



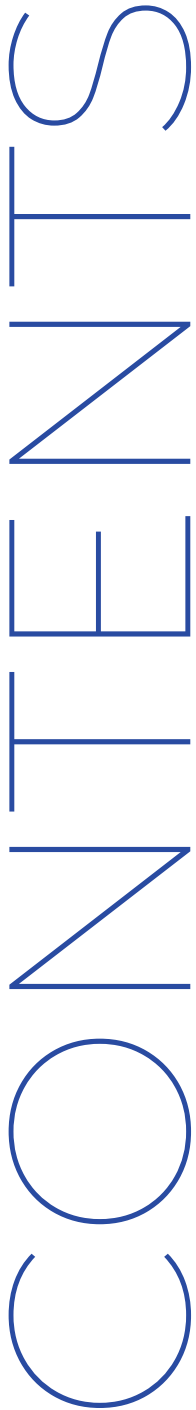
ONG "ARTEMIDA"
Republica Moldova, or. Drochia

ANNUAL REPORT

Artemida Public Association

2024

The report contains:



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A.O. Artemida Programs

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and protection of victims
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Artemida Public Association has zero tolerance towards family violence and gender-based violence, aligning ourselves with national and international priorities.

A.O. Artemida is a non-governmental organization dedicated to preventing and combating domestic violence and gender-based violence, providing direct support to victims, counseling for aggressors, training, and promoting social change through policies and awareness initiatives. Throughout 2024, we have consolidated our activities to respond to current challenges and to align our interventions with both national strategies and international commitments in the field.

Our activity is guided by essential strategic documents, such as the Istanbul Convention, which establishes European standards for preventing and combating violence against women, and the National Program on Preventing and Combating Violence against Women and Domestic Violence for 2023-2027, which provides the political framework for national actions. Similarly, we align ourselves with the UN priorities for 2024, promoting women's rights, gender equality, and access to essential services for violence survivors.

Through this annual report, we reflect on the progress made, the impact of our activities, and the lessons learned, demonstrating transparency and accountability towards our partners, donors, and the communities we serve. Moving forward, we propose to consolidate the sustainability of our interventions and to extend our advocacy efforts for a more equitable society where everyone can live free from violence.

LETTER FROM THE EXECUTIVE DIRECTOR

Dear partners, colleagues and supporters,
The year 2024 has been a year of
commitment and progress in our efforts to
combat domestic violence and gender-based
violence in the Republic of Moldova.

A.O. Artemida has continued its mission to provide support to victims, to hold aggressors accountable, and to change mentalities, thus contributing to the creation of a safer and more equitable society. Through our projects and initiatives, we have focused on providing essential services, strengthening strategic partnerships, and promoting efficient policies for preventing and combating violence.

None of these achievements would have been possible without the involvement of our dedicated team, our partners, and supporters who have been by our side. We thank you for your trust and continued support. Together, we can build a safer future for all.

With gratitude,
SÎRBU Simion Executive Director,
A.O. Artemida



Stopping
violence, gender
equality and
human rights are
our priority



ABOUT US

The Public Association "Artemida" based in Drochia is a non-commercial, non-governmental, non-profit, apolitical organization founded on October 14, 1998. AO Artemida fulfills its mission by working to implement initiatives for the protection of survivors of family violence and gender-based violence, developing and implementing assistance and counseling programs for family aggressors, as well as raising awareness among the general public and decision-makers about the phenomenon of family violence, gender-based violence, and combating these phenomena. The organization's activity covers the entire territory of the Republic of Moldova.

MISSION

Promoting the rights of people affected by family violence and contributing to their psycho-social integration, through providing informational assistance, social services, economic empowerment, and personal development.

VISION

External vision:

Equal opportunities, a dignified, decent, prosperous life free from discrimination and violence for every person.

Internal vision:

AO ARTEMIDA is financially sustainable, prosperous, with a united/motivated team, competent and professionally dedicated; devoted to the organization's values, with satisfied beneficiaries, with a positive image and authority in the community; an example for other organizations in the field.

MOTTO OF THE YEAR 2024

"The key to success is not just having a plan, but achieving the objectives and established results"

A.O. ARTEMIDA PROGRAMS

In 2024, based on the new Organizational Strategy 2024-2027, A.O.Artemida has arranged all 4 strategic results into 4 programs each directed by a program coordinator, thus we have the following programs:

01

Program for assistance and protection of victims of violence

Result 1. Enhanced protection (in northern Moldova) of women and girls against family violence, through knowledge and use of their own rights.

02

Program for assistance and counseling for aggressors

Result 2. Attitudes and behaviors of family aggressors changed, with them abstaining from repeated aggressive behaviors towards partners and family members.

03

Training Center

Result 3. Accessibility and quality of information and assistance services in the field of family violence for women, men, girls and boys improved in all regions of Moldova, offered by teams of specialists (duty bearers) and local NGOs in the context of preventing and combating family violence

04

Institutional development and ensuring financial sustainability

Result 4. Enhanced level of professionalism, financial sustainability, and positive image of A.O Artemida

I. PROGRAM FOR ASSISTANCE AND PROTECTION OF VICTIMS OF VIOLENCE

Result 1.

Enhanced protection (in northern Moldova) of women and girls against family violence, through knowledge and use of their own rights.

Strategic result of the program:

This result has been achieved through continuous promotion and development of the assistance and counseling program for rights holders, victims of violence against women and family violence and consolidation of the protection mechanism for victims of violence against women and family violence, providing services that ensure the protection of victims from any further act of violence in the community.

Program Coordinator I, A.O. Artemida Ina Grădinaru



"We intervene with empathy and firmness where violence leaves marks - so that victims do not remain alone."

PROGRESS OF PROGRAM I

Objective 1 of Program I:

Reducing the prevalence of all forms of violence against survivors of gender-based violence and family violence, women and girls assisted within the services provided by A.O "Artemida" by 2027

Intermediate Result 1.1.1 Conducting awareness campaigns for the general public.

This result was achieved through an event organized by A.O "Artemida" in partnership with I.P.L.T "Stefan cel Mare" and the Exceptional Situations Section Drochia.

For the beginning, students performed a theater play: "Stop Violence" and in the second part of the activity, in the context of integrating the gender equality perspective and environmental perspective, with the support of the Exceptional Situations Section Drochia of IGSU, together with all those present at the event, we carried out a greening activity of spaces by planting a mini park.



This event took place on **March 22, 2024** on the premises of I.P.L.T "Stefan cel Mare" in Drochia, and we invited partners from the Exceptional Situations Section Drochia, I.P.L.T "Stefan cel Mare". Thanks to this initiative, cohesion was ensured between refugees and host people. **186 people** participated in the event.

On May 19, 2024, the entire A.O. Artemida team participated in the fifth (5th) edition of the regional festival "FAMILY - THE BACKBONE OF SOCIETY" organized by the Drochia Regional Council.

More than 950 people participated in the festival. A.O. "Artemida" in partnership with the Drochia Police Inspectorate was alongside the festival guests, where they informed those present and EMD members about the services provided by the mobile teams and about preventing and combating DV and GBV.



The guests of honor at the event were His Excellency Mr. Jānis MAŽEIKS, Ambassador, Head of the EU Delegation to the Republic of Moldova; Her Excellency, Mrs. Katarina Fried, Ambassador of the Kingdom of Sweden to the Republic of Moldova; Mrs. Doina Gherman, Vice President of the Parliament of the Republic of Moldova; Mrs. Marina Morozova, Deputy in the Parliament of the Republic of Moldova and Mr. Vitalie Josanu, Deputy Head of the Soroca Territorial Office of the State Chancellery (Drochia district). We are convinced that only together through consolidated efforts, we will face the challenges.

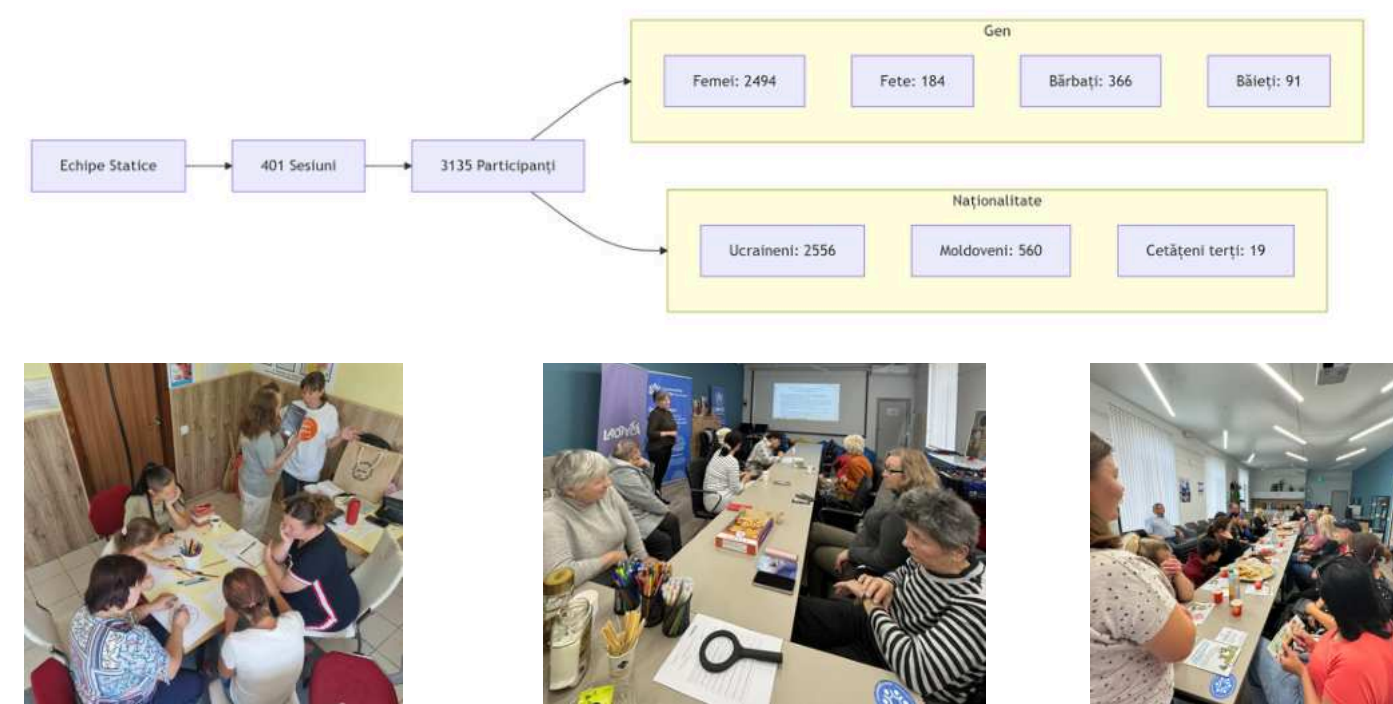
Intermediate Result 1.1.2 Conducting information sessions for women and girls in the context of preventing and combating gender-based violence and family violence.

To achieve this result, the activity of the mobile teams and the static teams managed by A.O. "Artemida" was planned, organized and monitored. The information sessions conducted by the specialists within the mobile teams are planned daily by the coordinator of the mobile teams. The information sessions conducted by the specialists within the static spaces are organized monthly according to the activity plan of the psychologist and social worker within the static spaces.

Mobile Teams group information sessions for 2024:



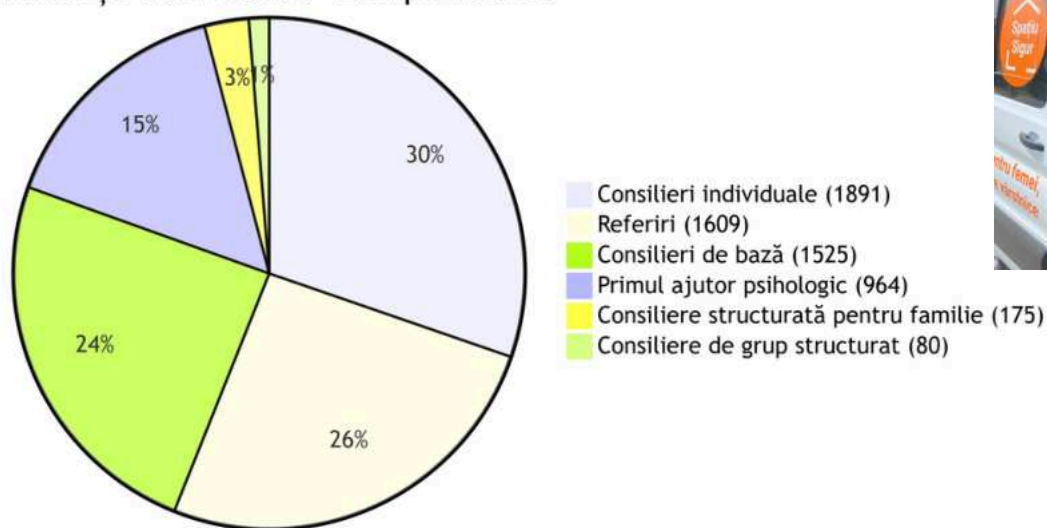
Safe Spaces group information sessions for 2024:



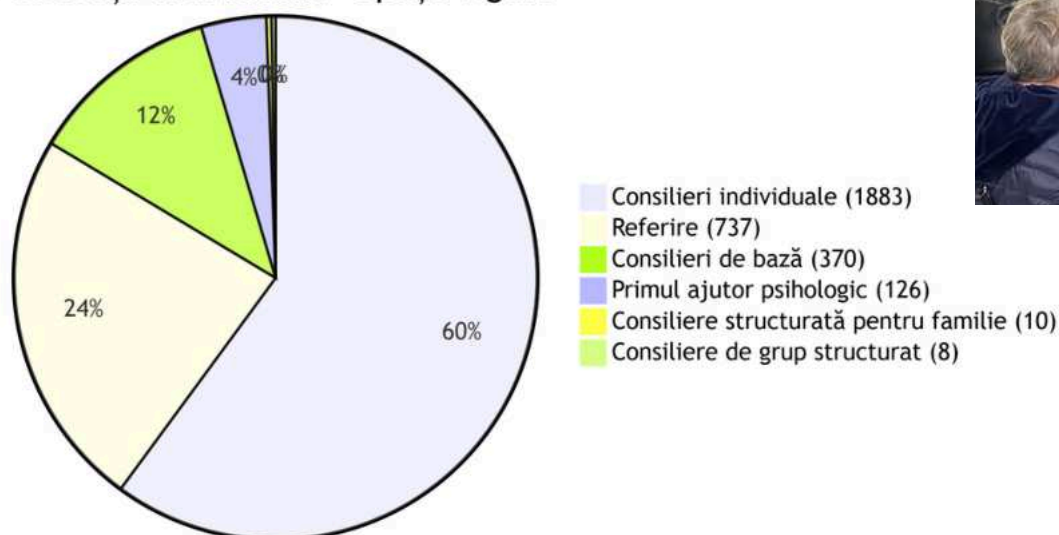
Intermediate result 1.1.3 Identifying survivors of gender-based violence and domestic violence participating in awareness campaigns and information sessions and referring them to multidisciplinary services, including specialized services to help them stay safe.

Survivors of violence are identified during information activities carried out in the territory by the social worker and psychologist from the mobile teams. After the information sessions, they have the opportunity to benefit from individual assistance and counseling services, following which the specialists inform them individually, depending on their needs, regarding the rights of survivors, ways to claim their rights and referral to specialized services for long-term assistance.

Asistență individuală - Echipa Mobile



Asistență individuală - Spații Sigure

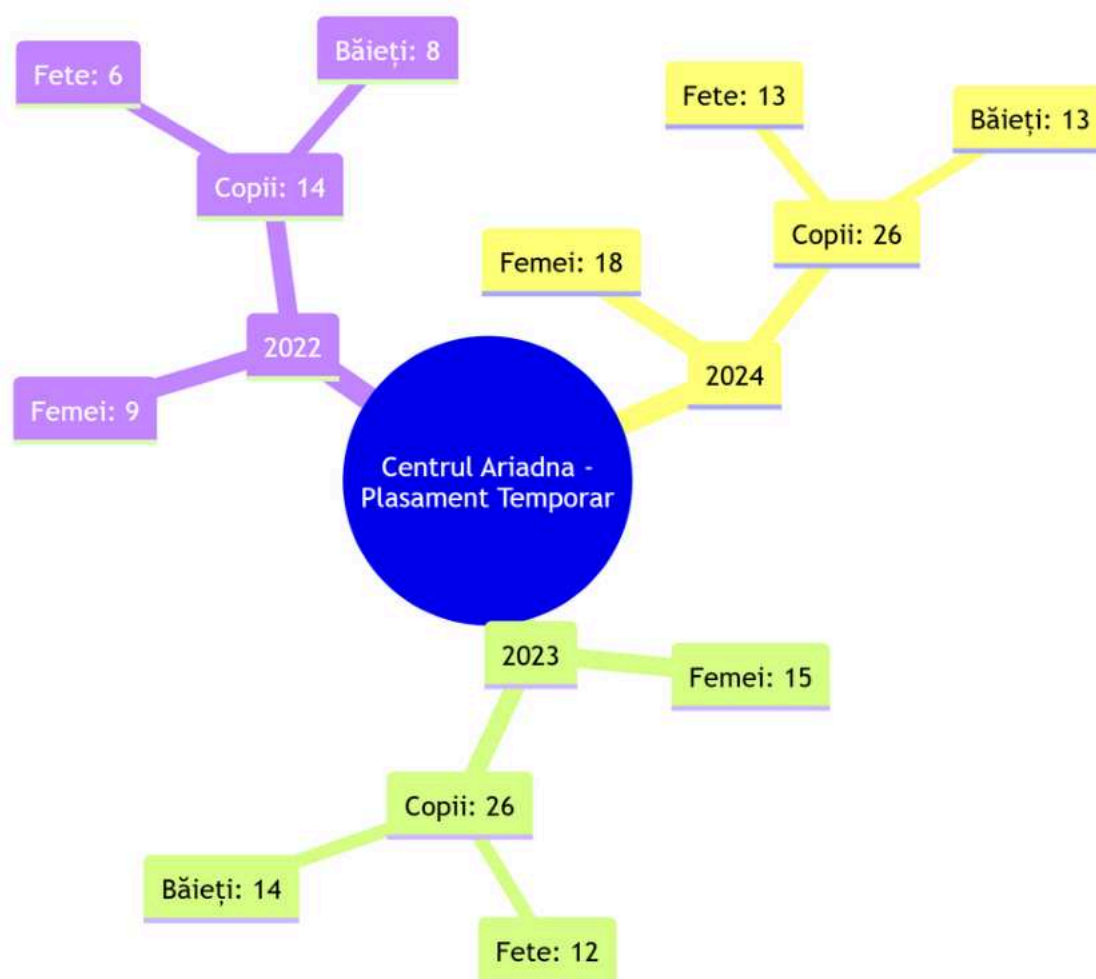


Objective 2 of the Program I:

Early intervention in cases of violence, so that fewer women reach crisis situations, and every survivor of violence and her children receive the support they need at the right time to achieve long-term change in their lives.

Intermediate result 1.2.1 Provision of specialized assistance and counseling services for survivors of gender-based violence and domestic violence in temporary placement, according to the case management procedure.
A.O.Artemida founded in 2005 and currently directs with the I.P "VF Subjects Assistance Services" the subdivision of the VF Assistance and Counseling Center for the purpose of supporting victims.

Thus, in **2024**, the Ariadna Center assisted **44 people** in temporary placement, of whom: 18 women and 26 children (13 girls and 13 boys). Their number is increasing compared to 2023, where 41 beneficiaries were assisted in temporary placement - 15 women and 26 children (12 girls and 14 boys) and in 2022, 23 beneficiaries were assisted - 9 women and 14 children (6 girls and 8 boys).

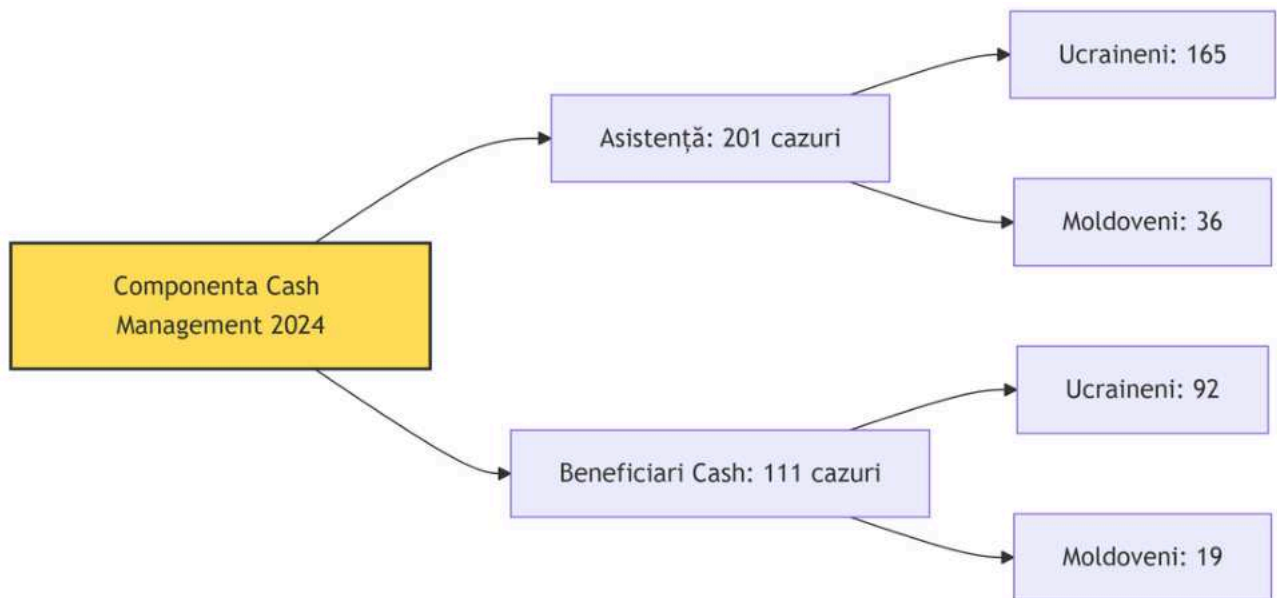


Intermediate result 1.2.2 Provision of specialized assistance and counseling services for survivors of gender-based violence and domestic violence on a day basis, according to the case management procedure.

The case management procedure, including the cash component, is being piloted during 2024. Assistance and documentation of cases as a procedure is different from the case management procedure for temporary placement services.

The cash was provided to mitigate the risks and eliminate the consequences of GBV, covering the following needs:

- specialized medical services required as a result of GBV;
- urgent medical investigations / tests;
- procurement of food and hygiene products;
- procurement of clothing and footwear;
- payment of rent;
- payment of utility services;
- legal services (covering lawyer's expenses in the divorce process);
- transportation expenses;



Objective 3 of the Program I:

Ensuring protection and assistance measures for victims of gender-based violence and domestic violence through a multidisciplinary approach, according to the provisions of the Istanbul Convention.

Intermediate result 1.3.1 Collaboration with representatives of multidisciplinary teams in the community (representatives of social, medical, law enforcement agencies, etc.) in order to assist cases of GBV and VF referred to the services provided by A.O. "Artemida"

In **2024**, a significant number of **47 cases** of gender-based violence and domestic violence were registered, which were referred by members of multidisciplinary teams (EMD) - duty bearers at local, district and national levels - to the specialized services managed by A.O. "Artemida".

Intermediate result 1.3.2 Resolving cases of GBV and DV with the involvement of bondholders, representatives of local, district and national EMDs.

In the reference year - 2024, **91 survivors** of gender-based violence (GBV) and domestic violence directly addressed the specialized services provided by A.O. "Artemida". Through a coordinated and collaborative approach, these cases were referred for additional assistance, through the involvement of the Multidisciplinary Team (EMD), which brings together duty bearers at local, district and national levels. The cases were analyzed and directed to relevant members of the EMD, depending on the needs of each survivor (e.g. police, medical services, local public authorities). The EMD ensured effective coordination between different institutions and organizations to provide a comprehensive and individualized response. Interventions aimed not only at the immediate management of crises, but also at preventing relapses and facilitating the social reintegration of survivors. Services that the 91 survivors of gender-based violence and domestic violence benefited from: 1. Psychological counseling (support for overcoming trauma, reducing stress and regaining self-esteem, anxiety management techniques and emotional support for social reintegration), 2. Social assistance (assessment of the socio-economic situation and planning of personalized interventions, support in accessing social benefits (including financial aid or housing counseling), 3. Legal assistance (information about the rights of survivors, including obtaining protection measures, legal representation in court or support in administrative processes (denunciation of aggressors), 4. Access to medical services (examination and treatment for injuries or other consequences of abuse, access to mental health services and specific treatments for trauma), 5. Temporary shelter (safe housing for survivors and, where applicable, for their children, emergency protection against aggressors), 6. Referral through EMD (direction to public institutions or NGOs for additional assistance (education, professional reintegration, material support).

Intermediate result 1.3.3 Post-intervention monitoring and evaluation of assisted GBV and VF cases.

This result had as monitoring indicator:

Numărul supraviețuitoarelor violenței în bază de gen și violenței în familie care au beneficiat de măsuri de protecție, au ieșit din cercul violenței și care în perioada de postmonitorizare nu revin în cercul violenței (nu sunt supuse repetat actelor de violență din partea partenerului sau altor membri din familie) – 80 persoane.

Following the analysis of the results obtained in 2024, we have:

In 2024, 91 survivors of gender-based violence and domestic violence benefited from protection measures through the specialized services provided by A.O. "Artemida". These measures aimed to help women get out of the circle of violence. During the post-monitoring period, these women were no longer subjected to acts of violence, which reflects the success of the interventions carried out. The protection measures applied within the services provided by A.O. "Artemida" were effective, significantly contributing to preventing the recurrence of violence in the monitored cases. These interventions are essential for ensuring a safe environment and for supporting women in their recovery and social reintegration process.



Objective 4 of Program I:

Collection and analysis of data with the level of disaggregation provided by the Istanbul Convention for cases of gender-based violence and domestic violence assisted by A.O. "Artemida"

Intermediate result 1.4.1 Review of the data collection system for temporary placement services.

Intermediate result 1.4.2 Review of the data collection system for day services.

These activities involved the registration of beneficiaries in the database and registers available at the Ariadna center headquarters for better monitoring and to increase the level of security.

At the moment, the cases assisted in the day regime are registered and documented in the database developed by UNFPA experts and sent for piloting to A.O. "Artemida"

It was planned in 2024:

- That the data collection system for temporary placement services be reviewed and even improved according to quality standards.
- The data collection system for day services revised.

It was achieved:

- In the first half of 2024, the data collection system for temporary placement services was reviewed and adjusted to improve their management and monitoring. Starting with 2025, the responsibility for managing this system will be taken over by the Public Institution "Services for Assistance to Subjects of Domestic Violence", and A.O. "Artemida" will intervene within the framework of a public-private collaboration agreement, only in case of requests from the public institution and depending on the available resources. The review and adjustment of the data collection system are important steps to ensure a more efficient and transparent management of temporary placement services. The start of management by the Public Institution will contribute to strengthening the accountability and sustainability of these services in the long term.
- In 2024, A.O. "Artemida" reviewed and adapted the data collection system for day services to the planned indicators and available resources. In addition, the organization decided to develop and maintain this annual data collection system, by categories of services provided, using Google Docs for efficient and accessible information management. Reviewing and adapting the data collection system for day services are important steps to ensure efficient and up-to-date monitoring of activities. Using Google Docs for data management brings flexibility and ease in accessing and updating information, contributing to better coordination and transparency.

Objective 5 of the Program I:

Monitoring and evaluating the degree of satisfaction of survivors of gender-based violence and domestic violence assisted within the services provided by A.O. "Artemida"

Intermediate result 1.5.1 Application of feedback questionnaires to collect recommendations from rights holders (survivors of gender-based violence and domestic violence) assisted within temporary placement services.

Intermediate result 1.5.2 Application of feedback questionnaires to collect recommendations from rights holders (survivors of gender-based violence and domestic violence) assisted within day services.

It is planned in 2024:

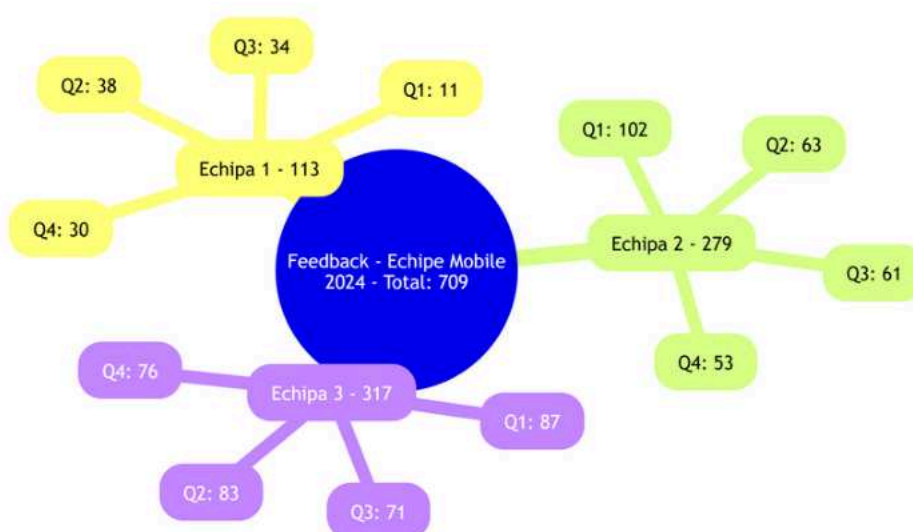
1. Number of feedback questionnaires with recommendations from rights holders assisted within temporary placement services – **30 feedbacks**
2. Number of feedback questionnaires with recommendations from rights holders assisted within day services -**150 feedbacks**

It was achieved:

1. **44 feedbacks** were collected from placement services;
2. Mobile Teams: **709 Feedbacks**; Static Teams: **343 Feedbacks**;
3. Cash Team: **90 Feedbacks**;

Lessons learned:

1. Mobile teams and static teams collect feedback through notes written by the beneficiary in the feedback register.
2. The feedback collected by the AC management team is collected by the beneficiaries completing feedback questionnaires, at the beneficiaries' request, which are attached to their files.



II. PROGRAM FOR ASSISTANCE AND COUNSELING FOR AGGRESSORS

Result 2.

Attitudes and behaviors of family aggressors changed, with them abstaining from repeated aggressive behaviors towards partners and family members.

Strategic result of the program:

This result has been achieved through continuous promotion and development of the assistance and counseling program for duty bearers, aggressors of violence against women and family violence, and consolidation of the mechanism for working with aggressors of violence against women and family violence, providing services that ensure the rehabilitation of aggressors and the prevention of repeated acts of violence in the community.

Program Coordinator II, A.O. Artemida Andrei Odajiu



Violence is the
argument of the
one without
arguments.

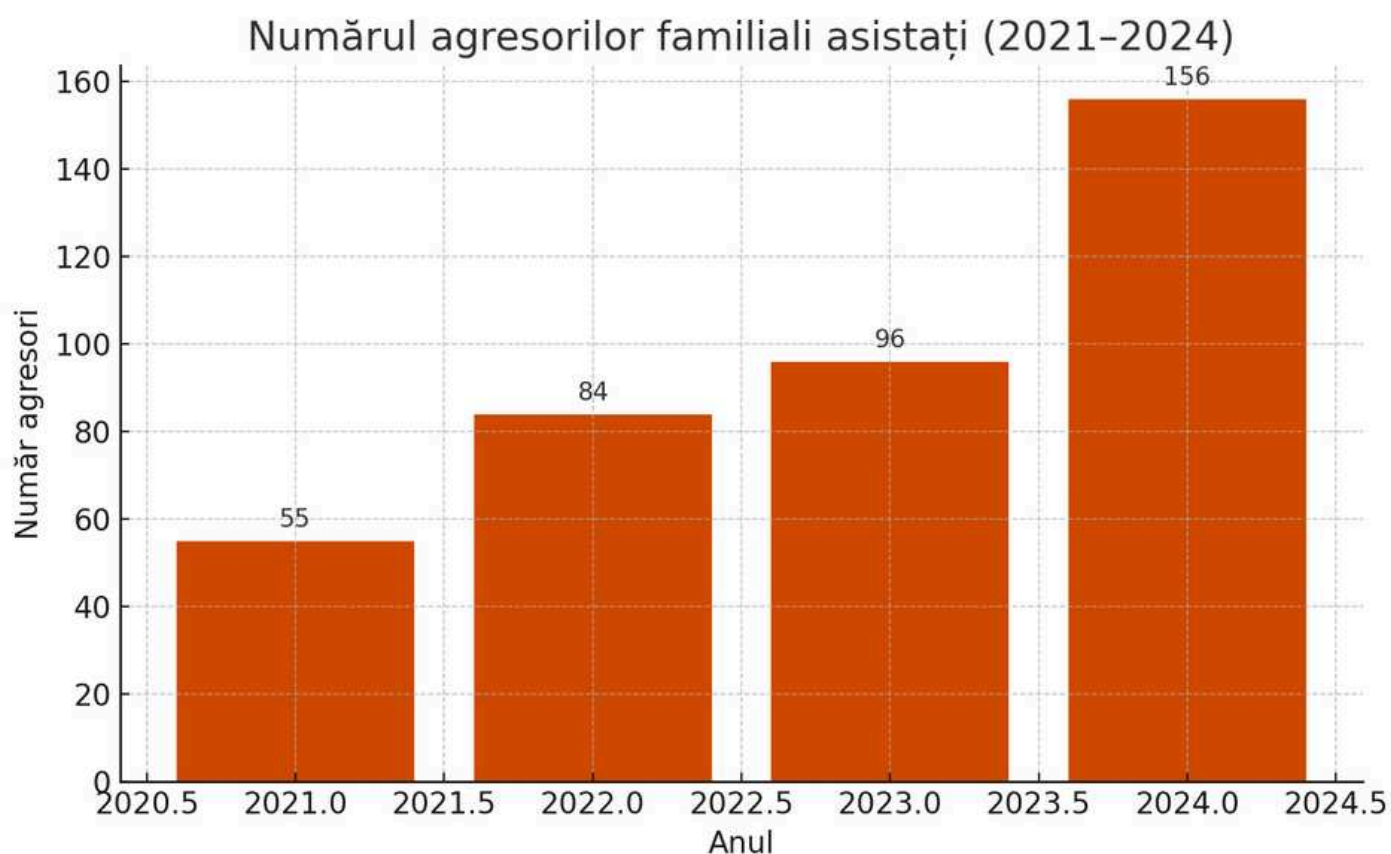
PROGRESS OF PROGRAM II

Objective 2 of Program II:

early intervention through re-education of family aggressors in the context of preventing and combating GBV and VF.

During the period 2021–2024, A.O. Artemida recorded a significant increase in the number of domestic abusers who benefited from specialized counseling and intervention programs. This evolution reflects both the strengthening of the organization's institutional capacities and better cooperation with local and national authorities in terms of referring and monitoring cases of domestic violence. If in 2021 55 abusers were assisted, by 2024 their number had almost tripled, reaching 156 people.

This upward trend can be interpreted as a positive sign of increased accountability in the community and the efficiency of the interventions offered. The data also underline the need to continue and expand counseling services for abusers, as an integral part of efforts to prevent and reduce domestic violence. The diagram below illustrates the annual evolution of this key indicator for the period 2021–2024.



Intermediate result 2.1.2 Collaboration with Probation Offices at national level, in order to refer domestic abusers to the assistance and counseling program.

This result had as a monitoring indicator:

Number of domestic abusers referred to the program for assistance and counseling services by the Probation Office.

Following the analysis of the results obtained in 2024, we have:

The increase in the number of domestic abusers referred to the assistance and counseling center by the Probation Office in 2024 from 128 cases to 93 cases in 2023 highlights that the Probation Office is playing an increasingly important role in managing domestic abusers and redirecting them to counseling services. This demonstrates the effectiveness of the referral mechanisms.

Intermediate result 2.1.3 Collaboration with members of the EMD (police, social services, etc.) at the national level, in order to refer domestic abusers to the assistance and counseling program.

This result had as a monitoring indicator:

Number of domestic abusers referred to the program for assistance and counseling services by other members of the EMD (police, social services, etc.)

Following the analysis of the results obtained in 2024, we have:

The lack of referrals to the domestic abuser assistance and counseling center from other members of the Multidisciplinary Team (EMD), such as the police or social services, in 2023 and 2024, may indicate deficiencies in collaboration or awareness mechanisms.

Intermediate result 2.1.7 Analysis and evaluation of factors contributing to the occurrence of relapse cases.

This result had as a monitoring indicator:

Number of relapse cases.

Following the analysis of the results obtained in 2024 we have:

The fact that the number of cases of recidivism in 2023 and 2024 is 0 demonstrates the effectiveness of the assistance and counseling program for family aggressors. This result reflects good implementation, but it is important to analyze in detail the lessons learned and formulate recommendations to maintain and replicate the success.

Intermediate result 2.1.4 Organizing information sessions with the participation of people who exhibit violent behaviors in order to promote the program and motivate these people to join the program in order to learn and adopt non-violent behaviors.

As part of the national campaign "#16Days of Activism against Gender-Based Violence", our colleagues from the Artemida Public Association, in collaboration with the Drochia Police Inspectorate, the Drochia Probation Office and ATAS Drochia, held awareness-raising sessions for the residents of the villages of Mîndîc and Chetrosu in the Drochia district, with the aim of informing and familiarizing citizens with the phenomenon of violence against women.

The participants were predominantly men, family troublemakers, aggressors or third parties, so most of the questions and topics from the information session were about the legislation in force and existing services, including counseling services for family aggressors provided by the Center for Aggressors in the city of Drochia.



III. TRAINING CENTER

Result 3.

Accessibility and quality of information and assistance services in the field of domestic violence for women, men, girls and boys improved in all regions of Moldova, provided by teams of specialists (bondholders) and local NGOs in the context of preventing and combating domestic violence

Strategic outcome of the program:

The result will be achieved as a result of the development of the program for the prevention of violence against women and domestic violence by promoting zero tolerance towards the phenomenon in order to reduce it in the Republic of Moldova.

The program priorities are:

1. the development, promotion and maintenance in the community of capacity building programs, intervention efforts and prevention of gender-based violence and domestic violence at the individual, community and social levels.
2. promoting the rights and interests of victims of domestic violence within the National Coalition platform "Life without Violence" through lobbying and advocacy activities in the field of preventing and combating domestic violence.

Program Coordinator III, A.O. Artemida Deleu Ionuț



„Education is the
antidote to
violence. Through
training, we plant
the seeds of a
more informed,
courageous, and
caring society.”

ABOUT

Program III has several objectives that, when harmoniously combined, contribute to achieving the strategic result.

01

Objective 1

Strengthening the knowledge of EMD members regarding effective and coordinated intervention in cases of gender-based violence and domestic violence.

02

Objective 2

Strengthening the knowledge of representatives of other NGOs regarding effective and coordinated intervention in cases of gender-based violence and domestic violence.

03

Objective 3

Organizing and carrying out awareness-raising and sensitization activities on preventing and combating gender-based violence and domestic violence

04

Objective 4

Development and multiplication of information materials.

PROGRAM PROGRESS III

Objective 1 of Program III:

Strengthening the knowledge of EMD members regarding effective and coordinated intervention in cases of gender-based violence and domestic violence.

Intermediate result 3.1.1 Organization of information activities for specialists from EMDs and NGOs on the prevention and fight against GBV and VF.

This result has been achieved and is not limited to the following:

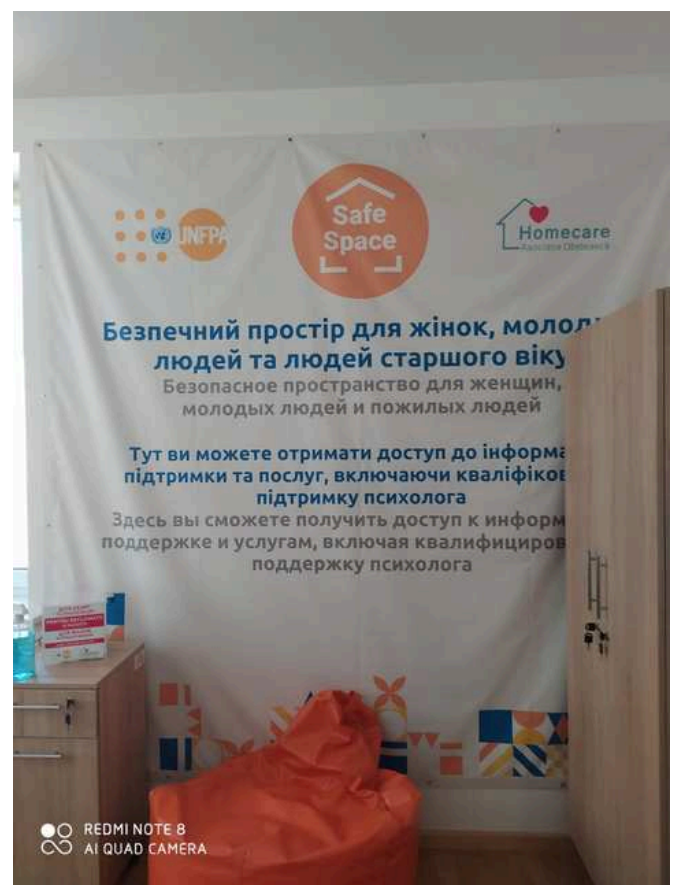
1. Study Visit to anti-violence organizations in Romania, organized by the National Coalition Life Without Violence

The idea for this study visit came from several member organizations of the Coalition, based on a need to meet with organizations outside Moldova and see their models of working with women victims of violence.

2. October 25, 2024 the A.O.Artemida mobile team participated in the study visit of the British Ambassadors to the Republic of Moldova, Fern Horine, and to Ukraine, Martin Harris at the UNFPA Safe Space office in Balti where the team presented the services.

It is essential to showcase our services alongside other teams to identify needs and make improvements to our service. The purpose of the visit was to learn how refugees are supported by Safe Space staff. Ukrainian refugees shared details about the individual consultations, emphasizing that they were very helpful in dealing with the trauma caused by the conflict. Among the topics discussed were the difficulties faced by women and children affected by the war.





Intermediate result 3.1.2 Organization of information activities for specialists from EMDs and NGOs on the prevention and fight against GBV and VF.

3. February 22, 2024 training session for representatives of ATAS and representatives of the Social Assistance Directorate of Chisinau municipality and the Social Assistance Directorate of Gagauzia UTA

26 participants (representatives of ATAS and representatives of the Social Assistance Directorate of Chisinau Municipality and the Social Assistance Directorate of Gagauzia Autonomous Region)

5. March 14, 2024 training/information session for representatives of the Drochia Police Inspectorate

It is essential to showcase our services alongside other teams to identify needs and make improvements to our service. The purpose of the visit was to learn how refugees are supported by Safe Space staff. Ukrainian refugees shared details about the individual consultations, emphasizing that they were very helpful in dealing with the trauma caused by the conflict. Among the topics discussed were the difficulties faced by women and children affected by the war.



6. April 24, 2024 - training session for social workers from Drochia district

34 social workers from STAS Drochia benefited from a workshop on the topic "Strengthening the knowledge and skills of social workers from STAS Drochia regarding intervention in cases of gender-based violence and domestic violence".



7. The logistical organization of the 2 trainings consisted of selecting and organizing the events together with the expert facilitators. The organization of the 5-day training event for the mobile teams was provided by Gender Centru

2 training sessions with EMD members with the support of OAK Foundation and a 5-day workshop for mobile teams managed by 5 UNFPA-supported organizations in the first half of 2024

Objective 2 of Program III:

Strengthening the knowledge of representatives of other NGOs regarding efficient and coordinated intervention in cases of gender-based violence and domestic violence.

Intermediate result 3.2.1 Organization of study visits for representatives of other NGOs.

1. The logistical organization of the study visit to Drochia for representatives of the Family Justice Center lasted from March 1 to March 28, 2024 by preparing information materials, writing requests to the General Police Inspectorate

- On March 29, 2024, representatives of the Family Justice Center in Chisinau were organized and received in Drochia during the Study Visit
- The study visit on March 29, 2024 was attended by representatives of the Family Justice Center, the Chisinau and Drochia Police Inspectorate, the Drochia Court, the Drochia Prosecutor's Office, the Drochia Probation Office
- The study visit on March 29, 2024 was attended by 20 people (7 representatives of the Family Justice Center, 7 representatives of the "Artemida" A.O. and 6 representatives of multidisciplinary teams with responsibilities in managing GBV cases (judge, prosecutor, probation, police, social services)).



Lessons learned:

- The study visit on March 29, 2024 was organized at the request of the Family Justice Center in Chisinau, it is important to remain open to other partners.
- Through this activity, the perspective of collaboration between institutions for the prevention and combating of GBV and VF at the local and national levels was addressed.
- For the specialists from the Family Justice Center, this study visit provided them with the opportunity to visit the specialized services offered by the NGO "Artemida" and to learn more about the multi-sectoral services offered to GBV survivors in accordance with the case management process.

2. Study visit of the Ambassador of the United Kingdom of Great Britain and Northern Ireland to the Republic of Moldova; UK in Moldova - British Embassy Chisinau - **March 5, 2024**

"On March 5, 2024, the Artemida Public Association in partnership with the Center for Assistance and Counseling for Domestic Abusers in Drochia had the honor of having as a visitor

- Her Excellency H.E. Fern Horine, Ambassador of the United Kingdom of Great Britain and Northern Ireland to the Republic of Moldova; UK in Moldova - British Embassy Chisinau
- Dr. Karina Nersesyan, UNFPA Resident Representative in the Republic of Moldova;
- Pippa Brown Humanitarian Coordinator Moldova;
- Representatives of UNFPA Moldova;
- Representatives of FCDO;
- Representatives of the Drochia Police Inspectorate;
- Representatives of the Drochia Probation Office;
- Local Public Authority;"



About the visit:

- The first part of the visit was based on sharing the unique experience of the multidisciplinary district team in Drochia in preventing and responding to gender-based violence. Special attention was paid to the program for working with domestic abusers and the collaboration of all actors involved in preventing and combating GBV and domestic violence.
- In the second part of the visit, the guests met with the UNFPA mobile teams managed by AO Artemida and discussed the importance of the mobile teams' service in the context of the refugee crisis, the successes and challenges encountered in the daily work of the specialists, as well as the daily collaboration with the LPA in order to ensure the continuity of the activity.
- At the end of the visit, the guests of honor visited the assistance and counseling center for victims of domestic violence, the "Ariadna" Center in Drochia, where they discussed with the case workers about the management of GBV cases and cash assistance.

We were honored to host such an event. We firmly believe that only together, by building sustainable partnerships and through coordinated joint efforts, will we be able to face all challenges.

3. Productive meeting with representatives of the National Inspectorate of Public Security (INSP) of the General Inspectorate of Police - October 22, 2024

- "On October 22, 2024, A. O. "Artemida" hosted a productive meeting with representatives of the National Inspectorate of Public Security (INSP) of the General Inspectorate of Police, representatives of the Drochia Police Inspectorate. The purpose of this meeting was to establish the prospects and opportunities for inter-institutional collaboration and the further signing of a collaboration agreement that will strengthen our active partnership in the fight against domestic violence and gender-based violence."



About:

- The discussions focused on developing concrete actions regarding periodic information exchanges, mutual consultations on the coordination of activities to be planned jointly, conducting training for frontline Police employees, in order to provide quality services and refer victims of domestic violence or other forms of discrimination, and periodically convening to identify potential impediments to the implementation of the proposed actions.
- We are confident that by joining forces, we can build a safer and more protected environment for all citizens. Together, we will take important steps towards a society without violence!

4. Visit of the Minister of Internal Affairs, Adrian Efros - November 7, 2024

- We were honored to be visited by the Minister of Internal Affairs, Adrian Efros. We were pleased to present the Training Center of A.O.Artemida but also the activities and measures we undertake to achieve our Mission and Vision. We were also happy to present the services created by A.O.Artemida in the city of Drochia: the Center for Victims "Ariadna" and the Center for Aggressors.



About the visit:

- We were happy for the opportunity to discuss during this visit with the Minister the importance of preventing and combating domestic violence by supporting victims and punishing perpetrators. We also addressed the importance of collaboration and support provided by the Ministry of Internal Affairs in preventing and combating domestic violence.
- We are convinced that through joint and consolidated efforts we can face all challenges.

5. Visit from the National Coalition "Life Without Violence" - the team from the Public Association "Everyone Contributes to Change" from Criuleni - November 13, 2024

- We had the pleasure of welcoming our colleagues from the National Coalition "Life Without Violence" and the team from the Public Association "Each Contributes for Change". Together we had a day full of discussions and exchange of good practices in the field of preventing and combating domestic violence.



About:

- The aim of this activity was to strengthen cooperation between specialists in preventing domestic violence and supporting victims, thus contributing to improving their response to cases of violence.
- During the visit, we shared ideas on how we can support the community even more effectively. We look forward to turning these ideas into concrete actions!
- We are convinced that only together through consolidated joint efforts can we face all challenges.

6. Study visit, Tajikistan team - November 14, 2024

- We were honored to have a delegation from Tajikistan visit us, consisting of representatives of civil society organizations as well as representatives of UN agencies and Embassies, who visited us to exchange experiences and best practices.



About:

- During the visit, the activity of the Artemida Public Association in the field of preventing and combating domestic violence and gender-based violence was presented. We shared the experience of assistance and counseling services for domestic aggressors and of the services provided for the prevention and support of victims of domestic violence.
- We also discussed the mobile teams, the cash team and the support we offer to refugees and host families on a daily basis.
- We are convinced that only together through consolidated joint efforts can we face all the challenges.

7. Official visit of UNFPA Moldova and UNFPA International representatives - December 5, 2024

- We were pleased to host the visit of officials such as: Gabriela Alvarez Minte, Regional Gender Advisor UNFPA Regional Office for Eastern Europe and Central Asia, Ms. Ana Catarina Araújo, Regional GBV in Emergencies Specialist UNFPA EECARO Istanbul, Turkey and Ms. Violeta Terguță, Project Coordinator of UNFPA Moldova.



About:

- During the meeting, essential topics were addressed such as the activity of the Mobile Teams and the Case Management Team, the ways of referring GBV victims, the needs and challenges that the teams encounter in the territory.
- We are convinced that only together through consolidated joint efforts can we face all the challenges.

Objective 3 of Program III:

Organizing and carrying out awareness-raising and sensitization activities on preventing and combating gender-based violence and domestic violence

Intermediate result 3.3.1 Organization and holding of awareness-raising events (forums, round tables, conferences) with the participation of EMD members (representatives of state institutions and NGOs), including within the 16 Days of Activism against Gender-Based Violence campaign.

1. Signing of the intersectoral partnership agreement in Drochia. - November 15, 2024

- This agreement represents the commitment of all those involved to act together, with integrated resources and solutions, to prevent and combat human trafficking, domestic violence and gender-based violence, guaranteeing a safer future for all citizens. It is an important step in building a more just and equitable society, in which every person feels protected and respected.
- 15 organizations have signed a joint intersectoral collaboration agreement, the first in the Republic of Moldova



Lessons:

- On the occasion of signing the first multilateral agreement between actors involved in the Prevention and Combating of Human Trafficking, Domestic Violence and Gender-Based Violence, we are taking a significant step towards protecting victims and creating a more efficient framework for collaboration between state institutions and civil organizations.

2. Youth Friendly Institutions Club: united against violence, with a focus on the role of youth in promoting a society without violence. - December 5, 2024

- The event began with a welcoming speech from Mr. Iurie Melinte, Director of LT B.P.-Hasdeu, Alexei Jidraș-Vice President of Drochia District, Vitalie Josanu-Deputy Head of the Soroca Territorial Office of the State Chancellery, Mariana Bruma, Director, Drochia Youth Center (CTD). The event was attended by 80 people
- The young people present at the event were informed about the assistance and counseling services for subjects of domestic violence existing in Drochia district by representatives of the Drochia Territorial Social Assistance Structure, the Drochia Police Inspectorate, the Artemida Public Association, the assistance and counseling services for victims of violence, the assistance and counseling services for family aggressors, the Drochia Probation Office.



Lessons:

- We consider unacceptable behaviors that affect the dignity, safety, and well-being of any person. We support the values of respect, equality, and empathy, and remain committed to promoting a safe, inclusive, and harmonious environment in the community.

3. Legal education for the young generation (Drochia Court). - December 10, 2024

- Legal education for the younger generation!
- We particularly appreciate the efforts of the students from the College of Integrated Studies "C. Stere", who presented an improvised trial and played the role of the judge, clerk, lawyer, policeman and other participants in the trial, demonstrating a deep understanding of the values defended by justice.
- 50 young people participated in the event



Lessons:

- The energy, enthusiasm and interest of young people in this event transformed the activity into a true lesson in strengthening civic spirit, in preventing violations of fundamental human rights.
- The Drochia Court is open to partnerships with institutions and organizations, as such initiatives contribute to the formation of a responsible and well-informed generation.

Objective 4 of Program III:

Development and multiplication of information materials.

Intermediate result 3.4.1 Development and multiplication of information materials.

1. Development and multiplication of information materials.	<ul style="list-style-type: none">• March 25, 2024 - contribution to the development by the Drochia Court of a brochure on the diversity of services, additions to the page dedicated to domestic violence.• The brochure includes information on legal remedies for subjects of domestic violence.
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Intermediate result 3.4.2 Training of specialists in accordance with the METHODOLOGICAL GUIDE for specialists (psychologists) working within specialized assistance and counseling services for victims of gender-based violence and domestic violence.

1. January 27-28, 2024 - 5th training module for psychologists from member organizations of the National Coalition "Life Without Violence" and other state institutions	<ul style="list-style-type: none">• Module 5. Standard procedures for preparing an assessment report to be presented in court:• what is the algorithm for a psychological assessment process for persons affected by gender-based violence/domestic violence;• how to select the Inventory of non-psychometric and psychometric data collection methods, what are the rules and application methods;• how to structure a psychological assessment report;• how to present an assessment report in court;
2. February 23-25, 2024 - 6th training module for psychologists from member organizations of the National Coalition "Life Without Violence" and other state institutions	<ul style="list-style-type: none">• Module 6. Burnout prevention in assisting people affected by violence:• How to identify the stages, symptoms and risk factors of burnout;• How to apply various strategies and actions to prevent burnout at 3 levels – individual, relational and managerial;• How to build a supervision and personal development program for your colleagues to prevent burnout.

Intermediate result 3.4.3 Training of specialists in accordance with the TOOLKIT for working with family aggressors.

Module I - May 29-30, 2024 - training for professionals from the penitentiary and Probation system facilitated by Simion Sirbu - Executive Director of A.O. "Artemida" and Andrei Odajiu - coordinator of the assistance and counseling program for family aggressors.

II module - June 5-6, 2024 - training for professionals from the penitentiary and Probation system facilitated by Simion Sirbu - Executive Director of A.O. "Artemida" and Andrei Odajiu - coordinator of the assistance and counseling program for family aggressors.

III module - June 19-20 2024 - training for professionals from the penitentiary and Probation system facilitated by Simion Sirbu - Executive Director of A.O. "Artemida" and Andrei Odajiu - coordinator of the assistance and counseling program for family aggressors.

IV module - June 26-27, 2024 - training for professionals from the penitentiary and Probation system facilitated by Simion Sirbu - Executive Director of A.O. "Artemida" and Andrei Odajiu - coordinator of the assistance and counseling program for family aggressors.

V module - July 03-04, 2024 - training for professionals from the penitentiary and Probation system facilitated by Simion Sirbu - Executive Director of A.O. "Artemida" and Andrei Odajiu - coordinator of the assistance and counseling program for family aggressors.

VI module - July 24-25, 2024 - training for professionals from the penitentiary and Probation system facilitated by Simion Sirbu - Executive Director of A.O. "Artemida" and Andrei Odajiu - coordinator of the assistance and counseling program for family aggressors.



IV. INSTITUTIONAL DEVELOPMENT AND ENSURING FINANCIAL SUSTAINABILITY

Result 4.

Increased level of professionalism, financial sustainability and positive image of A.O Artemida in Northern Moldova and at the national level.

Strategic outcome of the program:

Ensuring the continuous institutional development of A.O. "Artemida" by achieving financial sustainability, prosperity, with a united/motivated, competent and professionally dedicated team, devoted to the values of the organization, with satisfied beneficiaries, with a positive image and authority

Program Coordinator IV, A.O. Artemida Pavel Tuvacov



"A strong organization is one that can sustain its mission over the long term."

PROGRESS OF THE PROGRAM IV

Objective 1 of Program IV:

Increasing the governance capacity of A.O. "Artemida" in accordance with new legislative changes and amendments.

In the context of achieving this result, the A.O. "Artemida" team worked in several workshops aimed at reviewing and adjusting the Organizational Strategy for the period 2024-2027. The following planning, monitoring and evaluation tools were also developed for 2025:

- Annual Plan for 2024;

- Calendar of Activities 2024;

- SIO (Organization Information System);

Objective 2 of Program IV:

Strengthening the capacities of specialists within the organization through initial and ongoing training.

Intermediate result 4.2.1 Training of specialists of A.O. "Artemida" in the context of ensuring initial and continuous training of employees and members of the organization.

Context: Training specialists is our priority to provide quality services to our beneficiaries and to empower the organization
Thus, in 2024 the following trainings took place:

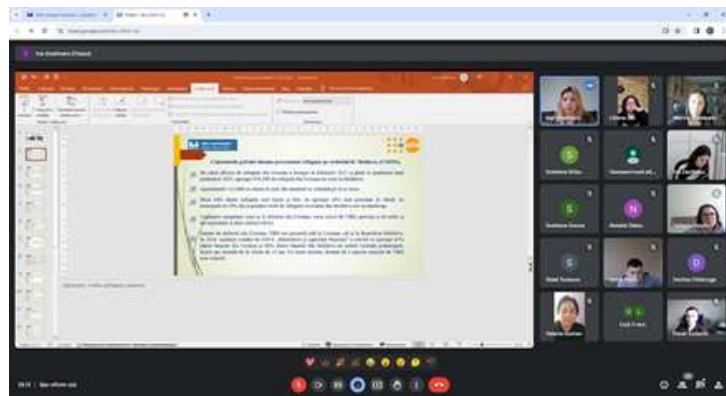
Activities undertaken:

Training of mobile and static teams on the continuation of their activity according to the new work plan for 2024 supported by UNFPA, where 22 representatives of A.O. "Artemida" (mobile, static teams, representatives of specialized services) participated in the activity in online format.

Participation of 2 people from the organization at the training seminar "New aspects of regulating labor relations for the year 2024", organized by the Fiscal Monitor

Participation of 2 people from the organization in the training seminar "Changes in tax legislation for the year 2024", Organized by SRL "Totul p-u contabil",

Training of the A.O. "Artemida" team on the identification and referral of victims of human trafficking, where 23 representatives of A.O. "Artemida" (mobile, static teams, representatives of specialized services) benefited from training facilitated by Tatiana Catană - lawyer and Alexandru Donos - psychologist.



Activities undertaken:

Interview session for the A.O. "Artemida" team where 22 representatives of A.O. "Artemida" (mobile, static teams, representatives of specialized services) participated in the activity in online format.

7 people from the Artemida AO mobile teams participated in the Training Program for specialists from mobile and static safe spaces in capacity building in preventing and combating GBV.

The management team and cash team within A. O. Artemida were trained on case management in accordance with global standards for intervention in GBV cases.

Two people from the organization participated in the training on "Aspects of interventions in situations of DV, assistance, protection and rehabilitation of victims of crimes" / Physical presence (Chisinau, 115 Columna Street)

Participation of the person responsible for fundraising at the National Fundraising Conference in Bucharest, organized by ARC



Activities undertaken:

Training of the A.O. "Artemida" team by the Legal Clinic on the legislation that protects against discrimination and hatred based on prejudice and on their legal consequences.

Training of the A.O. "Artemida" team by the Legal Clinic on "Access to justice (opportunities for state-guaranteed legal assistance, types of assistance, procedure for granting legal assistance, use of the PIGD - integrated case management program, useful contacts.)"

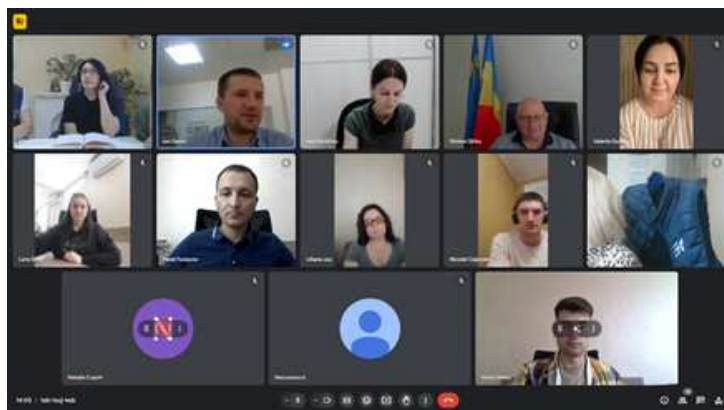
Training of the A.O. "Artemida" team by the Legal Clinic on "Prevention and Combating Bias-Motivated Crimes"

Participation of A.O Artemida members in the training on the topic: Communication - an important tool in personal activity.

Participation of organization members in the online Project Management training

Team members' participation in the online seminar Writing projects in NGOs

Team members' participation in the online seminar Budgeting in the NGO sector



Activities undertaken:

Team members' participation in the online workshop Communication for NGOs

Participation of the chief accountant and the accountant in the practical online course: Financial Analyst

Participation of organization members in the regional workshop with genericil Writing the project proposal on energy efficiency and improving social services.

Participation of representatives of AO Artemida at the International Conference on Preventing and Combating Violence Against Women organized by the National Coalition Life Without Violence.

Participation of representatives of AO Artemida at the hearing of the report of the National Agency for Prevention and Combating Violence Against Women and Domestic Violence (ANPCV) for the period January-June 2024.

Participation of AO Artemida representatives at the National Conference on the Implementation of the Istanbul Convention in the Republic of Moldova

Participation of AO Artemida members in the training workshop on the topic "Digital Safety and Support for Women Victims of Digital Violence"



Objective 3 of Program IV:

Further integrating cross-cutting perspectives into the organizational environment.

Intermediate result 4.3.2 Continuous consolidation of the knowledge of the representatives of A.O. "Artemida" regarding the integration of the gender equality perspective into the activity.

In 2024, in all activities carried out by A.O. Artemida the following perspectives were integrated: gender equality, human rights, conflict sensitivity and environmental perspective. A.O. "Artemida" constantly takes into account those principles according to internal policy as well as with policy adjustments if necessary to integrate the perspectives: gender equality, human rights, conflict sensitivity and environmental friendliness.

Cross-cutting perspectives have been integrated into all organizational programs by:

- Including these perspectives in strategic planning – each program has objectives and activities that reflect the values of the environment, gender equality, sustainability, respect for human rights.
- Applying the principles of non-discrimination and equity in all services provided to beneficiaries, with an emphasis on the participation of women, children, refugees and other vulnerable groups.
- Developing and implementing internal policies that reflect the organization's commitment to transparency, equity and human dignity.
- Continuously evaluating activities from the perspective of environmental and community impact – through the rational use of resources and the promotion of green practices.

Objective 4 of Program IV:

Active involvement of A. O "Artemida" in activities with national impact as a member organization of the National Coalition "Life Without Violence"

Intermediate result 4.4.1 Participation of A.O Artemida representatives, delegates and co-delegates, at the general assemblies of the National Coalition "Life Without Violence":

Mrs. Ina Grădinaru's participation in the General Assembly of the National Coalition "Life Without Violence". The Annual Report for 2023 and the Development Strategy of the Coalition were presented during the General Assembly.

Intermediate result 4.4.2 Participation of representatives of A.O. "Artemida" in activities organized by the National Coalition "Life Without Violence" or by other member organizations of the Coalition:

"Participation in the working group of the program coordinator A.O.Artemida, Ina Grădinaru as a consultant on the development of quality standards for specialized services for women who have experienced violence. The purpose of this activity is to develop minimum standards, collectively agreed by all organizations in the Coalition, to come from the members of the Coalition and to be included in the Coalition's development strategy. The goal is to have minimum references for what specialized services entail, what are the criteria and requirements, how organizations cooperate and refer internally, etc."

Participation of the A.O.Artemida program coordinator, Ina Grădinaru, in the advocacy working group. The activity involved meeting the working group for the process of developing the Coalition Strategy to discuss several collective actions/trainings on the legislative/political/etc. accession process for non-governmental organizations.

Participation in the Parliamentary Hearings of 2 people from A.O Artemida: Simion Sirbu - Executive Director and Pavel Tuvacov - coordinator of the organizational development program of A.O "Artemida". The Parliament organized public hearings on the need to take concrete actions to include them in legislation, as well as other necessary actions regarding the protection of women and girls from acts of violence.

Participation of the program coordinator A.O.Artemida Ina Grădinaru and the center representative Ariadna Ina Danilciuc at the working session organized by the Women's Law Center on the development of the case management procedure for community social workers who will assist cases of GBV and VF.

Participation of program coordinators 3 and 4 at the Forum: Understanding and addressing the intersectionality between violence against children and violence against women in the Republic of Moldova



Objective 5 of Program IV:

The active involvement of A. O "Artemida" in activities with international impact as a member organization of the European Network "Work With Perpetrators"

Intermediate result 4.5.2 Participation of A.O Artemida representatives, delegates and co-delegates, in activities organized by the European Network "Work With Perpetrators"

The Coordinator of Program 4 of the A.O. "Artemida" participated in the study visit of the members of WWP EN (Work With Perpetrators – European Network), held at the Foundation for Social Welfare Services in Malta.

The participation provided the opportunity to:

- Exchange experience on intervention models in working with domestic abusers;
- Observe good practices from Malta in the field of institutional development and sustainability of social services;



Objective 6 of the IV Program:

Ensuring the continued financial sustainability of A.O. "Artemida"

Intermediate result 4.6.1 Signing partnership agreements to implement the strategic plan.

A Multilateral Collaboration Agreement was signed between actors involved in the Prevention and Combating of Human Trafficking, Domestic Violence and Gender-Based Violence - a significant step towards protecting victims and creating a more efficient framework for collaboration between state institutions and civil organizations.



The General Inspectorate of Police and the Artemida Public Association signed a collaboration agreement, marking a new chapter in the fight against domestic violence and gender-based violence.



Objective 7 of Program IV:

Adjusting work spaces, providing and maintaining the equipment necessary to carry out activities.

To achieve this objective, the following actions were taken:

Continuing to equip work spaces with sufficient and appropriate furniture, equipment and programs/software for the activities in the 2024 Annual Plan

Ensuring the maintenance or renewal of the equipment necessary for carrying out activities by:

- Hiring people who ensure the maintenance of the organization's server, technical equipment, software programs (1C server, internal network, antivirus) and the organization's website

The use of renewable energy sources, in order to reduce the degree of pollution caused by the combustion of fuels used to produce thermal energy used for heating and other energy efficiency activities:

- At the initiative of A.O Artemida, UNFPA initiated the process of energy efficiency of the Ariadna Center building, procuring and installing solar panels on the roof of the building.



Objective 8 of Program IV:

Ensuring the transparency of the activity of A.O. "Artemida"

In the context of ensuring the efficient management of A.O. "Artemida" and ensuring the transparency of organizational activities, A.O. "Artemida" during 2024 undertook:

- publishing the annual narrative report on the website of A.O "Artemida"
- managing the strategic budget of A.O "Artemida" in accordance with the planned budget lines
- and the requirements of donors
- annually the organization is subject to a general financial audit for which it obtains the audit report

To ensure increased visibility and transparency of the activities promoted and carried out by A.O. "Artemida" during 2024, the following actions were taken: Promotion of materials regarding the communication of activities through the website:

- www.artemida.md

Promotion of materials regarding the communication of activities through the Facebook page:

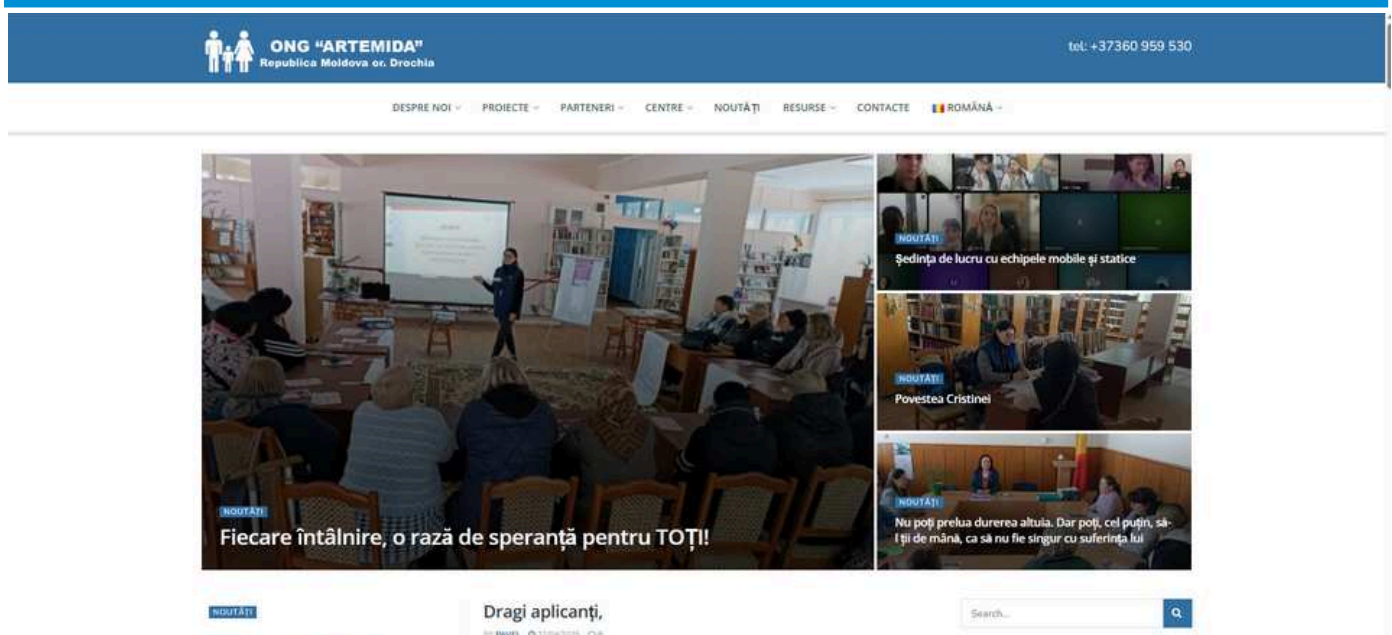
- A.O. "Artemida" - <https://www.facebook.com/Asociatia-Obsteasca-Artemida>

As a result, the Online Presence was improved:

Views = 38300

Impact = 14561

Followers = 653



FINANCE AND MANAGEMENT

This chapter presents information related to the management of financial resources and managerial decisions taken by A.O Artemida during 2024.

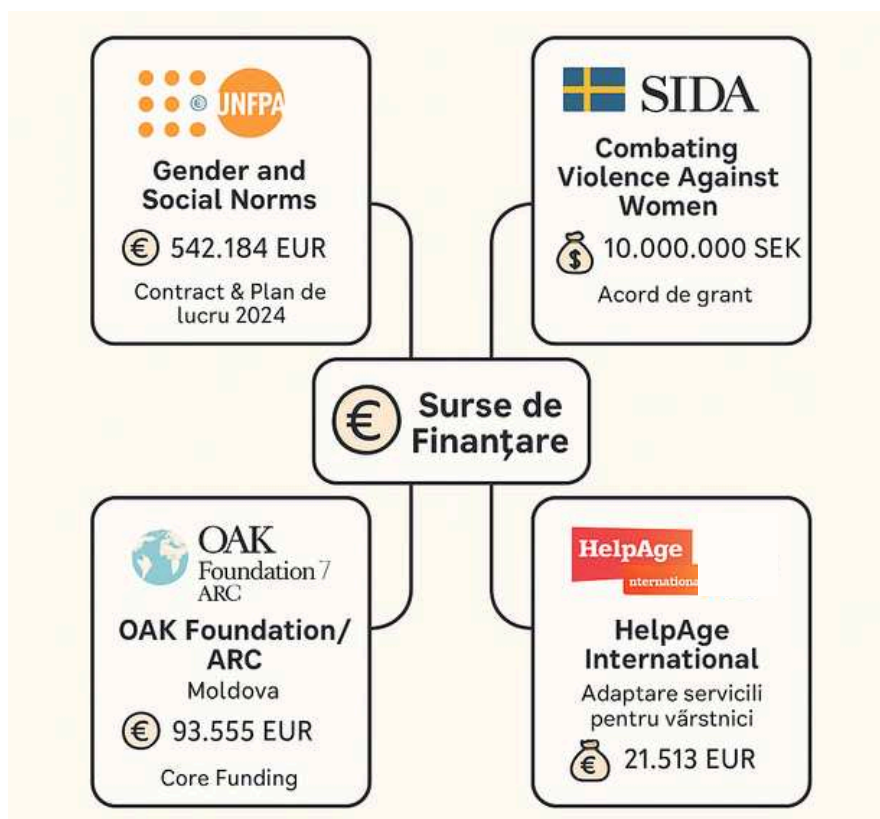
The financial analysis for the year 2024 includes:

- **Sources of financing**
- **Budget execution**
- **Main expenses**

Sources of funding

In order to execute the strategic budget and implement the activity plan, AO Artemida signed contracts and obtained non-reimbursable sources from the following donors:

- ★ Based on the UNFPA partnership agreement "Gender and social norms" and the Work Plan Year 2024 - 542,184 EUR.
- ★ Grant agreement Swedish International Development Cooperation Agency, Sida "Combating violence against women, Moldova 2024-2028" in the amount of 10,000,000 SEK
- ★ OAK Foundation grant agreement through the ARC Foundation Organizational support (core funding) within the "Issues Affecting Women - Problems affecting women" program in the Republic of Moldova Tranche II - 93,555 EUR
- ★ HelpAge International grant agreement - Adaptation of the infrastructure and specific conditions within the VVD Assistance and Counseling Center so that temporary placement services for the elderly are adjusted to their needs. – 21 513EUR



Budget execution

Budget execution during 2024 forms 672,449 EUR, which includes the following funds:

- Based on the UNFPA partnership agreement "Gender and social norms" and the Work Plan Year 2024 - 542,184 EUR

- Based on the grant agreement:

OAK Foundation through the ARC Foundation - Organizational support (core funding) within the program "Issues Affecting Women - Problems affecting women" in the Republic of Moldova - 89,568 EUR

Help Age International - Adaptation of the infrastructure and specific conditions within the Center for Assistance and Counseling for VVD so that temporary placement services for the elderly are adjusted to their needs. - 21,513 EUR

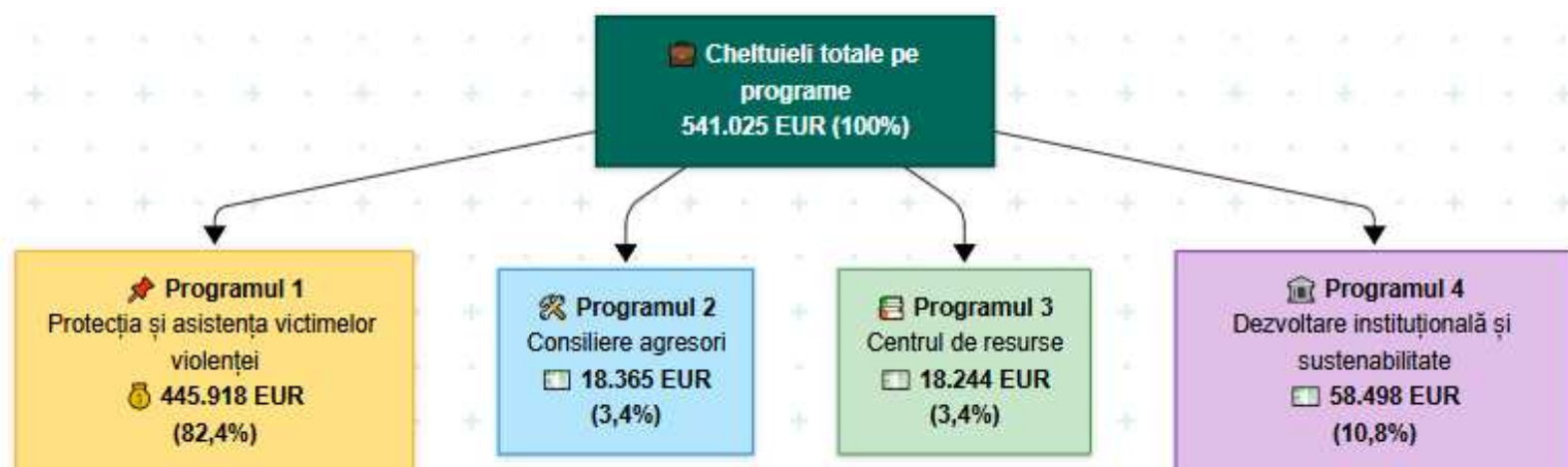
Swedish International Development Cooperation Agency, Sida "Combating violence against women, Moldova 2024-2028" - 6,057 EUR

- Own sources -13,127 EUR

Main expenses incurred during the year 2024:



Financial sources managed for carrying out activities according to organizational programs:



CONCLUSION

The 2024 Annual Report represents the efforts of a team united under the same mission and vision. Let's highlight the most colorful moments:



Highlight 1

Public tree planting event

- Over 100 trees planted
- Over 100 people informed about the phenomenon of VF and GBV

Highlight 2

Signing of the partnership agreement

- The first agreement of this kind in the Republic of Moldova
- Collaboration with 15 organizations



Highlight 3

Continuous training and education.

- In 2024, the members of A.O.Artemida participated in various trainings, events and study visits, so we can improve our services.

"Real change does not happen overnight, but through constant effort, solidarity and courage. Every year brings us closer to a system that puts women's lives, dignity and protection at the center of decisions."

ACKNOWLEDGEMENTS

On behalf of the entire A.O. Artemida team, we would like to express our sincere gratitude to all those who have been with us in 2024.

We thank our institutional partners, international organizations and donors who have given us trust, resources and expertise. Without your constant support, our impact would not have been possible.

We are deeply grateful to our dedicated team – professionals who work with empathy, courage and responsibility. Their daily work changes lives and builds safety where there was once fear.

We also thank our colleagues in national and international networks, who inspire us, support us and challenge us to be better.

Last but not least, we thank our beneficiaries, who entrusted us with their stories, who had the confidence to ask for help and chose to start the path to safety and dignity. They are our deepest motivation.

Together, we made 2024 a year of solidarity, courage, and transformation.

Thank you for your continued support in our efforts to make the world a better place.

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