

**Activity plan of the Public Institution “Centre for Continuous Electoral Training” for 2026,
developed based on the Strategic Programme for 2024-2027**

PILLAR 1. SERVICE PROVISION					
General Objective 1.1: Continuous capacity building for electoral officials and other stakeholders with responsibilities in the electoral field.					
Major risks identified:					
<ol style="list-style-type: none"> 1. Insufficient human resources and uncontrolled staff turnover (for certification and training of electoral officials and other stakeholders) 2. Lack of digital skills to participate in certification exams through the Information System for Certification in the Electoral Field (SICDE) 3. Technical vulnerabilities or functional limitations of the digital platforms used (SICDE, distance learning platform). 					
Actions to minimise risks:					
<ol style="list-style-type: none"> 1. Collaborate with stakeholders to properly organise and conduct certification and training processes for electoral officials and other stakeholders 2. Provide information and methodological support for digital training of candidates on SICDE 3. Ensure continuous maintenance, periodic testing, and technical support for the information systems used 					
Number of the strategic action ¹	Annual actions	Monitoring indicators	Implementation timeline	Responsible for implementation	Implementation costs (source of funding)
1.1.1.1	Develop the election training plan	Plan developed and approved for the new local elections (spring, autumn)	Quarters I, III	Director Trainer (learning)	State budget
1.1.1.2	Implement the election training plan	90% of planned activities implemented	Quarters II, IV	Trainers	State budget

¹Number of the strategic action in the CICDE Action Plan 2024-2027 (Annex No. 2 to the CICDE Strategic Programme 2024-2027, approved by CEC Decision No. 2374/2024)

1.1.1.3	Conduct initial training and continuing professional development of external trainers	Two training/development opportunities offered to each employee	Quarters II-IV	Director Trainer	State budget
1.1.1.3.	Evaluate the quality and effectiveness of the training provided by external trainers (based on teaching activity monitoring and evaluation forms)	Trainers evaluated	Quarter IV	Trainers (CICDE staff)	State budget
1.1.1.4	Provide ongoing training to individuals included in the Registry of Election Officials	1 seminar held in each constituency where local by-elections will be held	Quarters II-IV	Trainers	State budget
1.1.1.5.	Develop the functionalities of the distance learning platform to ensure the possibility of integrating a content recommendation system, based on machine learning algorithms	Functionalities developed in line with needs	Quarter IV	Trainer (distance learning)	State budget Eastern partners
1.1.2.2.	Expand the basic package of programmes to prepare candidates for certification exams	1 yearly programme developed	Quarter I	Trainers	State budget Eastern partners
1.1.2.3	Provide training for certification exam candidates through the distance learning platform.	200 individuals have completed at least one course from the basic package	Quarters I-IV	Director Trainer (distance learning)	State budget
1.1.2.4	Develop/adjust the functionalities of the information system for certification in the electoral field, in line with the identified needs	Functional system	During the year	Trainer (certification)	State budget
1.1.2.5	Conduct the certification process based on the Plan for organising and conducting the certification process of training/specialisation in the electoral field approved by the CEC, taking into account the needs identified by the DEC II chairpersons and the Ministry of Foreign Affairs	Certification exams conducted in each level-two administrative-territorial unit and online	According to the plan approved by the CEC	Certification Commission in collaboration with DEC II and MFA chairpersons	State budget

				Trainer (certification)	
1.1.3.3	Conduct the training on the distance learning platform	The number of trained individuals on the distance learning platform increased by 10% compared to the previous electoral year	During the year	Trainer (distance learning)	State budget
General objective 1.2 Building electoral awareness in line with international standards in the context of European integration					
Major risks identified:					
<ol style="list-style-type: none"> 1. Changing the National Curriculum Framework by changing the status of the Electoral Education elective course 2. Reduced impact of the efforts to integrate electoral education into university curricula 					
Actions to minimise risks:					
<ol style="list-style-type: none"> 1. Make institutional requests to ensure the sustainability of the implementation of the Electoral Education elective subject 2. Intensify activities to promote the Electoral Culture in a Democratic State course through methodological support 					
Action Number ²	Annual actions	Monitoring indicators	Implementation on timeline	Responsible for implementation	Implementation costs (source of funding)
1.2.1.1	Develop a distance learning course on EU citizenship and European Parliament elections	Distance learning course available on the distance learning platform	Quarter IV	Trainer (distance learning)	State budget Development partners
1.2.1.2	Develop an electoral education programme for young people on electoral risks	Civic education programme developed	Quarter III	Trainer (civic education)	State budget
1.2.1.3	Update the civic education programmes with a focus on EU accession and strengthening democratic resilience	2 programmes updated	Quarter III	Trainer (civic education)	State budget
1.2.1.3	Carry out civic and electoral education activities	30 activities	Quarters I-IV	Trainers	State budget Development partners
1.2.1.5	Develop and edit the civic and electoral education publications	2 publications	Quarters IV	Trainer (civic education)	State budget Development partners

²Number of the strategic action in the CICDE Action Plan 2024-2027 (Annex No. 2 to the CICDE Strategic Programme 2024-2027, approved by CEC Decision No. 2374/2024)

1.2.2.1	Conduct training for preschool teachers with a view to implementing the early electoral education methodology	1 seminar	Quarter II	Trainer (civic education)	State budget
1.2.2.1	Conduct a contest of educational projects among preschool teachers	3 new projects added to the portfolio of educational projects for early electoral education activities	Quarter II	Trainer (civic education)	State budget
1.2.2.4	Carry out training sessions for teachers	3 seminars	Quarters I-II	Director Trainers	State budget Development partners

General objective 1.3 Development of electoral research

Major risks identified:

- Low availability of relevant stakeholders to conduct research in the electoral field, low and voluntary involvement in the work of the Quality Council
- Limited impact of research findings on public policy and electoral decision-making processes
- Limited capacity to disseminate research results to the general public

Actions to minimise risks:

- Identify new partnerships with research/education organisations and implement activities within them
- Correlate research topics with the strategic priorities of the CEC and the European integration process
- Develop accessible formats for presenting research results (policy briefs, thematic syntheses, public presentations)

Action Number ³	Annual actions	Indicators monitoring period:	Implementation on timeline	Responsible for implementation	Implementation costs (source of funding)
1.3.1.1	Implement the institutional strategy for open science	Plan implemented to the extent of 90% for the reference period	Quarter IV	Trainer (research)	State budget Development partners
1.3.1.2	Conduct a general public survey on electoral issues	Questionnaire developed and implemented The results analysis published	Quarter II		

³1 Number of the strategic action in the CICDE Action Plan 2024-2027 (Annex No. 2 to the CICDE Strategic Programme 2024-2027, approved by CEC Decision No. 2374/2024)

1.3.1.3	Conduct a public presentation of research findings in the electoral field	One event organised	Quarters I-IV		
1.3.1.4	Organise the Annual Scientific Conference with international participation	One conference held	Quarter IV		
1.3.1.5	Develop CICDE library	Book stock increased by 25 publications 50% of library books placed in the electronic library	Quarter IV		
1.3.2.1	Carry out the electoral fellowships programme for young male and female researchers	Five studies developed and published	During the year	Trainer (research)	State budget
1.3.2.2	Edit the Electoral Digest, the journal on electoral analysis, theory and research	Two editions published	June December		
1.3.2.3	Develop and publish the research findings (studies, analytical notes, etc.)	Three findings developed and published	During the year		
1.3.3.2	Implement the Quality Council policy, including quality indicators by activity areas on the basis of the activity rules	Quality policy implemented Internal quality assessment report	Quarters I-IV	Quality Council	State budget
1.3.3.4	Implement the monitoring, evaluation, and learning system	Monitoring and evaluation tools applied to CICDE activities	During the year	Trainer (research)	State budget
1.3.3.5	Formulate the findings and recommendations	Report developed	Quarter IV	Trainer (research)	State budget

PILLAR 2. INSTITUTIONAL DEVELOPMENT

General Objective 2.1. Improving employee working conditions

Major risks identified:

Fragmented and uneven harmonisation of the regulatory framework in the field of personnel remuneration

Actions to minimise risks:

Regularly submit requests for adjustments to the regulatory framework

Action Number ⁴	Annual actions	Monitoring indicators	Implementation timeline	Responsible for implementation	Implementation costs (source of funding)
2.1.2.2	Identify solutions to improve pay conditions for employees	Requests submitted to the relevant institutions	During the year	Director Lawyer Chief accountant Chief specialist	State budget
2.1.3.1	Provide professional development opportunities to CICDE employees.	At least two development opportunities offered to each employee	During the year	Employment chief specialist	State budget Development partners
2.1.4.1.	Identify a new premises and take the necessary actions to secure it	Requests submitted	2026	Director Lawyer	State budget
2.1.4.2.	Fit out the premises identified in accordance with the specific nature of the activity	Premises fitted out	After new premises are secured	Director Chief accountant	State budget Development partners
General objective 2.2. Ongoing promotion of the CICDE brand					
Major risks identified: Insufficient resources to carry out promotion activities					
Actions to minimise risks: 1. Involve staff and community in organic brand promotion 2. Enlist the support of development partners					
Action Number ⁵	Annual actions	Monitoring indicators	Implementation timeline	Responsible for implementation	Implementation costs (source of funding)
2.2.1.1.	Develop and monitor the implementation of the Educational and Digital Marketing Strategy of CICDE	Strategy approved Implementation report prepared	During the year	Director Trainer (communication)	State budget Development partners

⁴Number of the strategic action in the CICDE Action Plan 2024-2027 (Annex No. 2 to the CICDE Strategic Programme 2024-2027, approved by CEC Decision No. 2374/2024)

⁵Number of the strategic action in the CICDE Action Plan 2024-2027 (Annex No. 2 to the CICDE Strategic Programme 2024-2027, approved by CEC Decision No. 2374/2024)

2.2.2.1	Participate with presentations at conferences, round table discussions, and other events in the country and abroad.	Five public presentations	During the year	Employees Trainer (communication)	State budget Development partners
---------	---	---------------------------	-----------------	------------------------------------	-----------------------------------

PILLAR 3. MULTILATERAL COOPERATION

General Objective 3.1: Building cooperation and partnerships with key national institutions

Major risks identified:

Low interest in paid electoral expertise and consultancy services

Actions to minimise risks:

Take actions to promote and disseminate information on the usefulness and currency of electoral expertise

Action Number ⁶	Annual actions	Monitoring indicators	Implementation on timeline	Responsible for implementation	Implementation costs (source of funding)
3.1.1.3	Provide expertise services and electoral consultancy	Three services	During the year	Trainers	State budget
3.1.2.1	Carry out activities under new or existing cooperation arrangements.	Five activities	During the year	Trainers	State budget Development partners

General Objective 3.2. Regionalisation of CICDE training activity

Major risks identified:

Suspension of external funding in institutional partnerships

Actions to minimise risks:

Diversification of bilateral and multilateral partnerships

Action Number ⁷	Annual actions	Monitoring indicators	Implementation on timeline	Responsible for implementation	Implementation costs (source of funding)
----------------------------	----------------	-----------------------	----------------------------	--------------------------------	--

⁶Number of the strategic action in the CICDE Action Plan 2024-2027 (Annex No. 2 to the CICDE Strategic Programme 2024-2027, approved by CEC Decision No. 2374/2024)

⁷Number of the strategic action in the CICDE Action Plan 2024-2027 (Annex No. 2 to the CICDE Strategic Programme 2024-2027, approved by CEC Decision No. 2374/2024)

3.2.1.1	Carry out activities in partnership with institutions/organisations from other countries, giving priority to European Union countries and organisations	One activity	During the year	Trainer (research) Trainer (communication)	State budget Development partners
3.2.2.1	Develop the concept of the regional training programme and assess the logistical needs for its implementation	Concept developed Needs identified	Quarter IV	Director Trainers	State budget Development partners

PILLAR 4: STRENGTHENING THE INTERNAL MANAGEMENT CONTROL SYSTEM⁸

General Objective: Strengthening the climate of institutional integrity through effective and diligent implementation of integrity standards

Major risks identified:

Tolerance of corruption and fraud through non-declaration of gifts, concealment of conflict of interest situations and ignoring/not reporting disclosures of illegalities

Actions to minimise risks:

Take capacity building actions through systematic self-education, training and dissemination of information on measures to foster a climate of institutional integrity

Annual actions	Monitoring indicators	Implementation timeline	Responsible for implementation	Implementation costs (source of funding)
Monitor and ensure the implementation of measures to foster a climate of institutional integrity with regard to the legal regime of gifts, conflicts of interest, undue influence and warnings of possible illegalities committed.	100% of gifts registered in the Gift Register 100% of declared conflicts of interest registered in the Register of declarations of conflicts of interest 100% of declared cases registered in the Register of improper influence cases 100% of reported cases registered in the Register of disclosures of illegalities Number of acts of corrupt behavior reported through the institutional information line	During the year	Employees	State budget
Implement measures to prevent corruption in the institution's work	Requests/information messages sent to stakeholders Number of training/information activities carried out Number of public agents trained	At the beginning of the certification session During the electoral period	Trainers	State budget
Update continuously the Consolidated Risk Register in CICDE activities	Consolidated Risk Register updated	During the year	Director	State budget

⁸The objectives and actions under this pillar reflect the institutional commitments derived from national programmes and strategies as well as from the National Standards for Internal Control in the Public Sector (NSIC)

General Objective: Ensuring institutional commitment to analysis, evaluation and reporting for other national programmes and plans

Major risks identified:

Non-implementation of planned activities due to prioritisation of other institutional activities

Actions to minimise risks:

Translate institutional commitments into internal planning documents

Annual actions	Monitoring indicators	Implementation timeline	Responsible for implementation	Implementation costs (source of funding)
Ensure a transdisciplinary approach to gender equality/inclusiveness in election-related information, research and education activities	Gender equality / accessibility integrated into ongoing programmes	During the year	Trainers	State budget Development partners
Conduct training activities (remote or in-person) with a gender/inclusiveness focus (including familiarisation with accessible tools to promote and encourage women's participation in political and electoral processes).	30 people trained	During the year	Trainers	State budget Development partners
Organise and coordinate internships for students of higher education institutions	Two people	During the year	Trainer (research)	State budget

Abbreviations

CEC – Central Electoral Commission

DEC II - level-two District Electoral Council

CICDE - Public Institution “Centre for Continuous Electoral Training”

UPR – Universal Periodic Review

UN – United Nations Organisation

RM – Republic of Moldova

EU – European Union