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**Annual Review
2011
on Labour Relations and Social Dialogue in South East Europe:
Moldova
By Cornel Ciurea***

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1. Summary

The global economic crises did not disturb the process of economic growth in Moldova which was comparatively high. At the same time, political instability and the austerity policies promoted by the Moldovan government raises a lot of problems in the social sphere which determined trade unions of Moldova to formulate some grievances and to

elaborate proposals regarding the minimum wage, the Law on Compensations given to people in temporary incapacity to work and the price-making mechanism.

The internal situation of the trade unions was not very promising, during 2011 being noticed a slight decline of trade union members. According to internal figures, the number of members in the trade unions presently amounts to around 490,000, which is approximately by 9,000 fewer than in 2010. At the same time, the trade unions were exposed to criticism by the civil society, being compelled to undertake measures to increase its profile. Regarding the process of the signing of collective agreements, in 2011 the situation is very similar with the past period and no notable changes took place. Ten trade union federations out of 29 didn't manage to sign a collective contract. At the same time the tripartite social dialogue didn't change the situation too much, the decision making having just recommendatory character. There were 31 decisions signed by the National Commission for Collective Bargaining and Consultations with a non-mandatory application.

2. Socio-economic developments

Moldova's recovery from the impact of the global economic crisis continues: the Moldovan economy continues to grow and the annual growth of around 6.7 % is impressive in comparable terms. The exports grew with 52% and investments also expanded considerably by 11%. The recovery seems to be driven by the 10 percent increase in industrial output reported for January-August 2011, which in large measure is due to surging exports. Along with the 13 percent increase in remittances reported during the first half of 2011, this export growth financed a 40 percent increase in dollar imports during January-August 2011, while still providing official reserves sufficient to finance the purchase of five months of merchandise imports.

Recent labour market data suggest that Moldova's recovery may be losing its "jobless" character. The second quarter of 2011 was apparently the first quarter since 2008 in which the number of unemployed workers fell in year-on-year terms. The country's overall unemployment rate likewise fell sharply in the second quarter, dropping to 6.2 percent from 9.4 percent in the first quarter of the year. On the other hand, significant improvements in the employment data are not yet apparent. After suggesting year-on-year growth in the numbers of workers employed during the first quarter of 2011, the second quarter data show a small decrease in employment. Moldova is one of the few transition economies to report high-frequency labour-force data that are disaggregated by gender. These figures indicate that, while unemployment rates remain higher for men (7.0 percent) than for women (5.3 percent), labour market prospects seem to be improving faster for men than for women. Whereas the number of unemployed men dropped nearly 20 percent during the second quarter of 2011 (in year-on-year terms), no significant declines in the numbers of unemployed women were recorded.

According to the available data, the Moldovan Index of Consumption Prices was of around 9% at the end of the year which is much higher than the average index of Romania, Ukraine and some Central and Eastern European countries. Moldova's inflation trends are noteworthy in two respects. Firstly, year-on-year consumer price inflation rates have remained below 10 percent during 2010-2011. Upward pressures on global and regional food prices don't seem to have had a significant impact on overall inflation in Moldova (or, presumably, on household budgets). Secondly, Moldova continues to show greater willingness to pass on high global energy prices to consumers, in the form of higher household energy and communal service tariffs, than other transition economies. October 2011 saw a 22 percent monthly increase in household gas tariffs, which pushed year-on-year inflation for this indicator to above 40 percent. Likewise, the year-on-year inflation rate for central heating during January-October 2011 averaged

31 percent. Moldova had the highest household gas tariffs among the former Soviet republics - even before the October increase.

The budget expenditures as part of GDP decreased from 40.8% to 38.4%. This indicator proves a rather cautious policy in fiscal matters, in accordance with IMF requirements. At the same time, this austerity policy could be detrimental to some important infrastructure projects which could propel Moldovan economy in the long run. The government approved as usual with a considerable delay the draft state budget law for 2012, a draft law on the funds of the mandatory health insurance for the next year and a draft law on the state social insurance budget for 2012. Thus, the revenues to the 2012 National Public Budget (NPB), which includes the state budget, state social insurance budget, the funds of the mandatory health insurance, and the budgets of the administrative territorial units, amount to 34.6bn lei¹, and the spending to 35.5bn lei. The NPB's deficit will account for 0.9 per cent of the GDP in 2010, down against the 2011 deficit, which is forecast to be 1.9 per cent.

Exports of goods and services totalled US\$ 1414.48 million in January-June 2011, their ratio to GDP increasing to 45.6%. It should be noted that exports of goods and services grew at a higher rate than imports (50.9% and 37.0%, respectively). Imports amounted to US\$ 2735.38 million, driven by rising prices of oil, gas, and foodstuff.

In 2011, a decision was taken to privatize in 2012 some important enterprises like Moldtelecom, Tutun CTC, Viorica Cosmetic, Banca de Economii, etc. The basic reasons were to add substantial resources to the budget and to improve the general efficiency of these firms. There are still no signs that these enterprises could be adequately privatized. In 2011, the Government received from privatization just one third of the expected resources.

3. Governmental policies and legislation

An important challenge of the current Government is its functioning in a coalition of three political parties. This led to successive political crises, the main problem being the election of the president. In June, 2011, local elections have been organized but the results didn't indicate a major power shift from the Alliance to the main opposition party – Communists Party of Moldova.

The draft budgetary-fiscal policy for 2012 had its first reading in the parliament on December 15 after weeks of consultations. The draft was backed by the majority of lawmakers, but bitterly criticized by the opposition Party of Communists. The document passed in December envisages the main taxes and fees that will be applied in 2012. Moreover, the bill provides for the cancellation of the zero tax on re-invested profit, the adjustment of excises for oil products to the inflation rate and the increase of excise tax on vehicles' import. As for taxes on private people, the draft law sees the increase in the annual tax exemptions up to the inflation rate forecast for 2012, while for enterprises, the draft law envisages a 12-per-cent tax on income, and the removal of all facilities, excepting the ones guaranteed for a concrete period: the free economic areas, the interest rates on banking deposits and the corporate state securities. The bill also provides for the cancellation of excise duty for fresh-grape wines, grape juice, as well as for crystal items. Excise tax of 1,800 lei per ton is to be introduced for liquefied gas. Moreover, the draft law envisages a change in the amount of excise tax quotas on tobacco products and non-distilled ethylic alcohol.

¹ 1 US\$ = 12 lei

In 2011 the Republic of Moldova made important steps on its European Integration Agenda building up on what was launched and agreed last year. The EU-Moldova dialogue and cooperation deepened in all areas. The Eastern Partnership allowed opening up new venues of dialogue with the European Union. We continued the process of negotiations of the Association Agreement which will provide for a political association and economic integration. The economic integration will be achieved by establishing a deep and comprehensive free trade area with the EU (DCFTA), the decision on launching the formal talks were taken in December 2011. To benefit fully from it, Moldova started to implement a critical mass of structural reforms and to align its economic and trade regulations with those of the EU.

From the point of view of trade unions workers salaries are very low and 45 percent of employees get a salary that does not even cover the minimum necessary for existence. About 90 percent of retirees get pensions that do not get up to the minimum necessary for living. Young people do not have adequate social protection. Inadequate working conditions lead to workplace deaths and trauma. Also, trade unions insisted that salary arrears - which reach 120mn lei in the private sector - to be paid off. Additionally, salaries need to have a mandatory law that ties them to the consumer price index. The gas fees increased 23 percent, which could lead to a chain increase in prices for services, electricity, and other goods and services. Trade Unions also demanded illegal salaries and labour to be minimized. This is a common problem in Moldova since there are more illegal than legal salaries. Trade unions expressed also their dissatisfaction with the possible adoption of the laws that increased the years worked needed for retirees from 30 to 35. This is an IMF demand, but the Labour Ministry is constantly under the pressure of the unions. Trade Unions insisted also for minimum wage to be equal to the minimum necessary for living - 1,500 lei. This sum should be mandatory according to the trade unions leaders. They wanted a gradual increase in the salary of public servants, doctors, cultural employees, teachers, up to the minimum necessary for living. They pleaded for a law in this regard, which has been delayed every year. The trade unions elaborated the draft of the Law on the Principles of Price-Making Mechanisms for the socially important goods and services which implies a certain correlation of prices for the socially important goods with the living standards of the poor people. This draft should be discussed in 2012 by the National Commission for the Collective Bargaining and Consultations.

During 2011 a wide opposition was expressed against the decision of the Government to modify the Law on Compensations given to people in temporary incapacity to work, taken on July 1, 2011, in which the Government obliged the worker to pay for the first day of his temporary inability, the employer – for the next three days, and only after that, the payment should be honoured by the Social Insurance Budget. The trade unions threatened the Government to submit to the Constitutional Court a petition in this respect, but this complaint is still under elaboration. Due to this, trade unions gave a negative evaluation to the draft of the Social Insurance Budget for the 2012.

4. Industrial Relations

In 2011, the situation is very similar with the past period and no notable changes took place. Ten trade union federations out of 29 didn't manage to sign a collective convention. The most important units 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 Education and Science Trade Union or the Federation of Transporters and Road Menders Trade Unions) or continue to implement the existing ones. The main causes of the absence of collective agreements in several

branches are 1) the lack of viable employer's organization, 2) weak organization of the trade unions and 3) the continuation of the bargaining process. It should be noticed that there are 8 collective agreements on a branch level which stipulate minimum wage at the level less than 750 lei, which is totally unaccepted by the trade unions. Out of them, there are seven collective agreements which maintain the lowest level of minimum wage – 600 lei. What is more important is that two of the most numerous trade union associations - Trade Union "Sanatatea" (Health care services) and Education and Science Trade Union – are included in this group. The process of speeding up the signing of collective agreements was facilitated by the implementation of different projects by the National Confederation of Trade Unions of Moldova. For example, during the whole 2011, a project called "Developing Local Social Dialogue for a better administration of the labour market" was implemented. This project targeted the creation of three regional centres (Edinets, Balti, Cahul) of the territorial commissions for the collective bargaining and consultations and the consolidation of the local partner's capabilities to held collective negotiations. This process will continue also in 2012 and it requires a lot of work to consolidate. At the same time one major achievement was registered in the light industry. In April, the Trade Union of the Employees from the Light Industry agreed to approve the Collective Agreement at the branch level for the five years period 2011-2015. This trade union comprises 5,163 workers who represent more than 90% of the total number of employers in this branch. They should start to negotiate in 2012 with the Employers Association in order to sign a national convention in light industry.

The internal situation of the trade unions is not very promising, during 2011 being noticed a relative decline of trade union members. According to internal figures, the number of members in these trade unions presently amounts to around 490,000, which is approximately by 9 000 fewer than in 2010. The main branches suffering memberships losses are education (-4,200) and agriculture (-2,600). The main sectors that attracted new members were construction (1,530), culture (830) 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 by 33 organizations more than in 2010. The main beneficiaries of this increase are the trade unions in education (+58) and culture (+56). There are two Federations in Moldova which have a very high density of unionization: The Federation of Education and Science, which include 141,231 of employees and the Federation of Agro industry which includes respectively 113,069. The percentage of total employees in this organization is rather high and it accounts to around 80% 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 56,063 people involved, the "Trade Union Sindindcomservice" with 27,055 people, SINDASP Federation with 33,522 people and the Trade Union "Viitorul" with 22,785 people. At the same time there are several federations which number less than 1,000 people. For example, the "Union of Servants in Culture Sphere" account for less than 50% of the total number of people involved in this field and is also experienced a sharp decrease of trade-unionization.

In conclusion we should mention ambivalence in activities of the National Confederation of Trade Unions in 2011. On the one hand, persistent efforts of the Confederation to increase its profile in the public opinion cannot be ignored. These efforts were especially evident in the second half of the year and were very prominent after the display of a movie made by non governmental organizations in which NCTU was accused of corruption in managing its patrimony. At the same time, at the end of the year, Moldovan trade unions implemented a campaign designed to bring in the forefront general grievances of Moldovan labour force. Their messages were directed towards the IMF which was determined to accept some concessions, being precluded from imposing harsh conditions on the Moldovan government, and towards the government, which was

pressed to postpone enforcement of some neo-liberal recipes, desired by the leaders of the right-wing political parties.

5. Tripartite social dialogue

The National Commission for Collective Bargaining and Consultations meets on a monthly basis and rests on 10 agreements that are signed on a national level (several agreements have been absorbed by others so there are in fact five separate agreements). The first, signed in 2004 and 2005, aimed to solve the problems of employees' wages and supplements for unfavourable conditions. The next negotiated by the social partners in a tripartite format were signed beginning with 2007. They focused on child labour (Collective Agreement Nr 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 Nr 10 signed on 10 August 2010 about completing the Collective Agreement Nr 2 signed on 9 July 2005 "About labour and leisure time").

During 2011, there were 31 decisions signed by the National Commission for Collective Bargaining and Consultations with a non-mandatory application. The most heated debate was generated by the discussions regarding the approval of the national budget, social insurance budget, and the law on the obligatory funds for the medical assistance. The trade unions decided not to approve the national budget for the 2011 and the social insurance budget for the 2012. The main arguments imply the fact that the government didn't want to raise the minimum wage from 600 lei to 900 lei (just an increase of 100 lei was considered) and it refused the exemption from taxation up to 9,000 lei for physical persons.

The situation is even more complicated in the area of the social dialogue in the country's regions. According to the official figures there are structures of social partnerships in just 11 districts (11 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. These 8 agreements have been signed in the following districts – Anenii Noi, Cimislia, Cantemir, Edinets, Causeni, Glodeni, Leova, Ungheni. In three other districts these agreements are under negotiation – Floresti, Soroca, Stefan-Voda.

6. Forecasts

The economy rebounded from recession in 2009 to post growth of close to 7% in 2010; but the pace will slow from about 6.5% this year to around 4% in 2012 as EU slowdown subdues exports and remittances. And the fiscal deficit will overshoot due to lagging tax revenues and higher spending, linked to the cost of social protection from the past year's sharp energy price increases. Inflation slowed to 6% in Q1 this year but is still much higher than before the acceleration of reforms in 2009; food and fuel prices, the main driver, have forced a partial reversal of social subsidy cuts. The current account remains in deficit despite strong trade growth, and is mainly financed by IMF loans (running to end-2012), despite an upturn in FDI focused on the agro-food sector. The three-party AIE reform coalition retained office at end-2010 elections, and has moved ahead with structural reforms and pro-EU policy realignment despite failing to secure an elected presidency and lacking the votes to appoint one through parliament. Progress has been made towards EU association and a trade deal that could substantially boost food and basic industrial exports. Improved relations with Romania are starting to address past constraints on bilateral trade and investment, and better dialogue with Ukraine will help re-open talks on Transnistria, set to resume by end-year after a five-

year delay. Border insecurities and institutional weaknesses remain a risk to EU relations, but investment and growth conditions will continue to improve.

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

Annex of Data

Collective bargaining system

In 2011, the situation is very similar with the past period. Ten trade union federations out of 29 didn't manage to sign a collective convention. The most important units 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 Education and Science Trade Union or the Federation of Transporters and Road Menders Trade Unions) or continue to implement the existing ones. The main causes of the absence of collective convention in several branches are 1) the lack of viable employer's organization, 2) weak organization of the trade unions, and 3) the continuation of the bargaining process. It should be noticed that there are 8 collective agreements on a branch level which stipulate minimum wage at the level less than 750 lei, which is totally unaccepted by the trade unions. Out of them, there are seven collective agreements which maintain the lowest level of minimum wage – 600 lei. What is more important is that two the most numerous trade union associations - Trade Union "Sanatatea" (Health care services) and Education and Science Trade Union – are included in this group.

System of tripartite social dialogue

During 2011, the National Commission for the Consultancy and National Bargaining assembled seven times. The following topics have been raised:

- the minimum guaranteed quantum of the salary in the real economy
- the amendment of the Labour Code
- the safety and health 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.

Social security systems

Number of socially insured persons in health care

2004	2005	2006	2007	2008	2009	2010
2,263,489	2,411,176	2,498,085	2,634,417	2,568,734	2,448,072	2,760,622

Employment and unemployment (thousand persons)

Indicators	Years			
	2007	2008	2009	2010
1. Active population				
a. Total, including	1313,9	1302,8	1265,3	1235,4
b. Urban	589,4	591,9	595,7	595,7
c. Rural	724,5	710,9	669,6	639,6
2. Population employed				
a. Total, including:	1247,2	1251,0	1184,4	1143,4
a. Urban	548,6	559,2	548,3	538,3
b. Rural	698,6	691,8	636,1	605,0
3. Unemployed				
a. Total, including:	66,7	51,7	81,0	92,0
b. Urban	40,7	32,7	47,5	57,4
c. Rural	25,9	19,1	33,5	34,6
Young people unemployed (15-34 years), including:	35,6	27,3	41,3	52,1
a. Urban	20	16,2	22,3	31,1
b. Rural	15,7	11,1	18,9	21

Unemployment rate

2008	2009	2010	2011
4%	6.4%	7.4%	6.5% estimated

Monthly average salary (in Euros)

2009	March 2010	April 2010	May 2010	June 2010	July 2011
158.06	174.88	176.12	184.38	190.35	199

Monthly minimum wage (in Euros)

2007	2008	2009	2010	2011
56.25	56.25	56.25	68.75	70.25

Gender pay gap

The Moldovan score for the gender pay gap is 0.7244 which is very high, Moldova being Nr. 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 – 94,605 and the Health Care Trade Union – 41,976. 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%.

Actual weekly working ours

The current limit of weekly working hours is regulated by the Collective Agreement Nr. 2 signed on 09.07.2004 in a trilateral format. This convention called Working Hours and Leisure Times stipulates that amount of work should not surpass 8 hours per day with two free days. At the same time, the contract is allowing the possibility of having a flexi-

ble program, permitting a working week with 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 Convention 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 resting days.

Migration

Net migration rate

Country	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Moldova	-0.31	-0.3	-0.28	-0.27	-0.26	-0.25	-0.23	-1.13	-1.13	-1.13	-1.13	-1.13

Definition of Net migration rate: This entry includes the figure for the difference between the number of persons entering and leaving a country during the year per 1,000 persons (based on midyear population). An excess of persons entering the country is referred to as net immigration (e.g., 3.56 migrants/1,000 population); an excess of persons leaving the country as net emigration (e.g., -9.26 migrants/1,000 population). The net migration rate indicates the contribution of migration to the overall level of population change.

HDI

The HDI represents a push for a broader definition of well-being and provides a composite measure of three basic dimensions of human development: health, education and income. Moldova (Republic of)'s HDI is 0.649, which gives the country a rank of 111 out of 187 countries with comparable data. The HDI of Europe and Central Asia as a region increased from 0.644 in 1980 to 0.751 today, placing Moldova (Republic of) below the regional average. In 2010 Moldova's HDI was 0,720, which placed it on 117 positions.

Gini Coefficient

	2007	2008	2009	2010
Gini coefficient	37,4	33.2	33.2	33.2

Collective agreement coverage on the level of economic unit

Years	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011 (9 month hs)
Nr. of Collective Contracts	622	507	448	738	670	640	734	1015	781	930	827

Ongoing important collective bargaining agreements

The situation doesn't change since 2010. There are 8 trade unions out of 29 which doesn't 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 include 141,231 of employees and the federation of Agro industry which includes respectively 113,069. The percentage of total employees in this organization is rather high and it accounts to around 80% 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 56,063 people involved, the “Trade Union Sindindcomservice” with 27,055 people, SINDASP Federation with 33,522 people and the Trade Union “Viitorul” with 22,785 people. At the same time there are several federations which number less than 1,000 people. For example, the “Union of Servants in Culture Sphere” account for less than 50% of the total number of people involved in this field and is also experienced a sharp decrease of trade-unionization.

Trade Unions (the most important ones out of 29)

Name	Name	International Af-filiation	Membership
Confederatia Nationala a Sindicatelor din Moldova	National Confederation of Trade Unions of Moldova	General Confederation of Trade Unions (Moscow)	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 – Union Global International	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 lucratorilor in Cultura	Culture Trade Unions	UNI – Union Global International	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 Industriaşilor şi Antreprenorilor	The Industrialists and Entrepreneurs Union	400 enterprises
Uniunea Transportatorilor şi Drumarilor	The Transporters Union	65 enterprises
Federaţia Patronatului din Construcţi	The Federation of Construction Employers	193 firms
Liga antreprenorilor cu capital privat	The League of Entrepreneurs with Private Capital	n/a
Asociaţia Naţională a Organizaţiilor de Administraţie a Investiţiilor	The National Association of Investment Administering Organization	n/a
Asociaţia Naţională a Producătorilor	The National Association of Producers	60 enterprises
Clubul Republican al Oamenilor de Afaceri "TIMPUL"	The Republican Club of Businessmen "Timpul"	n/a
Asociaţia Micului Business	The Association of Small Bussiness	86 enterprises
Uniunea Arendaşilor şi Antreprenorilor	The Union of Entrepreneurs and Renters	n/a
Federaţia Patronatului din Comerţ	The Federation of Employers from Commerce	370 firms
Liga Exportatorilor şi Importatorilor cu capital privat	The League of Exporters and Importers with Private Capital	n/a
Asociaţia Patronatului din Vinificaţie	The Association of Employers from Wine Industry	n/a
Federaţia Patronală din Telecomunicaţii şi Informatică	The Federation of Employers from Telecommunication	n/a
Asociaţia Organizaţiilor Nestatale de Detectivi, Protecţie şi Asigurare a Securităţii "SECURICOM"	Association of Organizations of Detectives, Protection and Security "SECURICOM"	n/a
Asociaţia Patronală din domeniul Serviciilor Publice	The Association of Employers from Public Service	36 enterprises
Federaţia Naţională a Patronatului din Agricultură şi Industria Alimentară a Republicii Moldova	The National Federation of Employers from Agriculture and Food Industry	17 associations of employers, 15 regional branches, 2000 enterprises