

Report of the Centre for Continuous Electoral Training on the activities carried out during 2022

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List of acronyms and terms

LPAs – Local Public Authorities
Blended training – English term that signifies the mixed training that combines the remote training with face-to-face seminars
CEC – Central Election Commission
DEC – District Electoral Council
CICDE – Centre for Continuous Electoral Training
e-learning – remote learning
IDEA – Institute for Democracy and Electoral Assistance
UNDP – United Nations Development Programme
SVR – State Voter Register
SAISE – State Automated Information System ‘Elections’

Executive Summary

The activity of the Centre for Continuous Electoral Training for the year 2022, carried out based on the annual activity plan, approved by the Decision of the Central Electoral Commission No 316 of 8 February 2022, was focused on the achievement of the institution's strategic development goals, as well as on the training of electoral subjects for the new local elections of 29 May and 16 October 2022.

The CICDE's efforts in the reporting year were directed towards promoting electoral education as part of formal education, broadening the spectrum of civic education activities, conducting research on topics of interest in the electoral field, and strengthening the capacity to provide training through various modalities to electoral stakeholders between elections.

In terms of electoral training, the year 2022 was characterised by training seminars on cross-cutting themes such as: gender dimension in elections, electoral integrity, accessibility of the electoral process for different categories of beneficiaries. The training seminars were conducted in different formats, depending on the content of the training modules and the needs of the beneficiaries (off-line seminars, webinars, blended learning, distance learning). Thus, in 2022, CICDE trained 593 people in 29 seminars, 33 webinars and 325 people via the e-learning platform.

During the year, more than 3,300 people of various ages benefited directly from electoral education and training activities, through which we familiarized voters and future voters with the electoral procedures and motivated them to participate in all stages of the electoral process.

In 2022, CICDE took key steps to promote electoral education in formal education:

- it developed the electoral education methodology for pre-school children (accompanied by 3 teaching projects, one of which is based on a storybook created at the initiative and with the contribution of the CICDE) and information sessions for kindergarten methodologists;
- it developed and took the necessary steps with the Ministry of Education and Research for the approval of the curriculum for the optional subject 'Electoral Education' for 9th and 10th grade students. Starting in the 2023-2024 academic year, students will be able to take this subject;
- it developed the curriculum for the university course 'Democratic Culture' with its approval in three universities of the country (State University of Moldova, Bălți State University 'Alecă Russo' and Cahul State University 'Bogdan Petriceicu Hașdeu').

In the research area, during the reporting period, CICDE continued its efforts in developing the research grants program, publishing the electoral analysis, theory and research magazine Electoral Digest, policy briefs and analytical notes on electoral issues, especially in the context of amending electoral legislation. The second CICDE scientific conference with international participation was organised, where topics such as the quality of democracy in the world, election security and the participation of young people in the decision-making process were discussed.

Out of the 32 activities included in the CICDE Annual Activity Plan for 2022, 30 were fully implemented (93.75%) and 2 were partially implemented (6.25%).

Achievement of the strategic goals of the CICDE during 2022

The CICDE Strategic Plan approved by CEC Decision No 3668 of 4 February 2020 sets out the three strategic pillars of the institution and the related goals for 2020-2023. We briefly outline the achievement of the tasks set for the year 2022 towards the 3 major goals.

PILLAR 1 MODERN AND QUALITY SERVICES

Purpose: Provide modernised, continuous training, civic education and research services tailored to the needs of beneficiaries.

The tasks set under this goal are in fact the institution's vectors for the three main directions of activity: training, civic education and research. During the reporting period, CICDE consolidated its position as an institution that provides this range of services to different categories of beneficiaries in a professional manner, managing to keep the interest of electoral stakeholders at a high level, even in a non-election year.

Considerable efforts have been made to ensure the continuous training of appointed electoral officials (in the 2 new local elections), potential electoral officials delegated for training by the local public administration and political parties (trainings on electoral integrity, accessibility of the electoral process and gender dimension in elections), as well as other groups that need to be capacitated in order to carry out activities throughout the electoral cycle (local council secretaries, media representatives, etc.).

The CICDE's educational offer for 2022 included courses on various topics and was made available to the general public through the platform cursuri.cicde.md, as well as sent to various stakeholders for registration and subsequent participation in training activities. CICDE has invested in the diversity of knowledge delivery and skills training methods to make electoral training accessible, useful and above all continuous. Here we refer to the delivery of training in a mixed format, exploiting the possibilities of the online environment and the advantages of distance learning.

Electoral education has certainly become the institution's calling card, a fact confirmed by the general public's interest in the activities and products developed by the institution. In the reporting year, efforts were directed towards creating the methodological framework to enable the electoral education of future and young voters in formal education. We believe that the constant, consistent promotion of the principle of participatory democracy in the educational environment and the combined efforts of the CICDE and other institutions and organisations concerned with this field will certainly have the desired results.

Traditional activities, such as intellectual games, election-themed competitions, camps, study visits were also carried out this year, with the CICDE managing to involve voters and future voters from all over the country.

As results of the *Electoral Education* activity in 2022, several products can be listed, namely: 5 videos with the title 'Democracy explained by children', the storybook 'Archie and the Forest Council', the revised edition of the publication 'Electoral ABC', 1 methodology of early electoral education accompanied by 3 teaching projects, 1 approved curriculum for the optional subject *Electoral Education*, grades 9-10, 1 thematic university curriculum approved in 3 higher education institutions.

The achievements of the CICDE research laboratory in 2022 are the following: 5 research grants awarded and 5 research projects carried out within the framework of the third edition of the grants program for young researchers, 2 editions of the bi-annual magazine 'Electoral Digest' containing 13 scientific articles, a policy brief, as well as information and analytical notes produced at the initiative of various national and international institutions.

The second scientific-practical conference organised by the CICDE succeeded in gathering more than 50 participants from different countries who discussed the challenges to the quality of democracy and the solutions to ensure the security of elections and the participation of young people.

We note that of the 21 activities established under **Pillar 1: Modern and Quality Services**, 19 were fully implemented (90.4%), and only 2 partially implemented. In order to provide continuous training to potential electoral officials, trainings were organised and carried out on 3 topics of relevance to the professional development of the beneficiaries. The performance indicator set was not fully achieved, although the necessary planning measures were taken: 700 people were invited to 35 seminars.

As regards the conduct of all procedures relating to the accreditation of training courses for prospective electoral officials, the effort continued with the adjustment of 18 internal regulations and instructions to bring them into line with the requirements of the accreditation procedure. However, the package of documents has not been submitted to the relevant institution because the Rules of Procedure of the CICDE, the core document in the accreditation package, had not been approved by the end of 2022 by the CEC in a new version and the current version does not meet the requirements.

The performance indicators and their achievement level can be seen in *Table 1*.

Table 1 Level of achievement of the activities included in the CICDE annual plan under Pillar No 1

PILLAR 1 MODERN AND QUALITY SERVICES				
<i>Purpose: Provide modernised, continuous training, civic education and research services tailored to the needs of beneficiaries</i>				
Goal 1.1 Modernise and ensure permanence of training and civic education services				
No of the strategic activity¹	Strategic activities	Tasks	Performance indicators	Completion level
1.1.1	Improve existing training courses for electoral officials and other electoral stakeholders on the www.e-learning.cicde.md platform and developing new courses	Develop two general training courses	2 new courses developed	<i>Implemented</i> The following distance learning courses were developed: – ‘Hate speech during elections’ – ‘4D Elections – Get Connected’
1.1.1	Conduct training of electoral officials and other stakeholders on the platform www.e-learning.cicde.md	Monitor how beneficiaries go through the remote training courses	At least 300 people trained via the platform www.e-learning.cicde.md	<i>Implemented</i> In total, 325 people completed the distance learning courses on the CICDE platform in the reporting year and obtained a certificate of participation.

¹ Number of the strategic activity in the Strategic Plan of the CICDE approved by CEC Decision No 3668 of 4 February 2020

1.1.1	Deliver training based on the blended learning concept	Adapt a training program to the blended training format Organise training courses in 2 stages: face-to-face and distance training seminars	2 trainings organised in blended learning format 50 people trained based on this concept	<i>Implemented</i> 2 courses were adapted in blended training format: – ‘Accessibility of electoral processes for people with special needs’ (2 webinars organised) – ‘Integrity of the electoral process’ (4 webinars organised) A total of 159 people from 10 districts of the country completed the 3 stages of the training on the above mentioned topics ¹ .
1.1.1	Promote training modules on the platform www.e-learning.cicde.md	Include the ‘promote the e-learning platform’ section in the 2022 CICDE communication plan Organise promotion activities according to the plan Include them in CICDE information and teaching materials in order to promote the platform	Plan developed and at least 90% implemented No of organised promotion activities No of disseminated information materials	<i>Implemented</i> Component integrated into the Annual Communication Plan ² Platform promoted via the official website and social networks, during the training seminars held, through offers sent directly to potential beneficiaries (55 political parties) and by including references in all training materials developed and printed for the new local elections (358 sets).

¹ Report on the implementation of initial and continuous training activities for CICDE beneficiaries, page 4
https://www.cicde.md/media/files/files/raport_formare_initiala_si_continua_2022_final_7493210.pdf

² https://www.cicde.md/media/files/files/planul_de_comunicare_cicde_2022_4116689.pdf

1.1.2	Develop content and conduct trainings for various electoral stakeholders remotely in real time (webinar)	Organise and conduct webinars based on tailored/developed programs	At least one electoral webinar per semester	<i>Implemented</i> During the year, 33 webinars were conducted for different electoral stakeholders: electoral officials, LPAs, political parties, etc.
1.1.2	Develop the content of and conduct electoral education programs on various online platforms	Use the existing online platforms (Facebook and Instagram) and conduct voter education activities in the online environment (especially for youth, diaspora and people with disabilities)	At least 2 online electoral education activities each semester	<i>Implemented</i> Semester I: 1. International Election Day quiz with 130 participants on quizizz.com platform 2. E-learning course for diaspora '4D Elections – Get Connected' Semester II: 5 videos 'Democracy explained by children' developed and screened – in the context of the International Day of Democracy, celebrated on 15 September, children explained how they see democracy ³ .

³ Democracy explained by children video series:

- Why is it important to abide by laws in a democracy? <https://www.facebook.com/CICDE/videos/467279168658328/>
- What are children's rights? <https://www.facebook.com/CICDE/videos/3354501438115496/>
- What does it mean to be a good leader? <https://www.facebook.com/CICDE/videos/625016635665442/>
- What are elections? <https://www.facebook.com/CICDE/videos/612509320421266/>
- What is democracy? <https://www.facebook.com/CICDE/videos/1190251258220694/>

1.1.2	Make the CICDE website an electoral education tool	<p>Develop and upload voter education products on the institution's website</p> <p>Promote the website in all training and civic education activities carried out by CICDE</p>	No of CICDE website visitors	<p><i>Implemented</i></p> <p>According to Google Analytics data, 63,256 users visited www.cicde.md in 2022.</p> <p>On the CICDE website, civic education publications developed during 2022 have been posted⁴.</p> <p>The institution's website was referred to in all the civic education activities carried out by CICDE during the year, mentioning the useful resources available for each group of beneficiaries.</p>
1.1.3	Provide continuous training for potential election officials	Organise and conduct trainings for potential electoral officials	35 trainings held 700 beneficiaries of training services	<p><i>Partially implemented</i></p> <p>A total of 228 people out of 700 invited from 10 of the country's districts received training on 3 topics: electoral integrity, accessibility of the electoral process for people with special needs, gender dimension in the electoral process. A total of 10 training seminars were held, of which 6 were online and 4 – offline.</p>

⁴ <https://www.cicde.md/index.php?pag=news&id=1260&l=ro>

1.1.3	Train electoral officials designated to be part of electoral bodies, as well as of representatives of CEC staff	Organise and conduct training seminars for electoral officials appointed to electoral bodies and CEC staff representatives	20 trainings conducted 180 beneficiaries of training services	<p><i>Implemented</i></p> <p>A total of 20 training seminars and 9 webinars were conducted for 208 electoral officials appointed to electoral bodies in the new local elections.</p> <p>In addition, CICDE provided training in 3 webinars to 73 staff members of the lower-level electoral bodies (DEC IT managers and SAIS 'Elections' operators).</p> <p>The following activities were carried out for CEC members and CEC and CICDE officials:</p> <ul style="list-style-type: none"> - 3-day training seminar on 'Gender-Sensitive Election Administration' (27 participants) - Two seminars on accessibility of the electoral process for people with special needs (9 people)
1.1.4	Carry out all procedures for the accreditation of training courses for categories of beneficiaries other than potential electoral officials	Prepare and submit the set of documents for accreditation	Accreditation package submitted	<p><i>Partially implemented</i></p> <p>18 internal regulations and instructions were amended to bring them into line with the requirements of the accreditation procedure</p>

1.1.4	Carry out continuous training and civic education activities for various categories of beneficiaries (representatives of political parties, diaspora, LPAs, media, teachers, librarians)	Develop and implement the annual initial and continuous training plan Develop and implement the annual civic and electoral education plan	Annual plans at least 90% implemented Minimum 1 group per year identified and trained Minimum 6 electoral education events held No of trainings held Number of beneficiaries of civic education/training services	<p><i>Implemented</i></p> <p>The annual initial and continuing training plan⁵ and the civic and electoral education plan⁶ were approved by Director's Order No 02-a/2022 of 9 February 2022.</p> <p>Two thematic plans were also developed: the CICDE training plan for the new local elections of 29 May 2022⁷ and the CICDE training plan for the new local elections of 16 October 2022⁸.</p> <p>Training activities for different categories of beneficiaries:</p> <ul style="list-style-type: none"> - 2 webinars for local council secretaries from the 12 administrative-territorial units where new local elections were held on 29 May and 16 October, describing the tasks of local public administration during the election period and beyond (13 people); - 2 webinars for people responsible for updating electoral rolls (SVR registrars) from the localities where new local elections were held during 2022 (13 people);
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⁵ https://www.cicde.md/media/files/files/plan_anual_de_instruiri_2022_4445489.pdf

⁶ https://www.cicde.md/media/files/files/plan_activitati_de_educatie_civica_cicde_2022_607485.pdf

⁷ https://www.cicde.md/media/files/files/plan_instruiri_aln_mai_2022_3724897.pdf

⁸ https://www.cicde.md/media/files/files/plan_instruiri_aln_oct_2022_aprobat_6198450.pdf

				<ul style="list-style-type: none"> - 1 webinar for the observers accredited to monitor the new local elections of 29 May 2022 on behalf of the qualified public associations and electoral contenders; - 4 regional seminars (Chişinău, Bălţi and Comrat) on 'Gender mainstreaming in electoral processes', attended by 69 delegates from political parties, local public administration, country's media institutions. <p>During 2022, more than 3,300 people of different ages benefited directly from electoral education activities (seminars, webinars, competitions, information campaigns, etc.) as follows:</p> <ol style="list-style-type: none"> 1. Electoral education in kindergartens - 10 activities, 273 children; 2. Camp for elected school officials - 50 students; 3. VotArt Junior Contest - 25 participants; 4. Biblio-RAFT electoral competition - 9 libraries, 36 activities, 1463 beneficiaries; 5. The intellectual game What? Where? When? - 2 games, 185 young people; 6. 4D Elections - 15 activities, 722 students; 7. Training of methodologists - a
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				<p>methodology developed, 3 teaching projects developed, 3 trainings, 77 methodologists;</p> <p>8. Electoral school – 22 young people;</p> <p>9. Training for elections to pupils' councils – 4 trainings, 93 pupils;</p> <p>10. Study visits – 9 visits, 180 people;</p> <p>11. Training from A to Z – 2 trainings, 14 teachers;</p> <p>12. Libraries – voter education space: 2 trainings, 1 information session, 77 librarians.</p> <p>New group identified and trained – kindergarten methodologists.</p> <p>The plans for civic training and education activities were 82% and 96% achieved respectively⁹.</p>
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⁹ https://www.cicde.md/media/files/files/raport_formare_initiala_si_continua_2022_final_7493210.pdf
https://www.cicde.md/media/files/files/raport_educatie_civice_2022_rm_9243397.pdf

Goal 1.2 Strengthen CICDE's methodological framework

No of the strategic activity	Strategic activities	Tasks	Performance indicators	Completion level
1.2.2	Monitor training and civic education activities and preparing monitoring reports	Include a monitoring component in each training program	Monitoring reports developed	<i>Implemented</i> Internal monitoring carried out, conclusions included in thematic reports
1.2.2	Assess the impact of training and civic education programs and provide recommendations regarding them	Survey beneficiaries of training and civic education services provided by CICDE and systematise the answers Formulate conclusions and recommendations	Assessment reports developed Recommendations formulated	<i>Implemented</i> The beneficiaries were questioned after each training and the answers were analysed and systematised in technical reports. Annual reports on the impact of civic education and training activities produced.
1.2.3	Develop the offers of CICDE training and civic education programs	Identify training and civic education programs that can be provided on demand by CICDE to various beneficiaries Include them in CICDE's educational offer	Educational offer developed	<i>Implemented</i> Educational offer developed and published: https://www.cicde.md/media/files/files/oferta_educationala_cicde_2022_5223881.pdf The active courses can be accessed here: http://cursuri.cicde.md/

Goal 1.3 Assert CICDE as a scientific and practical research and advisory institution

No of the strategic activity	Strategic activities	Tasks	Performance indicators	Completion level
1.3.1	Develop and approve the annual research activity plan	Identify topics of researches that CICDE will carry out Develop and approve the research plan	Annual plan developed and approved At least one scientific-practical conference held 50 conference participants	<i>Implemented</i> Plan approved by Director's Order No 02-a/2022 of 9 February 2022 ¹⁰ CICDE organised and held the following conferences: <ul style="list-style-type: none"> - The scientific conference with international participation: <i>Quality of democracy, electoral security, youth participation – interferences, challenges, solutions</i> (50 participants)¹¹ - CICDE Open Talks Conference: <i>Commitment to democracy through electoral education in formal education</i>¹²

¹⁰ https://www.cicde.md/media/files/files/plan_activitati_cercetare_cicde_2022_4541745.pdf

¹¹ <https://cicde.md/index.php?pag=news&id=1063&rid=3068&l=ro>

¹² <https://www.youtube.com/watch?v=9TAdGbbdvTY>

1.3.1	Perform research activities as part of 'CICDE research lab'	Perform research activities Publish and present electoral research works	5 electoral researches developed, published and presented Plan at least 90% implemented	<i>Implemented</i> 5 researches ¹³ carried out under the research grant program 1 Policy brief ¹⁴ drafted 1 study prepared ¹⁵ at CICDE's initiative The annual plan for research activities was 100% implemented.
1.3.2	Publish and promote CICDE electoral research magazine	Develop articles for the magazine Publish, present, and disseminate the magazine	Electoral Digest magazine produced and published biannually	<i>Implemented</i> June 2022 edition ¹⁶ dedicated to electoral security December 2022 edition ¹⁷ dedicated to youth participation in elections. The publication contains the materials of the annual CICDE scientific conference
1.3.3	Provide electoral consultancy services	Offer consultancy services Implement consultancy services	At least 3 electoral consultancy services provided	<i>Implemented</i> The following types of services were provided: - consultancy on writing and documenting bachelor's, master's and doctoral theses in electoral and related fields;

¹³https://cicde.md/media/files/files/5_proiecte_integral_2022_9430850.pdf

¹⁴https://www.cicde.md/media/files/files/policy_brief_v5_3754872.pdf

¹⁵https://www.cicde.md/media/files/files/studiu-educatie-electoral-ro_3942534.pdf

¹⁶https://www.cicde.md/media/files/files/digest_vii_unie_2022_6600576.pdf

¹⁷<https://www.cicde.md/index.php?pag=news&id=1312&l=ro>

				<ul style="list-style-type: none"> - consultancy on writing and documenting scientific articles; - consultancy for UN Women on gender equality in the electoral process, as well as for other development partners.
1.3.3	Develop electoral consultancy materials	Analyse incoming requests and develop appropriate materials	Electoral consultancy materials developed, as appropriate	<p><i>Implemented</i></p> <p>Information and analytical notes at the request of national and international institutions (CEC, MSU, Romanian Embassy, International IDEA)</p>
1.3.4	Purchase subject matter literature for CICDE library	Identify subject matter publications Perform procurement procedures	<p>At least 10 subject matter works purchased per year</p> <p>10% increase in the number of users of the CICDE library</p>	<p><i>Implemented</i></p> <p>13 specialised papers purchased</p> <p>15 copies donated</p> <p>Number of library users – 160 people</p>
1.3.4	Subscribe to online scientific libraries	Identify online resources Perform procurement procedures (subscription to libraries that have a subscription fee)	1 subscription purchased	<p><i>Implemented</i></p> <p>An annual subscription to the Library Consortium Electronic Resources for Moldova (REM) for 2022 was purchased, which provides access to 6 databases of interest to CICDE, most of which are full-text licensed scientific resources.</p>

PILLAR 2 – INSTITUTIONAL AND FUNCTIONAL STRENGTHENING

Purpose: Perform all internal measures needed to ensure CICDE's capacity to carry out the planned civic education, training and research activities.

Under this pillar, activities and tasks were set out to achieve *goals 2.1 – Organisational effectiveness* and *2.2 – Create a favourable financial environment for the development of the CICDE*. In 2022, for the first time since the foundation of the institution, a training of trainers seminar was held in Russian. Accreditation of native Russian-speaking trainers will allow for a higher quality of specialised electoral training for ethnic minority representatives.

In parallel with the expansion of the CICDE trainers' database, the existing team was strengthened and professional skills and theoretical knowledge increased through regular in-service training. Topics covered included: *Accessibility of electoral processes for people with special needs; local government's role in new local elections; strengthening local autonomy in the context of local elections*. Several meetings were dedicated to the amendment of the Electoral Code. During these meetings, CICDE trainers analysed and debated the draft law submitted for public consultation and formulated proposals by chapters.

It should be noted that the training needs of a CICDE trainer are agreed with the person concerned.

The participation of trainers in in-service training activities is a retention mechanism applied by CICDE. In addition to participating in thematic seminars and webinars, trainers have access to the CICDE library (book collection, online database) and are involved in the institution's research activities (writing articles, scientific studies, which are included in CICDE publications).

And in 2022, CICDE continued its efforts to attract additional funding for its work. A number of activities were carried out with the support of development partners, in particular the United Nations Development Programme and the Council of Europe. Regional trainings on gender mainstreaming were carried out under a service contract with the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women).

We note that all 5 activities set for 2022 under **Pillar 2: Institutional and Functional Strengthening** were fully implemented (100%). The performance indicators and their achievement level can be seen in Table 2.

Table 2 Level of achievement of the activities included in the CICDE annual plan under Pillar No 2

PILLAR 2 INSTITUTIONAL AND FUNCTIONAL STRENGTHENING <i>Purpose: Perform all internal measures needed to ensure CICDE's capacity to carry out planned training, civic education, and research activities</i>				
2.1 Organisational streamlining				
No of the strategic activity	Strategic activities	Tasks	Performance indicators	Completion level
2.1.2	Conduct initial and continuous training of trainers	Conduct pre-service training of trainers in Russian Conduct continuous training of trainers on a monthly basis	1 initial training seminar 20 participants 12 continuous training workshops 30 trainers trained	<i>Implemented</i> A training-of-trainers seminar in Russian ¹⁸ was held, attended by 15 participants 12 seminars (activities) for the in-service training of trainers were held, attended by about 20 trainers.
2.1.2	Carry out the accreditation of trainers	Apply the rules laid down in the Regulation governing the status of trainers	Annual evaluation carried out	<i>Implemented</i> On the basis of the provisions of the Regulation, the trainer's qualification level has been established and updated, based on the information on the amount of services provided by the trainer

¹⁸ <https://www.cicde.md/index.php?pag=news&id=1063&rid=2856&l=ro>

2.1.2	Implement tools for the retention/building the loyalty of trained trainers	Apply the mechanisms for motivating and retaining trainers set out in the Regulation governing the status of trainers	No. of active trainers vs. total No. of accredited trainers	<i>Implemented</i> During the reporting year, 20 trainers were active out of a total of 28 accredited. Retention mechanisms were implemented for them.
Goal 2.2 Create a favourable financial environment for the development of CICDE				
No of the strategic activity	Strategic activities	Tasks	Performance indicators	Completion level
2.2.1	Develop projects and implement them	Develop and apply with project proposals Carry out activities under projects financed by development partners	Number of projects submitted vs implemented	<i>Implemented</i> 1 project proposal submitted (Central European Initiative Cooperation Fund) During the reporting year, activities funded by development partners were carried out in 2 projects: - 'Enhancing democracy in the Republic of Moldova through inclusive and transparent elections' (technical assistance from UNDP Moldova through HACT) - 'Improving electoral practice in the Republic of Moldova, phase II' (technical assistance from the Council of Europe)

2.2.1	Develop the educational offer and services provided against payment	Review the programs included in the portfolio and prepare the educational offer based on it	The CICDE offer prepared and published	<i>Implemented</i> Educational offer developed and published (including paid courses): https://www.cicde.md/index.php?page=news&id=1286&rid=2835&l=ro
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PILLAR 3 PROACTIVE ORGANISATIONAL COMMUNICATION

Purpose: Enhance the visibility of the institution and establish strategic partnerships

In order to increase the visibility of the institution and establish strategic partnerships, CICDE planned for 2022 actions aimed at achieving *Goal 3.1: Promote the image of CICDE as a modern and innovative institution* and *Goal 3.2: Develop the CEC/CICDE strategic partnership* from the 2020-2023 Strategic Plan.

During the reporting period, a constant presence of the CICDE was ensured in the online and offline environment by updating the website and institutional social media accounts, promoting key messages on CICDE's mission and strategic goals, as well as CICDE's participation in the 24 scientific-practical activities in the electoral field (in the country and abroad). The number of likes and views on social media posts has seen a positive upward trend. At the same time, the work of the institution was covered by the national media through news/press releases and the invitation of CICDE representatives to broadcasts.

An advantage of the Centre for Continuous Electoral Training is its partnerships with civil society organisations and education institutions. During the reporting year, 4 new partnerships were initiated and existing ones strengthened. A number of large-scale activities have been carried out under the signed cooperation agreements: The VotArt Junior painting contest was held in collaboration with the Alexei Şciusev School of Fine Arts; the 4 D Elections activity for young men and women from Bălţi – in collaboration with the volunteers of the Bălţi Municipal Council; the election-themed intellectual game ‘What? Where? When?’, the Anenii Noi district edition, – in collaboration with the Anenii Noi Education Department; the masters program ‘Political and Electoral Management’ – in collaboration with the Faculty of International Relations, Political and Administrative Sciences (FRIŞPA), State University of Moldova; the launch of the first module of the distance training course for judges: ‘Electoral dispute resolution. ECHR module’ – in collaboration with the National Institute of Justice; development of the university curriculum for the optional course ‘Democratic Culture’ – in collaboration with 4 partner universities.

We note that all 6 activities set for 2022 under **Pillar 3 – Proactive Organisational Communication** were fully implemented (100%). The performance indicators and their achievement level can be seen in Table 3.

Table 3 Level of achievement of the activities included in the CICDE annual plan under Pillar No 3

PILLAR 3 PROACTIVE ORGANISATIONAL COMMUNICATION				
<i>Purpose: Enhance the visibility of the institution and establish strategic partnerships</i>				
Goal 3.1 Promote the image of CICDE as a modern and innovative institution				
No of the strategic activity	Strategic activities	Tasks	Performance indicators	Completion level
3.1.2	Develop and create key-messages regarding the mission, vision, and strategic goals of CICDE for the events where representatives of the institution take part (inside the country and abroad)	Review key messages Develop scientific-practical and electoral education products that can be presented at events	Take part in at least 10 events Take part and make presentations in at least 5 events Scientific and practical, as well as civic education products developed	<i>Implemented</i> CICDE employees participated in 24 scientific-practical activities in the electoral field: seminars, webinars, presentations, conferences, round tables, study visits, of which 14 national and 10 international. 10 public presentations of the CICDE's work and research were made ¹⁹

¹⁹ Report on the implementation of research activities by the Centre for Continuous Electoral Training in 2022, <https://cicde.md/index.php?pag=news&id=1291&rid=3148&l=ro>, pag. 6

3.1.3	Create information products for the website and social media pages, as well as publish them	Develop information materials for online environment Post information materials on the website and on social media pages	Number of website views increased by 5% per year Number of followers on social media increased by 5% per year At least one product published per week Website updated regularly	<i>Implemented</i> The CICDE Facebook page saw an increase of about 9.8% in likes compared to the same period in 2021. During the reporting period, approximately 206 thousand social network users visited the institution's Facebook page and learned about its products and activities. The number of visitors to www.cicde.md increased by 22.3% compared to the same period in 2021 The official website and social media accounts are regularly updated, with news and events also available in Russian and English.
3.1.3	Create off-line promotion and information products	Develop promotional and information materials for the offline environment	At least 3 promotion and information products	<i>Implemented</i> Promotional products (brochures, leaflets, PPT presentations, videos) were developed and used for off-line activities and events: 1. 'Archie and the Forest Council' story book ²⁰ 2. 3rd edition of the brochure 'Electoral ABC' ²¹ (brought in

²⁰ <https://cicde.md/index.php?pag=news&id=1260&rid=3143&l=ro>

²¹ https://cicde.md/media/files/files/abc_electoral_pagini_outline_v03_2022_5746310.pdf

				<p>line with changes to electoral legislation)</p> <ol style="list-style-type: none"> 3. Election-themed puzzle ‘City of Signs’ 4. Leaflet presenting the institution in 2 languages
3.1.3	Collaborate permanently with local media	<p>Take part in TV and radio programs</p> <p>Invite journalists to CICDE events</p>	5 media appearances (participation in media broadcasts and/or publications)	<p><i>Implemented</i></p> <p>CICDE representatives had 3 interviews on Radio Moldova Actualități and Radio Moldova Tineret</p> <p>The CICDE representatives also participated in 4 TV shows: ‘Common Goal’ on TVR Moldova, ‘Good Morning’ on the public TV channel Moldova 1, the 7 p.m. news programme on TV8.</p> <p>The information about CICDE was covered in 12 pieces in the national media²²</p>
3.1.4	Establish partnerships with governmental organisations, civil society organisations (CSOs),	<p>Conclude collaboration agreements</p> <p>Identify areas for collaboration; plan and</p>	<p>2 collaboration agreements signed</p> <p>Number of joint activities/initiatives carried out/put forward</p>	<p><i>Implemented</i></p> <p>Collaboration agreements were concluded with:</p> <ol style="list-style-type: none"> 1. School of Fine Arts ‘Alexei Șciusev’²³ 2. Bălți Municipal Council²⁴ 3. Association ‘Promo-Lex’²⁵

²² <https://cicde.md/index.php?pag=news&id=1064&l=ro&start=0>

²³ [https://cicde.md/media/files/files/acord de colaborare dinre cicde i coala de arte 5433256.pdf](https://cicde.md/media/files/files/acord%20de%20colaborare%20dinre%20cicde%20i%20coala%20de%20arte%205433256.pdf)

²⁴ <https://cicde.md/index.php?pag=news&id=1267&rid=2984&l=ro>

²⁵ [https://cicde.md/media/files/files/acord de colaborare promo lex - cicde 3929033.pdf](https://cicde.md/media/files/files/acord%20de%20colaborare%20promo%20lex%20-%20cicde%203929033.pdf)

	international organisations	implement joint actions		<p>4. 'Alecu Russo' State University of Bălți²⁶</p> <p>A number of activities were carried out under existing cooperation agreements:</p> <ul style="list-style-type: none"> - VotArt Junior painting contest²⁷ (in collaboration with Alexei Şciusev School of Fine Arts); - 4 D Elections for young people from Bălți (in collaboration with volunteers from the Bălți Municipal Council); - 'What? Where? When?' with students from Anenii Noi district (in collaboration with Anenii Noi Education Department)²⁸; - Masters program 'Political and Electoral Management'²⁹ (in collaboration with the Faculty of International Relations, Political and Administrative Sciences (FRIŞPA), State University of Moldova); - Launch of the first module of the distance learning course for judges 'Electoral dispute resolution. ECHR module' (in collaboration with the
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²⁶ https://cicde.md/media/files/files/acord_cicde_usarb_1082942.pdf

²⁷ <https://cicde.md/index.php?pag=news&id=1063&rid=3053&l=ro>

²⁸ <https://cicde.md/index.php?pag=news&id=1063&rid=3067&l=ro>

²⁹ <https://masterat.cicde.md/#1>

				National Institute of Justice) ³⁰ ; - University curriculum development for the optional course 'Democratic Culture' (in collaboration with 4 partner universities).
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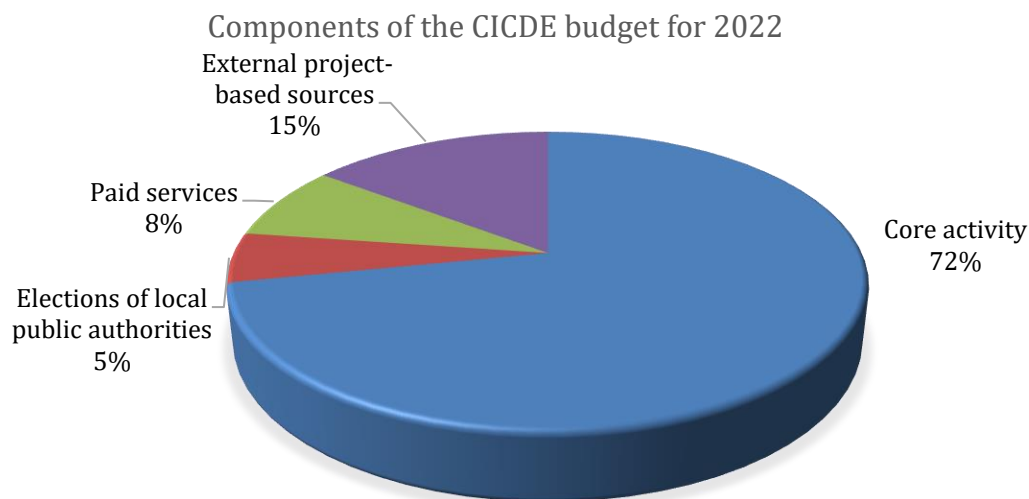
Goal 3.2 Develop the CEC/CICDE strategic partnership				
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No of the strategic activity	Strategic activities	Tasks	Performance indicators	Completion level
3.2.2	Eliminate overlapping competences and activities of CEC and CICDE subdivisions	Submit proposals to amend the Regulations of the CICDE to the CEC	Proposals made and submitted	<i>Implemented</i> The draft Rules of Procedure of the CICDE were submitted to the Central Electoral Commission on 08.04.2022 by letter No CICDE-1160

³⁰ <https://cicde.md/index.php?pag=news&id=1063&rid=3075&l=ro>

Implementation of the CICDE budget for 2022

The budget of the Centre for Continuous Electoral Training for the year 2022 was MDL 4,551,288 (allocations from the state budget and allocations from external funding sources – see diagram No 1), which is MDL 538,918 less than in 2021.



Expenditure for activity 00408 'Core activity'

The structure of expenditures approved and executed for activity 'Core activity', according to the budget breakdown, is shown in the following table:

Expenditures according to budget breakdown	Expenditures approved and planned for 2022	Expenditure executed in 2022	Unused sources and % of execution
Work remuneration according to the number of staff	1089710.00	1082895.28	6814.72
Compulsory state social insurance contributions	303790.00	303790.00	
Total expenditures for staff	1393500.00	1386685.28	99.5%
Information services	330300.00	197086.26	196308.18
Telecommunication services	11300.00	11300.00	
Rental services	35900.00	29982.65	
Transport services	43800.00	43747.59	
Current repair services	20300.00	14907.00	
Professional training	15000.00	14715.10	
Business trips within the country	240.00	240.00	
Business trips abroad	135760.00	135622.80	
Editorial services	35300.00	35300.00	
Protocol services	27000.00	26964.00	
Security services	1400.00	1200.00	
Banking services	5500.00	4601.09	

Services that were not assessed to any paragraph	968000.00	924557.12	
Compensation for temporary incapacity for work	3500.00	768.21	
Other employers' social benefits	19000.00	15000.00	
Total expenditures for services	1652300.00	1455991.82	88.1%
Procurement of machinery and equipment	76000.00	75440.00	10655.74
Procurement of tools and implements	35000.00	31134.00	
Procurement of non-material assets	36200.00	29970.26	
Total fixed assets	147200.00	136544.26	92.8%
Procurement of fuels, lubricants	5000.00	5000.00	7081.82
Procurement of spare parts	20000.00	18599.78	
Procurement of food products	26300.00	21790.67	
Procurement of medicines and medical supplies	500.00	500.00	
Procurement of teaching materials	4000.00	3852.99	
Procurement of household and office supplies	96300.00	96078.74	
Procurement of other materials	281900.00	281864.00	
Total of goods and reserves of circulating assets	44400.00	436918.18	98.4%
TOTAL	3637000.00	3416139.54	93.9%

Of the total current expenditure for the maintenance of the Centre for Continuous Electoral Training, 38.3% is expenditure for the remuneration of staff, payment by the employer of compulsory state social insurance contributions. Thus, the amount of MDL 1,082,895.28 was earmarked for the remuneration of work, the amount of MDL 303,790.00 – for the payment of compulsory state social insurance contributions. The execution under this component is 99.5%.

The amount of expenditure for services is MDL 1,652,300.00, which is 45.4% of the total expenditure under the heading 'Current expenditure'. In this category, expenditure for information and telecommunication services amounted to MDL 208,386.26, which includes payments for software development services for the online library, distance learning platform, software development services for the new version of the website, telephony and internet services, technical service and maintenance, certification services for digital signature public keys, maintenance services for the 'Activity report' module, installation, administration, configuration of nomenclatures and maintenance of 1C IS, Zoom subscription services. Under the category 'Transport services', the amount of MDL 43,747.59 includes insurance and car testing expenses, the road tax for the car owned by CICDE, and the expenses related to travelling to various localities for civic education and training activities.

Under the budget line 'Current repair services', the amount of MDL 14,907.00 includes costs for computer, printer and car repair services, as well as furniture repair services.

Under the budget line 'Professional training', the amount of MDL 14,715.10 includes the costs for training of the CICDE employees.

For business trips abroad, the amount of MDL 135,622.80 includes the payment of daily subsistence allowance and air tickets.

Under the heading 'Services not assigned to other lines', the amount of MDL 924,557.12 includes the cost of cleaning services, technical support, translation services (RO-ENG/ENG-RO, RO-RU/RU-RO), design, drafting, research, promotion of online civic education activities, training and

coordination for training seminars, as well as the payment by the employer of compulsory state social insurance contributions related to these contracts, catering services.

During the year, funds amounting to MDL 436918.18 were spent on the purchase of supplies of current assets. This category includes expenditure for the purchase of fuel in the amount of MDL 5,000.00. The funds allocated for the purchase of household materials and office supplies in 2022 amounted to MDL 96,078.74, and MDL 281,864.00 were used for the printing of teaching materials, the purchase of board games and drinking water.

It should be noted that on 19.09.2022 was approved the budget adjustment, according to which for the activities of the institution were allocated additional funds in the amount of MDL 616,100.00, but not fully used (73.4%). From the allocated amount, MDL 200,000.00 was planned for the development of a new CICDE website (information services). The late allocation of funds, as well as the time taken to draw up the specifications, hire a company and execute the contract, resulted in only 38% of the money being used.

Expenditure for activity 00063 'Local public administration elections'

The structure of expenditure approved and executed for the organisation and conduct of the 2022 new local elections according to the budget classification is shown in the following table:

Expenditures according to budget breakdown	Expenditures approved and planned for 2022	Expenditure executed in 2022	% of execution	Unused sources
Work remuneration according to the number of staff	116424.00	115733.06	99.4%	
Compulsory state social insurance contributions	33764.00	33562.59	99.4%	
Total expenditures for staff	150188.00	149295.65	99.4%	892.35
Transport services	41100.00	33600.00	81.7%	
Banking services	600.00	463.40	77.2%	
Services that were not assessed to any paragraph	12400.00	12384.00	99.9%	
Total expenditure on services	54100.00	46447.40	85.8%	7652.60
Food procurement	8100.00	8100.00	100%	
Procurement of household and office supplies	9100.00	9095.00	99.9%	
Procurement of other materials	23800.00	23742.00	99.7%	
Total of reserves of circulating assets	41000.00	40937.00	99.8%	63.00
TOTAL	245288.00	236680.05	96.5%	8607.95

Of the total personnel expenses, MDL 149,295.65 was used to pay for hours worked overtime and work on weekly rest days, including contributions paid by the employer.

Expenditure of the Centre for Continuous Electoral Training on activity 70203 'Enhancing democracy in the Republic of Moldova through inclusive and transparent elections'

The structure of expenditures approved and executed to implement the activities under the mentioned project, according to the budget breakdown, is shown in the following table:

Expenditures according to budget breakdown	Expenditures approved and planned for 2022	Expenditure executed in 2022	Unused sources and % of execution
Rental services	15000.00	11000.00	157957.94
Transport services	22500.00	-	
Services that were not assessed to any paragraph	92000.00	62000.00	
Other expenditure on contracts with individuals	253300.00	151842.06	
Total expenditures for services	382800.00	224842.06	58.7%
Procurement of household and office supplies	43200.00	43200.00	195200.00
Procurement of other materials	243000.00	47800.00	
Total fixed assets	286200.00	91000.00	31.8%
TOTAL	669000.00	315842.06	47.2%

It should be noted that, although for the year 2022 an amount of MDL 669.0 thousand was approved as budgetary allocations on account of projects financed from external sources (revenue side), during the year, the actual amount received was MDL 315.8 thousand fully executed by 31 December 2022. The collection of approved revenues under Externally Financed Projects (EFP) was not possible in the absence of a new funding agreement with the donor as originally planned.

The public procurement of goods and services from the CICDE's financial resources was carried out in accordance with the procurement plan approved by the CICDE Director by Order No 01-a/2022 of 5 January 2022. On 1 February and 18 May, with the entry of additional financial resources from external resources into the institution's budget (activity 70203), the plan was modified.

On 30 September, following the additional allocation of funds in the budget of the institution on the basis of Law No 260 of 08.09.2022 on the amendment of the state budget for 2022 No 205/2021 published in the Official Gazette on 16.09.2022, changes were made in the annual procurement plan.

The last amendment in the 2022 procurement plan was made on 4 November by changing financial sources from one expenditure item to another.

For the procurement of goods and services for the organisation and conduct of the new local elections, the relevant procurement plan was approved.

During 2022, 158 contracts for the purchase of goods and services were concluded with both legal entities and individuals. The small-value contracts concluded were registered with the State Treasury within the deadline prescribed by law.