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Annual Review 2010 on Labour Relations and Social Dialogue in South East Europe:

Moldova

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1. Executive summary

In 2010 the National Confederation of Trade Unions asked for an extensive program of economic recovery, which was meant to envisage the increase in the population employment, industrial development and creation of new jobs. It addressed issues concerning workers' rights in the field of labor, social protection, poverty reduction etc. The biggest success was considered to be the increase of minimal monthly wage to 1100 lei (68 euro) which was agreed on the tripartite basis with the government and employers. These actions were taken in the conditions of an acute political crisis which paralyzed in many ways the social activities in Moldova. At the same time, the economic

situation showed clear signs of recovery. These steps were taken due to the development and approval of the “Economic Stabilization and Recovery Program of the Republic of Moldova for 2009-2011” which was a much needed act to accomplish the recovery. This program is an attempt to respond properly to the bad economic developments and expresses the vision of the Government to promote medium and long-term economic policies.

The political crises hindered the work of the tripartite National Commission for Collective Consultations and Negotiations. Some trade union branches do not have partners for negotiation of collective agreements due to the fact that a solid independent structure of public authorities is missing.

The situation of trade unions will remain rather difficult due to the excessive bureaucratic structure of the organizations, low levels of signing the collective agreements, the corruption scandals which somehow harm the image of trade unions and low level of people mobilization for protest movements.

2. Socio-economic developments

The progress of Moldovan economy in 2010 is highlighted by a moderate recovery. Overall, the slow economic recovery in the first post-crisis year and political uncertainty represent an obstruction for an essential improvement of business environment.

Having registered 5.6 percent in real GDP growth in the first half of 2010, Moldova's economy is gradually recovering from recession. The global crisis of 2008 – 2009 undermined all of the main sources of growth in previous years - remittances, private consumption, exports, and private investment, resulting in weaker domestic and external demand, fiscal imbalance, limited financial intermediation, and an increase of poverty.

Cumulative total FDI of Moldova at the end of 2009 reached approximately \$2604.2 million. Presently, Moldova enjoys investments from 91 countries with the major FDI sources being the EU-27, the Commonwealth of Independent States (CIS), the USA and Canada. Investments, which include both gross capital formation and inventories fluctuation, and will have a consistent growth in 2010 (in the middle of the year the annual growth rate was of 10.8%). This will be possible mainly due to the changes in inventories, which will record a significant jump.

In the first semester of 2010 the foreign trade of R. Moldova highlighted the first signs of international flows of goods stabilization. During the period from January to July 2010, Moldovan exports reached the growth rate of 6.9% which was forecasted in the first semester of the year. Imports have grown to 1990.1 millions USD representing an increase of 12.8 percent over the same period of 2009.

Distortions in Moldovan exports and imports during this period formed a negative balance of trade balance amounting 1 250.6 millions USD. This means an increase of 16.8 percent or 179.7 millions USD of trade deficit compared to 2009. The current development of foreign trade is influenced by external factors. Here we can mention restrictive measures of the Russian Federation related to Moldovan exports of agricultural products and alcoholic beverages, but also a reduced demand for Moldovan goods on traditional export markets.

Slow growth of imports, as well as increased excise duties had a substantial impact on revenues related to taxes collected on imports and exports. In January-August 2010, they increased by 28% compared to the same period of the last year.

Improving economic and financial indicators in the first half of the year is a clear sign of stabilization or even progress of the macroeconomic situation. This is reflected in the revenues part of the State Budget execution. They grew by 14.5% in the first half year if compared to the situation of the previous year. In the first half of 2010 the highest State Budget revenue collection rate over the past 4 years (49.2% of planned incomes) was registered.

The second quarter deflation will not be a barrier to stop the price increase of about 10% by the end of 2010. The experts keep the consumer price index estimates at about 10% in 2010. However in terms of economic recovery the indicated inflation is not a threat to economic balance.

During the first six months of 2010, unemployment has increased by 7% compared to the same period of previous year. Further, the main catalyst for the distortion of the labor market continues to be migration. At the same time the number of old people is growing fast, while the number of active population is decreasing. As a result, the average pension is not sufficient to face the rapid growth in consumer prices. This way the need to revise the pension system in Moldova is again relevant. The decline of employee's number in the economy may cause serious changes in the social insurance budget for 2011. The inequality of wealth distribution (Gini index) in Moldova is 33.2.

3. Governmental policies and legislation

In 2009, besides the serious economic problems, the transfer of political power took place in Moldova. A center-right coalition came to power which displaced an 8 year rule of the Communist Party. The new governmental team got a difficult task - to recover the functionality of the national economy. The development and approval of the "Economic Stabilization and Recovery Program of the Republic of Moldova for 2009-2011" is a first step needed to accomplish this task. This program is an attempt to respond properly to the bad economic developments and expresses the vision of the Government to promote medium and long-term economic policies.

The program contains some contradictory measures. Such an approach is conditioned by the existing economic reality. To ensure a budgetary balance under circumstances of low income collection, they will limit or even cease some non-priority expenses. The increase of some taxes is also foreseen. Also, economic stimulation measures will be implemented, especially by diminishing the tax and administrative burden for economic units. The Program has 3 basic priorities:

1. Stabilization and streamlining of public finance
2. Economic recovery
3. Securing an efficient and fair social protection

In implementing this program, the authorities embarked on a path to gradually restore fiscal sustainability at a pace matching the economy's speed of recovery. They have appropriately chosen a restraint in the public wage and spending on goods and services, while raising social assistance to protect the vulnerable and public investment to address infrastructure bottlenecks, a type of spending with significant contribution to growth.

In recent years, the economy has been flying mainly on the engine of remittances-driven consumption, which exceeded 110 percent of GDP in 2008. While this model of growth will remain important for the time being, it is approaching its limit, as the share of Moldova's labor force working abroad is already high at 40 percent and migrants' ties with the home country weaken over the time. The increase of Moldova's share in

the vast markets of major trading partners in the East and West could provide a strong and sustainable boost to growth, as the experience of other economies in the region demonstrates.

A Consultative Group Meeting: Moldova Partnership Forum to support government actions was held in Brussels on March 24, 2010. As much as 52 percent of the US\$ 2.6 billion (1,936.49 billion Euros) pledged by bilateral and multi-lateral development partners represent grants, and about 48 percent is money which Moldova will access in concession installments, with a 5-10-year grace period and a 0-1.2-percent interest rate. Financial assistance provided by the donors will be used to implement concrete projects in critical sectors such as: roads rehabilitation, agriculture, water and sewerage supply, health, energy, efficient public service, regional development, etc.

The main problem in Moldova is that the old work places are not replaced fast enough by more productive places. The great lack of poise between the work places creation and abolition has a negative effect to the employers' opportunities to move from a less productive to a more productive activity. The main factor, which causes the slow rate of work places creation are the high costs to launch a new business in Moldova. The red tape, the corruption, the high taxes are other reasons for the reduced contractual entrepreneurial activity.

The biggest government success in 2010 was the regularization of the budgetary expenditures. In the first half of the year there were no circumstances that disrupted the regular payment of salaries and pensions. The risks could arise later and are related to the delay in reforming the pension system and the persistence of slow economic growth rates, which will make it difficult to maintain budgetary balance and may have a negative impact on the social payments.

In 2010 the National Confederation of Trade Unions asked for an extensive program of the economic recovery, which was meant to envisage the increase in the population employment, industrial development and job creation. It addressed issues concerning workers' rights in the field of labor, social protection, poverty reduction etc. It protested in January against the increase of tariffs on gas and electricity, a decision which was taken by the Government without providing the population with the some sort of compensatory measures. The National Confederation of Trade Unions also pleaded for the massive involvement of citizens in the electoral process which ended with election on February 27. The biggest success was considered to be the increase of minimum monthly wage to 1100 lei (68 euro) which was agreed on the tripartite base with the government and employers in 2010.

4. Industrial relations

Beginning with 2003, after adopting the new Labor Law, the social partners decided to negotiate collective agreements on the national level which would cover separate aspects of labor relations. During 2003-2010, the social partners negotiated 10 collective agreements on the national level. The first agreements, signed in 2004 and 2005, aimed to solve the problems of employees' wages and supplements for unfavorable conditions.

The following agreements negotiated by the social partners on a tripartite basis were signed at the beginning of 2007. They focused on child labor (Collective Agreement No. 8 of 1 July 2007) and contributed with some additions to the List of Specialties which allowed them to work more than 8 hours a day but no more than 40 hours a week (Collective Agreement No 10 signed on 10 August 2010 about completing the Collective Agreement No 2 signed on 9 July 2005 "About labor and leisure time".

It is necessary to notice that after changing the Law on salaries and wages and the introduction of the concept of the minimum guaranteed wage in the real sector of the economy, the social partners signed on 28 January 2010 the Collective Agreement No. 9 on the Minimum Guaranteed Quantum of the salary in the real sector of the economy. At the same time, after changing the Law on salaries and wages, the issue of minimum wage negotiation in different industrial branches was transferred to the separate trade unions centers of the industrial branches.

In 2010, the social partners initiated dialogues on several new issues:

- Socio-economic protection of youth
- Criteria for dismissing employees and social protection of dismissed employees
- Vocational training of employees
- Safety and health on the work place

The National Confederation of Trade Unions incorporates 32 individual sectors of economy. In 2010, the NCTUM accepted the entrance of two new trade union federations – “Demnitateea” and “Sindsilva”. The most important and massive sectors are the Trade Union of Education and Science, National Federation of Agricultural Trade Unions “Agroindsind”, Trade Union “Sanatatea” (Health care services), Federation of Employees in Social Services “SINDASP”, Federation of Trade Unions in Communication and Federation of Trade Unions “SINDICONS” in Construction. All these federations and sectors are grouped in one major National Confederation of Trade Unions which was created in 2007 after the merger of two main national trade union confederations of Moldova – the Confederation of Free Trade Unions “Solidaritatea” (comprising at that period 400,000 members and 28 branch trade unions) and the Confederation of Trade Unions of Moldova (including 7 sectors and comprising approximately 300,000 members). According to official figures, the number of members in these trade unions presently amounts to 544,518, which is with 25,857 less than in 2009. The main branches that register membership losses are those of education (-9,231) and agriculture (-7,435). The main sectors that attracted new members were construction (1,302), culture (2,832) and the banking sector (1,484). At the same time, the number of primary organizations grew slightly, reaching the number of 8,651, which is with 33 organizations more than in 2009. The main beneficiaries of this increase are the trade unions in education (+58) and culture (+56).

The situation of the collective agreements on the economic unit level is not very promising either. The legal framework is quite adequate but it cannot ensure a rapid improvement in this field. For example, in 2008 the number of collective bargains (1015) increased rapidly and reached the level of the 1997– the year with the most impressive number of collective agreements (1020). Unfortunately, in 2009-2010 this number started to decrease, being 781 in 2009 and 677 in 2010. It should be mentioned that these data correspond to long-term agreements which are signed for a 2-3 year period.

Structural characteristics of The National Confederation of Trade Unions are based on centralized and formalized bargaining arrangements promoted by a number of full-time conveners. In fact, nowadays in Moldova we can see a considerable gap between the workplace organization and the branch-based decision making machinery of the unions. Several organizations, such as Moldkarton, Zahar Glodeni Corporation, „Segment Sistem Construct” ltd or “Cardinal Plus”, have initiated protest rallies this year and have been forced to find support in the Confederation, the latter being frequently very slow in operating on site. We can come to a conclusion that a sort of the “bureaucratization” of trade union leadership has occurred in Moldova, and the unions are now centralized and able to exercise a disciplinary role, forcing dissident members and committees into line.

5. Tripartite social dialogue

It should be mentioned that the continuous political crisis hindered the work of the tripartite National Commission for Collective Consultations and Negotiations. Some trade union branches do not have partners for negotiation of collective agreements due to the fact that a solid independent structure of public authorities is missing.

There are no Commissions for Consultations and Collective Negotiations in different fields of activity for the same reasons. Even when they are present on paper, these Commissions are entitled to negotiate just the Collective Agreement on the branch level and do not discuss problems dealing with the employees economic and social conditions. Only 18 trade union federations out of 30 managed to sign collective agreements for the next years and this is a rather poor result.

The situation is even more complicated in the area of the social dialogue in the country regions. According to the official figures there are structures of social partnerships in half of the districts (18 out of 34). Another problem deserving consideration deals with the setting up of territorial commissions for consultations and collective bargaining and refers to the lack of the employees' organizations in those regions. These Commissions managed to sign only 8 Agreements which account for one fourth of the total number.

Currently, on the district level there are just 8 agreements that have been signed. This process is severely impeded by the inactivity of the present structures and by the sheer absence of them in many regions of Moldova.

6. Forecasts

The developments in the economic field are expected to be quite impressive and that is a normal process of economic recovery because companies, awaiting improved sales, are starting to increase their inventory. Industry will also witness a high rate of growth (for 2010 we forecast a real growth rate of 6%). Industrial sector will register an upward trend in 2010. This will partly differ from the previous forecasts due to the restrictive measures of the Russian Federation related to Moldovan wines. These prohibitive actions will have disastrous consequences, especially for wine producers. Related industries like glass and paper industries will also be affected. Commercial activity is recovering from crisis as well. We foresee a retail volume of 24.7 billion MDL in 2010, while the service sector (services paid by population) will reach 14 billion MDL.

In the political sphere there are no signs of improvement and the political crisis risks to be a long-lasting one. These crises could seriously affect the situation of the tripartite dialogue because the government is rather dysfunctional in this particular case. At the same time, it is expected that a center-right alliance will be formed which will comprise three parties – Liberal, Liberal-Democratic and Democratic. This Alliance could be able to speed up the process of Moldova European Integration. The alternative solution – a center-left alliance which could include the Communists party of Moldova is considered less conducive to the prospects of European Integration but cannot be totally disregarded.

The situation of trade unions will remain rather difficult due to the excessive bureaucratic structure of the organizations, low levels of signing the collective agreements, the corruption scandals which somehow harm the image of trade unions and low level of people mobilization for protest movements.

Annex

Collective bargaining system

In 2010, ten trade union federations out of 30 didn't manage to sign a collective agreement. The most important unions are the Railway Workers Trade Union, SIBA Federation, Federation "Moldova-business-sind", the Trade Union "SindLukas", the Trade Union of the Light Industry Workers, the Federation of the Heavy Industry Workers, the Federation "SindRautMas", the Federation "Metal". All the other federations either prolonged their collective agreements (such as "Agroindsind") or continue to implement the existing ones. The main causes for the absence of collective agreement in several branches are 1) the lack of viable employers organization, 2) weak organization of the trade unions, 3) the continuation of the bargaining process. The most successful territorial organizations which signed agreements are those concentrated in Anenii Noi, Causheni, Cantemir, Cimishlia, Edinets, Glodeni, Leova, Ungheni. Out of 18 Commissions created for signing collective agreements only 8 Commissions successfully accomplished this process.

System of tripartite social dialogue

During 2010, the National Commission for the Consultancy and National Bargaining assembled eight times. The following topics have been raised

- the minimum guaranteed quantum of the salary in the real economy
- the amendment of the Labor Law
- the health and safety conditions at the working place
- the problem of subsidies for those who were affected by the considerable increase of the prices for energy
- the basic aims of the fiscal policies in 2011-2013
- the setting up of the tripartite commission for drafting a bill on the minimum of subsistence
- the hearing of the situation on the labour market

Unfortunately, these meetings were held with the intermittenencies due to the political instability. The government was very open to the trade unions demands but the tense political situation in the country and frequent elections didn't give the possibility to maintain the stability of the tripartite social dialogue.

Social security systems

Out of 1,200,000 active workforce only 800,000 currently pay medical insurance and social insurance. It means that around 300,000 – 400,000 people are engaged in the black economy and don't contribute to the Social Fund and Medical Fund. Around 20,000 – 30,000 people annually pay individually for the medical insurance and buy the voucher individually. At the same time, all the people who are registered at the Employing Workforce House are provided with free medical insurances. The biggest problem in the social system is that the number of retired people surpasses with 1.34 millions the number of the employed which poses huge pressure on the social budget.

Education and vocational training

In 2010, the National Confederation of Trade Unions of Moldova elaborated the Conception of the Education for the 2010-2012 and assembled to discuss the plan of future activities. These activities aim to open new Educational Centres in Comrat, Ungheni and Orhei. The NCTUM organized 27 workshops involving around 1,500 people. The

most important workshops included people from the districts and were dedicated to accountants, organizers of educational and training activities, the members of the Committees for cooperation with the territorial structures and those responsible for judicial protection.

Employment

The Structure of the Employed Population, thousand people

	2007	2008	2009	2010
Total population	3589	3581	3573	3568
Population aged above 15	1357	1314	1303	1300
Employed	1301	1294	1251	1220
Unemployed	102	70	52	95
Employment rate	0.45	0.44	0.43	0.42
Economic dependency rate	1.60	1.66	1.63	1.60

Monthly average salary (in Euros)

2009	Feb 2010	March 2010	April 2010	May 2010	June 2010
158.06	168.93	174.88	176.12	184.38	190.35

Actual weekly working and paid hours

There are 11 federations of trade unions which negotiated minimum paid salaries. Seven of them agreed to have 600 lei per month (37.5 euro) as the minimum sum of money which could be paid to employees. The trade union of Health Care is offering 750 lei (47 euro) per month to the first category of payment. "Sindsilva" Federation and the Trade Union of Civil Servants of the Ministry of Interior has established a minimum monthly payment of 900 lei (52 euro) and there is one trade union – "SindGeoCad" – with 1100 lei (69 euro).

Gender pay gap

The Moldovan score for the gender pay gap is 0.7244 which is very high, Moldova being No 20 on the global list of successful countries in this respect. Traditionally, the number of women is very high in two main federations – the Trade Union of Education and Science – 94605 and the Health Care Trade Union – 41976. It accounts to 60-70% of the total number of employees. In other areas of activities covered by trade-unionization the percentage of women is not less than 30%.

Monthly minimum wage (euro)

2007	2008	2009	2010
56.25	56.25	56.25	68.75

Actual weekly working hours

The current limit of weekly working hours is regulated by the Collective Agreement No 2 signed on 09.07.2004 on a tripartite basis. This convention is called Working Hours and Leisure Times and stipulates that the amount of work should not surpass 8 hours per day with two free days. At the same time, the Agreement is allowing for the possi-

bility of having a flexible program, permitting a working week of 6 days and one free day, with 7 working hours in the first 5 days and 5 hours in the last working day. Another option is to have 4 working days with 10 hours and three free days. The last option permitted by the Agreement is to have four working days and a half with 9 working hours for the first four days, four working hours in the first part of the fifth day and two and a half days for rest.

Unemployment rate

Year	Unemployment rate	Rank	Percent Change	Date of Information
2003	8.00 %	117		2002 est.
2004	8.00 %	119	0.00 %	2002 est.
2005	8.00 %	73	0.00 %	2002 est.
2006	8.00 %	83	0.00 %	2002 est.
2007	7.30 %	82	-8.75 %	2005 est.
2008	2.10 %	19	-71.23 %	2007 est.
2009	2.10 %	20	0.00 %	2007 est.

Migration

	Statistics	Ranking
Immigrants as percentage of state population	12.96	39 th of 195
Number of immigrants	440 000	66 th of 195
Percentage of total number of immigrants in the world	Less than 0.5%	
International migration stock	10.46%	58 th of 205
Net migration	-40 000	115 th of 180
Net migration rate	-1.13/1000 population	121 st of 225

HDI

<i>Moldova's human development index</i>				
HDI value	Life expectancy at birth (years)	Adult literacy rate (% ages 15 and above)	Combined gross enrolment ratio (%)	GDP per capita (PPP US\$)
1. Norway (0.971)	1. Japan (82.7)	1. Georgia (100.0)	1. Australia (114.2)	1. Liechtenstein (85,382)
115. Mongolia (0.727)	107. Thailand (68.7)	15. Poland (99.3)	98. Nicaragua (72.1)	129. Viet Nam (2,600)
116. Viet Nam (0.725)	108. Fiji (68.7)	16. Kyrgyzstan (99.3)	99. Bahamas (71.8)	130. Nicaragua (2,570)
117. Moldova (0.720)	109. Moldova (68.3)	17. Moldova (99.2)	100. Moldova (71.6)	131. Moldova (2,551)
118. Equatorial Guinea (0.719)	110. Ukraine (68.2)	18. Tonga (99.2)	101. Fiji (71.5)	132. Pakistan (2,496)
119. Uzbekistan (0.710)	111. Uzbekistan (67.6)	19. Albania (99.0)	102. Malaysia (71.5)	133. Uzbekistan (2,425)

182. Niger (0.340)	176. Afghanistan (43.6)	151. Mali (26.2)	177. Djibouti (25.5)	181. Congo (Democratic Republic of) (298)
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Gini coefficient

	2007	2008	2009	2010
Gini coefficient	36.9	33.2	33.2	33.2

Collective agreement coverage on the level of economic unit

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010/9 (months)
Nr of Col- lective Agreements	622	507	448	738	670	640	734	1015	781	677

Collective bargaining agreements by sectors of economy, 2010

Branch	No. of collective agreements
Agriculture, forestry	52
Fishery	3
Extractive industry	0
Processing industry	52
Energy industry	20
Constructions	25
Wholesale and retail trade	30
Hotels and restaurants	1
Transportations	25
Financial activities	4
Real estate transactions	0
Public administration	136
Education	478
Health services	41
Miscellaneous	102

Ongoing important collective bargaining agreements

There are 8 trade unions out of 30 which have not yet concluded contracts on the level of economic unit and there are two federations – the Trade Union of Railroad servants and the Federation SIBA which are in process of concluding them.

Trade union density

There are two Federations in Moldova which has a very high density of unionization: The Federation of Education and Science which includes 141231 of employees and the federation of Agroindsind which includes respectively 113069. The percentage of total employees in this organization is rather high and it accounts to around 80 percent of the total number of people employed in that kind of activities. There are several medium sized organizations with a relatively high rate of trade union density – “Health-care Trade Union” with 56063 members, the “Trade Union Sindindcomservice” with 27055 members, SINDASP Federation with 33522 members and the Trade Union “Viitorul” with 22785 members. At the same time there are several federations which have

less than 1000 members. For example, the “Union of Servants in Culture Sphere” account for less than 50% of the total number of people working in this field and has also experienced a sharp decrease of trade-unionization.

Trade Unions (the most important ones out of 32)

Name	Name	International Af-filiation	Membership
Confederatia Nationala a Sindicatelor din Moldova	National Confederation of Trade Unions of Moldova	General Confederation of Trade Unions (Commonwealth of Independent States)	543518
Sindicatul Educației și Științei din Republica Moldova	Education and Science Trade Union	IE – International Education	131000
Federația Națională a Sindicatelor din Agricultură și Alimentație „Agroindsind”	National Federation of Agricultural Trade Unions “Agroindsind”	OSE – European Organization of Trade Unions	106634
Sindicatul “Sănătatea”	Trade Union “Sanatatea” (Health care services)	PSI - Public Service International	53593
Federația Sindicatelor Angajaților din Serviciile Publice SINDASP	Federation of Employees from Social Services “SINDASP”	PSI - Public Service International	33812
Federația Sindicatelor din Comunicații	Federation of Trade Unions in Communications	UNI – Global Union	16334
Federația Sindicatelor de Construcții și Industria Materialelor de Construcții „SINDI-CONS” din Republica Moldova	Federation of Trade Unions in Constructions“ SINDI-CONS”	ISEM – International of Construction Sphere	14898
Sindicatul lucrătorilor in Cultura	Culture Trade Unions	UNI – Global Union	17332

Employer’s Organisations (15 branches)

Confederatia Nationala a Patronatelor din Moldova	National Confederation of Employers Organizations	15 branches, Member of the International Organization of Employers, since 1997
Uniunea Industriașilor și Antreprenorilor	The Industrialists and Entrepreneurs’ Union	400 enterprises
Uniunea Transportatorilor și Drumarilor	The Transporters Union	65 enterprises
Federația Patronatului din Construcții	The Federation of Construction Employers	193 firms
Liga antreprenorilor cu capital privat	The League of Entrepreneurs’ with Private Capital	n/a

Asociația Națională a Organizațiilor de Administrație a Investițiilor	The National Association of Investment Administering Organization	n/a
Asociația Națională a Producătorilor	The National Association of Producers	60 enterprises
Clubul Republican al Oamenilor de Afaceri "TIMPUL"	The Republican Club of Businessmen "Timpul"	n/a
Asociația Micului Business	The Association of Small Business	86 enterprises
Uniunea Arendașilor și Antreprenorilor	The Union of Entrepreneurs' and Renters	n/a
Federația Patronatului din Comerț	The Federation of Employers from Commerce	370 firms
Liga Exportatorilor și Importatorilor cu capital privat	The League of Exporters and Importers with Private Capital	n/a
Asociația Patronatului din Vinificație	The Association of Employers in Wine Industry	n/a
Federația Patronală din Telecomunicații și Informatică	The Federation of Employers in Telecommunication	n/a
Asociația Organizațiilor Nestatale de Detectivi, Protecție și Asigurare a Securității "SECURICOM"	Association of Organizations of Detectives, Protection and Security "SECURICOM"	n/a
Asociația Patronală din domeniul Serviciilor Publice	The Association of Employers in Public Service	36 enterprises
Federația Națională a Patronatului din Agricultură și Industria Alimentară a Republicii Moldova	The National Federation of Employers in Agriculture and Food Industry	17 associations of employers, 15 regional branches, 2000 enterprises