

REFUGEE RESPONSE PLAN 2024 THE REPUBLIC OF MOLDOVA ANNEX



THE HUMANITARIAN
DEVELOPMENT
PEACE NEXUS

Introduction

The [Refugee Response Plan](#) (RRP) is part of the wider aid landscape in Moldova and has been developed as part of the 'Nexus approach.' The Nexus refers to the interlinkages between humanitarian, development, and peace actions, and aims to strengthen collaboration, coherence, and complementarity, building on the comparative advantages of each pillar.¹ This approach is central to the Global Compact on Refugees (GCR), which seeks to leverage the complementary strengths of different stakeholders to ease pressures on host countries through burden- and responsibility-sharing, and enhancing refugee self-reliance.

Moldova is a good example of how national, international, and local actors work together to achieve joint outcomes in line with GCR's multi-stakeholder and partnership approach. The level of engagement and support demonstrated by all actors, including the government at all levels, civil society, refugee-led organizations, donors, international financial institutions, and the private sector serves as a model for the type of support that refugee-hosting countries need.

As the implementation of the Nexus approach varies from country to country, the following six points are central for Moldova:

¹ OECD-DAC (2023)

1. Joint analysis and contingency planning

A series of joint assessments informed the drafting of the RRP and other frameworks to ensure a common understanding of the issues and guide international partners' work in the country. A key document is the Multi-Sectoral Needs Assessment (MSNA), which was jointly undertaken in October 2023 by the UN partners, civil society and government parties and functions as the main input for the RRP. In addition to the MSNA, several assessments were done by coalitions of UN actors and NGOs: amongst others, an analysis of energy reduction scenarios (December 2022) and winterization planning (September 2022/2023); a conflict analysis (March 2023) and a mapping of local civil society organizations involved in the refugee response (October 2022). The UNHCR-managed Operations Data Portal provides all assessments and documents relevant to the refugee situation in the country. Two major assessments are underway at the time of writing: PIN is undertaking a large-scale mapping of the capacity of CSOs in Moldova for future capacity support; and UNDP and UNHCR will undertake a socio-economic assessment of refugees and host communities in collaboration with the Joint Data Center (JDC), a World Bank-UNHCR initiative. All these assessments are widely shared and reflected in action plans and programmes, allowing for a common understanding and well-aligned advocacy efforts. In addition to these assessments, RRP partners, including the UN partners, have worked with the government on contingency planning, an important issue considering the insecure situation across the border in Ukraine and the possibility for future refugee influxes. The Moldova Inter-Agency Refugee Contingency Plan was updated in June 2023.

2. Common objectives and outcomes

The 2024 RRP was designed to align with Moldova's key development strategies and work towards joint outcomes. The National Development Strategy (NDS) 'European Moldova 2030' is the government of Moldova's long-term strategic vision document, which sets out the development directions of the country. As the title indicates, it's explicitly linked to Moldova's accession process to the European Union, and it is the country's contribution to the achievement of the 2030 Sustainable Development Agenda. The NDS guides development partners' assistance towards ten priorities: income and reducing inequality; living conditions; education; culture and personal development; health; social protection; governance; justice; peace and security; and the environment. The National Development Plan for 2023-25 works out the NDS's general objectives in more detail. The UN Sustainable Development Cooperation Framework (UNSDCF) 2023-27 is the agreement between the United Nations system and the Government of Moldova. It provides a framework of support for the NDS and is the 'umbrella' under which all UN agencies work to support the achievement of the 2030 Sustainable Development Agenda. It has four outcomes, on inclusive institutions and equal opportunities; participatory governance and social cohesion; enhanced shared prosperity in a

sustainable economy; and green development, sustainable communities, and disaster- and climate resilience. The UNSDCF for Moldova describes its coherence and complementarity with the RRP, and extensively refers to refugees in its results framework. Under the UNSDCF, the national SDG indicators are formulated. The table at the end of this annex gives an overview of how the objectives and outcomes of the RRP are aligned with those of the NDS, NDP, Temporary Protection Action Plan, UNSDCF and national SDG indicators. This table is a summary of a more extensive document, which also show how the indicators are aligned, which can be found [here](#).

3. Targeting criteria

The target groups for the RRP have been carefully selected to ensure there is no duplication of efforts with the development frameworks, with instead the effects 'stacking' and building on each other. The National Development Plan and the UNSDCF take Moldova as a whole, whereas the RRP has a more targeted approach. The 2024 RRP planning figures are 90,000 refugees and 55,000 Moldovans in need. These numbers were based on the planning figures of the winterization response, a time of the year when vulnerabilities are at their highest, and a socio-economic profiling of 607 households undertaken in October 2023. Out of the 90,000 refugees included in the scope of the RRP, 70% (63,000) were assessed as requiring support to cover their basic needs, and 15% classified as extremely vulnerable (9,450). The figure of 55,000 affected host community individuals is derived from the total population of the Moldovan districts with the highest refugee concentrations, encompassing those individuals who are most in need of winter assistance. It considers the percentage of households with expenditures on heating bills exceeding 75% of their income, the presence of individuals with disabilities, chronic illnesses, or older adults unable to care for themselves, and the practice of resorting to coping mechanisms to meet basic needs. Out of this total, 35,500 affected Moldovans will be targeted by RRP partners in 2024, or 1,4% of the total population of Moldova. The RRP targeting criteria were discussed during the sector consultations for the strategy. Partners who submitted projects with targets that went beyond the scope of the RRP were asked to review their submissions to align them with the scope of the response and avoid duplication of efforts covered under the UNSDCF. The ongoing UNHCR-WBG-UNDP socio-economic assessment will provide further details on target populations which may be used for both the RRP and development frameworks. Vulnerable Moldovans that were impacted by war, energy crisis and inflation without a specific 'refugee link' will be reported on under the UNSDCF, in line with the UN Emergency Response Offer.

4. Programmatic collaboration

Under the UNSDCF and the RRP, and under the coordination of the UN resident Coordinator's Office and the Refugee Coordinator respectively, the government, UN agencies, the Red Cross, international and national NGOs, the private sector, and academia are working closely together to achieve collective outcomes. The protection and development responses have an important relationship, as protection can create a safe and enabling environment for development, while development can help to reduce vulnerability and protect people from harm. In Moldova, various joint programmes or closely coordinated programmes are demonstrating the power of programmatic collaboration across the HDP nexus to achieve collective impact. For example, UNICEF, UNDP, UNFPA, IOM and UNHCR collaborate to improve employment opportunities, including for refugees, by supporting NGO-run online job platforms like ROBOTA, organizing job fairs with private sector participation, skills training for digital professionals, and undertaking other related initiatives. In turn, these activities are coordinated with ILO, which is building the capacity of the government's National Employment Agency. The International Financial Institutions (IFIs) have also become part of this programmatic collaboration. For example, UNHCR works with the International Financial Corporation (IFC) to expand banking services for refugees, and with the World Bank group to integrate refugee considerations into World Bank loans for education and livelihoods initiative through the Global Concessional Financing Facility (GCFF.) An important element of programming is to prevent tensions around aid delivery. For example, UNHCR and WFP closely coordinate cash assistance to ensure that both refugees and host communities are supported, and social cohesion programmes have been set up across the country to foster peaceful coexistence and intercultural dialogue. Programmes report to either the RRP or the UNSDCF to ensure progress is tracked and reported.

5. Strengthen national systems and local capacity

In line with the Nexus approach developed by the UNCT in Chisinau, as well as global best practices, the approach in Moldova is to 'reinforce, not replace' existing systems. The UN system and the broader aid community work closely with the government of Moldova, which has fostered a welcoming and supportive environment for the engagement of the aid community. The government pro-actively chairs thematic working groups for humanitarian and development efforts and has been exemplary in its implementation of the Temporary Protection (TP) regime and providing refugees with basic rights, including access to shelter, education, employment, health care and social services. As part of its administrative modernization and EU accession processes, the government of Moldova has been reforming its laws on Social Protection and Services (the so-called 'RESTART' reform), National Employment Agency, State Labour Inspectorate, and other institutions. To support these reforms, UN agencies, NGOs and donors have provided several dozen

consultants to work under the leadership of the ministers to help re-draft laws, develop targeting criteria and methodologies and support capacity building initiatives. UN partners have also been instrumental in building the capacity of NGOs, including Refugee-led organizations at the national and local levels, to make sure they can provide services where the government is as of yet unable to do so, and make local voices heard in national debates.

6. Transition

At the time of writing, UNHCR is completing its transition strategy for 2024-2026, which will set out in more detail how its refugee response will shift from an emergency response to a response focused on socio-economic inclusion and the strengthening of national systems. This transition will follow a multi-track approach. At the national level, government authorities and institutions will be strengthened to include refugees in planning and service delivery and supported in fundraising for the socio-economic inclusion of refugees. Refugee issues will be integrated into ongoing national reforms (including the RESTART social protection reform). The government will be supported with contingency planning and digital systems-building. At the municipal level, local government will be trained on inclusion and supported to develop prioritized action plans and budgets for service delivery to refugees; and locally specific housing solutions identified and supported. Civil Society, NGOs and Refugee-led organizations will likewise be supported to provide services where there are government gaps, and their capacity built to manage programmes, build relationships with government actors, and operate more independently of external funding. Coordination between humanitarian refugee actors and development-oriented UN agencies, International Financial Institutions (IFIs) like the World Bank and the IFC, and development actors like JICA and GIZ will be further strengthened, and activities aligned, to make sure refugees' needs and inclusion are integrated into development operations. Finally, engagement with the private sector will be strengthened through existing national platforms, as well as support to job-matching platforms and job fairs, up- and reskilling, engagement with potential employers, facilitating the recognition of skills and diplomas, and expansion of banking services and credit to refugees, including those with an entrepreneurial profile.

The following table shows how the integration of national and international humanitarian- and development goals (as described above under paragraph 2) will be achieved, and how all these actors are striving for the same set of outcomes. It shows the way in which the RRP goals and indicators align with those of the UNSDCF; the National Development Strategy and -Plan; the TP action plan; and the National SDG indicators.

EDUCATION					
RRP objective	National Development Strategy 2030 objective	National Development Plan 2023-25 objective	TP Action Plan	UNSDCF outcome and output	National SDG indicator (from UNSDCF)
Education objective 1 - Increase access to safe, quality and inclusive education for school-age Ukrainian and Moldovan children and adolescents					
RO3: refugees' socio-economic inclusion in their host communities is strengthened and their self-reliance is increased	GO1: Increasing income from sustainable sources and alleviating inequalities	GO3: Ensuring relevant and quality education for all throughout life. Objective 3.1: Holistic development of children in early education for lifelong learning and wellbeing.	O3: mechanisms of protection of temporary protection beneficiaries' rights. O3.4: Ensuring access to education.	O1: By 2027, institutions deliver human rights-based, evidence-informed and gender-responsive services for all, with the focus on those left behind. 1.2: Health, education and food systems are strengthened and become more resilient to ensure universal access and quality of services and respond to humanitarian needs.	1.2.a: % of pupils in the last grade of secondary school with minimum literacy skills and minimum knowledge of mathematics. 1.2.h: # of refugee children enrolled in formal education (by educational levels, sex and disability.)
Education objective 2 - Increase equitable access for Moldovan and Ukrainian children and adolescents to safe and secure learning environments					
RO3	GO3: Guarantee relevant and quality education for all	GO3. Objective 3.2: building transformative competencies in the education system, based on needs in knowledge and skills for the future.	O3 and 3.4	O1 and 1.2	1.2.b: proportion of the target population covered by all vaccines included in their national programme. 1.2.c: Student-to-computer ratio (primary and secondary education). 1.2.g: Share of students with special education needs and disabilities in general education institutions (% of total enrolled.)
Education objective 3 - Strengthen MHPSS provision for students, caregivers and educational staff in educational institutions					
RO3	GO3	GO3 and 3.1	O3 and 3.4	O1 and 1.2	1.2.a. and 1.2.h
Education objective 4 - Strengthening resilient education systems to ensure the provision and continuity of inclusive, quality education and learning					
RO3	GO3	GO3 and 3.2	O3 and 3.4	O1 and 1.2	1.2.d: Existence in school curriculum of the curricular modules/contents: 1) human rights; 2) gender equality; 3) health education; and ensuring their quality implementation through an interdisciplinary approach in order to form the graduate profile and teacher training. 1.2.g.
Education objective 5 - Children and caregivers have access to culturally appropriate, gender- and age-sensitive information on educational options and social services					
RO3	GO3	GO3. Objective 3.3: to develop an accessible, flexible and relevant system of continuing adult education in the perspective of lifelong learning.	O3 and 3.4	O1 and 1.2	1.2.d and 1.2.g

GENDER-BASED VIOLENCE					
RRP objective	National Development Strategy 2030 objective	National Development Plan 2023-25 objective	TP Action Plan	UNSDCF outcome and output	National SDG indicator (from UNSDCF)
GBV objective 1 - GBV survivors and persons at risk of GBV effectively access comprehensive multi-sectoral response services					
RO2: Refugees with specific needs and vulnerabilities have access to targeted support and assistance	GO9: Promoting a peaceful and safe society	GO9. Objective 9.1: Reduce violence in society in all manifestations and aspects. 9.2: Reduce vulnerability to threats and risks of all kinds.	O3. 3.2: Ensuring access to accommodation and social assistance for beneficiaries of temporary protection. 3.3: Ensuring access to medical services	O1 and 1.5: State Institutions and CSOs ensure effective protection and improved multisectoral response to address all forms of violence against women and girls, including harmful practices and discriminatory gender norms and stereotypes.	1.5.a: Share of women and girls who access services after experiencing violence or discrimination. 1.5.b: # of development guidelines, protocols, and standard operating procedures to strengthen EAWG services in line with the essential services package.
GBV objective 2 - Cross-sectoral, governmental and community-based GBV and SEA risk mitigation measures are in place and inform planning					
RO2	GO9	GO9 and 9.2. 9.3: Increase security in operation of critical infrastructure and systems.	O3 and 3.2	O1 and 1.5	1.5.b. 1.5.c: # of state institutions and CSOs with increased capacities to address discriminatory gender norms and violence against women and girls. 1.5.d: Proportion of rayons covered with advocacy initiatives addressing gender social norms and engagement programmes.
GBV objective 3 - GBV roots and its underlying conditions and drivers are addressed through structured GBV prevention interventions					
RO2	GO9	GO9, 9.1. and 9.3	O3 and 3.2	O1 and 1.5	1.5.b, 1.5.c and 1.5.d

BASIC NEEDS					
RRP objective	National Development Strategy 2030 objective	National Development Plan 2023-25 objective	TP Action Plan	UNSDCF outcome and output	National SDG indicator (from UNSDCF)
Basic needs objective 1 - Support access to adequate temporary shelter and transportation in a safe and dignified manner to ensure protection and access to basic goods and services					
RO1: refugees have effective access to legal status, protection and rights in host countries	GO2: Improvement of living conditions	GO2. Objective 2.1: increasing mobility through efficient, sustainable and safe transport systems. 2.4: Improving housing conditions.	O3 and 3.2	O1 and 1.3: Public institutions and CSOs/CBOs have enhanced capacities to ensure quality sustainable people-centered service delivery that is responsive to social, economic and environmental shocks and emergencies	1.3.e: % of displaced persons (including refugees and disaster affected population) covered by social protection floors/systems, by sex. 1.3.f: % of migrants and refugees, including victims of trafficking, who are covered by national public health insurance scheme, by sex.
Basic needs objective 2 - Promote access to suitable accommodation solutions to enhance dignity and privacy for refugees, prioritizing at-risk and marginalized groups and improve the conditions of community and public infrastructure to promote social cohesion					
RO3	GO6: A robust and inclusive social protection system	GO6. Objective 6.1: To provide a qualitative and relevant range of social assistance services. 6.2: Strengthen the sustainability of the social security system.	O3 and 3.2	O1 and 1.3	1.3.e and 1.3.f
Basic needs objective 3 - Ensure access to safe and secure water, adequate sanitation and hygiene facilities, including essential hygiene items					
RO1	GO2	GO2. Objective 2.3: Ensure universal access to safe water and sanitation systems.	O3 and 3.2	O1 and 1.3	1.3.c: # of institutions and service providers with strengthened capacities and knowledge to improve the provision of essential services, goods, and/or resources for all, with a focus on vulnerable groups. 1.3.e. 1.4.c: Proportion of vulnerable women, such as women who use drugs and PWUD, with children accessing crisis services, including shelter and rehabilitation.
Basic needs objective 4 - Support the government for the provision of food assistance, enhance public facilities and the capacity of actors involved in the delivery of food assistance in the country					
RO1	GO2	GO2 and 2.3	O3 and 3.2	O1 and 1.3	1.3.c, 1.3.e, and 1.4.c

PROTECTION					
RRP objective	National Development Strategy 2030 objective	National Development Plan 2023-25 objective	TP Action Plan	UNSDCF outcome and output	National SDG indicator (from UNSDCF)
Protection objective 1 - Ensure effective access to the territory and to international protection and associated rights, on a non-discriminatory basis					
RO1	GO6 and GO8: building a fair, incorruptible and independent justice system	GO6 and 6.1	O2: Establishing the legal status of displaced persons from Ukraine and their documentation. Objective 2.1: Regulating the stay of displaced persons from Ukraine.	O1 and 1.1: Regulatory and policy framework that is evidence-informed and takes into account demographic trends, promotes gender-responsive and human rights-based social protection and equal access to basic services.	1.1.b: The country governance framework integrates migration policies that facilitate orderly, safe, regular and responsible migration and mobility of people. 1.1.d: # of budgeted, evidence-informed national (multi-) sectoral strategies, policies and/or action plans targeting social protection and equal access to basic services, with a focus on those furthest left behind, developed and implemented between 2023-2027.
Protection objective 2 - Reinforce social cohesion among refugees and host communities through targeted interventions					
RO4: The social cohesion between refugee and host communities is reinforced	GO2 and GO6	GO6, 6.1 and 6.2	O3 and 3.1: ensuring access to the labor market; 3.2 and 3.4	O1 and 1.3	1.3.e, 1.3.f and 1.3.g: # of children who participate in community-based child protection programmes
Protection objective 3 - Ensure that refugees with specific needs, including those who are particularly vulnerable and from marginalized groups, benefit from targeted support and promote their inclusion in relevant government services					
RO4	GO5: improving the physical and mental health of the population through the active contribution of a modern and efficient health system, that meets the needs of each individual. GO6.	GO5, 5.1: Ensure universal coverage with high quality health services that contribute to improving the quality of life. Go6, 6.1 and 6.2	O3, 3.2, 3.3 and 3.4	O1 and 1.3	1.3.c, 1.3.e and 1.3.f

HEALTH AND NUTRITION					
RRP objective	National Development Strategy 2030 objective	National Development Plan 2023-25 objective	TP Action Plan	UNSDCF outcome and output	National SDG indicator (from UNSDCF)
Health and nutrition objective 1 - Address and reduce financial and administrative barriers for refugees in accessing healthcare services					
RO1 and RO2	GO5 and GO6	GO5, 5.1. GO6, 6.1	O3 and 3.1	O1 and 1.3	1.3.f
Health and nutrition objective 2 - Ensure access to quality, timely and essential health services (preventative and curative), essential medical products, vaccines and medical technologies and support and strengthen the health workforce to provide healthcare to refugees and vulnerable host population					
RO1 and RO2	GO5 and GO6	GO5, 5.1. GO6, 6.1	O3 and 3.1	O1 and 1.3	1.3.c and 1.3.f
Health and nutrition objective 3 - Prevent and respond to existing and emerging public health threats among refugees and vulnerable host population					
RO1	GO5 and GO6.	GO5, 5.3: Increasing the resilience of the health system to situations that endanger people's health. Go6, 6.2.	O3 and 3.1	O1 and 1.2	1.3.a: % of individuals belonging to key populations (PWUD, SW, MSM) who are covered by HIV prevention services. 1.3.b: International health regulations (IHR) capacity and health emergency preparedness. 1.3.c.
Health and nutrition objective 4 - Health sector leadership and governance mechanisms are streamlined, and emergency health information is reinforced for the evidence-based response, grounded around the humanitarian-development nexus principle					
RO1 and RO2	GO5 and GO7: Ensure efficient, inclusive and transparent governance	GO5, 5.3. Go7, 7.1: Building a public administration that is integral, accountable, efficient, transparent, and open to citizens' participation in decision-making processes. 7.2: Centering public services on people's needs.	O3 and 3.1	O1 and 1.3	1.3.b and 1.3.c

CHILD PROTECTION					
RRP objective	National Development Strategy 2030 objective	National Development Plan 2023-25 objective	TP Action Plan	UNSDCF outcome and output	National SDG indicator (from UNSDCF)
Child protection objective 1 - Refugee and Moldovan children at risk and survivors of violence are identified and referred to appropriate services					
RO1	GO6	GO6, 6.1 and 6.3: Ensuring a child protection system that responds promptly and effectively to the needs of each child	O3 and 3.2	O1, 1.1 and 1.3	1.1.d; 1.3.c; 1.3.f; and 1.3.g
Child protection objective 2 - Refugee and Moldovan children access all needed services and their rights are upheld					
RO1	GO6	GO6, 6.1 and 6.3	O2 and 2.1; O3 and 3.2	O1, 1.1 and 1.3	1.1.d and 1.3.g
Child protection objective 3 - Violence against children, including GBV, is prevented					
RO1	GO6 and GO9	GO6, 6.3. GO9, 9.1	O1 and 1.1	O1, 1.1, 1.3 and 1.5	1.1.d; 1.3.g; 1.5.c; 1.5.d
Child protection objective 4 - Refugee children and adolescents are engaged in decisions that affect their lives					
RO1	GO7	GO7, 7.1	O4: Preventing and countering actions of intolerance, xenophobia and stigmatization of foreigners. 4.1: Ensuring public order and safety, preventing intolerance and ill-treatment through the lens of respect for human rights.	O1 and O2: by 2027, more accountable and transparent human rights-based and gender-responsive governance empowers all people of Moldova to participate in and to contribute to development processes. O2.3: People of Moldova, in particular most vulnerable and marginalized, are empowered to claim and exercise their human rights and meaningfully participate in public and civic life, governance and decision-making processes.	2.3.b: # of national participatory and inclusive review monitoring processes in the context of implementation of international human rights. 2.3.e: # of CSOs working on human rights, gender equality and women's empowerment that have strengthened capacities to exercise their leadership role towards the achievement of gender equality and women's empowerment rights as well as human rights. 2.3.g # of community-based initiatives implemented by young people at the local level that promote civic engagement, participation and gender equality. 2.3.h: # of national and local initiatives implemented to enhance accountability, transparency and participation in decision-making.

CASH					
RRP objective	National Development Strategy 2030 objective	National Development Plan 2023-25 objective	TP Action Plan	UNSDCF outcome and output	National SDG indicator (from UNSDCF)
Cash objective 1 - Targeted refugees and host communities have continued and equitable support to meet their basic needs					
RO1	GO2 and GO6	GO6, 6.1	O1 and 1.1. O3 and 3.2	O1, 1.1 and 1.3	1.1.d; and 1.3.c
Cash objective 2 - Ensure the overall cash response is coherent, avoids duplication, and finds opportunities to increase effectiveness, coordinating with sectors and protection to guarantee coherence and referrals					
RO1	GO6 and GO7	GO6, 6.1; and GO7, 7.1 and 7.2	O3, 3.2	O1, 1.1 and 1.3	1.1.d; and 1.3.c
Cash objective 3 - Promote use of streamlined mechanism, standards, and tools across partners for harmonized, qualitative and accountable programming					
RO1	GO6 and GO7	GO6, 6.1 and 6.2. GO7, 7.1, 7.2 and 7.3: integrating science, technology and data in the governance process	O1, 1.1. O2, 2.1.	O1, 1.1 and 1.3	1.1.d; and 1.3.c
Cash objective 4 - Promote streamlined efforts and early alignment with government's social protection schemes across the cash response					
RO1	GO6 and GO7	GO6, 6.1. GO7, 7.1, 7.2 and 7.3	O1, 1.1	O1, 1.1 and 1.3; and O2, 2.3	1.1.d; 1.3.c; 2.3.b; and 2.3.h

LIVELIHOODS AND INCLUSION					
RRP objective	National Development Strategy 2030 objective	National Development Plan 2023-25 objective	TP Action Plan	UNSDCF outcome and output	National SDG indicator (from UNSDCF)
Livelihoods and inclusion objective 1 - Refugees and host community members, including people with disabilities and other vulnerable groups, have access to decent jobs, self-employment and business opportunities in Moldova					
RO1	GO1	GO1, 1.2: Developing opportunities for innovation and entrepreneurship	O3, 3.1. O4, 4.1	O3: by 2027, all people of Moldova, benefit from inclusive, competitive and sustainable economic development and equal access to decent work and employment. 3.1: Policy and Institutional frameworks create an empowering environment for inclusive and sustainable economic development that promotes creation of productive and decent work. 3.2: Regulatory framework and institutions promote economic empowerment of women and their equal access to decent work. 3.3: Enterprises have strengthened capacities to effectively utilize resources, generate decent employment and integrate innovations to enhance productivity and competitiveness and enhanced resilience to address crises. 3.4: People of Moldova have improved access to adequate protection and safe working conditions, knowledge, in-demand skills and resources to foster employability, competitiveness and entrepreneurship culture.	3.1.a: # of policies and innovative programmes facilitating inclusive and sustainable economic development and employment, in rural areas, including for engagement of migrants' economic resources for productive investment in the Moldovan economy. 3.2.e: # of new businesses established. 3.3.b: share of small enterprises (up to 49 employees) that accessed credit and/or loans, during the year, including by industry sector. 3.3.c: # of new and existing MSMEs with improved capacity to expand, innovate and increase resource use and export their products. 3.4.c: # of refugees accessing short-term and long-term employment through policy support and employment creation programmes, vocational training and skills recognition mechanism.
Livelihoods and inclusion objective 2 - Barriers to socio-economic inclusion are removed or reduced for both refugees and host community members, including for people with disabilities and other vulnerable groups					
RO1, RO2 and RO3	GO1	GO1, 1.1: accelerated labor productivity growth	O3, 3.1	O3, 3.1 and 3.4	3.1.a; and 3.4.c
Livelihoods and inclusion objective 3 - Social cohesion between refugees and the local population is reinforced, through empowerment, social inclusion and participation, and institutional trust					
RO1, RO2 and RO3	GO4: raising the level of culture and personal development	GO4, 4.2: valuing heritage, traditions and cultural diversity. 4.3: providing opportunities for personal development and active citizenship.	O4, 4.1	O2, 2.4	2.4.d: # of initiatives, including on human rights and gender equality, aimed to strengthen confidence, trust, social cohesion and contribute to sustained peace