/Institute for Public Policy Biannual Survey "Corruption in Moldova", Transparency International	**OUTPUT 1.1: Enhanced legislative, oversight and representation functions of Parliament responsive to the needs of the underrepresented and marginalized groups through the meaningful engagement of the latest** **Indicator 1.1.1:** Extent to which the Parliament has improved its administrative and human resources capacities required to discharge its mandates in relation to law-making, oversight and representation[19] **Baseline** (2016): 3 **Target:** 4 **Means of verification:** UNDP reports **Indicator 1.1.2:** Share of policy initiatives addressing needs of underrepresented and marginalized groups, consulted by Parliament with CSOs and other interested groups Baseline (2016): 11.4%; Target: 30% Means of verification: Parliament annual reports **Indicator 1.1.3:** State Register of Voters contains minimum error through the interoperability with the main registers of population **Baseline** (2016): No **Target**: Yes **Means of verification**: Central Election Commission reports **OUTPUT 1.2: Responsive, evidence-based, human rights- and gender- mainstreamed policies and transparent, high-integrity institutions**	Parliament Government National Anticorruption Centre Civil society Governments of Norway Sweden, United States UN-Women	**Regular: 900,000** **Other: 25,600,000**

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[19] *IRRF2.1.1.A.1.1*

Indicator: Proportion of women and men elected/appointed in the Parliament, Government cabinet and local public authorities (LPAs) **Baseline:** *Members of Parliament* (2016) Women/Men: 21.8%/77.2%; *Government Cabinet* (2016) Women/Men: 21%/79%; *LPA mayors* (2015) Women/Men: 20.6%/79.4; *LPA local councillors* (2015) Women/Men: 30%/70%; *LPA district councillors* (2015) Women/Men: 18.5%/81.5%; Target (2022): *Parliament* Women/Men: 40%/60%; *Government Cabinet* Women/Men: 40%/60%; *LPA mayors* Women/Men: 30%/70; *LPA local councillors* Women/Men: 40%/60%; *LPA district councillors* Women/Men: 40%/60%; **Indicator**: Proportion of sustainable development indicators produced at the national level with full disaggregation relevant to the national target **Baseline** (2016): Disaggregated data are available for 35% of Sustainable Development Goal global indicators, partially available for 15% is and are lacking for 50% **Target** (2022): 50% available, 30% partially available **Indicator**: Reduced discrimination (non-acceptance) of social groups vulnerable to discrimination **Baseline**: Social distance regarding the listed: People with physical disabilities – 2,2; People with intellectual/psychosocial disabilities – 3,6; Jews – 2,3; Religious minorities, non-Muslims – 2,3; - Roma – 3,1; Muslims – 3,3; People of		**Indicator 1.2.1**. Number of new demonstration projects of civic engagement through innovative models scaled up by national partners **Baseline** 2016: 0 **Target 2022:** 2 innovative projects **Means of verification:** UNDP reports **Indicator 1.2.2**: Proportion of availability of nationally produced Sustainable Development Goal indicators with full disaggregation relevant to the national target **Baseline** (2016)[20]: Disaggregated data are available for 35% of global indicators, partially available for 15% **Target** (2022): 45% available, 30% partially available **Means of verification**: National Bureau of Statistics **Indicator 1.2.3:** Number of new gender and human-rights mainstreamed policies **Baseline** 2017: 2 (Decentralization and Employment Strategy) **Target** 2022: 5 **Means of verification**: UNDP reports **Indicator 1.2.4**: Share of the implemented actions from the National Anti-corruption Strategy (2017–2020) **Baseline** (2016): 0% **Target:** 70% **Means of verification:** National Anti-corruption Centre reports **Output 1.3: Enhanced representation of women in decision-making positions, with particular focus on Roma[21] and young women** **Indicator 1.3.1** Number of women, including share of young and Roma women, benefiting from private and/or public measures to support women in leadership[22] **Baseline** (2016): 812/15%young women/1%Roma women **Target (2022)**: 2000/30%/5% **Means of verification:** Civil society reports **Indicator 1.3.2 Quota law including gender placement**		

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[20] Data for baseline are according to the initial review (2016) of availability and relevance of Sustainable Development Goal indicators for Republic of Moldova. Figures will be updated in the annual reviews of the UNDAF when the Goals' nationalization is completed (after March 2017).

21 Roma women are proposed as a target group, given their specific marginalization, as outlined in the rationale.

[22] *IRRF4.4.2.A.1.1*

African descent – 3,1; Ex-inmates – 3,6; People living with HIV – 4, 3; LGBT people – 5, 2. **Target**: By 2022 social distance reduced as per below: People with physical disabilities – 1,9; People with intellectual and psychosocial disabilities – 3,2; Jews – 2,0; Religious minorities, other than Muslims – 2,0; Roma people – 2,8; Muslims – 3,0; People of African descent – 2,8; Ex-inmates – 3,2; People living with HIV – 3,8; LGBT people – 4,5.		**provision** **Baseline** (2016): No **Target**: Yes **Means of verification:** Legislation database		
	Equality Perceptions Study (biannual)/ OHCHR	**OUTPUT 1.4: Women and men, including from minority and marginalized groups, are enjoying rule of law and protection of human rights ensured by inclusive institutions** **Indicator 1.4.1: Perception on the extent of enjoyment of the right to a fair trial** **Baseline (2016):** Women – 22.7%, rural-12.1%, unemployed - 8,1%; PwD 13%, Roma, religious, LGBT 10% **Target** (2022): Women – 27%, rural – 12.1%, unemployed – 10%, PwD 18%, Roma, religious, LGBT -15% **Means of verification**: Human-rights Study **Indicator 1.4.2**: Share of implemented actions from the National Human Rights Action Plan 2017-2021 **Baseline (2016)**: 0% **Target**: 50% **Means of verification:** National Reports **Indicator 1.4.3:** Level of integration of gender-responsive measures in police human resources management and the share of women in police **Baseline (2016):** gender-blind non-standardized, 14% police are women **Target:** Standardized gender-mainstreamed, including merit-based selection, evaluation and promotion; 17% police are women **Means of verification:** Ministry of Interior reports	Ministry of Justice Prosecutor General Office, National Institute of Justice Development partners Civil Society Government Office of the People's Advocate Equality Council OHCHR UNFPA UNICEF UN Women Donors Civil Society	

NATIONAL PRIORITY 1: Aligning the education system to labor market needs in order to enhance labor productivity and increase employment in the economy
Sustainable Development Goals 1; 8; 10; 11

UNDAF OUTCOME 2: The people of Moldova, especially most vulnerable, have access to enhanced livelihood opportunities, decent work and productive employment, generated by sustainable, inclusive and equitable economic growth

RELATED STRATEGIC PLAN OUTCOME: Growth and development are inclusive and sustainable, incorporating productive capacities that create employment and livelihoods for the poor and excluded

Indicator: Employment rate, by sex, age, urban/rural
 	
Baseline (2015)
  Total: 40.3%
  Urban: 42%; Rural: 38.9%
	IRRF Matrix
	
	Annual Government and UNDP reports
	Human Development Report
		OUTPUT 2.1. Public institutions and private entities have improved capacities to design and implement innovative policies for inclusive, resilient economic growth
		
		Indicator 2.1.1: Extent to which policies, systems and/or institutional measures are in place at the national and
			Ministry of Economy
			
			Ministry of Labor, Social Protection and Family
			Ministry of Education
			National Employment Agency
				Regular: 1,000,000
				
				Other: 32,857,000

Women: 38.4% (urban 39.5%; rural 37.5%)
 Men: 42.3% (urban 44.9%; rural 40.4%)
 By age: 15-24 years: 18.2%; 25-34 years: 45%;
 35-44 years: 58.6%; 45-54 years: 60.6%; 55-64
 years: 41.4%
 Target (2022)
    Total: 44.1%; Urban: 46.0%; Rural: 42.6%
    Women: 42.6. % (urban 43.8%; rural 41.6%)
    Men: 45.6% (urban 48.4%; rural 43.6%)
    By age: 15-24 years: 19.9%; 25-34 years: 49.2%;
 35-44 years: 64.1%; 45-54 years: 66.3%; 55-64
 years: 45.3%
 Global competitiveness index
 Baseline: (2015) 4.0
 Target (2022) 4.04
	World Bank Doing Business Report	subnational levels to generate and strengthen employment and livelihoods[23]
		 Baseline (2016): 2 (very partially)
		 Target: 3 (partially)
		 Means of verification: National policy papers, UNDP reports
		
		 Indicator 2.1.2: Number of companies that benefit from improved business advisory support and share of those led by women, youth, minority groups
		 Baseline (2016)**:** 0
		 Target: 300, at least 30% led by women and 30% led by youth, 15% minority groups
		 Means of verification: UNDP/ Chamber/s of Commerce reports
		
		 Indicator 2.1.3: Number of new partnerships[24] between businesses which generate new jobs and improve livelihoods, including Autonomous Territorial Unit (ATU) of Gagauzia and across the conflict divide
		 Baseline (2016): 0
		 Target: 150 (including 50 in ATU Gagauzia and across conflict divide)
		 Means of verification: UNDP reports
			ILO, IOM
			 Regional and local authorities
			 EU
			 Sweden
			 Private sector
			 Chambers of Commerce	

Indicator: Proportion of young people, aged 15-29, not in employment, education or training (NEETs) **Baseline** (2015): Total: 29.3% Men: 23.6%; Women: 35.2% Urban: 26.6%; Rural: 31.4% **Target** (2022): Total: 26.8%; Men: 21.5%; Women: 32% Urban: 24.5%; Rural: 29%	Government/UNDP reports	**OUTPUT 2.2. Women, youth and people from regions with special status benefit from better skills, access to resources and sustainable jobs and livelihoods** **Indicator 2.2.1.:** Number of additional people benefiting from strengthened livelihoods,[25] including share of women, youth, minorities **Baseline** (2016): Total - 258,509; of which 51% women; youth, minorities, people from regions with special status n/a **Target:** Total - 500,000; 51% women; 30% youth, 20% minorities, including people from regions with special status **Means of verification:** UNDP reports **Indicator 2.2.2:** Number of new jobs created with UNDP support,[26] including share of women, youth, minorities **Baseline** (2016)**:** Total - 1,065; Women – 359; youth,		

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[23] *IRRF1.1.2*

[24] 'Partnerships' are understood both as collaborative and transactional relationships as per the UNDP Partnership Development Handbook

[25] *IRRF1.1.1.B*

[26] *IRRF1.1.1.A*

		minorities, people from regions with special status n/a **Target:** Total – 2000; Women – 759; 30% youth, 20% minorities, including people from regions with special status **Means of verification:** UNDP reports, Ministry of Economy	
Indicator: Small Area Deprivation Index (SADI) as average of SADI ranks for communities from the 1st quintile, by regions and SADI components (economic, environment, infrastructure) **Baseline** (2014) **SADI total** North: 85, Center: 82, South: 105; Gagauzia: 140, Chisinau: N/a **Economic deprivation** North: 105, Center: 76, South: 103 Gagauzia: 68, Chisinau: 101 **Environment deprivation** North: 102, Center: 74, South: 81; Gagauzia: 101, Chisinau: N/a **Infrastructure deprivation** North: 77, Center: 91, South: 99 ATU Gagauzia: N/a Chisinau: N/a **Targets** (2022): The average of ranks of the poorest communities (1st quintile), by regions, should be in close proximity of 85 (=average of SADI ranks for 1st quintile)	Government/ UNDP reports	**OUTPUT 2.3. Improved local public services and upgraded infrastructure to enhance accessibility to and boost resilient local economic development, including in regions with special status and across the conflict divide** **Indicator 2.3.1:** Number of people benefiting from improved local public services and upgraded resilient infrastructure, including share of women, youth, disability and location in special status regions **Baseline** (2016)**:** 216,000 (women, youth, persons with disabilities, minorities, people from regions with special status n/a) **Target:** 350,000 (including at least 40% women, 30% youth, 5% persons with disabilities and 10% minorities, 20% including people from regions with special status) **Means of verification:** UNDP annual reporting **Indicator 2.3.2:** Level of capacity of local governments and other service providers for planning, budgeting and monitoring basic services delivery[27] **Baseline:** 3 (partial capacity) **Target:** 4 (capacity largely in place) **Means of verification:** UNDP annual reporting, Government reports **Indicator 2.3.3:** Number of new jobs[28] by sex, created by local companies because of improved local public services and upgraded resilient infrastructure **Baseline** (2016): 0 **Target**: Total – 700; Women – 250; Men – 450 **Means of verification:** UNDP /local government reports	State Chancellery Ministry of Regional Development and Construction; Ministry of Environment EU Government of Switzerland Regional and local authorities Private sector CSOs

NATIONAL priority #5: "Reducing energy consumption by increasing energy efficiency and using renewable energy sources"
Related to Sustainable Development Goals 7, 11, 12, 13,15

UNDAF Outcome #3: The people of Moldova, especially most vulnerable, benefit from enhanced environmental governance, energy security, sustainable management of natural resources, and climate and disaster resilient development

STRATEGIC PLAN Outcome:1 Growth and development are inclusive and sustainable, incorporating productive capacities that create employment and livelihoods for the poor and excluded

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[27] *IRRF 3.2.2*

[28] To be established based on national reports that can credibly prove the connection between the improved services available locally and the created jobs

Indicator: Percentage decrease in greenhouse gas emissions **Baseline** (2013): 8.4 Mt/year CO2 equivalent **Target** (2022): 20 percentage points **Indicator**: Share of renewables in the gross final energy consumption **Baseline** (2016): 14,2% **Target** (2022): 17%	Intended nationally determined contribution of Moldova National Bi-annual update report Energy balance	**OUTPUT 3.1: Enhanced use of renewables and advanced energy efficiency** **Indicator 3.1.1**: Number of public and residential buildings with improved level of energy efficiency **Baseline** (2016)**:** 0 public and 0 residential buildings **Target:** 15 public and 5 residential **Means of verification:** Energy Efficiency Agency Annual Reports **Indicator 3.1.2**: Total number of people with improved access to renewable energy (in public institutions and households)/ share of female headed households benefitting from improved renewable energy access[29] **Baseline** (2016)**:** 156.899/20%, **Target:** 192.773/27% **Means of verification**: Energy Efficiency Fund's report	Energy Efficiency Agency, Ministry of Environment, Ministry of Regional Development and Construction National Climate Change Office EU Green Climate Fund Ministry of Education private sector research institutions local municipalities	**Regular: 854,000** **Other: 40,500,000**
Indicator: Centralized collecting and processing centres for hazardous waste created as environment enabling public institutions to meet the international standards on hazardous waste disposal **Baseline** (2016): There is no centralized collecting and processing centre for hazardous waste **Target (2022):** At least one hazardous waste centre created and operationalized **Indicator**: Number of people in rural areas benefiting from sustainable natural resource practices, by sex **Baseline** (2015)**:** Total – 23,559 Men – 11,350; Women – 12,209: **Target** (2022): Total 30,000 Men: 14,430; Women: 15,570	Ministry of Environment Reports Report on implementation of the National Environment	**OUTPUT 3.2: Improved national capacities for environmentally sound management practices in ecosystems, waste and chemicals** **Indicator 3.2.1**: Number of hectares of lands sustainably managed through urban/spatial plans incorporating biodiversity issues **Baseline** (2015): 0 **Target**: 200,000 **Means of verification:** District-level annual reports **Indicator 3.2.2:** Proportion of sustainably managed community pasture and forest land in Soroca and Stefan Voda districts /proportion of women with increased income from restored community pasture and forests **Baseline** (2016): Pasture 0%;0% women; Forest 0% /0 women and men **Target:** Pasture: 13% (2,483 hectares) /54%, Forest: 11% (=768 hectares)/258 women, 219 men **Means of verification:** District-level reports **Indicator 3.2.3:** Centralized collecting and processing centres for hazardous waste created in line with international standards on hazardous waste disposal **Baseline** (2016): No modern waste center in place; **Target**	Ministry of Environment Ministry of Health Ministry of Regional Development and Construction, Ministry of Agriculture and Food Industry Forestry Agency farmers' associations, local authorities, medical institutions, private sector, academia	

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[29] IRRF 1.5.2, *cumulative since 2011*

	Strategy, Community reports	(2022): At least one hazardous waste centre created and operationalized **Means of verification:** Ministry of Environment reports		
Indicator: Proportion of districts applying climate resilient practices **Baseline** (2016): 18% (out of 33 districts) **Target** (2022): 27% (2022) **Indicator:** Extent to which special climate finance is accessed by Moldova **Baseline**: 0 (There are no interventions financed by Adaptation or Green Climate Fund) (2016) **Target:** At least one project approved and financed from each of two funds (2022)	UNDAF Progress Report, CPD Progress Report Ministry of Environment Reports	**OUTPUT 3.3 National and sub-national governments have improved capacities to integrate resilience to climate change and disasters into development plans and practices to reduce population's vulnerability** **Indicator 3.3.1** Number of new gender-responsive disaster risk reduction and climate change needs assessment and adaptation plans,[30] including number of those gender-responsive **Baseline** (2016): 18 (including 12 DRR and 6 climate change adaptation plans), out of which 7 gender responsive **Target:** 28 (including 15 DRR and 13 CC adaptation plans), all gender responsive **Means of verification**: UNDP reports **Indicator 3.3.2**. Number of rural population benefitting from Climate change adaptation and DRR measures, including share of women, minority **Baseline (2016)**: 4,596 (women n/a) **Target:** 10,000 (53%women, 10% minority) **Means of verification:** UNDP reports **Indicator 3.3.3** Presence of institutional system to catalyze investments in low carbon and resilient green urban development **Baseline 2016:** No operationally and financially sustainable system in place **Target:** Green City Lab established with at least five demonstration projects **Means of verification:** UNDP reports	Civil Protection and Emergency Situations Service Ministry of Environment, Ministry of Finance Ministry of Agriculture and Food Industry, State Chancellery Ministry of Economy Ministry of Regional Development and Construction Ministry of Health, Ministry of Transport, State Hydro Meteorological Service Local authorities, NGOs, women's associations, research institutions	

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[30] *IRRF5.2.1*