



United Nations Development Programme

Country: Moldova

**MDG Governance in Action: Catalyzing Human Rights Change in Social Policy**

**UNDAF Outcome(s):** # 1: "By 2011, public institutions with the support of Civil Society Organizations (CSOs) are better able to ensure good governance, rule of law and equal access to justice and promotion of human rights";

**Expected CP Outcome(s):** # 1.1: "Pro-poor policies, addressing development and population issues, are formulated, implemented and monitored in a more transparent and participatory manner";

**Expected Output(s):** The Government has improved capacity to mainstream human rights in social policies and to report on human rights observance as required by UN treaties

**Executing Entity:** Ministry of Labour, Social protection and Family

**Implementing Agencies:** UNDP Moldova

**Narrative**

The overall objective of the project is to prompt achievement of MDGs in Moldova by mainstreaming human rights in social sectors, particularly in health, education, employment, and social assistance. Using the Human Rights Based Approach, the project will (i) support the Ministry of Labour, Social Protection and Family and other relevant authorities in adjusting legislation and practices in line with the UN Convention on the Rights of Persons with Disabilities and WHO standards, and broadly moving from "medical" to "social" models for the treatment of persons with disabilities; (ii) assist relevant Ministries to develop and implement health, education, training and employment policies compliant with international human rights standards, with a particular focus on Ministries of Labour, Social Protection and Family; Health; Education; and Justice; (iii) enable NGOs to undertake strategic action in the area of non-discrimination grounded on disability, health and/or other relevant area, and thereby raise awareness of human rights; (iv) support Government and civil society in the Universal Periodic Review and other relevant international processes.

<p>Programme Period: 01.03.2011 – 30.09.2012                  Country Programme Component: Human Rights and Justice</p> <p>Project Title: <u>MDG Governance in Action: Catalyzing Human Rights Change in Social Policy</u></p> <p>Atlas Award ID: <u>00061361</u>                  Start date: <u>01.03. 2011</u>                  End Date <u>30.09.2012</u></p> <p>PAC Meeting Date: 14.02.2011</p>	<p>Total resources required \$350,000.00                  Total allocated resources:</p> <ul style="list-style-type: none"> <li>• Regular \$50,000.00</li> <li>• Other:                         <ul style="list-style-type: none"> <li>o DGTTF \$300,000.00</li> <li>o Donor _____</li> <li>o Donor _____</li> <li>o Government _____</li> </ul> </li> </ul> <p>Unfunded budget: _____</p> <p>In-kind Contributions _____</p>
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Agreed by Minister of Labour, Social protection and Family  Valentina Buliga

Agreed by UNDP Moldova Resident Representative  Kaarina Immonen



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## I. SITUATION ANALYSIS

The Government of the Republic of Moldova has made significant progress towards achieving the Millennium Development Goals (MDGs). However, MDGs are unlikely to be met unless targeted laws, policies and programmes are developed and implemented to ensure their meaningful and sustainable achievement.

In 2008, poverty increased for the first time in three years, reaching a level of 26.4 percent, and, it is particularly worrying that the poverty rate in rural areas continued to grow in 2009, widening the gap between rural and urban areas. Another negative trend is the deteriorating inequality indicators, which are liable to hinder progress in sustained efforts to reduce poverty<sup>1</sup>. Current rules on entitlement tend to be rigid and formalistic, and may exclude persons genuinely in need. Other areas of social assistance – such as networks of social workers – are now in a nascent state. There is a tendency of “bias towards ‘deserving poor’ and traditional categories” and “active discouragement of borderline cases”, which is leading to the exclusion of several thousands of otherwise entitled persons from social assistance.

Discrimination against certain categories or groups is an area as yet ill-addressed by policy. Sexual harassment at the workplace appears widespread, but there are as yet only limited efforts to identify and combat it. Discrimination in access to employment against women in childbearing years is also reportedly widespread. Discrimination against Roma, persons living with HIV/AIDS persons with disabilities, and others is also prevalent<sup>2</sup>.

Despite efforts by authorities to bring children into the educational system, the coverage of the general compulsory education has constantly decreased (from 95.1 percent in 2002 to 90.7 in 2009). The causes of the fall in the enrolment rates are related to the continuing levels of high poverty, especially in families with many children. In urban areas, the rate of enrolment in both pre-school and compulsory education is higher than in rural communities. Children in rural areas, children with disabilities and Roma children have a much lower enrolment rate in pre-school education<sup>3</sup>. Anti-Romani antipathy appears to be an issue in a number of schools.<sup>4</sup> These issues have not yet been adequately addressed, despite international review body recommendations.<sup>5</sup> Some flaws in the recording system and a lack of continuity in the provision of data by the Ministry of Education have made it difficult to monitor progress in this area.

A range of provisions of law in the field of health are not in conformity with international human rights law, or constitute a framework for the systematic frustration of fundamental rights. Problematic provisions include explicitly discriminatory laws and regulations as concerns persons with HIV/AIDS (ban on establishment in Moldova by third-country nationals; ban on adoption of HIV positive persons; ban on adoption by HIV positive persons); requirements on doctors to violate patient confidentiality in a number of scenarios, for example in cases in which an irregular abortion is suspected or where a patient is HIV positive; rules allowing for almost indefinite coercive detention of persons with tuberculosis. Certain groups evidently lack equal access to health care,

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<sup>1</sup> Government of the Republic of Moldova, “The Second Millennium Development Goals Report 2010”, <http://gov.md/libview.php?l=en&idc=578&id=2980>

<sup>2</sup> In September 2009, Moldova was found in violation of European Convention provisions by the European Court, after authorities did not correct the wrongful termination from her work as a carpet-maker of a woman who had lost the use of her hands. See *Panzari v. Moldova* (App no 27516/04), ECHR, 29 September 2009

<sup>3</sup> Government of the Republic of Moldova, “The Second Millennium Development Goals Report 2010”, <http://gov.md/libview.php?l=en&idc=578&id=2980>

<sup>4</sup> Preliminary results of a recent UNDP survey indicates that only 27% of teachers in Moldova would accept having a Romani colleague.

<sup>5</sup> See for example United Nations Committee on the Elimination of Racial Discrimination, “Concluding Observations of the Committee on the Elimination of Racial Discrimination Concerning Moldova”, CERD/C/MDA/CO/7, 16 May 2008.

most notably Roma and there is a troubling gap between Roma and non-Roma in rates of coverage by health insurance.<sup>6</sup> In addition, government data indicates that women are under threat of negative treatment in the health care system, particularly in the area of reproductive rights. Full and informed consent standards are apparently not being met with respect to very serious procedures such as the contraceptive sterilization of women.<sup>7</sup>

In the field of **equality and non-discrimination**, new policies to combat violence against women and gender discrimination have as yet not had significant impact, in part because of a lack to date of implementing laws. Groups including Roma, sexual minorities, persons with HIV/AIDS, dark-skinned migrants and persons with disabilities are particularly vulnerable to discriminatory treatment. A comprehensive anti-discrimination law has not as yet been adopted, the draft document being currently open for consultation with relevant stakeholders.

Reform in social rights areas has been prioritized by the highest levels of government in Moldova. The Government's program 2011-2014 includes such objectives as amendments the legal and institutional framework in the field of human rights; improvement of the situation on the area of human rights including the rights of persons with disabilities; consolidation of human rights protection mechanisms; improvement of citizens' access to public health services including for implementation of MDGs; strengthening the social assistance for most vulnerable groups; combating discrimination in employment, ensuring equality of chances between women and men<sup>8</sup>. Social area is also integral part of additional strategic policies: the National Development Strategy 2008-2011 provides for strengthening democracy, protection of human rights and fundamental freedoms; consolidation of a healthy society; ensuring a greater level of social inclusion. The national program "Rethink Moldova: Priorities for Medium Term Development" includes Human Development, Protection of Persons with Disabilities. The National Human Rights Action Plan 2011-2014 includes the Right to Education; Rights to health; Right to Social Protection and Non-Discrimination.

In 2010 Moldova has manifested additional human rights commitments. The State was elected to the UN Human Rights Council in May 2010, for the first time taking up a seat in this new body. The country is to be reviewed under the Universal Periodic Review process in October 2011, which implies comprehensive preparatory measures, including genuine consultations at the grass-roots level. Moldova ratified in July 2010 the UN Convention on the Rights of Persons with Disabilities. Following the ratification of the Convention, a Strategy on the Social Inclusion of Persons with Disabilities and a corresponding Action Plan were adopted. Targeted efforts are required towards implementation of these documents, including policy and regulatory reform measures, along with the implementation in Moldova of WHO International Classification of Functioning, Disability and Health (ICF). During 2011, Moldova will come under sessional review by several human rights treaty bodies. Sessional review is scheduled in March by the UN Committee on the Elimination of Racial Discrimination. Moldova will be reviewed by the UN Committee on Economic, Social and Cultural Rights in May and by the Committee on the Elimination of Discrimination against Women in July. First discussions of Moldova's 2011 Universal Periodic Review at the UN Human Rights Council are also beginning. Moldova's membership in the UN Human Rights Council does also create the framework for discussion of policy, law and practice in the field of fundamental rights. As a result, human rights will remain at the top of the public and governmental agenda during 2011.

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<sup>6</sup> UNDP, "Roma in the Republic of Moldova", 2007, p.14.

<sup>7</sup> See National Scientific and Applied Center for Preventative Medicine, Ministry of Health and Social Protection, "Republic of Moldova: Demographic and Health Survey 2005", Calverton, MD, USA, ORC Macro, September 2006, pp.59-76. Data presented indicates that although 3.4% of all women use sterilization as their mode of contraception (as against 0.2% of men), 12.6% had not been informed that sterilization is permanent, while 66.4% had not been informed about possible side effects of the procedures. Only 21.6 had been informed of other methods that could be used.

<sup>8</sup> Government of the Republic of Moldova, "European Integration: Freedom, Democracy, Welfare" 2011-2014, <http://gov.md/doc.php?l=ro&idc=445&id=3350>

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## II. STRATEGY

The project seizes the unique opportunity of new Government structures, as well as the opportunity provided by Moldova's recent election in the UN Human Rights Council and the ratification of the International Convention on the Rights of Persons with Disabilities, to advance the human rights agenda and move change in a range of policy fields. The project also includes advocacy methodologies not yet used to fullest effect in Moldova. The initiative will make an identifiable contribution to UNDAF outcome # 1: "By 2011, public institutions with the support of Civil Society Organizations (CSOs) are better able to ensure good governance, rule of law and equal access to justice and promotion of human rights.

The overall objective of the project is to expedite achievement of MDGs in Moldova by mainstreaming human rights in social sectors, particularly in health, education, employment, and social assistance. Using the Human Rights Based Approach, the project will carry out the following activities:

**(i) support the Ministry of Labour, Social Protection and Family (MLSPF) and other relevant authorities in adjusting legislation and practices in line with the UN Convention on the Rights of Persons with Disabilities and WHO standards, and broadly moving from "medical" to "social" models for the treatment of persons with disabilities.**

UNDP took a leading role in securing ratification of the UN Convention on the Rights of Persons with Disabilities in Moldova (CRPD). In 2009 UNDP Moldova commissioned a Feasibility Study on the ratification of the Convention, which provided the impetus for ratification of the convention, development of a Strategy on the Social Inclusion of Persons with Disabilities and a corresponding Action Plan. In 2010 assistance was initiated with the view to developing the Roadmap for the introduction in the Republic of Moldova of a new methodology for determination of disability, as well as via detailed comments to a new draft Law on the Social Inclusion of Persons with Disabilities. The findings and recommendations of the Roadmap will be thoroughly considered, along with comprehensive analysis of all relevant laws and subordinated normative acts. Clear-cut recommendation for amending and/or adopting policy and regulatory reform measures will be provided to the MLSPF for launching the reform. Particular attention will be paid to the WHO International Classification of Functioning Disability and Health (ICF), de-institutionalization, expert guidance on vocational training of adults with disabilities, access to quality education for children with disabilities, with a primary focus on transposing the core content of the CRPD into domestic law, policy and practice. As a result, comprehensive amendments to the national legal framework will be provided, compliant to the international human rights law, including the Law on the Social inclusion of persons with disabilities, and interrelated legislation, such as the Law on Disability, Law on social assistance, Law on Pensions, Labour Code, Law on social aid, Law on Parliamentary Advocates, internal regulations of MLSPF.

To achieve greater impact of the reform, educate public tolerance; prevent discrimination of people with disabilities and decrease potential public resistance to the reform, awareness raising activities will be conducted, including publication of information materials on the rights of persons with disabilities, radio and television debates, organization of seminars and conferences on the situation of persons with disabilities.

Expert support will be provided as soon as the policy and reform measures are adopted, with particular focus on developing detailed guidance and training specialists in early intervention services for children up to 5 years, psycho-pedagogic and educational assistance services (5-18), professional rehabilitation services for adults with labour capacity, territorial structures of social assistance.

**(ii) assist relevant Ministries to develop and implement health, education, training and employment policies compliant with international human rights standards, with a particular focus on Ministries of Labour, Social Protection and Family; Health; Education; and Justice.**

Following consultations with the Ministry of Health and UNDP, the Ministry created the Working Group on Human Rights and Health (the Copy of the Ministry of Health Decision is attached). UNDP will work closely with the newly-established Joint Working Group on Human Rights and Health and will provide legal and other research assistance and support efforts to strengthen human rights in the health care system in Moldova. The expertise will focus, inter alia, on amending the framework compliant to reproductive rights, safeguarding the confidentiality and security of HIV information, ending the practice of mandatory HIV/AIDS testing before marriage, ending the discriminatory HIV testing treatment towards migrants, adoption rights of people living with HIV/AIDS, bringing rules and practice on the detention and forced treatment of persons with tuberculosis into conformity with international law, and promoting access to quality health care for the most disadvantaged, including Roma.

UNDP will engage with the Ministry of Education to support access to quality education as well as meaningful inclusion of children with disabilities, including learning disabilities. Assistance will be provided to abolish discriminatory regulations towards disadvantaged children, promote targeted social assistance, deinstitutionalization and meaningful inclusion in the society, with special focus on Roma children.

Pursuant to extensive inputs provided to the draft anti-discrimination law in 2010, UNDP will continue to support the Ministry of Justice to develop a comprehensive Non-Discrimination law, with particular focus on the need for a vigorous enforcement body, extensive grounds of discrimination and key areas of discrimination secured by the international and European law, including labour, employment, education, access to health care and other basic services. Support will be provided to build the capacity of the authorities responsible for implementation of the law. The members of the enforcement body will be exposed to the regional experience in the area of combating discrimination. A platform for sharing information on non-discrimination will also be created through the organization of regional fora and workshops.

**(iii) enable NGOs to undertake strategic action in the area of non-discrimination grounded on disability, health and/or other relevant area, and thereby raise awareness of human rights;**

Small grants will be provided to sustain the efforts of civil society engaged in strategic litigation in the area of non-discrimination. This approach will help identify cases of direct and indirect discrimination and bring them to the attention of the general public and relevant authorities, prompting adjudication of discrimination cases by domestic courts and by the enforcement mechanism. A particular focus will include strengthening methodologies around so-called "testing to prove discrimination", and making policy and advocacy use of research findings. The project will provide platform for ensuring on-going dialogue between civil society and the national authorities on the issue, by means of periodic workshops and conferences.

**(iv) support the Government and civil society in the Universal Periodic Review and other relevant international human rights processes.**

The project will assist the Ministry of Justice, MLSPF, and Ministry of Foreign Affairs and European Integration partners with drafting reports to the treaty-based and charter based bodies, including the Universal Periodic Review (UPR) 2011 by offering broad-based consultation, including UPR procedures, guidelines on preparation of the Report, as well as guidance and support in the process of holding inclusive consultations with civil society. The UPR is among the most significant international human rights review processes; assistance in this area is crucial to the project's success during 2011. In addition, the project will assist the national authorities, the national Human Rights Institution and the civil society organization in participating at the most important UN human rights sessions.

The aforementioned activities are fully consistent with the CP outcome # 1.1: "Pro-poor policies, addressing development and population issues, are formulated, implemented and monitored in a more transparent and participatory manner".

The project will achieve the following outputs: (i) improved national regulatory framework in the area of non-discrimination and the rights of persons with disabilities, compliant with the WHO standards (ii) amended framework law in the area of health, education, training and employment, compliant with international human rights law; (iii) strengthened capacity of civil society to promote, and of the Government to respect, protect and fulfil key social rights; (iv) increased awareness of human rights among the public-at-large. These results are consistent with corresponding CP output # 1.1.6: "The Government has improved capacity to coordinate, monitor and report on human rights observance as required by UN treaties"; CP output # 1.3.1: "Coordination mechanisms are in place to enable CSOs to play an effective role in developing and implementing poverty reduction strategies and reporting on the implementation of national plans and on human rights treaties".

The project is highly catalytic, since reform in social rights areas has been prioritized by the highest levels of government in Moldova. The project will use the human rights based approach, mainstreaming human rights standards and the principles of equality and non-discrimination, participation and empowerment, rule of law accountability in formulation and implementation of targeted social policies. In this way, the initiative is fully consistent with the Democratic Governance key result areas established by UNDP Strategic Plan (2008-2011): fostering inclusive participation; strengthening responsive governing institutions; supporting national partners to implement democratic governance practices grounded in human rights, gender equality, and anti-corruption. The project specifically targets MDGs 1, 3, 5 and 6. Due to its core focus on equality and non-discrimination in social areas, the project contributes to the growing focus on human rights in the MDGs, in particular on equity, equality and non-discrimination in the realization of the MDGs. Under the UNDP Justice and Human Rights portfolio, inter-linkages with other justice and human rights projects shall be ensured.



<p><b>Baseline II:</b></p> <ul style="list-style-type: none"> <li>Working group on Human Rights and Health set up in 2010; insufficient capacity of the Government to design health policies compliant to international human rights law</li> </ul> <p><b>Indicator II:</b></p> <ul style="list-style-type: none"> <li>Number of health policies and regulations developed and adopted in compliance with international human rights law</li> </ul> <p><b>Baseline III</b></p> <ul style="list-style-type: none"> <li>Government decision on the social inclusion of children with disabilities; lack of comprehensive framework laws on the social inclusion of children with disabilities</li> </ul> <p><b>Indicator III:</b></p> <ul style="list-style-type: none"> <li>Number of educational policies/framework laws developed and adopted on the social inclusion of children with disabilities and other disadvantaged children, including Roma and institutionalised children</li> </ul> <p><b>Baseline IV</b></p> <ul style="list-style-type: none"> <li>Draft anti-discrimination law pending approval by the Ministry of Justice</li> </ul> <p><b>Indicator IV:</b></p> <ul style="list-style-type: none"> <li>Non-discrimination law provides for a vigorous enforcement</li> </ul>	<p><b>Target 2011</b></p> <ul style="list-style-type: none"> <li>Amendments to the legal framework provided, with specific focus on reproductive rights, people living with HIV/AIDS, access of most vulnerable groups to quality health care services and medicines</li> </ul> <p><b>Target 2012</b></p> <ul style="list-style-type: none"> <li>amendments in the area of health approved</li> </ul> <p><b>Target 2011</b></p> <ul style="list-style-type: none"> <li>Legal and policy recommendations developed in the area of access to quality education for children with disabilities, children from disadvantaged families, institutionalised children</li> </ul> <p><b>Target 2012</b></p> <ul style="list-style-type: none"> <li>amendments in the area of education approved;</li> </ul> <p><b>Target 2011</b></p> <ul style="list-style-type: none"> <li>Comprehensive anti-discrimination law developed</li> </ul> <p><b>Target 2012</b></p> <ul style="list-style-type: none"> <li>Comprehensive Anti-Discrimination Law adopted; Strengthened capacity of the Anti-Discrimination Law</li> </ul>	<p><u>Activity 2. Mainstream human rights in social policies</u></p> <ul style="list-style-type: none"> <li>Review of domestic policies and legal framework</li> <li>Development of policy and regulatory reform measures in the areas of education, health, non-discrimination legislation</li> <li>Organisation of inclusive debates and consultations</li> <li>Study visit regionally on social inclusion of Roma children in the educational system</li> <li>Study visit regionally on enforcement of non-discrimination law</li> <li>Support strategic actions of NGOs in social areas</li> <li>Conduct outreach activities</li> </ul>	<p>UNDP, Ministry of Health, Ministry of Education, Ministry of Justice, Ministry of Foreign Affairs and European Integration, NGOS, National Human Rights Institution</p>	<p>\$170350.00</p>
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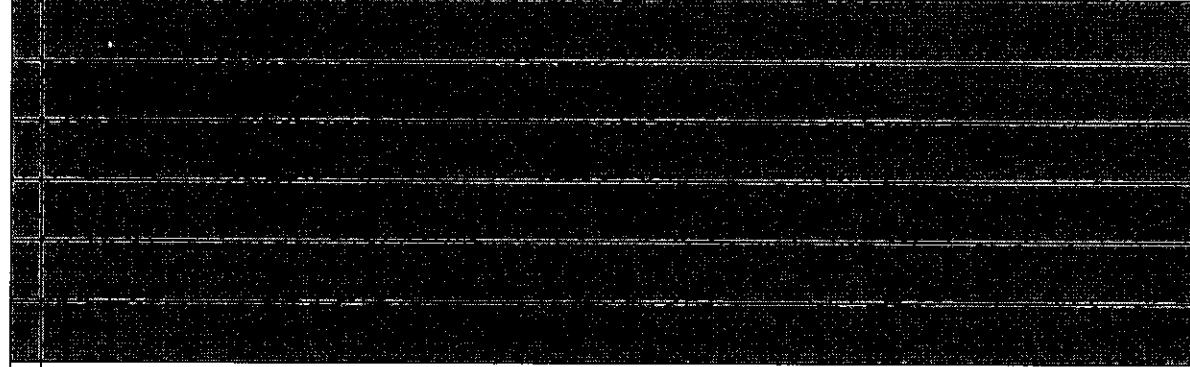
<p>mechanism, extensive grounds of non-discrimination and all areas secured by the international and European law</p> <p><b>Baseline V:</b></p> <ul style="list-style-type: none"> <li>▪ Insufficient capacity of NGOs to carry out strategic litigation; one court decision found discriminatory treatment of persons with HIV/AIDS, issued in 2010</li> </ul> <p><b>Indicator V:</b></p> <ul style="list-style-type: none"> <li>▪ Number of court cases brought by NGOs before national courts; number of decisions in favour of victims of discrimination</li> </ul>	<p>enforcement body</p> <p><b>Targets 2011:</b></p> <ul style="list-style-type: none"> <li>- Improved abilities of domestic NGOs to bring competent, well-documented discrimination cases, at least in the area of education, health, and employment.</li> </ul> <p><b>Target 2012:</b></p> <ul style="list-style-type: none"> <li>- Cases brought by NGOs are adjudicated by national courts; enhanced capacity of domestic NGOs to bring competent, well-documented discrimination cases, in key areas.</li> </ul>	<p><b>Target 2011:</b></p> <ul style="list-style-type: none"> <li>- Government and NGOs submit quality UPR report within the established deadline, pursuant to genuine consultations at domestic level</li> </ul> <p><b>Targets 2012:</b></p> <ul style="list-style-type: none"> <li>- UPR Recommendations accepted by the Government</li> </ul>	<p><u>Activity 3. Support national authorities and NGOs in human rights review processes</u></p> <ul style="list-style-type: none"> <li>- Provision of broad-based consultation</li> <li>- Support participation in international review processes</li> <li>- Organisation of inclusive debates and consultations</li> <li>- Conduct outreach activities</li> </ul>	<p>UNDP, Civil Society NGOs, Ministry of Justice, MLSPF, Ministry of Foreign Affairs and European Integration</p>	<p><b>\$40100.00</b></p>
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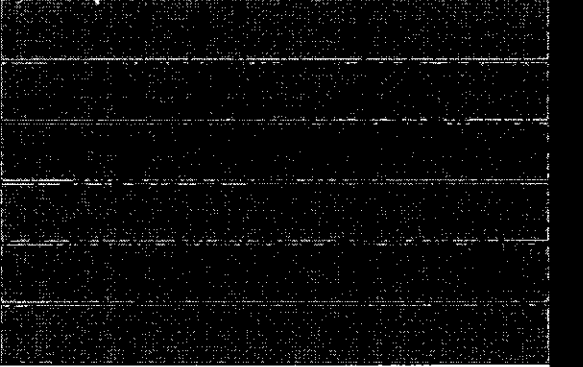
#### IV. ANNUAL WORK PLAN BUDGET SHEET

Years: 2011-2012

EXPECTED OUTPUTS	PLANNED ACTIVITIES	TIMEFRAME						RESPONSIBLE PARTY	PLANNED BUDGET		
		Q2 '11	Q3 '11	Q4 '11	Q1 '12	Q2 '12	Q3 '12		Funding Source	Budget Description	Total Amount
<p><b>Output 1: The Government has improved capacity to mainstream human rights in social policies and to report on human rights observance as required by UN treaties</b></p> <p><b>Baseline I:</b></p> <ul style="list-style-type: none"> <li>▪ The UN Convention on the Rights of persons with Disabilities was ratified in July 2010;</li> </ul> <p><b>Indicator I:</b></p> <ul style="list-style-type: none"> <li>- Number of regulatory and policy reforms measures approved by the Government, compliant to the international human rights law</li> </ul> <p><b>Target 2011</b></p> <ul style="list-style-type: none"> <li>▪ Comprehensive amendments to the national legal framework provided, compliant to the international human rights law</li> </ul> <p><b>Target 2012</b></p> <ul style="list-style-type: none"> <li>▪ Provided Amendments are approved by the Government; Strengthened capacities of key institutions to implement the social inclusion reform</li> </ul> <p><b>Baseline II:</b></p> <ul style="list-style-type: none"> <li>▪ Working group on Human Rights and Health set up in 2010; insufficient capacity of the Government to design health policies compliant</li> </ul>	<p><b>Activity 1. Promote the rights of persons with disabilities.</b></p> <ul style="list-style-type: none"> <li>- Review of domestic policies and legal framework</li> <li>- Development of policy and regulatory reform measures</li> <li>- Organisation of inclusive debates and consultations</li> <li>- Organisation of advocacy and outreach activities</li> </ul>										
								UNDP, MLSPF, Ministry of Health, Ministry of Justice	DGTF	International Consultants	10000.00
									UNDP	National Consultants	50000.00
									DGTF	Training, workshops & conferences	15000.00
									DGTF	Audio Visual&Print Prod Costs	15000.00
									DGTF	Travel	5000.00
									DGTF	Miscellaneous expenses	350.00
										<b>Subtotal</b>	<b>\$95350.00</b>

<p>to international human rights law</p> <p><b>Indicator II:</b></p> <ul style="list-style-type: none"> <li>Number of health policies and regulations developed and adopted in compliance with international human rights law</li> </ul> <p><b>Target 2011</b></p> <ul style="list-style-type: none"> <li>Amendments to the legal framework provided, with specific focus on reproductive rights, people living with HIV/AIDS, access of most vulnerable groups to quality health care services and medicines</li> </ul> <p><b>Target 2012</b></p> <ul style="list-style-type: none"> <li>amendments in the area of health approved.</li> </ul> <p><b>Baseline III</b></p> <ul style="list-style-type: none"> <li>Government decision on the social inclusion of children with disabilities; lack of comprehensive framework laws on the social inclusion of children with disabilities</li> </ul> <p><b>Indicator III:</b></p> <ul style="list-style-type: none"> <li>Number of educational policies/framework laws developed and adopted on the social inclusion of children with disabilities and other disadvantaged children, including Roma and institutionalised children.</li> </ul> <p><b>Target 2011</b></p> <ul style="list-style-type: none"> <li>Legal and policy recommendations developed in the area of access to quality education for children with disabilities, children from disadvantaged families, institutionalised children.</li> </ul> <p><b>Target 2012</b></p> <ul style="list-style-type: none"> <li>amendments in the area of education approved</li> </ul>	<p><b>Activity 2.</b> <b>Mainstream human rights in social policies</b></p> <ul style="list-style-type: none"> <li>Review of domestic policies and legal framework</li> <li>Development of policy and regulatory reform measures in the areas of education, health, non-discrimination legislation</li> <li>Organisation of inclusive debates and consultations</li> <li>Study visit regionally on social inclusion of Roma children in the educational system</li> <li>Study visit regionally on enforcement of non-discrimination law</li> <li>Support strategic actions of NGOs in social areas</li> <li>Conduct outreach activities</li> </ul>	<p>UNDP, Ministry of Health, Ministry of Education, Ministry of Justice, Ministry of Foreign Affairs and European integration, NGOs, National Human Rights institution</p>	<p>DGTF DGTF DGTF DGTF</p>	<p>National Consultants Training, workshops &amp; conferences Travel Grants Audio Visual&amp;Print Prod Costs Miscellaneous expenses <b>Subtotal</b></p>	<p>50000.00 30000.00 20000.00 40000.00 30000.00 350.00 <b>\$170350.00</b></p>
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<p><b>Baseline IV</b></p> <ul style="list-style-type: none"> <li>▪ Draft anti-discrimination law pending approval by the Ministry of Justice</li> </ul> <p><b>Indicator IV:</b></p> <ul style="list-style-type: none"> <li>- Non-discrimination law provides for a vigorous enforcement mechanism, extensive grounds of non-discrimination and all areas secured by the international and European law</li> </ul> <p><b>Target 2011</b></p> <ul style="list-style-type: none"> <li>- Comprehensive anti-discrimination law developed</li> </ul> <p><b>Target 2012</b></p> <ul style="list-style-type: none"> <li>- Comprehensive Anti-Discrimination Law adopted; Strengthened capacity of the Anti-Discrimination Law enforcement body</li> </ul> <p><b>Baseline V:</b></p> <ul style="list-style-type: none"> <li>▪ Insufficient capacity of NGOs to carry out strategic litigation; one court decision found discriminatory treatment of persons with HIV/AIDS, issued in 2010</li> </ul> <p><b>Indicator V:</b></p> <ul style="list-style-type: none"> <li>▪ Number of court cases brought by NGOs before national courts; number of decisions in favour of victims of discrimination</li> </ul> <p><b>Targets 2011:</b></p> <ul style="list-style-type: none"> <li>- Improved abilities of domestic NGOs to bring competent, well-documented discrimination cases, at least in the area of education, health, and employment.</li> </ul> <p><b>Target 2012:</b></p> <ul style="list-style-type: none"> <li>- Cases brought by NGOs are adjudicated by national courts; enhanced capacity of domestic NGOs to bring competent, well-documented discrimination cases, in key areas.</li> </ul>	<p><b>Activity 3. Support national authorities and NGOs in human rights review processes</b></p> <ul style="list-style-type: none"> <li>- Provision of broad-based consultation</li> <li>- Support participation in international review processes</li> <li>- Organisation of inclusive debates and consultations</li> <li>- Conduct outreach activities</li> </ul>		<p>UNDP, Civil Society NGOs, Ministry of Justice, MLSPF, Ministry of Foreign Affairs and European Integration</p>	<p>DGTTF DGTTF UNDP UNDP</p>	<p>National Consultants Training, workshops &amp; conferences Travel Miscellaneous expenses <b>Subtotal</b></p>	<p>10000.00 20000.00 10000.00 100.00 <b>\$40100.00</b></p>
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<p><b>Baseline VI:</b></p> <ul style="list-style-type: none"> <li>▪ Insufficient capacity of the Government and civil society to report before the treaty-based and charter-based international human rights bodies</li> </ul> <p><b>Indicator VI</b> Number of Government reports designed with broad participation of civil society NGOs</p> <p><b>Target 2011:</b></p> <ul style="list-style-type: none"> <li>- Government and NGOs submit quality UPR report within the established deadline, pursuant to genuine consultations at domestic level</li> </ul> <p><b>Targets 2012:</b></p> <ul style="list-style-type: none"> <li>- UPR Recommendations accepted by the Government</li> </ul> <p><b>TOTAL</b></p>	<p><b>Activity 4: Ensuring effective management of the Project</b></p> <p>Ensure efficient and effective implementation Timely and quality reporting</p>		<p>UNDP</p>	<p>DGTTF</p> <p>DGTTF</p> <p>DGTTF</p> <p>DGTTF</p> <p>DGTTF</p> <p><b>Subtotal</b></p>	<p>23000.00</p> <p>12000.00</p> <p>1000.00</p> <p>8000.00</p> <p>200.00</p> <p><b>\$44200.00</b></p> <p><b>\$350,000.00</b></p>
<p><b>Contractual services individuals</b></p> <p><b>Office rent</b></p> <p><b>Supplies</b></p> <p><b>Equipment &amp; Furniture</b></p> <p><b>Miscellaneous</b></p>					

## V. ANNUAL WORK PLAN BUDGET SHEET

Year: 2011

EXPECTED OUTPUTS	PLANNED ACTIVITIES	TIMEFRAME				RESPONSIBLE PARTY	PLANNED BUDGET	
		Q1 '11	Q2 '12	Q3 '12	Q4 '12		Funding Source	Budget Description
<p><b>Output 1: The Government has improved capacity to mainstream human rights in social policies and to report on human rights observance as required by UN treaties</b></p> <p><b>Baseline I:</b></p> <ul style="list-style-type: none"> <li>▪ The UN Convention on the Rights of persons with Disabilities was ratified in July 2010;</li> </ul> <p><b>Indicator I:</b></p> <ul style="list-style-type: none"> <li>- Number of regulatory and policy reforms measures approved by the Government, compliant to the international human rights law</li> </ul> <p><b>Target 2011</b></p> <ul style="list-style-type: none"> <li>▪ Comprehensive amendments to the national legal framework provided, compliant to the international human rights law</li> </ul> <p><b>Baseline II:</b></p> <ul style="list-style-type: none"> <li>▪ Working group on Human Rights and Health set up in 2010; insufficient capacity of the Government to design health policies compliant to international human rights law</li> </ul> <p><b>Indicator II:</b></p> <ul style="list-style-type: none"> <li>▪ Number of health policies and regulations developed and adopted in compliance with international human rights law</li> </ul>	<p><b>Activity 1. Promote the rights of persons with disabilities.</b></p> <ul style="list-style-type: none"> <li>- Review of domestic policies and legal framework</li> <li>- Development of policy and regulatory reform measures</li> <li>- Organisation of inclusive debates and consultations</li> <li>- Organisation of advocacy and outreach activities</li> </ul>					UNDP, MLSPF	DGTTF	10000.00
							UNDP	45000.00
							DGTTF	7500.00
							DGTTF	7500.00
							DGTTF	5000.00
							DGTTF	300.00
							<b>Subtotal</b>	<b>\$75300.00</b>

<p><b>Target 2011</b></p> <ul style="list-style-type: none"> <li>- Amendments to the legal framework provided, with specific focus on reproductive rights, people living with HIV/AIDS, access of most vulnerable groups to quality health care services and medicines</li> </ul> <p><b>Baseline III</b></p> <ul style="list-style-type: none"> <li>▪ Government decision on the social inclusion of children with disabilities; lack of comprehensive framework laws on the social inclusion of children with disabilities</li> </ul> <p><b>Indicator III:</b></p> <ul style="list-style-type: none"> <li>▪ Number of educational policies/framework laws developed and adopted on the social inclusion of children with disabilities and other disadvantaged children, including Roma and institutionalised children.</li> </ul> <p><b>Target 2011</b></p> <ul style="list-style-type: none"> <li>- Legal and policy recommendations developed in the area of access to quality education for children with disabilities, children from disadvantaged families, institutionalised children.</li> </ul> <p><b>Baseline IV</b></p> <ul style="list-style-type: none"> <li>▪ Draft anti-discrimination law pending approval by the Ministry of Justice</li> </ul> <p><b>Indicator IV:</b></p> <ul style="list-style-type: none"> <li>- Non-discrimination law provides for a vigorous enforcement mechanism, extensive grounds of non-discrimination and all areas secured by the international and European law</li> </ul> <p><b>Target 2011</b></p> <ul style="list-style-type: none"> <li>- Comprehensive anti-discrimination law developed</li> </ul>	<p><b>Activity 2.</b> <b>Mainstream human rights in social policies</b></p> <ul style="list-style-type: none"> <li>- Review of domestic policies and legal framework</li> <li>- Development of policy and regulatory reform measures in the areas of education, health, non-discrimination legislation</li> <li>- Organisation of inclusive debates and consultations</li> <li>- Study visit regionally on social inclusion of Roma children in the educational system</li> <li>- Study visit regionally on enforcement of non-discrimination law</li> <li>- Support strategic actions of NGOs in social areas</li> <li>- Conduct outreach activities</li> </ul>		<p>UNDP, Ministry of Health, Ministry of Education, Ministry of Justice, Ministry of foreign Affairs and European Integration, NGOS</p>	<p>DGTF DGTF DGTF DGTF</p>	<p>National Consultants Training, workshops &amp; conferences Travel Grants Audio Visual&amp;Print Prod Costs Miscellaneous expenses <b>Subtotal</b></p>	<p>35000.00 20000.00 15000.00 30000.00 15000.00 250.00 <b>\$115250.00</b></p>
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<p><b>Baseline V:</b></p> <ul style="list-style-type: none"> <li>▪ Insufficient capacity of NGOs to carry out strategic litigation; one court decision found discriminatory treatment of persons with HIV/AIDS, issued in 2010</li> </ul> <p><b>Indicator V:</b></p> <ul style="list-style-type: none"> <li>▪ Number of court cases brought by NGOs before national courts; number of decisions in favour of victims of discrimination</li> </ul> <p><b>Targets 2011:</b></p> <ul style="list-style-type: none"> <li>- Improved abilities of domestic NGOs to bring competent, well-documented discrimination cases, at least in the area of education, health, and employment.</li> </ul> <p><b>Baseline VI:</b></p> <ul style="list-style-type: none"> <li>▪ Insufficient capacity of the Government and civil society to report before the treaty-based and charter-based international human rights bodies</li> </ul> <p><b>Indicator VI</b></p> <p>Number of Government reports designed with broad participation of civil society NGOs</p> <p><b>Target 2011:</b></p> <ul style="list-style-type: none"> <li>- Government and NGOs submit quality UPR report within the established deadline, pursuant to genuine consultations at domestic level</li> </ul>	<p><b>Activity 3: Support national authorities and NGOs in human rights review processes</b></p> <ul style="list-style-type: none"> <li>- Provision of broad-based consultation</li> <li>- Support participation in international review processes</li> <li>- Organisation of inclusive debates and consultations</li> <li>- Conduct outreach activities</li> </ul>		<p>UNDP, Ministry of Justice, Ministry of foreign Affairs and European Integration, NGOS</p>	<p>DGTF</p> <p>DGTF</p> <p>UNDP</p> <p>UNDP</p>	<p>National Consultants</p> <p>Training, workshops &amp; conferences</p> <p>Travel</p> <p>Miscellaneous expenses</p> <p><b>Subtotal</b></p>	<p>5000.00</p> <p>10000.00</p> <p>10000.00</p> <p>50.00</p> <p><b>&amp; 25050.00</b></p>
	<p><b>Activity 4: Ensuring effective management of the Protect</b></p> <p>Ensure efficient and effective implementation</p> <p>Timely and quality reporting</p>		<p>UNDP</p>	<p>DGTF</p> <p>DGTF</p> <p>DGTF</p> <p>DGTF</p> <p>DGTF</p>	<p>Contractual services individuals</p> <p>Office rent</p> <p>Supplies</p> <p>Equipment &amp; Furniture</p> <p>Miscellaneous</p> <p><b>Subtotal</b></p>	<p>6000.00</p> <p>6000.00</p> <p>500.00</p> <p>8000.00</p> <p>100.00</p> <p><b>\$20600.00</b></p>
<p><b>TOTAL</b></p>						<p><b>\$236,200.00</b></p>



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## VI. MANAGEMENT ARRANGEMENTS

*Explain the roles and responsibilities of the parties involved in managing the project.*

*Please refer to the Deliverable Description to complete this component of the template.*

*Use the diagram below for the composition of the Board.*

The project will be implemented under National Implementation Mechanism (NIM). This means that the Government of Moldova will be responsible for decision-making and implementation of Project activities, while UNDP will provide quality assurance, project inputs and support services. The Minister of Labour, Social Protection and Family (MLSPF) will act as the Senior Executive (National Coordinator) and will represent the interests of the Government of Moldova and be responsible for the overall implementation of the Project. A Project team will assist the MLSPF as well as other concerned Ministries in implementation of the project.

**Project Board:** The focal point of the project management architecture is the Project Board. The Board is the overall authority for the Project and is responsible for its initiation, direction, review and eventual closure. Within the confines of this Project, the Board is the highest authority.

The Project Board represents at managerial level the interests of the following roles and the respective organizations:

- **Project Executive** (National Coordinator) – Minister of LSPF will be the project national coordinator will have overall ownership over project results and chairs the project board. The Minister of LSPF will represent the main project beneficiary, which has the overall coordination responsibility in the area of social assistance and social protection.
- **Senior beneficiary** - MLSPF, Ministry of Health, Ministry of Justice, Ministry of Education, Ministry of Foreign Affairs and European Integration, civil society NGOs;
- **Senior supplier** - project donors: UNDP, DGTTF.
- **Other stakeholders** – include other organizations having a specific or general interest in the project results, such as the OSCE Mission to Moldova, Sida, World Bank, etc.

Board members will be senior managers and will have authority and responsibility for the commitment of resources to the project, such as personnel, cash and equipment. The Project Board will 'manage by exception', meaning Board members will be regularly informed of the Project progress but will only be asked for joint decision making at key points in the Project implementation.

The Project Board is appointed to provide overall direction and management of the Project. It is responsible for ensuring that the project remains on course to deliver products of the required quality to meet the expected outcomes defined in the Project Document. Furthermore, the Board is accountable for the success of the Project and has responsibility and authority for the Project within the instructions set by UNDP programme management.

The Project Board approves all major plans and authorizes any major deviation from agreed Project work plans. It ensures that required resources are committed and arbitrates on any conflicts within the project or negotiates a solution to any problems between the project and any parties beyond the scope of the project.

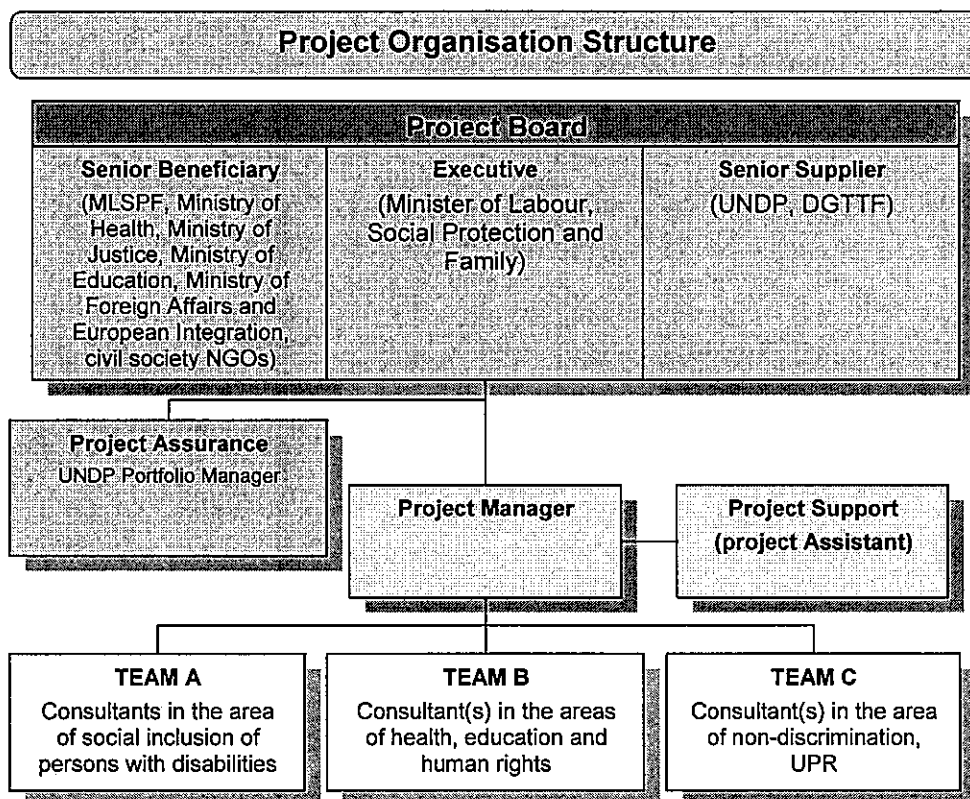
**Project Manager:** It is the responsibility of the Project Manager to plan, oversee and ensure that the Project is producing the right outputs, at the right time, to the right standards of quality and within the allotted budget. The main tasks of the Project Manager include:

- Overall planning for the whole project
- Motivation and leadership of the Project staff
- Supervise the Project
- Liaison with UNDP Programme Management

- Fund management, allocation, coordination
- Reporting progress to the Project
- Project quality management
- Work with other agencies of the UN Country Team – in particular in the framework of the UN Team Group on Human Rights, Gender and Justice -- and other relevant stakeholders, to maximize impact of the action

**Project Assurance:** Assurance is a key element of the PRINCE2 management method, upon which the Project Management Arrangements are based. 'Assurance' is essentially an independent audit function, whereby the Project Board are able to monitor progress against agreed work plans. The Project Assurance role supports the Project Board by carrying out objective and independent project oversight and monitoring functions. This role ensures appropriate project management milestones are managed and completed. The Project Assurance is the responsibility of each Project Board member. On behalf of UNDP, as senior project supplier, the function is delegated to a UNDP Portfolio Manager. The National Coordinator may appoint a representative of the MLSPF to carry out the project assurance role on behalf of the project executive.

The project will benefit from the on-going input and guidance provided by the Human Rights Adviser to the RC. During 2009-2010 the HR Adviser's input and involvement was essential for launching the dialogue with the view to ratification of the UNCRPD, providing inputs to the draft Anti-Discrimination Law and Draft National Human Rights Action Plan, setting-up the Human Rights and Health Group.



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## VII. MONITORING FRAMEWORK AND EVALUATION

In accordance with the programming policies and procedures outlined in the UNDP User Guide, the project will be monitored through the following:

### Within the annual cycle

- On a quarterly basis, a quality assessment shall record progress towards the completion of key results, based on quality criteria and methods captured in the Quality Management table below.
- An Issue Log shall be activated in Atlas and updated by the Project Manager to facilitate tracking and resolution of potential problems or requests for change.
- Based on the initial risk analysis submitted (see annex 1), a risk log shall be activated in Atlas and regularly updated by reviewing the external environment that may affect the project implementation.
- Based on the above information recorded in Atlas, a Project Progress Reports (PPR) shall be submitted by the Project Manager to the Project Board through Project Assurance, using the standard report format available in the Executive Snapshot.
- a project Lesson-learned log shall be activated and regularly updated to ensure on-going learning and adaptation within the organization, and to facilitate the preparation of the Lessons-learned Report at the end of the project
- a Monitoring Schedule Plan shall be activated in Atlas and updated to track key management actions/events

### Annually

- **Annual Review Report.** An Annual Review Report shall be prepared by the Project Manager and shared with the Project Board. As minimum requirement, the Annual Review Report shall consist of the Atlas standard format for the QPR covering the whole year with updated information for each above element of the QPR as well as a summary of results achieved against pre-defined annual targets at the output level.
- **Annual Project Review.** Based on the above report, an annual project review shall be conducted during the fourth quarter of the year or soon after, to assess the performance of the project and appraise the Annual Work Plan (AWP) for the following year. In the last year, this review will be a final assessment. This review is driven by the Project Board and may involve other stakeholders as required. It shall focus on the extent to which progress is being made towards outputs, and that these remain aligned to appropriate outcomes.

## Quality Management for Project Activity Results

<b>Output 1: The Government has improved capacity to mainstream human rights in social policies and to report on human rights observance as required by UN treaties</b>		
<b>Activity Result 1 (Atlas Activity ID)</b>	Policy and regulatory reform measures in the area of social inclusion of persons with disabilities	Start Date: 01.04.2011 End Date: 31.05.2012
<b>Purpose</b>	To prompt realisation of the rights of persons with disabilities, to move from the "medical" towards the social "model"	
<b>Description</b>	<ul style="list-style-type: none"> <li>▪ Engagement of consultants</li> <li>▪ Conducting inclusive debates and consultations</li> <li>▪ Outreach activities to increase endorsement of reform</li> <li>▪ Trainings and Conferences</li> <li>▪ Evaluation Workshop</li> </ul>	
<b>Quality Criteria</b> <i>how/with what indicators the quality of the activity result will be measured?</i>	<b>Quality Method</b> <i>Means of verification. what method will be used to determine if quality criteria has been met?</i>	<b>Date of Assessment</b> <i>When will the assessment of quality be performed?</i>
Compliance of developed and approved legislation to the international human rights law	Opinions of independent experts (records from the evaluation workshop) Analysis of adopted norms	15.09.2012
Pre- and post-testing results	Analysis of evaluation questionnaires, tests, conducted at the beginning and at the end of training	15.09.2012

<b>Output 1: The Government has improved capacity to mainstream human rights in social policies and to report on human rights observance as required by UN treaties</b>		
<b>Activity Result 2 (Atlas Activity ID)</b>	Mainstream human rights in Social Policies (Education)	Start Date:01.05.2011 End Date: 31.06.2012
<b>Purpose</b>	To promote inclusive and quality education for all, with specific focus on Roma children and children with disabilities	
<b>Description</b>	<ul style="list-style-type: none"> <li>▪ Engagement of consultants</li> <li>▪ Conducting inclusive debates and consultations</li> <li>▪ Outreach activities</li> <li>▪ Study visit regionally on the social inclusion of Roma children</li> </ul>	
<b>Quality Criteria</b> <i>how/with what indicators the quality of the activity result will be measured?</i>	<b>Quality Method</b> <i>Means of verification. what method will be used to determine if quality criteria has been met?</i>	<b>Date of Assessment</b> <i>When will the assessment of quality be performed?</i>
<ul style="list-style-type: none"> <li>▪ Number of educational policies/framework laws developed and adopted on the social inclusion of children with disabilities and other disadvantaged children, including Roma and institutionalised children</li> </ul>	Media records on the proposed reforms  Opinions of independent experts (records from the evaluation workshop)	15.09.2012

<b>Output 1: The Government has improved capacity to mainstream human rights in social policies and to report on human rights observance as required by UN treaties</b>		
<b>Activity Result 2</b>	Mainstream human rights in Social policies (Health)	Start Date:01.05.2011

<b>(Atlas Activity ID)</b>		End Date: 31.06.2012
<b>Purpose</b>	To promote non-discriminatory access to health-care for all, with particular focus on Roma, persons with disabilities, persons living with HIV/AIDS, women.	
<b>Description</b>	<ul style="list-style-type: none"> <li>▪ Engagement of consultants</li> <li>▪ Conducting inclusive debates and consultations</li> <li>▪ Training, workshops and conferences</li> <li>▪ Outreach activities</li> </ul>	
<b>Quality Criteria</b> <i>how/with what indicators the quality of the activity result will be measured?</i>	<b>Quality Method</b> <i>Means of verification. what method will be used to determine if quality criteria has been met?</i>	<b>Date of Assessment</b> <i>When will the assessment of quality be performed?</i>
<ul style="list-style-type: none"> <li>▪ Number of health policies and regulations developed and adopted in compliance with international human rights law</li> </ul>	Media records on the proposed reforms  Opinions of independent experts (records from the evaluation workshop)	15.09.2012

<b>Output 1: The Government has improved capacity to mainstream human rights in social policies and to report on human rights observance as required by UN treaties</b>		
<b>Activity Result 2 (Atlas Activity ID)</b>	Mainstream human rights in Social policies (Support development and implementation of comprehensive anti-discrimination law)	Start Date:01.05.2011 End Date: 31.06.2012
<b>Purpose</b>	To strengthen prevention of discrimination at domestic level, including on such grounds as health, sexual orientation, gender, social status, disability, etc.	
<b>Description</b>	<ul style="list-style-type: none"> <li>▪ Engagement of consultants</li> <li>▪ Training, workshops and conferences</li> <li>▪ Conducting inclusive debates and consultations</li> <li>▪ Outreach activities</li> <li>▪ Study visit for the enforcement body members</li> </ul>	
<b>Quality Criteria</b> <i>how/with what indicators the quality of the activity result will be measured?</i>	<b>Quality Method</b> <i>Means of verification. what method will be used to determine if quality criteria has been met?</i>	<b>Date of Assessment</b> <i>When will the assessment of quality be performed?</i>
<ul style="list-style-type: none"> <li>▪ Non-discrimination law provides for a vigorous enforcement mechanism, extensive grounds of non-discrimination and key areas secured by the international and European law</li> </ul>	Opinions of independent experts (records from the evaluation workshop)	15.09.2012
<ul style="list-style-type: none"> <li>▪ Number of positively adjudicated cases in the area of non-discrimination</li> </ul>	Copy of Courts' decisions	15.09.2012

<b>Output 1: The Government has improved capacity to mainstream human rights in social policies and to report on human rights observance as required by UN treaties</b>		
<b>Activity Result 2 (Atlas Activity ID)</b>	Mainstream human rights in Social policies (Support strategic actions of NGOs in social areas)	Start Date:01.06.2011 End Date: 31.05.2012
<b>Purpose</b>	To boost adjudication of cases in the area of discrimination, thus preventing and combating discrimination at domestic level	
<b>Description</b>	<ul style="list-style-type: none"> <li>▪ Call for proposals</li> <li>▪ Small Grants awards</li> </ul>	

	▪ Outreach activities	
<b>Quality Criteria</b> <i>how/with what indicators the quality of the activity result will be measured?</i>	<b>Quality Method</b> <i>Means of verification, what method will be used to determine if quality criteria has been met?</i>	<b>Date of Assessment</b> <i>When will the assessment of quality be performed?</i>
▪ Number and quality of court cases brought by NGOs before national courts	Copy of court claims submitted by NGOs Opinions of independent experts on the quality of submitted claims	15.09.2012
▪ Number of decisions in favour of victims of discrimination	Copy of Courts' decision(s)	15.09.2012

<b>Output 1: The Government has improved capacity to mainstream human rights in social policies and to report on human rights observance as required by UN treaties</b>		
<b>Activity Result 3 (Atlas Activity ID)</b>	<u>Support the national authorities and NGOs in human rights review processes</u> ▪ Engage consultants ▪ Support participation in international review processes ▪ Conduct trainings and workshops ▪ Conduct outreach activities	Start Date:01.06.2011 End Date: 31.05.2012
<b>Purpose</b>	To strengthen the capacity of the Government and civil society to report before UN treaty bodies	
<b>Description</b>	▪ Engage consultants ▪ Support participation in international review processes, including UPR, ICESCR, CEDAW, CERD. ▪ Conduct trainings, workshops, and conferences	
<b>Quality Criteria</b> <i>how/with what indicators the quality of the activity result will be measured?</i>	<b>Quality Method</b> <i>Means of verification, what method will be used to determine if quality criteria has been met?</i>	<b>Date of Assessment</b> <i>When will the assessment of quality be performed?</i>
▪ Number of Government reports designed with broad participation of civil society NGOs	Records of consultative meetings	15.09.2012
▪ Number and types of issues acknowledged by the Government	Analysis of Reports	31.01.2011
▪ Number of commitments undertaken by the Government	Analysis of Reports	31.01.2011

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## VIII. LEGAL CONTEXT

This project document shall be the instrument referred to as such in Article 1 of the SBAA between the Government of Moldova and UNDP, signed on October 2, 1992 and the amendment of the same of July 5, 1997.

Consistent with the Article III of the Standard Basic Assistance Agreement, the responsibility for the safety and security of the executing agency and its personnel and property, and of UNDP's property in the executing agency's custody, rests with the executing agency.

The executing agency shall:

- a) put in place an appropriate security plan and maintain the security plan, taking into account the security situation in the country where the project is being carried;
- b) assume all risks and liabilities related to the executing agency's security, and the full implementation of the security plan.

UNDP reserves the right to verify whether such a plan is in place, and to suggest modifications to the plan when necessary. Failure to maintain and implement an appropriate security plan as required hereunder shall be deemed a breach of this agreement.

The executing agency agrees to undertake all reasonable efforts to ensure that none of the UNDP funds received pursuant to the Project Document are used to provide support to individuals or entities associated with terrorism and that the recipients of any amounts provided by UNDP hereunder do not appear on the list maintained by the Security Council Committee established pursuant to resolution 1267 (1999). The list can be accessed via <http://www.un.org/Docs/sc/committees/1267/1267ListEng.htm>. This provision must be included in all sub-contracts or sub-agreements entered into under this Project Document.

The following types of revisions may be made to this project document with the signature of the UNDP Resident Representative provided that he is assured that the other signatories of the project document are in agreement with the proposed changes:

- a) *Revisions in, or addition of, any of the annexes to the project document;*
- b) *Revisions which do not imply significant changes in the objectives, outputs or activities of the project, but are caused by the rearrangement of inputs agreed to or by cost increases due to inflation; and*
- c) *Revisions which re-phase the delivery of agreed project inputs or increased expert or other costs due to inflation.*

Changes to be introduced should be discussed and agreed on up by members of the Project Board.

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## IX. ANNEXES

**Risk Analysis.** Use the standard Risk Log template. Please refer to the Deliverable Description of the Risk Log for instructions

**Agreements.** Any additional agreements, such as cost sharing agreements, project cooperation agreements signed with NGOs<sup>9</sup> (where the NGO is designated as the “executing entity”) should be attached.

**Special Clauses.** In case of government cost-sharing through the project which is not within the CPAP, the following clauses should be included:

1. The schedule of payments and UNDP bank account details.
2. The value of the payment, if made in a currency other than United States dollars, shall be determined by applying the United Nations operational rate of exchange in effect on the date of payment. Should there be a change in the United Nations operational rate of exchange prior to the full utilization by the UNDP of the payment, the value of the balance of funds still held at that time will be adjusted accordingly. If, in such a case, a loss in the value of the balance of funds is recorded, UNDP shall inform the Government with a view to determining whether any further financing could be provided by the Government. Should such further financing not be available, the assistance to be provided to the project may be reduced, suspended or terminated by UNDP.
3. The above schedule of payments takes into account the requirement that the payments shall be made in advance of the implementation of planned activities. It may be amended to be consistent with the progress of project delivery.
4. UNDP shall receive and administer the payment in accordance with the regulations, rules and directives of UNDP.
5. All financial accounts and statements shall be expressed in United States dollars.
6. If unforeseen increases in expenditures or commitments are expected or realized (whether owing to inflationary factors, fluctuation in exchange rates or unforeseen contingencies), UNDP shall submit to the government on a timely basis a supplementary estimate showing the further financing that will be necessary. The Government shall use its best endeavors to obtain the additional funds required.
7. If the payments referred above are not received in accordance with the payment schedule, or if the additional financing required in accordance with paragraph [ ]above is not forthcoming from the Government or other sources, the assistance to be provided to the project under this Agreement may be reduced, suspended or terminated by UNDP.
8. Any interest income attributable to the contribution shall be credited to UNDP Account and shall be utilized in accordance with established UNDP procedures.

In accordance with the decisions and directives of UNDP's Executive Board:

The contribution shall be charged:

- (a) [...%]cost recovery for the provision of general management support (GMS) by UNDP headquarters and country offices
- (b) Direct cost for implementation support services (ISS) provided by UNDP and/or an executing entity/implementing partner.

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<sup>9</sup> For GEF projects, the agreement with any NGO pre-selected to be the main contractor should include the rationale for having pre-selected that NGO.



9. Ownership of equipment, supplies and other properties financed from the contribution shall vest in UNDP. Matters relating to the transfer of ownership by UNDP shall be determined in accordance with the relevant policies and procedures of UNDP.

10. The contribution shall be subject exclusively to the internal and external auditing procedures provided for in the financial regulations, rules and directives of UNDP.”

## RISK LOG

<b>Project Title: MDG Governance in Action: Catalyzing Human Rights Change in Social Policy</b>	<b>Award ID: 00061361</b>	<b>Date: 24.01.2011</b>
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#	Description	Date Identified	Type	Impact & Probability	Countermeasures /Mngt response	Owner	Submitted/ updated by	Last Update	Status
1	Early parliamentary and/or local general elections	24.01.2011	Political	Delays in project implementation related to Government reshuffling.  P = 3 I = 3	Work with mid-level staff, since they are most unlikely to be reshuffled; involve as much staff as possible to ensure long institutional memory.	Project executive			
2	Lack of qualified consultants on the job market for Government	24.01.2011	Organizational	Delays in hiring plans and advancement of reforms  P = 2 I = 3	Develop specific outreach campaigns and motivation schemes to attract qualified individuals	Project executive			
3	Some Ministries may adopt a defensive approach towards comprehensive reforms, due to sensitivity of some issues, including non-discrimination based on such grounds as sexual orientation		Regulatory	Adoption of superficial policies or laws, which will slow reform process  Text  P = 3 I = 3	Conduct awareness raising/outreach campaigns. Support civil society in identifying cases and raising the issue at all levels; Refer constantly to Moldova's MDG and Human Rights commitments and case-law of ECHR	Project executive			