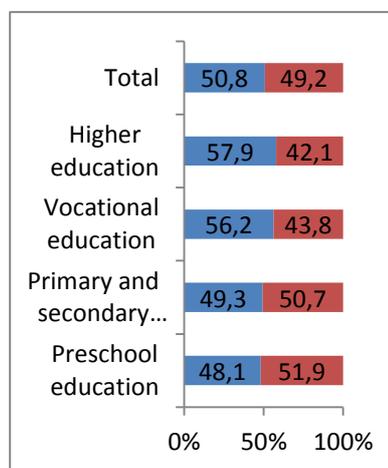


THE SERIE'S FOUR COMPONENTS:

Background papers  
Quick guides to what and how  
Tools  
**Inspiring Initiatives**

**Figure 1**

Sex-disaggregated Benefit  
Incidence of Education  
expenditure in Moldova  
2006/2007



Blue = Girls, Red = Boys

The table shows benefit incidence of education expenditure in Moldova, as a total ratio, and broken down for higher education, vocational education, primary and secondary education as well as pre-school education.

**Why this initiative is inspiring**

A Sida-funded programme has contributed to inform policymakers on how policies can be more efficient and more responsive to meeting the needs of both women and men. This was done by undertaking a gender analysis of public expenditures, and in this case, focus was directed on education and social protection.

Sida financed a chapter on gender analysis as part of the World Bank Public Expenditure Review (PER) in Moldova - *“Improving Economic Efficiency through gender equality in the Moldovan budgetary process: A case study of budget efficiency in education, labour market, and the pension system.”*

**Programme objective**

The objective was to highlight the gender issues and facilitate the discussion between donors and the government on how to integrate a gender perspective in the Moldovan budget process.

**Results**

*Education*

Preliminary analysis of enrolment rates using household survey data indicated that while there were no sharp gender differences at the aggregate level in the education sector, sub-sector analysis showed clear gender gaps disfavouring boys at the tertiary level and in vocational training. While gender gaps in the allocation of education expenditure at pre-school, primary, and secondary education are small (see figure 1), they are significant at higher and vocational education where girls benefit from 58 and 56 percent of expenditure respectively compared to just 42 and 44 percent of the expenditure for boys in such areas.

*Employment Support Programmes*

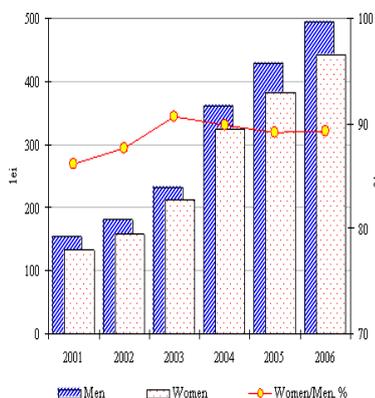
An analysis of public expenditure on employment support programmes in 2006 shows that while women are the main beneficiaries, efficiency of expenditure is low.

Despite higher unemployment rates for men throughout the first half of this decade, women benefited disproportionately from employment support programmes in Moldova. Between 2004 and 2006, women comprised between 70 and 75 percent of Vocational Training beneficiaries, the largest employment support programme in Moldova, accounting for 27 percent of employment support programmes budget.

However, the return on such investment in women's training is limited due to strong gender segregation of vocational training. The majority of women enrol in courses for traditional female occupations. A sample study shows that 14 of 24 courses are totally dominated by women and could be considered as “traditional female occupations”. The same study

**Figure 2**

Average Amount of Old-age Pensions, Lei 2001-2006



### Gender equality and growth

Poverty in Moldova is strongly correlated with economic growth and gender equality. Gender-responsive budgeting (GRB) is an instrument to achieve gender equality and contribute to the achievement of other important Moldovan development goals such as poverty reduction or the MDGs.

### Similar example

If you wish to see another example on how to address gender issues in a PER, please see the World Bank paper: Improving Gender Targeting of Public Expenditures also found in the Black Box on Gender Equality.

### Sources

Sida, Results Assessment of Contribution: Public Expenditure Review 2. By Nina Orlova, dated: 08.02.2010

shows that female trainees' post-training average salaries were considerably lower than those of men (in the range 1100-1900 lei compared to a range of 2500-2800 for men). In addition, traditional occupations had a low probability of providing employment.

### Pension System

There are important differences in the size of pensions across gender in Moldova. As shown in figure 2, for the period 2001-2006, the average size of pensions for women was 10-15 percent lower than that of men's pensions. The trend seems to suggest however, that differences are decreasing over time.

However, the change to a new pension formula which increases the weight of the wage and length of service in the calculation of the pension size, should contribute to increase the gender gap in pensions against women. This is due to women's overall lower wages and shorter working lives as compared to men as a result of different retirement age (5 years in Moldova) and longer non-insured periods due to maternity and other reproductive responsibilities.

### Gender in the Budget Process

Moldova's National Development Strategy and Medium-term expenditure forecast (MTEF) offer a favourable framework for the integration of gender in the budget process. A phased approach could be piloted, focused on one specific goal such as women's economic empowerment, one of Moldova's policy priorities in the area of gender. A pilot project would enable the necessary competence development; would help identify and test relevant methods in relation to the Moldovan budget process, and would provide baseline knowledge for defining a more comprehensive approach in the future. The implementation process could follow a sequence along these lines:

- Use existing studies – reports already exist with relevant gender analyses – of the labour market, pension system and education sector to define national goals which can then be integrated into the National Development Strategy.
- The goals could be used for piloting an amendment to the MTEF circular to give instructions to relevant actors to improve analysis of relevant issues, develop relevant statistics and data and set indicators.
- On the basis of this experience, gender could be integrated in relevant parts of the next MTEF Action Plan.

### What made a difference?

The PER initiative was undertaken in synchronisation with other Sida contributions on gender equality. This had an impact on efficiency as coordination achieved a higher quality public debate on gender equality overall. It is therefore recommended to undertake a gender-analytical PER for the purpose of feeding into the learning process and coordinate it with other contributions to gender equality.

### Conclusions

As a result of the PER Sida took steps, together with other donors and organisations, to assure that the knowledge generated by the analysis was put to use: All institutions included in the gender PER revised their sector policies, introduced GRB as a tool in policy and budget formulation and collected sex-disaggregated data. These components are enforced by the National Gender Equality Programme 2010-2015.