

2018

MOLDOVA

By Cornel Ciurea

Socio-economic developments

Industrial relations

Forecasts

Annual Review

of Labour Relations and Social Dialogue

State policies

Tripartite social dialogue



Annual Review 2018

of Labour Relations and Social Dialogue

Moldova / By Cornel Ciurea


- Observers consider Moldova a functioning democracy although it has faced numerous political challenges. In summer 2018, mass protests were held against a court decision to annul the results of a snap mayoral election in Chisinau, Moldova's capital, which had been won by an opposition leader. The court's decision was criticized by outside observers, including the European Union and the United States.
- In the near term, parliamentary elections, due in early 2019, dominate the political agenda and slow down important reforms. The most problematic trend in 2018 was the perceived erosion of the anti-money laundering framework, which has further affected the government's relations with development partners.
- Despite these political turbulences, the Moldovan economy displayed signs of recovery. Estimates show that GDP increased by between 4.2 and 4.6 per cent, on a broad basis that included almost all key sectors. The macro-financial situation has stabilized, banks have become more capitalized and the central bank is better equipped to manage potential risks. The government embarked on an ambitious programme to raise the population's living standard – Good Roads and Wage System reform – are just two examples of such efforts.
- In 2018, fiscal measures were adopted to reduce informal employment, in particular the introduction of the flat tax rate and the reduction of the employer's share of social contributions.
- The trade unions have contributed to the improvement of the normative framework and supported government initiatives to raise wages. Thus, the right to an early retirement pension for workers who work under special conditions has been restored. The revaluation of pensions for more than 300,000 pensioners happened 18 months earlier than anticipated by the schedule. By establishing the right to recalculate the pension for pensioners who continue to work and contribute to the state social security system, the trade unions managed to eliminate an injustice.



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Socio-economic developments

The government managed to continue Moldova's economic growth in 2018 but political problems proliferated and the pro-European image of Moldovan authorities was seriously compromised. The EU and the United States support Moldova's pro-Western government but have strongly criticized a court decision taken in June to void the result of the mayoral election in Chisinau won by one of the main contenders, Andrei Nastase, who is a vocal critic of the ruling party chief.

For this reason, in June the European Commission postponed the first tranche of EU macro-financial assistance to Moldova because of the decision of the Supreme Court of Justice to cancel the election results in Chisinau. The Commission reminded explicitly that macro-financial assistance is conditioned on "the successful implementation of certain economic measures and fulfillment of political conditions". Also, the European Parliament adopted in October 2018 a highly critical resolution on Moldova, calling attention to its corruption and blatant disrespect for democratic standards – and urging the EU to cut off financial support.

Despite these political turbulences, the Moldovan economy displayed signs of recovery. Estimates show that GDP increased between 4.2 and 4.6 per cent, on a broad basis that included almost all key sectors.

At the same time, remittances from abroad were and remain one of the engines of the economy's growth. The explanation lies on the surface: the inflow of cash increases domestic consumption and stimulates the growth of economic indicators. The volume of money transfers from abroad to Moldova for the first half of 2018 increased by 16 per cent compared to the same period last year and amounted to about 640 million US dollars.

Taking into account the parliamentary elections scheduled for February 2019, it is obvious that short-term economic growth has been created by increasing government spending, the lion's share of which is required to maintain the road fund. The National Program "Good Roads for Moldova", conceived by the government in 2018, provided for the rehabilitation of 1,200 km of local roads in 1,200 localities. The total amount invested is 1.6 billion lei and was intended to prove to Moldova's citizens the pro-Moldovan orientation of the government.

The macro-financial situation has stabilized, banks have become more capitalized, and the central bank is better equipped to manage potential risks. The annual inflation rate has been steadily decreasing and the average for 2018 is estimated at around 3.5 per cent - a level lower than the NBM target range of 5 per cent. One of the major causes of the inflationary downturn in 2018 was appreciation of the national currency: on average, the leu appreciated by about 10 per cent against the US dollar and 5 per cent against the euro. This appreciation was determined by the rise in foreign currency inflows, especially in the context of rising remittances of over 10 per cent and exports of goods and services by about 10 per cent.

In 2018, the state of public finances continued to improve despite several internal and external risks. During 2018, revenue growth rates have been kept at around 11-12 per cent. This dynamic of the revenue budget has allowed the public budget to have a surplus.

Despite a difficult economic and political background, the DCFTA (Deep and Comprehensive Free Trade Areas) succeeded in generating the first tangible results and the EU strengthened its position as the main sales market for Moldova. Thus, in the first three years after implementation of the DCFTA, Moldovan exports to the EU increased by 22 per cent, a trend that continued in 2018: in the first 10 months exports to the EU increased by 22.9 per cent. In addition, the EU has strengthened its position as most important export market for Moldovan exporters: the EU share in total Moldovan exports increased from 53.3 per cent in 2014 to 65.8 per cent in 2017 and after the first 10 months of 2018 it reached 69.5 per cent.



State policies

The year 2018 marked an increased advance in the implementation of the reform agenda for the banking system. Besides the fact that the transition to the new regulatory and supervisory regime (Basel III) has determined the first positive results at the level of banks, it has created hopes that events such as those that led to fraud in several banks will not happen again.

Thus, on 1 January 2018, the Law on Banking Activity became functional. This law supplemented the regulator's toolbox with the most modern banking supervision practices, minimization of risks in the context of maintaining financial stability and intervention in event of necessity.

The most problematic trend in 2018 was the perceived erosion of the anti-money laundering framework, which has further affected the government's relations with development partners. The state adopted in 2018 the Law on Voluntary Declaration and Fiscal Stimulus (capital amnesty). This law has been promoted in a categorical way despite the many concerns expressed by representatives of civil society and of development partners. The Moldovan authorities also hope to give impetus to economic development by granting citizenship to large investors in 2018, having planned to attract investments worth 1.3 billion euros. This law also met resistance from civil society.

At the end of 2018, reform of the wage system in the budgetary sector was passed by the government. The cost of implementing the project for the years 2019-2021 is 3.9 billion lei. By 2021 it is expected to increase by about 30 per cent the average monthly salary for employees of institutions financed from the state budget and over 55 per cent for those financed from local budgets.

The 150,000 citizens working in the public sector will benefit from this wage reform in the fields of education, social assistance, and public administration. Moreover, the new provision will come into force two months before the parliamentary elections, that is from 1 December 2018. Thus, some workers will receive a 20 per cent, 50 per cent or 90 per cent increase in salary.

The opposition criticised this project by saying that, given that the Republic of Moldova has a significant budget deficit and the EU's 100 million euro macro-financial assistance has been suspended, such an initiative is a populist one and is meant to mislead voters before the parliamentary elections of 24 February 2019.

Starting with 2017 the Moldovan government started, with the assistance of the European Bank for Reconstruction and Development, implementation of an electronic procurement system. In 2018, this system, called MTender, became mandatory for use by all contracting authorities. Its main advantages are the maximum transparency for all actors involved in procurement, flexibility for the business environment, and the availability of analytical and recording tools for monitoring authorities. However, there are risks to stopping the reform. The main risks are related to the resistance of several contracting authorities to use MTender due to technical deficiencies and legal loopholes.

Apart from "Good Roads", the government launched several other social projects. In March 2018, the First Home Program was implemented through which the state supports young people to buy housing with advantageous loans. Now there are several variants of this program - First House 1, 2 and 3 - which support different categories (employees from the budget system, families with children). Almost 1,000 First House loans have already been granted and requests are submitted every day. For private sector employees, the mass vouchers project was launched in 2018. It is a welcomed salary supplement. Already over 100,000 meal tickets have been issued. A major project is the construction of a multi-purpose Chisinau Arena that will boost the development of sports in the country.

Industrial Relations

In 2018, fiscal measures have been adopted to reduce informal employment, in particular the introduction of the flat tax rate and the reduction of the employer's share of social contributions. These measures could contribute to a certain extent to reduce informal employment in existing companies, except for those employed in subsistence farming. This category of informal employees has steadily increased in recent years and efforts are needed to give additional incentives for their formal employment in non-agricultural sectors and implementation of deeper structural reforms.

On 9 August 2018 the government of Moldova introduced a new Employment Promotion Law. With a very low labour force participation rate (slightly above 40 per cent in 2017), Moldova is faltering far behind its peers in the region. The law aims at more employment opportunities and better life prospects for many Moldovans, both women and men. The ILO has provided technical guidance and played a facilitating role in the process leading up to the adoption of the new law.

The new Employment Promotion Law aims at making the labour market more effective and inclusive. It benefits jobseekers, the unemployed and employers alike. The bill promotes Active Labour Market Policies (ALMPs) which are proven to help avert layoffs, increase employability through training, create job opportunities via wage subsidies and stimulate start-ups. Special target groups mentioned in the law include unskilled youth, women above age 50, people with disabilities and the Roma minority. The law also defines passive interventions to support income and help people cope with the loss of salaries and prevent poverty.

The government of Moldova adopted a decision to increase the guaranteed minimum wage in the real economy by 230 lei (about 14 USD) up to 2610 lei (about 157 USD). The change entered into force from 1 May 2018 at the request of Moldova's trade unions. Thus, the workers in the real sectors of the economy will not receive less than 15.44 Moldovan lei (0.93 USD) per hour, compared to the current 14.09 lei (2380 lei monthly).

The government approved a document governing the new structure and functioning of the National Employment Agency, as an administrative authority, subordinated to the Ministry of Health, Labor and Social Protection and the 35 territorial employment agencies. According to the document, the National Employment Agency will become

a public institution that will provide employment services for the unemployed, employers and people looking for a job with a limit of 250 units, of which 50 are to be in the central office and 200 in the territorial subdivisions.

At the same time, a new entity, the Labor Market Observatory, was created that will investigate, monitor and provide data on the labor market at the national level, including on private companies.

In 2018, the National Confederation of Trade Unions of Moldova decided to have a representative in the territories. The CNSM representative will activate on a public basis and will represent the confederation in the second level administrative-territorial units. At the same time, the CNSM representative in the territory will work with the head of the territorial trade union structures of the CNSM member organizations, as well as with the leaders of the primary trade union organizations.

The trade unions have contributed to the improvement of the normative framework. Thus, the right to an early retirement pension for workers who work under special conditions has been restored. The revaluation of pensions for more than 300,000 pensioners happened 18 months earlier than anticipated by the schedule. By establishing the right to recalculate the pension for pensioners who continue to work and contribute to the state social security system, the trade unions managed to eliminate an injustice.

Also, after the European Parliament adopted a resolution in July postponing the granting of the first instalment of macro-financial assistance, the National Confederation of Trade Unions of Moldova expressed regret over this decision. In a public statement, the organization expressed its concerns about the fact that the EU had ignored the progress in the implemented reforms but reacted to an internal conflict.

Representatives from the confederation also noted that European funds are intended to improve the lives of citizens but not the government. They mentioned that they are against the attitude of politicians who support holding back Moldovans from reaching victories.

Tripartite Social Dialogue

In 2018 the National Commission for Collective Consultation and Bargaining has convened six times. The most important issues discussed were related to improvement of the situation of the labour force and promotion of employment.

At the beginning of the year, the representatives of government, employers and trade unions supported a draft law proposed by the Ministry of Health, Labor and Social Protection that included measures to combat unemployment. The document provided subsidies for employers who offer jobs to people with disabilities, who create jobs in rural areas and those who organize workplace training for trainees and the unemployed.

Members of the National Commission for Collective Bargaining and Consultation met on 1 November in an extraordinary meeting. The discussion agenda included examination of the draft law on the unitary pay system in the public sector.

The law provided for a change in the way wages are established, simplified wage structures and ensured wage increases in the fields of education, health, social

assistance and local public authorities. Implementation of the reform will ensure that no one in the working population will have a salary lower than the 2000 lei minimum and that the difference between the first salary scale and the last one will be only 15 steps and not the 33 it was previously.

The members of the committee supported the changes, noting that this is a necessary and long-awaited one that will bring clarity to the salary system of employees in the public sector and will ensure equity by establishing a unitary pay system.

The members of the National Commission for Collective Bargaining and Consultation met also on 7 November. Several subjects were discussed on the agenda, including the examination of the draft State Budget Law 2019, the draft State Social Insurance Budget Act 2019, as well as the draft of the Law on Compulsory Health Insurance Funds for 2019. All these laws received support from the participants.

Forecasts

The revitalization of foreign inflows and improvements in the financial sector and in the business environment are expected to support private investments and accumulation of stocks. Robust domestic demand will result in a solid increase in imports, resulting in a negative contribution from net exports to growth. The 2019 parliamentary elections will also motivate higher public outlays in the short term.

Strong revenue performance in 2018 is expected to offset higher public spending. Underpinned by the political cycle, in the medium term public current expenditure will continue to increase while revenue performance will be negatively affected by recent tax cuts and fiscal amnesty. With recently adopted legislative acts, the deficit will spike to 2.7 per cent in 2019 and will moderate after the elections.

Moldova's large-scale out-migration, combined with decreasing fertility rates, has led to an alarming decline in the population and hastened the growth of the elderly component. This puts pressure on the pension system and limits the country's long-term competitiveness. In the near term, parliamentary elections, due in early 2019, will dominate the political agenda and slow down important reforms.

In 2019, the agreement with the IMF to support and monitor economic and financial reforms expires. Launched at the end of 2016, it is still the main anchor of governance, both in the context of commitments to strengthen stability economic and financial aspects, as well as in relation to dialogue with external partners. As a result, completing the IMF Agreement and, implicitly, monitoring policies remains one of the main challenges and concerns for the coming year.

Annex - Information about:

- Collective bargaining system

Currently the National Confederation of Trade Unions (CNSM) includes 25 sector unions with less than 500,000 members, which is not very exactly estimated due to serious annual fluctuations (2013 – 447,000; 2014 – 425,000 members). However, the trend is clearly going downward which leads to the leaders of CNSM not disclosing the figures. This decreasing trend is mostly explained by the general shrinking of the number employed in the Republic of Moldova due to two tendencies: 1) a preference to work abroad; and 2) a proclivity to accept part-time, flexible and unregulated kinds of work. The sector unions incorporate about 8,000 primary (local level) organizations. Major density and coverage is in 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 CNSM data, about 58 per cent of union members are women and a separate entity, the Organization of Women in the CNSM, was created. Since February 2010 the CNSM has been a member of the International Trade Union Confederation (ITUC), 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 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 that CNPM has undertaken to present itself as a strong and reliable social partner.

The National Confederation of Trade Unions (CNSM) evolved from the merger of the National Confederation of Trade Unions and the Free Trade Unions Confederation. The CNSM still struggles in developing a consolidated trade union movement in the country. Recently the confederation has been very concerned with the quality of administration of labour rights 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 by trade unions within the informal economy are high priorities on the CNSM agenda.

- Social security systems

Rate of socially insured persons for health care, %

	2013	2014	2015	2016	2017
Rate of insured persons in total population (%), CNAM data	83.2	85.0	85.5	85.8	86.9

Total persons that contribute to the social security system, thousands

	2013	2014	2015	2016	2017
Number of persons that contribute to the social security system, NBS data	872.6	877.4	873.1	880.3	876.4

- Education and vocational training

Although important efforts were taken to reform the educational system, including the development of the strategy “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, rather than 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 rate

	2013	2014	2015	2016	2017
Unemployment rate (% , NBS)	5.1	3.9	4.9	4.2	4.1
Employment rate (% , NBS)	39.3	39.6	40.3	40.8	45.0

- Average monthly salaries (in lei and in €)

	2014	2015	2016	2017	2018
Average monthly salaries (ILO, MDL/€)	4090 €185.42	4524 €205.10	4997 €241.74	5600 €280	6263 €313

- Gender pay gap

	2015		2016		2017	
	Women	Men	Women	Men	Women	Men
Total (MDL) (in lei)	4123.2	4723.4	4415	5320	4600	5400
Pay gap (own calculation)	0.87	1.0	0.89	1.0	0.85	1.0

- Monthly minimum wage (in lei and in €)

	2013	2014	2015	2016	2017
Monthly average minimum subsistence (NBS, MDL)	1710 €77,53	1727 €78.30	1745 €83.14	1799 €89.05	2380 €116

- Weekly working hours

	2014	2015	2016	2017
Mean weekly hours actually worked per employed person (ILO)	38.2	38.5	38.5	38.5

- Normal work /atypical work (in thousands)

	2013	2014	2015	2016	2017
Full time					
Employees	774.2	767.7	774.3	715.5	720.3
Self-employed	284.8	310.7	312.8	N/A	N/A
Part-time					
Employees	32.4	29.9	30.6	N/A	N/A
Self-employed	47.6	39.6	42.9	N/A	N/A

- Migration

	2013	2014	2015	2016	2017
Migration of labour force (thousands)	332.5	341.9	325.4	319.0	320.0
Urban	94.4	96.7	101.6	94.1	93.0
Rural	238	245.2	223.9	224.9	227.0

- Human Development Index

	2013	2014	2015	2016	2017
HDI	0.663	0.693	0.699	0.699	0.700

- Gini-coefficient (table) (index; international ranking)

	2012	2013	2014	2015	2016
Gini-coefficient, WDI database	29.2	28.5	26.8	27.0	26.3

- Collective agreement coverage (table, % of total employees)

Data are not available. Although around 6,600 primary trade unions are active in the country, collective bargaining agreements are currently concluded in almost 4,500 units

- Ongoing important collective bargaining agreements

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).

- Trade unions

Federația Sindicală a Educației și Științei	Federation of Trade Union of Education and Science	131,000
Federația Națională a Sindicatelor din Agricultură și Alimentație „Agroindsind”	National Federation of Agricultural and Food Trade Unions "Agroindsind"	106,634
Sindicatul “Sănătatea”	"Health" Trade Union	53,593
Federația Sindicatelor Angajaților din Serviciile Publice “SINDASP”	Federation of Public Service Employees' Trade Unions "SINDASP"	33,812
Federația Sindicatelor Lucrătorilor din sfera Deservirii Sociale și Producției de Mărfuri “Sindindcomservice”	Federation of Workers' Unions in the Field of Social Services and Production of Goods "Sindindcomservice"	N/A
Federația Sindicatelor din Comunicații	Federation of Communications Trade Unions	16,334
Federația Sindicatelor Lucrătorilor din Cultură	Federation of Cultural Workers' Trade Unions	17,332
Federația Sindicatelor din Moldova “SIN-DLEX”	Federation of Trade Unions of Moldova "SINDLEX"	N/A
Federația Sindicală “Sindenergo” a Lucrătorilor din Energetica Republicii Moldova	"Sindenergo" Trade Union Federation of Energy Workers of the Republic of Moldova	N/A

Federația Sindicatelor de Construcții și Industria Materialelor de Construcții "SINDICONS"	Federation of Construction and Building Materials Industry Trade Union "SINDICONS"	14,898
Sindicatul Feroviarilor din Moldova	Trade Union of Railways in Moldova	N/A
Federația Sindicatelor Lucrătorilor din Industria Chimică și Resurse Energetice	Federation of Workers' Unions in Chemical Industry and Energy Resources	N/A
Federația Sindicatelor Lucrătorilor Instituțiilor Bancare și de Asigurări	Federation of Banking and Insurance Institutions Workers' Unions	N/A
Federația Sindicatelor din domeniile Co-operației de Consum, Comerțului și Antreprenoriatului din Republica Moldova "Moldsindcoopcomet"	Federation of Trade Unions in the fields of Consumer Co-operation, Commerce and Entrepreneurship of the Republic of Moldova "Moldsindcoopcomets"	N/A
Consiliul Sindicatului Lucrătorilor din Industria Ușoară	The Council of the Workers' Union of Light Industry	N/A
Consiliul Republican al Sindicatului Lucrătorilor din Transportul Aerian	Republican Council of the Air Transport Workers' Union	N/A
Federația Sindicatelor din Industria Constructoare de Mașini și Aparate și Învățământul Profesional de Profil "SINDRĂUTMAȘ"	The Federation of Trade Unions in the Machinery and Appliance Industry and VET in this profile "SINDRĂUTMAȘ"	N/A
Federația Sindicatelor Transportatorilor și Drumarilor	Federation of Transporters and Road Constructors Trade Unions	N/A
Federația Sindicală "Moldova-business-sind"	"Moldova-business-sind" Trade Union Federation	N/A
Federației Sindicatelor din Silvicultură "SINDSILVA"	Federation of Forestry Trade Unions "SINDSILVA"	N/A
Federația Sindicatelor din Energetică și Industrie	Federation of Energy and Industry trade Unions	N/A
Sindicatul Lucrătorilor din domeniul Cadastrului, Geologiei și Geodeziei „Sind-GeoCad”	Workers' Union of Cadastre, Geology and Geodesy "SindGeoCad"	N/A
Sindicatul Lucrătorilor din Comerț, Alimentația Publică, Cooperația de Consum, Servicii, Restaurante și Hoteluri "SindLUCAS"	Trade Workers' Union, Public Food, Consumption Cooperative, Services, Restaurants and Hotels "SindLUCAS"	N/A
Comitetul Republican al Sindicatului Lucrătorilor din Industria Constructoare de Automobile și Mașini Agricole	The Republican Committee of the Workers' Union of the Automobile and Agricultural Machinery Industry	N/A
Sindicatul Lucrătorilor din Ramurile Silvice și Protecția Mediului Înconjurător	The Forestry Industry and Environmental Protection Workers' Trade Union	N/A

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

- Employer's Organisations (names in original language and English, number of members, international affiliations) (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
Uniunea Transportatorilor şi Drumarilor	The Transporters Union	65
Federaţia Patronatului din Construcţii	The Federation of Construction Employers	193
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
Clubul Republican al Oamenilor de Afaceri "TIMPUL"	The Republican Club of Businessmen "Timpul"	N/A
Asociaţia Micului Business	The Association of Small Business	86
Uniunea Arendaşilor şi Antreprenorilor	The Union of Entrepreneurs and Renters	N/A
Federaţia Patronatului din Comerţ	The Federation of Employers from Commerce	370
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
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



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