

DRAFT REPORT 24 JANUARY 2007

ANNUAL ACTIVITY REPORT

January – December 2007

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1. Introduction

This is the seventh annual executive report of the organization. CReDO finds itself in the middle of the 3rd organizational development cycle based on the 2006-9 Strategic Plan.

In 2007, CReDO imposed as one of the main centres providing expertise for policy analysis and policy solutions in the area of democracy, social and health care policies. Over 15 policy researches and papers were produced and applied in the relevant decision-making processes. The great success consists in adopting by the governmental authorities and the Parliament of major policy solutions proposed by CReDO. A few examples to mention are the policy option for the OP ICCPR ratification; policy options for the ratification of the individual complaints mechanisms to UN CAT; OP UN CAT implementation mechanism; Law on peaceful assemblies, etc.

Promotion of obligation implementation based on EU-Republic of Moldova Action Plan and the documents therein is still one of CReDO's main goals.

The development of public authorities' capacity for efficient and qualitative governance is a major challenge for the country, and CReDO, therefore will continuously focus on this aspect of the policy.

.....

We think that during the next period the demand for policy solutions and options directed toward the promotion and implementation of reforms compatible with European standards will grow and represent the leading challenge for the entire society. Building of these capacities and facilitation of democratic reform implementation become strategic objectives of the organizations that focus on accountable and positive cooperation strategies with partner public institutions.

In the light of expanding EU-Republic of Moldova Action Plan scope in 2008, the promotion of qualitative implementation of its stipulations is crucially important. This is to be CReDO middle term major goal in 2008. Though we understand the importance of the strategic actions related to monitoring and holding people accountable, CReDO will act and approach the integration objective with assertive commitment, by identifying and suggesting specific solutions for the implementation of the reforms assumed by the Republic of Moldova.

We are convinced that a better quality of the political and public leadership, as well as its refinement in the civic sector is critical for the development of the country. Therefore, the offer will include qualitative and innovative programs for training and consultancy in leadership. We regard as vital the development of skills and production of policy solutions for the democratic reformation of the country. For this purpose we will contribute specific solutions based on European experiences and adjusted to the background of the country; and we will provide training to build the capacities of the society.

2. Overview

2.1. 2009 Strategy

The strategic areas chosen by CReDO for 2007-2009 are the following¹:
Area 1. Strengthening of organizational capacities of civil society and public sector actors.

Area 2. Advocacy and analysis of social and welfare policies.

Area 3. European democracy and compliance with the standards on human rights.

During the action period of 2009 CReDO Strategy its position as capacity (education and consultancy) development actor shall strengthen, the programs will enhance in terms of leadership capacity building, excellent and qualitative products will be generated based on performing tools and technologies. All this will serve the purposes of the whole society (civil society and public sector) to integrate more coherently into the EU and build a strong and confident society. CReDO will get actively involved into the emerging areas by promoting social policies oriented towards people's needs and necessities, democracy, and human rights. CReDO will create knowledge and awareness, solutions and assessments of society's capacity to anchor firmly and sustainable European democratic values and human rights.

The Strategic Plan provides for the establishment of a strategic unit to manage the consultancy and organizational education programs for the non-commercial and public sectors. The unit shall be called Center for Organizational Training and Consultancy (CICO). CReDO brand will preserve the

Echipa management: Serghei Ostaf (director executiv), Svetlana Procopciuc (manager de oficiu), Vlad Panico (manager financiar), Rostislav Calin (IT, part - time)

portfolio containing products and services for capacity building, promotion of democratic initiatives, policy analysis and consultancy – all oriented toward the European integration of the Republic of Moldova and promotion of democratic leadership in Moldova.

2.2. 2007 Action Plan

The largest part of 2007 Action Plan was fulfilled. In some respects, such as policy analysis and lobby and development of public authorities' capacities, it was over fulfilled.

During 2007, the number of beneficiaries for some products slightly decreased (training and development of civil society), as regards other products, the number remained unchanged but redistributed among products (leadership, management) and in terms of other products, (public sector's capacities and policy analysis) their number significantly increased. During this period, CReDO made efforts to continue the assimilation of modern technologies and add strategically to its product portfolio that will further ensure CReDO leader position.

Diagram 2.1 Dynamics of Beneficiaries

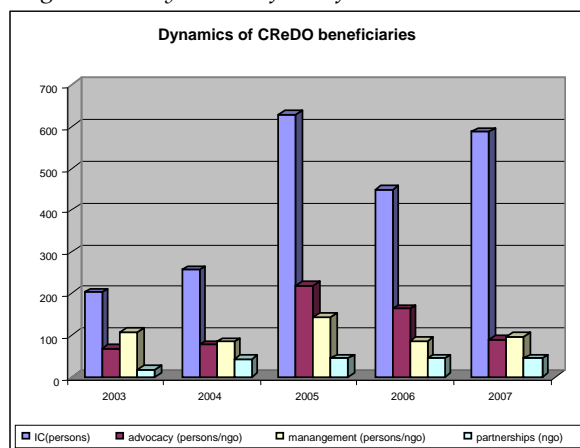


Diagram 2.2 Dynamics of Generic Products

¹ For details about 2009 CReDO Strategy see http://www.credo.md/pagini/despre_10.php?limba=rom

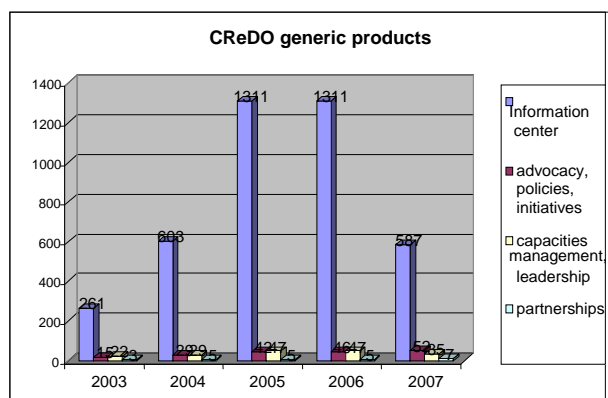
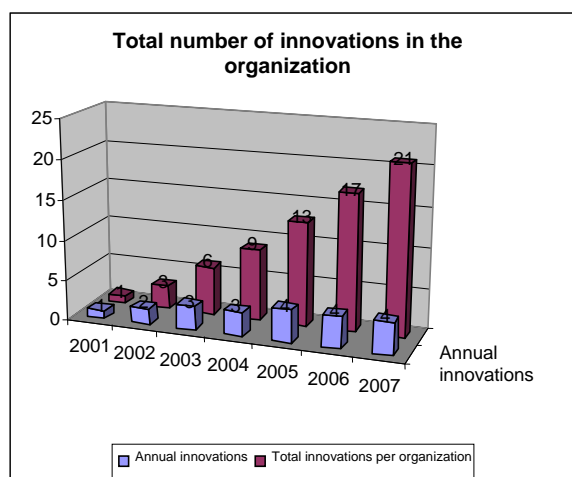


Diagram 2.3 Dynamics of Innovations



2.4. Perspectives

2008 is the second action year of CReDO 2009 Strategy.

From now on the emphasis will be placed on understanding the new consultancy and analysis technologies, as well as on the development of public policies and management. All products and services will have a higher degree of coverage with technologies tested against European standards.

The main priorities will be: promotion of European integration policies and contribution to EU-Republic of Moldova Action Plan implementation; development of institutional and organizational capacities in non-commercial and public sectors.

3. Advocacy & Policies

Team: Serghei Ostaf (advocacy, policies), Maria Badan (advocacy, policies), Florin Gisca (advocacy), Ecaterina Cretu (advocacy), Irina Burlacu (policies)

Mission

Analysis and implementation of public policies that promote democratic changes in the society. Provision of solutions in line with the European standards for policy options in the Republic of Moldova.

Fields of activity:

- Advocacy for democratic policies
- Promotion of the rights of underprivileged groups

Product Portfolio:

• Analysis and development of policy options.

Performance of current policy analysis, development of policy options for the authorities with a view to promoting democratic reforms.

• Promotion and advocacy of democratic processes.

Performance of actions and activities meant for the promotion of democratic initiatives.

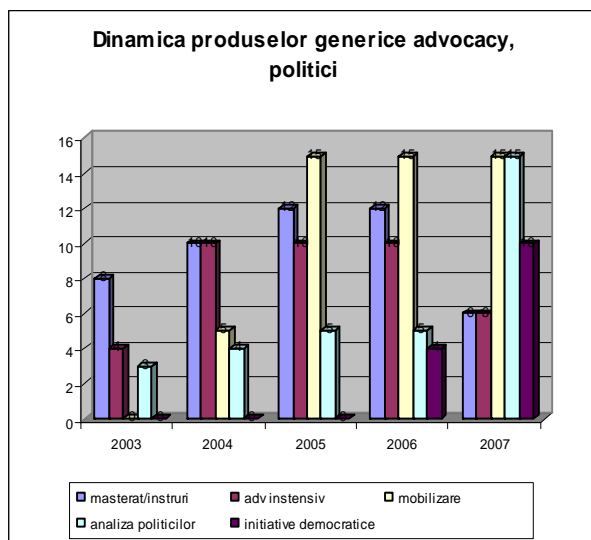
Objectives:

1. Promotion of human rights and democratic policies;
2. Analysis of policy options for reform implementation and realization of EU-Republic of Moldova Action Plan.

Results:

- 15 studies for policy analysis,
- 3 major amendments in the content of amenable policies (draft Law of Public Meetings, draft Law on National Mechanism of Torture Prevention),
- 2 major changes fostered by the analysis of policies drafted in 2006 (ratification of Articles 21, 22 of UN CAT, OP ICCPR),
- 3 partial changes resulting from the impact on decision-making processes,
- throughout the year CReDO distinguished itself as a reference center for policy analysis and is appealed to by the Ministry of Foreign Affairs and European Integration and Ministry of Justice,
- 5 courses on capacity development for the government sector (Ministry of Education, Ministry of Social Protection, Ministry of Justice, General Prosecutor's Office, Center for Human Rights),
- 3 Roma communities were mobilized by contributing training and initiatives for changes in the localities,
- development of conflict mapping methodology, and CPP web site.

Diagram 3.1 – Dynamics of Products



3.1 Drafting, analysis and lobby of public policies

In 2007, CReDO carried out 15 policy studies and researches. All of them had a maximum level of applicability. The analyses are promoted into the public environment for the relevant decision-making processes. Most of them had a direct and visible impact on the decision-making processes.

As a result of the feasibility studies developed in 2006 the Parliament

- [*Cost-benefit analysis of the draft Law on Volunteering Study*](#) is worked out to facilitate the implementation of obligation 2.1 (10) para 4 of the EU-Republic of Moldova Action Plan and particularly, to foster the adoption of the draft Law on Volunteering promoted by the Voluntary Coalition.

The study finds that the involvement in the voluntariate organized in Moldova (15 thousand people) is much below the average of the countries with strong democracies and the level of voluntariate involvement is lower compared to the countries in Central and Eastern Europe. The contribution of voluntariate is estimated to account only for 0.07% of the Gross Domestic Product (GDP). At the same time, it is comparable with the expenditures for the whole environmental protection sector and is just several times lower than the expenditures planned for science and justice.

The study concludes that the promotion of voluntariate policies should be done by fostering policies on government sector consolidation and by advocating policies on direct encouragement of voluntariate.

The study supports CReDO efforts together with the Coalition of active non-government organizations in advancing the draft Law on Volunteering. CReDO contributed significantly to the development of this draft. The draft law and this analysis are under review at the Ministry of Education and Ministry of Justice.

The preliminary discussions are held with the Parliament.

- [*The opinion on the draft Law on Public Meetings regarding the obligation laid down in stipulation 2.1 \(10\) para 1 of EU-Republic of Moldova Action Plan on the adoption and implementation of legislation that secures the freedom of public assembly.*](#)

Pursuant to this obligation, Moldova shall amend the legislation on freedom of assembly in order to adhere to European Court of Human Rights case law. In October 2007, the Ministry of Justice disseminated [*a new draft Law on Public Meetings*](#) developed with the contribution of civil society. [*ODIHR /OSCE commented extensively on the draft law encouraging the most progressive provisions compared to the current ones of the legal framework.*](#) CReDO participated in the development of the draft law by taking an active part in the proceedings of the working group formed by the Ministry of Justice. Upon the completion of the draft law, [*CReDO offered several final recommendations.*](#)

CReDO, together with Promo-lex, Amnesty International – Moldova and other non-government organizations supported actively the promotion of the modern version of the draft law by cooperating within the working group created at the Ministry of Justice. An expert opinion on the draft law is provided by ODIHR expert panel, which states that the draft is positive and illustrative for the countries of the region. The draft is in the Legal Committee of the Parliament to be discussed. CReDO will continue to make efforts for the promotion of the draft law.

- [*Analysis of anti-discriminatory policies and the opinion on the need for the adoption of the draft Law on Non-discrimination.*](#)

The analysis is performed in order to facilitate the implementation of the obligation stated in [*2.1 \(4\) para 4 of the EU-Republic of Moldova Action Plan on the adoption and*](#)

implementation of anti-discriminatory policies.

This opinion aims at easing the practical application of the obligation stated in the EU-Republic of Moldova Action Plan under Chapter 2.1 Political Dialogue and Reforms under section on Human Rights and Fundamental Freedoms within para 4² that states the following: “...put in place and implement legislation on anti-discrimination...”.

The opinion describes in detail the significance of the inclusion in the legislation of the Republic of Moldova of those 7 key principles of anti-discrimination legislation that are missing currently from the legislation of the Republic of Moldova:

- direct and indirect discrimination,
- broad categories for whom discrimination is inadmissible,
- annulment of probation task,
- provisions on the adoption of positive measures for vulnerable groups,
- institutional mechanism for discrimination prevention and combating (National Council for Discrimination Prevention and Combating under the Center for Human Rights),
- systematic collection of sectorial statistical data,
- provisions on individual complaint procedure through sectorial mechanisms and significant improvement of sectorial legislation on anti-discrimination.

Nowadays, the legislation of the Republic of Moldova does not agree with those 7 key principles stated. Thus, the obligation stated in the EU-Republic of Moldova Action Plan is not met by the Republic of Moldova. When the report was drafted, *Moldova had only 3 months till the expiry of EU-Republic of Moldova Action Plan in March 2008!*

This act offers positive practice relevant to each key principle, appraises the current

situation of the national legislation, and provides practical legal and institutional solutions. The legal and institutional solutions are taken over from the draft Law on Discrimination Prevention and Combating, developed and proposed by the Anti-discrimination Coalition. The Anti-discrimination Coalition in tandem with the Ministry of Justice built a working group to review the needs and problems in this area and eventually, bring forward a decision on the need to adopt the Law on Discrimination Prevention and Combating. In December 2007, the Ministry of Justice decided on developing the aforementioned draft law. The process is under way. CReDO will further provide its vision and put effort to develop a draft law in line with EU standards.

- “Advocacy and Participation in Policy Development” Study

The study on non-government organization development in the Republic of Moldova, presented in Chisinau during the National Conference “Sustainable Financial Development of Civil Society Organizations in the Republic of Moldova: present and perspectives”, provides an overall view of a sector. The study was performed under UNDP project “Sustainable Financial Development of Civil Society Organizations in the Republic of Moldova”.

Conclusion 1. The civil society strengthens its advocacy capacities. There are already positive examples and experience in place. This way, the impact of the civil society becomes increasingly important. At the same time, the number of organizations that practice advocacy is still small and in the nearest future, this situation will persist without any qualitative changes.

The recommendation on advocacy capacity building. Provision of support to the programs on advocacy capacity building is a crucial factor in the future particularly, for capacity development in the region as well for the future generations. In this respect, the qualitative programs from domestic providers are to be preferred to the programs made

available by international providers, because the former describe the peculiarities of the decision-making process in the country.

Conclusion 2. The conditions for the organization of advocacy actions are in place and become better both in terms of openness of the authorities and international processes and obligations. At the same time, the main restrictions are related to low transparency in the decision-making activity.

Recommendation for the establishment of conditions for the advocacy action organization. The creation of institutional conditions through the adoption of the legislation on transparency in decision-making process and assessment of the impact of decision-making action will increase the efficiency of lobby activities.

Conclusion 3. The positive advocacy practices are increasing and their propagation may become part of the training programs and case study collection.

Recommendation for the strengthening of advocacy action offer. Dissemination of positive practices will stimulate the quality of advocacy actions and will multiply the advocacy capacities in the future.

- *Public discourse about Moldova's experience during the development of the national mechanism for torture prevention and the experience of its implementation in the Republic of Moldova.*

At the conference held on 12-13 November 2007 in Yerevan Armenia, Serghei Ostaf presented [Moldova's experience in OP CAT implementation in the Republic of Moldova](#). CReDO developed a [policy study on this topic and was involved in the advocacy](#) of this document.

The conference focused on the assessment of the regional experience in implementing the national mechanisms for torture prevention and preparation of specific suggestions for Armenia.

- Opinion on the draft legal acts developed by

UNDP Program: "[Law on Non-commercial Organizations](#)" and the "[Law on Non-commercial Organizations of Public Utility](#)" under the project "Increasing financial sustainability of Civil Society Organizations in the Republic of Moldova" and displayed the Law on Non-commercial Organizations <http://www.justice.gov.md/upload/proiectu1%20legii%20cu%20privire%20la%20organizatiile%20necomerciale.doc>

Law on Non-commercial Organizations of Public Utility- <http://www.justice.gov.md/upload/proiectu1%20legii%20cu%20privire%20la%20organizatiile%20necomerciale%20de%20utilitate%20publica.doc>

CReDO pleads for one regulatory act on non-commercial organizations, establishment of norms for the consolidation of internal organizational democracy, increased organizational transparency and promotion of tax incentives in the activity of non-commercial organizations,

Therefore, [CReDO provides its version of the draft laws](#) with „track changes”, so that the initial text and the suggested amendments are easily traceable and self-explanatory. Our intention is to eventually have one legal act; thus the key and significant provisions of the draft Law on the Public Utility Status were inserted in the text of the draft law.

- *Opinion on the development of the national mechanism for torture prevention*

The opinion is issued with reference to acts No 2465 dated 29.06.2007 and 2464 dated 29.06.2007 (development of the national mechanism for torture prevention in order to implement the Law No 66-XVI as of 30 March 2006 on the Ratification of ON CAT Optional Protocol). CReDO requires the Commission for Human Rights to significantly improve the provisions relevant to the prevention mechanism.

The opinion refers to:

1. the amendments and additions to the Law on Parliamentary Advocates No 1349-XIII dated 17 October 1997

2. amendments and additions to the Regulation on Center for Human Rights, its structure, personnel list and financing, approved through Parliament Decision No 1484-XIII dated 5 February 1998

3. the Justification Note prepared by CReDO, which substantiates the need for and opportunity of developing the ratification mechanism as suggested in the submitted documents

The draft law aims at creating the national mechanism **for the prevention of torture phenomenon and degrading treatments in the detention places**. Thus, the draft law should have implemented the provisions of the Optional Protocol to the UN Convention against Torture (OP CAT), ratified by the Republic of Moldova in 2006. The adoption of a national mechanism for torture prevention is an obligation under the EU-RM Action Plan.

The draft law was examined during the meeting of the Commission for Human Rights held on 18 July 2007. In consequence, significant changes were made in the project:

- the key element of the civil society participation in the prevention mechanism work was excluded, thus ensuring greater independence,
- the Advisory Board's competence related to prevention visits to the detention places were excluded, devolving to the Parliamentary Advocate the full exercise of the torture prevention function (that does not have the necessary organizational and functional capacities, and is not a participatory instrument).

Thus, the national prevention mechanism in its current version **misrepresents its essence, functionality and effectiveness and does not meet the OP CAT requirements**. We suggest returning the draft law for additional examination by the Commission for Human

Rights, and improving the torture prevention mechanism through:

- creation under the authority of the Parliamentary Advocate Institution with the explicit appointment of collaboration mandate with the Advisory Board consisting of representatives of civil society, academic and professional environments,
- empowering the Advisory Board and the appointed advocate with the right to visit all detention places, presenting the reports in which the problems and the possible solutions will be discussed specifically and substantially.

Creation of this respective body is useful at least in terms of the cost-benefit analysis: - **the qualitative mechanism could reduce in the mid-term the number of violations of the right to not be subject to torture**, thus diminishing the potential number of cases and condemnations at ECHR (the cost of creating the mechanism is equivalent to one condemnation at ECHR).

The Republic of Moldova Parliament adopted a more advanced version of the scheme of the national mechanism for torture prevention. During November - December 2007 the Regulation on the National Mechanism for Torture Prevention, that shall be approved by the Center for Human Rights, was also discussed. CReDO had an active role in this process, offering the vision and specific contributions. The draft Regulation is approved by the Legal Commission and the Commission for Human Rights of the Parliament.

- Opinion on the draft Law on the Amendment of the Law on Public Associations

In order to facilitate the discussion about the amendments (to the Law on Public Associations) suggested by the Ministry of Justice, recorded as legislative initiative, approved in the first reading and currently examined in the second reading (!!!) by the RM Parliament

(<http://www.parlament.md/lawprocess/drafts/>), we offer a modality, that is simple, easy of access and transparent for everybody. In the discussion field you have the Table with all the proposed amendments to the law, presented by the Legal Commission after the first reading.

CReDO supports transparency promotion measures and actions in the activity of public institutions and non-governmental organizations.

Some of the key transparency principles on behalf of the non-governmental sector include:

1. Publishing the [Annual Activity Report](#) of the organization and institutions, that will describe the activity of the organization for the respective period,
2. Publishing the [Report on the Expenditures](#) for the previous year of activity (simultaneously with the previous report) approved by the organization's governing body.

The conditions necessary for:

1. Adoption of the nonprofit accounting standard,
2. The unification of the organization's annual reporting procedure to the body that registers it and issuance of the public utility certificate depending on the transparency level and operation of organization's governing body,
3. The adoption of the nonprofit legislation that will foster the establishment of internal democratic and accountable structures in organization management.

The policies that would favor the development of the non-governmental sector:

1. [Adoption of the Law on 2%](#),
2. Adoption of the provisions on VAT exemption for services provided in case of owning the status of public utility,
3. VAT exemption of the projects that are registered with the registration body.

The discussion is available on: <http://online.credo.md/course/view.php?id=29>, You have 2 options: 1. To log in as an observer, without having the opportunity to take part in the discussions

2. To log in as a full-fledged member, having the possibility to intervene, to comment upon, to propose amendments, to express your point of view, etc.

- *The Guidelines on the effective regulation of freedom of peaceful assembly*

Serghei Ostaf participated in the elaboration of the OSCE Guidelines on the effective regulation and implementation in practice of the right to freedom of peaceful assembly. The group of experts has developed the guidelines during its activity in 2006, 6 working sessions and, additionally, through the consultation process with the representatives of governments and civil society within the OSCE region.

The final draft of the Guidelines was presented on [29-30 March 2007 during OSCE Conference in Vienna, which was dedicated to the assurance of the freedom of affiliation, expression and peaceful assembly. The Guidelines is available in English on OSCE/ODIHR web page](#) and will be soon translated in the languages of OSCE countries.

Afterwards, there were organized some public discussions about the promotion of the guidelines developed during the elaboration and amendment of the legislation on public assemblies. The respective guidelines were largely used in the editing of the draft Law on Public Assemblies.

- [Study of the OP CAT implementation alternatives in Moldova](#). The study describes the current institutional framework and its relevance in creating and determining the national implementation mechanism. The international instruments relevant to the OP CAT objectives are also described.

The study examined some implementation alternatives of the national mechanism:

Alternative 1 (The appointed parliamentary advocate)

Alternative 2 (The Complaints Committee becomes the National Committee for Torture Prevention)

Alternative 3 (The specialized non-governmental organizations, professional and community organizations form the national prevention mechanism)

Alternative 4 (Creation of the National Bureau for Torture Prevention under the authority of Center for Human Rights)

After the analysis, we think that for implementation the following mechanism can be recommended:

1. The Center for Human Rights will become the coordinating body of the national prevention mechanism,
2. A parliamentary advocate will be appointed within the Center and the National Council for Torture Prevention will be created,
3. The National Council (11 persons, 3 from the non-governmental sector, 3 from the academic and judicial sector, 4 appointed by the MJ, MIA, MH, ME) will be representative; the membership shall meet the OP CAT requirements (independent experts, associative sector, appointment by the relevant Ministries), the appointed parliamentary advocate being the president of the Council,
4. The National Council will enter into annual cooperation agreements with the specialized non-governmental organizations that comply with the necessary requirements and criteria.
5. The visits will be made in groups consisting of at least 3 members of the Council together with other 2-3 persons from the Center's and /or Council's secretariat. As a result of these visits, there will be prepared reports that will be discussed during Council's meetings held once in 2 months (6 times a year), and will be adopted with a 2/3 vote and sent to the corresponding authorities.
6. The reports drafted after the visits of specialized NGOs will be presented for examination to the Council at the recommendation of at least 2 Council members; these reports can be approved and sent to the corresponding authorities.

The proposed implementation will focus on the regulatory provisions on parliamentary advocate, as well as the rights granted for the

fulfillment and promotion of human rights. At the same time, a specialization is created by appointing a parliamentary advocate and establishing the National Council. Thereafter, the activity of national prevention mechanism could be consolidated and strengthened through the institutionalized cooperation with non-governmental organizations. The study appreciates the regulatory impact and the costs for the implementation of national mechanism.

On 19 July 2007, CReDO, Amnesty International Moldova and PromoLex organized in the Infotag centre a press conference entitled "The Convention against Torture - a preventive mechanism". During the conference these three organizations presented their position on the evolution of the implementation of the national mechanism for torture prevention in the Republic of Moldova. You can read the statements made by these three organizations at the press conference accessing the link [Statement - Moldova. Outrage of the efficient struggle against torture.](#)

- [The strategic analysis](#) of the Transnistrian conflict resolution proposal

In 2007, a plan for conflict resolution was made public. This plan was subject of discussions. CReDO performed an analysis that offers responses with regard to the possible dynamics and the evolution of the situation in case the respective plan will be approved and applied.

Some conclusions:

The current external factors are less favorable to a sustainable and stable solution. In the short-term, the current internal factors will most probably not be sufficiently attractive and able to ensure a stable and, consequently, viable solution. Therefore, the solution cannot have sufficient sustainability without favorable strong external factors. Thus, the main challenge is strengthening and development of the internal attractiveness and internal factors for a sustainable solution.

Although there is likelihood that the stable and durable solution may be still developed under the current conditions with the current internal and external factors, this is less feasible than if a solution in better internal and external conditions were preferred. It is very likely that the solution in current conditions could degenerate into a total failure or at least in a very unstable solution. This is due to the existence of the conjunction of strongly unfavorable internal and external factors.

Russian President's intention to find a rapid solution is a very important factor and of very high uncertainty. Thus, a durable solution for a quite complex situation implies a very high risk for the suggested solution. Finally, the current suggested solution can, under assumptions of pessimistic scenario (solution degeneration), offer a higher degree of legitimacy and justification from the international law viewpoint for the perpetuation of the current status quo.

At the same time, we believe that there is another viable alternative with a higher probability as a possible agreed solution from a certain future perspective, under other circumstances of internal and external factors that will have better chances and a higher eventuality to be a stable and durable solution.

Recommendations

- Generally, we do not recommend the adoption of the proposed solution in its actual form.
- We recommend actions for the development of internal capacities, strengthening of positive internal factors, as they are discussed in the analysis.
- We recommend the strategic development of the positive external factors.
- We recommend to finalize the solution configuration from the perspective of more favorable internal and external conditions.

- Opinion on the Government initiative as of 18 June 2007 on the creation of legal collaboration mechanism between the Republic of Moldova Government and Civil Society (03-6229 as of 13.06.07)

CReDO performed a study of other states' positive practices and forward amendments to the current legislation in this area.

On the improvement of the existing institutional mechanism

(1) Beginning to amend the legal acts: - Law on the Legal Acts (No 780-XV dated 27 December 2001),

- Law on the Government (No 64-XII dated 31 May 1990), so that:

- the draft legal acts and draft policy documents with the statute of legal acts will be *published on the web pages of the corresponding institutions at least 5 days before the public meetings are held, during which these acts (accompanied by the relevant Informative Notes) will be examined and approved,*

- the civil society organizations will have a codified right to present memoirs and observations regarding the mentioned projects and if needed, will declare themselves during the meeting in which the respective draft act is examined.

(2) Amendment of regulatory acts: - Law on the Regulatory Acts of the Government and Other Central and Local Public Authorities (No 317-XV as of 18.07.2003),

- Government Decision on the elaboration rules and unified requirements to policy documents (No 33 as of 11.01.2007),

- Government Decision on the adoption of the Methodology for regulation impact analysis and monitoring of the regulatory act efficiency (No 1230 dated 24.10.2006),

so that:

- the draft regulatory acts, draft policy documents or draft regulatory acts developed and liable to approval by central executive bodies will be *published on the web pages of the corresponding institutions at least 5 days before the public meetings are held, during which these acts* (accompanied by the relevant Informative Notes) *will be examined and approved,*

- the civil society organizations will have a codified right to present memoirs and observations regarding the mentioned projects and if needed, will declare themselves during the meeting in which the respective draft act is examined.

(3) Amendment of regulatory acts:

- Government Decision on the Regulation of Moldovan Government (No 34 dated 17.01.2001);

- Government Decision on the approval of the Regulation of Moldovan Government's Office (No 836 dated 10.08.2005),

- Government Decisions on the approval of Regulations on the organization and functioning of the Ministries and Central Institutions responsible for the development of norms and policies

so that the collegiate structures of the central executive bodies (Councils and others) will:

- announce the meetings agenda at least 3 working days in advance (notification via the institution's web page) and will create the passive participation opportunity or as required and upon invitation for the active participation of the civil society representatives,

- publish the decisions agreed upon during the meetings, which will be announced in the same way, as the law requires, making available the materials related to the meeting.

On the creation of new collaboration instruments

(4) Adoption of the Law on Decision Making Transparency of Central Executive Bodies (the draft law was developed and presented to Government at the *Acces-Info* organization initiative with wide and substantial participation of the civil society representatives); subsequently, amendment of the Regulations on the Organization and Functioning of Central Executive Bodies in order to apply the provisions of the aforementioned draft law.

(5) Establishment under the authority of central executive bodies (including the Moldovan Government), responsible for the development and approval of the policies and regulatory acts, of the Advisory Boards or booking seats with advisory statute within their collegiate structures from among the civil society specialized organizations.

As a result of these proposals, the Ministry of Justice developed a draft regulation that will be submitted to the Government for approval. The draft pinpointed only some of CReDO's proposals.

- Policy analysis with respect to mentally disabled children

The policies intended for mentally disabled children raised an interest for analysis during 2007. Thus, the study "Assessment of Mental Health Programs Opportunities in Moldova" was carried out. Case study: The Boarding School for Boys with Mental Disorders from Orhei

The report's objective is to offer a comprehensive assessment of the opportunities related to the performance and implementation of mental health programs for Moldovan disabled children and, specifically, in the Boarding School for Boys with Mental Disorders from Orhei. The report aims at giving responses to the following questions: what the current situation of disabled children is and, specifically, what the situation of children from Orhei Boarding School is; what the current policies and state programs are and whether they are efficient and

appropriate for both programs initiating children's deinstitutionalization from the Orhei Boarding School and, generally, for the development of social programs aimed at integrating disabled children in the society. After carrying out the study, it was recommended: to develop such social services that could be efficiently provided through cooperation and partnership between local and public authorities.

The specific recommendations with reference to the Orhei Boarding School confirm the existence of an important supply of social services in this region and there was identified a number of opportunities within the communities for the effective implementation of deinstitutionalization programs.

The study is used by the Ministry of Social Protection, Family and Child and the Institute for an Open Society in the process of planning the development of non-residential social services for mentally disabled children.

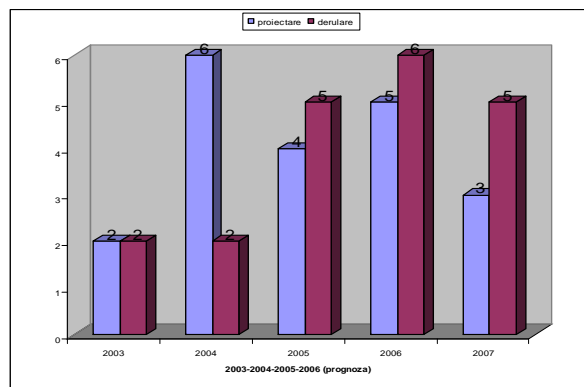
- Strategic analysis of social sector policies

This study has the aim of presenting the institutional framework and the currently implemented policies in the context of a future prominent view. The study contains the description and analysis of the main sectorial policies assessment and the existing institutional framework. The report also focuses on the analysis of social protection system budgets. Within the Strategic Planning of the Ministry of Social Protection, Family and Child the future possible components, programs and policies are described and estimated, where the social sector implies multidimensional actions at all levels of finance and management organization. To this end, the existing role and position and those that should be of all key decision making actors are shown graphically. The details of programs and subprograms divided by categories of beneficiaries, the program package and the finance distribution can be found in the Annexes to the Report. The report has 3 objectives: 1) understanding of policies, programs and their objectives for

each individual group of beneficiaries (in terms of benefits, services, their management and partial efficiency), 2) assessment of the efficiency of policies and programs and their performance capability, 3) creation of the view of future programs and policies that would be focused on social development, more efficient and productive policies that make the difference among groups of beneficiaries. Each distinct program was analyzed in terms of these objectives and there was also made the relative estimation of costs and forwarded recommendations for activity orientation in the social sector.

3.2 Advocacy and democratic change initiatives

The democratic initiatives from 2006 continued in 2007. There were launched some new joint initiatives. The dynamics of the partnership activities remained at the same level.



- Initiative for empowering localities densely populated by Roma

CReDO carries out a 3-year project that pursues *Empowering Rural Roma Communities of Moldova* (<http://www.credo.md/pagini/actiuni.php?limba=rom&id=34>). In 2007 the project was in its second year of implementation.

The activities are carried out complementary to the actions of CReDO's other 2 partners under this project: "The Roma National Center" (RNC), www.roma.md and Center for

Strategic Territorial Development,
www.economic.md.



The activities started in 2006 continued in 2007. The activities were performed mainly in Bursuc village (Nisporeni rayon) and Stejareni village (Lozova commune, Strasen rayon), but also in Huzun village (Micleuseni commune, Strasen rayon) and Vulcanesti (Cioresti commune, Nisporeni rayon).

Mobilization activities in combination with other visits and contacts were carried out in Bursuc and Stejareni, after which an initiative group was created, which participated in a course for project development combined with advocacy.

The advocacy component was offered for the basic level, where courses for a more advanced level were to be organized. The courses organized focused mainly on the framework of local decision-making processes, attributes and competence of local public authorities.

The project development component was mainly intended for the settlement of community issues. This way, the leading identified problems towards which the activity of the groups was oriented were related to the conditions of the roads from the localities and water supply. The courses were held stage-wise during several weeks.

As a result, the members of the initiative group rallied the population of the village who collected the sum necessary for the rehabilitation of some road segments. 100 m

of road were repaired in Bursuc village. 1 km of road was repaired in Stejareni village. The Bursuc group shall find solutions for the remaining road segment in collaboration with the LPA.



Another initiative group from Stejareni was trained in project development regarding water supply of the village.

On the background of local elections which took place in June, several actions started on mobilizing communities for active participation in elections, both as electors and candidates. There were performed Electoral Education activities among the population from the communities envisaged by the project. There was provided consultancy and assistance with respect to the legal framework and correct organization of an electoral campaign.



12 electoral initiatives (independent or on party list) took place in the mentioned

localities, of whom 5 candidates became councilors in the local councils. In Vulcanesti, where no representative of the community was elected for an administrative function, a decision was taken to found a supplementary decisional position that should be obtained by the representative of the Roma community. After the elections, each of the project's localities registered a positive tendency regarding the representation of Roma communities in the local administration.

The work started in other localities of the project as well - Seliste and Lucaseuca from Orhei rayon. Study visits were undertaken in these localities and subsequently, population mobilization actions started. There were established contacts with representatives of different social categories from the locality. There courses on Local public policies with the representatives of the local public administration, servants of the Mayor's Office, economic units and other active persons from the locality are planned to organize in the near future.



Such courses have been already organized in other localities where the project is being implemented. These activities have a double objective: to train the decision makers from these localities and to make them more sensible to the problems that exist in the locality, especially in Roma communities.

Totally, there were undertaken about 25 visits in the 6 localities of the project during which meetings, trainings, consultancy or study visits took place.



Results obtained:

- 7 trainings on project development with initiative groups from Bursuc, Stejareni, and Vulcanesti.
- The roads from Bursuc (100 m) and Stejareni (1 km) were repaired after the mobilization of the initiative groups from the community.
- There were carried out electoral education and counseling activities for electors and candidates from Roma communities.
- 12 electoral initiatives of Roma communities from 4 localities of the project.
- 5 representatives of Roma communities became local councilors.
- Intensive advocacy courses in 4 localities of the project.
- 2 courses on Local public policies with representatives of LPA, Mayor's Office servants, economic units and other active persons from Bursuc and Lozova.

- Communitarian Development through Local Social Partnership

The project was implemented by Resource Center for Human Rights CReDO (Moldova) and Kolegium Europy Wschodniej KEW (Poland). The Project benefited of financial support of the National Endowment for Democracy NED and Soros Foundation (East East Program: Partnership Beyond Borders).

The local partner – Neohumanist Association, Straseneni.

Project objectives

- Encouraging the cooperation projects between NGOs and local public authorities from Moldova;
- Promotion of trans-border networks for collaboration, experience exchange between the Local Public Authorities (APL), NGOs and media institutions from Poland and Moldova;
- Encouraging and facilitating the civic participation in the election and decision making processes.



The first part of the Project

The main component of the program was to pay a study visit in Poland (March 23rd-April 4th 2007) with the representatives of mass-media, public and private institutions, and NGOs from the Republic of Moldova from Straseneni and Criuleni regions. The study visit included the presentation of Polish experience and good practices, group work meetings, individual trainings and workshops, meetings and visits of the Polish reference organizations: local public authorities and media institutions, NGOs from Wroclaw and other localities from Dolny Slask region. Besides the topics on local inter-sector partnerships, special attention was paid to the local Polish elections which took recently place and civic participation within the electoral process.

Regarding the consolidation of local cooperation initiatives between NGOs, mass-media representatives, public and private institutions. The participants in the project benefited of coaching and training from CReDO consultants in the area of Private

Public Partnership and Project Development according to the European Standards.

The 2nd part of the project

The second project was organized in order to consolidate the first developed project. It pursued similar objectives and was financially supported by the Polish Ministry of Foreign Affairs "Polish Aid 2007".



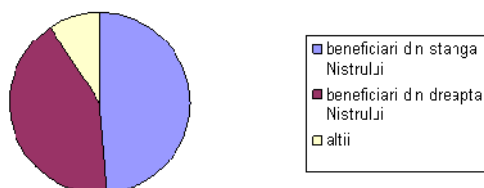
Within the second stage of the Project, CReDO was mostly involved in consultancy provision and training of beneficiaries. There were organized trainings in Fundraising, Non-Profit Marketing, and Public Relations. Besides, 5 participants were involved in the Leadership Program provided by CICO.

- *Cooperative Peace Project*

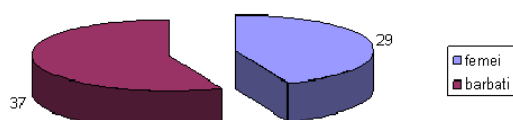
www.credo.md, www.peace-dialogue.org,

This Project is coordinated by [Resource Center for Human Rights \(CReDO\)](#), [Information Resource Center „World Window”](#), Joint Committee for Democratization and Conciliation (JCDC), [Romanian Peace Institute \(PATRIR\)](#) and [TRANSCEND](#) International, with the financial support of [Cordaid](#). The Project goal is to build basic abilities, structures, and resources to make the civil society on both banks of the Nistru river get actively involved in the peace building activity and conflict transformation – to address specific social problems that affect the people from this region.

During 2007, several activities took place within the Cooperative Peace Project.

Repartizarea in functie de asezarea geografica


During March-April 2007, a series of workshops with individual groups was organized: representatives of NGO's from both banks of the Nistru river (March 2007), forum of financial backers (March 2007), analysts from the left bank of the Nistru river (March 2007), analysts from the right bank of the Nistru river (March 2007), representatives of mass-media from both banks (March 2007), youth from both banks of the Nistru river (April 2007). CReDO was responsible for them and the Project coordinator from the organization acted as co-trainer, together with PATRIR partners. These workshops were performed under the Conflict Mapping and Lessons Learned Project and were aimed at emphasizing the view of each group with respect to the conflict.

Repartizare gender a beneficiarilor


Another activity assumed by CReDO was the creation of a new website that will be officially launched and promoted in January 2008.



The website is specific because it will contain resources in the field of peace building and conflict transformation, a discussion forum and will be entirely operational in 3 languages: Romanian, English and Russian. Besides, it will give the opportunity to discuss some important and current topics by Project beneficiaries, as well as by those who will visit it. This activity was coordinated initially by the partner organization World Window, but it was jointly agreed to develop a new website that would offer more possibilities and be transferred under CReDO responsibility.

Another activity that had to be finished until the end of 2007, but was prolonged, is the conflict mapping process and document drafting. During the last 6 months, there was developed a methodology within a participative process among the partner organizations. This methodology will add scientific value to this social research that will be prolonged in the 2nd year of the Project.

The development of the Guide on peace building is also an activity that will be prolonged for the 2nd year of the Project and will offer some tools for the activities in the area of peace building and conflict transformation.

In addition, some meetings were organized for the partners of the Cooperative Peace Project in order to plan and develop strategies. As a result, the media policy of the Project was developed.

Vadul-lui-Woodstock Festival 2007

www.festival.md

On August 11th 2007, the Vadul-lui-Woodstock Festival took place in Vadul-lui-Voda and on August 12th 2007 the "Music for Peace" session was held. The Festival had great resonance in the society. 20 bands took part in the Festival (of them 5 were from the left bank of the Nistru river) and about 3000 spectators were attending it. 100 young people and journalists from the left bank of the Nistru

river arrived to the event with the assistance of the Resource Centre for Human Rights (CReDO). The Festival was organized by Artcord Association in cooperation with the Resource Centre for Human Rights (CReDO). The Festival was organized with the support of OSCE mission in Moldova.



Prizes for the best song that promotes peace

Within the Festival, prizes were given for the best songs that promote peace. 9 bands took part in the contest with their songs. The winners are:

- "Ne Predel" (Chisinau) – an electric guitar with the symbols of the Festival inscribed on it
- "Proiect A" (Tiraspol) – an acoustic guitar with the symbols of the Festival inscribed on it
- "Orasul Furnicar" (Chisinau) – a dinner at the restaurant "Amsterdam"
- "50 bani" (Chisinau) – a dinner at the restaurant "Amsterdam"

The prize for the sympathy of spectators (awarded by journalists from Tiraspol) was offered to the bands: Integro (Cosnita) and Underground Express (Bender).



Festival anthem

The Festival had an anthem composed and sung by the band "Tepes" (Vorniceni).

Activities related to the Festival

The social message promoted from the stage was also supported by messages promoted in public through several activities:

- 1) Informative activities:
 - a. Anti-smoking activity – "Young and Free" Resource Centre;
 - b. Activities promoting the freedom of expression – Hyde Park Association;
 - c. Informative activity about the possibility of youth involvement in international projects that promote social ideas, especially the pacifism – Association of International Volunteering from Moldova.
- 2) Photo exhibition for the local community, highlighting different representations of peace in the view of youth from different countries – Centre for Young Journalists.
- 3) The wall with peace messages, on which about 1000 peace messages were written /drawn by the participants at the Festival, who had also the opportunity to participate to a related lottery.



"Music for Peace" session

The next day after the Festival, Sunday, August 12th, a "Music for Peace" session was organized which lasted about 2 hours. During the session, there were mustered the most important songs that influenced the course of events at global and local level, stopped wars, supported peace, and promoted social ideas. Examples of songs are "All you need is love" by Beatles, "Say it loud, I am black and I am proud" by James Brown, "Give peace a chance" by John Lennon, "Is this world we created?" by Queen, "Peace on Earth" by U2, etc.

The Festival was widely reflected in the Moldovan mass media (Muz TV, Ziarul de Garda, Radio Moldova, BBC, Europa Libera, Pro TV, etc.), in the Transnistrian mass media (Love Radio, Otkroi magazine, Pridnestrovskie Vesti newspaper, etc.), and in the Romanian one (Jurnalul National, Romanian Global News, etc.). 2 press-conferences were organized by CReDO.

By means of leadership programs: for the youth from both banks of the Nistru river, the Festival and the session were partially supported by the Swedish International Development and Cooperation Agency, Soros-Moldova Foundation, and Cordaid (Netherlands).

- Integration of national minorities by promoting the multilingual education

The aforementioned Project has 3 objectives

- Understanding European practices and standards regarding the multilingual education in Moldova
- Promoting the approval of public policies in the area of multilingual education
- Piloting models in pre-school and primary multilingual education

CReDO implements this Project in cooperation with [Centre for minorities' problems](#) and the Association of Young

Ukrainians in the Republic of Moldova "Zlagoda".

CReDO is responsible for the 2nd objective: *Promoting the approval of public policies in the area of multilingual education.* CReDO is responsible for the accomplishment of the 2nd objective of this Project by analyzing and collecting positive integration practices through multilingual policies. During the first year of the Project, the successful practice and experience from 10 European countries and 3 positive examples from Canada, USA, and Australia were studied thoroughly. More than 20 positive practices are accumulated and thoroughly described in Romanian and Russian.

The positive practices are disseminated for the general audience through the created website: www.credo.md/multilingvism/. For specialized categories of people: decision makers from the Ministry of Education, Parliament, Bureau of Interethnic Relations, professional groups, political parties, the Project shall provide information by means of publishing and seminars.

The specialized website and the publication contain detailed information about the social background of the national minority, educational policies at pre-school, primary school, general school and pre-university cycle stages and the perspectives of policy development. All case studies are systematized and presented according to the same criterion; they contain disaggregated statistical data, qualitative information necessary to understand thoroughly the modality of educational system organization and relevant policies from the countries studied.



CReDO coordinates the partnership activity taking part in all activities of partner organizations, documentation visits to Hungary (November) and Netherlands (December) organized by the Centre for Minorities' Problems and international seminars organized within the Project.

During the next year, CReDO will start to study in details the current policies in Moldova, identify the opportunities of educational policy implementation, document the positive practices piloted by the partners of the Project in order to develop the relevant policies in Moldova.

- *Monitoring the Freedom of Assembly*
www.credo.md/assembly

“Developing the capacities of human right defenders in monitoring the freedom of assembly in the Republic of Moldova” is an OSCE/ODIHR project implemented by CReDO as a local partner.



The goal of the Project is to support human rights defenders by improving their knowledge

about the standards on freedom of assembly and skills in monitoring and reporting on freedom of assembly issues in Moldova with a view to engaging in a dialogue with the national authorities of the country to strengthen the protection and promotion of freedom of assembly at the national and local level. The Project will monitor the public meetings on the territory of the Republic of Moldova during November 2007 – May 2008. A Report on the freedom of assembly in the Republic of Moldova will be drafted at the end of the Project.

With respect to monitoring, a training course for the monitors of the freedom of public assembly was organized within the Project during October 15th – 19th at Vadul-lui-Voda. Neil Jarman (Institute for Conflict Research, Belfast), Natalya Seitmuratova (OSCE/ODIHR) and Sergiu Ostaf (CReDO) were invited to the course as experts.

The participants in this course were prepared to become later monitors of public assemblies. The monitors prepared in this way act in several major localities from the territory of the Republic of Moldova.



20 persons monitor the public assemblies from the Republic of Moldova through a rotation system. During November and December 20 meetings were monitored. The Reports on these meetings will contribute to the development of the Final Report.

The content of the Reports is confidential until the development of the Final Report.



The evolution of the Project can be viewed on the working website of the Project.

<http://www.credo.md/assembly/>

Results

- A course on improving capacities of freedom of assembly monitoring was organized.
- 20 persons became monitors of public assemblies.
- 20 public assemblies were monitored.

- Integration of Young Leaders in the future society of the Republic of Moldova

Radio Nova and the Resource Centre for Human Rights, with OSCE financial support, accomplished and broadcasted twelve radio debates where 25 persons participated under the joint project on the integration of young leaders in the contemporaneous Moldovan society. The debated topics were correlated with the social-politic agenda of the week.

This Project aims at enforcing the youth through the creation of an environment where they could communicate and be heard. The Project started on October 19th and its main topic was the necessity for public debates in the domestic mass media. Marin Eladi (CONTACT Center), Alexandru Bucataru (Promo Lex), and Petru Bondari (Young Leaders from the left bank of the Nistru River) participated in the good organization of the radio talk-show. The importance of public discourse was emphasized by all participants in these debates, underlining the fact that only by means of civilized debates all points of

view have the possibility to reach the citizen. And the citizen has the right to choose the point of view that mostly suits him out of the diversity of opinions.

On October 23rd, the participants in public debates analyzed the aspects related to the participation of citizens in the public life, aspects of patriotism and citizen involvement. The political analyst Dan Dungaciu, Cristian Zilberberg (CReDO), and Oleg Cristal (Moldova Suverana) participated at the talk-show.

On October 26th the topic discussed focused on studying the relations between the Republic of Moldova and NATO in terms of the declared neutral status of the Republic of Moldova. Victor Doras (ex-counselor of the President of the Republic of Moldova, European Institute), Dorian Bodiu (League of Social Liberal Youth), and Ion Marandici (independent expert) were present at this program. Two different points of view were discussed, one regarding the necessity to deepen the Euro-Atlantic relations of our country, and the other regarding the maintenance of our neutral status.

On November 2nd the young leaders discussed the new visions of the President Vladimir Voronin on the regulation of the transnistrian conflict. Ion Manole (Promo LEX), Margareta Mamaliga (ADEPT), Daniela Bodrug (Popular Action) took part in the radio talk-show. Daniela Bodrug supported the temporary renunciation to the Transnistrian region in order to focus the state efforts on the European integration of the country. Margareta Mamaliga praised the new initiatives of country's President, thinking that they will draw together the two banks of the Nistru river.

On November 9th the bilateral relations between Romania and the Republic of Moldova were analyzed by Alexandru Isaev (Nezavisimaya Moldova), Cornel Ciurca (Democratia) and the political analyst Dan Dungaciu. The main conclusion of these public debates was the following: despite the

frozen relations that exist between the two countries, it is absolutely necessary that the citizens would not suffer.

On November 16th the discussions focused on the bilateral relations between Moldova and the Russian Federation and the participants reached the conclusion that the relations are complex. Vasile Chitoroaga from the Popular Action, Victor Ciobanu from the New Generation, and Roman Singeran from the Republican Popular Party considered that despite the strategic partnership between these two countries, the economic relations suffered a lot. There have been emphasized that Russia is entirely responsible for the transnistrian conflict.

On November 23rd the participants discussed the Republic of Moldova – European Union Action Plan that should contribute to the closeness of our country to the European structures. The European integration perspectives of the Republic of Moldova were discussed by Ghenadie Mocanu (IDIS Viitorul), Bogdan Tirdea (university lector, political analyst), Ion Marandici (independent expert). The opinions presented became convergent when there was stated that the integration perspective is related to the internal effort of the whole Moldovan society.

On November 30th the discussions were about the role of volunteering in the development of the Moldovan civil society. The importance of volunteering was emphasized by Ana Ciudnaia Melrose, Gregory Janes (Peace Corps), Eduard Mihalas (Youth for the Right to Life), and Irina Moraru (magazine Salut).

On December 7th the role of mass-media in the contemporaneous Moldovan society was analyzed by Oleg Cristal (Moldova Suverana) and Cornel Ciurea (Democratia). The two journalists emphasized a variety of opinions, from the necessity or non-necessity of party media institutions, to the quality of the journalism practiced in Moldova, but emphasized that mass media should have both an informative and educational side.

On December 14th the public anti-discriminatory policies that exist in Moldova were analyzed. Sergiu Ostaf (CReDO), Dana Cotici (Gender Doc), Alla Marin (Roma Youth Union) participated in the program. The anti-discriminatory policies that exist in Moldova were criticized by the participants in the discussion, highlighting the fact that a law on non-discrimination is necessary.

The Project will continue till March 30th and 24 programs are planned to be carried out.

3.3 Professional Training

Florin Gisca participates now in the MBA provided by the Newport University from USA. During October 15th -19th he participated in a course within the “Developing the capacities of human right defenders in monitoring the freedom of assembly in the Republic of Moldova” Project in order to develop monitoring skills.

Maria Badan participates now in the MBA provided by the Newport University from the USA.

During 2007, Ecaterina Cretu participated in: on-line course “Peaceful transformation of conflicts. TRANSCEND method”, provided by TRANSCEND Peace University (TPU) for a 12 week period (March-June 2007); annual meeting of European Network of Civil Peace Services (EN.CPS) which took place in Berlin during a week; intensive training Designing Peacebuilding Programs (DPP) provided by the Peace Institute of Romania PATRIR (May 2007); study visit for the representatives of the civil society of the Republic of Moldova to Bucharest within the program “Stability through Partnership” organized by the Romanian Foundation for Pluralism and Access-Info from Moldova; Leadership Program provided by the Center for Organizational Training and Consultancy (CICO) in collaboration with the Newport University and Spinoza University, as well as

in all activities organized under the Cooperative Peace Project.

Irina Burlacu participates in the Leadership Program offered by the Center for Organizational Training and Consultancy in collaboration with Spinoza University (Netherlands) and Newport University (USA). Their beneficiaries are active participants from different non-governmental organizations. In the course of the year, she took part as a teaching fellow in the Academic Fellowship Program, Open Society Institute, State University of Moldova, the Department of Social Assistance, Sociology, and Philosophy. Thus, she taught and carried out seminars within the courses of Social Policies and Gender Studies. During December 26th -30th, she participated in the study visit organized by European Research Centre on Multilingualism and Language Learning (Netherlands). She also participated in the Training on Improving Monitoring Capacities, organized by the Academy for Educational Development in September (Moldova) and in the Conference "Challenges for CEE States in an Enlarging EU and a Globalizing World" (May 2007) at the Central European University (Hungary).

Serghei Ostaf finished the on-line training at the University of York, the last 2 modules regarded the development of skills in policy implementation and analysis of labor force markets.

4. Capacity Development

Tatiana Tarelunga (management), Cristian Ziliberg (leadership), Aliona Butnaru (information center), Svetlana Procopciuc (support), Angela Vacaru (management), Elena Levinta-Perciun (management)

Mission

The Program contributes to the formation of entrepreneurial civic and public skills within the analysis and providing of public products.

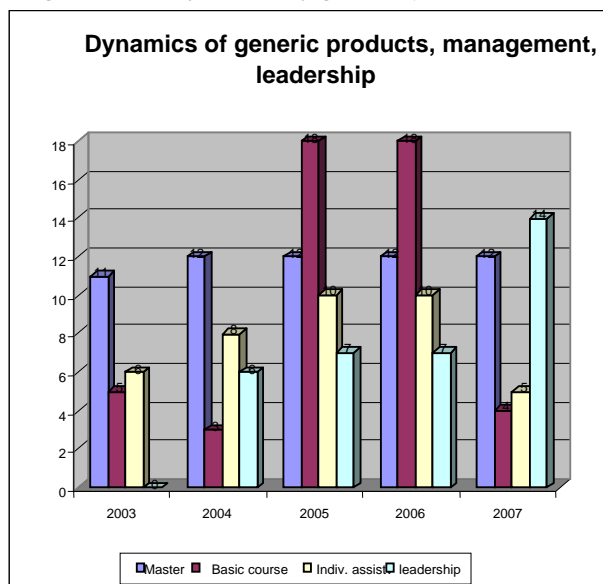
Fields of activity:

- Organizational development;
- Advocacy și politici
- Civic leadership

Objectives:

- Develop skills of policy analysis and generation,
- Develop entrepreneurial and change management abilities.

Diagram 4.1. Dynamics of generic products



Results:

- Over 50 young persons and leaders took part in the 2 editions of the Leadership Program, consisting of 5-6 modules,
- Over 100 representatives from the governmental sector participated in the short term training programs for development of skills in public policy analysis and development,
- Perception of service quality is still high, the degree of knowledge and system application is slightly increasing,
- The number of entries in the library increased by 60% if compared with 2006, the number of beneficiaries remained constant,
- The most innovations appeared in the Leadership Program; new outdoor technologies in leadership were learned.
- The skill development programs are regarded as reference in Moldova.

Product Portfolio:

- ✓ Management skills
- ✓ Skills in Advocacy and Policies
- ✓ Leadership abilities
- ✓ Information service.

4.1 Management Skills

The management training and consultancy services within CReDO were entirely transferred to the newly created brand Center for Organizational Training and Consultancy (CICO). All information about CICO service and product portfolio can be found on the website: www.management.md. A portal for information exchange and coaching with each client is also available <http://consult.management.md>

In 2007, CICO was promoted by offering training and consultancy services to several companies, participating in national conferences. Thus, CICO became known and the organization is perceived by the associative sector as a management resource center with a positive image.

- The standard Management Program – 2006-2007 academic year.

From October 2006 until June 2007, the sixth edition of Standard Management Program was performed. The program was carried out under the name of "Program for Public Service Management". The program was partially adjusted to be also provided to public institutions that implement policies and to regional public authorities that provide social services. Besides consolidation of capacities of the civil society organizations, the program has also the goal to develop the capacities of the public sector actors so that they could provide qualitative, accessible, and sound services to the population.

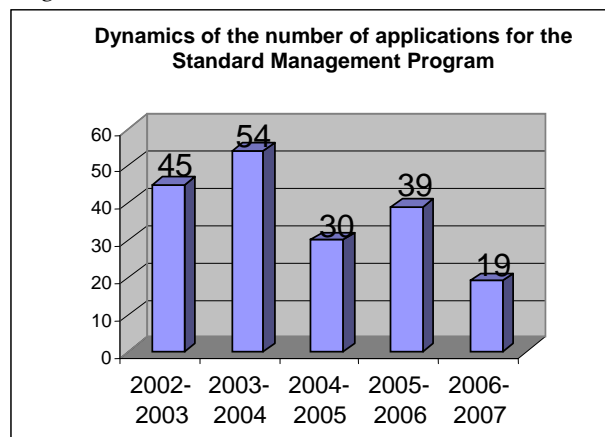
During this program, 10 modules were provided: *Introduction in Management, Organizational Governing, Project Development (LFA), Human Resource Management, Strategic Planning, Service Marketing, Organizational Assessment, Financial Reporting and Management, Managerial Psychology, Social Marketing.*

The *Introduction in Management* module was developed during this year and substituted by the module *Introduction to the Non-profit Sector*. This module aims at offering the participants

information about the history of managerial thinking, theories of managerial decision making, reform of the public sector according to the New Public Management theory. It is a useful model both for the associative and public sectors.

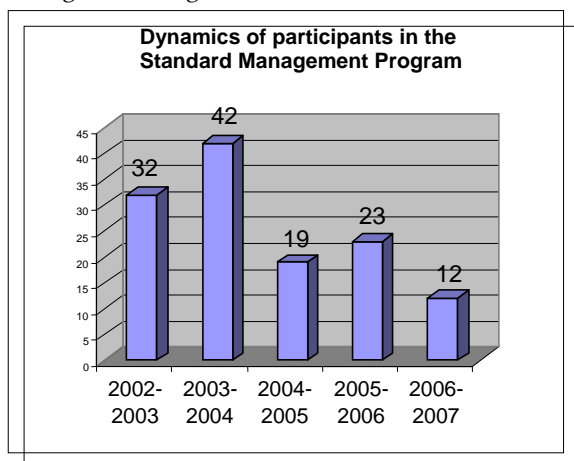
19 persons applied to participate in the Management Program in the academic year 2006-2007, that is almost by 50% less applications than in the previous year (See Diagram 4.2). The promotion of the management program was accomplished through the same information disseminating channels as in the previous years, but there were also used some new ones: electronic bulletins, NGO portals, the database of CReDO Information Center, the newspaper "Timpul" and "Logos-Press".

Diagram 4.2. Dynamics of the number of applications



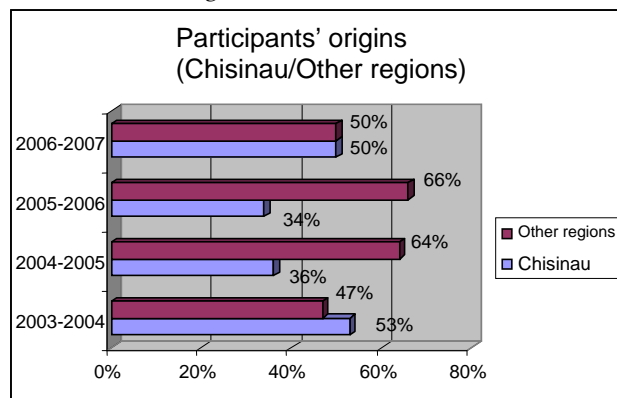
During the academic year 2006-2007, 12 persons participated in the Standard Management Program; of them 10 representatives of the associative sector and 2 representatives of the public sector (see Diagram 4.3). A decrease in the number of participants is noticed this year if compared with the previous ones. The enrolment to the program is paid, with few exceptions, so the number of beneficiaries decreases. At the same time, over 200 persons (Diagram 4.2) graduated the Program in the standard version and over 50 persons graduated the on-line version during the functioning of the Program. So, the market size is at its limit. The renewal of employees in the non-governmental sector is a slower process.

Diagram 4.3. Dynamics of participants in the Standard Management Program.



Within this edition of the Management Program, the number of participants from other regions or smaller towns of the country became equal to the number of participants from Chisinau (see Diagram 3.4). If we perform a retrospective analysis of the proportion of participants from Chisinau and other regions, we see that during the previous years the number of persons from other regions prevailed over the number of participants from Chisinau. This year, people from rural regions did not participate in the Program. During the last years, the number of participants from rural regions was decreasing each year.

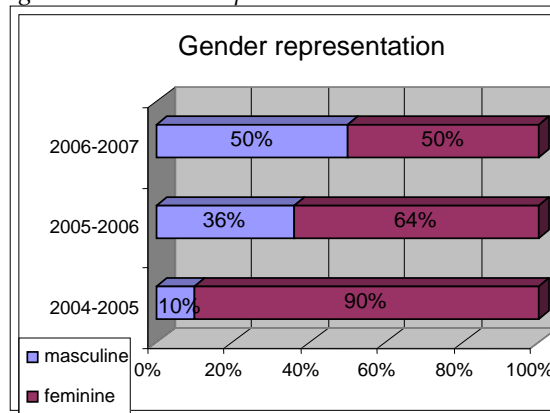
Diagram 4.4. Participants' origins (Chisinau/Other regions)



Regarding the gender representation in the Program, we notice that this year the number of women and men reached the proportion of 50:50 and this means an increase in the number of male participants in the Program by 14% if compared with the previous year and by 40% if compared with the academic year 2004-2005 (see Diagram 4.5). This increase in the number

of men shows their increased interest in the activity of the organizations they represent, as well as in the associative sector.

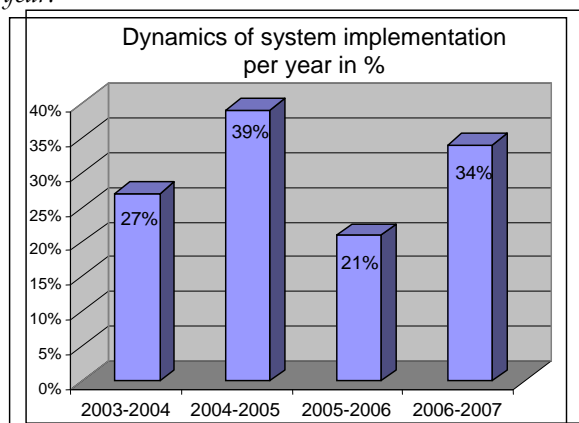
Diagram 4.5. Gender representation



System Implementation. A specific feature of the management program and one of its strongest points is the practical aspect that is accomplished especially through the practical sessions. The Program emphasizes the development of participants' skills and organization system implementation, which aim at strengthening the knowledge gained during theoretical sessions and the building and/or improvement of management systems within the participants' organizations.

Organization systems accounting for 34% were implemented and/or improved by the participants in the program. It shows a 13% increase in comparison with the previous year, but it is still less than in the academic year 2004-2005 (see Diagram 4.6). The number of implemented systems depends to a great extent on the interest the participants take in all modules of the program, as well as on their active participation in all modules to an equal extent.

Diagram 4.6. Dynamics of system implementation per year.



If we compare the implementation /improvement of systems by modules, we see that this year Introduction in Management and Social Marketing are in the top of modules as regards implemented/improved systems. The modules Managerial Psychology and Financial Reporting and Management are the ones with the least number of improved systems. The other modules stay at a more or less constant level (see Diagram 4.7).

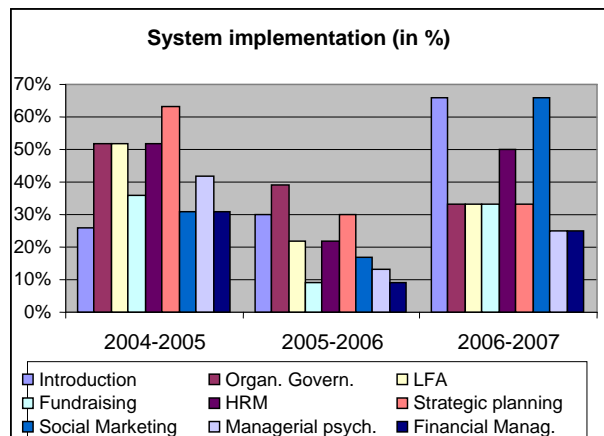
If we compare the system implementation by years, we see that during the previous years the modules Strategic Planning, Organization Governing, Human Resource Management and Project Writing (LFA) were in the top of modules as regards implemented/improved systems.

The introductory module increased in comparison with the previous year by about 36%, Social Marketing increased by 49%. The modules Organizational Governance and Project Development (LFA) decreased in comparison with 2004-2005 by 19%. Financial Reporting and Management is still the module with the least number of implemented. /improved systems during the last two years (see Diagram 4.7.).

The number of implemented systems depends to a great extent on the interest, participation, and activity of participants, as well as on the complexity of modules. For example, the module Financial Reporting and Management is considered by participants the most complex and difficult of all modules. Frequently, the interest of participants in some modules is greater, and is less in others. Some participants

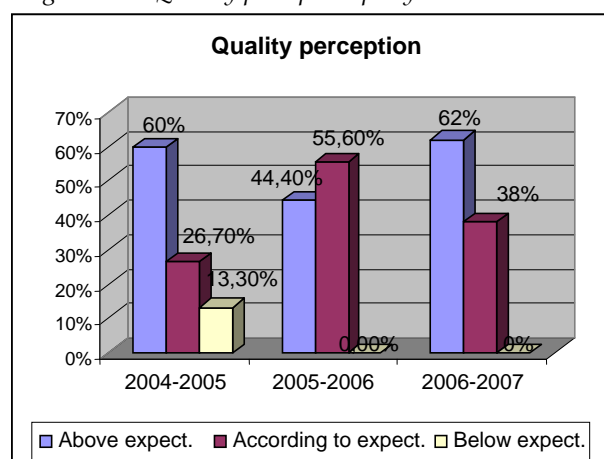
choose a selective participation in modules and it influences the number of implemented systems.

Diagram 4.7. Dynamics of the systems implemented by modules.



Quality Perception. Assessment of quality perception at the end of this year Program reveals that 62% of participants were very satisfied with the program quality and 38% appreciated the quality as corresponding to their expectations. None of the participants qualified the program as being below their expectations (see Diagram 4.8). If we compare the quality appreciation by the participants from the previous years, we see an increase in the number of persons who qualified the program as *exceeding their expectations*.

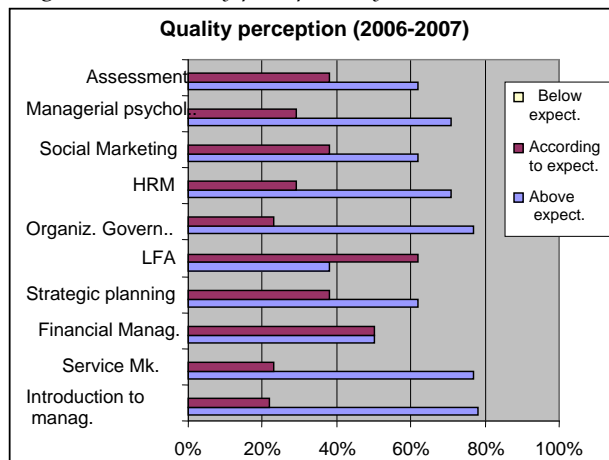
Diagram 4.8. Quality perception per years.



All modules of this year were qualified positively. If we compare the quality perception by modules, Introduction in Management, Organization Governance, Managerial Psychology, and Service Marketing are in the

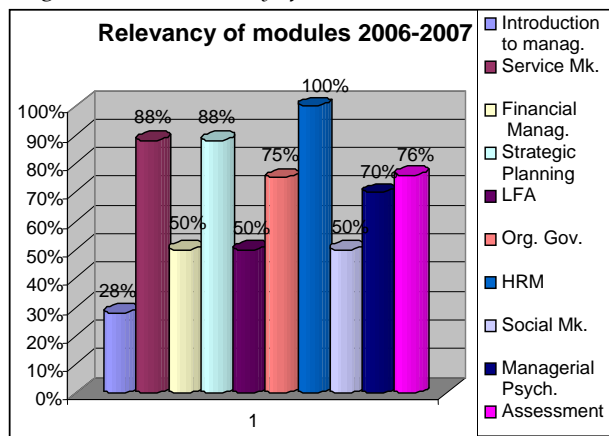
top of modules classified as *exceeding the expectations* (see Diagram 4.9.).

Diagram 4.9. Quality perception by modules, 2006-2007.



Relevancy of Modules. The participants regarded as most relevant the following modules: Human Resources Management – 100% of participants followed by Service Marketing and Strategic Planning with 88% each, and the Organization Assessment and Organization Governance with 76% and 75%. The least relevant module was the Introduction in Management with 20% (see Diagram 4.10.).

Diagram 4.10. Relevancy of Modules

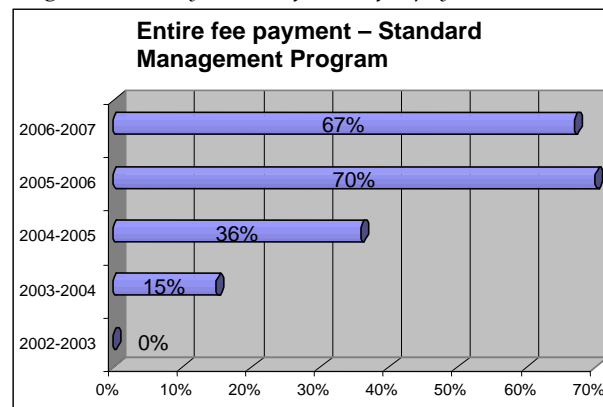


Financing. This program has been offered 5 consecutive years. The development stage and the first three years of implementation were funded by Cordaid and PAS /US program, in terms of investments and operational costs. Since 2004 the program operational costs are covered mainly with participants' fees.

If in 2004-2005 only 36% participants paid the entire fee for Master courses, then during the

current academic year 67% of the beneficiaries covered the entire participation fee, that is, a decrease if compared with the previous year (see Diagram 4.11.).

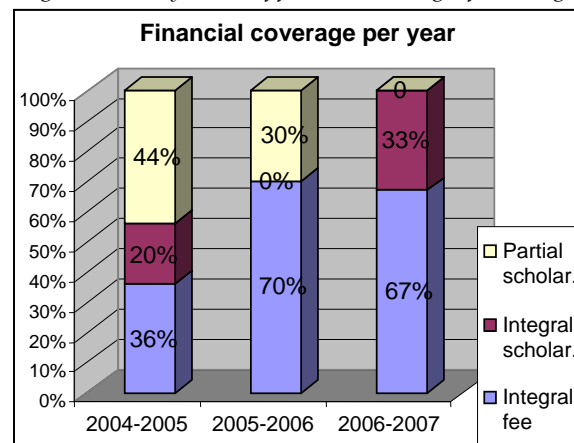
Diagram 4.11. Dynamics of entire fee payment



If we analyze the financing diversity, this year 67% of it is the entire participation fee and 33% - the total scholarship granted to 4 participants. The scholarships were granted to the participants from faraway regions of the country and to persons from the public sector (see Diagram 4.12.).

Diagram 4.12 presents the dynamics of the financial coverage of the Program by total or partial scholarships and the entire coverage of the participation fee over the past three years.

Diagram 4.12. Dynamics of financial coverage of the Program.



4.2 Skills in Advocacy and Policies

- *Intensive Course in Advocacy*

The intensive course in Advocacy <http://www.credo.md/pagini/asistenta.php?limba=rom&id=4> is offered on a periodical basis to the members of socially active non-government organizations from different regions of Moldova.

This course lasts 4 days and is usually attended by approximately 14 people who are members of local NGOs. The course consists of interactive activities guided by trainers in order to keep to the advocacy direction. The trainers provide enough theoretic information in advocacy to empower the organizations to further deal with their problems. The participants are provided with the necessary material and support.

The intensive course is mainly targeted at the young people with a higher potential to implement the gained knowledge.

The course provides the following subjects and creates useful skills in line with the four-day study program:

Topic 1. What is Advocacy?

Understanding of advocacy oriented towards needs.

Identification of the group of beneficiaries.

Topic 2. Understanding the Problem

Correct identification of a problem.

Problems proposed by the participants.

Problem tree (Identification of problems, effects and causes).

Problem-based work.

Topic 3. How to Determine Solutions and Strategies

Topic 4 Assessment of the organization's advocacy capacities

SWOT analysis of the problem.

Topic 5 Advocacy in Mass-Media.

Strategies of awareness-raising via mass-media.

Exercise: skills, development and justification.

Develop abilities to work with mass-media.

Topic 6 Lobby Strategy

Decision-making process (interactive discussion, associative examples)

Role game – Lobby and negotiations skills.

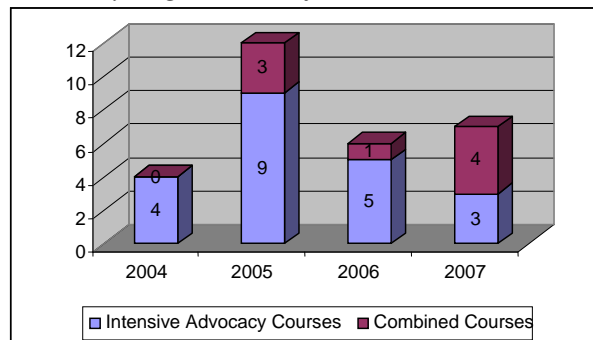
This course is an alternative combination of theoretic information completed immediately with of practical skill development activities.

In 2007, the Intensive Course in Advocacy was provided six times. Once it was organized in traditional format, its beneficiaries being the organizations active in the area of mental health from the Republic of Moldova and Romania. Another course was provided in a shortened version, adapted for beginners, members of the organization “Young and Free”.

Other four courses were provided for beginner groups from Roma communities in the combined version Advocacy and Project Development or Advocacy and Electoral Education. These courses were provided as part of the Project Empowering Rural Roma Communities of Moldova (for details see the part of the Report devoted to the Project).

Besides the 5 Intensive Courses, a Course in Training of Trainers for the Intensive Course in Advocacy was organized. This was the last from a series of 3 courses provided to NFFM representatives. A Course in Public Policies and an Intensive Course in Advocacy were also part of the series provided in 2006.

Diagram 4.13 Number of Intensive Courses in Advocacy organized so far

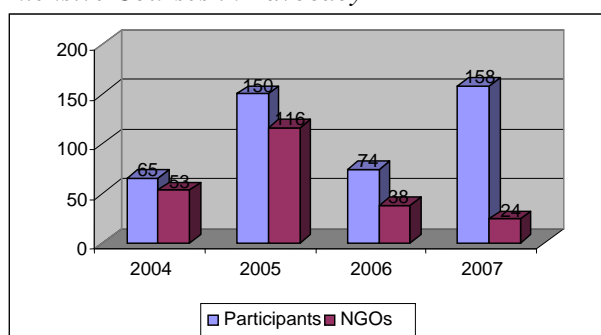


The number of Courses in Advocacy increased in 2007 in comparison with the previous year. In return, the proportion between the standard and

combined courses has changed. It happened due to a greater necessity for beginners' level.

This year recorded the greatest number of participants and the least number of organizations at the Intensive Courses in Advocacy – 158 persons that represented 24 organizations. These figures resulted from the fact that the course was provided in rural localities to several groups of people who were not members of any organization.

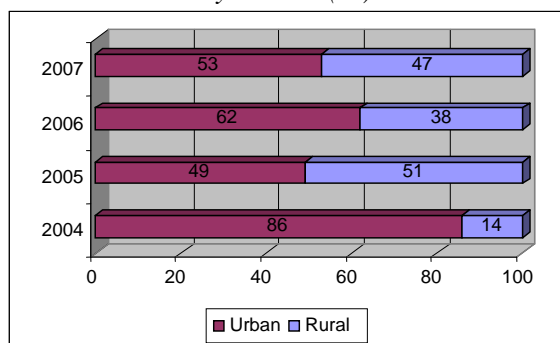
Diagram 4.14 – Relation between the number of participants and NGOs, beneficiaries of the Intensive Courses in Advocacy



Providing the course in rural localities from Strasenii (Stejareni and Huzun) and Nisporeni (Vulcanesti and Bursuc) resulted in the increase of the weight of participants from rural areas up to 48%, compared to 38% in 2006.

Besides the mentioned regions, beneficiaries from Sorocea, Orhei, Edinet, Rezina, Comrat also participated in the courses from this year. Beneficiaries from Romania (Botosani and Iasi districts) also benefited of this course.

Diagram 4.15 Origins of the Participants in the Intensive Advocacy Course (%)

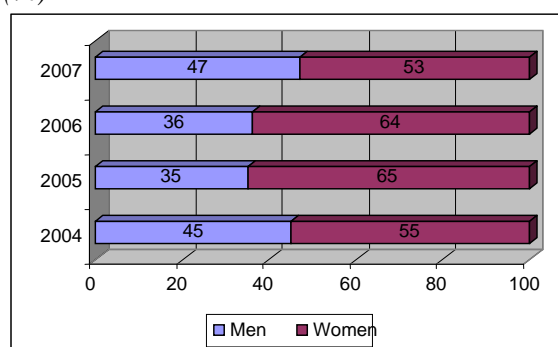


However, as an absolute value, the number of participants from rural areas in 2007 (83

persons) is three times greater than in 2006 (28 persons).

From the point of view of gender representation, a balance between sexes was registered this year. The general tendency registered in previous years showed that most of participants in intensive advocacy courses were females. This year, due to the increase in the number of participants from rural areas, the male representation also increased.

Diagram 4.16 Gender representation among the participants in the Intensive Courses in Advocacy (%)



The methodology of course organization, as well as its format, was modified this year and adapted to the needs of beneficiaries. Thus, a shortened variant was developed and one combined with a course of Project Development. In some cases, the amendments were based on the beginner level of participants, as well as on the limited time framework. Nevertheless, these modifications are only variations of the standard format and methodology.

Results obtained:

- There were provided 2 Intensive Courses in Advocacy, 4 combined courses and 1 Training of Trainers Course for the intensive course in advocacy.
- 158 participants, representing 24 organizations benefited of training in advocacy.
- The coverage of Intensive Course in Advocacy expanded in terms of territory to 2 districts from Romania (Iasi and Botosani).

<http://leadership.credo.md>

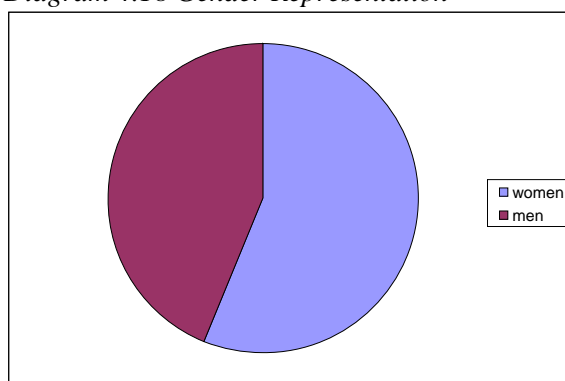
35

The criterion of participants' origin was also taken into account under the selection process: left or right bank of the Nistru river. The percentage of participants from the right bank of the Nistru river was higher than the share of persons from the left bank of the Nistru river.

The candidates selected according to the forms were contacted by phone and were subject to a short interview in order to confirm and define concretely the facts written by them in the forms. The following stage was the announcement of candidates selected for the course.

14 girls and 11 boys were selected.

Diagram 4.18 Gender Representation



The course contained a number of modules, as follows:

The "Fundamentals of Civic Leadership" module was accomplished in compliance with the expectations. It consisted of 2 sessions: the first was held on May 24th 2007 and the second - on June 8th 2007. The session was moderated by Sergiu Ostaf. The participants appreciated the module quality as high (within assessments, the module was appreciated with 4.4 out of 5 points).

Some of the general comments of the participants regarding the session are displayed below:

"It was an interactive session, full of new and useful information.", "I found out in details what Leadership is, because it is the first time I participate in such a course. I understood what the values of a leader are and how a person should appreciate the criteria." "It was a productive debate and interaction. Most of all I liked that the moderator

tried to be correct with all participants.", "I found out what I expected, I got initiated in this course and to a great extent, I got new, well-structured knowledge from this course."

The participants asserted that they learned the following important things:

"Toxic leadership elements; - What a good leader should be like, What is Leadership."; "Noxious-toxic leader; Civic Leadership; Leadership."; "Leadership notion, Opinion of some Moldovan leaders about this notion, What is a good and toxic leadership."

Diagram 4.19. A participant in action



The "Personal Skills in Civic Leadership" module had also two sessions. The first took place on June 15th 2007 and the second - on June 28th 2007. The module was moderated by Elena Levinta-Perciun and Igor Fonari. The session was highly appreciated (it was appreciated with 4.4 out of 5 points within the assessments).

Some comments of the participants regarding the sessions are displayed below:

"It was very interesting, useful, educational."; "Indeed, sufficient information was presented, we really needed it and we only have to analyze it now"; I liked it as usually. Everything was tremendous. I liked that we referred to our own personality"; "Organized, structured, coherent".

The participants asserted that they learned the following important things:

"The seven criteria of Stephen R. Covey, Other types of leaders, Behavior of historical leaders."; "What MBTI test consists in; Is the leader innate or not? What features a personality has."; "Psychological profile, MBTI and DISC results."; "Values and

principles, qualities and features, psychological profile."

The outdoor module was performed during July 11th -13th 2007. Florin Gisca and Cristian Ziliberg were the trainers of this module. The outdoor module allowed practicing leadership skills within the training group and establishment of closer relations among participants. The participants had a trip of 3 days outside Chisinau and they interacted intensively with each other, they were responsible for their wellbeing (cooking, preparing a place to sleep), and performed exercises that intensified the group dynamics. A part of exercises performed by them referred to the group interaction and leader or supporter role playing and other exercises encompassed the exceeding of internal limits and understanding that their actions could bring positive results although it did not seem so.

Diagram 4.20. A participant in action



Individual leadership consultancies. This activity was accomplished additionally by CReDO staff. The persons who wanted to know more about the interpretation of the results of MBTI and DSIC tests or get more attention while drafting personal development plans, had the possibility to take part in individual consultancies.

The Music for Peace session and the Vadul-lui-Woodstock Festival were actions integrated in the civic leadership project. They were deviations which integrate perfectly in the concept of the given project and accomplishment of its objectives. They were performed during August 11-12th 2007 in Vadul-lui-Voda. There existed 2 components: Organization of a rock-music festival with the participation of a great number of bands from the right and left bank of the Nistru river. A significant number of

persons from the left bank of the Nistru river also participated in it, 100 of them came with our support. This concert served as a possibility to establish a communion among participants. The music served as a communication language and medium for the persons from both banks, because music is a universal language that brings people together. The songs within the Festival had an important social message.

The Music for Peace session took place during the Festival; there were introduced musician-social leaders who promoted the tendency of change. Respectively, there was presented a new action method of social and civic leadership.

The Professional Skills module consisted of 3 sessions: The Negotiation Session was performed on September 12th, the Decision Making session – on September 20th and the Public Discourse session – on October 30th.

Within the Negotiations session, the most important negotiation techniques were discussed, specific negotiation situations were analyzed and role-playing games were carried out.

The Decision Making session approached this aspect in terms of creative thinking and some new decision making techniques grouped in the "deBono Thinking System" series". The participants found out the following strengths: "Well-trained, theoretical and practical knowledge that is very useful for the thinking process.", "Practical and interesting exercises", "Dynamic, interesting, fascinating".

The Public Discourse session gave the participants the opportunity to analyze and develop their public discourse skills. The participants said the following about the respective session: "I had opportunities to analyze my speech through the filming method, I removed some negative aspects, and today I discovered others." "It is one of the most interesting topics, I hope to use in future the things I learned today." "Indeed, I discovered my positive and negative aspects, not only mine, but also those of my colleagues."

The Outdoor Leadership module 2. This module took place during October 3-4th and was designated to consolidate to a greater extent the relationships among the participants within the course, practice the leadership skills, and develop their personal skills. It took place on the shore of the Nistru river, close to the security area. They played a lot of games simulating different situations. The basic exercise was to pass through a cave – they entered it at one end and should come out at another one. As the passage was narrow and the cave was low, a part of the hollow was passed in chain, the person having immediate contact with the person in front and behind them. This passage was the symbol of the difficult way we pass in solving the Transnistrian conflict and establishing a link with persons, having the opportunity to communicate with only few of them, but to follow together a common goal.

4.4 Public Policy Skills

In 2007, the actions in public policy skills development diminished as engagement. CReDO took one-year pause regarding the master-type programs and directed its efforts towards short-term training programs.

- *Development of central public authorities' skills regarding the implementation of EU-RM Action Plan*

4 trainings of 2 days each with the representatives of public authorities were accomplished in collaboration with "Expert-grup". The Ministries of Social Protection, Justice, Internal Affairs, Education, Finance, Transport, the General Prosecutor's Office and many other representatives of the civil society (including UNDP), local authorities, and institutions of service providing. The trainings aimed at skill development in the public sector regarding European Union integration, strengthening skills of efficient policy promotion with respect to the accomplishment of liabilities stated in the EU-RM Plan.

The trainings included the following sectors:

- Social sector,

- Democracy and Human Rights sector,
- Civil Society sector,
- Educational sector.

The trainings referred to:

- methods of public policy analysis,
- process of public policy analysis,
- development and evolution of public policies,
- EU requirements towards policy product quality and good practices,
- case studies in the area of public policies.

Over 50 representatives of the public and non-government sector participated in this training activities.

- *Development of central public authorities' skills*

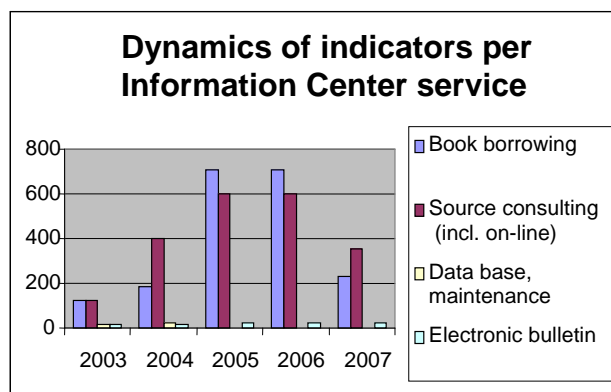
During July-October 2007, some training was performed with representatives from the Ministry of Agriculture and Food Industry with respect to development of skills in the following areas: policy analysis, development of regulatory acts. 3 series of trainings, 4 days each, gathered over 80 beneficiaries, including representatives of institutions subordinated to MAFI.

4.5 Information Center

http://www.credo.md/pagini/centru_35.php?limba=rom,
www.credo.md/library

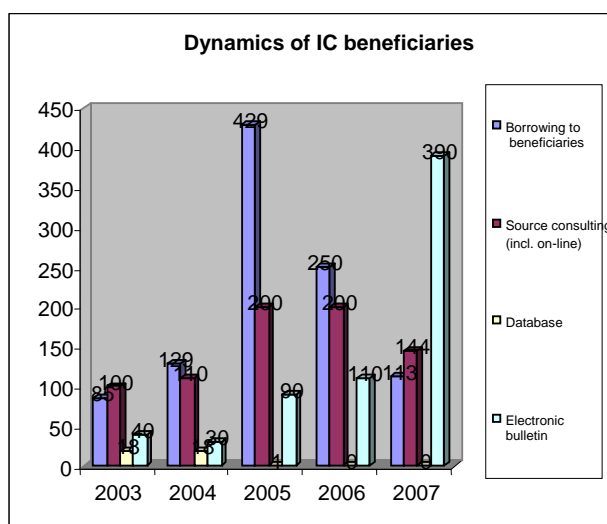
Consulting and Borrowing Books.

In 2007 the library was enriched with 102 new entries in these areas. This is by 80% less than during the previous year. 56 entries were borrowed by 15 beneficiaries of Advocacy and Policy Program both from Chisinau and other regions.



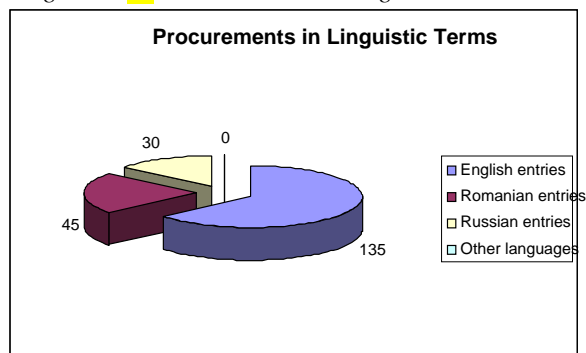
In 2006, there were enriched the following library departments: social leadership and public policies. At present, they contain 185 and 170 books respectively.

These compartments are being developed, just like the services from educational programs.



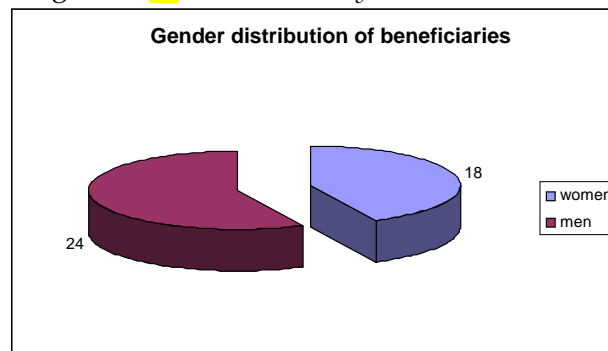
The Leadership and public policies area also continued to develop.

Diagram 4.47 Procurements in Linguistic Terms



The diagram below presents the distribution of borrowers by gender:

Diagram 4.48 Distribution by Gender



Electronic database, on-line library

The beneficiaries can use the new instruments to navigate the CReDO on-line library: borrow books on-line through the *Imprumuta* (Borrow) option. This option is very popular. About 5-6 documents are borrowed this way every week. Over the reporting period 36 books were borrowed this way. For next year we expect an increase by about 10-12 requests a week.

The *Ask the Librarian* option allows one to get brief answers to questions about human rights and non-profit management. The resources of the Information Center are still stored in Winisis database. The main advantage of this database is that it can be easily installed on any computer, at the beneficiary's request.

The Informational Center uses it to register and track the documents that enter the system. As already mentioned, the online library has a number of instruments that facilitate the access to information and promote new technologies in the non-profit sector.

Electronic Bulletins

The service format was changed and the beneficiaries can subscribe to it on CReDO's web page (www.credo.md). The beneficiaries have the possibility to subscribe to certain or all issues of the bulletin. The bulletin about the development opportunities informs the public about the activities planned for a month in advance at CReDO. Moreover, people can subscribe to it on the web site.



4.6 Professional Training

5. Financial and Audit Reports

Serghei Ostaf (Executive Director), Vlad Panico (Financial Manager)

All figures from the reports are displayed in MDL. The financial reports shall be audited by the German company Fabel, Werner & Schnittke GmbH, www.fws-audit.com.

To the Board of Directors of CReDO

Independent Auditor's Report

Fabel, Werner & Schnittke GmbH has carried out an audit of the accompanying balance sheet of the Resource Center of Moldovan Non-governmental Organisations for Human Rights (CReDO) as of 31 December 2007, and the related income statement and statement of cash flows for the year then ended. We also examined the financial project reports of two projects carried out in cooperation with partner organisations (Prevention of Ethnic Conflicts; Empowering Rural Roma Communities). The financial statements are the responsibility of the management of the organisation. Our responsibility is to express an opinion on the financial statements based on our audit.

We conducted our audit in accordance with International Standards on Auditing. The International Standards on Auditing require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the statement. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statements' presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above give a true and fair view of the financial position of the Resource Center of Moldovan Non-governmental Organisations for Human Rights (CReDO) as of 31 December 2007 and of the results of its operations and its cash flows for the year then ended in accordance with the International Financial Reporting Standards adopted by the International Accounting Standards Board. The two financial project reports correctly disclose the expenses incurred for the projects.

Chisinau – München, 9 July 2008



Fabel, Werner & Schnittke GmbH



Thomas Werner
Certified Public Accountant



Valentina Mogoreanu
Auditor

5.2. Financial position report

Resource Centre of Moldovan Human Rights NGOs

Balance sheet as at 01 January 2008

	Notes	01-Jan-08 MDL	01-Jan-07 MDL
ASSETS			
Property and equipment			
Building	1	66,256	94,651
Furniture	1	54,277	69,535
Computer equipment	1	207,003	105,668
Car	1	58,527	105,349
		386,063	375,203
Current assets			
Other receivables	2	28,364	41,689
Cash and cash equivalents	3	3,961,408	5,404,269
		3,989,772	5,445,958
Total assets		4,375,835	5,821,161
ACCUMULATED FUNDS AND LIABILITIES			
Accumulated surplus			
Accumulated surplus	4	207,172	408,663
		207,172	408,663
Liabilities			
Deferred income	5	386,063	375,203
Deferred revenue from grants	5	3,733,814	5,018,202
		4,119,877	5,393,405
Current liabilities			
Payables and accruals	6	48,786	19,093
		48,786	19,093
Total liabilities		4,168,663	5,412,498
Total fund balance and liabilities		4,375,835	5,821,161

5.3. Report on activities

Resource Centre of Moldovan Human Rights NGOs

Income Statement for the year ended 31 December 2007

	Notes	2007 MDL	2006 MDL
Revenue			
Grant revenue	7	4,470,095	2,993,568

Other revenue	8	155,295	197,562
		4,625,390	3,191,130
Expenses			
Program and administrative expenses	7	(4,470,095)	(2,993,568)
Other expenses		0	(79,844)
		(4,470,095)	(3,073,412)
Excess of expenses over revenue		155,295	117,718
Net foreign exchange loss		(48,791)	(22,634)
Surplus before income tax expense		106,504	95,084
Income tax expense			
Gain (Deficit) for the year	4	106,504	95,084

5.4. Cash flow statement

Resource Centre of Moldovan Human Rights NGOs

Statement of Cash Flows for the year ended 31 December 2007

	Notes	2007 MDL	2006 MDL
Cash flows from operating activity			
Surplus before income tax expense		106,504	95,084
Adjustments for:			
Depreciation		219,340	289,501
Deferred revenue		(4,470,095)	(2,993,569)
Exchange difference		(4,271)	212,910
Operating loss before changes in working capital		(4,148,522)	(2,396,074)
(Increase) / decrease in other receivables		13,325	19,881
(Increase) / decrease in payables and accruals		29,693	(140,405)
Cash generated from operations		(4,105,504)	(2,516,598)
Income tax			
Net cash from operations		(4,105,504)	(2,516,598)
Cash flows from investing activities			
Acquisition of property and equipment		(230,200)	(165,819)
Net cash utilised in investing activities		(230,200)	(165,819)
Cash flows from financing activity			
Funds received		2,892,843	4,461,851
Net cash flows from financing activity		2,892,843	4,461,851
Net increase / (decrease) in cash and cash equivalents		-1,442,861	1,779,434

Cash and cash equivalents at 1 January	3	5,404,269	3,624,835
Cash and cash equivalents at 31 December	3	3,961,408	5,404,269

5.5. Cordaid Project

Resource centre of Moldovan Human Rights NGOs

Project 440 / 10035 Credo strategy 2009

Period: 01.10.06-31.12.07

	Actual expenses		Budget	Variance
	1 January - 31 December 2007	Cumulative to date	Total	Total
	MDL	MDL	MDL	MDL
Total Operating Costs	1,834,251	2,259,989	6,325,800	4,065,811
Equipment	29,343	29,343	224,847	-195,504
Office subsidy	0	0	1,220,100	1,220,100
Grand Total	1,863,594	2,289,332	7,770,747	5,481,415

Operating Costs

Personnel

Executive Director (100%)	140,828	140,828	383,077	-242,249
Financial manager (100%)	99,468	108,657	227,775	-119,118
Office manger (100%)	57,624	62,583	196,715	-134,132
Educ Port Manager (100%)	52,386	52,386	313,740	-261,354
Advocacy/Consultancy Manager (100%)	77,219	77,219	313,740	-236,521
Consultants	36,633	42,618	941,220	-898,602
Assistant	4,525	11,673	196,715	-185,042
Translations	25,817	25,817	52,290	-26,473
Social Insurance Contributions (26%)	113,797	120,890	685,208	-564,318
Medical Insurance, Fringes, 8%	11,380	11,926	210,833	-198,907
Subtotal	619,677	654,597	3,521,313	2,866,716

Consultants and Services

Consultant's fee	48,650	50,193	331,170	-280,977
Audit	68,966	68,966	191,730	-122,764
Security and insurance	17,962	19,784	31,374	-11,590
Printing & Publishing educational materials	46,551	46,551	235,305	-188,754
Promotion	42,420	42,420	26,145	16,275
Subtotal	224,549	227,914	815,724	-587,810

Materials and Supplies

Office Maintenance and Repair	26,051	27,279	24,402	2,877
Training consumables (materials, etc.)	88,243	108,827	278,880	-170,053
Training breaks	4,283	13,126	183,015	-169,889
Literature & Subscription	126,554	206,083	209,160	-3,077
Subtotal	245,131	355,315	695,457	-340,142

Facilities

Depretiation	219,340	292,410	177,786	114,624
Car maintainance	7,558	11,338	104,580	-93,242
Heating and electricity	23,921	27,683	73,206	-45,523
Communicatin (I-net, phone, postage)	98,704	127,606	250,992	-123,386
Receptions (2 per year)	3,759	3,759	26,145	-22,386
Real Estate Tax	80	105	15,687	-15,582
Subtotal	353,362	462,901	648,396	-185,495

CReDO Travel and Education

Travel and Transportation (personnel) including international	121,485	167,409	205,674	-38,265
Personnel Training and Development	243,324	359,153	339,885	19,268
Subtotal	364,809	526,562	545,559	-18,997
Contingency	26,723	32,700	99,351	-66,651
Subtotal	26,723	32,700	99,351	-66,651

Equipment

Office equipment			151,641	-151,641
Furniture	29,343	29,343	73,206	-43,863
Subtotal	29,343	29,343	224,847	-195,504

Office subsidy	0	0	1,220,100	1,220,100
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6. Annexes

6.1. Beneficiaries of skill development programs

Project Beneficiaries: SOCIAL PARTNERSHIP

1. Oprea Valeria, Deputy Mayor, Strasen
2. Calmis Gheorghe, Deputy Mayor, Strasen
3. Ion Munteanu, Strasen Rayon Council
4. Tapu Ion, Strasen Rayon Council
5. Radideal Galina, Director of Employment Agency
6. Avram Elena, Lozova Mayor's Office Representative
7. Jereghi Valentina, Principal of "I. Vatamanu" high-school,
8. Chircu Alexei, Principal of Stejareni school, Strasen
9. Soltanici Vladimir, Head of General Division for Education
10. Priguza Constantin, specialist in agriculture, Council
11. Pletea Claudia, NGO for women rights protection
12. Croitoru Irina, NGO for Youth and Sport "Avangarda-NGO"
13. Istrati Nicolae, NGO Eruditus - Panasesti

Advanced Civic Leadership Course 2006-2007

1. Tatiana Alexeev
2. Arina Cretu
3. Snejana Cvasnei
4. Polina Panainte
5. Andrei Perciun
6. Nicolae Federiuc
7. Virginia Fauras
8. Ludmila Ceban
9. Cristina Gherasimov
10. Nighina Azizov
11. Natalia Gore
12. Gheorghe Mocanu
13. Igor Meriacre
14. Sergiu Chirica
15. Silvia Strelciuc
16. Vadim Draganenco
17. Vitalie Harea
18. Tatiana Doloscanu
19. Sergiu Soltan
20. Adriana Barilov
21. Ecaterina Cretu
22. Igor Fonari

Electoral Civic Leadership Course: for young independent candidates to the position of local councilor

1. Marin Andronache
2. Sergiu Badan
3. Igor Botnaru
4. Galina Budu
5. Lilian Maxim
6. Sergiu Vesca
7. Tatiana Iepuras
8. Cristina Godoroja
9. Veronica Mihailov
10. Nicolae Pascal
11. Alexandru Grecu
12. Vlad Toma
13. Aurica Morcov
14. George Mocanu

Civic Leadership Course: for Youth from both banks of the Nistru river

1. Ana Bacioi
2. Petru Bondari
3. Catalina Bordeianu
4. Alexandru Batrincea
5. Victoria Ciudina

14. Timbalari Veronica, Executive Director of "Neohumanist" Association
15. Vdovii Lina, NGO "Cultura Noua", Strasen
16. Cotelea Ion Grigori, NGO "Cultura Noua", Strasen
17. Marcan Anastasia, Day center for disabled children
18. Spinu Andrei Geronimo, Ratus, Criuleni
19. Angela Bosconean, Center for Social Rehabilitation and Integration of Old People, Criuleni
20. Mihai Stipanov Geronimo, Ratus, Criuleni, www.tineri.org
21. Scutelnic Gheorghe NGO, Boscana, Criuleni
22. Mamaliga Ana, reporter at Strasen television Art TV
23. Motricala Elena, Media Communication Center
24. Croitoru Valentin, entrepreneur, Rokas Ltd., Councilor in Strasen Council
25. Budu Nicolae, private sector, "Vindicum" Ltd., Strasen

6. Maxim Grecu
7. Maxim Jeredii
8. Irina Moraru
9. Ion Romanenco
10. Mihai Tanasiev
11. Andrian Buligari
12. Tatiana Chirilenco
13. Nadejda Cojuhari
14. Vladimir Fonari
15. Eugeniu Frunza
16. Andrei Iovu
17. Liliana Lungu
18. Olga Manole
19. Ina Negruta
20. Alina Palii
21. Denis Parea
22. Inga Platon
23. Sabina Vulpi
24. Oxana Racovet
25. Nadejda Demina

6.2. Beneficiaries of Advocacy Policies

Initiative for empowering localities densely populated by Roma

Bursuc

1. Olga Puia
2. Petru Profire
3. Lidia Rusu
4. Maria Moraru
5. Serghei Petrascu
6. Rodica Pirlisescu
7. Elena Oprea
8. Claudia Cozer
9. Ion Cozer
10. Grigore Zorila
11. Andrei Cozer
12. Samson Ghinda
13. Galina Petrov
14. Ion Cojocar
15. Vasile Petrov
16. Vasile Pratuleac

Huzum

17. Ciocanaru Gheorghe
18. Ciocanaru Gheorghe Nicolae
19. Ciocanaru Vera
20. Ghinda Mihail
21. Ilica Maria
22. Mardari Tanea
23. Mitrea Gheorghe Vasile
24. Onica Constantin

25. Puia Angela
26. Puia Larisa
27. Puia Olesia
28. Puia Vasile
29. Strainu Maria
30. Stirbu Galina

Stejareni

31. Cocarcea Constantin
32. Nicolaescu Valeria
33. Vasile Romanov
34. Boris Chircu
35. Motpan Maria
36. Chircu Ecaterina
37. Alexei Chircu
38. Tican Vasile
39. Andronic Petru
40. Romanov Valeriu
41. Cantu Gheorghe
42. Andronic Elena
43. Chircu Parascovia
44. Cocarcea Ion

Vulcanesti

45. Adam Gheorghe
46. Axente Maria
47. Ibrian Nicolai
48. Ladaniuc Tamara
49. Malairau Grigore
50. Parnica Eduard
51. Stoica Minodora

Intensive Course in Advocacy.

1. Dancinescu Grigoriu Radu
2. Savin Celina
3. Grigoriu Dancinescu Mihaela
4. Esanu Cristian Mihai
5. Maftai Iulia
6. Erbiceanu Alexandru
7. Surdu Cristina
8. Ipate Mihaela
9. Raducanu Gabriela
10. Maine Viklund Olofsson
11. Veres Mihaela
12. Baietu Stefan
13. Craciun Daniil
14. Munteanu Ecaterina
15. Onutu Ina
16. Codreanu Lidia
17. Sopronco Victoria
18. Gavajuc Antonina
19. Golovatii Ecaterina
20. Osipov Victoria
21. Stefirta Ala
22. Filarovschi Natalia
23. Danileico Tatiana
24. Tira Tatiana
25. Marcan Anastasia
26. Gavajuc Vladimir
27. Mirzenko Vasile
28. Barbarosie Gheorghe
29. Malcoci Gheorghe
30. Birsa Ion
31. Sergiu Vesca
32. Ciobanu Vitalie
33. Chitoroaga Stefan
34. Ghilescu Eugen
35. Tiltu Ana
36. Gaina Gheorghe
37. Munteanu Veaceslav
38. Gaitur Victoria
39. Moraru Melinte
40. Sirbu Ion
41. Sapoval Liuba
42. Mereuta Ion
43. Postu Tudor
44. Carapirea Dumitru

45. Bulgaru Pintilie
46. Sascov Valentin
47. Olga Puia
48. Petru Profire
49. Lidia Rusu
50. Maria Moraru
51. Serghei Petrascu
52. Rodica Pirlisescu
53. Elena Oprea
54. Claudia Cozer
55. Grigore Zorila
56. Andrei Cozer
57. Galina Petrov
58. Ion Cojocaru
59. Vasile Petrov
60. Vasile Pratuleac
61. Ciocanaru Gheorghe
62. Ciocanaru Vera
63. Ghinda Mihail
64. Ilica Maria
65. Mitrea Gheorghe Vasile
66. Onica Constantin
67. Puia Vasile
68. Strainu Maria
69. Stirbu Galina
70. Cocarcea Constantin
71. Nicolaescu Valeria
72. Vasile Romanov
73. Boris Chircu
74. Motpan Maria
75. Alexei Chircu
76. Tican Vasile
77. Romanov Valeriu
78. Andronic Elena
79. Cocarcea Ion
80. Adam Gheorghe
81. Axente Maria
82. Ladaniuc Tamara
83. Parnica Eduard

The List of participants from TL is not available.

The List with the participants from Huzun is not complete

Skill Development in area of policies

1. Constantin Marin, Center for University Strategies and Technologies PRO Bologna
2. Viorica Guras-Postica, Educational Center "ProDidactica"
3. Angela Cara, Youth Institute of Education
4. Ludmila Pavlov, Ministry of Education and Youth*
5. Muraru Elena, State University of Moldova
6. Otilia Danadara, State University of Moldova
7. Zinaida Popescu, General Division of Education, Youth, and Sport, Chisinau municipality
8. Tatiana Botnaru General Division of Education, Youth, and Sport, Chisinau municipality
9. Valentina Serpu, Parliament Commission for social protection, health, and family
10. Dorin Resetilov, Ministry of Social Protection, Family and Child
11. Andrei Paladi, Ministry of Social Protection, Family and Child
12. Eugenia Stambulo, Chisinau municipality Fund for social support of population
13. Ana Varzari, Chisinau municipality Fund for social support of population
14. Eudochia Parancenco, DAS Center sector, Chisinau Municipality Council
15. Tatiana Bucearschi, DAS Ciocana sector, Chisinau Municipality Council
16. Stela Vasluian, Subsidiary of Amici dei Bambini in Moldova
17. Vasile Godoroja, Prosecutor, Control Department
18. Carolina Vicol, Prosecutor, Department of International Cooperation and European Integration
19. Valentina Didenco, Human Rights Center
20. Elena Spanu, Promolex

21. Tatiana Danilescu, the Association for Human Rights
22. Ana Cucerescu, Supreme Council of Magistrature
23. Andrei Zmeu, Department of Public Law of the Academy "Stefan cel Mare" under MIA
24. Marcel Boscaneanu, Department of Law of the Academy "Stefan cel Mare" under MIA

Monitoring the Freedom of Assembly

1. Sorina Susanu
2. Svetlana Rusu
3. Vitalie Tarlapan
4. Grigore Ciubotaru
5. Mircea Ciobanu
6. Mircea Rotari
7. Pavel Postica
8. Elena Spinu
9. Victor Pantiru
10. Veaceslav Balan
11. Liudmila Muntean

Roma Strengthening Initiative

Participants in the Cooperative Peace Project

1. Vera Glijin, Scout;
2. Oxana Fateeva, Social Assistance Center "Sag Navstreciu";
3. Florin Turcanu, Service for Peace;
4. Ina Bodiul, Stels-Tera;
5. Svetlana Belous, Stels-Tera;
6. Andrei Safonov, newspaper "Novaia Gazeta", Foundation "Center for Protection of Rights of Transnistrian people";
7. Alexandru Bucataru, Promo-Lex;
8. Ghenadie Gherman, Integration;
9. Octavian Sergentu, Association United European Moldova;
10. Alexandru Bucur, Center for Strategic Land Development;
11. Alexei Catan, Social association „Evrika”;
12. Alexei Curti, Institute for Direct Democracy;
13. Maxim Kuzovlev, Captes;
14. Romeo Maxian, IDIS Viitorul;
15. Pavel Postica, Promo-Lex;
16. Ecaterina Lobaciova, Association of Professional Entrepreneurs;
17. Dumitru Muntean, Institute for Direct Democracy;
18. Svetlana Baldenkova, JCDC;
19. Aliona Badiur, Resource center for Human Rights (CReDO);
20. Andrei Vedutenco, World Window;
21. Igor Gavrilov, World Window;
22. Oazu Nantoi, Institute for Public Policies (IPP);
23. Galina Selari, Center for Strategic Investigations and Reforms (CSIR);
24. Roman Mihaes, Association "United European Moldova";
25. Dan Dungaciu, Institute for International Relations;
26. Olexia Basarab, the Group for Strategic and Security Studies;
27. Boris Asarov, Pro Europa;
28. Radu Gorincioi, NATO Center for Information;
29. Cornel Ciurea, Democratia;
30. Nicolai Tveatcov, State University of Moldova (SUM);
31. Victoria Gladkovskaia, Press Agency "Novii Reghion";

12. Dana Cotici
13. Aliona Medvedtchi
14. Anastasia Severin
15. Anghelina Botea
16. Vasile Rusnac
17. Natalia Gore
18. Maria Badan
19. Florin Gisca
20. Nicolae Radita
21. Ana Lepadatu
22. Andrei Spinu
23. Veniamin Tarita
24. Nicolae Mitablinda
25. Victoria Tugui
26. Odilia Capcanari
27. Parascovia Topada
28. Ghenadie Brega
29. Oleg Brega
30. Alexei Buzu
31. Ecaterina Cretu

32. Valerii Demidetskii, Center for Development of Independent Television;
33. Veniamin Demidetskii, Press Agency TASS;
34. Luiza Dorosenco, newspaper "Pridnestrovie";
35. Marina Kireeva, Magazine "Partnior";
36. Elena Lisak, Association of Specialists in Communication and Public Relations;
37. Serghei Melnicenko, newspaper "Dnestrovskaja Pravda";
38. Victor Russu, NGO "Youth for Humanity";
39. Ina Russu, newspaper "Pridnestrovie", "Adevarul Nistean", "Vzglead";
40. Iurii Svenitkii, newspaper "Tribuna";
41. Iulia Semionova, newspaper „Nezavisimaia Moldova”;
42. Igori Semivolos, AMES Ucraina;
43. Vasile Spinei, Acces-Info;
44. Serghei Tcaci, Center for Development of Independent Television;
45. Nicolai Fasolea, newspaper „Novaia Gazeta”;
46. Iurie Ataman, JCDC;
47. Stella Vinokurova, World Window;
48. Zsuzsana Kacso, PATRIR;
49. Ecaterina Cretu, Resource center for Human Rights (CReDO);
50. Andra Tanase, PATRIR;
51. Nevena Obrucikova, Rodoliubet;
52. Nadejda Agaricic, Rodoliubet;
53. Anastasia Gradinar, Rodoliubet;
54. Iuliana Moldovan, PATRIR;
55. Maria Dobrian, Gospoja;
56. Ludmila Oleinichenko, Gospoja;
57. Ana Trocin, Center of Young Journalist;
58. Alexandra Sian, NCRY;
59. Maria Redekop, Stels-Tera;
60. Elena Spinu, Promo-Lex;
61. Bianca Cseke, PATRIR;
62. Ghenadie Slobodeniuc, State University of Moldova (SUM);
63. Alexandra Sipilova, Zavtra Pozdno;
64. Nadejda Iuzlenko, Interaction;
65. Valentin Balan, Association of Specialists in Communication and Public Relations;
66. Natalia Gligor, Captes.

6.3. Information Center Beneficiaries

1. Banariuc, Victor – Acasa
2. Barilov, Adriana – European Institute
3. Batrancea, Alexandru – SAYLBN
4. Bondari, Petru – SAYLBN
5. Braga, Iuliana
6. Bubuioc, Vasile – State Institute of Ongoing Studies
7. Buligari Andrian – SUM
8. Buzu, Alexei – Geronimo
9. Cheptene Ana – Ministry of Finance
10. Chirilenco, Tatiana – ULM
11. Ciudnaia – Melrose, Ana – Peae Corps
12. Codreanu, Nadejda – SDM Acord
13. Cretu Arina – Social Association of Resources
14. Draganenco, Vadim – SUM, FRISPA

15. Efros Ion - SUM
16. Fateeva, Oxana - Sag Navstreciu
17. Fauras Virginia - Moldovan Philanthropy
18. Natalia Gore - Institute for Democratic Initiatives (IDI)
19. Grosu, Gheorghe - FNF
20. Gutu, Natalia - SUM
21. Iatco, Ala - TDV Balti
22. Iepuras, Tatiana - magazine Salut
23. Iovu, Andrei - FRISPA
24. Irodoi, Aurelia - City Ltd.
25. Iurco, Tatiana - SUM
26. Janes, Gregory - Peace Corps
27. Manole, Olga - Promolex
28. Martin, Doina - AESM
29. Mocanu, Gheorghe - Lion Advertising Agency
30. Moraru, Irina - Magazine Salut
31. Niculaes, Ana -
32. Parea, Denis - SUM
33. Plimadeala Tamara - St. George Peasant Quarters
34. Spanul Andrei - Geronimo
35. Strelciuc, Silvia -
36. Tarita Radu - AESM
37. Teasley, Jason - Peace Corps
38. Toma Vladislav - ULIM
39. Topada Parascovia, - Hyde Park

7. 2007 Performance Indicators

1. Name of indicator:	Competition (No, %), Number of candidates to a sponsored place, to a contract place
Description: Source:	(retrospective for 3 years, forecast for the next year)
2. Name of indicator:	Students enrolled at the beginning of the academic year
Description: Source:	Number of students (retrospective for 1-3 years, forecast for the next year)
3. Name of indicator:	Average attendance (%), Percentage of students present at educational activities
Description: Source:	(retrospective for 1-3 years)
4. Name of indicator:	Built system (No, %), Accomplished homework and managerial improvements
Description: Source:	implemented (change actions undertaken) according to data submitted by participants (retrospective for 1-3 years)
5. Name of indicator:	Satisfaction perception (grading), Assessment of satisfaction perception of beneficiaries
Description: Source:	regarding the service utility by module and program on the basis of anonymous questionnaires, scale/grading (retrospective 1-3 years)
6. Name of indicator:	Program graduation (No, %), Percentage of graduates with participation certificates
Description: Source:	(attendance), graduation certificates (paper), master degree (cooperation with the Academy of Public Administration), performance certificate (mixed assessment - 50% participants and 50% trainers), (retrospective for 1-3 years)
7. Name of indicator:	Preeminence/loyalty of beneficiaries (%), Percentage of students that also preferred other
Description: Source:	CReDO educational services, (retrospective for 1-3 years)
8. Name of indicator:	Rural/Urban distribution (%), Distribution of beneficiaries depending on the urban/rural
Description: Source:	(outside Chisinau, Balti) environment, representation by regions, (retrospective for 1-3 years)
9. Name of indicator:	Contract-scholarship (No, %), Beneficiaries of total contract and partial contract (generated
Description: Source:	amount) in comparison with scholarship beneficiaries (retrospective for 1-3 years)
10. Name of indicator:	Self-funding by program/product (amount, %, comparison), Amounts generated from
Description: Source:	direct service sale and attractiveness of program and service self-funding, (retrospective for 1-3 years)
11. Name of indicator:	Integral beneficiary expenditures (Euro/MDL), All expenditures (investment, operational:
Description: Source:	direct / indirect) related to the process within the program for a generic service (module/student (organization), individual assistance topic/student (organization), intensive training/student (organization)), (retrospective for 1-3 years)
12. Name of indicator:	Operational expenditures per beneficiary (Euro/MDL)
Description: Source:	
13. Name of indicator:	Institutional innovation/sustainability (No, representation)
Description: Source:	No. of inventions, franchise, know-how, new/single owned methodologies, their use, comparison by industry/field of activity (retrospective for 1-3 years)
14. Name of indicator:	Efficiency (services per employee), Number of generic services (module/student
Description: Source:	(organization), individual assistance topic/student (organization), intensive training/student (organization)), (retrospective for 1-3 years)
15. Name of indicator:	Professional training (newly gained professional skills)
Description: Source:	
16. Name of indicator:	Newly acquired internal professional skills (topics, skills, experiences), number of internal
Description: Source:	/external trainers, (retrospective for 1-3 years)
17. Name of indicator:	New inputs, areas (No, %), New inputs (retrospective for 1-3 years)
Description: Source:	
18. Name of indicator:	Joint initiatives (No, %), Joint initiatives promoted, facilitated, and managed with CReDO
Description: Source:	contribution

