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**Annual Review of
Labour Relations and Social Dialogue in South East Europe:**

Moldova

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1. Summary

The Republic of Moldova embarks on a new political cycle and the challenges that the new Government will have to deal with will be greater than ever. The main challenges of political nature are related to the fragmentation of the political “elites” that determines the fragility of the parliamentary majority with a pro-European visions (at least as stated

by them) and the proximity of the local elections in 2015 and of the presidential elections in 2016.

The main policy priorities that should receive strong political support from the legislative body and be compulsorily present in the next Government Program are the following: to continue the education system reform, enhance the transparency and resilience of the banking system, simplify the issuance of permissive documents for companies, increase labor market flexibility (in depth revision of the Labor Code), reform the pension system, implement the EU quality standards, upgrade the overall quality system, increase the transparency of the financial and banking sector, and last but not least - reform the legal system.

The use of labour during the current year had a positive contribution to the economic growth. However, according to some efficiency indicators, there were certain contradictory trends. Labour productivity and the increase in the number of employed population contributed positively to the economic growth, while the effect of inter-sectorial redistribution was negative. This is primarily due to the significant increase in the number of population employed in the agricultural sector and the decrease in other sectors with higher productivity, such as industry, transport and communication.

Adoption of the New Code of Education in July 2014 can be regarded as a crucial landmark in the modernization of education. The Code is focused on three main goals: improving the quality of education, ensuring access to education and improving the studies' relevance. Special emphasis is given to autonomy of universities, while empowering academic institutions by establishing collective management and administration bodies.

Since the beginning of 2014, there were four meetings of the National Committee for consultation and collective bargaining, in which were adopted 12 decisions. The most important decisions taken within the Tripartite Commission related to the modification of the Labour Code, amending and supplementing of the Action Plan to minimize the practice of payment of wages "in envelopes" and "illegal work", approved by Government Decision no. 477 of 28.06.2011, implementation of the collective agreements (national level).

2. Socio-economic developments

The year 2014 was marked by prevailing interests of political economy over the economic policies in Moldova. As parliamentary elections approached, policymakers increasingly became more populist, often defying economic rationale. As a result, the pace of structural reforms has slowed, while many other necessary but unpopular reforms were suspended, and fiscal policy has become more generous.

In addition, several suspicious transactions and "corporate wars" involving banks and state institutions had threatened not only the stability of the banking sector, but also the security of the country as a whole. These internal vulnerabilities were exacerbated by a highly volatile economic, political and security environment in the region. In particular, the slow recovery of the EU economy and worsening economic situation in Ukraine and the Russian Federation have contributed to a slowing external demand for Moldovan exports.

Ukrainian security crisis has fuelled uncertainty among the local population and companies, which was already high due to the on-going elections, thus negatively affecting consumption and investment activity. Also, worsening economic and political relations with Russia have caused losses for Moldovan exporters oriented to this

market; whilst depreciation of the Russian Rouble and the Ukrainian Hryvnia caused pressure on the national currency and triggered additional losses for exporters to these markets and families of migrants working in Russia.

Amid these worrying trends, Moldovan economy seems to have managed to register a respectable 4.7% growth in the first three quarters over the previous year, this while Association Agreement with the EU has allowed an impressive growth of food exports to the EU market. Adoption of the new Education Code is expected to „refresh” the education system and support the efforts of the Ministry of Education to make the system more flexible, more transparent and better anchored to the needs of the country. Also, commissioning of the Iași-Ungheni pipeline is a small, but important step onto strengthening the country’s energy security.

On November 30, 2014, Moldova elected its new parliament. Though the incumbent European oriented government which consists of the Liberal Democrats, Democrats and Liberal Reformers, won the most votes but they lost seats from the previous election in 2010. The opposition, consisting of the Communists and Socialists, gained seats in this election. According to the percentage, the share of the seats in the new Parliament will be the following: the Socialists-25 seats, the Liberal-Democrats-23 seats, the Communists-21, the Democrats-19 and the Liberals-13 seats.

Moldova is considered a “success story” of the Eastern Partnership and the year 2014 brought tangible results as a consequence of the implementation of the technical requirements asked by the European Commission. The Moldovan Government stressed the implementation of the Association Agreement and visa liberalization. As of April 28, 2014 Moldovan citizens can travel without visas by using only biometric passport to the 26 Schengen Area countries, except for the UK and Ireland. Also, on June 27, the Association Agreement with the European Union was signed and the Moldovan Parliament ratified it on July 2. Since September 1, 2014, the provisional application of the Association Agreement entered into force. Provisional application means that it will be applied only to the articles which cover EU competencies and it will last until the time of ratification of this agreement by all Member States.

3. Governmental policies and legislation

The Moldovan economy rose with a surprisingly sharp +4.7% rate in the first three quarters of 2014 over the same period last year. Moreover, the growth rate accelerated from 4.8% in the 1st quarter to 5.4% in the 2nd quarter and 5.7% in the 3rd quarter. It is a respectable performance, considering its high base of comparison, trade restrictions imposed by Russia, the security crisis in Ukraine and slow recovery of the EU economies.

Also, is it true that growth is not sustainable, but was rather fuelled by short-term effects. Therefore, a good weather boosted agricultural production amid trade restrictions from Russia, which contributed to an increase of domestic retail, wholesale and stocks’ growth.

The infrastructure projects launched with the support of development partners contributed to the increase of gross fixed capital formation in construction, while the currency depreciation discouraged importers and marginally encouraged exporters. However, the fundamental growth factors remained weak amid anticipated recession in Russia and Ukraine, and tighter fiscal policy in 2015, which are expected to undermine economic performance next year.

The launch of Iași-Ungheni pipeline on August 27, 2014 created the essential prerequisites for diversification of energy sources in the medium and long run. In addition to reducing energy dependence on the sole gas supplier – Russia, the pipeline allows Moldova to connect to the European energy market. This is a major contribution to the national energy security, which takes place along with EU's efforts to unify their energy market and infrastructure integration, in order to establish an Energy Union.

The pipeline's delivery capacity can currently only cover 1/3 of our natural gas needs. However, this estimated volume can generate competition in the local gas market, creating economic opportunities and thus lowering prices for consumers.

Adoption of the New Code of Education in July 2014 can be regarded as a crucial landmark in the modernization of education. The Code is focused on three main goals: improving the quality of education, ensuring access to education and improving the studies' relevance. Special emphasis is given to autonomy of universities, while empowering academic institutions by establishing collective management and administration bodies.

This reform aims to stimulate competition between higher education institutions, evaluate teacher performance and integrate the merit-based education principles, knowledge and performance. Innovations of the new Code include introduction of the lifelong learning concept, dual education principle, transparency in the schools' performance and popularizing international languages, in particular - English.

The Code aims to generate incentives for teachers' rejuvenation and reviving education in rural areas. Therefore, the envisaged reforms would allow a gradual adjustment of the education system to the needs of national economy. However, there is a risk of major resistance from the old system, but also constraints related to the human and financial resources.

Also, several problems could be mentioned in 2014. 1) Although the whole banking system remains capitalized and has sufficient liquidity, 2014 saw some worrying trends involving several systemically important banks posing a threat to the national security. The main issues rose from ineffective governance of the concerned banks and ineffective risk management, which led to irresponsible or even fraudulent lending practices. 2) Elections negatively affected to structural reforms' agenda, so badly needed to boost the natural growth of Moldovan economy. Thus, most of the key reforms required for improving the investment environment have not delivered the expected results. A throughout analysis of the Roadmap for implementing Government's actions to remove key constraints from the business field in 2013-2014, will show that half of the actions have not been implemented or have been implemented formally, without any real impact on firms. 3) Pension system reform remains vague, while the justice reform disappointed both the society and development partners. At the same time, the Government has promoted a generous budget policy, increasing pensions, public sector wages and several infrastructure projects were started without the appropriate budget coverage.

4. Industrial Relations

The industrial production grew by 4.7%, registering a slight increase in Sept. 2014 (7.4% compared with Sep. 2013). After a disappointing performance in 2013, oil production showed an impressive return in 2014, when it registered more than a twofold growth. At the same time, production, procession and canning of meat and meat products increased by 25.3%, dairy products preparation increased by 8.0%, fruits and vegetables procession and canning - by 6.1%, while the preparation of

products made of cocoa, chocolate and sugar products - by 5.8%. On the other hand, the industries affected by the Russian trade sanctions reduced their production level. In particular, the production of distilled alcoholic beverages decreased by 28%, while wine production decreased by 23%.

In non-food industries, progress was mixed as well. Thus, while the chemical industry increased its production volume by 46%, tobacco processing and manufacture of tobacco products decreased by almost 40%. It is worth mentioning that the latter has decreased significantly during the past five years. In general, the industrial production rate slowed down in the second half of the year, which will result in an annual index of gross value-added growth of the industrial sector of 3.6% to 3.8%. As a mega-trend, an accelerated production growth and increase in the share of industries in free economic zones and industrial parks is noticed. In November another big European cable producing company announced its decision to come to Moldova, and was going to settle in the Straseni subsidiary of the Balti Free Economic Zone. At the same time, the less favoured producers working under "normal regime" go through harder times. Among the great lot of problems that small producers have to deal with there are the bureaucratic and financial barriers that prevent connection to the electricity grid. Although the problem did catch the attention of the Government in 2014, a sustainable solution has not been found yet.

The situation on the labour market continued to improve, as compared to the same period of the previous year. It was precisely unemployment that reached 3.7% versus 4.7%, while the employment rate increased by 1.7 p.p. during the same period up to 42.8%. The share of economically active population increased by 3.1%, while that of the inactive one decreased by 1.4%. Thus, the relatively robust economic growth in the recent period contributed to a wider use of the labour factor in the national economy.

The use of labour during the current year had a positive contribution to the economic growth. However, according to some efficiency indicators, there were certain contradictory trends. Labour productivity and the increase in the number of employed population contributed positively to the economic growth, while the effect of inter-sectorial redistribution was negative. This is primarily due to the significant increase in the number of population employed in the agricultural sector and the decrease in other sectors with higher productivity, such as industry, transport and communication. Thus, the labour force was redistributed from the efficient sectors to the less efficient ones, causing a total loss of MDL -385.35 per capita (had the structure of employment per sectors not changed as compared to the one in 2013, or had the share of employment in the agricultural sector not diminished, the aforementioned figure would have been positive).

The sectorial analysis of the labour contribution to the economic growth reveals the strong influence of the extensive growth factor, this process being the most visible in the agricultural sector. Thus, the agricultural sector developed due to the increasing number of the population employed in this sector, while labour productivity decreased and opportunity costs for using labour force increased.

However, thanks to the share of agricultural sector in GVA and employment, the final effect was positive - about MDL 170 per capita. Public sector was another sector with negative trends, as the effect of the increasing number of people employed in this sector could not offset the decrease of labour productivity. Thus, the cumulative result of the use of labour in the public sector was of MDL -11.88 per capita. At the same time, the branches showing the highest labour productivity - such as industry, transport and communication (these are the two most productive ones in 2014, reaching about

MDL 47 thousand/employee in the first one and about MDL 74 thousand/employee in the other) registered losses in the number of employees

5. Tripartite social dialogue

The National Commission for Collective Bargaining and Consultations meets on a monthly basis and rests on 14 Conventions that are signed on a national level (several conventions have been absorbed by others so there are in fact seven separate conventions). In 2014 one more convention has been signed. Also, a new convention was negotiated in 2014 – socio-economic protection of the youth – which will be continued in 2015. The first conventions, signed in 2004 and 2005, aimed to solve the problems of employees' wages and supplements for unfavorable conditions. The next conventions negotiated by the social partners in a tripartite format were signed beginning with 2007. They focused on child labor (Collective Convention 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 Convention Nr 10 signed on 10 August 2010 about completing the Collective Convention Nr 2 signed on 9 July 2005 "About labor and leisure time").

Since the beginning of 2014, there were four meetings of the National Committee for consultation and collective bargaining, in which were adopted twelve decisions which is increased in comparison with 2013. The most important decisions taken within the Tripartite Commission related to the modification of the Labour Code, amending and supplementing of the Action Plan to minimize the practice of payment of wages "in envelopes" and "illegal work", approved by Government Decision no. 477 of 28.06.2011, implementation of the collective agreements (national level).

In 2014 the committee worked only from February to September 2014, the moment when the electoral campaign began. Although unions have insisted that the meetings should take place each month, as it was foreseen in the working plan of the committee, however the coordinator of the Moldovan Government, was not able to ensure the organization of the scheduled meetings.

The unions managed to keep unchanged in the 2014-2016 budget the amount of the contribution to the social insurance budget in the amount of 23 percent, which employers have to pay, and six percent which should be paid by employees. As a success of the trade unions can be seen the increase from 20 million to 30 million lei of the amount of money to cover expenses related to the organization of balneotherapeutic treatment.

A compelling topic at meetings of the National Commission for consultations and collective bargaining, which was approached twice last year proved to be combating the informal economy. As a result, it was decided to improve the action plan to minimize this kind of illegal work. Unions were particularly insistent in this regard and therefore benefited from the support of the Government and employers. Also, due to the insistence of the unions in negotiations at the National Commission for collective consultations and negotiations, it was agreed to increase allowances for childbirth and child support.

6. Forecasts

2015 is expected to be fairly difficult. While the challenge of forming a new government is a major one, it is surely not the only. First, it is important that the new government to assume the office on four years ahead while and having strong political support from

Parliament. Second, the future government must have sufficient will and capacity to implement the commitments undertaken within the Association Agreement with the EU. Failure to meet these conditions might lead to a reduced external assistance, which would compromise the stability of public finances, would create additional pressure on the national currency and, most importantly, would compromise the structural reform agenda.

In addition, the local elections in 2015 will further complicate the future government's task to implement unpopular reforms. Another challenge of the next year is derived from a volatile external environment. This relates particularly to the risk of military escalation of the conflict in Ukraine, which could trigger a capital outflow from country, already observed in 2014. In addition, the anticipated economic recession in Russia and Ukraine that comes in hand with devaluation of their currencies, will undermine the incomes of exporters oriented to these markets and of our migrants from Russia, who are sending money back home. In addition, the slow recovery of the EU economies, coupled with internal export barriers and reduced competitiveness of Moldovan producers, will hinder the process of export reorientation to the EU market.

2015 will be crucial for Transnistrian region's economy. At the end of 2015, the Autonomous Trade Preferences (PCA) that benefit local exporters to the EU market, which ensure 60% of the region's total exports (without deliveries to mainland Moldova, which cannot be considered as exports), will expire. All parties must pursue an inclusive approach and a solution that would enhance the negotiation process and not the opposite. Among such solutions would include extending the PCA for Transnistrian companies registered in Chisinau.

Election related budget expenditures in 2014, in particular increasing pensions, increased public sector wages and starting several infrastructure projects have negatively affected the fiscal position as they risk to undermine the stability of public finances including in 2015. Therefore, it is necessary to adopt fiscal adjustment measures, by optimizing non-priority budget expenditures, restraining from populist commitments with fiscal implications (excessive increases of salaries and pensions or grant ad hoc tax reliefs) while preventing and fighting more aggressively the tax evasion.

Annex of Data:

Collective bargaining system

According to the official figures provided by the National Confederation of Trade Unions of Moldova in 2014 the rate of the associative density of the members of the unions constitutes 46,1, which is steadily declining starting with 2007 (57,2) – the year when this indicator was measured for the first time. The number of employees members of unions is also declining at a relatively high speed – in 2013 trade unions numbered 447,000 which is more than the current number – 425,000. This decreasing trend is mostly explained by the general shrinking of the working class in the Republic of Moldova due to basically 2 tendencies: 1) preference to work abroad, 2) proclivity to accept part time, flexible and unregulated kind of work. Some other causes invoked by the trade unions leaders comprise economic crises, technical unemployment, and bankruptcy of some economic units. Due to this, the rate of coverage with Collective Agreements is continuously diminishing, reaching the level of 36% which is much smaller than the 2007 level (42,2). The biggest part of the CAs is signed in the budgetary sphere. This could be explained by the fact that the number of primary organizations in the budgetary sphere largely exceeds the same number in the private sphere (at the ratio 70 to 30). The biggest number of contracts is signed in the following areas – education, communication and constructions.

So far, the social partners negotiated 14 collective agreements (national level). These agreements are focused on aspects related to working time and rest, wages, security at the workplace, uniformity in concluding of an individual labor contract, elimination of child labor, establishing the criteria which could prove mass dismissal of workers, elimination of undeclared work and the payment of wages "in envelopes".

The number of branches which succeeded in concluding collective agreements is decreasing, In total, excluding the fields entering the category of other branches of manufacturing industry of the national economy, about 350 thousand employees are not covered by a collective agreement at branch level , i.e. the share at the national level is around 14% .

At branch level 15 collective agreements are concluded in which during 2014 were negotiated several aspects, most frequently, additional rights and guarantees related to minimum wages for industry, supplements and additives for heavy and noxious working conditions, additional holidays .

At the local level have been signed so far 17 collective agreements which increased by 4. The collective agreements which are negotiated at the local level comprises many social issues, such as organizing children's leisure, organizing cultural activities, sports, etc.

System of tripartite social dialogue

Since the beginning of 2014, there were four meetings of the National Committee for consultation and collective bargaining, in which were adopted 12 decisions. The most important decisions taken within the Tripartite Commission related to the modification of the Labour Code, amending and supplementing of the Action Plan to minimize the practice of payment of wages "in envelopes" and "illegal work", approved by Government Decision no. 477 of 28.06.2011, implementation of the collective agreements (national level).

Social security systems

Number of socially insured persons in health care

2006	2007	2008	2009	2010	2011	2012	2013
2,498,085	2,634,417	2,568,734	2,448,072	2,760,622	2,753,643	2,751,524	2,750,345

Employment and unemployment (thousand persons)

In III quarter of 2014, the economically active population in Moldova amounted to 1 million 275,7 thousand people, being practically the same in comparison with 2013.

Unemployment rate

2008	2009	2010	2011	2012	2013	2014
4%	6,4%	7,4%	6,5%	4,8%	5,9%	3,7%

Monthly average salary (in Euros)

April 2010	May 2010	June 2010	July 2011	October 2012	November 2013	December 2014
176.12	184.38	190.35	199	217,625	210,72	1888

Monthly minimum wage (in Euros)

2008	2009	2010	2011	2012	2013	2014
56.25	56.25	68.75	70.25	72,25	61,11	82,15

Gender pay gap

The Moldovan score for the gender pay gap is 0.740 which is very high, Moldova being Nr. 25 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 hours

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 flexible 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	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Moldova	-0.28	-0.27	-0.26	-0.25	-0.23	-1.13	-1.13	-1.13	-1.13	-1.13	-10,02

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's Human Development Index (HDI) value - a summary indicator of people's well-being, education and GDP per capita - is 0.663 positioning the country in the medium human development category at 114 out of 187 countries and territories. From Europe and Central Asia, countries which are close to Moldova in 2013 HDI rank and to some extent in population size are Turkmenistan and Uzbekistan, which have HDIs ranked 105 and 116 respectively.

Gini Coefficient

	2008	2009	2010	2011
Gini coefficient	33.2	33.2	30.03	30,06 (last report)

Collective agreement coverage on the level of economic unit

Years	2005	2006	2007	2008	2009	2010	2011 (9 months)	2012	2013	2014
Nr. of Collective Contracts	670	640	734	1015	781	930	827	931	958	993

On-going important collective bargaining agreements

The situation changes insignificantly since 2013. There are 10 trade unions out of 27 which don't have yet concluded contracts on the level of economic unit.

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 27)

Name	Name	International Affiliation	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 „SINDICONS” din Republica Moldova	Federation of Trade Unions in Constructions“ SINDICONS”	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 Business	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