Moldova Country Gender Action Plan (CGAP)

Donor coordination meeting, Chisinau, Moldova

March 30, 2017
Presentation Outline

• What is the Country Gender Action Plan (CGAP)?
• The CGAP Process
• Output 1: Synthesis of Key Gender Issues
• Output 2: Portfolio Assessment – WBG Program
• Output 3: Actions and Results
1. What is the WBG Country Gender Action Plan?
A priority-setting exercise to maximize the impact of WBG’s program on gender equality goals in the country.

Context:

- **WBG Gender Strategy: FY17-23**: endowments, economic opportunities, agency; expanding availability of gender-desegregated data

- **Regional Gender Action Plans**: completed in three regions (EAP, SAR, MNA) with more than 16 CGAPs conducted. An RGAP is being prepared in ECA: pilot CGAPs in Moldova and Armenia

- **Country Partnership Framework**: CGAP feeds into the WBG CPF with Moldova FY18-21
2. Synthesis of key gender issues
Synthesis of key gender issues

• Inequalities in the labor market
  • Occupational segregation
  • Discrepancies in labor force participation
  • Entrepreneurship and livelihoods

• Voice, agency, and gender-based violence
  • Advancement in legislation but still low representation in decision-making
  • Moldova has been an outlier in the region for rates of Gender-Based Violence / domestic violence

• Healthy lifestyles and behaviors
  • Higher incidence of behaviors linked to non-communicable diseases among men; higher mortality for men
  • Access to health and preventative health services lower for men.
Context: Gender Equality in Moldova

- High equality by global and regional comparison

However
- Barriers for women to enter high-earning positions;
- Declining availability of affordable childcare;
- Considerably lower health outcomes and higher mortality for men.
- Declining gender equality based on national index (labor market)
- It’s not all about women.

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<th>Rank</th>
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<td>Armenia</td>
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<td>130</td>
<td>Turkey</td>
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Labor market inequalities: (1) Occupational segregation

- No evident gender gap in:
  - school enrollment or completion;
  - performance (in fact, girls outperform boys in most grades and subjects);
  - chosen professional fields in university;

- Yet, returns on education in the labor market are lower for women
  - Gender earnings gap is especially high in higher-skilled and higher-paying jobs (9% in agriculture, but 29% in financial services)

- Role of social norms and attitudes:
  - Advanced legislation against gender-based discrimination;
  - Yet, low representation of women in leadership and managerial positions. Weak enforcement of legislation.

- Alignment of tertiary education data with data on skills demanded in the labor market
Labor market inequalities: (2) Labor force participation

• Women delay for longer their entry into the labor force and take longer breaks from the labor force.
• Difference in labor force participation between women with and without children (20% in 2014, one of the highest rates in Europe).
• A declining share of women return to work after taking maternity leave.
• Restrictive maternity leave policies and lack of flexible work arrangements.
• Scarce childcare options for children under 3 (including restrictive regulations for childcare services).

Taken within a context of high labor migration and demographic shifts.
Labor market inequalities: (3)
Entrepreneurship and livelihoods

- Women less likely to start a business, and to be employers;
- In rural areas entrepreneurship can be an important source of livelihood given scarce job opportunities;
- 41% of hh’s are female headed (among the highest shares in ECA)
- Provide alternatives to labor migration which comes at a high social cost in Moldova
Voice, agency, and gender-based violence
Healthy lifestyles and behaviors

**TOBACCO SMOKING (%, 2011)**

- Men: 43%
- Women: 5%

**ALCOHOL CONSUMPTION (L PER CAPITA)**

- Men: 25.9L
- Women: 8.9L
3. Portfolio assessment – WBG Program
WBG Portfolio Assessment: 80% of Projects fully gender informed
Biggest progress on gender analysis and M&E

% projects by date of approval that incorporate gender in each dimension

- Analysis
- Action
- M&E

approved 2011-13
approved 2014-17
WBG Program and National Gender Priorities

Overlap in at least four priority areas of the National Gender Equality Strategy (2016-2020)

1) Labor market and gender wage gaps
   - Legislative amendments and enforcement of equal pay for equal work

Social Protection and Family Policies

2) Health Care
   - Public awareness, prevention, and access to health care for men

3) Education
   - Gender dimensions in teacher training
   - Gender aspects in career counseling

4) Possible entry points in Gender-Based Violence – socio-economic independence of GBV survivors
4. CGAP Actions and Results
## CGAP 1: Mainstreaming

<table>
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<tr>
<th>Results</th>
<th>Indicators</th>
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<tr>
<td>Projects aim at transformational gender impacts</td>
<td>3 new projects include activities that aim to close important gender equality gaps in next CPF cycle</td>
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<td>Advocacy (policy and regulations)</td>
<td>Be proactive in at least one policy area important for closing a gender equality gap (can be related to labor market inequalities: childcare, maternity policies)</td>
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<td>Success stories on gender outcomes produced and disseminated</td>
<td># of stories disseminated internally and externally</td>
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CGAP 2: Advance gender equality objectives

• Education
  • Curriculum review to address gender stereotypes/norms
  • Expand teacher training on gender aspects, GBV (possibly as part of broader social campaign)

• Labor force participation
  • Capacity building for implementation/enforcement of Labor Code provisions / gender equality in the workplace (equal pay standards, gender equality standards in job advertising, hiring, promotion, etc.)
  • Support reforms in childcare services.

• Entrepreneurship
  • Support first survey on barriers to women in business in Moldova
  • Increase share of women in business training programs
  • Increase share of female beneficiaries in SME support programs
CGAP 2: Advance gender equality objectives

• Health
  • Health screening services targeted to men
  • Public awareness campaigns targeted at men

• Gender-based violence
  • Strengthen linkages between justice institutions and social and economic support services that exist;

• Transport
  • Identify and address gender-specific barriers to mobility
  • Road safety awareness