

ACTION PLAN
on increasing the participation and role of women in the Police for 2018

No.	ACTIONS	INDICATORS	RESULTS
OBJECTIVE I			
STRENGTHENING THE CAPACITY OF THE POLICE EMPLOYEES IN THE FIELD OF GENDER EQUALITY			
1.1.	Harmonization of the professional development curriculum (initial and continuing) by adding gender equality topics	Training programs adjusted Number of trained people	According to the Order of the Ministry of Internal Affairs (MIA) no. 214 of 22 June 2018, regarding the organization of the training / specialization / requalification courses of the employees of the MIA subdivisions within the Academy "Ștefan cel Mare" during the academic year 2018 - 2019, between 15.10-16.10.2018 was organized the course " <i>Fighting the phenomenon of discrimination</i> " with the following topics: combating the phenomenon of discrimination in the activity of MIA, ensuring gender equality in the security and defense sector; respecting gender equality in the recruitment, selection, employment and promotion process. The total number were 16 hours, of which 4 hours were dedicated exclusively to gender equality subject. These hours were attended by 35 employees of the MIA subdivisions (19 women and 17 men) from Internal Protection and Anticorruption Service (IPAS) - 3, Operational Management and Inspection Service (OMIS) - 2, General Police Inspectorate (GPI) - 10, General Inspectorate of Border Police (GIBP) - 5, Bureau for Migration and Asylum (BMA) - 2, Department of Carabineers Troops (DCT)- 5, General Inspectorate for Emergency Situations (GIES) - 5, Information Technology Service (ITS) - 3.
1.2.	Train the trainer in gender equality domain	10 trainers identified and trained	In accordance with the provisions of GPI Disposal no. 34 / 3-32 of 2 nd February 2018 "On organizing and conducting the training of trainers in the field of gender equality and non-discriminatory practices in the police sector" 10 trainers were trained (5 women and 5 males) within GPI subdivisions. According to the provisions of the GPI disposal no. 34 / 3-136 of 5 th April 2018 "On the organization and conduct of the basic professional training at the workplace, the general training compartment, with the employees of the GPI subdivisions", between 18.04.2018-31.05.2018, gender equality trainers have been involved in conducting training sessions in GPI subdivisions. On 13 June 2018 the workshop and evaluation event took place with the team of trainers in gender equality within MIA, where the experiences and good practices in the activity of information and promotion of gender equality in the Police were discussed. At the same

			<p>time, the workshop set four future actions to promote Gender Equality in the Police, namely to carry out 10 study visits by the end of 2018 in the GPI territorial subdivisions to discuss with the managers and staff.</p> <p>In the period 05 – 06 December 2018 took place the training session "Training of Trainers in the field of gender equality", involving trained trainers, as well as other employees of the police subdivisions and MIA (8 women and 7 men).</p>
1.3.	Train the human resources management personnel, as well as members of the recruitment/selection/employment/promotion committees with reference to gender equality topics	<p>Number of conducted trainings</p> <p>Number of human resource management staff/members of the committees trained (women / men)</p>	<p>On 26 July 2018, at the seminar on "Healthy Lifestyle", which took place at the Rehabilitation and Recreation Center of MIA from Vadul lui Voda, the staff of human resources services within the MIA authorities and subdivisions (63 employees of the Police Human Resources Service) have been informed on gender equality in the recruitment / selection / employment / promotion of gender equality.</p> <p>37 employees of the Police Human Resources Service, 17 men and 20 women were trained in gender equality and on the National Action Plan on the implementation of Resolution 1325.</p> <p>On 17 September 2018, 14 representatives (3 men and 11 women) of the Human Resources Service from the Căușeni, Ștefan Vodă, Căușeni, Cantemir, Cahul, UTA Gagauzia, Taraclia, Cimislia have participated in the training "Gender equality and discriminatory practices in the police sector".</p> <p>On 18 September 2018, NGO Gender-Center trainers team traveled to Balti Police Inspectorate to conduct the training "Gender Equality and Non-Discriminatory Practices in the Police Sector" for the Human Resources Service in Bălți, Rîșcani, Glodeni, Ocnîța, Donduseni, Briceni , Drochia, Falesti, Soroca, Singerei, Floresti (in total 23 participants from which 9 women and 14 men).</p>
1.4.	Developing the level of training and behavior of staff with leading positions on gender equality issues and strengthening their capacity to analyze the acts / decisions from gender perspective	<p>Number of seminars deployed</p> <p>Number of trained management personnel (women / men)</p> <p>Gender issues introduced in the managerial curriculum</p>	<p>According to the GPI disposal no. 34 / 3-451 of 19 December 2017, "On the delegation of the management of the Police Inspectorates to the training activities on "Gender Equality and Non-Discriminatory Practices" as well as for the purpose of training and development the theoretical knowledge of the heads of the General Police Inspectorate subdivisions in the field of gender equality and non-discriminatory practices to increase the number of women in the total number of their staff and to strengthen their positive image in the workplace and in society between 21.12.2017-22.12.2017 , 44 heads of Police Inspectorates (male) were trained.</p> <p>During the basic managerial training course for the period 24.09-19.10.2018 and 08.10-02.11.2018 the topic "Aspects regarding gender equality" was introduced. There were</p>

			<p>organized 2 lectures and 4 seminars, in total 12 hours. These hours were attended by 71 employees, 14 women and 57 men.</p> <p>In October-November, according to GPI disposal no. 34 / 3-478 of 22.10.2018, the NGO "Gender Center" team with the support of UN Women in the project "Supporting Leadership and Women's Participation in Decision-Making in the Republic of Moldova" carried out 10 mentoring visits in the territory (Briceni, Ocnita, Falesti, Rascani, Causeni , Stefan Voda, Soroca, Cimislia, Basarabasca, Donduseni) in order to analyze the real situation of the police inspectorate, to identify the challenges of gender mainstreaming in the Police Inspectorate. The activities covered by the concerned police inspectorate managers (Chief, Deputy Chief, Chief of Public Security Section, Operations Management Division, Criminal Investigation Section, Human Resources Section, Criminal Investigation Section).</p>
1.5.	Strengthening the capacity to analyze, develop and execute administrative acts from gender perspective for the employees of the legal / human resources departments	Number of organized trainings	<p>On 13 December 2018, the event of interaction and exchange of experience took place, the completion of the first training module "How to Analyze and Improve Public Policies from a Gender Equality Perspective" within the project "Supporting Leadership and Women's Participation in Decision-Making in the Republic of Moldova".</p> <p>The first module lasted 5 months, during which the Center for Development Partnership team provided individual support to the Gender Coordinating Group in addressing the gender dimension in public policies.</p> <p>5 training sessions were held (24 July, 14 September, 24 October, 16 November, 4 December). During the sessions, members and GCG members identified gender inequalities, their causes, analyzed a policy paper.</p> <p>Thus, the Concept on the implementation of the community policing activity, its impact on men and women was analyzed and feasible measures were developed to strengthen gender equality in the policy areas concerned.</p> <p>Activities to strengthen the capacity to analyze, elaborate and implement administrative acts from the gender equality perspective for lawyers / human resources departments will continue in 2019.</p> <p>The members of the Gender Coordination Group are representatives from the legal, human resources, policy coordination, psychologist, community police, project unit departments.</p>
1.6.	Strengthen cooperation with the Women's Police Association	Number of events/consultative meetings organized	<p>Since the creation of the Women's Police Association (WPA), 4 working sessions have been organized by its members, where several issues have been discussed regarding the place and role of women in the Police.</p>

<p>(WPA) and other gender equality organizations through:</p> <p>1.6.1. Establishing and maintaining links with WPA (organization of quarterly meetings with WPA leadership);</p> <p>1.6.2. Annual review of WPA's opinion on the implementation of the measures in the present plan;</p> <p>1.6.3. Supporting WPA's in order to carry out documentary visits and dialogue with civil society;</p> <p>1.6.4. Concluding agreements with NGOs in the field of promoting gender equality.</p>	<p>Number of WPA opinions/reports/ opinions analyzed by GPI on the state of implementation of Plan measures published on the official website of the Police</p> <p>Number of collaborative agreements concluded and operational with NGOs/ relevant associations</p> <p>Number of activities carried out with civil society on gender equality</p>	<p>There were also 10 working sessions with the leadership of the Police, where the problems faced by the police employees, such as inadequate work uniforms, the lack of a direct application mechanism to various training courses, bureaucracy excessive cases of sick leave with children, discriminatory attitude from some male colleagues towards women employees, etc.</p> <p>Following these visits, several initiatives have been put forward to ensure equal opportunities in the Police, opportunities for promotion and improvement, reconciliation of work and family life, etc.</p> <p>As a result of partnerships with NGOs, WPA members participated in 7 events:</p> <ul style="list-style-type: none"> - the march of solidarity, which aimed at raising awareness of the problems faced by women in the Republic of Moldova and demanding respect for women's rights by state institutions organized by NGOs in the field of human rights; - the public discussion where women from different groups have discussed about the challenges, they face day by day, organized by the Gender Equality Platform; - International Conference: The Equality Law - 5 years in force, organized by the Council for Prevention and Elimination of Discrimination and Equality in the Republic of Moldova; - The 7th Annual Women in Police Conference, Tbilisi, Georgia; - the Gender-Center consultation meeting on Gender Equality and Sustainable Development Goals; - In the context of the anniversary of Student Day, a special presentation was held at the Faculty of International Relations entitled "Women's involvement in the security sector"; - the round table entitled "Work Life Balance - Family Life: Experiences and Perspectives"; - the "Gender Statistics" training workshop organized by the National Bureau of Statistics. <p>Other activities and initiatives:</p> <ol style="list-style-type: none"> 1. In order to promote the profession of female policeman, AFP members have participated in several radio and TV programs such as: "Between YES and No" at ECO FM radio; "Денъ за денъм" on Publika TV; Radio Moldova, etc. 2. On 16 June 2018, WPA organized first year celebration event since the founding of the association, attended by WPA members, police officers, development partners, police chief. The action #WPATOO, the violence awareness campaign against women was also launched. 3. The WPA came up with a request to the GPI leadership, requesting the amendment and
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			<p>completion of the Regulation on the medical insurance of the employees of the internal affairs subdivisions, approved by the MIA Order no. 365 of 06.10.2009. Taking into account the fact that the given order is also opposable to other subdivisions of the MIA, GPI submitted a report to the Minister of Internal Affairs on the need to set up a working group to study the issue as well as any other impediments and difficulties in implementing some provisions of the regulation. Proposals received from the WPA were to be included in the topic of the discussions of the sectoral working group created by MAI Order no.195 of 07.06.2018.</p> <p>4. On 10 July 2018, a meeting was held with the Women's Rights Center (WRC) following discussions, and it was agreed to organize a training course for trainers in the field of domestic violence. In parallel, it was agreed to conduct a survey on the identification of cases of gender discrimination in the Police. A draft questionnaire (google doc) was developed and is will be implemented in 2019. In the same context, the WRC has developed the draft Guidelines for sexual harassment, which was sent to WPA for consultation. After the final version has been agreed, the user will be packaged and edited, later assigned to several authorities, including the Police. The brochure addresses those who want to know more about sexual harassment, to understand what sexual harassment is, how it manifests and how it affects the person, as well as those who know people in such situations. The brochure will provide useful information and practical tips for solving problems.</p> <p>5. On 3rd September 2018, 10 WPA members participated in the workshop "The Principles of Gender Equality", with the following discussion: introduction to gender mainstream concepts; presenting the legal and institutional framework for gender equality at global and national level; sexism and perpetuation of the sexist image in the public space, etc.</p> <p>6. On 26 November 2018, the WPA members were present at the 16-day International Campaign for Action against Gender Violence, organized by the Women's Rights Center.</p> <p>7. On 8 December 2018, the WPA members participated in an event to inform youngsters about the work of the police. There have been accumulated ideas and suggestions for the Police, left by the young participants.</p> <p>8. WPA members are actively involved in the organization and deployment of the 5 Campaign "Backstage Police" which aims at informing the young generations correctly about police work, its role and objectives in identifying young volunteers and potential candidates for police engagement.</p>
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1.7.	Taking best national and international practices in promoting gender equality in General Police Inspectorate (GPI) structures	Number of national and international workshops Number of participants (women / men) Number of promoted initiatives	The policewomen representatives have attended 6 international study visits and exchange events in Poland (6 women), Austria (6 women), Italy (6 women), USA (2 women), Macedonia (2 women), Georgia (4 women). Total: 26 participants.
1.8.	Informing the Police staff regarding international mechanisms to eliminate gender discrimination and promote gender equality in the security and defense sector (CEDAW recommendations, UN Security Council Resolution 1325 and others)	Number of information activities carried out Number of trained persons (women/men)	In accordance with the provisions of the GPI disposal no.34 / 3-136 of 05.04.2018 "On the organization and conduct of the basic professional training at the workplace, the general training compartment, with the employees of the Police General Inspectorate subdivisions", trainings were organized in all 63 Police subdivisions, where the Police were informed about national and international mechanisms to eliminate gender discrimination and promote gender equality in the Police. During the training hours, according to GPI Provision no. 34 / 3-136 of April 5, 2018, police officers were briefed on 18 April-31 May 2018 on international mechanisms to eliminate gender discrimination and promote gender equality in the security and defense sector (CEDAW recommendations, Resolution 1325 The UN Security Council, and others). Also, with the support of Cid Nato and Gender Center, several information events were organized on the National Implementation Program of UN Security Council Resolution 1325, to which 11 men and 17 women participated: - 25 July 2018, at the Stefan cel Mare Academy, 9 women and 5 men. - 13 August, 2018, in Chisinau, 2 women and 1 man; - 14 - 15 August, in Comrat, 4 women 1 male. - 15 November, in Chisinau, 3 men 1 woman. - 14 December, Cahul, 1 man and 1 woman.
OBJECTIVE II			
STRENGTHENING THE INSTITUTIONAL CAPACITY IN ENSURING GENDER EQUALITY			
2.1.	Consolidating the capacities in gender issues of the Gender	Functioning status and operating of the Gender	On 21 June 2017 the GPI Order no. 270 established the Gender Coordination Group within the Police.

	Coordination Group within the Police and gender units (ad hoc entities set up on gender issues)	Coordination Group within the Police developed Activity plan elaborated Number of training/study visits/ specific activities carried out under the coordination group/units in the gender equality field Number of participants (women/men)	The members of the group are representatives of several police subdivisions, with competence in the elaboration, promotion and monitoring of policies in the field of activity. On March 16, 2018, the Gender Coordination Group was set up in order to implement the provisions of Law no. 5 of 09.02.2006 "On ensuring equal opportunities for women and men" and the implementation of gender policies in the police. On October 31, 2018 through GPI Order no. 474 the Organizing and Functioning Regulation of the Gender Coordination Group within the Police was approved.
2.2.	Appointing gender units in Police subdivisions	Number of designated/operational/ prepared gender units	The Draft Action Plan of the Gender Coordination Group was drafted, which includes the actions deriving from the Police Action Plan on increasing the weight and role of women in the police for the period 2018-2020: - strengthening institutional efforts to mainstream gender; - adjusting and elaborating the normative framework from a gender perspective; - ensuring equal opportunities for women and men.
2.4.	Informing the police staff on gender issues at the workplace and methods of settlement	Number of information activities carried out Number of participants in the information activities	According to the GPI provision no. 34 / 3-344 of 17.08.2018 on the organization and development of basic vocational training at the workplace, the general training compartment, with the employees of the subdivisions of the General Police Inspectorate, during 11.09.2018-11.10.2018, lessons were organized in which issues such as gender stereotypes, insufficient measures to reconcile work and family life, reduced capacity to prevent and combat discrimination, sexual harassment and gender-based violence have been addressed; insufficient reasonable accommodation; gender-sensitive policies, etc. In the 63 subdivisions, 2600 employees, 2167 men and 433 women were informed in the lessons.

			<p>In the context of the International Campaign "16 Days of Activism Against Gender Violence", the General Police Inspectorate launched the message to all police employees - zero tolerance of sexual harassment within the Police. To achieve this commitment, leaders play an important role in combating harassment and violence against women at work. Thus, at the request of the experts and the Women's Police Association, 16 recommendations were made in this respect, which must be implemented in each subdivision.</p> <p>The recommendations were brought to the attention of the staff during the operational sessions and the extracts of the minutes were sent to the gender coordinating group.</p>
2.5.	Drafting Developing the Gender Glossary on the use of gender-inclusive language in internal and external communication	Gender Glossary developed and approved The Gender Glossary is used in police activity and in curriculum for general and specialist training	The Glossary on Gender Equality was developed, which is used by gender trainers in vocational training, managerial training and refresher courses.
OBJECTIVE III			
ADJUSTMENT AND DEVELOPMENT OF THE REGULATORY FRAMEWORK FROM GENDER PERSPECTIVE			
3.1.	Evaluating the internal regulatory framework of the Police and removing the provisions that do not take into account gender needs	Report on the assessment of the regulatory framework drafted Proposals to amend the regulatory framework developed and submitted for approval	<p>The following documents were evaluated:</p> <ul style="list-style-type: none"> - Decision of the Government of the Republic of Moldova No.460 of June 22, 2017 In order to implement the provisions of Law no. 288 of 16 December 2016 on the public servant with special status of the Ministry of Internal Affairs (MIA) - Order Ministry of Internal Affairs of the Republic of Moldova no.135 of 16.04.2014 Concerning the approval of the Regulation on the identification of the training needs within the MIA - Order Ministry of Internal Affairs of the Republic of Moldova no.311 of 17.11.2015 Concerning the approval of the Regulation on the professional intervention of employees with special status within the Ministry of Internal Affairs - Order Ministry of Internal Affairs of the Republic of Moldova no.201 of 30.06.2017 Concerning the approval of the Police Career Guide - Order Ministry of Internal Affairs of the Republic of Moldova no.195 of 18.06.2013

			<p>Regarding the approval of the Regulation on initial professional training of staff with special status from MIA</p> <ul style="list-style-type: none"> - Order Ministry of Internal Affairs of the Republic of Moldova no.114 of 04.05.2017 Concerning the approval of the Regulation on the continuous professional training of civil servants with special status within the MIA - Government Decision of the Republic of Moldova Nr. 100 of 30.01.2018 for the approval of the Concept and Action Plan for the years 2018-2020 regarding the community police activity. <p>In the framework of the evaluation exercise for the "Gender Equality Award in Public Institutions" of the General Inspectorate of Police, the documents prepared by the working group were analyzed and were made interviews with the members of the group, interviews with representatives from the Police Inspectorates, a meeting with Mr. Dorin Purice , State Secretary, State Secretary for Public Order and Security, Prevention and Combating Crime of the Ministry of Internal Affairs.</p> <p>The United Nations Development Program pilots the "Gender Equality in Public Institutions" Award, based on the adjusted methodology developed for the UNDP Development Offices and applied globally. The exercise is aimed to provide public institutions with a practical roadmap to implement institutional reforms to ensure gender mainstreaming in their work in pursuit of Sustainable Development Goals (SDG).</p> <p>The self-evaluation of the institution was carried out in two stages:</p> <ol style="list-style-type: none"> 1. Initial analysis (June-August, 2018) based on the methodology for obtaining the "Gender Equality Award in the Public Sector" and Identification of Additional Actions not found in the Police Action Plan on the increase of the percentage and role of women in the Police for the period 2018 - 2020 2. Elaboration and implementation of the MIA Roadmap for Gender Equality in the Institution, August - November 2018. As a result of the exercise 19 points from 22 - 90.47% were accumulated.
3.2.	Adjusting the Guideline of Conduct of Police Workers on gender equality	Guide adjusted, disseminated and used in daily work	<p>At the training courses, the themes on behavior and conduct of employees are presented to prevent discrimination and harassment (behavioral recommendations have been presented to avoid gender-based discrimination).</p> <p>No adjustments have been made to the guide.</p>
OBJECTIVE IV			

PROMOTING OF THE CAREER AS POLICE OFFICER FOR WOMEN AND MEN

4.1.	Raising awareness of the police job for women and men	<p>Number of cooperation with the media, civil society in promoting the police job for women and male</p> <p>Number of cooperation with educational institutions</p> <p>Number of articles/materials posted on the official Police website regarding the role of women in the Police, with the description of the specific activity, professional challenges</p> <p>Number of public campaigns to promote the job and to reduce stereotypes related to the role of women in the police carried out</p> <p>Number of women</p>	<p>On the website of the Police of the Republic of Moldova were placed 10 communiques regarding the promotion of the profession for women and men.</p> <p>The profession of criminologist discovered by students http://politia.md/ro/content/profesia-de-criminalist-descoperita-de-elevi</p> <p>Meeting on Coordination of External Assistance in Promoting Gender Equality http://politia.md/ro/content/sedinta-pentru-coordonarea-asistentei-externe-promovarea-egalitatii-de-gen</p> <p>The role of women in the National Police http://politia.md/ro/content/rolul-femeilor-politia-nationala</p> <p>Gender Equality in the Police. Event of handing the diploma for the program graduation. http://politia.md/ro/content/egalitatea-de-gen-politie-eveniment-de-inmanare-diplomelor-de-absolvire-programului</p> <p>Gender Coordination Group Meeting http://politia.md/ro/content/sedinta-grupului-coordonator-domeniul-gender</p> <p>Our colleagues swore the oath of faith, http://politia.md/ro/content/colegii-nostri-au-depus-juramantul-de-credinta</p> <p>Continuous training of police in the field of gender equality, one of the provisions of the EU Financing Agreement pentrureformaPolitiiei/http://www.politia.md/ro/content/formarea-continua-politistilor-domeniul-egalitatii-de-gen-una-din-prevederile-acordului-de</p> <p>The Republic of Moldova advances on the way of ensuring equal opportunities for women and men in the police /http://www.politia.md/ro/content/republica-moldova-avanseaza-pe-calea-asigurarii-sanselor-egale-pentru-femei-si-barbati</p> <p>At Singerei district, the police sector becomes more accessible and friendly/http://www.politia.md/ro/content/la-singerei-sectorul-de-politie-devine-mai-accesibil-si-prietenos</p> <p>It is time for more women to join the Moldovan police forces/http://www.politia.md/ro/content/e-timpul-ca-mai-multe-femei-sa-se-alature-fortelor-de-politie-din-moldova</p> <p>There have been 14 news reports on the profession of policeman. 11 news reports on the profession of policeman: at Publika, CTC, Agora, Prime, 1 radio show at Sputnik - where Mariana Suvac participated, and discussed the profession of policeman. 1 news report ” Curentul”</p>
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		<p>who applied for police career and registered for studies at the "Stefan cel Mare" Academy of the Ministry of Internal Affairs (MIA)</p>	<p>1 talk show at Teleradio Moldova, together with representatives of the Development Partnership Center, the Ministry of Internal Affairs and the Customs Service, spoke about the National Program for the Implementation of 1325UN Resolution</p> <p>On the official Facebook page of the Police of the Republic of Moldova were placed 43 press releases with photos and videos about the promotion of the police profession.</p> <p>Other activities:</p> <p>One employee of Human Resources Department presented the paper "The Gender Dimension in the Police", published in the materials of the international scientific-practical conference "The Theory and Practice of Public Administration", Chisinau May 17, 2018, pages 255-247, ISBN 978-9975-3019-7-8</p> <p>Participation of employees of GPI's Human Resources Department at the Job Vacancies and Internships Fair, organized at the Technical University of Moldova on 17.05.2018. During this event, young people were informed about the specifics of the activity, the existing vacancies, the requirements for their employment by the candidates, as well as the advantages of the service in the police structures. At the same time, answers were provided regarding the special conditions of employment in the police service, as well as the documents necessary for participation in the employment contest. For more extensive information on Police Service, young people have been provided with useful informative materials and leaflets.</p> <p>On July 3, 2018, 2 policewomen participated in the Women's Leadership School for girls aged 15-18 organized by the Center for Entrepreneurial Education and Business Assistance (CEEBA), where they informed about the conditions of employment and police activities.</p> <p>In the context of the "Day of Open Doors" event (Provision of GPI No. 34 / 3-526 of 09.12.18 on the organization of the Day of Open Doors "Police and the community" within the territorial subdivisions of the Police in connection with the XXVIIIth anniversary from the creation of the Police of the Republic of Moldova, which took place on December 15, 2018, the Human Resources Department sent to all subdivisions the information about the recruitment procedure within the Police (extract from the GPI Order no.451 of 13.11.2017, with on the approval of standard operational procedures within the Human Resources Service "as well as the model of a Power-Point presentation).</p> <p>The Human Resources Department has developed and edited over 50,000 leaflets about the employment in the Police, which are distributed within the Campaigns from behind the Police, Open Door Day, or other police events. These events also use roll-up that has the image of a man and a woman police employee.</p> <p>In May 2018 the website www.angajare.md agreed with the publication of general information on</p>
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			employment in the Police.
4.2.	Promotion of recruitment in the educational institutions for the admission at the "Stefan cel Mare" Academy of MIA	<p>Presentation material for the conditions and admission procedure at the "Stefan cel Mare" Academy of MIA also for the external source elaborated and diffused in standard and digital form</p> <p>Number of activities carried out at educational institutions for presenting the conditions and the admission procedure for admission at the "Stefan cel Mare" Academy of MIA and for the external source</p>	<p>Based on the GPI Order no. 451 of 13.11.2017 Human Resources Services in territorial public institutions have carried out information campaigns in the pre-university education institutions, from the territory served, about the conditions / criteria for registration at Stefan cel Mare Academy, for the selection of candidates who show skills and interest in the police activity, civic responsibility and are positively characterized in the community.</p> <p>During May, the territorial public institutions carried out an information campaign in the pre-university education institutions, from the territory served, about the possibilities of registration at Stefan cel Mare Academy, based on a standard operational procedure within the Human Resources Service, approved by the GPI order no. 451 of 13.11.2017.</p> <p>In order to achieve the GPI provisions no. 34 / 3-226 of 24.05.2018 Regarding the recruitment and selection of candidates for the admission contest at MIA Academy "Stefan cel Mare" in 2018, GPI subdivisions have taken necessary measures, namely:</p> <ul style="list-style-type: none"> - Employees of the human resources visited the pre-university institutions in the territory served in order to inform the graduates about the way of submitting the files for participation in the admission contest at the Academy and were subsequently invited to the "Open Doors Day" in the subdivisions; - Through sector officers, announcements were placed on information boards at police stations in all localities in the country; - The respective ads were placed in the local media and on the Facebook socialization page of the subdivisions; - It is worth mentioning that information talks were held with the active participants in the police campaigns, but especially at the "From behind the police" Campaign, who showed their interest in the police activity, but they do not meet one of the conditions, namely holding the baccalaureate diploma because they have to graduate from pre-university institutions in the school year 2018-2019. <p><u>As a result, 183 women and 146 men were selected, of which 84 women and 81 males.</u></p>
OBJECTIVE V			
EMPLOYING AND PROMOTING WOMEN IN POLICE BY ENSURING EQUAL CHANCES FOR WOMEN AND MEN			
5.1.	Raising awareness and	Number of specific	At professional training, were presented topics on women's and men's right to equal

	<p>informing Police personnel on the right of women and men to equal treatment during their careers and solutions to reconciling family life with work activity</p>	<p>activities conducted Number of informed persons (women/men)</p>	<p>treatment throughout their careers and solutions to reconciling family life with work. The training included:</p> <ul style="list-style-type: none"> - equal access to occupy public functions, employment, education and health; -consequences of the conflict between work and family life; - policies to reconcile family and professional life; - recommendations to support a balance between personal and professional life; - Benefits of employer and employee implementing / participating in policies to reconcile family life and work. <p>In the 63 subdivisions, 2600 employees, 2167 men and 433 women were informed.</p> <p>According to GPI provision no.34 / 3-136 of 05.04.2018 ,, Regarding the organization and development of basic vocational training at the workplace, the general training compartment, with the employees of the GPI subdivisions, between 18.04.2018-31.05.2018 were held 56 informative meetings on "Diminishing emotional burnout and professional stress", to which they were involved as trainers, specialists of the Psychological Service within the IGP subdivisions.</p> <p>On May 11, 2018, the country's best police and police officers, as well as veterans, participated in Armwrestling National Armor Championship to win the championship title at one of the seven categories available. There were 156 police officers, 38 policemen and 13 veterans.</p> <p>Police officers, the Ministry of Internal Affairs and civilians participated in a marathon organized in Bucharest with the title "Together We Say No to Trafficking in Human Beings", initiated by the Ministry of Interior, with the support of the US Embassy in Moldova.</p> <p>Police officers and employees, men and women, participated in the Marathon of the MIA held in Orheiul Vechi on 20 October 2018.</p> <p>A good practice of reconciling professional and family life is the rest camp in Rezina district in August 2018, where the employees of public institutions of Rezina had a special</p>
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			rest with their families. They gathered at a leisure center where they had fun with their husbands, their wives and their children.
5.3.	Providing training on professional developments for police officers, women and men, after returning from childcare leave, and about the support they can get from WPA and other relevant issues	Number of women and men returning after their leave Number of trained women and men	<p>The Human Resources Directorate of GPI has sent the letter Nr. 34/3-M-124/18 of 10.04.2018 to AFP for drawing up the list of all women employees on parental leave and requiring a personal development seminar for the purpose of continuity of social relation and during the period of care of the child, which will ensure a harmonious integration of the women employees who return to work after their leave.</p> <p>Also, recommendations were made to the leaders of the institution to convey congratulatory words and gratitude for the contribution made to raising the image of the National Police, on the occasion of the anniversary of the birthday (employee / children) (phone call / message / letter) of the employee on leave for care child, as well as on the occasion of professional days, in order to maintain a balance of psychosocial interaction of pre and post-child care workers, in order to ensure a solid team climate.</p> <p>Also on April 11, 2018, with the name Today's Children, the leaders of tomorrow - the change we want to see in the world - a group of children of AFP members have been trained, inspired and empowered to have a positive self-image, respect themselves and others, be positively influenced and learn that failures can lead to success.</p>
5.4.	Identifying solutions to introduce into the Police the flexible work program for women/men parents	Flexible work program implemented Number of staff benefiting from flexible working hours (women/men)	<p>All GPI employees who require flexible schedules through reports benefit of flexible working hours.</p> <p>According to preliminary data, in the year 2018, within the GPI and its subordinated subdivisions, 54 employees, namely 46 women and 7 men, benefited from a flexible work program this year, requiring 17 employees, including 15 women and 2 men.</p> <p>As a result of a meeting with the Head of the Police and consulting the experience of Austria, it was established that initiation of the process of consultation and identification of the possibilities regarding the introduction, piloting of the digital work initiative, remote service.</p>
5.5.	Adjusting from gender perspective the police infrastructure	Needs assesment study carried out Children's space arranged	As a result of the meeting with the head of the Police and consulting Austria's experience, it was decided to initiate the process of consulting and identifying the possibilities of setting up specially arranged spaces for men and women employees with children (in the form of kindergartens, groups, with a limited number of children depending on the needs of the

		<p>Number of equipment adjusted</p> <p>Number of sanitary groups adapted for women and men</p>	<p>subdivision).</p> <p>Also, at the end of January 2018, AFP conducted an analysis of the the level of endowment of the police.</p> <p>According to AO Gender-Center conclusions following talks with women in the Police subdivisions, ensuring the principle of gender equality and women's promotion in the police are affected by problems largely related to organization of institutions and system problems: insufficient wages, work organization on the inside (relational, time, intervention management), inadequate working conditions (non-observance of the Labor Code, especially the conditions for fulfilling the job descriptions by both women and men, hygiene conditions), deficiencies in the reconciliation of life family with professionalism, favoring family members and protectionism, etc. Often these issues cover the issue of gender equality and the role of women in the police, diminishing their importance by reducing to numerical aspects.</p> <p>At the same time, the situation differs from one commissioner to another, with positive practices and less attractive experiences. Southern women police officers are discriminated against on medical insurance in the period of pregnancy and policewomen in the northern area, even if they are in decision-making positions, are not taken seriously by their peers.</p> <p>The Women's Police Association has created a communication group through the Viber application, where each member has been able to address the problems they face, including: Women's inadequacy in leadership positions; the lack of a mechanism for consulting the opinions of policewomen; non-compliance with working hours, overtime; lack of managerial training leads to difficulties in career development; insufficient measures to reconcile work and family life.</p>
5.6.	Development of internal mentoring and leadership programs for women in police	<p>Mentoring programs developed</p> <p>Number of women and men participating in the program (mentee and mentors)</p>	<p>On 21 April 2018 an anonymous questionnaire on "Identifying the attitude of police employees towards women's participation in police activity" was carried out by the psychological service. Target group being selected a male and a female from all GPI specialized subdivisions.</p> <p>In the period 1-3 March 2018 a training session was organized and conducted with the theme "You are the woman who inspires".</p> <p>4 employees of the Police were selected and accepted as part of the "Women with Ideas" program for the period 2019. Under the program, participants will be able to learn how to creatively approach an initiative; to generate ideas and make them real. The course also</p>

			aims to increase self-confidence and ability to interact with different communities, increase personal strength and learners' argumentative abilities.
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