

2015

# Annual Review of Labour Relations and Social Dialogue Moldova

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- The overall review on the most recent developments on the labour market, in terms of labour relations and social dialogue, is mixed. On one hand, there are certain specific improvements on the legislative side through modernization of the Labour Code and alignment of specific legislative acts to conform with the best practices in the European Union (EU); on the other hand the economic and social conditions continue to worsen in light of the deteriorating conditions in external markets, political instability in the country and an economic downturn.
- The review consolidates the existing evidence on both positive and less-positive developments. Despite the advances in human development terms in the recent past, the speed of these is unfortunately rather slow. Major concerns are related to the income component of the Human Development Indicator (HDI), which is dragging down progress in other components.
- Decent jobs and related incomes are on top of the global sustainable development agenda, which Moldova recently joined, and for which it is currently in the process of establishing national targets.
- The Moldovan labour market and labour relations require further improvements in order to contribute to a more inclusive market so that there are not only equal opportunities but also equal results.



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- Industrial relations
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- Collective bargaining, social dialogue, social security, education & vocational training, employment, wages
- Trade unions and employer organizations



## 1. SOCIO-ECONOMIC DEVELOPMENTS

In 2015, the economy of the Republic of Moldova suffered as a result of the overall national economic downturn, political instability and worsening of the economic and social conditions at the national and regional levels. The social and economic situation worsened to a point in which rapid and concrete actions are needed to reverse the situation and ensure that at least a part of the positive progress from the recent past is safeguarded and maintained. The labour market is in continuous contraction and further deterioration. Despite the economic growth in recent years, very few if any new jobs were created. The skills mismatch and distance between policy, employment promotion institutions and the private sector are dangerously high. A further increase in informal employment and the erosion of the real incomes of the population are important factors that have led to the deterioration of the labour market. Furthermore, the last Labour Force Survey showed that every seventh person employed (14.7 per cent) wants to change his/her current job due to low wages, while the informal sector of the economy accounts for about 16.1 per cent of the total employment, with 32.5 per cent of the employed population having an informal job.

After experiencing one of the strongest real GDP growth rates in the region during 2010-2014 (average growth of 5.4 per cent), economic growth in 2015 was decelerating, for Q3 it was 96.3 per cent compared to Q3 last year, and may become negative, mainly due to several macroeconomic issues, among which are the unprecedented banking safety system failure as well as further slowdown in economic activity of Moldova's main trading partners. Consumers will probably become more cautious with their spending and savings, exporters will suffer from various restrictions and embargoes, and the financial sector is in trouble. The Gini index for Moldova decreased in recent years, which is a positive signal of diminishing inequalities in terms of

income.

Moldova's recent positive economic performance resulted in reduced poverty. The national poverty and extreme poverty rates, using the National Bureau of Statistics (NBS) national poverty definitions, fell from 30.2 per cent and 4.5 per cent respectively in 2006 to 16.6 per cent and 0.6 per cent respectively in 2012. Despite this positive trend, the Republic of Moldova remains one of the poorest countries in Europe, with GDP per capita estimated at US\$ 2,233 in 2014. Remittances from large-scale emigration continue to be a major feature of the Republic of Moldova's economy. In 2009 the remittances fell to about 21 per cent of GDP during the global financial crisis; however this trend changed and in 2014 remittances increased by 57 per cent (US\$ 1,768 million in 2014) compared to 2009, i.e. 22 per cent of GDP. According to the National Bank of Moldova, the Russian Federation is the main source of the Republic of Moldova's total remittance inflows (more than half of the total or about 14 per cent of its GDP in 2014), followed by Italy, Israel and the United States.

Over the period of 2009- 2014 the annual average inflation rate was 4.9 per cent. This was within the National Bank of Moldova's (NBM) target range of 5 per cent +/- 1.5 percentage points, though according to the latest data from NBM, the annual average inflation rate for the current year is 9.7 per cent. Based on available data, due to the recorded depreciation of the national currency, accelerating food prices as a result of drought conditions in 2015 and further increases in tariffs of regulated services, there is a looming risk of exceeding the short-term inflation above the upper limit of the variation band of  $\pm 1.5$  percentage point from the target of 5 per cent, with a return within the range of variation in the third quarter of 2017. The International Monetary Fund's (IMF) last evaluation viewed the NBM's current accommodative monetary policy as adequate, though it mentioned the need to have a prompt



reaction as to counter persistent inflation risks and to adjust its monetary policy accordingly. Headline inflation has been artificially contained (by about 0.5-1 percentage point) due to unchanged utility tariffs over the last few years, though this situation changed recently. In Q3 of 2015, inflation was at an annual rate of 11.1 per cent and rising. The National Bank estimates an inflation rate of 11.9 per cent for 2016.

The overall budget deficit was reduced during 2009-2014, excluding grants, from 8.5 per cent of GDP in 2009 to 5.4 per cent in 2014 due to the efforts taken to consolidate the fiscal policy framework as well as important revenues on the back of strong GDP growth. Yet, the overall budget deficit (excluding grants) is expected to increase to over 6 per cent of GDP in 2015, which reflects among other factors, new ad hoc tax benefits, wage and pension increases, and significantly weaker economic activity. Without the expected high donor support, the task of reducing the budget deficit to a level that can be sustained is challenging, further measures are necessary, among others fighting tax avoidance and evasion, reforming the social security and health systems, and enhancing privatization. The public budget has a significant deficit of about 3.9 billion MDL (Moldovan Leu) that is to be covered mainly with the support of the World Bank and privatization. With the current political crisis, public budgetary support from the donor's community is frozen.

During the period 2009-2014 the current account deficit was on a positive trend of reduction and decreased from 8.2 per cent of GDP in 2009 to 5.7 per cent in 2014 and this occurred notwithstanding the global economic crisis and other external shocks. According to the IMF, the current account deficit for 2015

will reach 4.5 per cent of GDP, though considering the NBM's data for Q2 of 2015 it constituted 6.2 per cent of GDP, in a slight reduction of 2.8 percentage points compared to Q1 of this year, yet much higher compared to Q2 of 2014 when it was 2.3 per cent of GDP<sup>1</sup>. The applied measures of keeping a flexible exchange rate and continuous trade liberalization efforts have had only a slightly positive impact on the improvement of the external sector.

Since its declared independence, the Republic of Moldova has had a traditional merchandise trade deficit. Thus, for 2009-2014, the trade deficit continued to increase and reached US\$ 2,912 million in 2014 in line with changes of the real exchange rate during the period. Nonetheless, considering the high depreciation of the MDL during the first half of 2015 against major currencies, as a result of bad transactions that led to the bankruptcy of three important Moldovan banks, the depreciation had a positive impact on the trade balance, yet it added to the high inflationary pressures.

The FDI inflows continued to decrease during the current year, though Moldovan authorities claim to have made important efforts to attract new investments. The FDI inflows averaged about US\$ 224 million per year during 2009-2014. Among the main factors that continue to inhibit FDI inflows is corruption at all levels, policy instability, a faulty judicial system and access to finance. Moldova continues to be among the least attractive countries for doing business, though it raised its ranking in the World Bank's analysis from 103 in 2009 to the 63 (out of 189 economies) in 2015<sup>2</sup>.

The overall trend with regards to the confidence in the trade unions is moderately positive. In April 2014 the non-confidence rate

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<sup>1</sup> National Bank of Moldova Report on inflation, November 2015, [http://www.bnm.org/files/RI\\_4\\_2015.pdf](http://www.bnm.org/files/RI_4_2015.pdf)

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<sup>2</sup> World Bank, <http://www.doingbusiness.org/data/exploreeconomies/moldova>



was 57 per cent, a slight improvement compared to April 2013 when this stood at 66 per cent.

## 2. STATE POLICIES

The existing state policies and legislation in the area of labour relations and social dialogue are to a large extent aligned to the international agreements to which Moldova subscribed. Such legislation will be further aligned to the European standards and norms, as described below, in line with the provisions of the EU-Moldova Association agreement. In particular, the backbone of the national system is the Labour Code, approved in 2003, and amended several times with specific qualitative improvements. Nonetheless, the Labour Code is not fully aligned to the European best practices and is considered outdated, particularly when it comes to making collective bargaining mechanisms effective and efficient, ensuring that the workers group is more inclusive and ensures equal opportunities and results, particularly for marginalized or excluded groups such as women, youth, returning migrants, disabled, HIV positive, etc. Key legislation governing social dialogue are the Law on the Government, Law on Unions No. 1129-XIV, Law on Employers' No. 976-XIV, and presidential decrees No. 206 and No. 152, and three Governmental decisions, including No. 772, No. 567 and No. 356. By law, the key actors in social dialogue are commissions at the national, sector, territorial and unit levels. In the medium to long term the current legislation envisages the development and implementation of a modern Code on Social Dialogue.

In November 2015, the Labour Code was modified and complemented with several important provisions, in particular:

- Collective contracts, negotiated at the level of a unit, are valid only for employees who delegated authority to the union(s) to participate on their behalf in the collective negotiations, developed and endorsed the collective agreement, and not all the employees of an unit (as it was previously).
- Employees have the right to suspend their individual labour contracts if their salaries or other mandatory payments are not disbursed or are only partially disbursed over two consecutive months.
- The Code ensures the elimination of instances when contracts are signed for a determined period without a clear justification, extension of the probation period, and also a clear and detailed regulation of the firing procedure linked to the transfer to another workplace.
- The updated Code provides for the termination of the individual contract upon written agreement of the parties, organization of special places for the nutrition of children in line with the ILO provision on the protection of maternal rights, extension of the period of unpaid leave for 120 days, compared to the 60 days under the previous Code;

Reinforcement of the legislative framework and further alignment to the EU norms and regulations, political stability and allocations of needed resources for implementation is highly desirable. A clear mechanism for policy coordination and improvement for easing of the existing and emerging opportunities on the labour market are also needed.

Key labour market policy gaps and limitations that still persist are:

- The current policy framework is not conducive towards closing the existing and large gap between the unemployed, the private sector and state institutions;
- Existing legislation, although considered highly inclusive, is not yet yielding equal results in terms of participation of women and other vulnerable groups in the labour market;

- So far internal trade union law has not been brought into compliance with the Labour Code; some trade union rules are outdated and others do not meet international standards. To improve the normative content of the applicable law and to adjust to current realities a draft law was prepared in October 2015 to amend and supplement the Law on Unions of 7 July 2000; it has not yet been approved;
- The Labour Code provides better protection for those already on the labour market, much less for those aspiring to get jobs;
- Youth unemployment is alarming, highlighting the need for more participation and inclusiveness and a proactive role by the private sector to attract and keep talents in Moldova;
- The wage gap is still large, indicating the fact that participation by women and achievement of equal results needs to be improved;
- Development of strategies and policies and their subsequent implementation has limited or no ownership; the mandate is unclearly distributed between various public actors that usually do not cooperate;
- Labour market projections are not performed in a systematic and structured way; analysis is sporadic and often discontinued.

The major EU Directives to be transposed into the national legislation governing labour market relations, as part of the alignment to and implementation of the EU-Moldova Association Agreement, are: Directives 2002/14/CE, 98/500/CE, and 2009/38/CE.

### 3. INDUSTRIAL RELATIONS

Coverage rates express the proportion of workers whose pay and working conditions

are regulated by one or more collective agreements. Collective bargaining over wages and other working conditions between unions and employers is a key labour market institution in democratic societies. Collective bargaining came under pressure with the financial and economic crisis of 2008 and this was also the case in Moldova. In 2013, the bargaining coverage rate, as a percentage of total employment, was about 12-13 per cent, compared to 26.8 per cent in 2007 (pre-crisis). As a percentage of employees, the bargaining rate was about 17 per cent (2013, ILO data<sup>3</sup>). This positioned Moldova close to some other countries in the region, including Latvia, the Russian Federation, Estonia and others. From the beginning of 2015, the territorial Labour Inspections, based on Article 40(1) of the Labour Code, registered 703 collective agreements and associated agreements.

The National Confederation of Trade Unions (NCTU) acknowledges that very often the existing collective agreements are barely respected at the level of industrial units or at the sector level. Usually, the main violations are related to respect for the working hours. Representatives of the unions are insisting on modernization of Article 2 of the Collective Agreement on “Remuneration of employees who have individual work contracts”, which it says conflicts with the Law on Remuneration and is against the rights of employees. Based on the most recent data, the State Labour Inspection reported that in 2013, as a result of about 6,000 inspections, 71,600 wrongdoings and deviations from the labour legislation were registered and more than 70,000 conformity measures were imposed.

The collective agreement covering the education field expired at the end of 2015 and this will probably be one of the most pressing collective agreements to be renewed. Without a functional government, the risks of delayed negotiation and signing of a new agreement

<sup>3</sup><http://www.ilo.org/public/english/iira/pdf/labourrelations.pdf>



are very high, endangering the collective protection of employees in this field. The Union of Employees in Education and Science has already prepared a new draft agreement and is ready to start negotiations. The draft mainly tackles reforms that are urgently needed in the education field and how to better protect employees, including wages and security at the workplace and similar issues. About 70 per cent or more of the content of the proposed new collective agreement is different from the previous CA.

In 2015, the NCTU registered 27 centres of unions at the national and sector levels and about 420,000 members. Most of the members are from the public sector, education, agriculture and food industry, social assistance, communications, construction, light industry, trade and entrepreneurship, the chemical industry, and similar. In its activity the confederation is guided by the NCTU Strategy (2012-2017).

Overall, the social partners will all have responsibility for an equal contribution in solving the problems of the employees and building a healthy and sustainable partnership.

#### 4. TRIPARTITE SOCIAL DIALOGUE

Tripartite social dialogue in Moldova continues to have certain specific aspects that need further improvement, in view of the alignment of the legislation to EU norms and standards in general and in view of the Association Agreement with the EU, in particular. More specifically, the main weak points relate to:

- Social dialogue's subjective part, namely the input of employees, employers and public authority representatives is rather dysfunctional; the delimitation of the mandates of the parties remains confusing, particularly at the branch level;
- Government interference in bipartite bargaining in the real economic sectors is still excessive; this underlines the distrust

of public authorities towards social partners and their skills and capabilities to influence positive progress at the sector level;

- Collective negotiations, particularly at the sector level, are often superficial and the signed collective agreements fail to positively contribute to progress at this level in regards to wages, working conditions, social assistance, informality, and similar issues;
- The collective agreement does not promote innovation, initiative and development of the skills of employees.

Therefore, social dialogue, particularly at the sector level, requires further promotion as the current state of affairs is not conducive to accelerated progress. Moreover, a retreat of the government and its more limited role in the "tripartite" dialogues is highly desirable.

The persisting weak points, as also underlined by ILO experts, are: (a) lack of a viable secretariat that would organize and support the activity of the National Commission for Consultations and Collective Bargaining and monitor the execution of the decisions of the latter, (b) lack of resources promised by the Government to support bipartite collective bargaining through trainings, technical consultations and legislative improvements and (c) limited capacities of the members of the aforesaid Commission as it regards the procedures and best practices of social dialogue.

#### 5. FORECASTS

Given the most recent economic, social and political developments, the scenario regarding the evolution of the labour relations and social dialogue is rather pessimistic. Progress towards modernization of social dialogue remains insufficient to ensure sustainable progress, despite recent improvements in the legislative framework. The labour market remains poorly developed, with supply and



demand in mismatch, both in terms of quantity and quality of the labour force. Due to the recent economic developments the poverty rate will probably increase, unemployment will rise, and migration will intensify. Improvement of labour relations and social dialogue requires political stability, cohesion amongst the key social partners and sound economic conditions for the development of the country.

On the public finance side, the situation is rather complicated and forecasts for 2016 are

pessimistic. Due to a contraction in imports, a freeze in external assistance and other factors the revenues to the public budget have already contracted and this tendency will persist throughout 2016. Financing the public budget deficit in the upcoming year will be a harsh test for the Government and the Ministry of Finance, in particular. If a new agreement with the IMF is not agreed and signed, this might further negatively impact on the overall prospects of social and economic development in the country.



**ANNEX OF DATA**

- **Collective bargaining system**

Currently the NCTU in Moldova includes 29 sector unions and a membership of slightly more than 500,000 members, which represents a modest increase compared to the previous years (2013 – 447,000; 2014 – 425,000 members), as reported by the leaders of NCTU. The sector unions incorporate about 8,000 primary organizations. Major density and coverage is areas such as education and science, agriculture and food processing, communication and construction, light industry, public state administration, trade, culture, energy, social assistance, media and others. Currently, based on NCTU data, about 58 per cent of union members are women and a separate entity, i.e. the Organization of Women in the NCTU, was created. Since February 2010 the Moldovan NCTU is a member of the International Confederation of Trade Unions (ICTU), which currently includes 311 national unions from about 155 countries and regions, with a total membership of over 175 million active members. The major challenge for the national collective bargaining system and its participants is the political instability. A functional Parliament and Government is a precondition for a functional bargaining system. A second major concern is the informal economy which constitutes up to 40 per cent of the actual GDP according to the most recent estimates, and which impedes the

progressive development of collective bargaining.

- **System of tripartite social dialogue**

Tripartite social dialogue is undertaken by the National Confederation of Employers and the National Confederation of Trade Unions.

The National Confederation of Employers (CNPM) represents a great majority of employers in Moldova and its members play a strong role in tripartite discussions. However, it is the youngest and the least experienced partner within the social dialogue structure. This gives legitimate explanation to the effort CNPM undertakes to present itself as a strong and reliable social partner.

The National Confederation of Trade Unions (NCTU) evolved from the mergers of the National Confederation of Trade Unions and the Free Trade Unions Confederation. The NCTU still struggles to develop a consolidated trade union movement in the country. Recently the confederation has been very concerned with the quality of labour administration and the mechanism for resolution of labour disputes throughout the country. An increase in the minimum wage level, an improved collective bargaining system and improved penetration within the informal economy by trade unions are high priorities on the NCTU agenda.

- **National security system**

Rate of socially ensured persons in health care, %

	2011	2012	2013	2014
<b>Rate of ensured persons in total population (%), CNAM data</b>	80.6	82.1	83.2	85.0

Total persons that contribute to the social security system, thousands

	2011	2012	2013	2014
<b>Number of persons that contribute to the social security system, NBS data</b>	859.7	873.2	872.6	877.4



• **Education and vocational training**

Although important efforts were taken in the reform of the educational system, including the development of the strategy of ‘Education 2020’ as well as the strategy of developing vocational education 2020, and adoption of the Educational Code in July 2014, the expected results are yet to be observed, as the structural changes have just begun to occur. The education system is not yet able to keep pace with the changing needs of the economy. Cooperation between the business and education sectors is almost non-existent. Private employers have limited access to Vocational Education and Training (VET) enrolment plans, they are not consulted on occupational curricula, and they are not participating in VET school administration. Nevertheless, an important development in this sense is the recent creation of the National Agency of Quality Assurance in Vocational Education. Policy coherence across economic, employment and social spheres as well as improved institutional capacity is needed to mitigate unemployment and

inactivity traps. This will make work pay and ease the alarming mismatches between labour demand and supply. In many instances, active labour market policies are not offered as comprehensive packages of employment and training services but rather focus on those unemployed who are better educated instead of targeting those who lack education and hence are “hard to place”. This is particularly the case with young people and people with disabilities who are at the highest risks of poverty and social exclusion.

With a relatively low employment rate but a high inactivity rate, the key challenge and the main focus for Moldovan labour market policy should be to increase both the activity rate along with the employment rate. This can only be achieved if more and better paid jobs (decent jobs in terms of wages, social protection, work-family friendliness and occupational health and safety at work) are available in the domestic labour market. Also needed are better conditions for education and training of the labour force, both inside and outside the company environment, in order to achieve higher labour productivity.

• **Employment and unemployment**

	2011	2012	2013	2014
<b>Unemployment rate (% , NBS)</b>	6.7	5.6	5.1	3.9
<b>Employment rate (% , NBS)</b>	39.4	38.4	39.3	39.6
<b>Youth employment (% , NBS)</b>	18.9	17.6	18.1	17.4
<b>Youth unemployment (% , aged 15-24 years, NBS)</b>	14.9	13.1	12.2	9.8

On the regional level, the Republic of Moldova is doing relatively well in regards to unemployment and youth unemployment rates. Unemployment steadily decreased in the past four years according to the data of the National Bureau of Statistics. The employment rate was relatively stable. In 2015, based on

preliminary data of the National Employment Agency, the number of available jobs on the local market decreased by 20-30 per cent mainly due to the poor domestic economic conditions as well as in the region. Youth remains a particularly vulnerable group as is the case in the vast majority of ECA countries.



- **Average monthly remuneration**

	2011	2012	2013	2014
<b>Average monthly salaries (ILO, MDL)</b>	3042	3478	3674	4090

- **Monthly minimum wage**

	2011	2012	2013	2014
<b>Monthly average minimum subsistence (NBS, MDL)</b>	1582.8	1585.9	1710	1726.8

It is worth mentioning that beginning with May 1, 2015 the monthly minimum guaranteed salary was set to 1900 MDL (or 95.56 € based on the exchange rate as of May 1, 2015) calculated for a full program of work on an average of 169 hours per month (Government Decision No. 219 as of April 29, 2015 based on the provisions of the Wage Law No. 847-XV of 14 February 2002). At the same time, though, according to Government Decision No. 550 as of July 9, 2014 (based on the

provisions of Law No. 1432-XIV of 28 December 2000 on the setting and review of the minimum wage), which is still in effect, beginning with October 1, 2014 the national minimum wage was set to 1,000 MDL per month for a complete working program of 169 hours (per month), representing 5.92 MDL per hour. This is much under the monthly average minimum subsistence level, as shown in the table above and is an issue that needs to be addressed.

- **Gender pay gap**

	2011		2012		2013		2014	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Total (MDL)</b>	2856.6	3252.9	3167.6	3638.3	3459.6	3913.8	3831.7	4374.9
<b>Pay gap (own calculation)</b>	0.87	1.0	0.87	1.0	0.88	1.0	0.87	1.0

The gender pay gap remained unchanged in the last four years based on NBS data. The existing gender pay gap is to a large extent caused by the fact that women, in most cases, either work in less well-paid fields that are

traditionally considered feminine occupations, such as education and health-care services, or occupy low-paid positions which do not envisage managerial tasks.

- **Weekly working hours**

	2011	2012	2013	2014
<b>Mean weekly hours actually worked per employed person (ILO)</b>	40	39	39	38.2



The mean weekly hours actually worked decreased in the recent past by some 4-5 per cent, based on ILO data. The decline in actual

hours is partly cyclical in nature, as economic developments worsened in the recent past.

- **Normal work / atypical work**

Number of persons, thousands (NBS data)

	2011	2012	2013	2014
<b>Full time</b>				
Employees	797.9	779.4	774.2	767.7
Self-employed	255.5	248.6	284.8	310.7
<b>Part-time</b>				
Employees	31.0	32.9	32.4	29.9
Self-employed	45.0	52.6	47.6	39.6

- **Migration**

	2011	2012	2013	2014
<b>Migration of labour force (thousands)</b>	316.9	328.3	332.5	341.9
<b>Urban</b>	92.7	90.2	94.4	96.7
<b>Rural</b>	224.2	238.1	238	245.2

Migration of the labour force remains largely a rural phenomenon. In 2014 up to 72 per cent

of all labour migrants, according to the NBS, were from rural areas.

- **Human Development Index**

	2011	2012	2013	2014
<b>HDI</b>	0.656	0.657	0.663	0.693

The HDI ranking of the country did not change in the reporting period. The HDI for Moldova for 2014 was released in mid-December 2015

with the launching of the 2015 Global Human Development Report.



- **Gini-coefficient**

	2011	2012	2013	2014
<b>Gini-coefficient, WDI database</b>	30.6	29.2	28.5	N/A

The Gini-coefficient for Moldova decreased in recent years, which is a positive signal of diminishing inequalities in terms of income.

- **Collective agreement coverage on the level of economic units**

	2011	2012	2013	2014
<b>Number of collective contracts</b>	827	931	958	993

- **Collective bargaining coverage rate (%)**

	2009	2010	2011	2012
<b>CBCR (ILO, %)</b>	18.7	17.7	N/A	N/A

- **On-going important collective bargaining agreements**

One of the major and most important agreements under collective negotiations at

the national level is the one in education and science. Due to the political instability this contract is not yet finalized. Major new provisions proposed by the unions are described in detail under Section 4 above.

- **Trade union density rate (%)**

	2011	2012	2013	2014
<b>TUDR (ILO, %)</b>	N/A	N/A	19.5	N/A

Two federations have the highest density of unionization, i.e. above 80 per cent: the Federation in Education and Science (estimated to represent 131,000 employees in 2015) and the federation in the agro-industry (estimated to represent 106,634 employees in 2015).

- **Complete list of trade unions (main sector unions)**

1. [Federația Sindicală a Educației și Științei](#)
2. [Federația Națională a Sindicatelor din Agricultură și Alimentație „Agroindsind”](#)

3. [Sindicatul “Sănătatea”](#)
4. [Federația Sindicatelor Angajaților din Serviciile Publice “SINDASP”](#)
5. [Federația Sindicatelor Lucrătorilor din sfera Deservirii Sociale și Producției de Mărfuri “Sindindcomservice”](#)
6. [Federația Sindicatelor din Comunicații](#)
7. [Federația Sindicatelor Lucrătorilor din Cultură](#)
8. [Federația Sindicatelor din Moldova “SINDLEX”](#)
9. [Federația Sindicală “Sindenergo” a Lucrătorilor din Energetica Republicii Moldova](#)



10. Federația Sindicatelor de Construcții și Industria Materialelor de Construcții „SINDICONS”
11. Sindicatul Feroviarilor din Moldova
12. Federația Sindicatelor Lucrătorilor din Industria Chimică și Resurse Energetice
13. Federația Sindicatelor Lucrătorilor Instituțiilor Bancare și de Asigurări
14. Federația Sindicatelor din domeniile Cooperăției de Consum, Comerțului și Antreprenoriatului din Republica Moldova ”Moldsindcoopcomerț”
15. Consiliul Sindicatului Lucrătorilor din Industria Ușoară
16. Consiliul Republican al Sindicatului Lucrătorilor din Transportul Aerian
17. Federația Sindicatelor din Industria Constructoare de Mașini și Aparate și Învățământul Profesional de Profil “SINDRĂUTMAȘ”
18. Federația Sindicatelor Transportatorilor și Drumarilor
19. Federația Sindicală „Moldova-business-sind”
20. Federației Sindicatelor din Silvicultură “SINDSILVA”
21. Federația Sindicatelor din Energetică
22. Sindicatul Lucrătorilor din domeniul Cadastrului, Geologiei și Geodeziei „SindGeoCad”
23. Sindicatul Lucrătorilor din Comerț, Alimentația Publică, Cooperăția de Consum, Servicii, Restaurante și Hoteluri “SindLUCAS”
24. Sindicatul Servicii Pază și Detectivi
25. Comitetul Republican al Sindicatului Lucrătorilor din Industria Constructoare de Automobile și Mașini Agricole
26. Sindicatul Lucrătorilor din Ramurile Silvice și Protecția Mediului Înconjurător
27. Uniunea Sindicatelor din Cultură

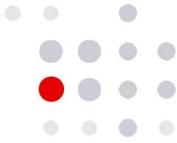


<b>Name of the union (Romanian)</b>	<b>Translation</b>	<b>International affiliation</b>	<b>Membership (latest data)</b>
<b>Confederatia Nationala a Sindicatelor din Moldova</b>	National Confederation of Trade Unions of Moldova	General Confederation of Trade Unions (Moscow)	543,518
<b>Sindicatul Educației și Științei din Republica Moldova</b>	Education and Science Trade Union	IE – International Education	131,000
<b>Federația Națională a Sindicatelor din Agricultură și Alimentație „Agroindsind”</b>	National Federation of Agricultural Trade Unions “Agroindsind”	N/A	106,634
<b>Sindicatul “Sănătatea”</b>	Trade Union “Sanatatea” (Health care services)	PSI - Public Service International	53,593
<b>Federația Sindicatelor Angajaților din Serviciile Publice SINDASP</b>	Federation of Employees from Social Services “SINDASP”	PSI - Public Service International	33,812
<b>Federația Sindicatelor din Comunicații</b>	Federation of Trade Unions in Communications	UNI – Union Global International	16,334
<b>Federația Sindicatelor de Construcții și Industria Materialelor de Construcții „SINDICONS” din Republica Moldova</b>	Federation of Trade Unions in Constructions“ SINDICONS	ISEM – International of Construction Sphere	14,898
<b>Sindicatul lucrătorilor in Cultura</b>	Culture Trade Unions	UNI – Union Global International	17,332



**Employer’s Organisations (15 branches)**

<b>Confederatia Nationala a Patronatelor din Moldova</b>	<b>National Confederation of Employers’ Organizations</b>	<b>15 branches, Member of the International Organization of Employers, since 1997</b>
<b>Uniunea Industriaşilor și Antreprenorilor</b>	The Industrialists and Entrepreneurs Union	400
<b>Uniunea Transportatorilor și Drumarilor</b>	The Transporters Union	65
<b>Federația Patronatului din Construcții</b>	The Federation of Construction Employers	193
<b>Liga antreprenorilor cu capital privat</b>	The League of Entrepreneurs with Private Capital	N/A
<b>Asociația Națională a Organizațiilor de Administrație a Investițiilor</b>	The National Association of Investment Administering Organization	N/A
<b>Asociația Națională a Producătorilor</b>	The National Association of Producers	60
<b>Clubul Republican al Oamenilor de Afaceri “TIMPUL”</b>	The Republican Club of Businessmen “Timpul”	N/A
<b>Asociația Micului Business</b>	The Association of Small Business	86
<b>Uniunea Arendaşilor și Antreprenorilor</b>	The Union of Entrepreneurs and Renters	N/A
<b>Federația Patronatului din Comerț</b>	The Federation of Employers from Commerce	370
<b>Liga Exportatorilor și Importatorilor cu capital privat</b>	The League of Exporters and Importers with Private Capital	N/A
<b>Asociația Patronatului din Vinificație</b>	The Association of Employers from Wine Industry	N/A
<b>Federația Patronală din Telecomunicații și Informatică</b>	The Federation of Employers from Telecommunication	N/A
<b>Asociația Organizațiilor Nestatale de Detectivi, Protecție și Asigurare a Securității “SECURICOM”</b>	Association of Organizations of Detectives, Protection and Security “SECURICOM”	N/A
<b>Asociația Patronală din domeniul Serviciilor Publice</b>	The Association of Employers from Public Service	36
<b>Federația Națională a Patronatului din Agricultură și Industria Alimentară a Republicii Moldova</b>	The National Federation of Employers from Agriculture and Food Industry	17 associations of employers, 15 regional branches, 2000 enterprises



### **About the Author**

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### **Imprint**

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