

2017

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 2017

## of Labour Relations and Social Dialogue

Moldova / By Cornel Ciurea


- The Moldovan government considered that the stabilization phase was completed in 2016 and that the economy grew by 4 per cent and that agriculture registered very good economic growth in 2016 – over 18 per cent.
- The most important political change in Moldova in 2017 was the reform of the electoral system. Following the introduction of the amendments changing the electoral system the EU decided to link political conditionality to the disbursement of €100 million in macro-financing assistance.
- In 2017 the Labour Code was amended but it was done to the advantage of employers. According to the official position of the National Confederation of Trade Unions (NCTU), certain amendments to the Labour Code will inevitably lead to litigation that will go to the courts because they have been approved to the detriment of employees.
- The trade unions of Moldova failed in 2017 to organize important protests and strikes. The most important failure occurred in May when the education trade unions, the biggest ones in Moldova did not manage to picket the government.
- A big concern for the trade unions and especially for the Federation of Public Services Employees (SINDASP) was the reform of the public administration initiated by the government in 2017. The trade unions are monitoring the implementation of this reform and are trying to diminish the drastic consequences of the so-called optimization process.
- In 2017, four meetings of the National Commission for Collective Consultations and Negotiations were held – two less than in 2016. Because the trade unions are dissatisfied with the working of the National Commission for Collective Consultations and Negotiations, they presented some proposals that stipulate that the National Commission should be invested with the right to request the government or the Parliament to postpone the examination and adoption of the drafts of normative acts in the field of labour and social-economic legislation until the opinion of the National Commission is presented.



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## Socio-economic developments

The Moldovan government considered that economic stabilization occurred in 2016 and that according to the government programme, 2017 was meant to be a year of growth and investment, as well as implementation. At the end of 2017, the results are rather mixed.

Moldova's economy grew by 4 per cent in 2016 year, exceeding the expectations of specialists. Moldova has more money for pensions and wages as well as for roads, hospitals, and schools. The economic forecast for 2017 is also positive. Thus, economic growth is estimated at around 4 per cent for 2017 (the figure is coordinated with the IMF and confirmed by the World Bank, which has revised this year's projected growth from 2.8 per cent to 4 per cent). The factors that favoured this dynamic are the increase in salaries, remittances and public investments. Agriculture in Moldova registered very good economic growth in 2016 – over 18 per cent. This was due to the strong support of the government, including the fact that all the arrears of agricultural subsidies for 2014 and 2015 were paid to Moldovan farmers. And in 2017 the agricultural harvest was a good one. The wheat harvest was 1.1 million tonnes – the highest production since 1990.

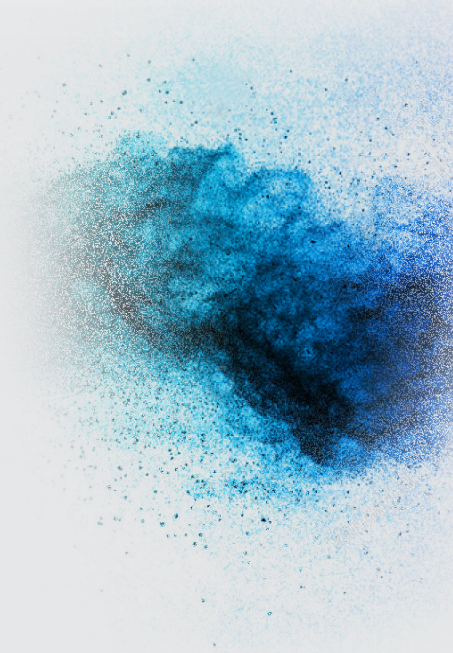
Moldovan exports grew by 4 per cent in 2016 compared to 2015. The exports of goods meant for European Union countries grew by 19.9 per cent in the first ten months of this year against the same period of 2016, up to \$1,254.6 million. At the same time, the deliveries to the CIS market increased more slowly, by 10.7 per cent, up to \$380 million.

Inflation was very low in 2016 - prices grew very little last year, only 2.4 per cent (almost the lowest inflation since independence). And in 2017 inflation was below 5 per cent. Also, the exchange rate of the Moldovan currency – the leu – was stable in 2016 and 2017. The leu remained around the same values against the euro and the dollar, showing the economic and social stability in the country. Another positive development was increased budget revenues. In January-May 2017, revenues of 20 billion were accrued to the national public budget, 17.3 per cent more than in January-May 2016.

According to data from the National Bureau of Statistics (BNS), money transfers from abroad remain a vital source for the domestic budget. Physical persons (residents and non-residents) received money in the net amount equivalent to \$988 million in ten months of 2017, which is 10.5 per cent more than in the same period of 2016, with reference to data from the National Bank of Moldova (BNM). On average, these accounted for 17.7 per cent of total revenues in the second quarter of 2017.

Foreign direct investment (FDI) recorded net inflows of \$40.2 million in the first half of 2017 as a result of net liabilities of \$41.9 million, while net capital outflows increased by \$1.7 million. As a result, the net inflows of foreign direct investment increased by 24 per cent compared to the same period in 2016. The net increase of FDI was mainly generated by the reinvestment of profits by foreign investors in Moldovan subsidiary companies in the amount of \$33.1 million and by new investments in the capital of Moldovan companies in the amount of \$11 million.

Despite the economic growth, the incomes of people in Moldova are still very low in contrast to the GDP per capita in CEE. Agriculture is a huge but uncompetitive sector. The economy of Moldova is still based too much on consumption, export potential is low, while the private sector's investment activity is still declining.



## State policies

The most important political change in Moldova in 2017 was the reform of the electoral system. In July 2017, the parliament changed the electoral system to a parallel mixed system, with 50 seats elected proportionally in a nationwide constituency and 51 seats elected in SMCs in a single round. The process to some extent disregarded the joint opinion of the Venice Commission and OSCE/ODIHR on the draft legislation.

Following the introduction of the amendments changing the electoral system, the EU decided to link political conditionality to the disbursement of €100 million in macro-financing assistance. On 6th October the Prime Minister of Moldova acknowledged that Moldova would not receive the macro-financial assistance from the EU in 2017, as the conditions had not been fulfilled. But the money could come in spring 2018 if the conditions were to be met.

Starting with 1st April 2017, the Moldovan tax authority reorganized itself as a single legal entity – the State Tax Service. Instead of the 35 territorial tax inspectorates, four territorial departments were set up – North, Centre, South and Chisinau. Also, the number of employees and the number of management positions have been reduced. Thus, revenues in the first half of 2017 increased by 17 per cent compared to the same period of 2016. It should be added that in 2016, the revenues of the Tax Authority increased by 2.7 billion lei - an increase of 11 per cent compared to 2015. So, it is debatable if the increase is connected with the reform of the Tax Authority. It could be also linked to political factors.

In 2017 the Labour Code was amended to the advantage of employers. The new regulations provide for the basic obligations of the wage earner to immediately inform the employer about the impossibility to come to work, the effect of which will be to make wage earners more responsible and disciplined. Another amendment stipulates that the holding by the employee of the status of an age-limit pensioner might be a reason for the employer to dismiss him/her. In the context, according to the new Labour Code, the employer will not be obliged to provide a reason for a decision on the unsatisfactory result of the probationary period and the dismissal of the wage earner, trade union member, can be made with no preliminary consultation of the firm's trade union body. According to the official position of NCTU, certain

amendments to the Labour Code will inevitably lead to litigation that will go to the courts because they have been approved to the detriment of employees. This is because the Association Agreement between Moldova and the EU states that all legislative acts must be approved for the benefit of the employees. This is especially related to the provision that dismissal could not be made without the trade unions' consent.

Two important laws with a social character were approved by the Parliament in 2017. The first was the Law on Meal Vouchers. The document provides for granting by employers of the individual food allowance for employees in the form of meal vouchers. Their value will be extra net income for employees, for which no social security contributions, compulsory health insurance premiums and income tax on salary will be calculated. The second law is about the First Home, which facilitates access of young families to borrowing for a home.

The privatization process continued in the Republic of Moldova. Nine economic units were privatized, amounting to 290 million lei to the state budget. In April, the Fujikura Automotive MLD, which operates within the Free Economic Zone of Chisinau, was opened. Following this investment, 1200 new jobs were created. At the same time in November 2017, the Dedeman Group, the largest network of construction stores in Romania, announced that it was permanently withdrawing from the Moldovan market. This decision was taken because of administrative barriers, excessive bureaucracy and lack of certainty about the good will of Chisinau local authorities.

In 2017 the National Employment Strategy 2017-2021 was approved. According to it, 40,000 lei will be awarded to companies for each new job created, provided that a company creates at least 100 new jobs, offers a minimum monthly salary of 75 per cent of the national average and maintains the number of employees for at least three years. There will be money in the budget to create at least 1,000 new jobs through this measure.

# Industrial Relations

At the beginning of 2017, the Education trade unions announced that they would organize mass protest actions. The members of the Trade Union Federation of Education and Science of Moldova and the teachers in the country threatened in January to come in front of the government building and the Parliament of the Republic of Moldova. The reason for the teachers' protests was the socio-economic situation of teachers that has been in continuous decline due to insufficient salaries, which had not been changed since 2014 and the rise in prices for products, medicines and services.

The government proposed a 5 per cent increase in wages in the education system from 1 September 2016. Teachers, however, demanded higher wages by 50 per cent, then agreed with a 30 per cent increase from January 1, 2017. In the end, in 2017, salary for teachers has increased twice: the first time on May 1 (average increase of 100 lei) and the second time on September 1 (up by 11.3 per cent).

In November 2017, the education trade unions sent an open letter to Parliament and the government in which they reiterated their main demands – to increase the salary of teaching staff by another 40 per cent and the auxiliary administrative staff up to the minimum subsistence level and asked for the organization of a new session of the National Commission for Collective Consultations and Negotiations.

On 11 March 2017 about 1200 people, employees of the State Railway "Moldova Railways" (CFM) and trade unionists from all the national branches, picketed the government building. The main claim of the demonstrators was to pay up salary arrears exceeding 130 million lei by 31 March 2017, compensating the losses caused by the failure to pay the salary for each employee on time.

The demands were just partially met. Almost 4,000 employees of the Moldovan Railways state enterprise were left without a job. The process was part of the reform initiated by the Ministry of Transport to streamline the work of the institution. Optimization lasted until the end of September, when out of 10,700 employees just over 7,000 remained. The salaries had been paid by the Ministry. In 2017 Moldova's trade unions succeeded in obtaining a favourable decision by the Constitutional Court of Moldova concerning the right to strike. In spring 2017 NCTU requested the People's Advocate to submit a notification to the Constitutional Court for the review of the constitutionality of certain provisions of the law, as well as of the Government Decision No. 656 of 11 July

2004 regarding the approval of the Nomenclature of Units, Sectors and Services whose employees cannot participate in a strike. Based on the fact that the absolute prohibition of the strike was not constitutional, the Constitutional Court recognized the constitutionality of the prohibition of the right to strike only for certain categories of employees, predominantly those who hold important public functions. By extending the ban on exercising the right to strike to all employees, and not just to persons with responsible positions, the government, according to the Constitutional Court, has exceeded the limits of its powers established by law. Such findings have been made by the Constitutional Court with reference to internal affairs bodies, Information and Security Services, State Protection and Guard Services and other public authorities.

A big concern for the trade unions and especially for the Federation of Public Services Employees (SINDASP) was reform of the public administration initiated by the government in 2017. According to the estimations of SINDASP between 30 and 40 per cent of staff working in the central public administration may be affected by this reform. Till now, 895 ministerial posts have been liquidated. However, the situation is not so serious because almost half of the positions, 421, were vacant so that the number of dismissed people practically halved. Also, the NCTU pleaded for the maintenance of the State Labour Inspectorate and was against depriving this institution of the monitoring functions it had previously. According to the trade unions it is not possible to step up measures to combat the informal economy while reducing the rights of the government institution that is the main tool to eradicate this negative phenomenon.

On 7 June 2017, the Third National Congress of the National Confederation of Trade Unions took place, which marked on this day 10 years since its establishment. The new leadership of the confederation was elected. Oleg Budza was re-elected President of the Confederation along with vice-presidents – Mihail Hîncu, Sergiu Sainciuc and Petru Chiriac – and Rodica Popescu as Confederation Secretary.

The five strategic objectives of the Confederation for the years 2017-2022 provide for: improving the living and working conditions of trade union members; fair pay correlated with performance; increasing social security effectiveness for all trade union members; enhancing real social dialogue that should lead to the solution of workers' problems; and the representation of members in all tripartite and bipartite partnership structures.

On 2 November, representatives of the NCTU met Ben Kelmanson, the head of the International Monetary Fund (IMF) mission to Moldova. During this meeting, the main priorities of NCTU were set up. Trade unions insisted on the reform of salaries of the workers in the budgetary sector and the establishment of a minimum national salary at the minimum level of subsistence. The NCTU also called for the maintenance of the 8.05 percent of GDP of the wage fund in the budgetary sector, which will allow solving problems with the reform of the wage system.

At the end of 2017 the NCTU Confederal Committee decided to approve a whole series of proposals for amending and completing Law No. 245-XVI of 21 July 2006 on the organization and functioning of the National Commission for Collective Consultation and Negotiation. They were sent to the National Commission.

Thus, one of the most important amendments involves the addition of Article 11 of the law which prescribes that the National Commission should be invested with the right to request the government or the Parliament to postpone examination and adoption of drafts of normative acts in the field of labour and social-economic legislation until the opinion of the National Commission is presented.

At the moment the decisions of the National Commission can be adopted with  $\frac{3}{4}$  of the votes of the commission members present at the meeting, but the NCTU proposes that Article 17 (5) of the law provides for the Commission's decisions to be taken by consensus of its members.

## Tripartite Social Dialogue

The first meeting of the National Commission for Collective Consultations and Negotiations was convened on 23 February 2017. The social partners discussed the situation of the social dialogue in the country with the trade unionists presenting a number of proposals for amending and completing the legal framework in the field.

The trade unions representatives remarked about the low effectiveness of the social partnership, characterized, among other things, by the reduced capacity of the social partners to negotiate and conclude conventions and collective labour agreements. According to NCTU data, only 15 collective conventions have been concluded at the national level, 19 collective agreements from 25 trade union centres at the branch level, 21 collective agreements at the territorial level, and 4,588 collective labour agreements were signed by about 7,000 existing primary union organizations.

The second meeting of the National Commission for Collective Consultations and Negotiations was held on 25 May. The event's agenda included discussions on the legislative initiatives in the labour and railway sectors as well as identifying the best solutions to overcome the present problems in the social and economic sectors. In particular, the participants in the meeting tackled the situation of young people on the labour market and stressed the importance of implementing measures of social and economic protection for this category of employees. Thus, the commission members agreed on working out a collective convention on the employment of young people that will help reduce the unemployment rate and will ensure the integration of youth on the labour market.

Also, the discussions within the consultations were focused on options of reorganization of the state enterprise Moldova Railways and reform of the railway sector. The draft was backed by the Commission members. At the same time, the participants in the meeting considered and supported a draft which would give the railway employees the right to strike, which has been restricted so far.

On 3 October the meeting of the National Commission for Collective Consultation and Negotiation took place, where the social dialogue partners - government, employers and trade unions - held talks on three issues: reorganization of the central public administration; implementation of the new minimum guaranteed salary in the real sector and examination of the draft law for amendment and completion of certain legislative acts in the part related to the achievement of the fiscal and customs policy objectives for 2018; and improvement of the fiscal and customs legislation.

The fourth meeting was convened on 21 November. It was an extraordinary meeting of the National Commission for Collective Consultation and Negotiations to discuss the draft State Budget Law, the State Social Security Budget Law and the Mandatory Health Insurance Fund Act 2018. After consultations, the three draft laws were voted unanimously.

## Forecasts

It is expected that the Moldovan economy will grow by 3.5 percent in 2018. The forecasts of the international organizations for the period 2017-2018 are above the region's average. In the first half of next year Moldova could receive the first instalment of the European Union's macro-financial assistance amounting to €100 million. The other two instalments will depend on Moldova's success in meeting the conditions discussed with the EU.

Parliamentary elections will take place in 2018 and the pro-European political parties could remain in power. The reform of the public sector governance will remain the top priority for the government. The government will rethink the salary scales and will offer additional monetary and non-monetary motivations. At the same time, NCTU will ask for more protection for the dismissed public servants as a result of the optimization processes.

## Annex - Information about:

- Collective bargaining system

Currently the National Confederation of Trade Unions (NCTU) 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 makes the leaders of NCTU not disclose the actual figures. This decreasing trend is mostly explained by the general shrinking of the number of those 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 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 NCTU data, about 58 per cent of union members are women and a separate entity, the Organization of Women in the NCTU, was created. Since February 2010 the Moldovan NCTU 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 undertakes to present itself as a strong and reliable social partner.

The National Confederation of Trade Unions (NCTU) evolved from the merger of the National Confederation of

Trade Unions and the Free Trade Unions Confederation. The NCTU still struggles in developing a consolidated trade union movement in the country. Recently the confederation has been very concerned with the quality of labour rights 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.

- Social security systems

*Rate of socially insured persons for health care, %*

	2012	2013	2014	2015	2016
Rate of insured persons in total population (%), CNAM data	82.1	83.2	85.0	85.5	85.8

*Total persons that contribute to the social security system, thousands*

	2012	2013	2014	2015	2016
Number of persons that contribute to the social security system, NBS data	873.2	872.6	877.4	873.1	880.3

- 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

	2012	2013	2014	2015	2016
Unemployment rate (% , NBS)	5.6	5.1	3.9	4.9	4.2
Employment rate (% , NBS)	38.4	39.3	39.6	40.3	40.8

- Average monthly salaries (in €)

	2012	2013	2014	2015	2016
Average monthly salaries (ILO, MDL/€)	3478 €157.68	3674 €166.56	4090 €185.42	4524 €205.14	4997 €241.74

- Gender pay gap

	2013		2014		2015		2016	
	Women	Men	Women	Men	Women	Men	Women	Men
Total (MDL) (in lei)	3459.6	3913.8	3831.7	4374.9	4123.2	4723.4	4631	5414
Pay gap (own calculation)	0.88	1.0	0.87	1.0	0.87	1.0	0.89	1.0

- Monthly minimum wage (in lei/€)

	2012	2013	2014	2015	2016
Monthly average minimum subsistence (NBS, MDL)	1586 €71.90	1710 €77.53	1727 €78.30	1745 €83.14	1799 €89.05

- Weekly working hours

	2013	2014	2015	2016
Mean weekly hours actually worked per employed person (ILO)	39	38.2	38.5	38.5

- Normal work /atypical work

	2012	2013	2014	2015	2016
Full time					
<b>Employees</b>	779.4	774.2	767.7	774.3	715.5
<b>Self-employed</b>	248.6	284.8	310.7	312.8	N/A
Part-time					
<b>Employees</b>	32.9	32.4	29.9	30.6	N/A
<b>Self-employed</b>	52.6	47.6	39.6	42.9	N/A

- Migration

	2012	2013	2014	2015	2016
Migration of labour force (thousands)	328.3	332.5	341.9	325.4	319.0
Urban	90.2	94.4	96.7	101.6	94.1
Rural	238.1	238	245.2	223.9	224.9

- Human Development Index

	2011	2012	2013	2014	2015	2016
HDI	0.656	0.657	0.663	0.693	0.699	N/A

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

	2011	2012	2013	2014	2015
Gini-coefficient, WDI database	30.6	29.2	28.5	26.8	27.0

- 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)

<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>
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



# Annual Review 2017

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