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EXECUTIVE SUMMARY

The Republic of Moldova made a commitment to ensure gender equality, thus the efforts of the national authorities resulted in a series of actions, including the ratification of international conventions, adoption of national plans and strategies. Among these actions, the most important are the following: ratification of CEDAW (Convention on Elimination of all forms of Discrimination against Women) in 1994, ratification of the ILO Convention concerning Discrimination in Employment and Occupation (No. 111) in 1996 and the ILO Convention on Equal Remuneration, 1951 (No. 100). The national authorities committed to achieving the Millennium Development Goals (specifically, goal 3 on promoting gender equality and empowerment of women), the ILO Convention of the Protection of Maternity, 2000 (No. 183) and in 2006 the Law No. 5 on Equality of Opportunities for Men and Women¹ have been adopted. Also, the Government of the Republic of Moldova adopted a series of national strategies and action plans to promote gender equality (in 1998, 2003 and 2009).

Despite these regulations, the progress in the area of ensuring gender equality is still slow. Based on the Concluding CEDAW Observations² regarding Moldova, the Committee voiced its concern regarding the persistence of patriarchal attitudes and deeply rooted stereotypes on the roles and responsibilities of men and women in family and society (CEDAW/C/MDA/CO/3, paragraph 18). It is noted that such attitudes and stereotypes are the core causes of the (1) disadvantaged position of women in political and public life in the state-party; (2) violence against women in the state-party; and (3) gender segregation, as reflected in the educational choices of women and girls and the options for job selection.

In September 2014, the Women's Law Centre within the project financed by OAK Foundation selected the company SOCIOPOLIS (Centre for Investigations and Consultancy „SocioPolis”) for performing the survey „Men and gender equality” in the Republic of Moldova, based on the International Survey „Men and gender equality” (IMAGES), elaborated by Promundo.

The International Survey „Men and gender equality” (IMAGES) is coordinated by the Promundo organisation and the International Center for Research on Women (ICRW), being one of the most comprehensive studies, which provides a holistic perspective of the life of men and women, attitudes and behaviour of men and women towards gender equality, family relationships, the role and involvement of men in family life, raising and education of children, childhood experiences of violence, gender equality in the family,

¹ Law on ensuring equal opportunities for women and men No. 5 from 09.02.2006, Official Monitor No.47-50/200, 24.03.2006

²Concluding Observations on the combined fourth and fifth periodic reports of the Republic of Moldova *

stress, migration, unemployment etc. Since 2014, this study has been applied in 10 countries as a tool for evaluation of attitudes and behaviour of men and women in the process of implementation of program initiatives in gender equality area. Data and recommendations of the IMAGES study served in these countries as basis for the launch of national level discussions regarding the need to elaborate new policies, develop new initiatives, aimed towards promoting gender equality and prevention of gender based violence.

The goal of the research „Men and gender equality in the Republic of Moldova” was the identification and understanding of the behaviour and attitudes of men and women, and of the changes influencing their attitudes and behaviour, to serve for the development, directing and monitoring of policies in the gender equality domain. The research resulted in collection of national level data, which serve as reference for monitoring the changes, expected to take place in the attitudes and behaviour of women and men, as a result of implementation of policies and programs for promoting gender equality.

Methodology of the research „Men and gender equality in the Republic of Moldova” is complex, based on various research methods of the social reality. The research was based on primary and secondary data sources. At the first stage, the analysis of the legal and institutional framework in the area of gender equality in the Republic of Moldova was performed. Subsequently, secondary data were completed with the primary collected data, using quantitative and qualitative sociologic methods. In the survey 2018 persons took part, with the age comprised between 18 and 59 years. In compliance with the sampling methodology proposed by the International Centre for Research on Women and the Promundo Institute 2 separate sample groups were selected: the main consisting of men (1515 persons) and the control group of women (503 persons) to identify differences of perceptions, attitudes and practices. The samples were stratified, probabilistic and representative on the national level, with a maximum error of estimate of $\pm 2.5\%$ in case of men and $\pm 4.3\%$ in case of women and with a 95% level of trust. Data obtained within the quantitative study were completed with the data gathered through individual in-depth interviews and focus groups discussion. The sample of interviewees consisted of 10 persons, representatives of the central public authorities, non-governmental organisations and international organisations. Subsequently, a series of 4 focus groups were set up - 3 with men and 1 with women.

Childhood experiences

The family of origin is the relevant measuring unit for understanding the processes, tendencies and the social transformations, including changes in the gender equality area. In the family of origin the first actions take place in the field of education and forming of personality. Social and family values are internalized. In the families of origin, men saw

a greater respect of the mother for the father/other man with whom she was living, than of the father/other man regarding the mother.

Men noted that their fathers were involved in performing certain activities in the family - each fourth father was daily involved in the childcare. Cooking, cleaning and laundry were seldom performed by men. 5.9% of fathers were never involved in childcare, 18.9% - in cooking, 29.6% - in cleaning and 44.9% - in laundry.

In the families of origin, mothers taught 82.2% of boys to clean the house, 76.8% were taught to take care of younger sisters/brothers, 74.7% were taught to cook food, and 64.8% were taught to do the laundry.

The decision making process in the families of origin was not a participative process. 1 out of 3 men were taking the decisions regarding long term investments by themselves, and the women were given the possibility to decide in the area of current house expenditures and in decisions regarding child rearing.

Current family life

The rate of men currently daily involved in childcare is very low. Based on the statements of men, this is an activity *usually* or *always* performed by the woman-partner. However, $\frac{1}{4}$ of men believes they share equal childcare responsibilities, while only 15.7% of women confirmed this, which means that even if some men declared to be involved in childcare, they have reductionist perceptions on childcare, since women do not perceive their activity as participatory.

Although some men mentioned they were taught in the family of origin to perform some house chores, the sharing of responsibilities in the newly created families/couples reflects the aspects of the traditional family. Thus, laundry, cooking and cleaning are seen as the responsibility of the women. The responsibilities for shopping for food and payment of bills are performed jointly, and men most frequently have the responsibility to perform minor household repairs. It has been identified that in case of men from 18-29 years old, the process of performing household activities is the most inclusive. For example, as to the laundry, almost each fourth man of the age of 18-29 noted that he performs this activity together with his partner, as compared to each tenth man in cases of other age groups. However, it is important to note that these changes are also determined by the development of technologies, which significantly unburdened this process.

43,6% of men noted that the household responsibilities of the wife/partner are larger compared to his, compared to 29,7% which believe that their share in the household activities is equal, and 13,5% who noticed to have the most responsibilities.

Research data reveal that the decision making process in the family/couple becomes more participative. In the newly created families/couples the rate of

involvement of both partners in the decisions taking process regarding the investments increased from 52.3% to 68.0%, but also in decisions regarding current consumption expenditures from 41.1% to 47.2%. The correlational research reveals that, to a large extent, the men take over the pattern existing in their family of origin regarding the decision making process both in procurement of the current consumption goods, and of long term expenditures.

The process of decision-making about the spending of leisure time is the most participative. 74.7% of respondents who declared that they are living together with their male partner/female partner take these decisions together. Taking of the decisions on how to spend their leisure time depends on the age. The lesser the age of men, the higher the rate of those taking these decisions together.

Presence of men at the childbirth is a rare practice in the Republic of Moldova. Only 18.1% of men declared to have participated at the birth of their last child. However, the number of men which offer support to women at childbirth is on the rise in the ranks of the young generations - 30 percent of men with ages of 30-39 years were present at the birth of their last child. Research data reveal the fact that the tendency to assist at childbirth is mostly common for fathers with the ages of 30-39 years, with higher education and from urban areas.

The use of contraceptive methods is not a frequent practice in the Republic in Moldova. 37.4% of men noted *they did not use* condoms during the last year, as related to only 22.4% - who use them *occasionally*, 15.4% - who use them *frequently* and 16.9% - who use them *always*. Responses of women reveal the similar tendency - 45.5% of women declared they *did not use* condoms during the last year. The analysis of the responses, depending on the age group, reveals that condoms are used by men and women with the ages of 18-29 years more frequently than by those who are older. However, 18 percent of male youth and 34 of female youth, even though they practice sexual intercourse, never use the condoms. Notwithstanding, we note that in the age group of 18-29 years, the change of sex partners takes place most frequently. The analysis of the use of condoms related to the number of persons men had sexual intercourse with within the last year, reveals that 11,4% of those who had 4 or more women partners, 11,3% of those who had 3 partners and 23,8% who had 2 partners do not use condoms.

Gender equality perception

The notion of „gender equality” is understood and interpreted differently by the citizens of the Republic of Moldova. 43% of men and 33,8% of women believe that by giving rights to women means that men are at loss (*total consent* or *partial consent*), and 46,5% of men and 37% of women believe that when women receive rights, they take over the rights of men (*total consent* or *partial consent*). Erroneous perception on gender equality increases when the gender equality on the labour market is discussed. Thus,

60.8% of men and 60.2% of women believe that when women get hired, they take over the job positions meant for men (*total consent or partial consent*).

In the Republic of Moldova stereotypes according to which the household responsibilities are those of the woman and she „*should make time for the family and give up her career*”, and the man should provide the financial means still prevail. Frequently the financial contribution of the woman to the family budget is neglected, as is the fact that she also has a job and that the family responsibilities should be equally shared.

59.7% of men and 64.4% of women do not perceive the benefits of gender equality for vulnerable persons. In their opinion, the activities for realising gender equality result in benefits mainly for persons with a higher welfare level.

Only 53.7% of men agree for the setting up of the quota system for women, in order to guarantee a fixed number of positions for them in governing and 55,3% agree to setting up a fixed quota system also for leadership positions. A part of men motivated their lack of consent for introduction of the quota system for women to get to governing or leadership positions through the argument that into these positions should come „*persons with capacities*”, „*we don't need incapable women in leadership positions*”. The percentage of women who agree that a quota system should be set up to guarantee them a fixed number to governing is larger compared to men - 72.6%. The same situation was noted as related to setting up the quota system to guarantee a fixed number of positions in leadership - 73.2%.

90,5% of men and 81,5% of women believe that for a woman the most important thing is to take care of the house and cook for her family. The rate of men who believe that changing diapers, bathing and feeding children is the woman's responsibility was even higher - 95%. This indicator is also quite high among women - 75.1% (3 of 4 women) agree with this statement.

Although 67 percent of men *totally agree* that the man and the woman should jointly decide on the method of contraception, 23,3% believe it is the responsibility of the woman to ensure protection to prevent a pregnancy, and 17,4% *totally agree* they would feel offended if their wife would request them to use a condom. The rate of women who believe that both partners should decide together which contraception method to use is slightly higher in the ranks of women - 73 percent. Notwithstanding, the rate of women who *totally agree or partially agree* it is the responsibility of the woman to avoid getting pregnant equals the rate of men.

Opinions of men regarding sexuality and sexual intercourse do not differ significantly from those of women. A higher number of men believe they're always ready to have sex - 77.9%, as compared to 63.2% of women.

In the opinion of 27.7% of men, the woman should tolerate violence in order to keep the family. This opinion is shared by only 17.5% of women. 41.1% of men state that

there are moments when a woman needs to be beaten. The number of women who agree with this statement is more than 2 times lower compared to men. The research data reveal that of 100 women, 7 are open to accept the use of force by their partners when they would not consent to have sexual intercourse with him.

Research data reveal that in the Republic of Moldova women have higher rates of correct perception of gender equality than men. From the 4 domains of the research (household responsibilities, violence, reproductive health and intimate relationships) the best situation related to correct perception of the gender equality exists in the domain of violence, followed by reproductive health, intimate relationships and on the last position the household responsibilities. Thus, 82.5% of women and 66 % of men have a correct perception of gender equality in the domain of violence, as compared to 73.2% of women and 60.9% of men in the area of reproductive health, only 63.3% of women and 52.2% of men in the domain of sexual relations, and 59.4% of women and 52.5% of men in the domain of daily household responsibilities. This situation is explained by the fact that informational campaigns against domestic violence and those in the area of reproductive health have had their impact on the population, determining the change of their perceptions. Currently, the research data reveal the need of awareness-raising campaigns on the roles of women and men in the family sphere, the household responsibilities in the day to day life.

Violence

The data reveal that physical violence exists in up to 50 percent of families of origin of men who participated in the survey, and sexual violence existed in over 3 percent of these families.

11.2% of men noted there was a *permanent* atmosphere of intimidation in the educational institution in their childhood; other 28.3% stated that this atmosphere existed *sometimes*. Respectively, 11.9% emphasized they got confronted with bullying attitudes at school and 12.7% mentioned they've been teased by other persons. 38 percent of interviewed men made reference to the presence of physical abuse within the education institution during their childhood.

Violence also exists in families. Women mentioned different types of physical violence, applied by their spouse/partner. As a result of the use of physical violence, 21.9% mentioned they ended up with bruises and pain, while 2.5% got injuries and contortions, etc. Research data reveal that the frequency of acts of both physical and psychological violence increases as the persons get older. Also, the violence occurrence is higher in rural areas, in families where men have a lower level of education, and the income is low. The main causes of domestic violence include the following: alcohol consumption, jealousy, unemployment, infidelity, lack of education, inability to solve conflicts peacefully. However, data reveal that in cases of violence, some partners see

the cause solely in their partner. Thus, 1/3 of men identified as causes of violence alcohol consumption by the woman, woman's infidelity, while 2/3 of women - alcohol consumption by men and jealousy.

Only 8.4% of the women abused by family members/intimate relations reported the case to police. The low number of women which report cases to police is caused by the low level of satisfaction regarding police intervention.

As to the presence of any previous discussions of men with their sons or other boys in their custody about violence against women, data reveal that such discussions took place only in 45.3% of cases.

When seeing a friend applying physical violence against a woman, 61.1% of men stated they would intervene at the moment the violence occurred, 10.7% declared they would discuss with their friend once the act of violence was consumed, 6.5% mentioned they would call the police and 2.6% would avoid in future such a friend, as compared to 10.6% who would not intervene because it is not their problem and another 8.5% who offered no answer.

19.5% of men mentioned that during the last 3 months they've been victims of physical violence outside their home, and 4.6% mentioned they've been threatened with a knife, pistol or other arms.

61.4% of men and 67.6% of women in the Republic of Moldova know there are social services for the support of women victims of domestic violence. The level of knowledge about the existence of these services is higher among the persons living in urban areas, with a higher level of education, and also with a higher level of income in their family. Although the vast majority of the population is informed about the existing services, only 2.7% of women who are/were in a relationship with men decided to access these services. 42.2% of women have heard about counselling services for family aggressors, as compared to 38.1% of men and the vast majority of them rated these services as *useful* or *very useful*.

41.1% of men who participated at the survey and 19.1% of women *agreed (totally or partially)* that there are moments when a woman deserves to be beaten up, and 27.7% of men and 17.5% of women declared that the woman must tolerate violence in order to preserve the family.

In the opinion of over 40 percent of men the woman shares the blame in the cases of rape, and in case she has a spoiled reputation or does not oppose physical resistance during rape, these cases may not be counted as rape.

Social delinquency and deviance

46.3% of men declared to have committed at least once an act of theft (6.7% - frequently, 19.6% - 2-3 times, 20% - once). 17.3% of the sample of men mentioned they had been arrested, and 4.3% declared they had been to jail.

73.1% of men who participated in the survey are consumers of alcoholic beverages. The frequency of alcohol consumption varies - 33.4% drink alcohol once a month, 25.5% - 2-4 times per months, 11.4% - 2-3 times per week, 2.8% - 4 and more times per week. The number of women who drink alcohol is 10 percent lower compared to men - 63%. Over half of these consume alcohol less often than once a month.

From men who consume alcohol, 81.5% sometimes drinks over 5 glasses of alcohol per evening. This happens in 50.5% of cases less often than once a month, in 21.9% cases - monthly, in 7.7% cases - weekly. Consumption of 5 glasses of wine per one evening is more representative for those without a stable partner, with lower income and with a lower level of education. Statistical data reveal that once the frequency of alcohol consumption rises, also the frequency of consumption of 5 glasses of alcohol at a party rises. From the number of women who drink alcohol, 56.8% sometimes consume over 5 glasses of alcohol at a party/per night. 45.1% of these do it less often than once a month, 8.2% - monthly, 3.2% - weekly.

Research data reveal that men sometimes use force in order to obtain sexual intercourse with a female person. Almost each fifth man had sex with a girl/woman against her will, and almost every fourth man had sex with a girl/woman who was too drunk to communicate she does not want to have sex.

18 percent of men recognised they used force to obtain sexual intercourse with his current girlfriend/wife, and 14 percent of men used force during sexual intercourse with their former girlfriend/wife.

Cases of sexual abuse committed by a group against girls/women in the Republic of Moldova also exist. Almost 5 percent of men took part in such acts.

Assessment of policies addressed to families

Policies on education and caring for children

An important element of the policies on education and caring for children is to increase participation of fathers in the process of education and caring for children. The opinions of men regarding the need to ensure paternal leave of 3 days by legislation vary - 61.9% responded with *yes*, 22.6% - *no* and other 15.5% - with *don't know*. Men with higher education and higher income opt more frequently in favour of paternal leave, while it is more frequent that men with the age between 18-29 years, with secondary education level and low income are not informed about this possibility. 74.6% of women

mentioned the need to envisage the paternal leave by law, as compared to 15.5% who denied this need and 9.9% who do not know.

Research data reveal that 72.7% of men and 75.5% of women prefer the maternal leave to be to 3 years. Women and men with ages between 18-29 years plead to a higher extent in favour of maternal leave for 1 year term. This fact indicates the changes which take place in the views of the young generations, who give increased attention to a professional career and try to combine the role of a mother with this career.

Policies on domestic violence

The research data reveal that a part of the population is not aware of the legal provisions on domestic violence. Only 63.6% of men are informed about the law on domestic violence, compared to 7.3% who denied its existence and 29.1% - who do not know if such a law exists. In case of women, approximately the same level of knowledge has been identified - 62.4% of women know about the laws regarding violence against women, 9.1% - denied the existence of these laws and 28.4% - do not know about their existence.

31.4% of men and 44.9% of women do not agree that in compliance with the legislation provisions on violence against women, it is easier for a woman to bring charges against a man on the grounds of committed violent acts.

46.7% of men and 64.6% of women do not consider the current legislative provisions to be too harsh for aggressors. However, 58.7% of men and 69.1% of women mentioned that the current legal provisions on violence against women expose women to a higher degree of stigmatization and shame.

The level of information on the possibility of issuing by courts of a protection order for women who are victims of domestic violence is higher among men (49.6%), than among women (43.8%). But 24-39 percent of men declared they either would not comply with it or don't know how to proceed regarding some provisions contained in a protection order issued against them. The experts made a reference that the lack of respect for protection orders is determined by a lack of awareness rising and by „*lack of clear and harsh sanctions both for the aggressor and for the policemen accountable for supervision of the enforcement of the protection order' provisions*”.

Policies on non-discrimination of gay and lesbian persons

The research data reveal a low level of information regarding legal provisions on non-discrimination of homosexual persons. This means it is necessary to correctly inform the population. 32.2% of men and 28.2% of women mentioned the existence in the Republic of Moldova of policies to protect homosexual persons against discrimination,

compared to 43.0% and, respectively, 46.9% who were not aware of these policies and 24.8% and 24.9% of persons who mentioned such policies are absent.

From 32.2% of men who mentioned that in Moldova such laws do not exist, 1/3 agreed that such laws should exist, over 1/2 - disagreed with such laws. The research data reveal a higher degree of tolerance in the ranks of women regarding the laws which protect homosexual persons, than among men.

The results of the survey reveal successes and shortcomings in ensuring equality between women and men in the Republic of Moldova. These results allow us to make the following **recommendations**, for improvement of the situation in the area of gender equality.

For governmental authorities:

Ensuring gender equality

- The Republic of Moldova shall fulfil its international and national commitments it adhered to, in the area of ensuring human rights, making it a priority to ensure gender equality;
- Elaboration of a new Programme to ensure gender equality for the years 2016-2020, which shall be compliant to development objectives of the national and international level, which shall comprise concrete actions for local and central governmental authorities, civil society, international organisations in the area of promoting and ensuring gender equality in the Republic of Moldova;
- Introduction and implementation of the gender equality prospective in the policies documents in all spheres, at all decisions making levels;
- Increasing awareness raising of the population by continuous information campaigns on gender equality issues in public and private life, value of maternity and paternity, reconciliation of family life and professional career etc., elimination of shortcomings of information and gender stereotypes, which have negative impact on women and men, promoting the idea of gender equality of men and women, by diversity and complementarity;
- Development and organising, in partnership with the civil society, of campaigns to change attitudes and behaviour of the population regarding the role of women and men in society and family;
- Adoption of policies centred on ensuring gender equality between women and men, by ensuring conditions for economic and political empowerment of women;
- Setting up quota systems for women to ensure they are benefiting of a fixed number of vacancies in governing and leadership positions;

- Elimination of all forms of gender based discrimination on the labour market, by organising information and awareness-raising campaigns regarding the rights of women and men on the labour market;
- Monitoring of employers in the sphere of respecting women's rights at the workplace;
- Ensure conditions which would allow women to combine the role of mother with the professional role harmoniously, by development of childcare services for children up to the age of 3 years, verification of employers regarding the possibility of flexible (part time) working schedules etc.;
- Integration of the gender dimension in educational policies, including revision of school textbooks and training of didactic personnel to exclude existing stereotypes;
- Development of programmes to facilitate involvement of men in parenting (father's involvement beginning with the early days of the child, participation in his/her education process, spending leisure time together, etc.);
- Regular collecting of statistical data, performing of in-depth surveys, which would identify real problems related to gender equality and increase the awareness level for urgent implementation of efficient policies and national programs.

Ensuring gender dimension in the implementation of policies regarding the education of children

- Organising, in partnership with civil society and mass-media agencies, of awareness-raising campaigns for the population of the possibilities for fathers to benefit of paternal leave at the birth of their child (3 days) and leave for raising and caring of the child (for 1,5/3 years) and the conditions for obtaining it;
- Elaboration of policies for reconciling family life with professional life, with clear elements for stimulating involvement of the father;
- Encourage application of flexible working schedules, which would allow employees, men and women, to combine job obligations with family responsibilities and would encourage men to take on childcare obligations equally with women.

Ensuring health policies, including in the sphere of reproductive health

- Development, in partnership with civil society and mass-media agencies, of a programme for the facilitation of a responsible attitude of the population towards one's own health, by explaining the importance of regular visits to the family doctor, of prophylactic health examinations etc.;
- Development, in partnership with civil society and mass-media, of programmes to reduce alcohol consumption, especially among youth;
- Streamline the activities in the area of reproductive health, performed by the Youth Friendly Health Centres, by actions centred on youth from rural areas, youth from vulnerable families etc.

Ensuring policies in the area of prevention and combating of violence

- Elaboration and adoption of a Sectorial Strategy of prevention and combating domestic violence and violence against women, with concrete actions by allocating necessary resources for implementation of these actions;
- Urgent adoption of the draft Law on amendment and supplementing a series of legislative acts in the field of prevention and combating of domestic violence (currently, at the second consultation phase), which provide for the alignment of the national legislation to the European standards (including the introduction of the emergency restrictive order; criminal liability for failure to enforce the protection order etc.);
- Ratification and implementation of the European Convention of Prevention and Combating Violence against Women and Domestic Violence (Istanbul Convention);
- Development of minimum quality standards of services addressed to victims of domestic violence, in cooperation with service providers, in compliance with human rights standards and needs of the beneficiaries. These should ensure the presence of long-term services for survivors of domestic violence and of rehabilitation services for aggressors;
- Development in partnership with local authorities and civil society, of an action plan for changing the stereotypes and attitudes of acceptance of violence by the population (women, men, children etc.);
- Improvement of the legislative framework in the area of prevention and combating of domestic violence, by ensuring a more efficient mechanism for issuing protection orders in cases of emergency, by offering local police officers the right to issue this type of protection orders.
- Development in partnership with civil society of a monitoring mechanism for the enforcement of protection orders.

For the local public authorities:

Ensuring gender equality

- Introducing a gender perspective in the policies and elaborated documents, at the local level, and ensuring the implementation of these, including the necessary local resources.

Ensuring policies in the area of preventing and combating violence

- Participation, in partnership with the governmental authorities and civil society, at the elaboration of a plan of action for changing stereotypes and attitudes of acceptance of violence by the population (women, men, children etc.);

- Implementing of activities for stopping and combating domestic violence in education institutions and communities;
- Ensuring enforcement of the protection orders in cases of domestic violence;
- Ensure financial support of services offering assistance and rehabilitation for victims of domestic violence, and of services for re-education of aggressors.

For the civil society:

Ensuring gender equality

- Organise awareness raising campaigns for continuous and constant promoting of the women's rights and of the equality of opportunities' principle;
- Dissemination of the information/studies/analysis on gender equality, for general public information;
- Development and organising, in partnership with the governmental authorities, of the campaigns to change the attitudes and behaviour of the population regarding women's and men's roles in family and society;
- Training of the mass-media representatives to achieve gender sensitization, and correctly reflect the information;
- Involvement of men in promoting the principle of equality of opportunities for women and men;
- Increasing the importance of paternity, promoting participation of men in the process of childcare, caring for elderly persons, promoting equal distribution of family responsibilities between men and women.

Ensuring gender perspective in implementation of the policies in raising and educating children

- Organising in partnership with mass-media agencies, of awareness raising campaigns of the population on the possibility for fathers to take paternity leave subsequent to the birth of the child (3 days), including for raising and caring for the child (1,5/3 years) and the manner to spend it.

Ensuring elaboration of health policies, including on reproductive health

- Elaboration and orienting of the healthcare policies towards the necessities of women and men, conditioned both by biological aspects and socio-economic and cultural factors, ensure access to information on the contraceptive methods and on unplanned and unwanted pregnancies;
- Development, in partnership with the governmental authorities, of a program for forming of a responsible attitude of the population toward their own health, by explaining the importance of regular visit to the family doctor, of a prophylactic health examinations etc.;

- Development, in partnership with the local and governmental authorities, mass-media institutions, of re-education programs for population to reduce alcohol consumption, which is an important spreading issue.

Ensuring elaboration of policies in the area of prevention and combating of violence

- Piloting intervention modules, in partnership with the responsible authorities, based on legal provisions and existing best practices;
- Informing population on existing policies in the field of combating violence, services developed for the survivors of domestic violence and possibilities for accessing these;
- Training of policeman in the sphere of actions which need to be taken in cases of domestic violence;
- Development, in partnership with the governmental and local authorities, of a plan of actions to change the stereotypes and attitudes of tolerance of violence by the population (women, men, children etc.);
- Elaboration of a plan of actions for elimination of violence from education facilities and monitoring the situation;
- Broadcasting information on social services for the victims of domestic violence and the ways to access these.

Ensuring diversity

- Information of the population of sexual diversity and educating a spirit of tolerance towards diversity.

For mass-media:

Ensuring gender equality

- Promoting and ensuring attainment of the equality of rights and responsibilities for men and women, in family relations;
- Involving mass-media to reflect the gender issues, information, education and promoting of gender equality through televised shows, coverage and articles of household responsibilities, reproductive health, intimate relations, domestic violence issues;
- Broadcasting the good practices in the area of gender equality in the family, at the workplace, in the society, to display the benefits and eliminate the stereotypes which exist for the majority of the population;
- Promoting models for participative decision making process in the family;
- Prohibition and avoidance of the sexist images of women, which perpetuate stereotypes on the role of women in the society and family.

Ensuring gender perspective in implementation of the policies on raising and educating children

- Involvement in the activities for informing the population on the possibilities of fathers to take the paternity leave (3 days), including the leave for raising and caring for the child (1.5/3 years).

Ensuring development of healthcare policies, including in the area of reproductive health

- Development, in partnership with governmental authorities and civil society, of a program for forming a responsible behaviour for the health of citizens, by explaining the importance of regular visits to the family doctor, of the prophylactic medical examinations etc.;
- Organising campaigns, in partnership with governmental authorities and civil society, to reduce alcohol consumption by population, especially by the youth.

INTRODUCTION

The equality of women and men is a fundamental value, which ensures equality of rights, opportunities, responsibilities in the professional and family spheres, by equal remuneration for the equal amount of work, equal economic independence for men and women, equality in decision-making process, contribution to combating gender based violence and improvement of the quality of life. Although in some countries progress has been registered and gender equality prospective was reflected in normative acts and certain specific measures for women were promoted, in other countries gender inequality continues to exist.

The goal of the survey „Men and gender equality in the Republic of Moldova” is to identify and understand behaviour, attitudes of men and women, changes which occur in them in order to develop, direct and monitor policies in the sphere of gender equality.

The objectives of this survey are as follows:

- Evaluation of current attitudes and behaviour of men regarding various aspects of gender equality (time spent with children, household activities, use of violence, accessing healthcare services, communication/negotiation process with the partner/wife on family issues, sexual relations etc.);
- Comparing attitudes and behaviour of men with those of women on listed issues;
- Analysis of factors which could explain the behaviour and attitudes of men regarding gender equality;
- Evaluation of knowledge and attitudes of men and women, in comparison to the policies on promoting gender equality.

The performed survey is complex, based on the analysis of the institutional and legal framework, and also on identification of the opinion of population based on quantitative and qualitative sociological research methods.

The quantitative research has been performed based on the principles and rules set forth in the **International Survey „Men and Gender Equality” (IMAGES)**. The survey comprises the most comprehensive instruments in the area of gender equality, used for evaluation of attitudes and behaviour of men and women prior to implementation of policies and program initiatives. In the international perspective, the data of the IMAGES survey are used for (i) advocacy activities on the national and international level; (ii) development of a database on the global level to evaluate the behaviour and attitudes of men as a standardised instrument; (iii) offering data for monitoring the behaviour and attitudes of men based on international processes.

The questionnaire elaborated within the IMAGES survey is based on the following tools: (i) „Questionnaire Gender Equality and Quality of Life” elaborated by the Ministry

on Gender Equality and Children from Norway, (ii) items developed by the World Health Organisation for studying the violence against women in various countries, (iii) Gender Empowerment Measure (GEM) elaborated by the Population Council and Promundo, (iv) surveys on physical and sexual violence against women, developed by the South Africa Medical Research Council.

Data obtained in this survey have been supplemented with the data collected through 10 in-depth individual interviews with the representatives of central public authorities, representatives of non-governmental organisations and international organisations, and within 4 focus-group discussions (3 with men and 1 with women).

RESEARCH METHODOLOGY

The research was based on primary and secondary data sources. Thus, an analysis of the legal framework, institutional framework and existing studies in the field of gender equality in the Republic of Moldova was performed. Secondary data were supplemented with primary information collected through qualitative and quantitative sociological methods.

In the **quantitative research** participated 2018 persons aged between 18 and 59 years. In accordance with the methodology proposed by the International Centre for Research about Women and the Promundo Institute, 2 separate groups were randomly sampled: one consisting of men (1515 persons) and another of women (503 persons) to identify the differences in perceptions, attitudes, and practices. The samples were stratified, probabilistic, based on the following stratification criteria: (i) 35 administrative territorial units from the Republic of Moldova, (ii) residential area, (iii) the number of persons in rural communities (2 types of rural areas). Both samples are representative at the national level, with a maximum error of $\pm 4.3\%$ for men, and $\pm 2.5\%$ for women and at a confidence level of 95%.

The volume of urban and rural strata for each territorial administrative unit was calculated in proportion to the population, based on age and gender criteria, according to data of the National Statistics Bureau concerning the constant number of population by geographical rayon, age and gender criteria for the period up to 1st of January 2015.

Data collection in the field was conducted during the period of April 13th-May 31st, 2015. The interviews were conducted at the homes of the respondents.

The questionnaires elaborated at the international level have been adapted to the reality of Moldova with the assistance of specialists from various public institutions and civil society. They were subsequently printed in the Romanian language and in Russian language, thus offering the respondents the option to choose the language of communication.

The questionnaire applied to men had 10 sections³: 1. The social-demographic characteristics and professional activity; 2. Childhood Experiences; 3. Relations between men and women; 4. Sexual diversity; 5. Family relationships; 6. Policies; 7. Parents, relationship of fathers with children; 8. Relationships and violence; 9. Health and quality of life; 10. Final (self-completed by the respondent).

The questionnaire applied to women was smaller and covered 9 sections (it didn't include childhood experiences of women, and also the section 7 provided for: Parents, relationship of mothers with children).

³ The questionnaire comprises approximately 250 items.

The data obtained in the quantitative survey were supplemented with qualitative research data from central public authorities' representatives, representatives of non-governmental organisations and international organisations⁴. The interviewed sample comprised 10 persons (see Annex 1. The social demographic data about the experts interviewed in the qualitative research).

The qualitative research also included the focus group discussions method. Within focus group discussions, an in-depth research of certain identified aspects of the quantitative study was discussed. Four focus group discussions were conducted - three with men and one with women (see Annex 2. The data on persons participating in group discussions). Participants in the focus group discussion were selected based on the following criteria: gender, age, education, occupational status (employed in different areas, unemployed).

The social-demographic structure of samples

The sample of men

The sample of men was comprised of 1515 men from 35 administrative territorial units of Moldova and it is nationally representative (see Table 1). 55.6% of men are from rural areas and 44.4% from urban areas. By age, 37.0% of men aged between 18 and 29 years, 23.3% - between 30 and 39 years, 20.1% - between 40 and 49 years and 19.7% from 50 to 59 years.

Table 1. Survey sample (men)

		Number	Percentage
		Men	
Total		1515	100.0%
Age	18-29 years	560	37.0%
	30-39 years	353	23.3%
	40-49 years	304	20.1%
	50-59 years	298	19.7%
Residence area	Urban	672	44.4%
	Rural	843	55.6%
Education level	Incomplete primary education (<i>gymnasium</i>)	240	15.8%
	Secondary education (<i>lyceum</i>)	276	18.2%
	Vocational education (<i>professional. college</i>)	574	37.9%
	Complete or incomplete higher education	425	28.1%
Ethnicity	Moldovan / Romanian	1284	84.8%
	Other ethnicity	231	15.2%
Average monthly income	Up to 2000 MDL	233	15.4%
	2001-3000 MDL	262	17.3%

⁴ Interviewees are gender experts (representatives of the Ministry of Labour, Social Protection and Family, of civil society contributing to the development, promotion and provision of gender policies, developing services for different categories of vulnerable groups of the population.

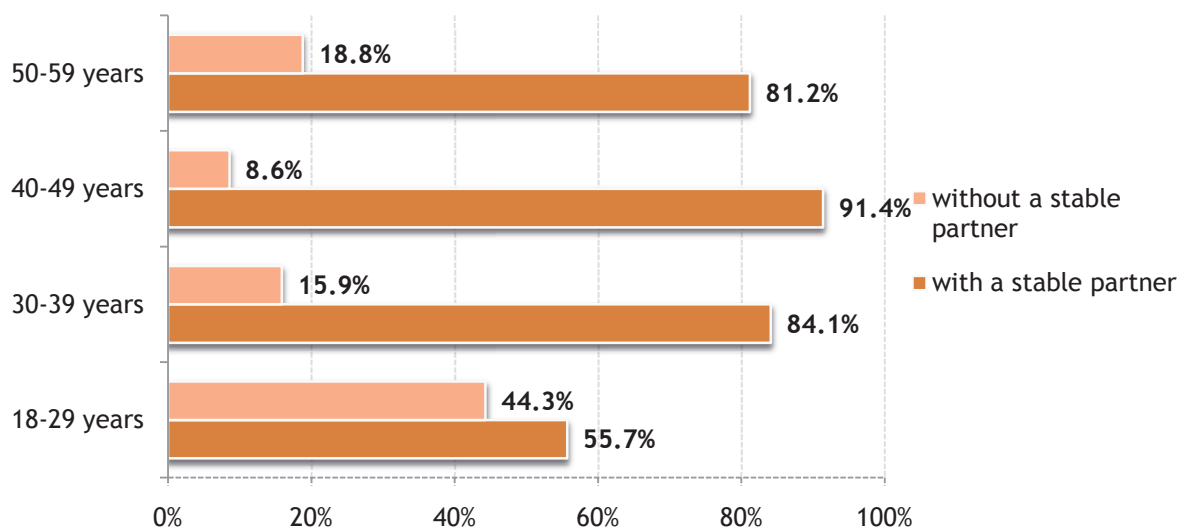
	3001-4000 MDL	287	18.9%
	4001-5000 MDL	251	16.6%
	Over 5000 MDL	346	22.8%
	Do not respond	136	9.0%
Presence of a relationship	Yes	1407	92.9%
	No	108	7.1%
Presence of a stable partner	Yes	1129	74.5%
	No	386	25.5%

73.2% of the men who participated in the survey are officially married, 10.6% live in cohabitation, 16.2% have a girlfriend but do not live together.

92.9% of men reported the presence of a relationship and 74.5% - the existence of relationships with a stable partner. Relationships are usually between men and women. Within the men sample there was a single case when the respondent mentioned he has a stable male partner.

Research data indicate that there is a stable partner for 55.7% of men aged 18-29 years, for 84.1% of men aged 30-39 years, for 91.4% of men aged 40-49 years and for 81.2% of men aged 50-59 years (see Figure 1). The presence of a stable partner has the highest value at the age of 40-49 years, after which the decrease of this indicator was noticed.

Figure1. Presence of a stable partner, men, %



The analysis of the occupational status of men who participated in the research reveals that 39.9% are employed, 15.6% are employed informally, 11.5% are working migrants, 9.2% are unemployed but are seeking a job, 6.9% are studying, 5.4% are unemployed and not in search of a job, 3.2% are self-employed, 3.0% are working and studying at the same time, others are retired persons, people with disabilities, etc.

The average number of working hours per week for the 58.6% of men in the sample who are employed is 45 hours (minimum 8 hours and maximum 120 hours). 28.7% of employed men work more than 40 hours per week. The main reasons of the weekly exceeded working hours are the requirements at the workplace, the need to maintain the standards of living of the family, the need to have more money, and more rarely because it is important for their professional career.

Research data indicate that it is mostly men who provide the main source of income within the household. 69.9% of men reported that they are the main source of income in the household, 17.1%- parents and 5.4% - spouse/partner, 4.2% - both, 2.3% - relatives from abroad and the rest - something else. There are some significant differences concerning the source of income in the household depending on age. In the age group 18-29 years, in 44.1% of cases parents are the main source of income in the household. Partner/wife's role as a source of income in the household increases with age progression from 1.6% for the group of men between 18 and 29 years old who have a partner, to 11.7% for those with ages between 50-59 years (see Table 2). The same upward trend is noticed in the situation when both partners are the main sources of income in the household.

For 73.2% of interviewed households of men, the main source of income is the salary, in 18.2% of men - their own activities, in 2.5% - the pension, 1,5%- allowance and 4.6% other situations. With age progression, a reduction of the wage as a primary source of income in the household and the increasing role of the pension and social aid were noticed. 18.5% of interviewed men reported that someone in their family receives monthly allowance from the state. The number of households that receive monthly support of the state in the category of men aged between 50-59 years and those who have incomplete secondary education (every fourth household) is greater. The monthly amount of allowance received from the state is 730 MDL for 60 percent of those receiving allowance, 731-1500 MDL for 36 percent and for the rest it is more than 1500 MDL.

Table 2. The main household income, % (in the opinion of men)

		Me	Parents	Partner	Me and partner (both)	Relatives from abroad	Someone else
Total		69.9	17.1	5.4	4.2	2.3	1.1
AGE	18-29 years	48.4	44.1	1.6	1.8	2.9	1.2
	30-39 years	87.5	3.1	3.1	3.4	1.7	1.2
	40-49 years	83.2	0.3	8.9	5.9	1.0	0.7
	50-59 years	75.8	0	11.7	7.7	3.4	1.3

Over 20 percent of men aged 30-39 years and 21 percent of those aged 40-49 years have reported that the main source of income in the household comes from their own

business. In other age groups, the own business as a main source of income is mentioned to a lesser extent.

12.5% of men who participated in the research have a disability degree, due to health problems or as a result of an accident.

8.8% of the men who participated in the research have an authorized firearm, 2.7% - one unauthorised. A larger percentage of men over the age of 40 years, as well as representatives of other ethnic groups own firearms, as compared to the ethnic majority and those with average and higher incomes.

The sample of women

The women's sample included 503 persons from 35 territorial-administrative units of the Republic of Moldova and it is representative at the national level (see Table 3). 53.3% of women are from rural and 46.7% from urban areas. Based on the age criteria, 38.6% of women are of the age of 18 to 29 years, 21.8% - are 30 to 39 years old, 20.2% - are 40 to 49 years old and 19.2% - are 50 to 59 years old.

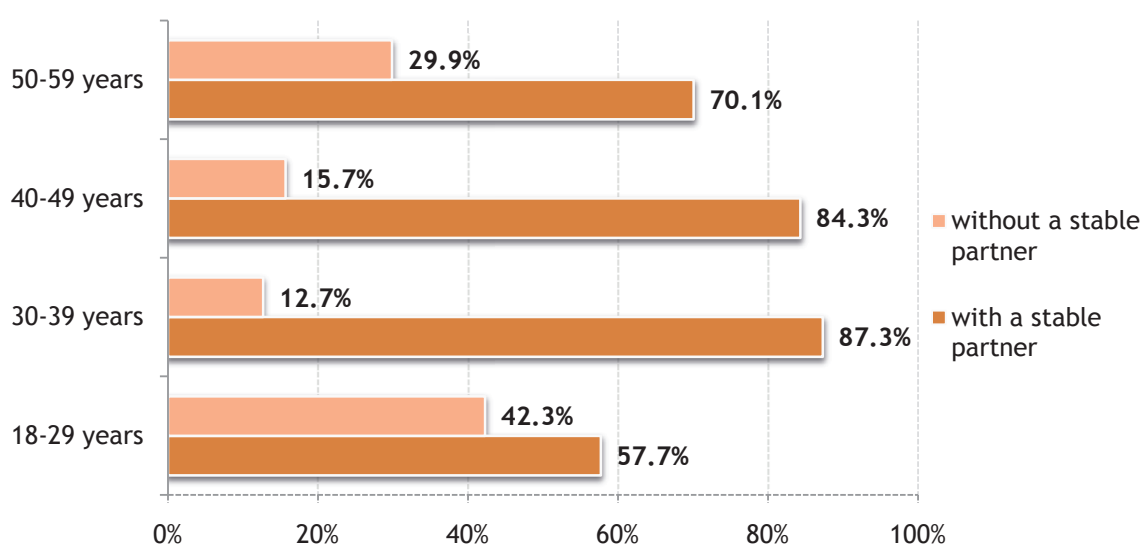
Table3. Survey sample (women)

		Number	Percentage
		WOMEN	
Total		503	100.0%
Age	18-29 years	194	38.6%
	30-39 years	110	21.9%
	40-49 years	102	20.3%
	50-59 years	97	19.3%
Residence area	Urban	235	46.7%
	Rural	268	53.3%
Education level	Incomplete primary education (<i>gymnasium</i>)	51	10.1%
	Secondary studies (<i>lyceum</i>)	101	20.1%
	Vocational studies (<i>professional, college</i>)	181	36.0%
	Higher incomplete and complete education	170	33.8%
Ethnicity	Moldovan / Romanian	420	87.7%
	Other ethnicity	83	12.3%
The monthly average salary	Up to 2000 MDL	112	22.3%
	2001-3000 MDL	85	16.9%
	3001-4000 MDL	86	17.1%
	4001-5000 MDL	84	16.7%
	Over 5000 MDL	100	19.9%
	No response	36	7.2%
Presence of a stable partner	Yes	362	72.0%
	No	141	28.0%
Presence of a relation	Yes	438	87.1%
	No	65	12.9%

87.1% of women reported the presence of a relationship and 72.0% the existence of a relationship with a stable partner (62.8% are married and 9.1% are living with a man, but not officially married). Out of 72 percent of women who have a stable relationship - almost half have the same educational level as their partner, 1/3 have a higher level of education than their partner, and 1/5 a lower educational level than their partner.

Also in the case of women, the rate of prevalence of a current or past relationship with men increases with age. Thus, 71.6% of women aged 18-29 years have reported the presence of a relationship, this indicator increased to 96.4% for those aged 30-39 years, 96.1% for the age of 40-49 years, 97.9% for the age of 50-59.

Figure 2. Presence of a stable partner, women, %



The research data reveal the presence of a stable partner for 57.7% of women aged 18-29 years, for 87.3 % of 30-39 years, 84.3% of 40-49 years and 70.1% of 50-59 years (see Figure 2). The presence of a stable partner has the highest prevalence in the age group of 30-39 years, after which the decrease of this indicator is noticed. The situation is explained by the high mortality rate of men after the age of 40 and above.

The analysis of the occupational status of women who participated in the research reveals that 45.3% are employed, 11.1% are unemployed and not looking for work, 9.3% are continuing their studies, 8.3% are unemployed but looking for work, 4.8% on maternity leave, 3.6% are retired or have disability, 3.4% - working and studying at the same time, the rest - reported other less relevant situations.

The average number of working hours per week for those 56.4% of women in the sample who were classified as employed is 42 hours (minimum 4 hours and maximum - 99 hours). It was noticed that on average, during a week at the workplace, employed women are working almost 2 hours less than men.

32% of women reported that the main source of income within the household is provided by both partners, 26% by men, 24.5% by women, 14.7% by parents, etc. There are differences regarding the person providing the main source of income in the household depending on age. In the age group of 30-39 years, 40% of women reported the contribution of both partners and 39.1% of men. The man's role as a provider of the main source of household income decreases within the age group of 40-49 years and 50 to 59 years (see Table 2).

Table 4. The main household income, % (in opinion of women)

		Me	Parents	Partner	Me and partner (both)	Somebody else ⁵
Total		24.5	14.7	26.0	32.0	2.0
Age	18-29 years	16.0	36.6	24.7	21.1	0.5
	30-39 years	18.2	0.9	39.1	40.0	1.8
	40-49 years	34.3	2.0	21.6	40.2	1.0
	50-59 years	38.1	0	18.6	36.1	6.2

The main source of income within the household according to the statements of women is 82.7% from salary, 4.2% of cases - from pension, 3.4% - from their own business, 3.2% - from remittances, 2.8% - from allowances and income support etc. Own enterprises are more common in rural areas (4.9%), as compared to urban areas (1.7%).

17.9% declared getting help from the state (90 households). The vast majority of households are receiving aid from the government of up to 730 MDL (63 households), more rarely from 731 to 1500 MDL (20 households) and very rarely more than 1500 MDL (7 households). The number of households receiving help from the government is higher in the households with an income of less than 3000 MDL - basically, 25 percent, as well as in rural areas - 22 percent.

10.3% of the women who participated in this survey are disabled due to health problems or as a result of an accident.

⁵ The difference of up to 100% are women who did not respond to this question.

I. GENDER EQUALITY: LEGAL, INSTITUTIONAL AND POLICIES FRAMEWORK

The legal framework which shapes the public policies and actions for promoting gender equality in the Republic of Moldova is based on the international instruments, as follows: Universal Declaration of Human Rights (1948), Convention on political rights of women (1952), International Covenant on economic, social and cultural rights (1966), Convention of Elimination of all forms of Discrimination against Women (1979), Beijing Platform and Action Plan (1995), Millennium Declaration (2000) etc.

Republic of Moldova has ratified in 1994 the Convention on Elimination of all forms of Discrimination against Women (CEDAW)⁶ - the international level reference document which sets forth the conditions to achieve efficient equality for women in all spheres of life and the obligations of the states to adhere to these conditions without any delays and to ensure equality of rights, *de jure* and *de facto*. Ratification of CEDAW meant for the Republic of Moldova assuming an obligation to promote within its national legal framework the principle of equality of men and women and ensuring effective application of this principle.

In September 2000, in New York, at the Millennium Summit, the states of the world, including the Republic of Moldova, signed the Millennium Declaration of the United Nations. The Declaration comprises 8 Millennium Development Goals. The 3rd objective is centred on promoting gender equality and empowerment of women. In the Decision of the Government of the Republic of Moldova No.288 from 15.03.2005, the Millennium Development Objectives have been approved up to the year 2015, including the First National Report “Millennium Development Goals in the Republic of Moldova”⁷.

The gender equality principle envisions protection, promoting and respect for human rights of men and women, ensuring and offering equal opportunities for men and women in all spheres of life. Gender equality is reflected in a series of concrete actions, by which shall be eliminated any gender disparities, stereotyping and gender based discrimination.

During the reporting period, set forth by the Government, a series of gender equality promotion normative acts were approved, including the following:

⁶ UN Convention on Elimination of all forms of Discrimination against Women from 18.12.1979// Special edition „International treaties”, 1998, Volume 1, page114.//in force for the Republic of Moldova from 31.07.1994.

⁷ Official Monitor No. 46-50/2005, art.340.

- The National Plan “Promoting gender equality of persons in the society for the period of 2003-2005”, approved by the Decision of the Government No. 218 from 28.02.2003⁸;

- The National Plan of Actions in the sphere of human rights, which comprises also the section on ensuring women’s rights, approved by the Decision of the Parliament No.415-XV from 24.10.2003⁹.

In May 2003, with the support of the UNIFEM, the project "Promoting equality of rights and opportunities in Moldova by supporting gender equality legislation and strengthening of the mechanism for its implementation” has been approved, within which gender based legislation analysis was performed and the draft law on ensuring equality of opportunities for women and men has been elaborated.

For the period of 2005-2015, the tasks to enhance the level of participation of women as social life were set forth, by eliminating gender based stereotypes regarding the place and the role of women in society and family and strengthening of the mechanism for ensuring even gender parity at all decision making levels.

On the 10th year after the commitment to achieve the Millennium Development Goals was made, the Republic of Moldova presented its Second National Report on the Millennium Development Goals. The Government of the Republic of Moldova recognised that the progress obtained at promoting the 3rd Goal - to promote gender equality and empowerment of women, has been non-uniform and, at times, accidental. The Report mentions that the national legislation stipulates the equality of rights, however there are a series of challenges as to ensuring real gender equality. The most serious shortcomings in the area of gender segregation, both horizontally and vertically, are as follows:

(i) women in Moldova are mainly hired in sectors with lower salaries and are offered lower job positions, almost in all spheres;

(ii) in Moldova, the women’ representation in the decision making process is mostly sporadic;

(iii) the difference between the salaries of women and men has decreased within the last years, the average salary of women being 76.4% from the salary of men, in 2009. This difference is preserved because in most cases women either work in less paid spheres (considered, traditionally, jobs for women) - education, healthcare and services, or have less paid positions.

Even if the Government is open to make efforts to improve the state results in the sphere of gender equality and empowerment of women, a tangible progress is still difficult to identify. Women enjoy the same rights as men at getting employed, however they still may be considered a relatively vulnerable group on the labour market.

⁸ The Official Monitor of the Republic of Moldova, 2003, No.30-37, art.230.

⁹ The Official Monitor of the Republic of Moldova, 2003, No.235-238, art.950.

Because the issues of gender equality and empowerment of women are not included into all phases of the national level processes, Moldova needs to adopt a more intense, coherent and firm approach to all the involved parties in the decisions making process. In this context, the following actions are recommended:

- implementation of the commitments, assumed by signature of the international treaties, related to gender based issues, including the CEDAW Committee Concluding Observations, for integration of the gender equality prospective as the central and indispensable element of the planning, implementing, monitoring and evaluation of public policies for offering special support to women;

- efficient implementation of the National Program for ensuring Gender equality and the Action Plan for the period of 2010-2013;

- strengthening of the institutional mechanisms in gender equality domain (Department on policies for preventing violence and ensuring gender equality within the Ministry of Labour, Social Protection and Family, creation of the gender units at the local levels);

- amending the labour legislation, to guarantee the equal rights to women, including the labour protection sphere;

- cooperation between the Government and the civil society, including the representatives of specialised organisations in promoting equality of opportunities, in the process of development of public policies and implementing of activities in the field;

- awareness raising of the population of Moldova on commitments assumed by the Government in the context of Millennium Development Goals, especially of those related to gender equality sphere;

- applying positive measures to increase women' representation in the decisions making bodies of the central and local level;

- development of social policies, centred on pairing of family life with professional career and, specifically, to increase the number of men involved in childcare activities;

- rendering temporary assistance to men and women in certain aspects of finding a job, and further, during their work¹⁰.

Hereinafter, we present a brief overview of the evolution of the national legal and institutional framework, in the sphere of gender equality, policy documents adopted after the year 2010 and the impact of these on the process to ensure equality of opportunities for both men and women in the spheres of social life.

1.1. Current legislative framework on gender equality in the Republic of Moldova

The Constitution of the Republic of Moldova envisages the equality of all citizens, regardless of gender. Also, the legislative framework of the Republic of Moldova stipulates the principle of equality of rights of men and women to take part in the social and economic life, to obtain vocational training, to get a job, to promote and participate in the distribution of benefits, to enjoy equal social protection in certain situations etc.

Adoption of the Law No.5-XVI from 09.02.2006 on ensuring equal opportunities for men and women¹¹, has made possible the inclusion of the gender prospective into „policies, strategies and public programs, into normative acts and financial investment spheres”.

Despite this, the realities of life reveal there are still many problems. The empowerment of women remains cumbersome in the political, economic and social areas and in preventing violence against women.

To overcome the current difficulties, the Republic of Moldova continues to promote the equality of opportunities for women and men concept, in the process of elaboration of policy documents, and for the improvement of the national legal framework.

The National Program to ensure gender equality for the period of 2010-2015 and Action Plans for implementing the National Program to ensure gender equality for the period of 2010-2015¹² during the period of 2010-2012 and 2013-2015, were adopted by the Governmental Decision No.933 from 31.12.2009, with the amendments and supplements.

The National Program is comprehensive and envisages comprehensive mainstreaming in the sphere of gender equality in the policy documents in all spheres and at all levels of decision making and enforcement. The document contains a detailed analysis of the gender equality area, sets forth general and specific objectives for improvement, with the description of specific activities, responsibilities and implementation partners. Thus, the National Program to ensure gender equality lists 8 priority areas:

1) In the sphere of labour market and working migration, defined by limited opportunities for participation of women in the labour market (insufficient services for women with small children, job discrimination based on age and gender, the increasing number of persons leaving for jobs abroad, where they are exposed to the risk of

¹¹ The Official Monitor No. 47-50/200, 24.03.2006.

¹² Decision of adopting the National Program on ensuring gender equality for the period of 2010-2015 No. 933 from 31.12.2009, the Official Monitor No.5-7/27 from 19.01.2010.

discrimination, especially true for young women, confronted with the risk to become the victims of violence or human trafficking.

2) The budgetary sphere, defined by a low information of the population and of the specialists regarding what is the essence of a gender based budget.

3) The sphere of participation in the political and public decision making process, defined by insufficient representation of women in the decision making positions in the political and public spheres and the existence of cultural, economic, and social barriers and the promotion of these.

4) The sphere of social and family protection, defined by a double task of women in the professional and family life, the discrepancy between the pensions of men and women.

5) The healthcare sphere, defined by a high death rate of men due to injuries and intoxication, higher abortion rates, birth complications and maternal deaths in rural areas.

6) Education sphere, defined by the feminisation of the educational system, persistence of gender stereotypes in the educational system and process.

7) Violence sphere, being a serious violation of fundamental human rights and freedoms, and waste of human capacities and resources for economic and social development.

8) The sphere of the public awareness raising, defined by unbalanced representation quota of men and women in mass-media, use of sexist images, stereotypes of women in publicity spots.

The program establishes a complex of measures to provide a favourable environment for adequate treatment of men and women in the society, the most relevant being the following:

- elaboration and implementation of communication strategies of the Government regarding promoting of the gender equality with active participation of men and boys as means for gender equality policy, in the dynamic society context;

- integration of the gender prospective into education policies and education process, revising of the national curriculum in the gender based perspective, reflecting the gender perspective in the school textbooks;

- enhancing the importance of maternity and paternity concepts and promoting equal sharing of household responsibilities by men and women;

- organising information campaigns at the local and national levels to promote the patterns of model-fathers in the context of ensuring equal responsibilities for the parents in the family sphere;

- promoting „non-traditional” professions for men and women on the labour market with the goal to redress gender based vocational segregation;

- organising awareness raising campaigns for the large public, especially in the rural areas, on the right of women and men for equal treatment on the labour market and in economic life, etc.

At the same time, the National Program identifies some social-economic and managerial risks, which may hinder the implementation of the afore-mentioned measures: (i) unfavourable social-economic conditions; (ii) insufficient training level of managers to promote and implement the National Program; (iii) gender based prejudice and stereotypes in the society; (iv) resistance to change of some decision-making factors; (v) insufficient statistical data and in-depth studies in the gender equality sphere.

The presence of certain risks is also confirmed by the Report of the Ministry of Labour, Social Protection and Family Report from 2012, on monitoring the implementation of the National Program to ensure gender equality, which mentions that despite the adoption in December 2009 of the National Program, it was not yet evaluated within the Budgetary Long-term Framework. The lack of a clear connection between priority policies and allotting of budgetary state funds is a major shortcoming which hinders the process of implementation of planned measures in more than a few sectors.

Gender based approach is one of the fundamental principles which have governed the process of elaboration of the National Strategy on decentralization and of the Action Plan on implementing of the National decentralization for the period of 2012-2015, approved by the Law No.68 from 05.04.2012¹³.

The mentioned document provides the analysis of the main problems, including in the field of ensuring equality of men and women and feasible solutions, accompanied by clear plans for the accomplishment of these, to increase the efficiency and responsibility of the public administration in relation with the population. In this way the Government pronounced itself firmly in favour of gender equality based approach in elaboration and implementation of the Strategy.

Integration of the gender based perspective needs ensuing that the gender perspective and the attention for the objective of equality of men and women becomes the determinant factor in the activity of development of the institutional capacity of the Government, of the local public authorities and communities, in funds allotting and implementation of measures.

As important instruments for promoting public integration policies for the gender perspective in the process of decentralization serve the analysis based on the gender perspective and the elaboration of the budgets sensitive to the gender perspective. Statistical data disaggregated based on gender are the key-issue for the gender sensitive

¹³ Official Monitor No.143-148/465 from 13.07.2012.

budgetary planning, and as a result, it is necessary to improve the collecting and analysis of the data on local level.

By Governmental Decisions No.768 from 12 October 2011, the National Strategic Program in the area of demographic security of the Republic of Moldova has been approved (2011-2025)¹⁴. This document evaluates the capacity of the labour unions and other representatives of workers to actively participate at the implementation of the protection measures for the workers' rights, ensuring combination of labour conditions with family obligations, social cohesion and ensuring equal opportunities on the labour market. The Program has the task to promote social policies in order to respond to the following requirements: sufficient remuneration, certainty of a speedy reintegration of women after the maternity leave, adapted functioning of the institutions to temporary childcare conditions etc.

To ensure the necessary framework for application of the Council of Europe Directive 2000/43/CE from 29 June 2000 for implementation of the principle of equal treatment of persons¹⁵ and the Directive 2000/78/CE of the Council of Europe from 27 November 2000 for creating a general framework favourable for the equal treatment at employment and occupation of the labour force¹⁶, the Law No. 121 from 25.05.2012 on ensuring equality¹⁷ has been adopted. The objective of this law is to prevent and combat discrimination, and ensure equality of all persons on the territory of the Republic of Moldova in political, economic, social, cultural and other spheres of life, regardless of gender, age or any other criteria.

It is necessary to mention that with the adoption of the Law No. 121 on equality, which stipulates the procedure for identifying discrimination, the possibility to request damage compensation appeared (based on previous information, a decision of the court of law of the Botanica district, Chisinau municipality, for damage compensation for discriminatory acts has already been issued). As a rule, the right for damage compensation may be exercised after examining of the circumstances of an implied discriminatory situation, in compliance with the conditions and the established procedure. The Law No. 5 does not stipulate a similar procedure, which rendered void the art. 24 of the Law No. 5, which envisages the right to request damage compensation in the conditions provided for in the legislation.

For improvement of the application mechanism of the Law No. 121 on equality, by the Law on amending and supplementing of some legislative acts No.306 from 26.12.2012¹⁸, amendments and supplements have been made to a series of legislative

¹⁴ The Official Monitor No.182-186/851 from 28.10.2011.

¹⁵ Published in the Official Journal of the European Union No.L180 from 19 July 2000.

¹⁶ Published in the Official Journal of the European Union No.L303 from 2 December 2000.

¹⁷ The Official Monitor 103/355, 29.05.2012.

¹⁸ Official Monitor 27-30/104, 08.02.2013.

acts¹⁹, which facilitate the situation of the person which pretends to have been subjected to discriminatory actions, and also stipulates the punitive measures for the discriminatory actions.

In order to implement the Concluding Observations of the Committee on Economic, Social and Cultural Rights, adopted in Geneva on 20 May 2011, based on the Second periodic Report of the Republic of Moldova on the implementation of the International

¹⁹Art.4 par.(1) of the Law on state tax No.1216-XII of 3 December 1992 (republished in the Official Monitor of the Republic of Moldova, 2004, No.53-55, art.302), supplemented with the paragraph 7³) claimants in the discrimination lawsuits;

Art.85 par.(1) letter a) from the Civil Procedure Code of the Republic of Moldova No.225-XV from 30 May 2003 (Official Monitor of the Republic of Moldova, 2003, No.111-115, art.451), which was supplemented at the end with a new subparagraph: - regarding discrimination acts;

Criminal Code of the Republic of Moldova No.985-XV of 18 April 2002 (republished in the Official Monitor of the Republic of Moldova, 2009, No.72-74, art.195), with subsequent amendments, was supplemented as follows:

- The provision of the art.173 CP (Sexual harassment) has been supplemented with a word “discriminatory”;

- art.176 Criminal Code was adopted in the new wording:

“Article176. Breach of the right to equality of persons

(1) Any differentiation, exclusion, restriction or preference of rights and freedoms of a person or a group of persons, any support for the discriminatory behaviour in the political, social, cultural, economic and other spheres of life, based on the criteria of race, nationality, ethnicity, language, religion or beliefs, sex, age, disability, opinion, political affiliation or any other criteria:

a) committed by an official person;

b) which causes serious damages in large proportions;

c) committed by placing discriminatory messages and symbols in public places;

d) committed based on two or several criteria;

e) committed by two or more persons,

shall be punished by a fine from 400 to 600 conventional units or with unpaid community work from 150 to 240 hours, or with imprisonment of up to 2 years, in all cases with (or without) forfeiture of the right to hold certain positions or exercise a certain activity for a term of between 2 and 5 years.

(2) Promoting an supporting the acts provided for in par.(1), committed by the means of mass-media,

shall be punished by a fine from 600 to 800 conventional units or with unpaid community work from 160 to 240 hours, applied to the legal person, in the amount of 1000 up to 3000 conventional units with forfeiture of the right to hold certain activity for a term from 1 to 3 years.

(3) Actions provided for in par.(1) and (2) which, from neglect, resulted in the death of the person or suicide

shall be punished with imprisonment from 2 to 6 years, with a fine from 1000 to 3000 conventional units applied to the legal entity, with forfeiture of the right to hold certain activities from 1 to 5 years or with the dissolution of the legal entity.

The Contravention Code of the Republic of Moldova No.218-XVI from 24 October 2008 (Official Monitor of the Republic of Moldova, 2009, No.3-6, art.15), with subsequent amendments, has been supplemented with:

Article 54². Breach of equality in the labour environment;

Article 65¹. Discrimination in the education environment;

Article 71¹. Discrimination regarding the access to services and goods accessible to public.

Covenant on Economic, Social and Political Rights²⁰, the need to perform clear and efficient actions was identified, including within the National Program to ensure gender equality for the period of 2010-2015, to ensure the equal treatment of women and men on the labour market, including equal salaries for equal work value in all sectors.

To date, despite the registered progress in adopting of the normative framework to ensure gender equality, still a cluster of problems remains regarding the practical implementation of these provisions. Elaboration and adoption of the legislative framework is necessary in the sphere of equality of opportunities for women and men. However, ensuring this equality *de facto* is a process, which needs continuous support and joint efforts from the governmental and non-governmental structures, and other social actors and development partners.

1.2. Current institutional framework on gender equality in the Republic of Moldova

The Law on ensuring equal opportunities for women and men²¹ stipulates the authorities (and their competencies) which provide for the institutional framework within the national mechanism on preventing and combating all forms of gender based discrimination and implementation in the society of the human gender equality concept in all spheres of public and private life. These authorities are as follows: Parliament, the Government, Governmental Committee on equality of women and men; Ministry of Labour, Social Protection and Family (specialised body); ministries and central specialised authorities (gender units); local public administrative authorities (gender units).

Also, the Law No. 5 envisages the competency of the Ombudsman to guarantee and respect the equality of women and men as the integrated element of the constitutional human rights and freedoms,²² and the competency of the National Statistics Bureau to collect, analyse and generalise statistical data disaggregated by sex²³.

For the implementation of provisions of Law No. 5, the Governmental Committee on equality of women and men²⁴ has been set up, with functions envisaged in the

²⁰ Governmental Decision No.974 from 21.12.2012 on approval of the Action Plan for implementing the Concluding Observations of the Committee on Economic, Social and Cultural Rights, adopted in Geneva on 20 May 2011, based on the Second Periodic Report of the Republic of Moldova of implementation of the International Covenant on economic, social and cultural rights// Official Monitor No. 270-272/1049, 25.12.2012.

²¹ Chapter V of the Law on ensuring equality of opportunities for women and men.

²² Art.21 of the Law on ensuring equal opportunities for women and men.

²³ Ibidem, art.22.

²⁴ Governmental Decision for setting up of the Governmental Committee for the equality of women and men No. 350/07.04.2006, MO 59-62/392, 14.04.2006.

Regulation, approved by the Governmental Decision.²⁵ Within the Ministry of Labour, Social Protection and Family functions the Department on policies for preventing and ensuring gender equality. Within a series of central specialised authorities gender units have been created.

However, at the local level, the situation is more difficult. Gender units do not function at all within the local public administrative authorities and, respectively, rayon budgets do not envisage financial allocations for the activity of these. In the absence of gender units, the activity for promoting gender equality in the community is performed by the specialists in the sphere of families at risk within the Social Worker's Department and Family Protection of the Rayon Council, who also has a series of other areas of responsibility (human trafficking, socially vulnerable persons etc.).

In the National Plan of Actions regarding human rights for the period of 2011-2014²⁶ the strengthening of the institutional capacities of gender units within the local and central public administrative authorities was planned, to ensure necessary conditions exist to promote the equality of rights for women and men in the political, economic, social, cultural and other spheres of life, and for preventing all forms of gender based discrimination. The National Plan of Actions envisages the need to improve the social and economic situation of women, especially in rural areas, to make them less vulnerable, in compliance with the Recommendations of the UN Committee on economic, social and cultural rights.

On 25.05.2012 the Law No. 121 on ensuring equality²⁷ was adopted. In compliance with the art. 10 of the Law, the actors in the sphere of preventing and combating discrimination and ensuring equality are listed as follows: a) Council on prevention and elimination of discrimination and for ensuring equality; b) public authorities; c) the courts of law.

The Council on prevention and elimination of discrimination and ensuring equality is the collective body, with the legal status of a public law legal entity, set up to ensure protection against discrimination and ensure equality of all persons who consider themselves to be victims of discrimination. The Council acts in conditions of impartiality and independence from public authorities. The Council has the structure of 5 members with no political affiliation, 3 members being civil society representatives. The structure of the Council shall comply with the requirements to be gender balanced and represent the ethnic and minority groups of the society.

To ensure the functioning of the mechanism for preventing and elimination of discrimination and ensuring equality, the Law on the activity of the Council on

²⁵ Governmental Decision on approval of the Regulation of the Governmental Committee on equality of women and men No. 895/07.08.2006, MO 134-137/988, 25.08.2006.

²⁶ Governmental Decision No.90 from 12.05.2011 on approval of the National Plan of Actions in the sphere of human rights for the years 2011-2014 // Official Monitor 118-121/331, 22.07.2011.

²⁷ Official Monitor 103/355, 29.05.2012.

preventing and elimination of discrimination and ensuring equality No. 298 from 21.12.2012²⁸ has been adopted.

To ensure the functioning of the mechanism on preventing and eliminating discrimination and ensuring equality, the Law on activity of the Council on preventing and elimination of discrimination and ensuring equality No.298 was adopted. In compliance with the Regulation, the Council in conformity with Law on ensuring equality, performs the functions to improve legislation on preventing and combating discrimination; contributes to sensitising and awareness raising of society in order to eliminate all forms of discrimination in the context of democratic values, including by organising campaigns to ensure promoting of zero tolerance towards violence; ensure information of the society on the actors in the sphere of preventing and combating discrimination and ensure equality, and the ways to ensure redress of the rights of the person who considers to be discriminated and sanctioning of the discriminatory acts.

By the Law on amending and supplementing legislative acts No. 306 from 26.12.2012²⁹, amendments and supplements to a series of legislative acts³⁰ were performed, in order to ensure functioning of the Council on prevention and elimination of discrimination and to ensure equality.

The same goal was followed, when the Contravention Code of the Republic of Moldova No.218-XVI from 24 October 2008³¹ was supplemented with the provisions³² for

²⁸ Official Monitor No.48/148 from 05.03.2013.

²⁹ Official Monitor 27-30/104, 08.02.2013.

³⁰ Law No.355 from 23.12.2005 on the budgetary salary system (Official Monitor of the Republic of Moldova, 2006, No.35-38, art.148); Law No.158-XVI from 4 July 2008 on public offices and public status of the civil servant (Official Monitor of the Republic Moldova, 2008, No.230-232, art.840); Annex to the Law No.199 from 16 July 2010 on the status of the persons with public dignity offices (the Official Monitor of eth Republic of Moldova, 2010, No.194-196, art.637); Annex No.2 to the Law No.48 from 22 March 2012 on the salary system of the public servants (Official Monitor of the Republic of Moldova, 2012, No.63, art.213).

³¹ Official Monitor, 2009, No.3-6, art.15.

³² „Article 71². Hindering the activity of the Council on the prevention and elimination of discrimination and ensuring equality.

Hindering the activity of the Council on the prevention and elimination of discrimination and ensuring equality with the goal to influence its decisions, failure to present within the term envisaged in the legislation of relevant requested information for examining the complaints, intentional ignoring and failure to enforce recommendations provided by the Council, hindering in any other form its activity shall be punished with a fine of 50 to 100 conventional units applied to the natural person, with a fine of 75 to 150 conventional units applied to the responsible person.

Article 423⁵. Council on the prevention and elimination of discrimination and ensuring equality

(1) Misdemeanours provided for in the art. 54², 65¹ and 71¹ shall be identified by the Council on preventing and elimination of discrimination and ensuring equality.

(2) Are entitled to state if the misdemeanour was committed and compile the minutes by a collegial body, the members of the Council on preventing and elimination of discrimination and ensuring equality.

(3) Minutes regarding contravention offences shall be presented for examination to the first instance competent court of law.”

counteracting the attempts to impede the activity of the Council of preventing and elimination of discrimination and ensuring of equality.

To date, the Council on prevention and elimination of discrimination and ensuring equality has already examined and decided: in 2013 - 2 decisions based on the petitions regarding gender discrimination acts, in 2014 - 13 decisions, and in 5 months of this year - 2 decisions. In the majority of cases, the decisions confirmed the existence of discriminatory acts³³.

1.3. Policies. From present to future.

To ensure the equality of opportunities based on gender criteria is an objective which is found in several policy documents for the future³⁴. To achieve this objective the following actions were planned, accordingly: the continuous aligning of the normative framework; elaboration of the efficient policies to increase the quality of human resources, flexibility on the labour market, ensure the safety at the workplace etc.

To date, in the National Strategic Plan in the area of demographic security of the Republic of Moldova (2011-2025) it is noted that the governmental policies have the goal to ensure gender equality. The objectives, priorities and tasks of the demographic policy in the Republic of Moldova, are mainly governed by the principles of equality of rights and responsibilities of spouses in rearing and educating children, ensuring efficient equality between women and men in the family, as the main condition to increase the birth rate and to ensure a higher quality of life standards for children. In the aspects of management of labour market, one of the main objectives is preventing and elimination from the labour market of any forms of discrimination (based on gender, age etc.), reducing the salary disparities related to discrimination, promoting integration of disadvantaged due to various reasons persons or persons exposed to the risk of social seclusion. Priorities of demographic governmental policies shall envisage actions to ensure and promote new forms for labour organisation to provide equal opportunities at employment of women, setting an equal retirement age for both women and men etc.

To solve the family problems, taking into account its main functions, the achievement of certain objectives is justified, including introduction of the education on family life on various education levels; promoting gender equality in the family by

³³ www.egalitate.md

³⁴ Governmental Decision No.523 from 11.07.2011 on approval of the Program on development of the inclusive education in the Republic of Moldova for the period of 2011-2020 //Official Monitor No. 114-116/589, 15.07.2011; Governmental Decisions No. 768 from 12.10.2011 on approval of the National Strategic Program in the sphere of demographic security in the Republic of Moldova (2011-2025) //Official Monitor no. 182-186/851, 28.10.2011.

Governmental Decisions No. 1032 from 20.12.2013 on approval of the National Strategy on public health for the period of 2014-2020 //Official Monitor No.304-310/1139, 27.12.2013.

education of persons on the aspects of gender roles, such as division of labour, negotiation and leadership mechanisms in the family sphere; promoting more extensive involvement of the father in education of children; ensuring equal wages/salaries for men and women etc.

The National Public Health Strategy for the period of 2014-2020 describes the current situation in this field, sets forth clear responsibilities and terms for achievement of objectives for all partners involved in activities related to public healthcare. Its cross-cutting issues include human rights, reproductive rights and gender equality, etc. The Strategy envisages the development on the national institutional capacities to ensure equal access to integrated healthcare services.

In the Action Plan of the Government for the period of 2012-2015³⁵, as objectives to be achieved by year 2015 were stipulated the following: *to increase the quota* of women participation in the decision making process and in the structures of political and public representation; ensuring equal opportunities in the social-economic sphere; implementation of the National Program on ensuring gender equality for the period of 2010-2015. To achieve this, it was planned to elaborate and adopt the draft law on amending national legislation in compliance with the Law No. 5-XVI from 9 February 2006 on ensuring gender equality for men and women; to promote active participation of women in taking decisions and in the public representation structures etc.

As indicators for achieving these objectives, the following criteria were set: the increase by 2015 of the rate of women representation in the decision making process of up to 40% in local councils, up to 25% in rayon councils, up to 25% women mayors and 30% of women deputies in the Parliament; decreasing gender inequality on the labour market and disparity of wages for women and men with at least 10%.

As an objective of the Governmental Action Plan for the year 2014³⁶, *the encouragement to increase the participation quota* of women in decision-making process and in the representative political and public structures was mentioned (the document previously adopted contained an imperative condition - increase of the quota); to ensure the equality of opportunities in the social-economic field.

Thus, due to an altered formulation of the document which was adopted later, it is less obvious what is the expected indicator of ensuring a participation rate of 40% for both sexes in the decision making process and in the political and public representative structures. Moreover so, since the action for elaboration and approval of the law on amending national legislation in compliance with the Law No. 5-XVI from 9 February 2006 on ensuring gender equality for men and women, initially envisaged for the year 2012,

³⁵Governmental Decision No. 289 from 07.05.2012 on approval of the Governmental Action Plan for the years 2012-2015 - *abrogated*//Official Monitor No. 93-98/330, 18.05.2012.

³⁶ Governmental Decisions No.164 from 05.03.2014 on approval of the Action Plan of the Government for the year 2014 //Official Monitor No. 60-65/182, 14.03.2014.

has been postponed for the second quarter of 2014, and is currently without any solution.

By the Law No. 166 from 11.07.2012 the National Strategy on development „Moldova 2020”³⁷ was developed. The Strategy identifies major problems, the solution of which would significantly contribute to ensuring economic growth and decreasing poverty. One of the problems, the solution of which is possible within the timeframe offered for the implementation of the Strategy and has direct impact on the poor population, is the system of pensions. The different retirement age, set at the age of 57 years for women and at 62 years for men, the different time period necessary for calculation of the retirement on the basis of age limit, serves as the main reason for significant discrepancy between the number of men and women receiving pensions, but also regarding the amount of pensions .

A sustainable and fair pension system, which would ensure a decent level of living to all categories of persons, both men and women, is an indispensable condition of social cohesion.

The reform of the current pension system needs modernisation of the existing solidarity pension system by enhancing the financial sustainability of the system, which requires on its turn the following: enhancing and unification of the requirements regarding the retirement contributions and retirement age; taking of complex measures for development of the labour market, increasing the wages and improving the demographic situation.

The age component of the population reveals an intense phenomenon of demographic aging, due to the decrease of birth rates during the last years³⁸. The gender dimension gives specific features to the process of social aging. The rate of women in the population with the age of up to 50 years exceeds 57% (in the age group of 70 years and over, the number of women is almost twice larger than the number of men), which dictates the need to reflect this gender disproportions at the level of policies (occupational, social insurance, healthcare etc.) and in the social practices. Existing disparity regarding the life expectancy of women and men creates an additional aspect of the problem which also derives from their family status and the impact of family changes on the quality of life of aged persons.

Also, gender based differences and gender based discrimination patterns during their lifetime reveal that women are frequently in the situation when they've worked less years and receive smaller wages than men. As a result, elder women receive smaller pensions and are in a greater risk to live in poverty.

³⁷ Law No.166 from 11.07.2012 on adopting of the National Strategy for development "Moldova 2020" //Official Monitor No.245-247/791, 30.11.2012.

³⁸ Governmental Decision No. 406 from 02.06.2014 on approval of the Program for integration of the issues related to ageing into policies//Official Monitor No. 153-159/453, 13.06.2014.

The pension system reform has the goal to gradually increase the age of some categories of beneficiaries, and equal the retirement threshold for men and women.

In compliance with the Action Plan on implementing the Guidelines on the process for integration of the problems related to ageing into policies (2014-2016), the identification of actions aimed towards decreasing the gender based disparities and ensure respect for the main principles of the public social allowances system, and examining of the potential impact of increasing the retirement age for women on their economic situation and also on the pensions system, shall be performed in the year 2016.

The gender prospective is also applied in the National Strategy for the agriculture and rural development for the period of 2014-2020³⁹, which envisages that the Ministry of Agriculture and Food Industry promotes an active policy for integration of the gender prospective. These efforts are aimed towards increasing the degree of women participation at all levels of the decision making process.

In the context of the reform of the child protection system in the Republic of Moldova⁴⁰ and its aligning to the international and European standards and commitments, during the last years in the Republic of Moldova were made a series of important achievements. The normative and institutional framework for the development of alternative family type childcare services was adopted.

The combination of family life and work is an expression of the freedom of choice, maximum performances in every roles and spheres of life, but also of a more harmonious repartition of rights and obligations. Notwithstanding the decision she made, the woman is continuing to play the main role in caring, education and rearing of children, and also she is assuming household tasks, which are barriers to participation in social-active, economic and public life, and is a heavy burden in case she has a job, in addition to family responsibilities.

Difficulties of pairing the family life with the working activity are determined by the following factors: archaic roles and the prejudiced opinion regarding the family and the role of women: persistence of the household responsibility of women and insufficient participation of the father at the education of children and household activities; lack of political support; lack of support services for childcare of the child aged up to 3 years and insufficiency of these for the children of 3 to 7 years, lack of facilitation services and of psychological assistance for the reintegration of women at the workplace; discrimination of women at their workplaces and high competition for job positions.

³⁹ Governmental Decisions No.409 from 04.06.2014 on approval of the National Strategy on agriculture and rural development for the period of 2014-2020// Official Monitor No. 152/451, 10.06.2014.

⁴⁰ Decision of the Government No.434 from 10.06.2014 on approval of the Strategy on child protection for the years 2014-2020 //Official Monitors No.160-166/481, 20.06.2014.

Policies for facilitation of reintegration of women at their workplaces are being developed, however there is a need for family centred public policies. To reassess the social significance of maternity and paternity roles and the role of both parents in raising and education of children, the following conditions are necessary:

- support of women with children to get integrated in the professional activity by vocational training (changing the vocation), facilitation of the non-discriminatory access to financial stimulants, crediting lines;

- qualitative support to both parents, to encourage their mutual involvement into raising and education of children by jointly attending to the parental obligations and rights;

- awareness raising campaigns with the goal to counteract the prejudiced attitudes on the role of men and women in the family and society.

An important support in this shall be the guarantee of flexible working hours for parents with preschool age children, development of the accessible public services for caring and education of the preschool age children, and of the mechanisms for incentives for the private service providers, etc.

Obtaining of anticipated results may be hampered by political instability, which contributes to postponing the implementation of the policies and persistence of prejudice in the society on the role of the women, including in the passive conscience of an important number of women.

Implementation of actions meant to promote the acceding of women to elective positions (in the context of realisation of the principle of equality of opportunities for men and women) is a measure with a permanent character, envisaged also in the Individual Partnership Action Plan Republic of Moldova-NATO for the years 2014-2016⁴¹, which was listed as the responsibility of the Central Electoral Commission, Ministry of Justice and the Ministry of Labour, Social Protection and Family.

For the implementation of the Association Agreement Republic of Moldova-European Union, a series of actions were planned to be finalised by the year 2016 in the area of ensuring equality of opportunities in implementation of the social policies of the occupation of labour force⁴².

Thus, it was planned to perform an evaluation study on the implementation of the National Strategy on policies for labour force employment for the years 2007-2015 (approved by the Governmental Decisions No. 605 from 31 May 2007) and of the

⁴¹ Governmental Decision No. 641 from 30.07.2014 on approval of the Individual Plan of Actions on the Republic of Moldova -NATO Partnership for the years 2014-2016 //Official Monitor No. 249-255/703, 22.08.2014.

⁴² Governmental Decisions No.808 from 07.10.2014 on approval of the National Action Plan for implementation of the Association Agreement Republic of Moldova - European Union within the period of 2014-2016 //Official Monitor 297-309/851, 10.10.2014.

recommendations for elaboration of the new Strategy on labour force employment, to strengthen cooperation and dialogue for promoting equality of opportunities for men and women at the workplace. To achieve this, apart from other actions, a series of temporary special measures were adopted, to ensure fair representation of women and men in the decision making structures. The need to elaborate mechanisms on labour market for providing incentives to employers to hire vulnerable categories of persons was recognised. The need to implement the National program to ensure gender equality for the period of 2010-2015 was reaffirmed and approved by the Governmental decision No. 933 from 31 December 2009 and by the Recommendations of the UN Committee of elimination of discrimination against women, which have resulted from examining the Periodic Reports (the fourth and the fifth).

The National Strategy on development of the youth sector 2020⁴³, elaborated for the implementation of the actions launched within the National Development Strategy “Moldova 2020” was adopted. Priority directions for the development of the youth sector for the following six years, envisaged in the Strategy, are oriented towards the youth as its beneficiaries, including to those with limited opportunities, to young families etc. The Strategy is guided also by the principle of non-discrimination and equality of opportunities of young people, based on the following criteria: gender, personal development opportunities, education, employment according to their vocational training, access to various services, including in the healthcare sector etc.

The path for improvement of the competitiveness of the Republic of Moldova, approved by the Governmental Decision No. 4 from 14.01.2014⁴⁴, provides a list of acts in the area of equality of opportunities, to be implemented at the national level, to fulfil the requirements set forth in the Deep and Comprehensive Free Trade Agreement of the Republic of Moldova and the European Union:

- Council of Europe Directive 2000/78/CE from 27 November 2000 on creation of a general framework to encourage equal treatment at the employment and the occupation of labour force, which shall be implemented within a 4 year period from entering into force of the Association Agreement;

- Council of Europe and European Parliament Directive 2006/54/CE from 5 July 2006 on application of the principle of equality of opportunities and equal treatment of women and men at employment and at the workplace (reform), which shall be implemented within a 4 year term from entering into force of the Association Agreement;

- Council Directive 2004/113/EC of 13 December 2004 implementing the principle of equal treatment between men and women in the access to and supply of goods and

⁴³ Governmental Decisions No.1006 from 10.12.2014 on approval of the National Strategy on development of the youth sector 2020 and of the Action Plan for its implementation//Official Monitor 400-403/1109, 31.12.2014.

⁴⁴ Official Monitor 17-23/27, 24.01.2014.

services, which shall be implemented within 3 years from entering into force of the Association Agreement;

- Council of Europe Directive 7/7 of 19 December 1978 on the progressive implementation of the equal treatment for men and women in matters of social security, to be implemented within 3 years from entering into force of the Association Agreement.

National level implementation of the Directive 2006/54/CE of the European Parliament and of the Council of Europe from 5 July 2006 and of the Council of Europe Directive 2004/113/CE of 13 December 2004, is an objective set forth in the National Plan for legislation harmonization for 2015⁴⁵, which provides, in line with this objective, for the amendment and supplementing of the Law on ensuring equal opportunities for women and men in the fourth quarter of the year 2015.

Hopefully, the actions planned in the enlisted policy documents shall make possible, even though with delay, the creation in the Moldovan society of the environment of equal opportunities and chances for men and women, as set forth in the Millennium Development Goals and the new Sustainable Development Objectives.

⁴⁵ Governmental Decision No. 16 from 26.02.2015, Official Monitor No. 52-57/34 from 06.03.2015.

II. CHILDHOOD EXPERIENCES

2.1. Raising and educating boys in the family of origin

70.8% of men who participated in the research lived together with the biological father until the age of 18, 21.5% up to 17 years, 7.8% - don't know their biological father. The analysis of responses of men according to age groups reveals that in the Moldovan society the percentage of men who live together with the biological father up to the age of 18 years increases - from 64.4% in the age group of 50-59 years to 70.8% of those in the age group of 18-29 years, while the percentage of those who had never known their biological father decreases.

From those 7.8% of men who reported they had not known their biological father, the great majority highlighted that another important man was present in their life. Each third of them said that it was his grandfather, each fifth - stepfather, less frequently - big brother, uncle or another person. To date, at the same time, each fifth of these men never had a man in their life that would guide them, offer them advice etc.

Research data indicate that 54.7% of men reported they were cared for by both parents in childhood; 29.4% - mostly by mother or another female relative, 11.6% - just by mother, the rest reported other situations. The involvement of both parents in the child education and care tends to increase from 48.3% for the age group of 50-59 years to the 58.8% of men from the age group of 18-29 years (+ 10,5 % over the past 40 years). Nonetheless, the increase in the involvement of the father in the education of children occurs very slowly.

However, some experts observed the manner in which the fathers are getting involved in raising and educating boys. Most frequently they „... *are teaching them how to fight, how to beat someone up*” (IIA_E_9).

2.2. Relations between the partners in the family of origin

48.7% of men who lived with the biological father or stepfather reported that during their childhood, their father or the other man who lived with their mother treated her daily with respect, 34.8% revealed that this happened often, 10.9% - sometimes and 2.4% - never (see Table 5). The greater respect towards mothers was observed in case of mothers of younger generations (families of origin of men aged 18-29 years).

Table 5. The father or another man who lived together with the mother treated her respectfully, % (opinion of men)

		Daily	Often	Sometimes	Never	No answer
Total		48.7	34.8	10.9	2.4	3.2
Age	18-29 years	55.3	29.1	9.3	1.9	4.5
	30-39 years	46.5	37.2	10.6	3.6	2.1
	40-49 years	41.1	42.2	12.8	1.1	2.8
	50-59 years	46.1	35.4	12.5	3.3	2.6

At the same time, 53.8% of men stated that their mother treated their father or the other man with whom she lived together respectfully (see Table 6).

Table 6. The mother was treating my father or the other man with whom she lived together respectfully, % (in opinion of men)

		Daily	Often	Sometimes	Never	No answer
Total		53.8	35.3	6.8	1.1	3.0
Age	18-29 years	58.1	28.9	7.6	1.1	4.3
	30-39 years	52.0	38.4	6.6	1.2	1.8
	40-49 years	49.3	43.3	4.3	0.4	2.8
	50-59 years	52.4	35.8	7.7	1.8	2.2

It was identified that in the families of origin of men who participated in the research, a higher level of respect was reported from the mother for the father/another man with whom she lived together, than from the father/partner for mother. These experiences obviously influence the actual behaviour of men towards women, including the perception of gender equality.

2.3. Household skills acquired in the family of origin

During childhood, men have reported their fathers were periodically performing some activities within the family. The performed activities were influenced by the patriarchal conception concerning the division of roles between the husband and wife in the family, including the notion that "women are weak and have less say in decision-making, their role in the family being the one to take care of children, making food and cleaning" (IIA_E_7).

Research data indicate that every fourth father was getting involved in child care on a daily basis, other activities such as cooking, cleaning and laundry were made less frequently by men. To date, 5.9% of fathers never got involved in childcare, 18.9% in meal preparation, 29.6% in cleaning and 44.9% in washing clothes (see Table 7).

The analysis of the activities carried out in the household by men depending on the age variable highlights trends of increasing men's involvement in household activities.

Research data show the gradual change from one generation to the next. Thus, a decrease is noticed in the men who never:

- took care of the children from 8.5% (those aged 50-59 years) to 4.3% (those aged 18-29 years);
- prepared food from 29.9% (those aged 50-59 years) to 13.6% (those aged 18-29 years);
- cleaned the house from 42.4% (those aged 50-59 years) to 19.9% (those aged 18-29 years);
- washed clothes from 55.4% (those aged 50-59 years) to 35.4% (those aged 18-29 years).

Table 7. Household activities performed by the biological father or another man who lived with the mother, % (men's opinion)

	Daily	Often	Sometimes	Never	No answer
Cooking	2.5	22.0	53.6	18.9	2.9
Cleaning	1.8	17.0	48.6	29.6	3.0
Laundry	1.8	10.7	39.5	44.9	3.2
Took care of me and my brother/sisters	24.8	39.1	27.4	5.9	2.9

These changes are mostly due to the fact that mothers formed these skills in their boys in childhood. 82.2% of men who participated in the research said that they had been taught as a child how to clean the house, 76.8% - how to take care of their younger brothers/sisters, 74.7% - how to prepare food, 64.8% - how to wash clothes. The survey data reveal the increase in the number of men who have been taught to perform these activities as a child, from generation to generation. An exception is the caring for younger brothers/sisters, because we notice a decrease of the number of children in a family. Another specific feature refers to cleaning. Thus, the number of men from rural areas who have been taught how to perform this task is smaller compared to those from urban areas, simply because in rural areas responsibilities between the girls and boys are shared - girls are responsible to clean inside the house, and men - outdoors.

2.4. Decision-making process in the family of origin

The decision-making process in the families of men who participated in the research reveals traditional society features - 1/3 of men were responsible for taking decisions on important and long-term investments, and women were offered the possibility to decide on current expenditures and take decisions regarding children.

However, in 52.3% of families the decisions concerning investments were made together, in 44.3% - decisions regarding children were made together and in 41.1% - decisions concerning current expenditures were made together (see Table 8). The gradual transition from traditional approach towards a more modern one is observed

within generations. Thus, the participation of fathers in decisions regarding children increases from 37.3% for men aged 50-59 years to 47.4% of those aged 18-29 years, as well as in decisions regarding current expenditures (from 36.9% to 43,1%). However, men tend to have and presently have the final say in decisions concerning long-term investments of the family.

Table 8. Who had the final say in the decision making process in the family (during childhood), % (opinion of men)

	Mother	Father	Both equally	Someone else (grandfather, uncle)
Regarding children	36.7	18.7	44.3	0.3
Current expenses (food, clothes)	44.4	14.4	41.1	0.2
Investment expenses (acquisition of long term goods, household appliances, cars etc.)	15.1	32.5	52.3	0.1

2.5. School environment during childhood

Research data reflects a daily respect of 41.3% men for girls in school environment, the other 44.7% reported there is often respect, 11.8% - sometimes and 1.7% - never. 73.4% of men reported that neither they, nor their friends had ever any situations in which to touch girls or tease them at school by talking to them about sex (see Table 9).

Table 9. Attitudes and practices regarding girls at school, during childhood, % (men)

	Daily	Often	Sometimes	Never	No answer
Girls were treated with respect	41.3	44.7	11.8	1.7	0.6
Me and my friends were touching the girls or talked to them about sex at school	0.7	4.2	19.8	73.4	2.0
Me and my friends were organising meetings with girls after lessons with the purpose to have sexual relations with them	0.2	0.8	8.1	88.1	2.9
Me and my friends created a group and could exchange girls between us for sexual intercourse	0.2	0.1	4.6	92.4	2.7

There is a difference in terms of respect shown to girls in school based on residence area, including the afore-mentioned situations of teasing the girls. In rural areas the percentage of those who've experienced a permanent respect is greater. Another correlation is revealed based on the period when the man lived as a child with his biological father. Thus, a larger percentage of those who lived with their biological father up to the age of 18 years have a respectful attitude and were not involved in actions of teasing girls.

The school environment is the one where friendly relationships are made for their entire life. Thus, 7.6% of men reported that friends from the school period helped them in overcoming the problems they had in daily life, 32.9% - often, 39.1% - sometimes and only 19.5% did not have such a support (0.8% did not answer).

III. RELATIONS BETWEEN MEN AND WOMEN

3.1. Gender equality perception

The „gender equality” syntagma is understood and interpreted differently by the citizens of the Republic of Moldova. Gender equality in the opinion of men means „equality of rights and obligations...however, it cannot practically exist”.

The majority of the population interprets gender equality erroneously due to existing stereotypes on different roles attributed to men and women in the family. Stereotypes are transmitted beginning with the preschool education institution and up to the higher education institutions, including on the labour market, in mass media and by the means of sexist publicity spots. Based on this, some experts mentioned that ”the society is not ready for gender equality” (IIA_E_6).

A part of the population does not understand correctly gender equality, because there is an intention „to make this subject a new collective scarecrow by which to divide the society” (IIA_E_2) and the mass-media representatives do not know how to correctly place the emphasis on the presented information - „to shed equal light on women and men, without discrimination. To not present only men as leaders, and women as school teachers” (IIA_E_10). However, in fact:

- 43% of men and 33.8% of women believe that offering rights to women means men are disadvantaged (*totally agree or partially agree*);
- 46.5% of men and 37% of women believe that when women are given rights, they take these rights from men (*totally agree or partially agree*).

The situation becomes even more complex when discussing about gender equality on the labour market. Thus, 60.8% of men and 60.2% of women believe that when women are employed, they take over the job positions meant for men (*totally agree or partially agree*) (see Table 10).

Experts mentioned that job vacancies should be examined in the perspective of the candidate’s capacities, and that these positions should be taken by those with better suited capacities. Men are afraid of competition - „until now the competition was only among men, now they have an army of opponents - women” (IIA_E_2).

Table 10. Gender equality perception, %

	Men (n=1515)		Women (n=503)	
	Totally agree	Partially agree	Totally agree	Partially agree
Entitlement of women with rights means men lose out	16.3	26.7	14.1	19.7
When women receive rights, they take over the rights of men	17.3	29.2	16.3	20.7
When women are employed, they take over a part of the jobs meant for men	21.7	39.1	25.0	35.2

Experts mentioned that gender equality is:

„equality of rights, equality of responsibilities and equality of opportunities of women and men” (IIA_E_3);

„a complexity of opportunities for both women and men in an open society...who is better in what...a partnership from which the society would win” (IIA_E_2).

They've reported that gender equality does not neglect the specifics of women and men, but tends to capitalise on the maximum potential of both women and men. However, in the Republic of Moldova there are currently feminised domains - the education sphere and masculinised domains - business - *„business is masculinised” (IIA_E_7)*, politics - *„women are not seen as worthy and strong candidates, as good as men” (IIA_E_10).*

Also, the notion of feminism is wrongly perceived - *„there are few who understand that feminism is a movement which contributes to the equality of men and women...that feminism is not against men...It is different to the radical feminism which uses aggressive methods”(IIA_E_4).*

However, in the Republic of Moldova, stereotypes according to which the responsibilities related to family are the charge of the woman and she *„should take time for the family and give up her career” (IIA_E_7)*, while the man should provide the financial means are dominant. The financial contribution of the woman to the household budget is often neglected, as is the fact that she also has a job and that the family responsibilities should be equally shared.

In Moldovan society some changes regarding the equality of rights of men and women may be noticed, however these are related to social equality - *„more women drive cars”, „professional equality”, „more women are mayors”* and are less related to equality in the family.

The majority of men who participated in the focus-group discussions reported that *„the requirement to achieve gender equality comes from women”* and it is necessary to create a consensus for the efficient functioning of things. Some men emphasized that the conditions existing in the Moldovan society influence the roles of women directly:

„My wife went to Italy and I stayed with our three children, the youngest having the age of 4.5 years. There was nobody to help me and I learned to clean and cook...Now cooking is rest for me” (FG_2_B);

„I have a neighbour who works in Italy as caregiver - for 3 months he and for 3 months his wife... He took over this activity from his father who was actively getting involved in cooking and cleaning etc.” (IIA_E_5).

Though some men get involved in education of children and take over some household responsibilities, in the perception of the large majority of the population, the place of men is not in the kitchen - *„Our godfather found me when I was making soup,*

while my wife was tending. He looked at us and asked: what kind of order is there in your family?" (FG_1_B).

An essential role in understanding correctly and accepting gender equality has the education in the family - „the first 7 years at home mark people for their entire life” (IIA_E_3). Currently, there are men who are not employed, but also they do not get involved in the education of children, nor take on any responsibilities in the household. The mentioned facts reveal the need for an awareness raising campaign and explanation of gender equality in the family, so that people get a correct perspective on this issue.

Experts have mentioned that in order to have gender equality in the society, it is necessary to create opportunities which would allow women to combine the role of the mother with her professional vocation, enabling them to decide independently -

„Alternatives shall be created and we should offer women the possibility to choose. If the woman is fulfilled by staying home, by giving birth yearly to children and taking care of them, we cannot say this woman is useless for society ... If the woman considers it is not her vocation, and would like to embrace the profession of a pilot, engineer, architect or even locksmith, society should not create barriers in her doing so” (IIA_E_1).

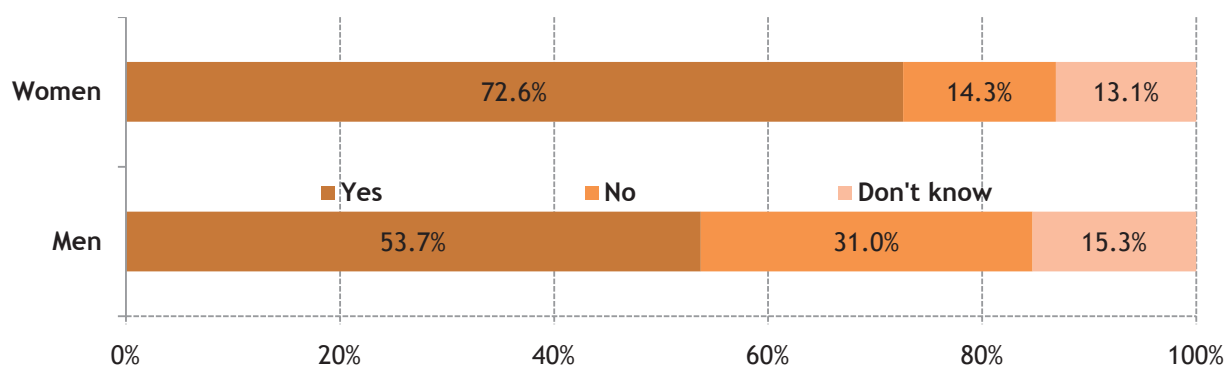
Although serious shortcomings exist in gender equality perceptions, 76.2% of men and 70.1% of women believe that gender equality was partly achieved in the Republic of Moldova; 63.9% of men and 55.3% of women believe gender equality is too widely spread (see Table 11), and 59.7% of men and 64.4% of women do not see the advantages of gender equality for vulnerable categories. In their opinion, the activities for achieving gender equality are mainly beneficial to the persons with a higher level of welfare.

Table 11. Gender equality perception and its benefits, %

	Men (n=1515)		Women (n=503)	
	Totally agree	Partially agree	Totally agree	Partially agree
Gender equality was largely achieved	31.6	44.6	25.6	44.5
Gender equality has spread too far	26.6	37.3	23.9	31.4
Activity for achieving gender equality is mainly beneficial to the persons with a higher level of welfare	22.1	37.6	26.2	38.2

Only 53.7% of men consented to setting up a quota system for women, in order to guarantee a fixed number of governing positions for them and 55.3% agreed to a fixed quota system also for the leadership positions (see Figure 3 and Figure 4). Men who opted for the quota system mentioned - „some women perhaps are not willing to be leaders, but some do and we, me, do not let them” (FG_1_B); „there should exist a normal and loyal competition” (FG_2_B).

Figure 3. Accepting a quota system for women which would guarantee a fixed number of governing positions for them, %



The percentage of women who opted for a quota system for guaranteeing a fixed number of governing positions for women is larger compared to men - 72.6%. The same situation was noticed regarding leadership job vacancies - 73.2%. The experts stated - „The quota system is necessary, since we live in a society in which people are used to being constrained ... As an example may serve the last parliamentary elections. During the electoral campaign the majority of parties declared they shall include women as candidates, now we see these were futile statements. There are just a few parties which have 4-5 women in their lists of top-10 candidates.” (IIA_E_4).

Over ¼ of women do not wish for the quota system to guarantee women with governing and leadership positions to be set up. The experts explained the situation by the lack of solidarity among women - „very few women rejoice in the successes obtained by other women, thus the solidarity of women does not exist” (IIA_E_2).

Men who do not agree with the quota system, stated the following arguments:

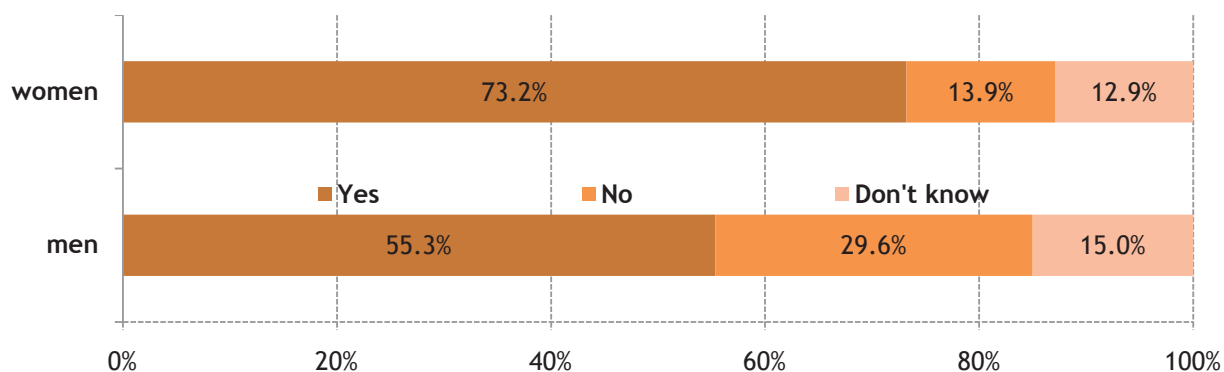
„it is against the natural order” (FG_2_B),

„women themselves do not wish to be leaders” (FG_1_B),

„first of all, the woman has to be a mother and when she is a mother, all her spare time is dedicated to this role and she has no time for other things” (FG_1_B),

„setting up the quota system artificially does not lead to good...it is an artificial thing which is not efficient, in fact...a natural evolution of the society is needed” (FG_3_B).

Figure 4. Accepting a quota system for women which would guarantee them a fixed number of leadership positions, %



A part of men motivated the lack of consent to set up a quota system so that women may achieve governing or leadership positions by declaring that these positions are for “capable people”, “we do not need incapable women to be leaders”.

At the same time, some male experts mentioned that „women are more efficient in certain matters, perform a more thorough analysis of situations, consequences” (IIA_E_6). Experts declared that there is a need to set up the quota system, since the men who are currently in leadership positions do not take decisions which would also be adjusted to the needs of women. However creation of the quota system shall be performed by also „ensuring the quality of these quota...We do not need women to be represented by numbers, but women who are capable, well-trained, ready to lead”(IIA_E_2). Also, it was noted that women take decisions to advance in leadership positions with more difficulty - „men analyse to a lesser degree to whom they should delegate tasks, since many of them never performed such tasks, women however evaluate the tasks and roles from their experience as women, wives and mothers” (IIA_E_4).

An important problem was mentioned by experts - women who get into political positions adopt masculine attitudes - „the woman who achieved a position in politics frequently does not want to contribute further to promoting the involvement of women in politics, because masculine patterns prevail and these women get adapted to and take over masculine adapting mechanisms” (IIA_E_4).

Gathered data reveal the following: (i) lack of understanding of gender equality, (ii) resistance towards ensuring gender equality in Moldovan society; (iii) shortcomings and lack of information regarding actions performed in the gender equality sphere in the Republic of Moldova.

For the population to acquire a correct understanding of the „gender equality” concept, multiple actions are necessary. In the opinion of some experts the actions should comprise revision of the school textbooks „to eliminate stereotypes” (IIA_E_9), and „education of teachers”, since many of them promote stereotypes. The need for

certain actions centred only on boys was observed - „perhaps, a special course on gender equality should be taught for boys only, since boys accept it less and many of them are aggressive” (IIA_E_6).

3.2. Attitudes regarding gender equality

Attitudes on gender equality depend on each person, depending on the education received in the family and at school and on norms generated in the society.

The questions used to measure the attitude reveal that 90.5% of men and 81.5% of women *totally* and *partially agree* that for a woman the most important thing is to take care of the household and cook for her family. The percentage of men who think that changing diapers, bathing and feeding children are responsibilities of the mother is even larger - 95%. This indicator is quite high also in women’s ranks - 75.1% (3 out of 4 women) agrees to this statement (see Table 12).

85.6% of men claim to have the final say in the decision-making process in the family (*totally agree* and *partially agree*), compared to 49.7% of women who accept such a situation. It can be observed that the number of men who accept that the woman has the final say in the decision making process in the family is quite low (14 percent). However over 50 percent of women would like to change the manner the decisions are made in the family.

Opinions of men regarding the equal involvement in household activities and in the education of children are quite categorical - „these are the responsibilities of women”. The large majority of persons continue to see the woman in the role of housekeeper, giving birth to children, raising and educating children. This situation reveals the need for awareness raising campaigns to change the attitudes of men.

Through the lens of social-demographic variables, the answers of women reveal that accepting an equal position in the family through a joint decision making process, changing of the vision regarding the role of a woman as a housekeeper and caregiver for children is more frequent in the generations of young women, with higher education level.

Table 12. Attitudes on family obligations, %

	Men (n=1515)		Women (n=503)	
	Totally agree	Partially agree	Totally agree	Partially agree
For a woman, the most important thing is to take care of the house and of the children	61.2	29.3	47.5	34.0
Changing of diapers, bathing and caring for children is the responsibility of the mother	49.8	35.2	33.0	42.1
The man should have the final say in the decision making process in the family	51.7	33.9	16.5	33.2

The need for men to stay strong is confirmed (*by total or partial consent*) by 84.3% of men and 74.3% of men. 82.9% of men agree they should use force when men are humiliated (see Table 13).

Table 13. Attitudes on masculinity, %

	Men (n=1515)		Women (n=503)	
	Totally agree	Partially agree	Totally agree	Partially agree
For a man it is necessary to be strong	57.8	26.5	42.9	31.4
If someone insults a man, he should use force if needed	56.6	26.3	-	-
I would never accept to have friendship with a homosexual/gay person	73.4	10.3	54.5	13.1

Tolerance towards homosexuality is low in the Moldovan society. Only 11.6% of men would accept to have friendship with a homosexual person. The degree of tolerance is higher in the ranks of women - 24.5% would accept to have a homosexual friend.

Table 14. Attitudes on reproductive health, %

	Men (n=1515)		Women (n=503)	
	Totally agree	Partially agree	Totally agree	Partially agree
Man and woman should decide together what contraceptive method to use ⁴⁶	66.6	21.7	73.4	16.3
It is the woman's responsibility to get protection from an eventual pregnancy	23.3	36.6	25.8	36.2
The man/woman should feel offended if the wife/husband requires him/her to use condoms	17.4	21.6	13.7	16.5

Although 67% of men *totally agree* that the man and the woman should decide together what contraceptives to use, 23,3% consider it is the woman's responsibility to get protection from getting pregnant, and 17,4% - they would feel offended if their wife requests that they use a condom (see Table 14). The rate of women who believe both partners should decide together what contraceptive method to use is slightly higher - 73 percent. However, the rate of women who *totally or partially agree* that it is the woman's responsibility to avoid getting pregnant is equal to the rate of men.

Opinions of men on sexuality and sexual relations do not differ significantly from those of women (see Table 15). However, more men consider they are always ready to have sexual intercourse - 77.9%, as compared to only 63.2% of women. We could suppose though that women have a more mature perspective of sexual relations. Also, the tolerance of women towards men who cannot have sexual erection is larger than in the

⁴⁶ In calculating the Gender Equitable Man Scale was taken into consideration the rate of men and women who do not agree with this statement.

ranks of men. The degree of tolerance towards this problem increases with age for women.

Table 15. Attitudes regarding sexuality and sexual relations, %

	Men (n=1515)		Women (n=503)	
	Totally agree	Partially agree	Totally agree	Partially agree
Men need sex more than women	38.0	34.2	41.2	32.6
Men do not talk about sex, they have it	47.5	33.9	39.8	36.4
Men are always ready to have sex	41.9	36.0	27.8	35.4
Men should feel ashamed they cannot have an erection during sexual intercourse	31.4	30.9	23.7	29.2

In the opinion of 27.7% of men, the woman should tolerate violence in order to preserve the family. This opinion is shared by only 17.5% of women. 41.1% of men mention there are moments when a woman should be beaten up. The number of women who agree with this statement is almost twice as small compared to the number of men. The research data reveal that only 7 % of women are open to accept the use of force by their partner when she does not consent to have the sexual intercourse with him (see Table 16).

Table16. Attitudes on violence, %

	Men (n=1515)		Women (n=503)	
	Totally agree	Partially agree	Totally agree	Partially agree
A woman should tolerate violence to preserve the family	8.5	19.2	6.6	10.9
There are moments when the woman deserves to be beaten up	13.0	28.1	6.0	13.1
The man may hit his wife if she doesn't want to have sex with him	-	-	2.0	5.0

The research data reveal that in the Republic of Moldova the rate of women with a correct perception on gender equality is higher than the rate of men. From the 4 examined spheres (household responsibilities, reproductive health, violence and intimate relations), the best situation is observed regarding the correct perception of gender equality in the field of violence, followed by the reproductive health field, the household responsibilities field being on the last place.

Gender Equitable Man Scale (GEM) is used to measure the attitudes regarding gender norms in intimate relations and differentiation of social expectations between men and women in their household responsibilities, reproductive health responsibilities and the sphere of violence.

For the calculation of the GEM in Figure 5 the following indicators were used:

The sphere of violence:

- There are moments when a woman deserves to be beaten up,
- A woman should tolerate violence when beaten/abused to preserve the family,
- If someone insults me, I should defend my reputation by using force if necessary (question just for men).

The sphere of sexual relations:

- Men need sexual relations more than women,
- Men do not talk about sex, they just have it,
- Men are always ready for sexual intercourse,
- A man may hit his wife if she doesn't want to have sex with him (question only for women),
- Men would feel ashamed if they fail to have an erection during the sexual intercourse.

Reproductive health:

- I would feel offended if my wife asks me to use a condom,
- It is the responsibility of woman to protect herself from getting pregnant,
- The man and the woman should not decide together what contraceptive method to use.

Day to day household responsibilities:

- For a woman household activities are the most important,
- Changing diapers, bathing and feeding children are mother's responsibilities,
- A man should have the final say in the decision making process.

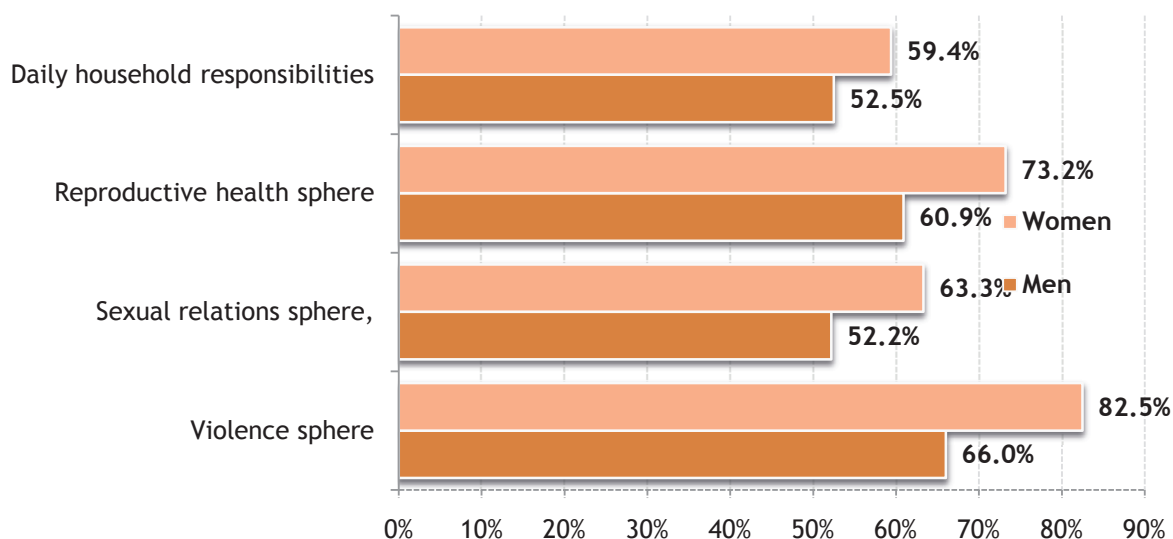
Each indicator has been evaluated by:

1. Total agreement,
2. Partial agreement,
3. Disagreement.

Value 3 (maximum) represents the ensured gender equality. Accordingly, in Figure 5, number 3 represents 100%.

Thus, 82,5% of women and 66 % of men display a correct perception of gender equality in the field of violence compared to 73,2% of women and 60,9% of men in the area of reproductive health, only 63,3% of women and 52,2% of men in the area of sexual relations and only 59,4% of women and 52,5% of men in the area of household responsibilities in the day to day life (see Figure 5).

Figure 5. Rates of correct perceptions of gender equality (GEM), compared rates for men and women, %



This situation is explained by the fact that the awareness raising campaigns against domestic violence, reproductive health campaigns have had their impact on the population by changing social perceptions. Currently, research data reveal the need for an awareness campaign on the roles of women and men in the family and intimate relations spheres, in the area of daily household responsibilities, less visible to society.

The need of actions in this field has been confirmed by a large majority of experts. They've emphasized the importance of training programs in the area of gender equality beginning with the preschool age - „it should start with the kindergartens” (IIA_E_1). These programs should cultivate not only in women, but also in men the concept on the roles of a woman and man in the family. In the focus group discussions some men also mentioned the importance of training the young generations in the spirit of sharing household responsibilities by mutual agreement and promoting the positive examples on sharing family responsibilities - „for me it is a pleasure to clean the house together” (FG_1_B).

Promoting examples and a family philosophy worthy of following is an opportunity to change the mentality of the population - „a happy family is a family in which spouses provide mutual support to each other” (IIA_E_2). Not less significant is the manner the messages are transmitted, some experts mentioned. In this sense, it is important to show

that „in families where gender equality is accepted, the woman gets affirmation and attains professional success, and this results in an increased family budget” (IIA_E_2).

The research data reveal that the degree of tolerance of sexual diversity in the Moldovan society is low. Only 12.1% of men and 23.1% of women believe homosexuality is normal and natural. The presence of homosexual men in society makes 87 percent of men and 61 percent of women uncomfortable. While 22.2% of men and 28.4% of women believe homosexual couples should be allowed to get married, over 90 percent of men and 74 percent of women state they should not have the right to work with children or adopt children. Only 8.9% of men who participated in the survey and 12.3% of women would not feel ashamed to have a homosexual son (see Table 17). That women would accept sexual diversity by a higher rate is explained by a higher compassion level displayed by women compared to men.

Table 17. Attitudes on sexual diversity, %

	Men (n=1515)		Women (n=503)	
	Totally agree	Partially agree	Totally agree	Partially agree
Homosexuality is natural and normal	3.8	8.3	8.0	15.1
Being in a society of homosexual men makes me feel uncomfortable	61.8	14.7	44.7	16.7
Homosexual men should not be allowed to work with children	73.2	12.5	60.8	13.3
Homosexual couples should be allowed to get married exactly as heterosexual couples	13.2	9.0	16.1	12.3
Homosexual should not be allowed to adopt children	77.6	9.9	65.8	12.3
I would be ashamed to have a homosexual son	72.9	10.2	64.0	13.3

Moreover, men consider the violence against the homosexuals as justified in cases they have effeminate behaviour (20.0%), insistently look at a person (23.0%), when they kiss romantically in public (26.7%) or when getting beaten up by a homosexual person (64.8%).

IV. CURRENT FAMILY LIFE

4.1. Raising and educating children

61.6% of men and 70.8% of women who participated in the survey have biological children. 55.4% of men with biological children live with all their children, 16.0% with some children and 28.6% live without children. One child lives in households of 42.1% of men who participated in the survey, two children - in 40.8%, 3 children - in 12.8% and 4 and more children - in 4.3%.

Table 18. Distribution of tasks on raising and educating children, %

	Always me	Usually me	Equally	Usually partner/wife	Always partner/wife ⁴⁷
Men (677 persons)					
Daily childcare	1.9	3.1	25.5	49.4	7.9
Staying home with children when they are sick	1.5	3.6	15.3	50.6	15.3
Taking children to/from the kindergarten/school	3.3	8.2	26.4	29.5	3.6
Taking children to/from extracurricular activities	3.0	7.3	27.6	25.5	4.2
Women(356 persons)					
Daily childcare	30.6	37.1	15.7	0.8	0.8
Staying home with children when they are sick	36.2	35.4	8.7	2.8	0.8
Taking children to/from the kindergarten/school	21.3	27.2	18.3	3.7	1.4
Taking children to/from extracurricular activities	19.7	24.2	19.7	4.2	1.7

As indicated also by GEM, the share of men who provide daily childcare is very small. According to men, this activity is performed *usually* or *always* by their partner. However, 1/4 of men consider that they equally participate in childcare, while only 15,7% of women reported that both spouses equally participate in childcare (see Table

⁴⁷ The difference up to 100% represents non-answers or cases where the moment described does not fit the situation of the respondent.

18), which means that even if some men said they participate in childcare, they have a distorted opinion, given that women do not perceive their activity as participation. Experts have also reported the existence of certain changes in current families:

„We can observe the existence of some partnership in the families composed of persons born in 1970-1980...roles are more shared, starting from assisting during birth, to changing diapers, to walking with children etc. More fathers are involved in taking children to the kindergarten, school and bringing them home ...There are even families where husbands cook more often than their wives” (IIA_E_2);

“I have noticed lately that men started to be proud about their children. If just until recently mothers were bragging about their children because they are like this or like that, now more and more fathers are proudly bragging.... More and more fathers take pictures with their children while walking...Probably men understand that they will only win from spending time with children and realize that children will continue their species” (IIA_E_7).

In cases when children get sick, participation of fathers is even lower, and this is an almost exclusive responsibility of women. Participation of men in taking children to or from the kindergarten/school, or to extracurricular activities is slightly higher.

Slow changes in men’s behaviour are explained by several factors. One of them is related to the family of origin - *“you imitate what you have seen in your family”* and the education you have received in your family. Another factor is related to the lack of examples promoted in the society.

Employment of parents reduces the amount of time spent with children. 57.9% of men and 40.2% of women reported that they spend very little time with their children because of work. 58.9% of men and 51.7% of women reported that they would like to work less in order to spend more time with children. The percentage of women who reported that their partners spend little time with children because of work does not differ from the percentage of men - 59.8% (see Table 19). Most commonly men from urban areas and from households where income exceeds 4000 MDL spend little time with children because of work.

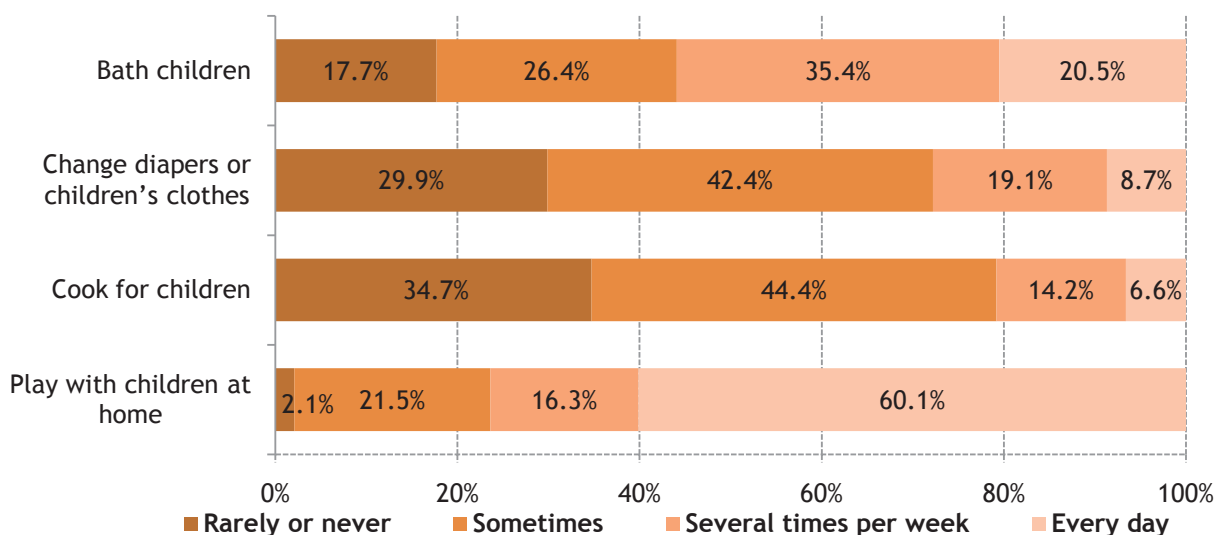
Table 19. Accepting the following situations, %

	Men (n=667)		Women (n=356)	
	Yes	No ⁴⁸	Yes	No ⁴⁹
Responsibility for providing financial support to the family rests with the husband	78.3	16.8	64.3	27.5
I spend little time with my children because of work	57.9	39.3	40.2	53.9
I would like to work less in order to spend more time with children	58.9	37.2	51.7	39.9
The primary role of the husband in childcare is to provide support	90.5	6.8	76.4	13.8

90.5% of men believe that their primary role in childcare is to support their children and 76.4% of women agree with this opinion. Only 13.8% of women expect greater participation of their partners in children's education. This means that the Republic of Moldova needs to develop programs that would explain parents the importance of participation of both parents in raising and educating their children.

47.6% of men reported that they are afraid to divorce/separate from their wife/partner because they can lose connection with children. These fears are more frequent among men who are younger than 40 years and who come from urban areas.

Figure 6. How frequently men perform the following activities together with their children or for their children of 0-4 years, %



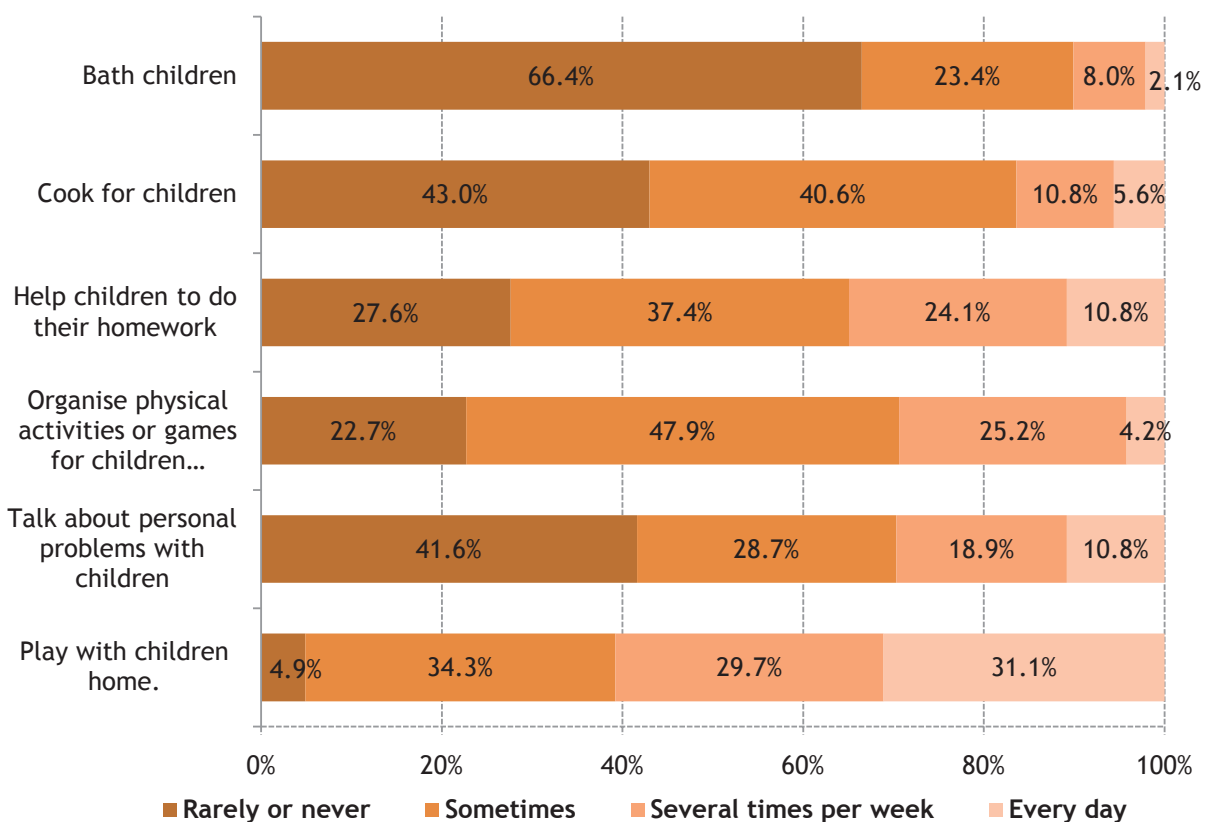
From the total sample, 19.0% of men (288 persons) had children between 0-4 years. 60,1% of them indicated that they play daily with their children at home, 20,5% reported that they daily bathe their child, 8,7% reported that they change diapers on a daily basis

⁴⁸The difference of up to 100% represents non-answers.

⁴⁹The difference of up to 100% represents non-answers.

and 6.6% that they cook to their children of this age on a daily basis (see Figure 6). At the same time, 2.1% of men who have children of this age have reported that they *rarely* or *never* play with their children, 17.7% reported that they *rarely* or *never* participate in bathing their children, 29.9% reported that they *rarely* or *never* change baby diapers or children’s clothes and 34.7% reported that they *rarely* or *never* cook for their children. Responses of women confirm this situation.⁵⁰ Thus, 12.9% said that their spouses *rarely* or *never* play with their children, 29.0% - *rarely* or *never* bath their children, 26,3% - *rarely* or *never* change diapers or children’s clothes and 46,8% -*rarely* or *never* cook for their children.

Figure 7. How frequently men perform the following activities together or for their children of 5-13 years old, %



Participation of men in raising and educating children decreases as they grow. Thus, only 31.1% of men who have children of 5-13 years old reported that they play daily with their children, 10.8% - daily talk with their children about personal problems, 10.8% - help them prepare their daily homework, 5.6% - reported that they cook daily for their children, 4.2% - that they organize physical activities or games for children, 2.1% - that they wash children's clothes (see Figure 7). While 4.9% of men *rarely* or *never* play with their children, 22.7% - *rarely* or *never* organize physical activities, 27.6% - *rarely* or

⁵⁰ 24.7% of women (124 persons) from the total sample group had children aged 0-4 years.

never help their children to do homework, 41.6% - rarely or never talk to children about their personal problems, 43.0% - rarely or never cook for children and 66.4% - rarely or never wash children's clothes. Women confirmed responses provided by men, but in their opinion participation of men is even lower - 19.7% rarely or never play with children, 31.5% - rarely or never organize physical activities with them, 37.0% - rarely or never do homework with children, 55.9% - rarely or never discuss their problems, 55.9% - rarely or never cook for children, and 72.4% - rarely or never wash children's clothes.

12.2% of men (115 persons) reported that they have biological children under the age of 18 who do not live with them. More than half of them see their children rarely or almost never, and almost every fifth man does not financially support his child.

4.2. Household activities

Although some men reported that they had been taught by their families of origin to carry out some activities in the household, the sharing of responsibilities in newly created families/couples reveals elements of traditional family. Therefore, women's responsibilities include: washing clothes, preparing meals and cleaning the house. Responsibilities related to buying food and paying bills are shared. Men's responsibilities in the household most often include performing minor repairs of the house (see Table 20). It was established that involvement of men of 18-29 years old in the household activities is more participatory. For example, when washing clothes, almost every fourth man of 18-29 years old reported that he was doing this activity together with his partner, compared to about every 10th in the other age category. It is however important to note here that these changes are also determined by development of technologies that made the process of washing much easier.

Table 20. Household responsibilities, %

	Men (n=942)		Women (n=372)	
	Wife/Partner ⁵¹	Together	Wife/Partner ⁵²	Together
Cleaning the house	73.4	21.8	74.8	22.9
Minor repairs of the house	6.1	24.0	17.7	30.4
Buying food	36.1	45.2	50.8	41.2
Preparing meals	78.4	16.6	80.7	17.4
Paying bills	24.6	40.2	41.8	35.6
Washing clothes	81.3	13.5	88.4	9.9

Focus group discussions indicated that stereotypes, like „*the man who cooks is humiliating himself. Man has to do what is characteristic to a man*” are still maintained (FG_1_B). Most women agree and perpetuate these stereotypes - „*before, I had my opinion about this, but now I realize that it is good for us to take care of children-raise*

⁵¹ Cumulative responses “usually partner” and “partner does everything alone”.

⁵² Cumulative responses “usually partner” and “partner does everything alone”.

them, educate them... Equality is impossible because we are a plus and a minus”(FG_F_4).

Some experts have pointed out that women bear some guilt for unfair division of responsibilities in the family, as they always prefer to take responsibilities instead of teaching their partners to participate - „No one is born with the ability to cook. This is a matter that you learn... To prepare meals also often means to relax, but men who do not do this activity do not know about this possibility” (IIA_E_2).

43.6% of men admitted that their wives/partners have more responsibilities in the household than theirs, compared to 29.7% who believe that involvement of both spouses/partners is similar and 13.5% who indicated that they have more responsibilities (see Table 21). The survey data did not reveal significant differences between opinions of men and women on this issue.

Table 21. Assessment of household responsibilities, %

	Woman /wife/partner has more responsibilities	Participation of both spouses/partners is equal	Man/husband/partner has more responsibilities	Difficult to assess
Men (n=942 persons)	43.6	29.7	13.5	13.3
Women (n=372 persons)	43.1	32.9	11.9	12.2

Level of men’s satisfaction with the current division of responsibilities in the household is higher (32.2% are very satisfied and 64.3% are satisfied), compared with the level of women’s satisfaction (19.2% are very satisfied and 62.2% are satisfied). Women are aware of the fact that the level of men’s satisfaction with the current division of responsibilities in the household is higher than theirs.

16.8% of men who participated in the survey reported that they are not primarily responsible for financial situation of the family. The number of men who provided such responses is increasing with age. Thus, every 10th man of 19-29 years old said this, compared to every 4th man of 50-59 years old. Men who provided such responses have graduated secondary or high school, and the amount of monthly income in the household is up to 2000 MDL. The percentage of women who reported that they are primarily responsible for financial situation of the family represents 27.5%.

58.5% of men who live together with their wife/partner are carrying out household tasks together with their wife/partner (cleaning, preparing meals, taking care of children) without receiving outside help, 23.9% receive help from children, 14.2% - receive help from extended family or relatives, others - receive other types of help. This data reveals a spirit of solidarity and support between generations. Therefore, men who have families or live with their partner of over 40 years, receive help from children more frequently than those of 18-29 years who often receive help from their extended family. It was also established that every fifth man with higher education receives help from the

extended family, compared with every tenth man with secondary education, which means that families of origin provide support to their children to receive a higher educational degree.

Data of the survey highlights the need for men to develop skills to clean, wash clothes, cook meals in their family of origin - „it is obligation of every mother to teach her child to be independent and a good father” (IIA_E_2), in parallel with the need of mass-media to promote such behaviour. The fact that women must take the initiative to carry out household responsibilities together with their husbands/partners is not less significant.

4.3. Decision-making process

The research data reveal that the decision-making process in the family/couple becomes more participatory. In the newly created families/couples, participation of both partners in the decision-making process related to investments increased from 52.3% to 68%, and decision-making process related to current consumption increased from 41.1% to 47.2% (see Table 22). Correlational analysis reveals that men mostly adapt the pattern that existed in their family of origin both in what concerns the purchasing of consumer goods and of lasting goods. Education of both the male partner/husband and female partner/wife has an important role in the decision-making process in the family. The higher the level of education, the more participatory the decision-making process becomes.

Table 22. The final say in the decision-making process within the family (the family of origin and the newly created family/couple, % (opinion of men))

Family of origin ⁵³				
	Mother	Father	Both equally	Someone else (grandfather, uncle)
Expenditures for current consumption (food, clothing)	44.4	14.4	41.1	0.2
Expenditures for investment (purchase of lasting goods-technical devices, cars etc.)	15.1	32.5	52.3	0.1
Newly created family/couple ⁵⁴				
	Wife/partner	Me	Together	Difficult to assess
Expenditures for current consumption (food, clothing)	42.9	8.9	47.2	1.0
Expenditures for investment (purchase of lasting goods-technical devices, cars etc.)	4.4	26.2	68.0	1.4
Spending on leisure with family, friends or relatives	13.5	8.7	74.7	3.1

⁵³ 93.1% from the sample, 1421 persons who live together with their biological father or their stepfather.

⁵⁴ 62.2% from the sample, 942 persons who declared that they live together with their partner.

The decision-making process on leisure is the most participatory. 74.7% of the respondents who reported that they live together with their partner said that they take these decisions together. Decision-making on leisure depends on age variable. The younger the man is, the greater is participation in the decision-making process.

There are no differences in the opinions of women and men in relation to decision-making on long-term investments. Data collected from women attest that decision-making process concerning investments is a participatory process in 66 percentage of families, and data collected from men attest - 68 percentage of cases.

Even though majority of men reported that decisions concerning current consumption expenditures are taken jointly, the percentage of women who claim that this activity is carried out by them is the highest (see Table 23).

Table 23. The final say in the decision-making process within the family (childhood to present), % (opinion of women)

	Newly created family/couple ⁵⁵			
	Me	Husband/ partner	Together	Other situations
Current consumption expenditures (food, clothing)	48.3	5.0	45.3	1.4
Expenditures for investment (purchase of lasting goods-technical devices, cars etc.)	10.2	21.5	66.0	2.3
Spending on leisure with family, friends or relatives	15.7	5.2	76.8	2.2

52 percent of men who live together with their partner and children have reported that decisions concerning women's health are taken together, 34,7% reported that these decisions are taken by the wife/partner and 12,6% - by men. Decisions concerning women's health are taken more often by men in the families where the average monthly income is below 2000 MDL, families with four or more children and families who live in rural areas.

69% of decisions concerning children's health are taken together with the spouse/partner, in 23.3% of cases - decisions are taken by the wife/partner and in 6.7% of cases - by the husband. Data reveal that in low-income families and families with many children decisions concerning children's health are taken more often by men.

In order to better understand how a Moldovan family is functioning and how decisions concerning childbirth are taken, participants at the survey had to answer the question: who of the two partners wanted more the last child. The results revealed that 63.4% of men reported that both spouses wanted this to the same extent (see Table 24). The number of men who indicated that both partners wanted the last child is higher among younger generations (68.5% in cases of partners aged 18-29 years) compared with the older ones (59.3% in cases of partners aged 50-59 years).

⁵⁵ 72% from the sample, 372 persons reported that they live together with their partner.

Table 24. Who wanted the last child the most, %

	More me	More wife/husband	Both equally	Older children	Unplanned
Declaration of men (n=677 persons)	16.8	7.7	63.4	1.2	11.0
Declaration of women (n=353 persons)	17.8	12.5	55.8	1.7	12.2

Presence of men during childbirth is a rare practice in the Republic of Moldova. Only 18.1% of men reported that they assisted during the childbirth of their last child (see Table 25). Nevertheless, the number of men who assist their wives/partners during childbirth is increasing among younger generations. Or, 30 percent of men of 30-39 years old have assisted their wives/partners during the birth of their last child. The research reveals that the tendency to assist during childbirth is higher among men of 30-39 years old, with higher education and from urban areas.

Table 25. Where was the husband/partner during the birth of the last child, %

	In the maternity delivery room	In the maternity waiting room	Home	Work	Abroad
Declaration of men (n=677 persons)	18.1	27.9	25.1	16.0	11.0
Declaration of women (n=353 persons)	17.6	22.9	29.7	16.7	10.8

358 men who reported that they were neither present in the delivery room together with their wives, nor were busy with other activities invoked the following reasons - their wives did not want them to be present (30.2%), they were not allowed to be present although their wives/partners wanted this (19.3%), lack of practice in the community that husbands assist during childbirth (16.8%) etc.

Answers offered by women concerning the lack of assistance from their husbands when they are in the delivery room include the following (in order of importance) - lack of practice in their community for a man to be present during childbirth, fear of the husband to assist, unwillingness of the husband to be present, husband was not allowed to enter the delivery room although he wanted to be present, etc.

There is a need to provide more explanation on partnership during childbirth. Some men do not understand the role that they should have during the childbirth - *„I do not understand the meaning of this. To come and watch what? To stay and support your wife? I think the wife does not care about you at that moment”, „birth must remain a mystery”* (FG_1_B).

The practice of accompanying the wife/partner to the doctor during pregnancy is also not widely spread among families in Moldova. Only 23.1% of men who have biological

children in their household have accompanied their wives/partners to each doctor's visit, 55.4% accompanied them only to several visits, 18.8% didn't accompany them to any doctor visits. The profile of men who have not accompanied their wives/partners to any doctor's visits during pregnancy is as follows - mostly men over 40 years old, with secondary or high school education, with income up to 3000 MDL in the household.

Only 6.2% of men who have biological children and who were employed at the moment of birth took leave for childbirth. It was found that men with higher education and with monthly average income per family higher than 4000 MDL took leave in a greater proportion. 45.7% of men who have children, but who have not taken leave at the birth of their last child, motivated this by the fact that they could not afford taking leave, 23,8% that they were not allowed to take leave from work, 20% that they did not want to take leave, 10,6% - other reasons.

4.4. Men's relationship with the labour market

62.4% men from the sample are employed, have businesses or are self-employed, compared to 15.7% of those who are unemployed. 55.1% of men who are employed, including those who have businesses or are self-employed, *totally agree* with the fact that their job is stable. The research data reveal that the higher the level of education the safer is the workplace - 40.4% of men with secondary education, 50% of men with middle school education, 56.6% of men with vocational education and 61.1% of men with higher education are sure that their workplace is stable.

Every fifth employed person has a female supervisor. Data show that the number of men-employees who are supervised by women is higher starting from the age of 40 years old. Out of 81.1% of men who were not supervised by a woman when this survey was conducted, 41.9% have had a woman-supervisor in the past.

12.8% of employed men reported that they dislike having a woman-supervisor. The percentage of men who said that they dislike having a woman-supervisor is higher among men older than 50 years, men with secondary education and men who are representatives of other ethnic groups than Moldovans/Romanians.

16.6% of men who are working said they are stressed or depressed because they do not have enough work. The share of men who are stressed is directly related to the level of their education and the income earned. Almost every third men with secondary education are stressed compared with every 9th man with higher education. Also, every 4th man from the households where the average monthly income is up to 3000 MDL is stressed. Every 3rd employed man is stressed or depressed because the income received from work is not sufficient to satisfy the basic needs of his family.

More than half of unemployed men said they are ashamed in front of their family because they do not work and waste most of their time in looking for a job. 13.9% of

unemployed men spend their time outside homes when they cannot find a job, and 9.7% drink alcohol when they cannot find a job.

Almost every second unemployed man thought to go to work abroad. More than half of men who signalled the option to migrate for work due to lack of income declared that men should be the ones to migrate, 39 percent declared that both spouses should go, and 4 percent that woman should migrate.

4.5. Relations within the family/couple

Respondents rated on a scale from 1 to 5 (where 1 means -I do not like at all, and 5 - I like very much) the extent to which activities carried out together with their partner bring satisfaction to them. Data show that the following activities bring most satisfaction to men: taking meals together, sexual relations, communication, childcare and spending time with children, watching TV together (see Table 26). It should be noted that satisfaction of respondents is reduced with age in case of carrying out the following activities together - travelling, participation in cultural and artistic events, participation in cultural activities, doing work together, watching TV together, cooking together.

It was found that 84.2% of men of 18-29 years old are very satisfied with sexual relations, compared to only 54.1% of men of 50-59 years old.

Table 26. To what extent activities performed together with the wife/partner bring satisfaction, % (opinion of men)

	Mark 1-2	Mark 3	Mark 4	Mark 5	Difficult to assess
Childcare and spending time with children	2.2	4.0	13.7	66.2	13.9
Travelling	5.0	9.9	19.0	59.3	6.8
Participating in cultural events	14.6	13.8	21.1	40.9	9.6
Participating in sport events	15.6	13.6	17.2	43.2	10.4
Communication	3.2	5.1	42.1	66.7	1.0
Taking meals together	1.2	3.2	14.0	80.4	1.2
Working together	5.8	11.1	22.1	57.3	3.6
Sexual relations	2.4	5.1	15.5	71.7	5.4
Watching TV together	5.0	11.4	20.0	60.9	2.8
Cooking together	16.8	16.7	18.2	41.6	6.8

Responses of women concerning the degree of satisfaction in carrying out activities together with their partner do not reveal significant differences with the opinions of men (see Table 27). Most women highly appreciated joint activities, such as taking meals together, childcare and spending time with children, sexual relationships, communication and travelling.

In terms of sport activities and participation in cultural events, the extent of women’s satisfaction is small. This fact is largely explained by lack of such activities in the community and low joint participation of partners in such activities.

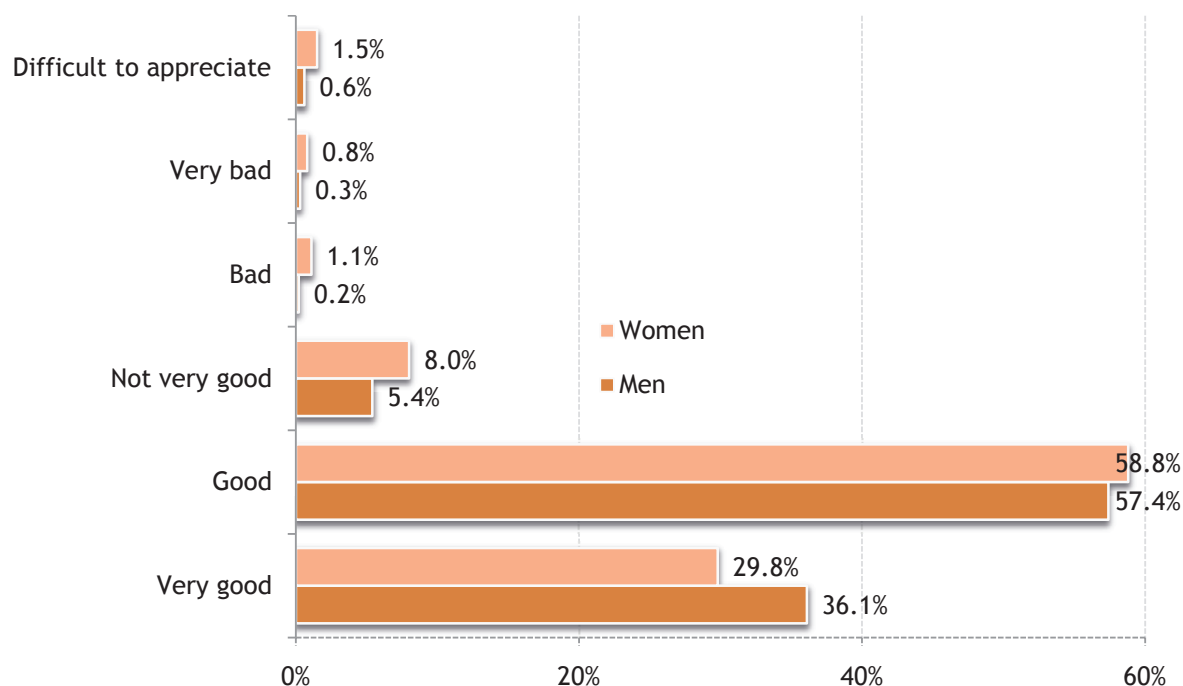
Table 27. To what extent activities performed together with the husband/partner bring satisfaction, % (opinion of women)

	Mark 1-2	Mark 3	Mark 4	Mark 5	Difficult to assess
Childcare and spending time with children	2.0	4.1	11.9	72.9	9.1
Travelling	8.0	8.8	16.0	60.8	6.4
Participating in cultural events	14.1	16.0	20.4	42.0	7.5
Participating in sport events	24.9	14.1	16.9	35.1	9.1
Communication	3.1	7.5	26.2	62.7	0.6
Taking meals together	2.7	4.1	12.7	79.6	0.8
Working together	9.7	10.8	20.7	55.8	3.0
Sexual relations	4.4	7.7	18.5	64.9	4.4
Watching TV together	5.5	9.7	26.2	56.4	2.2
Cooking together	20.5	11.9	18.6	43.8	5.3

36.1% of men revealed that relationship within the couple is *very good*, 57.4% - *good*, 5.4% - *not very good*, 0.5% - *bad* or *very bad* (0.6% - could not decide). Relationship in the family is considered not very good mostly by men of 40-49 years old who have low level of education and where household income is less than 2000 MDL.

Responses of women to similar questions concerning relationship in their family largely confirm men’s opinions - 29.8% of women reported that they are *very good*, 58.8% - *good*, 8.0% - *not very good*, 1.9% - *bad* or *very bad* (1.5% - could not decide). Relationships have been declared as bad and very bad by women aged 40-59 years.

Figure 8. Assessing the relationship of the couple, %



There is no difference in the responses of men and women concerning the manner of discussing the existing problems. 66.2% of men and 70.7% of women who live together mentioned that they discuss at least once per week their existing problems (see Table 28).

Table 28. Discussing existing problems by the partners, %

	During this week	1-2 weeks ago	More than 2 weeks ago	I do not remember
Men (n=1129 persons)	66.2	17.7	9.0	7.2
Women (n=372 persons)	70.7	16.3	8.8	4.1

Married men discuss their problems more frequently, men who have a girlfriend, but do not live together, less frequently (see Table 29). However, 5.6% of married men do not remember when they discussed their problems with their wives last time. In the opinion of men, women discuss their problems more frequently.

Table 29. The level of discussing problems by men depending on their declared marital status, % (opinion of men)

	During this week	1-2 weeks ago	More than 2 weeks ago	I do not remember
Total	66.2	17.7	9.0	7.2
Officially married	70.2	15.7	8.4	5.6
Cohabitation	62.2	22.7	12.6	2.5
Has partner, but do not live together	50.3	23.5	8.7	17.5

4.6. Health and sexual behaviour

The research data reveal that the Moldovan population is largely negligent towards their health, as they rarely go to the doctor. The situation is worse among men - 28 percent of them did not receive any health care services during the last year in any medical institution. Worse is that 16,6% of men went to the doctor last time two years ago, 5.5% - 5 years ago, and 6,1% - more than 6 years ago (see Table 30). And 14.5% of women did not go to doctor during the last year, out of which 8.5% did not go to doctor in the last 2 years, 2.2% - in the last 5 years and 3.8% - more than 5 years. Analysis of women who have not benefited from medical services in the last year reveals that most frequently these women are from rural areas, aged over 50, with a lower level of education and low income.

Table 30. When respondents benefited the last time of health system services at a hospital or clinic, %

	In last 3 months	During last year	2 years ago	5 years ago	More than 5 years ago
Men	36.2	35.6	16.6	5.5	6.1
Women	52.7	32.8	8.5	2.2	3.8

Answers received from persons who asked for medical services reveal that they mostly addressed the doctor because of pain/illness and rarely for prophylactic medical examination.

31.1% of men over 40 years old underwent medical examination for prostate. The share of men who performed such examination is higher among men over 50 years old, men from urban areas, men with higher level of education and higher incomes in the household.

59.9% of men and 50.9% of women have never been tested for HIV/AIDS.

8.5% of men who participated in the survey expressed their *disagreement* with the statement „I feel healthy”. The number of persons who do not feel healthy increases with age. Also every 5th man whose household incomes are up to 2000 MDL mentioned the existence of health problems.

The research data reveal that during the last month - 3 of 4 men who participated in the research had headaches, and 1 of 2 men had problems related to indigestion/stomach-ache. About 60 percent of men who participated in the survey are familiar with problems of stress, and 36 percent are familiar with problems of depression. 7 percent of men who participated in the survey had suicidal thoughts in the last month (see Table 31).

Table 31. Situations experienced during the last month, % (men)

	Never	Rarely	Sometimes	Often
Stress	41.3	30.6	18.9	8.9
Depression	64.2	21.1	11.5	2.8
Suicidal thoughts	93.1	4.4	1.7	0.2
Increase/decrease in weight	60.8	24.4	10.8	3.5
Indigestion/stomach-ache	50.5	27.1	15.4	6.8
Headache	25.7	33.7	25.0	15.2
Health problems because of the workplace	75.9	11.8	7.7	2.4

12.6% of men feel useless and *totally/partly* agree with the statement „my life does not bring any good to anyone”. Most men who feel useless do not have a stable partner.

16.7% of men reported that they have complexes, and when they are with friends they feel inferior. The number of persons with complexes is higher among men with a lower education level and with low income in their household.

When men and women feel frustrated or disappointed, they turn to different sources for help. Thus, 31,5% of men seek help from their partner, 25,5% do not seek help from anyone, 13,7% - ask for help from the extended family, 10% - from friends-men etc. In similar situations, however, 29.4% of women ask for help from the extended family, 26% - from the husband, 14.9% - do not seek help from anyone, 12.3% - from a female friend. Almost every 4th man in such situations does not seek help from anyone. 7.1% of men and 21.8% of women said they resort to various specialized support services when they have problems in their couple relationship.

There is a certain degree of stability in the relations between women and men in the Moldovan society. 70% of men who reported that they have a partner said that they have stayed only with this woman, 16.5% said that they have stayed with another woman, 8.4% said that they have stayed with other two or more women and 5.1% preferred not to answer.

59,5% of men reported that they had sexual relations in the last year with only one person, 8,1% - with 2 persons, 4,7% - with 3 persons, 6,9% - with 4 persons and more, 12,9% - preferred not to answer, and 7,9% - reported that they had no sexual relations in the last year. Men of 30-59 years old had greater stability with the partner with whom they had sexual relations during the last year. The age of 18-29 years was found to be the most instable. Most men of 50-59 years had no sexual relations in the last year.

68.6% of men reported that their last sexual relation was with their wife/partner, 9.0% - with their girlfriend, 8.1% - with a casual partner, 4.4% - with another partner, 4.3% - with their former partner and others - had other situations. Men of 18-29 years old have the greatest diversity in terms of the last sexual relation.

The research data revealed that women are more faithful than men, 85.9% of them reported that their last sexual relation was with the husband, 5.5% - with their former

partner, 3,4% - boyfriend, others - other situations. Similarly, women of 18-29 years old have a broader diversity of sexual relations. We also note that there are significant differences, especially among women, depending on their residence. In rural areas, 93% of women had their last sexual relation with their husband, compared with 78.3% in urban areas.

29.5% of women who participated in the research responded that they had at least one abortion: 2.3% until the age of 18 years old and 27.5% after the age of 18 years old.

13.5% of men answered positively to the question whether their wife/partner has ever had an abortion. 3/4 of them said they took this decision together with their wife/partner and paid for the abortion costs. Less than half of them accompanied their wife/partner for abortion.

Experts noted that methods of contraception are a taboo subject for most families in Moldova - *„Men do not want to discuss, and women are also afraid to talk about this issue with men because they do not know how men will react”* (IIA_E_5). This situation is determined by the lack of a model, because in their families of origin this issue most frequently was not discussed.

Young parents must learn how to talk to their children about sexuality. In this respect, there is a need to have a comprehensive approach to this issue - *„these issues need to be discussed by both parents ... the idea that mother speaks with the girl, and father speaks with the boy should be abandoned, because it conveys the message that women have one route and men have another route on issues of sexuality”* (IIA_E_4).

Because one or both parents are not present in many families, reproductive health education should also be part of the educational system - *„in the situation when some teenagers begin sexual relations at the age of 14-15 years, the school should help young people understand the importance and consequences of these relations”* (IIA_E_4). The educational system approach needs to be changed as well - *„discussions in separate groups - girls and boys - should be abandoned. Discussions should take place in mixed groups so that Ping-Pong disappears and young people understand that conception of a baby means further responsibility of both partners”* (IIA_E_4).

Some experts pointed out that in case of young people *„very often responsibility for an unwanted pregnancy is left with the women simply because men are not ready to be responsible. When they begin a relationship, they do not assume responsibility because they are not educated”* (IIA_E_5); *“the body is hers and she has a problem with her body and unfortunately not with his”* (IIA_E_7). Experts noted that these attitudes and behaviours need to be changed.

The use of condoms is not a common practice in Moldova. The research data reveal that 37.4% of the total sample of men said they had not used a condom during the last year, compared to 22.4% who use condom occasionally, 15.4% who use a condom often and 16.9% who always use a condom. Responses of women revealed the same situation - 45.5% of women said they had not used a condom during the last year. Analysis of

responses depending on the age group revealed actions that need to be taken by the Youth Friendly Centres in Moldova. Condoms are used by men aged 18-29 years to a greater extent than by older men. However, although 18 percent of these young people have sexual relations, they never use condoms (see Table 32).

Table 32. Use of condoms during the last year, % (men)

		Always use	Often use	Occasionally use	Do not use	Did not have sexual relations during the last year
Total		16.9	15.4	22.4	37.4	7.9
Age	18-29 years	33.0	18.4	23.6	18.0	7.0
	30-39 years	14.4	19.8	29.7	32.6	3.4
	40-40 years	5.3	15.1	21.7	50.3	7.6
	50-59 years	1.3	4.7	12.4	66.1	15.4

Responses of women confirm the more frequent use of condoms in the age group of 18-29 years, however indicate that 34 percent of them did not use a condom with their partner/husband during the last year (see Table 33).

Therefore, there is a need to continue the awareness raising in this area, especially for the age group 18-29 years. The change can only be made through education and understanding the health risks in case of non-use of contraceptive methods.

During implementation of policies in this field it is also important to take into consideration the residence and the household income. Experts emphasized that activity of Youth Friendly Centres in Moldova should be streamlined - „*Children are at school from 8.00 to 15.00, centres are working from 8.00 to 16.00 or 17.00. Children do not attend them almost at all ... They should be placed differently. Each district has one centre, however children from villages do not have access to the centres, because there is no transport*” (IIA_E_8). Or, the research data reveal that 42.5% of men from rural areas never use condoms, compared to 31% in urban areas. Low income is another important indicator, every second man in the families with income up to 2000 MDL never uses a condom when having sexual relations.

Table 33. Use of condoms during the last year, % (women)

		Always use	Often use	Occasionally use	Do not use	Did not have sexual relations during the last year
Total		8.5	10.3	18.3	45.5	17.3
Age	18-29 years	12.9	15.5	20.1	34.0	17.5
	30-39 years	8.2	12.7	31.8	40.9	6.4
	40-40 years	7.8	4.9	11.8	63.7	11.8
	50-59 years	1.0	3.1	6.2	54.6	35.1

Analysis of the practice of condom use in correlation with the number of persons with whom men had sexual relations in the last year reveal that condoms are not used by 11,4% of men who had four partners and more, 11,3% of men who had 3 partners and 23,8% of men who had 2 partners.

Table 34. The level of satisfaction with sexual life

	Men (n=1129) ⁵⁶		Women (n=417) ⁵⁷	
	Very satisfied	Satisfied	Very satisfied	Satisfied
I am satisfied with the sexual life with my main partner	36.8	51.4	30.7	53.0
I am satisfied with the frequency of sexual relations with my main partner	31.5	51.0	24.9	54.4

The research data reveal that more than 88 percent of men are *satisfied* and *very satisfied* with sexual life with their main partner, and 83 percent of them are *satisfied* and *very satisfied* with the frequency of sexual relations (see Table 34). Every second man aged 18-29 years who has a partner is *very satisfied* with his sexual life, compared with every fourth man aged 40-49 years and every tenth man aged 50-59 years. This tendency was also observed in the case of women - 43.5% of women aged 18-29 years and 35.9% of women aged 30-39 years are *very satisfied* with their sexual life, compared to 16.7% of women aged 40-49 years and 9.5% aged 50-59 years. It was also found that the percentage of women who are very satisfied both with their sexual life and with the frequency of sexual relations is higher among persons with higher education and with higher household income.

6.7% of men are not satisfied with their sexual life. Men aged 50-59 years who do not have a stable partner display a lower level of satisfaction with their sexual life.

⁵⁶ The number of men who declared that they have a partner.

⁵⁷ The number of women who declared that they had sexual relations during the last year.

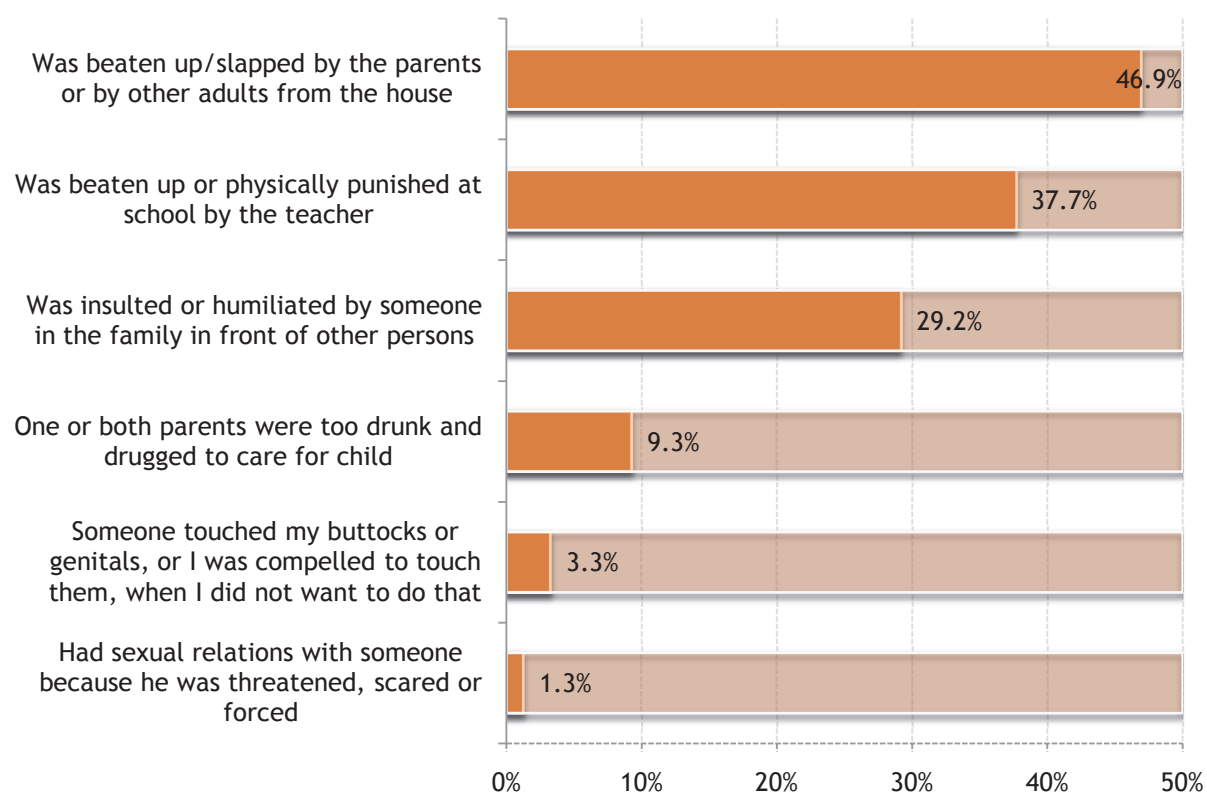
V. VIOLENCE

5.1. Violence in childhood

Data reveal that physical violence is present in almost 50 percent and sexual violence in over 3 percent of families of origin of men who participated in the survey, (see Figure 9).

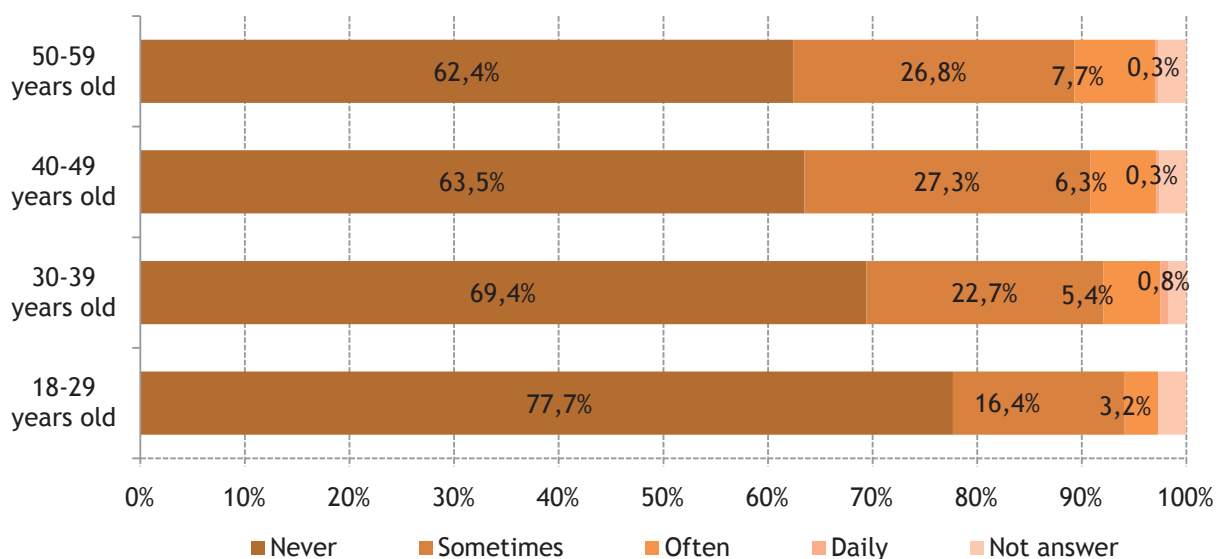
It was emphasized within focus group discussions that men who have experienced violence in their families of origin will perpetuate this behaviour also in the newly created families - „the one who was once beaten will be more violent and will revenge on women and children” (FG_1_B).

Figure 9. Violence during childhood, % (men)



69.9% of men who participated in the survey indicated that they had never seen their mother being beaten up by her husband/partner until the age of 18, compared to 22.1% who revealed that they saw sometimes such cases, 5.2% - often, 0.3% - daily and 2.4% - it is not relevant. Meanwhile, the number of men who reported that they had never seen their mother being beaten up is increasing among younger generations (see Figure 10).

Figure 10. Men who have seen their mother beaten up by the spouse/partner⁵⁸, % men



5.2. Violence at school during childhood

11.2% of men revealed the *permanent* atmosphere of intimidation in the educational institutions, other 28.3% revealed that such atmosphere exists *sometimes*. Respectively, 11.9% revealed that they have been teased in schools and 12.7% revealed that they have also teased other persons. 38 percent of men-respondents reported cases of physical abuse in schools during their childhood. About 37 percent of men of all age groups were punished at school (daily, often or sometimes) because they used physical violence against other children.

Table 35. Violence in school environment, % (men)

	Daily	Often	Sometimes	Never	Did not answer
I was punished at school because I used physical violence against other children	0.7	3.6	31.7	62.6	1.3
I was beaten up or physically punished by teachers	0.3	2.9	34.5	61.3	1.1

5.3. Violence in the family/couple

Women revealed various forms of physical violence applied by their husbands/partners (see Table 36). Following the use of physical violence, 21.9% of women reported that they had bruises and pain, 2.5% had injuries and contortions as a

⁵⁸ Respondents who did not want to answer questions represent the difference until 100%.

result of physical violence, etc. The research data reveal that the prevalence of physical but also psychological violence increases with age. At the same time, violence is more common in rural areas, in families where men have lower education and lower incomes.

The number of women who reported the use of violence more than once on behalf of their husband/partner is several times higher compared to the number of men who admitted this fact. The fact that women mentioned acts of violence more often than men reveals that some men do not perceive actions of slapping, pushing, etc. as acts of violence.

Table 36. The incidence of violence in the family/couple, %

	Men (n=1407 ⁵⁹)		Women (n=438) ⁶⁰	
	Never	More than once	Never	More than once
Have you slapped/have you been slapped	67.6	9.5	63.0	18.0
Have you pushed or shoved/have you been pushed or shoved	67.2	11.9	57.3	22.8
Have you punched/have you been punched	89.7	2.7	80.6	9.1
Have you beaten, dragged, choked/have you been beaten, dragged, choked	96.1	0.2	89.5	4.3
Have you threatened with a gun, knife or other weapon/have you been threatened with a gun, knife or other weapon	96.3	0.1	92.0	2.1

The survey revealed that men discuss with their sons or with other boys who are in their care about violence against women only in 45.3% of cases.

The main causes of domestic violence include: alcohol, jealousy, lack of a job, infidelity, lack of education, inability to peacefully resolve conflicts. Research data reveal, however, that in cases of violence some partners blame each other. Thus, 1/3 of men indicated the following causes of domestic violence: consumption of alcohol by women, infidelity of women and over 2/3 of women indicated - consumption of alcohol by men and jealousy (see Figure 11).

Experts reported that men's complexes, as well as women's inaction, determine the men to be aggressive - „If a man would know that he will get in trouble when he hits a woman, he would not raise his hand” (IIA_E_6). In the focus-group discussions men admitted that the cycle of violence can only be broken when a woman resists such behaviour - „until the man will not get hit back, he will not stop” (FG_1_B).

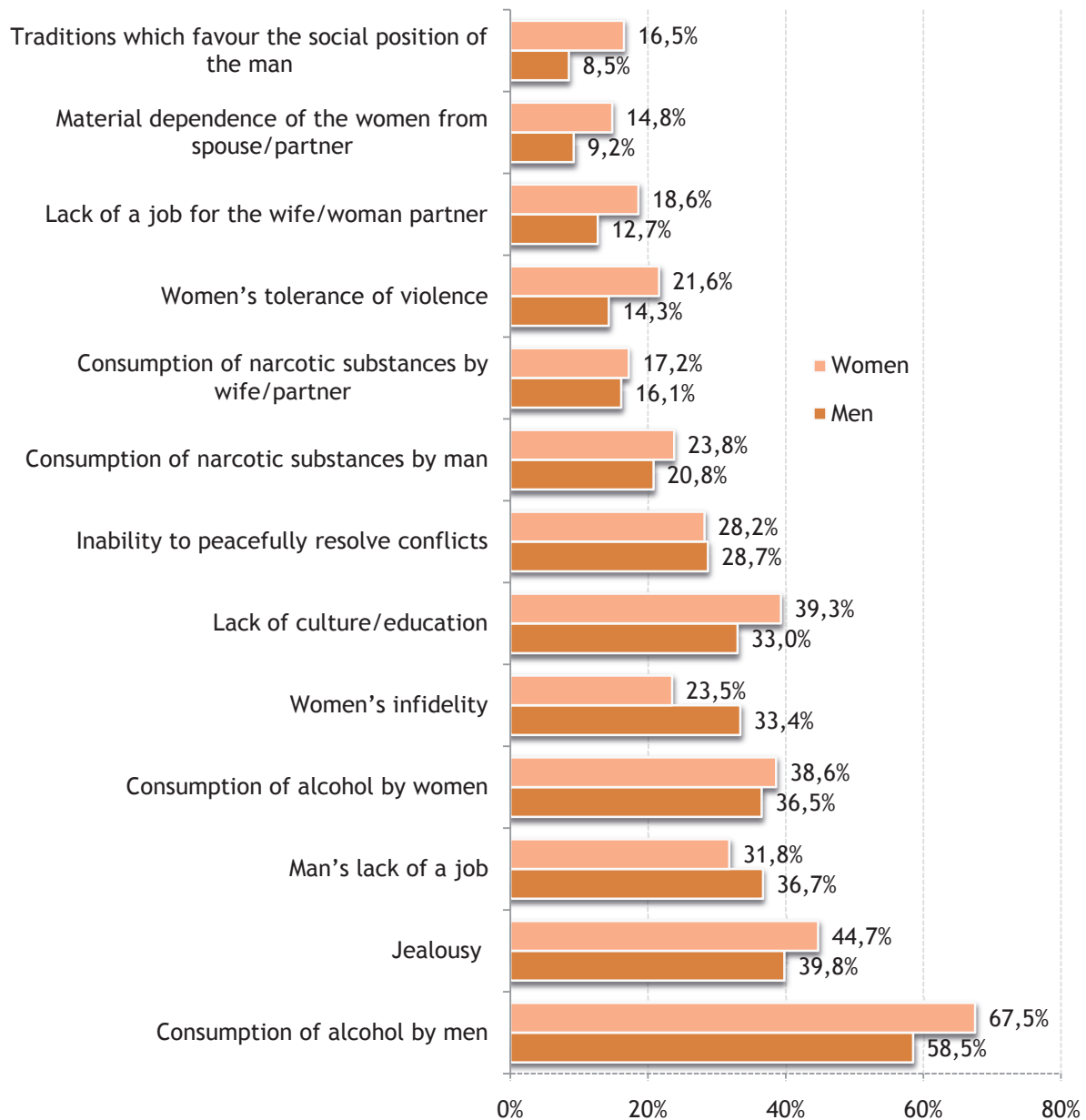
In the opinion of 51.8% of women and 42.1% of men, the migration phenomenon which has grown in the Republic of Moldova contributed to the increase in the number of women who do not accept domestic violence. On the other hand, according to 35.6% of

⁵⁹ Respondents-men who declared that they are/were in a relationship with a woman.

⁶⁰ Respondents-women who declared that they are/were in a relationship with a man.

women and 33.9% of men, migration contributes to the increase of domestic violence (total agreement).

Figure 11. Causes of domestic violence, %



Many women tolerate violence against women. This situation is explained by the tolerant behaviour learnt from the family of origin, but also by the existing myths in the society (if he beats me, it means he loves me, an unbeaten woman is like a house not swept etc.). Acceptance of violence is supported and encouraged, usually, by closest people - „relatives say: *Be quiet and patient as you do not have other solution, you have children ...*” (IIA_E_9). Experts have also noted the misinterpretation of biblical concepts as a factor that contributes to accepting violence against women - „*Woman must listen and obey to man and man to Christ*” (IIA_E_2). Women often accuse themselves for

inciting the aggressor - „we, women, provoke men very much with our tongue” (FG_4_F). Women accepting violence is determined not only by the church stereotypes and doctrine, but also by the lack of alternatives - „in case women manage to break the vicious circle of violence, they have few opportunities and support to start building a new life” (IIA_E_3).

Experts have noted that a small number of men engage in actions aimed to stop violence compared to women and that there is a need for active involvement of local government and civil society in combating these actions.

Some experts have pointed out that perpetrators are „very methodical and when women decide to divorce they often find themselves in the situation where they cannot enjoy their rights on real estate which was purchased with their support. Houses are registered on mother-in-law or father-in-law... And there are cases when women worked in Italy, sent money to buy a house, but have no bills to prove it” (IIA_E_7).

Only 8.4% of women abused within the family/couple reported these cases to the police. The small number of women who report abuse to the police is determined by the low degree of satisfaction with the police intervention. Vast majority of women who addressed police were *dissatisfied* or *little satisfied* with the police intervention. Another factor explaining this situation is that „local police is often in collusion with the aggressor” or because „the protection order is not perceived as a serious instrument and this mechanism needs to be further improved. We need to introduce criminal punishment for violating the protection order and then situation will change” (IIA_E_7).

5.4. Violence in the society

57.9% of men and 72.6% of women *totally agree* that men represent vast majority of aggressors.

29.0% of men reported that they have a friend who uses physical violence against his wife/partner, compared to 56.1% who said that they do not have such friends and 14.9% who said they did not know or did not want to answer. When asked if they could change the behaviour of their friend who uses physical violence against his wife/partner - 36.0% of the respondents who confirmed that they have such friends emphasized that they could not produce changes, 27.0% - that they have already determined behavioural changes and 21.8% that they could determine behavioural changes.

If men see a friend who uses physical violence against a woman, 61.1% of them reported that they would intervene during violence, 10.7% that they would discuss with their friend after the act of violence is finished, 6.5% that they would call the police and 2.6% that they would avoid such a friend in the future, compared to 10.6% who said they would not intervene because it is not their problem and other 8.5% - did not respond. Most often men with a lower level of education and low income - every fifth man with

secondary education and every fifth man in whose household the income is less than 2000 MDL - would not intervene because it is not their problem.

The percentage of men who would not intervene when they see a stranger using physical violence against women grows - 15,2% would not intervene because it is not their problem, 9.5% did not answer (see Table 37). Instead, we can note an increase in the number of men who would call the police, from 6.5% in case when the abuser is their friend to 21.3% when the abuser is a stranger. This indicates that it is still necessary to organize information campaigns in the Republic of Moldova concerning involvement of the community members in reducing cases of violence - „the law must reach man’s conscience and rule his conscience” (IIA_E_6).

The non-involvement of men in cases of domestic violence is caused by previous experiences - „I got involved once in a situation when husband was beating his wife and she was crying out: Help me, he kills me! I intervened in the family and I separated them. But after a while they reconciled and I was guilty for intervening in their family” (FG_1_B).

Table 37. Actions of men in cases when they see someone using violence against women, % (opinion of men)

	I would intervene during violence	I would discuss with him after violence is over	I would inform police	I would avoid him, I would behave as a stranger	I would do nothing, it is their problem	I do not know / I do not want to answer
A friend uses violence against woman	61.1	10.7	6.5	2.6	10.6	8.5
A stranger uses violence against woman	46.2	4.1	21.3	3.7	15.2	9.5

19,5% of men reported they were victims of physical violence outside their home during the last 3 months, and 4,6% of men reported that they were threatened with a knife, gun or another weapon. Men aged 18-40 years were subjected to such violence to a greater extent.

5.5. Awareness about services available for victims of violence and their assessment

61,4% of men and 67,6% of women are aware that there are social support services in the Republic of Moldova for women victims of domestic violence. The level of awareness about the existence of these services is higher among persons from urban areas, with higher level of education, and with higher income in the family. Although the vast majority of population is aware about the existing services, only 2.7% of women who

are/were in a relationship with a man applied for these services. Women aged 50-59 years, from rural area, with vocational education and with the income of 2000-3000 MDL in their household - applied to these services most frequently.

42.2% of women have heard about counselling services for aggressors of domestic violence compared to 38.1% of men and most of them consider that these services are *useful or very useful*.

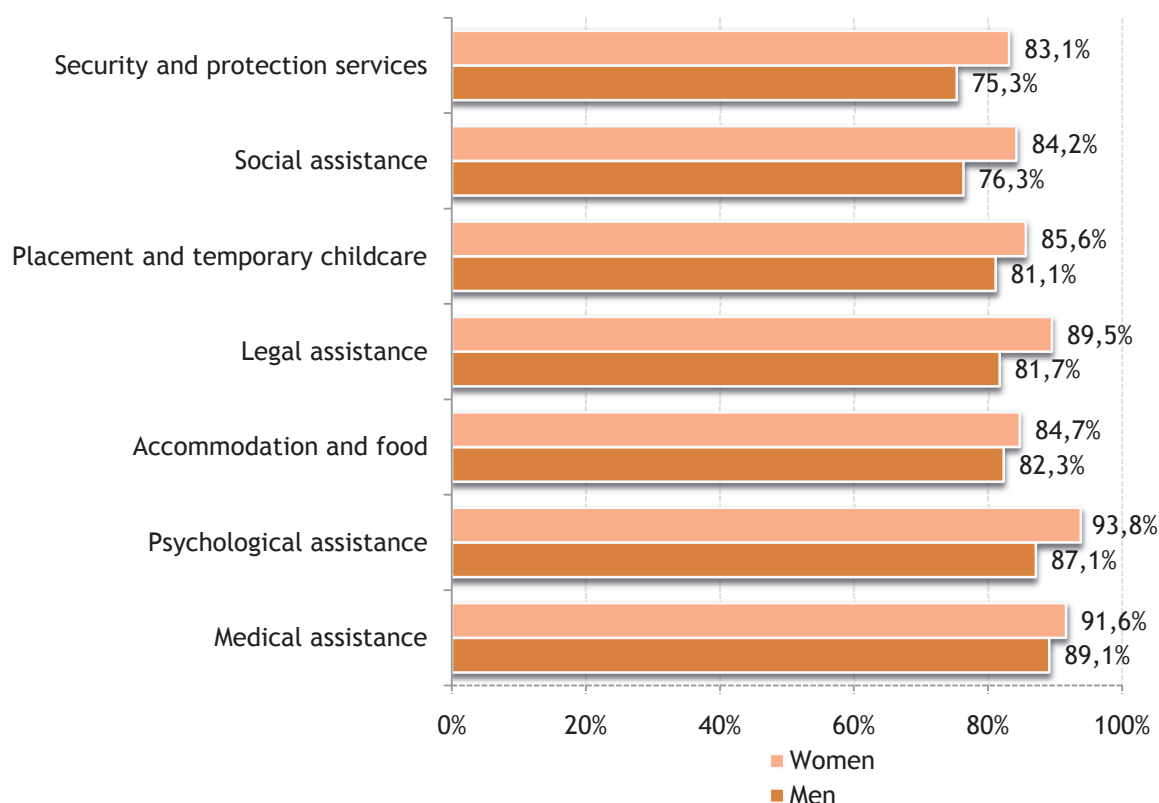
The level of awareness about the possibility for the courts to issue protection orders for women victims of domestic violence is, however, higher among men (49.6%) than among women (43.8%).

When protection order is issued on men's name (who are or have been in a relationship with a woman), they reported that they would comply with the following provisions: 85.5% - would help support children during their stay outside the family, 76.8% would cover costs and damages caused by acts of violence, 76.3% - would comply with the schedule of visiting minor children, 64.6% - would participate in counselling programs to reduce domestic violence, 64.3% - would stay away from the victim for the period indicated in the protection order and 60.8% - would temporarily leave their joint house. We note, however, that between 24-39 percent of men would not comply with the protection order or do not know how they would proceed with some of the provisions of the protection order issued on their name. Experts have noted that the failure to comply with the protection order is determined by the lack of information and the *„absence of clear and harsh sanctions both for the aggressor and for policemen”* (IIA_E_5).

Opinions of women concerning compliance of their husband/partner with the provisions of the protection order reveal a lower degree of trust compared to men. Only 65,3% of women believe that men would contribute to the childcare, 60% - of women believe that men would comply with the schedule of visiting minors, 53,4% - of women believe that men would cover the costs and damages caused by violence, 49,3% - of women believe that men would participate in a counselling program, 49,1% - of women believe that men would stay away from the victim during the validity of the protection order, 44,1% - of women believe that men would temporarily leave the house where they live together. The share of women who are not sure whether their men will comply with the provisions of the protection order varies between 35-46%.

The opinions of men and women concerning services that are necessary for women in domestic violence cases differ insignificantly (see Figure 12). Men consider that in case of domestic violence, women primarily need health care, then psychological assistance, accommodation and food, legal assistance, placement and temporary childcare, welfare, safety and security. Every fourth man considers that the existence of security and protection services for domestic violence cases is not necessary. In case of domestic violence women, however, are primarily addressing psychological, medical and legal assistance.

Figure 12. Services required by women in cases of domestic violence, %



5.6. Tolerance of violence against woman

41.1% of men and 19.1% of women who participated in the survey *agree (fully or partially)* with the fact that there are times when a woman deserves to be beaten, and 27.7% of men and 17.5% of women believe that woman must tolerate violence in order to preserve their family.

According to 40 percent of men, woman is also responsible for rape cases, and if she has a bad reputation or does not put physical resistance when raped, these cases cannot be considered rape. The research data reveals certain correlation between the attitude of men about rape and the level of their education, including the amount of their average monthly income. Thus, with the increase of the level of education and of the income, the number of men who consider that women are responsible for rape decreases. Still, the research data reveals presence of certain prejudices and stereotypes concerning both physical and sexual violence among men and women (see Table 38).

Table 38. Attitudes on violence and rape

	Men (n=1515)		Women (n=503)	
	Totally agree	Partially agree	Totally agree	Partially agree
If a woman is raped, it means she did something to get into this situation	10.8	31.4	5.8	20.3
In some cases of rape, woman also wanted to be raped	13.4	32.4	6.4	21.3
If a woman does not put any physical resistance when raped, then we cannot say that this action was a rape	30.5	27.5	23.1	21.5
When a victim of rape has a bad reputation, then it is considered that she was not raped	14.0	20.5	16.3	15.5

VI. SOCIAL DEVIANCE AND DELINQUENCY

6.1. Criminality

46.3% of men reported that they have stolen at least once (6.7% - often, 19.6% - 2-3 times, 20% - once). 17.3% from the sample of men reported that they were arrested and 4.3% that they were imprisoned.

6.2. Alcohol consumption

1/3 from the sample of men - participants in the survey reported that they consumed alcohol at school. Most frequently consumption of alcohol at school was reported by generations of men aged 18-29 years. Every third man with age of up to 29 years reported that they *occasionally* consumed alcohol at school (see Table 39).

Table 39. Alcohol consumption at school, % (men)

	Daily	Often	Sometimes	Never	Did not answer	
Total	0.2	4.6	27.2	66.7	1.3	
Age	18-29 years	0.4	4.3	32.0	61.1	2.3
	30-39 years	0	4.5	25.5	69.4	0.6
	40-49 years	0.3	3.6	27.3	67.4	1.3
	50-59 years	0	6.4	20.1	73.2	0.3

73.1% of men who participated in the survey reported that they consume alcohol. The frequency of alcohol consumption is different - 33.4% consume alcohol once a month or less, 25.5% - 2-4 times per month, 11.4% - 2-3 times a week, 2.8% - 4 and several times per week.

The number of women who consume alcohol is 10 percent less than men - 63%. Over half of them consume alcohol more rare than once a month.

Table 40. Consumption of alcohol, %

	Never	Less than once per month	Monthly	Weekly	Daily or almost daily
Men	26.9	33.4	25.5	11.4	2.8
Women	37.0	42.9	16.3	3.0	0.8

Among men who consume alcohol, 81.5% consume sometimes more than five glasses of alcohol per evening. This happens in 50.5% of cases less than once a month, in 21.9% - monthly, 7.7% - weekly (see Table 41). Drinking five glasses of alcohol per evening is

higher in case of men who do not have a stable partner, those with low income and with low education. Research data reveals that increase in the frequency of alcohol consumption also increases the frequency of consuming 5 glasses at a party. Thus, among men who reported that they consume alcohol four times per week or more - 10 percent consume 5 glasses of alcohol daily or almost daily/during a party, 37 percent - weekly, 30 percent - monthly and 23 percent - less than once a month. We can say that these men have a high alcohol consumption and most of them are suffering from alcoholism.

Among women who consume alcohol, 56.8% consume sometimes more than 5 glasses of alcohol during a party/evening, 45.1% - less than once a month, 8.2% - monthly, 3.2% - weekly.

Table 41. Consumption of 5 glasses of alcohol at a party, %

	Never	Less than once per month	Monthly	Weekly	Daily or almost daily
Men (1108 persons, 73,1%)	19.5	50.5	21.9	7.7	0.4
Women (317 persons, 63 %)	43.2	45.1	8.2	3.2	0.3

6.3. Use of force to obtain sexual intercourse

The research data reveals that sometimes men use force in order to have sexual relations with a female (see Table 42). Almost every fifth man has had sex with a girl/woman without her consent and almost every fourth man had sex with a girl/woman who was too drunk to resist.

18 percent of men admitted that they used force to have sexual relations with their current girlfriend/wife, and 14 percent of men used force to have sexual relations with their ex-girlfriend/wife. There are still cases of group sexual abuse of girls/women in the Republic of Moldova. About 5⁶¹ percent of men committed such actions.

Table 42. Frequency of the following situations, % (men)

	Never	Once	Several times	Do not answer
I had sex with a girl/woman without her consent and after I forced her	80.7	12.1	3.8	3.4
I had sex with a girl/woman who was too drunk to resist	77.4	15.0	4.2	3.4
I forced my girlfriend/wife to have sex with me	82.3	11.0	3.2	3.5
I forced my ex-girlfriend/ex-wife to have sex with me	85.7	8.5	2.0	3.8

⁶¹ Including those who did not answer. Our assumption is that those who did not wish to answer to this question have committed these actions.

	Never	Once	Several times	Do not answer
It happened that together with another man I had sex with a girl/woman without her consent	94.9	1.5	0.3	3.3
It happened that together with another man I had sex with a girl/woman who was too drunk to resist	94.9	1.7	0.3	3.1

6.4. Sexual experiences of men with other men

From the total sample, an insignificant number of men - three men (0.2%) reported that they had sex with another man. This happened when men were 15-22 years old.

The number of men who said that they were attracted to men is also small - 2 persons. Other 6 persons said that they are attracted to both women and men.

Out of the two men who are sexually attracted to other men - one lives with another man, and another answered that he would like to break up with his woman-partner in order to have a relationship with a man. Men who are sexually attracted to both women and men would not give up their relationship with a female partner.

VII. ATTITUDE TOWARDS PROSTITUTION AND PAID SEXUAL SERVICES

7.1. Attitude towards prostitution

75.6% of men declared that it is wrong for an adult woman to practice prostitution, 71.8% - believe that practicing prostitution by an adult woman is morally unacceptable, but only 49.6% said that this means violation of the rights of persons who practice this activity. According to 18.5% of men prostitution is a job like any other jobs and there is nothing wrong with it. However, every 3rd man believes that if a woman decides to be a prostitute - it is her choice.

The same trends in opinions were noticed in case of an adult male who provides sexual services. 75.5% consider that this is wrong, 74.3% - that this is morally unacceptable, but only 45% believe that this means violation of his rights. 15.1% of men believe that there is nothing wrong if an adult man decides to prostitute. Every 3rd man considers that this is a personal choice of every man.

Responses of women reveal less tolerance towards adult persons who practice prostitution compared to men (see Table 43).

Table 43. Opinions about adult persons who practice prostitution, %

	MEN		WOMEN	
	About adult men who practice this trade	About adult women who practice this trade	About adult men who practice this trade	About adult women who practice this trade
I consider that it is morally unacceptable	74.3	71.8	79.7	79.3
I consider this to be a violation of his/her rights	45.0	49.6	47.9	59.4
I consider that this is his/her choice	74.9	74.5	78.9	76.5
I consider that this is wrong	75.5	75.6	81.7	83.9
I see nothing wrong with this, it is a job like any other	15.1	18.5	9.3	10.9

The percentage of men who do not accept prostitution of girls younger than 18 years and believe that it is wrong for minors to practice prostitution has increased - 87.9%. 84.4% of them consider that practicing prostitution by a girl under 18 is morally unacceptable and 76% consider that this would mean a violation of her rights. 9.2% of men however see nothing wrong in practicing prostitution by minor girls and consider prostitution a profession like any other. 45.9% of men consider that this is the choice of the minor girl.

There are also no large differences in the opinions of men concerning prostitution by minor boys. 82.9% believe that this is wrong and the same number considers that this is morally unacceptable. 68 percent of men believe that this would mean a violation of the rights of minors. 8.8% of men accept prostitution by minor boys, arguing that it is a job like any other. Half of men believe that boys under 18 years make this choice themselves.

Women’s responses about minors who practice prostitution reveal less tolerance compared to men’s responses (see Table 44). Also, the share of women who believe that practicing prostitution by a minor cannot be his/her choice is higher.

Experts mentioned that the problem of prostitution needs to be analysed in the light of causes that favour this phenomenon and actions need to be taken in the Republic of Moldova in order to prevent this phenomenon - „*the root of the problem are children from disadvantaged families, street children, institutionalized children... Nobody goes into prostitution willingly. If they do this, they do it because they are forced*” (IIA_E_7). However there are currently no services in the Republic of Moldova for this category of beneficiaries.

Table 44. Opinions about minors who practice prostitution, %

	MEN		WOMEN	
	About boys under 18 years old who practice this trade	About girls under 18 years old who practice this trade	About boys under 18 years old who practice this trade	About girls under 18 years old who practice this trade
I consider that it is morally unacceptable	74.3	71.8	86.1	87.7
I consider this to be a violation of his/her rights	45.0	49.6	71.2	75.5
I consider that this is his/her choice	74.9	74.5	57.3	50.7
I consider that this is wrong	75.5	75.6	88.5	91.8
I see nothing wrong with this, it is a job like any other	8.8	9.2	6.4	6.6

7.2. Accessing paid sexual services

The research data reveals that some men are accessing paid sexual services:

- 17.6% of men who participated in the survey admitted that they had sex with a female prostitute, 0,3% - with a transvestite person and 5% did not want to answer;
- 15.9% had sex with a prostitute who they think was under the age of 18 and 6.3% preferred not to answer;
- 7% of men admitted that they had sex with a prostitute who they think was forced into prostitution (11.8% - did not respond).

68.8% of men who participated in the survey consider that men who pay to have sexual relations are sick, and 60.7% consider such actions as unacceptable. However, 59.2% reported that all men are accessing paid sexual relations at least once in their lives, and 55.6% of men reported that they agree with men who pay for sexual relations, as long as they are not married and do not have a girlfriend.

Only 17.1% of women consider it normal for a man to pay for sexual relations. Women's intolerance to such cases is more than 2 times higher compared to men.

Over 1/3 of men and 1/4 of women believe that sex is a service that can be bought like other services and that it is normal for a man to behave this way (see Table 45).

Although women's intolerance towards men who pay to have sex is much higher, 60 percent of them believe that every man has paid for such services at least once in his life.

Table 45. Attitude regarding men who procure sexual services, %

	MEN		WOMEN	
	Yes	No ⁶²	Yes	No ⁶³
I consider it normal for a man to do this	37.6	55.5	17.1	74.4
I consider it is morally unacceptable	60.7	30.8	72.4	19.7
I consider it to be alright unless he is married or involved in a relationship with someone	55.6	37.6	40.6	49.5
I consider that every man does this at least once in his life	59.2	32.9	59.6	28.0
I consider that only sick man do this	23.8	68.8	32.2	55.9
I consider that sex is a service that can be bought as any other services	35.4	54.9	23.7	64.0

58 percent of men who participated in the survey believe that paid sexual services represent violation of human rights, especially in case of minors. Out of them, 63,9% believe that both sides should be held accountable for prostitution, 28,8% believe that persons providing services should be held accountable, 4,8% - believe that persons who use these services should be held accountable, etc. Responses of women about this aspect do not differ essentially from responses of men (see Table 46).

In the opinion of experts, actions aimed at legalization of prostitution are „premature” for the Republic of Moldova. Experts mentioned the existence of a legislative initiative submitted to the Parliament of the Republic of Moldova, aimed at punishing clients who use prostitution services, but also persons providing such services. This legislative initiative however was not supported by the Parliament. It is necessary to continue actions aimed at excluding sanctions for persons providing such services and at the same time it is necessary to develop rehabilitation programs, and programs aimed to offer these persons a new profession - „national employment agencies in Europe provide

⁶² Difference until 100% represents non-answers.

⁶³ Difference until 100% represents non-answers.

training programs focused on this group of beneficiaries” (IIA_E_1). In order to initiate these actions, it is necessary to allocate financial resources that the Republic of Moldova is currently lacking.

When asked how they would react if they knew that a prostitute was sold/bought or forced into prostitution, 33,6% - of men said they would avoid sex with her, 28,4% - that they would call the police and 18,5% - that they would accompany her to police.⁶⁴

Table 46. Persons who must be punished for prostitution, %

	Persons providing sexual services	Persons using sexual services	Both sides	No one	Someone else (pimps)
Men ⁶⁵	28.8	4.8	63.9	1.0	1.5
Women ⁶⁶	23.3	5.8	65.0	4.4	0.4

⁶⁴ Every 5th men did not answer this question.

⁶⁵ The difference of up to 100% represents men who did not answer this question.

⁶⁶ The difference of up to 100% represents women who did not answer this question.

VIII. ASSESSING POLICIES ON FAMILIES

Most experts have noted that the current normative framework in the Republic of Moldova ensures gender equality, however there are still gaps in implementation of the normative framework in practice. Some experts observed that the adopted laws are more „*pro-male than pro-female because of preconceptions*” (IIA_E_6). According to experts, the greatest difficulties are related to the mentality of the population - „*we are a patriarchal society and believe that a woman’s place is near the saucepan, husband, children*” (IIA_E_1). This affects the status of women in the society, including their professional careers. Therefore certain professions „*must be demasculinised and defeminised*”. Women should be promoted in the areas of activity which have been and are still considered „*masculine*” and vice versa, men should be promoted in the areas of activity which are currently feminized.

8.1. Policies related to childcare and raising children

Increasing involvement of fathers in raising and educating children represents an important element of the policies focusing on childcare. According to the Collective Convention No.15 of 09.06.2015 (published in Official Monitor on 26.06.2015), the father of a new-born child has the right to paternity leave for 3 days, with possibility to maintain his average salary, and this leave is granted in the first 56 days after the childbirth, on the basis of employee’s request. Men have divided opinions whether paternity leave must be provided by the law - 61.9% said *yes*, 22.6% - said *no* and 15.5% said - *I do not know*. More often in favour of paternity leave are men with higher education and higher income, and men aged 18-29 years, with secondary education and with low income are most commonly not aware about these possibilities.

74.6% of women mentioned that parental leave should be ensured by law, compared to 15.5% who denied this need and 9.9% - who do not know. Women with higher education are in favour of parental leave to a higher extent.

Involvement of fathers in childcare from the first days will help change perceptions about the role of a woman and man in raising and educating children. Experts said that these changes are progressive and it is necessary to „*inform fathers and mothers that there are such possibilities*” (IIA_E_7). It is also necessary to monitor how this change is applied by the employers in practice. Some experts pointed out that postnatal leave is beneficial for both family and employers - „*the employer has only to gain by providing postnatal leave to the employee. After a 3-days break from work, the employee will be more motivated to come back to work*” (IIA_E_2).

5,3% of men and 4,8% of women *do not know* that there is a law in the Republic of Moldova that ensures maternity leave to mothers after childbirth, and 1% and,

respectively, 1,6% denied existence of such a leave. Young persons, persons with a low level of education and income are less informed.

Most women do not distinguish between maternity leave and childcare leave. When asked about the length of maternity leave - 57.4% of women gave a wrong answer and 38.8% said they do not know its duration, compared to 3.8% who answered correctly. Some experts pointed out that „*confusion between maternity leave and childcare leave is tolerated and encouraged by the state so that people do not demand their rights*” (IIA_E_7). Thus, it is necessary to inform people about their rights and benefits in this area.

Currently, in the Republic of Moldova, the duration of a paid childcare leave for a parent or a close relative (grandmother, grandfather) represents 3 years for insured persons and 1.5 years for uninsured persons. Legislation also provides that the insured person may request the unpaid leave for childcare from 3 to 6 years with job retention. Compared with neighbouring countries and some European countries, the Republic of Moldova is quite generous in this area, by providing a long term leave for childcare. This is largely explained by the lack of childcare institutions for small children, as the vast majority of preschool institutions receive children only starting from the age of 3 years. This situation affects negatively the women’s opportunities to assert themselves in their professional career because in 95 percent of cases it is the mother who takes the childcare leave.

The research data reveal that 72.7% of men and 75.5% of women would like the childcare leave to last for 3 years. Childcare leave for one year term is supported mainly by men and women aged 18-29 years (see Table 47). This indicates the changes occurring among younger generations who pay more attention to their professional career and try to combine harmoniously professional life with the maternity role.

Experts are also worried about the enormous statistical disparity between women and men who take childcare leave. In order to protect women from employment discrimination, some experts noted the need to share parental leave between the two partners following the example of other states „*there should be a mandatory period for the mother and another mandatory period for the father*” (IIA_E_1). These legislative amendments could help change the mentality and ensure that family and domestic responsibilities of men are accepted.

Also, experts noted the need to inform population about the possibility for the father to take childcare leave in case of the mother is unemployed - „*the possibility to take childcare leave by fathers is not explained now*” (IIA_E_4).

Table 47. Opinions about the duration of the childcare leave after birth, %

	Men (n=1515)			Women (n=503)		
	0-12 months	0-3 years	0-6 years	0-12 months	0-3 years	0-6 years
Total	9.8	72.7	11.9	8.1	75.5	13.5
18-29 years	12.5	68.2	11.6	10.3	73.2	11.3
30-39 years	7.6	75.1	13.0	3.6	82.7	13.6
40-49 years	8.2	75.7	12.5	7.8	75.5	15.7
50-59 years	8.7	75.5	10.4	9.2	72.2	15.5

Some experts have noted the negative impact of a „*too long*” childcare leave on the women’s professional career, including the misunderstanding of these provisions by a significant part of women - „*many women consider this provision as beneficial, fair, without understanding its consequences on their career, including on the family welfare*” (IIA_E_1). In this respect, it is necessary to carry out public information campaigns to show the benefits of the reconciling the concepts of family and professional life and explain that „*the longer is the leave, the lower is the payment of allowances*” (IIA_E_1).

The actions aimed at reducing the childcare leave must go hand in hand with setting up of childcare institutions for children aged up to 3 years - increasing the number of nurseries and introducing and institutionalising the babysitting services - „*on one hand, this profession does not exist in the classification of services, on the other hand this is a demanded service, however it is financially inaccessible to the vast majority of young families*” (IIA_E_1).

In this research, men were asked also whether they have heard about campaigns and activities organized in their community or workplace concerning involvement of men in parenthood. Only 22.6% of men heard about such campaigns. Men with higher education, with the average monthly income in their household over 5000 MDL and from urban areas are better informed about such campaigns (see Table 48).

Table 48. Awareness about information campaigns on involvement of men in parenting, % (men)

		Yes	No
Total		22.6	74.4
Average monthly income	Up to 2000 MDL	11.2	84.1
	2001-3000 MDL	22.1	74.0
	3001-4000 MDL	23.3	73.9
	4001-5000 MDL	24.3	74.5
	Over 5000 MDL	30.6	66.8

Only 11% of men participated in activities where the role of fathers in children’s lives was discussed. Men with higher education and from urban areas were involved in this kind of activities to a greater extent.

8.2. The legal framework on divorce and establishing of paternity

In opinion of over 49 percent of men, the laws on divorce and separation favour women (see Table 49). Higher rates of people with a higher education level and higher income believe that the laws are equal. However, 42 percent of women mentioned that the divorce and separation laws favour nobody.

57.4% of men and 49.9% of women affirm that in the process of divorce, women have higher chances to obtain the custody of children. The rates of men who share this opinion increase with the age. However, the experts noted that there are male aggressors who manipulate women and do all possible to cast bad light on women in front of a court of law and in these cases „*children stay with the father and the mother has no access to children*” (IIA_E_7).

69.4% of men and 67.4% of women mentioned that during divorce in the Republic of Moldova, the practice to share child custody rights exists and over 1/3 of respondents know nothing about this.

Regarding the laws on establishing child support for children in case of divorce, 47.3% of men and 60.6% of women affirm these laws *apply both to men and women*. 28.8% of men and 16.9% of women mentioned that these laws are disadvantageous for men. 10.7% of men and the same percentage of women consider these laws are disadvantageous for women.

Table 49. Opinions on persons favoured by the divorce legislation, %

	Men (n=1515)			Women (n=503)		
	Men	Women	Both in equal measure	Men	Women	Both in equal measure
Who is favoured by divorce legislation	3.0	49.0	37.8	6.6	37.4	41.7
Who has higher chances to obtain children custody following a divorce process	2.2	57.4	33.6	2.6	49.9	40.4

69.5% of men and 65.6% of women mentioned that in the Republic of Moldova there are laws on establishing paternity, compared to 24.8% and accordingly 29.2% who do not know and other 5.7% and 5.2%, accordingly, who declared such laws do not exist. The research data reveal that men with completed gymnasium and lyceum education studies are not aware about the laws on establishing paternity.

From 1053 men (69.5% of the whole sample) who have mentioned the existence of the laws on establishing paternity, 44.8% mentioned that legal provisions require the official registration as the father of the child, 44.7% - mandatory performing of the DNA test, 5.1% - establishing of the child support and 5.3% - do not know about the content of the legal provisions. Experts noted that they „*are not aware of any cases in their*

practice where the procedure to establish paternity was initiated” (IIA_E_7). This procedure is very rarely used for children born outside the wedlock.

Those 329 women (65.4% of the entire sample) who mentioned that there are laws regarding the establishment of paternity of a child, affirmed that there are provisions for a mandatory DNA test (48.9%), official registration of the child (37.4%), ensuring the child support (7.3%), and 6.4% do not know about such provisions. The answers reveal that the majority of men and women do not know about the legislative provisions regarding establishing the paternity of a child and need to be informed.

8.3. Policies on domestic violence

In the last years in the Republic of Moldova were organised multiple activities for elimination of violence and development of social services in this sphere. Currently, actions are taken to improve the existing normative framework and also to adopt/ratify international conventions, such as the Council of Europe Convention on preventing and combating violence against women and domestic violence, etc.

Nonetheless, the research data reveal that a part of the population is not aware of the legal provision in this sphere. At the question whether in the Republic of Moldova exist legal provisions on violence against women, only 63.6% of men responded affirmatively, 7.3% - denied the existence of such laws and 29.1% - do not know about the existence of such laws. Persons tend to be slightly better informed with the increase of age, higher level of education and higher average household monthly income level of men.

In case of women, an approximately similar level of knowledge was noticed - 62.4% of women know about the laws regarding violence against women, 9.1% - denied existence of such provisions 28.4% - do not know about these laws. The highest rates of knowledge about these laws were observed among the young women with the age of 18-29 years, from rural areas.

Although there are no differences between the rates of men and women, who are aware of the normative framework on violence against women, their opinion regarding the existence of it and the manner it applies differ (see Table 50).

Table 50. Assessing the normative framework on violence against women, %

	Men (n=993 ⁶⁷)		Women (n=314 persons ⁶⁸)	
	Totally agree	Partially agree	Totally agree	Partially agree
It is too easy for a woman to bring charges against a man on the basis of violence	27.3	35.8	15.6	34.1
It is too severe for the aggressor	14.7	29.5	9.6	17.2
Not enough severe for the aggressor	38.2	33.2	52.9	24.2
Does not ensure sufficient protection to victims of violence	41.8	39.5	52.9	31.2
Exposes women to a higher stigmatisation and shame	28.3	30.4	36.9	32.2

31,4% of men and 44,9% of women do not agree that in compliance with the normative provisions on violence against women, for a woman it is easier to bring charges against a man based on acts of violence. The rate of men who expressed this opinion is higher in the age groups of 40-49 years and 50-59 years, but also among those from rural areas. This opinion is more spread among women aged 30-39 years, who have a finished primary school level, higher income and are representatives of ethnic minorities.

46.7% of men and 64.6% of women do not consider current normative provisions as too severe. The rate of men with similar opinion is higher among men from rural areas and higher income (over 51 percent of men from rural areas and men with higher income). Women who support this position are mainly over 50 years of age, with primary school education level, with higher income and representatives of ethnic minorities.

Over 80 percent of men and 77 percent of women recognize that the current normative framework does not ensure sufficient protection to victims of violence. Higher rates of men from households with an average monthly income under 2000 MDL and primary school education level do not agree with this opinion. To a certain extent, this opinion is shared by women with the age of 30-39 years, with primary school education, with a high income and representatives of ethnic minorities.

However, 58.7% of men and 69.1% of women noticed that the current legal norms regarding violence against women, expose women to higher stigmatisation and shame.

Within focus-group discussion, men declared that to lessen violence „*the punishment should be more severe*”. A special role in this has the education in the family and personal example. Experts mentioned the need to develop specialised services for aggressors (not only in the Northern region of the Republic of Moldova) and for victims of violence, including services for couple therapy. All aggressors should be

⁶⁷ Only men who responded that in the Republic of Moldova exist laws regarding violence against women.

⁶⁸ Only women who responded that in the Republic of Moldova exist laws regarding violence against women.

obligated to participate in therapy programs, which should make them more responsible and make them perceive the need to change their behaviour.

Experts affirmed the need for a clear mechanism regarding the results of non-compliance to the protection orders. Currently a superficial approach of the specialists is noted. It is also necessary to diversify the form of protection orders, also to prevent the acts of violence. It is necessary to introduce into national legislation some provisions which would allow policemen to issue emergency restrictive orders. Also, awareness raising campaigns are necessary to ensure a better understanding by the population of the actions against aggressors - *„the population needs to understand that the protection order issued by the policeman and later on, by the court of law, does not have the goal to send the person to jail, but to ensure a period of calmness, to create a certain distance between the conflict and to provide time to understand committed errors... And the community should participate jointly with specialists in acquiring the principles and mechanisms of a non-violent relationship”* (IIA_E_1).

Although various awareness campaigns were organised during last years, it was observed that 53.6% of men never heard about such campaigns, neither within the community they live in, nor at their workplace (see Table 51). Over 72 percent of persons with an average monthly household income of up to 2000 MDL and with a lower education level are not aware about such campaigns, thus future informative activities should target this group of population.

Table 51. The level of knowledge on awareness raising campaigns for preventing violence against women, % (men)

		Yes	No
Total		44.7	53.6
Average monthly income	Up to 2000 MDL	24.5	72.1
	2001-3000 MDL	45.0	53.1
	3001-4000 MDL	51.9	46.7
	4001-5000 MDL	47.0	51.4
	Over 5000 MDL	55.2	44.5

67.1% of men who participated in the research saw at least once on TV a publicity spot or news in which a man who used violence against a woman was interviewed. Such information campaigns were more frequently seen by men aged over 50 years, by those with higher education and monthly household income exceeding 5000 MDL.

At the same time, only 10.9% of men who participated in the survey were involved in some type of individual or collective actions organised in their community or at the workplace in which to discuss the violence used by men against women. The rate of men with higher education who were involved in such activities is double.

Actions which need to be further organised to eliminate violence against women in the society: (i) coordinated actions of the representatives of the central and local public authorities, of the civil society and mass-media - *„we would like an initiative to*

strengthen the capacities for an effective response” (IIA_E_10); (ii) adjusting the normative framework; (iii) training of policemen in the field of violence; (iv) awareness raising and sensitising of the population - „*people do not know that violence is a crime*” (IIA_E_7); (v) - development of services for the victims of violence and aggressors and adequate financing of these.

To eliminate the factor of domestic violence the victim needs long-term therapy to understand how to break the circle of violence, and currently the field of couple therapy is insufficiently developed. Only by use of complex and multidimensional approach we could stop violence. For this, it is necessary to offer possibilities for the development of the NGOs which would develop a package of services for victims, and also for aggressors. On the other hand, the minimum quality standards for these services need to be developed, which would ensure a general functioning framework, but also a sufficient flexibility of the institutions.

8.4. Policies on non-discrimination of gay and lesbian persons

The population is not correctly informed on sexual diversity, which leads to intolerance. The research data reveal a reduced level of information on the laws on non-discrimination of homosexual persons. This means it is necessary to correctly inform the population. 32.2% of men and 28.2% of women affirmed that in the Republic of Moldova exist policies for protection of homosexual persons from discrimination, as compared to 43.0% and, accordingly, 46.9% who do not know and 24.8% and 24.9% who mentioned such policies do not exist.

From the 32.2% of men who stated that in Moldova such laws exist, 1/3 agreed with the provisions of these laws, over 1/2 - did not agree. A higher level of education indicates a slight increase in the approval of these laws.

It is interesting that 8.0% of men and 7.6% of women affirmed that in Moldova exist laws/policies which would allow the marriage of the persons of the same sex (see Table 52).

The research data reveal a higher degree of tolerance in the ranks of women regarding the laws which protect homosexual persons, as compared to men.

Table 52. Assessing the legal framework which protects homosexual persons from discrimination, %

	Men (n=496 ⁶⁹)		Women (n=142 ⁷⁰)	
	Agree	Disagree	Agree	Disagree
Opinion on the laws to protect homosexual persons from discrimination	37.1	56.7	37.1	56.7
Opinion on the laws to allow marriage between persons of the same sex ⁷¹	16.7 ⁷²	77.8	15 persons	17 persons

In the opinion of experts, the Orthodox church has an „ugly” role in promoting diversity and tolerance, compared to the population, and it „forgets to promote peace, unity and love” (IIA_E_2).

12.1% of men have heard about the campaign activities in which homophobic or discriminatory acts are promoted against homosexual persons (see Table 53). About such activities were better informed men with higher household income level, with higher education level and with the age up to 29 years.

Table 53. Awareness about campaigns which promote homophobic or discriminatory attitudes towards homosexual persons, % (men)

		Yes	No
Total		12.1	84.1
Average monthly income	Up to 2000 MDL	5.2	89.3
	2001-3000 MDL	7.3	88.2
	3001-4000 MDL	11.8	84.3
	4001-5000 MDL	15.1	82.9
	Over 5000 MDL	18.2	78.9

⁶⁹ Only men who responded that in the Republic of Moldova there are laws/policies for protection of homosexual persons from discrimination.

⁷⁰ Only women who responded that in the Republic of Moldova exist laws/policies to protect homosexual persons from discrimination.

⁷¹ Only 126 men and 38 women who responded that in the Republic of Moldova exist laws/policies which promote marriage between persons of the same sex.

⁷² From 126 men who responded that in the Republic of Moldova exist laws/policies which allow to conclude marriage between persons of the same sex.

CONCLUSIONS

Childhood experiences

- 48.7% of men, who lived with their biological father or stepfather, reported that during childhood their father or another man who lived with their mother, treated her respectfully daily, other 34.8% mentioned that this was a frequent situation, 10.9% - sometimes and 2.4% - never.
- Men affirmed that their fathers were getting involved in some household activities - each fourth father was involved in daily childcare. Cooking, cleaning, laundry were seldom done by men, and 5.9% of fathers were never involved in caring for children, 18.9% - never cooked, 29.6% - never cleaned the house and 44.9% - never washed clothes.
- In the family of origin, mothers taught 82.2% of boys to do the cleaning, 76.8% to take care of their younger brothers/sisters, 74.7% to cook and 64.8 to do the laundry.
- The decision making process in the families of origin of men was less participatory. 1/3 of men were taking alone decisions on long-term investments, 44 percent of women had the final decision in current expenditures and 37 percent of women - in the decisions regarding children.

Current family life

- The rate of men who are, in fact, taking care of children daily is insignificant. Based on the statements of men, this is an activity which is *usually* or *always* performed by the partner (woman). However 1/4 of men consider they participate equally in caring for children, but it was confirmed only by 15.7% of women, meaning that men who take part in caring for children perceive this care in a reductionist manner.
- Although some men mentioned that they were taught in the families of origin to perform some household activities, the manner of sharing the responsibilities in the newly created families/couples reveals the traditional family pattern. Thus, the responsibilities of a woman are laundering, cooking and cleaning; responsibilities related to shopping for food and payment of bills are done jointly by partners and most frequently, men in a family remain with the responsibility to perform minor repair work. It was revealed that men with the age of 18-29 years are more participatory in performing household activities. For example, in case of laundering, almost each fourth man, with the age of 18-29 years, mentioned that they perform this activity together with the partner, compared to each tenth man in other age groups. However, it is important to mention that these changes are determined also by technological development which has simplified this process.
- 43.6% of men mentioned that the responsibilities in household activities of a wife/partner are more extensive than theirs, compared to 29.7% who consider the

involvement of each partner is equal and 13.5% who affirmed they have more responsibilities.

- The decision making process in the family/couple becomes more participatory. In newly created families/couples, the rate of involvement of both partners in the decision making process on investments increased from 52.3% to 68.0%, but also in the area of decisions on current expenditures from 41.1% to 47.2%. The correlational analysis reveals that in most cases men take over the pattern which existed in the family of origin regarding the decision making process, both in procuring current consumption goods, and in long-term investments.

- The decision making process on leisure time activities is more participatory. 74.7% of respondents who've declared they live with a partner, make these decisions together. The decision making process on leisure time depends on the age component. The younger the men, the higher the rates of those taking these decisions together.

- The majority of the population of the Republic of Moldova is negligent to its health and rarely visits a doctor. The situation is worse among men. 28 percent of them did not access any healthcare services during the last year in a medical institution. Moreover, 16.6% of them visited a doctor 2 years ago, 5.5% - 5 years ago, and 6.1% - more than 6 years ago. Also 14.5% of women did not visit a doctor within the last year, 8.5% did not visit a doctor during last 2 years, 2.2% - during last 5 years and 3.8% - more than 5 years ago.

- The presence of men at childbirth is a rare practice in the Republic of Moldova. Only 18.1% of men mentioned they assisted at the birth of their last child. However, the number of men who support their wife at birth increases, in the ranks of younger generations. 30 percent of men aged 30-39 years assisted at the birth of their last child. The research data reveal that the tendency to assist at the childbirth is higher among men with the age of 30-39 years, with higher education and from urban areas.

- The practice to accompany the wife/partner to the doctor during pregnancy is neither much extended among the families in the Republic of Moldova. Among men who have children in the household and these are biological, only 23.1% accompanied their wife/partner to each visit to the doctor, 55.4% went to only several visits, 18.8% did not accompany her to any medical visit. The profile of persons who have never accompanied their wife/partner to any medical visit during pregnancy, is as follows: primarily men of the age of over 40 years, with primary/secondary education and income of up to 3000 MDL in the household.

- Up to 6.2% of men with biological children and employed at the moment of birth took a paternity leave. It was observed that the paternity leave was taken the most by men with higher education, with an average income per family over 4000 MDL.

- There is a certain degree of stability in relations between men and women in the Moldovan society. From men who reported they have a partner, 70% declared they've lived together just with this woman, 16.5% also had another woman, 8.4% lived with two women or more and 5.1% preferred to give no answer.

- Use of contraceptive methods is not a frequent practice in Moldova. 37.4% of men declared they *never used* a condom, during the last year, as compared to only 22.4% - who use it *occasionally*, 15.4% - who use it *often* and 16.9% - who use it *always*. The answers of the women reveal the same tendency - 45.5% of women declared they *did not use a condom* within the last year. The analysis of answers depending on the age, reveal that condoms are used by men and women in the age group of 18-29 years, to a larger extent than by older persons. However 18 percent of the young men and 34 percent of the young women never use condoms, although they have sexual relations. To date, the most frequent change of sexual partners existed at the age of 18-29 years. The analysis of the practice of use of condoms, when related to the number of persons with whom men had sexual relations within the last year, reveals that 11,4% of those who had 4 or more partners, 11,3% of those who had 3 partners and 23,8% of those who had 2 partners, never used condoms.

Gender equality perception

- The „gender equality” syntagma is differently understood and interpreted by citizens of the Republic of Moldova. 43% of men and 33.8% of women consider that ensuring the rights of women means men lose out (*totally agree* and *partially agree*), and 46.5% of men and 37% of women consider that when women are given rights, they take over a share of men’s rights (*totally agree* and *partially agree*). The wrong perception on gender equality is even greater when discussing about gender equality on the labour market. Thus, 60.8% of men and 60.2% of women consider that when women get employed, they take over the job positions men should occupy (*totally agree* and *partially agree*).
- 59.7% of men and 64.4% of women do not perceive the benefits of gender equality for vulnerable categories of persons. In their opinion, activities to implement gender equality are mainly beneficial to persons with a higher welfare level.
- Only 53.7% of men agree that a quota system for women shall be set up, in order to guarantee a fixed number of vacancies in governing positions for women and 55.3% agree to setting up a quota system also for leadership positions. The number of women who support the creation of a quota system which would guarantee them a fixed number of vacancies in governing positions, is higher than the number of men - 72.6%. A similar situation was registered also regarding setting up of a system to guarantee a fixed number of vacancies in leadership positions - 73.2%.
- 90.5% of men and 81.5% of women consider that for a woman, the most important thing is to take care of the household and cook for her family. The number of men who believe that changing diapers, bathing and feeding children are women’s responsibilities, is even larger - 95%. This indicator is quite large also for women - 75.1% (3 out of 4 women) agree with this statement.
- Although 67 percent of men *totally agree* that a man and a woman should decide together which contraceptive method to use, 23,3% consider it is the woman’s

responsibility to get protected from pregnancy, and 17.4% *totally agree* they would feel offended if their wife would request them to use condom. The number of women who consider that both partners should decide together what contraceptive method to use is slightly larger - 73 percent. However, the rate of women who *totally agree* or *partially agree* it is the woman's responsibility to avoid pregnancy is equal to that of men.

- Opinions of men on sexuality and sexual relations do not differ significantly from those of women. More men consider they are always ready to have sexual relations - 77.9%, as compared to only 63.2% of women.
- In the opinion of 27.7% of men, the woman should tolerate violence in order to preserve the family. This opinion is shared by only 17.5% of women. 41.1% of men affirm there are moments when a woman should be beaten up. The number of women who agree with this statement is twice as small as that of men.
- **More women than men have a correct perception on gender equality.** From those 4 analysed spheres (household responsibilities, violence, reproductive health and intimate relations) **the best situation regarding the correct perception of gender equality is in the sphere of violence, followed by the reproductive health sphere, intimate relations, on the last place being the area of household responsibilities.** Thus, 82.5% of women and 66% of men have a correct perception on gender equality in the sphere of violence, as compared to 73.2% of women and 60.9% of men, in the area of reproductive health, only 63.3% of women and 52.2% of men in the sexual relations sphere and 59.4% of women and 52.5% of men, in the area of household responsibilities in the day to day life.
- The level of tolerance regarding sexual diversity in Moldovan society is low. Only 12.1% of men and 23.1% of women consider homosexuality as normal and natural.

Violence

- Physical violence existed in almost 50 percent of the families of origin of men who participated at the survey and sexual violence existed in over 3 percent of these.
- Violence is also present in current families of men. Women reported various forms of violence applied by the spouse/partner. The rates of physical violence, but also of psychological violence, increase with the age of respondents. Also, violence is more frequent in rural areas, in the families where men have a lower education level and the income is lower.
- The main causes of domestic violence are as follows: alcohol consumption, jealousy, unemployment, infidelity, lack of education, incapacity to solve peacefully the conflicts etc. The research data reveal that in cases of violence, some partners see as the main cause of violence the other partner. Thus, 1/3 of men mentioned as causes of violence, alcohol consumption by women, women's infidelity, and over 2/3 of women - alcohol consumption by men and jealousy.
- As a result of violent acts, 21.9% of women mentioned they had pain and bruises, 2.5% had injuries and contortions etc.

- Only 8.4% of abused women in the family/couple reported the cases to police. A small number of women who call police is determined by a low level of satisfaction regarding police intervention.
- 19.5% of men mentioned they became victims of physical violence outside their home during the last 3 months, and 4.6% were threatened with the knife, gun or another arm.
- 61.4% of men and 67.6% of women are informed that in the Republic of Moldova there are social support services for women victims of domestic violence. The level of knowledge about these services is higher among persons from urban areas, with a higher education level, and also higher income level in the family. Although the majority of the population is aware about existing services, only 2.7% of women who were/are in a relationship with a man have accessed these services.
- 42.2% of women heard about counselling services for family aggressors as compared to 38.1% of men and the majority of respondents consider that these services are *useful* or *very useful*.
- 41.1% of men who've participated in the survey and 19.1% of women *agree* (*totally* or *partially agree*) with the fact that there are moments when a woman deserves to be beaten up, and 27.7% of men and 17.5% of women consider that a woman should tolerate violence in order to preserve the family.
- The woman is responsible in the opinion of over 40 percent of men, for the rape cases, and if she has a bad reputation or does not oppose physical resistance during rape, this cannot be considered as rape.

Deviance and social delinquency

- 46.3% of men declared they've committed a crime of theft at least once (6.7% - frequently, 19.6% - 2-3 times, 20% - one time). 17.3% of men sample reported they've been arrested and 4.3% went to jail.
- 73.1% of men who participated at the survey consume alcoholic beverages. The frequency of consumption varies - 33.4% drink alcohol once a month or less, 25.5% - 2-4 times per month, 11.4% - 2-3 times per week, 2.8% - 4 or more times per week. The number of women who drink alcohol is 10 percent lower than the number of men - 63%. Over a half of them drinks alcohol less than once a month.
- From men who consume alcohol, 81.5% sometimes consume over 5 glasses of alcoholic beverages per evening. This happens in 50.5% of cases less than once per month, in 21.9% - monthly, 7.7% - weekly. To a greater extent, consumption of 5 glasses of alcohol per month is a specific feature for respondents without a stable partner, with low income and lower education level. Once the rates of alcohol consumption increase, also the frequency of consumption of 5 glasses of alcohol at a party increases. From women who drink alcohol, 56.8%, sometimes consume over 5 glasses of alcohol at a party/per night, 45,1 % of these do it less than once a month, 8,2% - monthly, 3,2% - weekly.

- Research data reveal that some men use sometimes physical force to have sexual relations with a woman. Almost each fifth man had sexual intercourse with a girl/woman without her consent, and almost each fourth man had sex with a girl/woman who was too drunk to express her lack of consent.
- 18 percent of men recognised they've used force to have sexual relations with their current girlfriend/wife, and 14 percent of men used physical force to have sex with their former girlfriend/wife.
- Also, cases of sexual abuse committed against girls/women by a group exist in Moldova. Approximately 5 percent of men participated in such acts.
- From the entire sample of men only an insignificant number of men - 3 men (0.2%) declared they've had sexual relations with another man. This happened at the age of 15-22 years. Also the number of men who affirmed they're attracted to men is small - 2 persons. Other 6 persons declared they're attracted to both women and men.

Attitude regarding prostitution and paid sexual services

- 75.6% of men declared it is wrong for an adult woman to practice prostitution. 71.8% consider that practicing prostitution by an adult woman is unacceptable morally, and only 49.6% stated that this practice is a violation of human rights of the person practicing this trade. In the opinion of 18.5% of men, prostitution is a profession like any other and there is nothing wrong with it. However, each 3rd man has the opinion that if a woman decides to become a prostitute, it is a matter of her choice. The same tendency is observed in the opinion regarding an adult man who provides sexual services. The responses of women reveal less tolerance towards adult persons who practice prostitution, compared to opinion of men.
- In cases of girls under 18 years of age, the rate of men who do not accept prostitution and who consider it is wrong for the juveniles to practice such an activity, increases - 87.9%. 84.4% of them consider that practicing prostitution by a girl who is less than 18 years is morally unacceptable and 76% consider this as a violation of human rights. 9.2% of men see nothing wrong in practicing of prostitution by underage girls, and consider prostitution to be similar to any other profession. 45.9% of men believe this is a matter of choice of the minor girl. There is not large discrepancy in opinion of men regarding practicing of the prostitution by minor boys. In case of juveniles who practice prostitution, the answers of women reveal less tolerance in comparison to the answers of men. Also, the research data reveal a higher rate of women who believe that practicing of prostitution cannot be a matter of choice for a juvenile.
- 17.6% of men who participated in the study recognized they've had sexual intercourse with a prostitute, and 15,9% had sexual intercourse with a prostitute who they believe was under the age of 18 years.
- Over 1/3 of men and 1/4 of women consider sexual intercourse to be a service which can be procured just like any other services and it is normal for a man to do so.

Evaluation of policies on families

Policies on raising and education of children

- An important element of policies for caring for children is to increase involvement of fathers in the process of education of children. Opinions of men on the necessity that the paternal leave of 3 days should be provided for by the law are parted - 61.9% responded with *yes*, 22.6% - *no* and others 15.5% - *don't know*. In favour of the paternal leave most frequently opted men with higher education and higher income level. About the paternal leave are not informed, most frequently, men with the age of 18-29 years, with completed primary education and lower income. Also 74.6% of women who've mentioned there is a need for the legislation to stipulate the conditions of the paternal leave, as compared to 15.5% who've disagreed with it and 9.9% who do not know.
- The research data reveal that 72.7% of men and 75.5% of women would like that the maternity leave would last for 3 years. To a greater extent, for the term of 1 year of the maternity leave opt men and women with the age of 18-29 years. This fact reveals changes which happened in the younger generation, who give more attention to professional career and try to combine harmoniously maternity and professional roles.

Policies on domestic violence

- The research data reveal that a part of the population do not know about the legal provisions regarding domestic violence. Only 63.6% of men know about the laws regarding domestic violence, compared to 7.3% who've denied the existence of such and 29.1% - who are not sure there are such laws in Moldova. In case of women, the level of information is similar with approximation - 62.4% of women know about laws on violence against women, 9.1% - denied the existence of such and 28.4% - are not aware such laws exist.
- 31.4% of men and 44.9% of women do not agree that in compliance with the legislative provisions regarding violence against women, for a woman it is easier to bring charges against a man, based on the act of violence.
- 46.7% of men and 64.6% of women do not consider that current normative provisions are too harsh for aggressors. However, 58.7% of men and 69.1% of women noted that current legal provision expose women to greater shame and stigmatisation.
- The level of knowledge of the possibility that the courts of law may issue protection orders to protect women victims of domestic violence is higher among men (49.6%), than in the ranks of women (43.8%). Approximately 24-39 percent of men mentioned they would not comply with or do not know how they would react to certain provisions of the protection order, in case it is issued against them. Experts noted that the failure to comply with the provisions of the protection order is determined by lack of information and by „*lack of clear and severe sanctions both for aggressors and police officers responsible for supervising the enforcement of the protection orders*”.

Policies of non-discrimination of gay and lesbian persons

- The research data reveal a lower level of information on non-discrimination legal provisions regarding homosexual persons. This means there is a necessity to correctly inform the population. 32.2% of men and 28.2% of women have mentioned that in Moldova exist policies against discrimination of homosexual persons, as compared to 43.0% and, accordingly 46.9% who do not know and 24.8% and 24.9% who mentioned such policies do not exist.
- From 32.2% of men who've mentioned that in Moldova exist such laws, 1/3 agreed with the provisions of these laws, over 1/2 - disagreed with these provisions. The research data reveal a higher level of tolerance among women for the laws which protect homosexual persons from discrimination, as compared to men.

RECOMMENDATIONS

Study results reveal the shortcomings and achievements in the field of ensuring gender equality between men and women in the Republic of Moldova. These results allow us to present the following **recommendations**, with the goal to improve the situation in the sphere of gender equality.

For governmental authorities:

Ensuring gender equality

- The Republic of Moldova shall fulfil its international and national commitments it adhered to, in the area of ensuring human rights, making it a priority to ensure gender equality;
- Elaboration of a new Programme to ensure gender equality for the years 2016-2020, which shall be compliant to development objectives of the national and international level, which shall comprise concrete actions for local and central governmental authorities, civil society, international organisations in the area of promoting and ensuring gender equality in the Republic of Moldova;
- Introduction and implementation of the gender equality prospective in the policies documents in all spheres, at all decisions making levels;
- Increasing awareness raising of the population by continuous information campaigns on gender equality issues in public and private life, value of maternity and paternity, reconciliation of family life and professional career etc., elimination of shortcomings of information and gender stereotypes, which have negative impact on women and men, promoting the idea of gender equality of men and women, by diversity and complementarity;
- Development and organising, in partnership with the civil society, of campaigns to change attitudes and behaviour of the population regarding the role of women and men in society and family;
- Adoption of policies centred on ensuring gender equality between women and men, by ensuring conditions for economic and political empowerment of women;
- Setting up quota systems for women to ensure they are benefiting of a fixed number of vacancies in governing and leadership positions;
- Elimination of all forms of gender based discrimination on the labour market, by organising information and awareness-raising campaigns regarding the rights of women and men on the labour market;
- Monitoring of employers in the sphere of respecting women's rights at the workplace;

- Ensure conditions which would allow women to combine the role of mother with the professional role harmoniously, by development of childcare services for children up to the age of 3 years, verification of employers regarding the possibility of flexible (part time) working schedules etc.;
- Integration of the gender dimension in educational policies, including revision of school textbooks and training of didactic personnel to exclude existing stereotypes;
- Development of programmes to facilitate involvement of men in parenting (father's involvement beginning with the early days of the child, participation in his/her education process, spending leisure time together, etc.);
- Regular collecting of statistical data, performing of in-depth surveys, which would identify real problems related to gender equality and increase the awareness level for urgent implementation of efficient policies and national programs.

Ensuring gender dimension in the implementation of policies regarding the education of children

- Organising, in partnership with civil society and mass-media agencies, of awareness-raising campaigns for the population of the possibilities for fathers to benefit of paternal leave at the birth of their child (3 days) and leave for raising and caring of the child (for 1,5/3 years) and the conditions for obtaining it;
- Elaboration of policies for reconciling family life with professional life, with clear elements for stimulating involvement of the father;
- Encourage application of flexible working schedules, which would allow employees, men and women, to combine job obligations with family responsibilities and would encourage men to take on childcare obligations equally with women.

Ensuring health policies, including in the sphere of reproductive health

- Development, in partnership with civil society and mass-media agencies, of a programme for the facilitation of a responsible attitude of the population towards one's own health, by explaining the importance of regular visits to the family doctor, of prophylactic health examinations etc.;
- Development, in partnership with civil society and mass-media, of programmes to reduce alcohol consumption, especially among youth;
- Streamline the activities in the area of reproductive health, performed by the Youth Friendly Health Centres, by actions centred on youth from rural areas, youth from vulnerable families etc.

Ensuring policies in the area of prevention and combating of violence

- Elaboration and adoption of a Sectorial Strategy of prevention and combating domestic violence and violence against women, with concrete actions by allocating necessary resources for implementation of these actions;

- Urgent adoption of the draft Law on amendment and supplementing a series of legislative acts in the field of prevention and combating of domestic violence (currently, at the second consultation phase), which provide for the alignment of the national legislation to the European standards (including the introduction of the emergency restrictive order; criminal liability for failure to enforce the protection order etc.);
- Ratification and implementation of the European Convention of Prevention and Combating Violence against Women and Domestic Violence (Istanbul Convention);
- Development of minimum quality standards of services addressed to victims of domestic violence, in cooperation with service providers, in compliance with human rights standards and needs of the beneficiaries. These should ensure the presence of long-term services for survivors of domestic violence and of rehabilitation services for aggressors;
- Development in partnership with local authorities and civil society, of an action plan for changing the stereotypes and attitudes of acceptance of violence by the population (women, men, children etc.);
- Improvement of the legislative framework in the area of prevention and combating of domestic violence, by ensuring a more efficient mechanism for issuing protection orders in cases of emergency, by offering local police officers the right to issue this type of protection orders.
- Development in partnership with civil society of a monitoring mechanism for the enforcement of protection orders.

For the local public authorities:

Ensuring gender equality

- Introducing a gender perspective in the policies and elaborated documents, at the local level, and ensuring the implementation of these, including the necessary local resources.

Ensuring policies in the area of preventing and combating violence

- Participation, in partnership with the governmental authorities and civil society, at the elaboration of a plan of action for changing stereotypes and attitudes of acceptance of violence by the population (women, men, children etc.);
- Implementing of activities for stopping and combating domestic violence in education institutions and communities;
- Ensuring enforcement of the protection orders in cases of domestic violence;
- Ensure financial support of services offering assistance and rehabilitation for victims of domestic violence, and of services for re-education of aggressors.

For the civil society:

Ensuring gender equality

- Organise awareness raising campaigns for continuous and constant promoting of the women's rights and of the equality of opportunities' principle;
- Dissemination of the information/studies/analysis on gender equality, for general public information;
- Development and organising, in partnership with the governmental authorities, of the campaigns to change the attitudes and behaviour of the population regarding women's and men's roles in family and society;
- Training of the mass-media representatives to achieve gender sensitization, and correctly reflect the information;
- Involvement of men in promoting the principle of equality of opportunities for women and men;
- Increasing the importance of paternity, promoting participation of men in the process of childcare, caring for elderly persons, promoting equal distribution of family responsibilities between men and women.

Ensuring gender perspective in implementation of the policies in raising and educating children

- Organising in partnership with mass-media agencies, of awareness raising campaigns of the population on the possibility for fathers to take paternity leave subsequent to the birth of the child (3 days), including for raising and caring for the child (1,5/3 years) and the manner to spend it.

Ensuring elaboration of health policies, including on reproductive health

- Elaboration and orienting of the healthcare policies towards the necessities of women and men, conditioned both by biological aspects and socio-economic and cultural factors, ensure access to information on the contraceptive methods and on unplanned and unwanted pregnancies;
- Development, in partnership with the governmental authorities, of a program for forming of a responsible attitude of the population toward their own health, by explaining the importance of regular visit to the family doctor, of a prophylactic health examinations etc.;
- Development, in partnership with the local and governmental authorities, mass-media institutions, of re-education programs for population to reduce alcohol consumption, which is an important spreading issue.

Ensuring elaboration of policies in the area of prevention and combating of violence

- Piloting intervention modules, in partnership with the responsible authorities, based on legal provisions and existing best practices;

- Informing population on existing policies in the field of combating violence, services developed for the survivors of domestic violence and possibilities for accessing these;
- Training of policeman in the sphere of actions which need to be taken in cases of domestic violence;
- Development, in partnership with the governmental and local authorities, of a plan of actions to change the stereotypes and attitudes of tolerance of violence by the population (women, men, children etc.);
- Elaboration of a plan of actions for elimination of violence from education facilities and monitoring the situation;
- Broadcasting information on social services for the victims of domestic violence and the ways to access these.

Ensuring diversity

- Information of the population of sexual diversity and educating a spirit of tolerance towards diversity.

For mass-media:

Ensuring gender equality

- Promoting and ensuring attainment of the equality of rights and responsibilities for men and women, in family relations;
- Involving mass-media to reflect the gender issues, information, education and promoting of gender equality through televised shows, coverage and articles of household responsibilities, reproductive health, intimate relations, domestic violence issues;
- Broadcasting the good practices in the area of gender equality in the family, at the workplace, in the society, to display the benefits and eliminate the stereotypes which exist for the majority of the population;
- Promoting models for participative decision making process in the family;
- Prohibition and avoidance of the sexist images of women, which perpetuate stereotypes on the role of women in the society and family.

Ensuring gender perspective in implementation of the policies on raising and educating children

- Involvement in the activities for informing the population on the possibilities of fathers to take the paternity leave (3 days), including the leave for raising and caring for the child (1.5/3 years).

Ensuring development of healthcare policies, including in the area of reproductive health

- Development, in partnership with governmental authorities and civil society, of a program for forming a responsible behaviour for the health of citizens, by explaining the importance of regular visits to the family doctor, of the prophylactic medical examinations etc.;
- Organising campaigns, in partnership with governmental authorities and civil society, to reduce alcohol consumption by population, especially by the youth.

ANNEXES

Annex 1. Social-demographic data on interviewed experts in the qualitative study

No.	Code	Gender	Institution	Field of activity
1.	IIA_E_1	Feminine	Governmental institution	Prevention of domestic violence
2.	IIA_E_2	Feminine	International organisation	Gender equality problems
3.	IIA_E_3	Feminine	Education institution	Gender equality problems
4.	IIA_E_4	Feminine	Service provider	Services for victims of domestic violence
5.	IIA_E_5	Masculine	Governmental institution	Probation services
6.	IIA_E_6	Masculine	International organization	Migration issues
7.	IIA_E_7	Feminine	Service provider	Services for victims of domestic violence
8.	IIA_E_8	Masculine	Service provider	Social services for aggressors
9.	IIA_E_9	Feminine	Mass-media institution	Social problems
10.	IIA_E_10	Masculine	International organisation	Gender equality problems

Annex 2. Data on persons who participated in focus group discussions

No.	Code	Residential environment	No. of participants
1.	FG_B_1	Urban	11
2.	FG_B_2	Rural	10
3.	FG_B_3	Rural	10
4.	FG_F_4	Rural and urban	10

