



EMPOWERING WOMEN ENTREPRENEURS IN MOLDOVA

FEM-EIE program eligibility and selection

Supporting Moldovan and Ukrainian Women entrepreneurs to overcome the economic and social repercussions of the Russian war of aggression.

FEMALE ENTREPRENEURSHIP IN MOLDOVA - EMERGENCY INITIATIVE FOR ECONOMIC EMPOWERMENT (FEM-EIE)

The 'Female Entrepreneurship in Moldova - Emergency Initiative for Economic Empowerment' (FEM-EIE) program was created to provide direct support for Moldovan entrepreneurs and displaced Ukrainian entrepreneurs in Moldova, with a specific focus on empowering women. To create a **comprehensive, sustainable** and **empowering** network, the program will provide a support center in Moldova, financial support, access to global network and resources, and entrepreneurship education and training.

The program is implemented by enpact e.V. with the support of the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH on behalf of the Federal Ministry of Economic Cooperation and Development (BMZ). The aim of the program is to counteract the economic and social repercussions caused by the Russian war of aggression.

How does FEM-EIE support entrepreneurs?

- **Financial support** to be used for assisting living expenses and costs incurred by the war
- Access to **budget for technical expertise** for business development
- Access to **workspace at the support center in Chişinău** for the duration of the program
- **Training sessions on relevant topics** for Leadership, crisis resilience, digital transformation, funding landscape, sustainability management, impact measurement, internationalization and EU market access
- **Access to mentoring and guidance** through companies and industry experts in the EU market
- **Monthly networking events** within the local ecosystem in Moldova
- **Regular sessions** with local, regional and EU market partners

Target Group

- You are a woman founder or woman in leadership for [a small or medium enterprise](#) currently based in Moldova
- Your business was legally registered in Moldova or Ukraine prior to December 2021
- Your business had a monthly turnover of at least 250 EUR per full-time employee prior to the onset of the Russian aggression (In January and February of 2022 or November and December of 2021)
- Your business is majority-owned by Ukrainian or Moldovan nationals and/or Moldovan residents
- Your business does not operate in any sectors that directly or indirectly support weapon manufacturing, including transport of weapons and the entire supply chain of the arms industry and military technology

Eligibility Criteria

There are certain eligibility criteria that must be fulfilled in order to be considered for the program.

A On the individual level

1. is a female
2. over 18 years of age
3. employed by the business
4. is considered a key person in the business

What does a key person in the business mean?

Key positions in a company are those personnel positions without which the company cannot be continued, or can only be continued at the cost of considerable loss of revenue or overburdening of other personnel positions. While it must be assumed that management functions qualify as key positions, the classification does not necessarily have to be based on the seniority or management responsibility of the person. It is dependent on the applicants to demonstrate their qualifications as key personnel in the context of the individual company.

Examples:

The executive driver does not hold a key position because the company can access public or private driving services without significant loss of revenue.

The social media manager of a retail company specializing in e-commerce is a key employee if social media marketing is one of the main sales channels for the company's products and significant revenue losses are to be expected if this is no longer the case.

5. has Ukrainian or Moldovan citizenship or residence permit for Ukraine or Moldova
6. based in Moldova or displaced to Moldova
7. holds a bank account with a Moldovan bank in their own name for the duration of participation
8. is authorized by a legal representative of the business to participate in the program.

N.B: There is a maximum of three individuals who can be selected from the same business.

B On the business level

9. is registered in Ukraine or Moldova

What are the valid forms of business registration in Moldova and Ukraine?

In Moldova:

Individual enterprise / Intreprinzătorilor individual

Limited company / Societatea cu Raspundere Limitata (SRL)

Simplified Tax Regime for Individuals Performing Independent Activities -
Individual entrepreneurial patent / Patenta
Others on a case-to-case basis

In Ukraine:

Individual enterprise / Fizichna osoba-pidpriyemets (FOP): Tax classes 1, 2, & 3
Private enterprise / Privatne pidpriyemstvo (PP)
Limited company / Tovarystvo z obmezhenomu vidpovidal'nistju (TOV/000)
Additional liability company
Others on a case-to-case basis

10. is registered before 31.12.2021
11. is operational and is not insolvent
12. has between 1 and 249 employees
13. has monthly revenue of 250 EUR per employee for two consecutive months prior to the war either in the months of November & December, or December & January or January & February
14. has no foreign ownership of more than 50% (outside of Ukraine or Moldova)
15. has no Russian or Belarusian ownership
16. does not operate in or supplies other businesses in the arms industry

What are examples of a business operating in the arms industry mean?

Businesses operating under the following European Union NACE Codes will not be eligible to participate in the program:

C25.4: Manufacture of weapons and ammunition
C30.4: Manufacture of military fighting vehicles
D35.2: Gas supply
G46.14.2: Wholesale trade services of watercraft and aircraft
G47.3: Retail sale of motor fuels (service stations)
I61.3: Satellite telecommunications
I80: Security and investigation services
O84: Public administration and defense; compulsory social security, in particular
O84.22: Defense
S94.92: Political parties and associations

17. is affected by the current Russian war of aggression

What are the different ways a business can be affected by the Russian war of aggression?

- (a) Leaving the headquarters: The management and/or other key positions for maintaining the operation had to leave the place of operation in Ukraine (headquarters) due to the Russian war of aggression.
- (b) Loss of sales markets: Pre-war sales markets, which on average accounted for more than 30% of annual sales, can no longer be reached for legal or factual reasons.
- (c) Loss of labor: Due to flight movements or military reasons, the company does not have enough or the necessary labor force, so operations cannot continue.

- (d) *War-related additional expenses*: Due to the war, operational or personal expenses - such as double budgeting or increased production costs - increase to such an extent that the business cannot continue.
- (e) *Other war-related impacts*, such as unavailability of supplies, raw materials and financing, or the loss of childcare places.

Selection Process

A Application phase

- An application form is available on the enpact website in four languages; English, Romanian, Ukrainian, and Russian for eligible applicants to apply to the program. A complete list of the application questions can be found [here](#).

There is a list of documents that you will be asked to submit as part of the application process.

- (a) Personal ID or Passport
- (b) Proof of your domicile in Moldova; this can be a residence permit or address registration
- (c) Registration certificate of the business
- (d) Letter from an authorized person from the business on behalf of which you are applying that indicate your connection to the business, your role, and approving your participation in the program

Additionally, you can further support the application with the following documents

- (e) Personal CV/Resume
- (f) Proof of revenue in 2021; that can be in the form of invoices or financial statement
- (g) Capitalization table showcasing the list of stakeholders in the business

- After submission, the application will be evaluated with the four-eye principle applied, as each application is vetted by two experts from the enpact team to assess the initial eligibility of the business and its fit for the program.

B Interview phase

Following the assessment of the application, the selected applicants will be invited to participate in online interviews of up to 30 minutes to give applicants the opportunity to share their story and motivation in person, and to verify the statements submitted in their application.

Selection Criteria

1 The business was showing traction and financial stability before the Russian war of aggression.

Criterion value: 30%

The business displays financial stability through commercial revenue or other non-charitable funding (assessed by revenue, cost, profit and loss statements). The business has paying clients.

2 The business has expected recovery after the end of the war.

Criterion value: 20%

3 The business will clearly benefit from the program's financial support.

Criterion value: 15%

The monthly financial support will clearly have positive effects on the participant considering the current personal need for assistance.

4 The business will clearly benefit from the program's training and mentoring component.

Criterion value: 15%

The specific training/coaching/mentoring can provide or improve necessary competencies within the business.

5 The applicant appears motivated to actively participate in the program.

Criterion value: 15%

The application is well-crafted, answers are elaborated and convey an attitude of commitment, documents are complete.

6 Existing contacts with the European domestic market.

Criterion value: 5%

Personal need for financial assistance

(1) The personal livelihood and the livelihood of dependent members of the own household cannot be supported by

- (a) Regular income continued by the place of residence,
- (b) regular income earned in the receiving country,
- (c) property or income from property; or
- (d) benefits provided by the host state or a third party.

Or (2) The consumption of income or property is not feasible or reasonable because of the war situation.

Due Diligence

In this phase, all potential candidates for the program are vetted against Moldovan, German and international databases and regulations, such as the sanctions list of the United Nations' Security Council, EU regulations and the database of the German Directorate General of Customs. In addition, potential candidates will also be vetted through official business registration databases in Moldova and Ukraine to ensure the credibility of the business and its founders.

Any business/participant that is found to be engaging in illegal activity, misusing program funds or falsifying any information will be subject to the immediate termination of their participants' agreement and exclusion from the support program.