

RAPORT ANUAL

ASOCIAȚIA FEMEILOR DIN POLIȚIE

2025

Consolidare instituțională • leadership • egalitate
de gen • dezvoltare profesională • cooperare
internațională

Republica Moldova

JANUARY, 2025

NEWSLETTER



Reporting for 2024

The President of the Women's Police Association, Cristina Schimbov, and the Project Manager of the "Strengthening the Capacities of the Women's Police Association" project, Natalia Bucur-Bandas, presented the narrative and financial reports for 2024 to Sarabeth Murray, Project officer, Police Program – ECA Division, DCAF – Geneva Centre for Security Sector Governance.

The "Strengthening the Capacities of the Women Police Association" project is funded by Sweden and supported by DCAF - Geneva Centre for Security Sector Governance.



Asociația Femeilor din Poliție



Asociația_femeilor_din_poliție

Board meeting – Planning activities for 2025

The project team met to plan the activities and budget for the "Strengthening the Capacities of the Women's Police Association" project for 2025. Our goal is not only to strengthen the capacities of the Women's Police Association but also to develop the skills of its active members.

Additionally, we will conduct a study to identify the needs of employees in the subdivisions of the Ministry of Internal Affairs. Based on these findings, we will adjust our activities to best address the identified needs. We will continue to ensure WPA's active participation and international visibility by strengthening collaboration with similar organizations and promoting and adopting best practices at the international level.



2025 - un an de consolidare, creștere și impact

300+

membre din subdiviziunile
MAI

5

activități inspiraționale

160+

participanți la activități
inspiraționale

4

memorandumuri de
înțelegere

14

întâlniri cu misiuni
diplomatice

40

angajați MAI instruiți în
management de proiect

100+

participanți la ateliere
familie-carieră

4.900+

următorii ai comunității
online

Direcția strategică și dezvoltarea organizațională

Capacitate instituțională și sustenabilitate

- AFP a analizat activitățile și lecțiile primului semestru și a inițiat elaborarea Planului de dezvoltare pentru 2026-2028.
- Ateliere internaționale de dezvoltare organizațională au sprijinit definirea priorităților, activităților pe termen scurt și mediu, atragerea de membre active și analiza oportunităților și riscurilor.
- Obiectivul central: o organizație mai puternică, vizibilă și conectată la nevoile angajaților MAI, cu o rețea profesională echitabilă și solidară.



At Europe Café, we had the honor of hosting high-ranking representatives of the diplomatic corps in Chisinau – the Ambassadors of Sweden, Japan, and Denmark, as well as the Chargé d’Affaires of the Royal Norwegian Embassy Office in Chisinau – for a meaningful discussion on:

- The essential role of women in building a democratic and secure society;
- International support for gender-sensitive reforms in the internal affairs sector;
- European values integrated into security systems;
- The importance of collaboration between institutions and civil society.

Studiu strategic privind necesitățile de instruire în MAI

Decizii bazate pe date

- AFP a realizat studiul „Identificarea și evaluarea necesităților de instruire ale angajaților MAI și subdiviziunilor acestuia”.
- Chestionarul a acumulat 2.706 răspunsuri, oferind o bază amplă pentru prioritizarea domeniilor de formare.
- Rezultatele au vizat profilul respondenților, domeniile prioritare, formatele preferate, sursele de informare și recomandările strategice.
- Concluziile studiului vor orienta viitoarele instruirii și intervenții de dezvoltare profesională.



WPA Newsletter

March 2025

The WPA board team - present at the Eastern Partnership Women in Cyber Forum – Chișinău 2025

The event was dedicated to promoting the role of women in cybersecurity, developing professional skills, and strengthening regional cooperation in this strategic sector.

The forum took place on March 6-7, 2025, bringing together industry leaders, experts, academics, and professionals from Eastern Partnership countries and European Union member states.

As a team, we had the opportunity to engage with national and international experts, which will help us strengthen our professional network as a specialized organization and enhance the skills of our members to tackle the challenges of this dynamic and strategic field.



Signing of the Memorandum between the Women's Police Association and the International Association of Police Officers, IPA Moldova Section – a partnership for development and international cooperation



This partnership strengthens the collaboration between the two organizations, united by common values in promoting gender equality, fairness, and inclusion, as well as supporting the professional and personal development of police officers. It also facilitates participation in international projects and initiatives, the exchange of best practices, and the creation of a network of support and solidarity.



Leadership, inspirație și dezvoltare profesională

Investiție în oameni și în viitoarea generație

- 5 activități inspiraționale au reunit peste 160 de participanți - studenți ai Academiei „Ștefan cel Mare”, cursanți CIPAL, polițiști și reprezentanți ai societății civile.
- Dialogurile au abordat leadershipul, curajul, integritatea, echilibrul, motivația și transformarea provocărilor în oportunități.
- Activitatea „Tinerii de azi - Liderii de mâine” a adus împreună 50 de tineri și modele de leadership din sectorul de securitate.
- Feedbackul participanților a confirmat nevoia de continuitate a activităților de mentorat, comunicare și leadership.



November 2025

50 students of the “Ștefan cel Mare” Academy and trainees of CIPAL enjoyed an afternoon filled with inspiration and motivation during the activity “Today’s Youth – Tomorrow’s Leaders”

On 6 November, at the “Ștefan cel Mare” Academy of the Ministry of Internal Affairs, we shared an experience that brought to the forefront the courage, perseverance, and aspirations of the young people who are shaping the future. The event brought together leaders in the field of security and public order, development partners, special guests, and the young generation in an open dialogue about leadership, values, balance, and motivation.

The special guests included:

- Daniela Misail-Nichita, Minister of Internal Affairs;
- Thomas Alvesteg, First Secretary, Embassy of Sweden in Chisinau;
- Tatiana Lungu, National Programme Manager for Human Rights, Democracy, Peace and Security, Embassy of Sweden in Chisinau;
- Vadim Enicov, National Security Sector Governance Advisor, DCAF Office in Chisinau;
- Andrian Ciurac, Head of the Integrated Law Enforcement Training Centre, “Ștefan cel Mare” Academy.

During the panel “Leadership Role Models in Action,” we heard authentic life stories from former graduates of the “Ștefan cel Mare” Academy who are now leaders within the internal affairs system.

- Cristina Schimbov, President of the Women Police Association;
- Andrei Sirbu, Head of the Police Directorate of UTA Gagauzia, General Police Inspectorate;
- Pavel Apostol, Acting Head of the Road Safety Directorate, INSP;
- Irina Vulpes-Cebotari, Protection Officer, State Protection and Guard Service.

The panelists shared inspiring insights on how passion for the chosen profession, perseverance, courage, determination, and integrity can turn challenges into opportunities and transform dreams into reality. The event concluded in an atmosphere filled with positive energy and appreciation, with moments of reflection and constructive dialogue.

This was the fifth inspirational activity organized by the Women Police Association within the project “Strengthening the Capacities of the Women Police Association,” funded by Sweden and supported by DCAF – The Geneva Centre for Security Sector Governance.

Through these activities, we succeeded in inspiring, motivating, and supporting the young generation to believe in their own potential and in their power to help build a more equitable and safer world, here at home.



Management de proiect - competențe pentru rezultate

Instrumente practice pentru planificare și implementare

- 40 de membre AFP și angajați din toate subdiviziunile MAI au fost instruiți în management de proiect în două sesiuni intensive.
- Temele au inclus analiza problemelor, formularea obiectivelor, identificarea soluțiilor și surselor de finanțare, planificarea strategică și ciclul proiectului.
- AFP a elaborat ghidul practic „Introducere în managementul de proiect”, adaptat contextului MAI.
- Toți cei 40 de participanți au primit certificate de absolvire.



WPA Newsletter

August 2025



A pottery workshop dedicated to balancing professional and family life

Several policewomen and employees from all subdivisions of the Ministry of Internal Affairs, members of the Women Police Association (WPA), enjoyed a unique experience – a first-ever event in the activities of the WPA: a pottery workshop dedicated to balancing professional and family life.

Children and mothers, as well as fathers, worked together with clay, shaping it into true works of art. For one weekend day, the police uniform was replaced by the traditional blouse “ia”, and the time was devoted to the most important people in every parent’s life – their children.

We were honored to have special guests who continuously support us and get involved unconditionally:

- **Mrs. Daniella Misail-Nichitin**, Minister of Internal Affairs – a true supporter of WPA initiatives. We greatly appreciate her openness and constant support for WPA activities.
- **Mrs. Tatiana Lungu**, National Program Manager at the Embassy of Sweden – a valuable and consistent partner in promoting equality and democracy, who joined us today at the event.

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Egalitate de gen și prevenirea hărțuirii

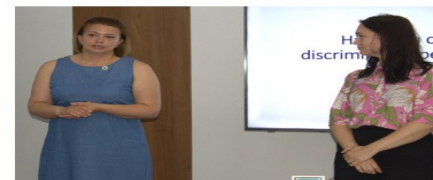
Un mediu profesional sigur și respectuos

- Parteneriatul AFP - Centrul de Drept al Femeilor a fost consolidat prin 4 instruirii dedicate egalității, nediscriminării și prevenirii hărțuirii sexuale.
- Au fost abordate formele subtile și grave de hărțuire, mecanismele de raportare, răspunsul instituțional și responsabilitatea managerială.
- AFP a continuat promovarea Ghidului privind prevenirea hărțuirii pe criteriu de gen/sex la locul de muncă.
- Prin instruire și expertiză, AFP contribuie la o cultură organizațională bazată pe respect, echitate și toleranță zero față de abuz.



WPA Newsletter

July 2025



Professional training session for employees of the National Inspectorate of Public Security

As part of the partnership between the Women Police Association (WPA) and the Women's Law Centre (WLC), the second training session was held for employees of the National Inspectorate of Public Security.

The discussions focused on both subtle and severe forms of sexual harassment, mechanisms for reporting and institutional response, as well as managerial responsibility in ensuring a safe and equitable professional environment.

According to statistical data, 43% of employed women in the Republic of Moldova have experienced some form of sexual harassment in the past year. Of these, 60% did not speak to anyone about what happened.

The training session was facilitated by Mariana Carabanov, member of the WPA Board.

This activity is part of the project "Advancing Gender Equality in Moldova," implemented by WLC with the support of KVINFO, in partnership with WPA.

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Echilibrul dintre viața profesională și cea de familie

Bunăstare, comunicare și responsabilități împărțite echitabil

- Peste 100 de angajați și membri ai familiilor lor au participat la două ateliere dedicate reconcilierii vieții profesionale cu cea de familie.
- Atelierul privind împărțirea rolurilor în familie a pus accent pe comunicare, cooperare și distribuirea echitabilă a responsabilităților.
- Atelierul de ceramică - o premieră AFP - a creat un spațiu de conectare între copii, mame și tați.
- Activitățile au promovat empatia, lucrul în echipă și egalitatea de gen în viața profesională și familială.



WPA Newsletter

May 2025



Workshop: “Sharing Family Roles and Communicating as a Team for an Equitable Future”

The activity focused on balance, communication, roles, teamwork, and raising awareness about the importance of equitable distribution of responsibilities. It also included practicing empathetic and collaborative communication styles, and strengthening both the family and professional bonds of police officers, our active members, and WPA ambassadors.

And it wasn't just about baking pies, it was about recognizing that by working together and communicating openly, we can share responsibilities at home and at work in a fair and balanced way. Through family cooking, we practiced empathetic communication, strengthened relationships, and promoted gender equality among employees of the Ministry of Internal Affairs subdivisions.

Following the judging, both children and adults were awarded certificates for creativity, team spirit, and preserving the tradition of Moldovan-style pies.



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Cybersecurity, inteligență artificială și competențe digitale

Leadership feminin într-un sector digital în schimbare

- În parteneriat cu Institutul European de Studii Politice din Moldova și programul Women in Cyber, AFP s-a implicat voluntar în 7 activități-cheie.
- Temele au inclus leadership în cyber, AI și conformitate, responsabilitate etică, autocunoaștere, comunicare și personal branding.
- Forumul Eastern Partnership Women in Cyber a consolidat rețelele regionale și schimbul de bune practici.
- Activitățile au contribuit la dezvoltarea unei comunități de femei pregătite pentru provocările digitale actuale.



October 2025

WPA members were among the 65 participants at the inspirational event “Inspiring Leadership and Career Growth – Women in Cyber,” organized by the European Institute of Political Studies in Moldova

The Board of Directors of the Women Police Association, along with other active members of the association, attended the event in an interactive and inspiring environment, which provided the opportunity to deepen their knowledge in cybersecurity, information technologies, and women's leadership. The atmosphere fostered learning, dialogue, and networking among established professionals, aspiring young women, decision-makers, academics, and industry leaders, promoting inclusion and bridging the skills gap in the digital domain.

Participants gained not only knowledge but also confidence, inspiration, and valuable connections with mentors and recognized experts in the field of cybersecurity.

During the inspirational dialogue session, speakers included:

- Michelle von Hübner, Secretary of State, Ministry of Economic Development and Digitalization;
- Simona Spînu, Career Diplomat, Expert in Law, International Relations, Security, and Artificial Intelligence;
- Irina Strajescu, Executive Director, Moldcell Foundation & Director, People and Communication Department, Moldcell;
- Natalia Spînu, Director, European Institute of Political Studies in Moldova, eGA Cybersecurity Expert, and Governor for Responsible Artificial Intelligence for the Republic of Moldova.

They provided a comprehensive perspective on the national cybersecurity ecosystem through a multidimensional approach, combining governmental vision, institutional expertise, corporate experience, and technological innovation.

The event also featured an inspirational session led by Alexandru Bordea, Co-Founder of Angry Business, who successfully engaged and inspired participants, offering practical insights for young professionals on career development and authentic leadership.

We thank the European Institute of Political Studies in Moldova, Natalia Spînu, and Viorica Tîcu for their cooperation, partnership, and reaffirmation of the commitment to support the advancement of women in cybersecurity, as well as the formation of an active community of leaders and experts capable of contributing to the strengthening of Moldova's digital ecosystem.

The workshop is part of the Memorandum of Understanding between the WPA and IESPM and continues the strategic line initiated under the “Women in Cyber” program.



Parteneriate strategice - 4 memorandumuri în 2025

4 direcții noi de cooperare națională și internațională

- IPA Moldova - cooperare pentru egalitate, dezvoltare profesională, bune practici și proiecte internaționale.
- Institutul European de Studii Politice din Moldova - incluziune, egalitate de gen, cybersecurity și dezvoltare profesională continuă.
- Asociația Ucraineană a Femeilor din Structurile de Aplicare a Legii - sprijinirea agendei Femeile, Pacea și Securitatea și schimb de expertiză.
- Asociația Femeilor din Poliție din Muntenegru - leadership feminin, instruire, schimb de bune practici și inițiative comune.



WPA Newsletter

April 2025



International seminar #SHEisIPA

The Board Team of the Women Police Association participated at the international seminar #SHEisIPA, held on April 13–17 at IBZ Schloss Gimborn, Germany.

The event brought together participants from 24 countries and provided a valuable platform for sharing experiences and best practices, professional development, and promoting female leadership within IPA and Police structures.

The seminar agenda included sessions focused on strengthening professional support networks, exploring opportunities within IPA, using modern communication technologies, showcasing gender equality initiatives and women's empowerment in traditionally male-dominated fields, and presenting inspiring stories of women role models.

Participants also had the opportunity to discuss the challenges of women's leadership and the importance of male engagement in supporting gender equality during the dedicated #HeForShe session.

The program concluded with a visit to the Cologne Police Department. The six members of the Women Police Association proudly represented both AFP and IPA Moldova.

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The participation certificates obtained stand as proof of the new knowledge and skills acquired, which will be applied in their professional activity and shared with fellow colleagues in the internal affairs system.



Diplomație și cooperare internațională

Construirea încrederii și a unei rețele de sprijin

- AFP a desfășurat 14 întâlniri oficiale cu misiuni diplomatice și parteneri internaționali acreditați la Chișinău.
- Dialogul a vizat consolidarea capacităților, rolul femeilor în MAI, egalitatea și incluziunea, statul de drept și oportunități de cooperare.
- Dialogul Internațional privind Leadershipul și Valorile Europene a reunit reprezentanți diplomatici de rang înalt.
- Parteneriatele internaționale au susținut vizibilitatea AFP și alinierea la valori și practici europene.



At Europe Café, we had the honor of hosting high-ranking representatives of the diplomatic corps in Chisinau – the Ambassadors of Sweden, Japan, and Denmark, as well as the Chargé d’Affaires of the Royal Norwegian Embassy Office in Chisinau – for a meaningful discussion on:

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- European values integrated into security systems;
- The importance of collaboration between institutions and civil society.

AFP pe scena internațională

Reprezentarea Republicii Moldova și schimbul de bune practici

- 5 vizite de studiu / participări la conferințe internaționale au consolidat vizibilitatea AFP și schimbul de experiență.
- #SHEisIPA, Germania - participanți din 24 de țări; leadership feminin și rețele profesionale.
- IAWP 2025, Glasgow - experți și polițiste din peste 40 de țări; leadership, prevenire, investigații și tehnologii emergente.
- OSCE, Varșovia și Conferința Rețelei Femeilor din Poliția Serbiei - prezentarea experienței AFP ca model regional.
- AFP a primit Medalia de Recunoaștere #SHEisIPA pentru promovarea egalității de gen și leadershipului femeilor.

WPA represents Moldova
at the IAWP 2025
Conference



Cristina Schimbov, President of the Women Police Association (WPA), and Natalia Bucur-Bandas, Project Manager of "Strengthening WPA Capacities" / PR Manager of WPA, are heading to Glasgow, Scotland to participate in the 62nd Annual IAWP Conference.

The conference brings together policewomen, experts, and former police officers from over 40 countries to celebrate outstanding achievements, share experiences, and discuss topics such as professional development, emerging technologies, and building community trust.

Promoting WPA on the international stage is particularly important for our organization, as it allows us to establish valuable partnerships and bring back experiences and best practices that contribute to the personal and professional development of WPA members, while fostering a safer environment for the personnel of the internal affairs system in our country.



Parteneriatul AFP - IPA Moldova

Cooperare profesională și vizibilitate internațională

- 6 activități comune au demonstrat un parteneriat bazat pe profesionalism, solidaritate, incluziune și leadership feminin.
- AFP a participat la reuniunea IPA Europa Centrală, seminarul #SHEisIPA, conferința „Rolul femeilor în IPA” și Conferința anuală IPA Moldova.
- Colaborarea a inclus și activități sportive și de reprezentare, consolidând spiritul de echipă și vizibilitatea femeilor din structurile de ordine.
- Parteneriatul contribuie la conectarea AFP la rețele profesionale europene și internaționale.



Cultură, comunitate și modele inspiraționale

O comunitate profesională cu voce și identitate

- Lansarea volumului „Memoriile unei polițiste”, semnat de Veronica Boldurat, membră activă AFP, a adus în prim-plan experiența femeilor din poliție.
- AFP a fost prezentă la Ziua Europei și la alte inițiative comunitare, promovând diversitatea, unitatea și valorile europene.
- Membrele AFP au participat la activități culturale, sportive și de solidaritate, reprezentând organizația și instituțiile MAI.
- Comunicarea publică a susținut vizibilitatea modelelor feminine și apropierea de comunitate.



WPA Newsletter

June 2025



Book Launch Event: “Memoirs of a Policewoman,” authored by our colleague and active member of WPA, Veronica Boldurat

This is the first book written by a female police officer in the Republic of Moldova, a heartfelt and courageous confession about life, duty, sacrifices, and choices, as well as about integrity and standing tall in the face of adversity.

In a warm and engaging atmosphere, the event brought together colleagues from the Ministry of Internal Affairs, WPA members, the author’s family, and an audience eager to discover the story behind the uniform.



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Sprijinul partenerilor - investiție în capacitatea AFP

Proiectul „Consolidarea Capacităților Asociației Femeilor din Poliție”

finanțat de Suedia și sprijinit de DCAF - Centrul de la Geneva pentru Guvernarea Sectorului de Securitate



2025

Consolidare. Creștere.

Responsabilitate. Impact.

AFP a continuat să investească în oameni, leadership, egalitate de gen, profesionalizare și parteneriate care creează schimbare.

Împreună, mergem mai departe în 2026.

Asociația Femeilor din Poliție

Summary:

5 inspirational activities

Over 160 participants, including students of the "Stefan cel Mare" Academy, trainees of CIPAL, police officers from Calărași Police Inspectorate, as well as representatives of law enforcement institutions and civil society.

Dozens of inspirational and motivational hours, filled with experience sharing and meaningful dialogue.



We are pleased to present the remarkable results achieved through the implementation of the project "Strengthening the Capacities of the WPA", funded by Sweden and supported by DCAF – the Geneva Centre for Security Sector Governance.

The inspirational activities focused on:

- strengthening women's leadership in the police,
- developing professional and personal skills,
- promoting an organizational culture based on equity, ethics, and respect,
- engaging young people in processes of positive transformation within the security sector,
- connecting the police community with inspirational role models and international experiences.

These results once again confirm the commitment of the Women Police Association to a more equitable, better-prepared police system, oriented toward a modern culture of leadership. We extend our sincere thanks to all participants, development partners, and the WPA team for their dedication and engagement.

Together we succeeded!
Together, moving forward!

We continue in 2026!

The project will continue with objectives and activities aimed at further strengthening the capacities of our professional organization.

