

Facts and Figures on Gender Equality Moldova

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LEGAL FRAMEWORK:

ILO conventions ratified:

No.100 – ratified in 2000

No.111 – ratified in 1996

No.156 and 183 – not ratified

(No.103 – ratified in 1997)¹

National legislation:

So far, Moldova does not have a specific law on gender equality but a draft law is currently under formulation with the assistance of UNIFEM. Non-discrimination provisions are placed within the *Constitution* and the *Labour Code*; a new *Labour Code* entered into force in October 2003².

The *Law on Wages and Remuneration* and the *Labour Code* both prohibit discrimination based on sex and other grounds when setting wages. Moreover, the *Labour Code* devotes an entire chapter to regulating labor conditions for

women workers, with emphasis on maternity protection.

On March 13, 2003 the *Law on the Employment of the Labour Force and Social Protection of Jobseekers* was adopted and set in force. It is connected with international acts³.

Trafficking in women is a vast problem in Moldova. On 30 July 2001, the Parliament passed a law on additions to the *Criminal Code* and *Criminal Code of Practice*, which introduced an article on illegal trafficking of human beings.

Sexual harassment is not stipulated in any legislative act.

Currently, the group of experts works on the elaboration of the law project on gender equality⁴.

¹ ILO Ilolox

² ILO Natlex

³ SEELINE

⁴ SEELINE

GENDER EQUALITY MACHINERY:

The *Department for Equal Opportunities and Family Policy* was created as a subdivision of the *Ministry of Labor and Social Protection* after the elections in 2001. The department, which is fairly small, is responsible for the coordination of equal opportunity policies. In addition, the department monitors legislation from an equality perspective and makes relevant recommendations. Furthermore, the *Governmental Committee for Women Issues* is a consultative and coordinating body, which works in cooperation with local and central administration, NGO's and international organizations. Moreover, gender focal

points are established within each ministry.

Moldavia has an *Ombudsinstitution* for social issues, which is responsible for investigating cases involving the infringement of social rights, but has no specific gender profile. As the reality shows, the national mechanism of solving the problems regarding the improvement of the status of women plays a secondary role in the state's structure, due to the lack of clear responsibilities, financial resources, well-trained staff and necessary information. As the conception of equal opportunities for women and men does not qualify as a major element of state's

policy, the majority of the violations of women's rights in all fields, including the labour market, are made on the basis of gender discrimination⁵.

⁵ SEELINE

SOME BASIC INDICATORS:

Female/Male activity rate and unemployment: In 2003, the activity rate (all age groups) was 39.5% for women and 42.3% for men while the unemployment rate was 6.4% for women and 9.6% for men⁶.

Female/Male part time work: Regarding part-time work, 1.85% of female employment and 1.11% of male employment was part-time in 2001⁷.

Sex distribution by employment sector: In 2001, women comprised 50% of total employees in the agricultural sector, 37% in the industrial sector and 57% in the service sector. During the same year, women made up 58% of total employment in the public sector and 49% in the private sector⁸.

Wage Gap: In 2002 the women's medium salary constitutes 60% of that the men's⁹.

University graduates: In 2002, 56% of all university graduates were women¹⁰.

Retirement age: In 1998 a law was passed which increased the retirement age to 65 for men and 60 for women, both with a minimum of 35 years of work¹¹. (No changes)

Maternity leave: Maternity leave is granted for 126 days with a benefit of 100% of the average wage during the last 2 months. An additional 14 days are granted for multiple or complicated births¹². Following the maternity leave is a partially paid childcare leave, which can be taken by either parent until the child is 1.5 years old.

⁶ ILO/Laborsta

⁷ UNECE

⁸ UNECE

⁹ SEELINE

¹⁰ UNESCO

¹¹ ISSA

¹² ISSA

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<http://www.issa.int/>

UNDP RBEC Gender Virtual Library, <http://gender.undp.sk/>

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<http://www.unhchr.ch/women/>

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SEELINE - Economic and Social Rights

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http://www.ilo.org/dyn/natlex/natlex_browse.country?p_lang=en&p_country=MDA

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