

International
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The ILO in Moldova

Moldova and decent work



Moldova's recent economic performance has reduced poverty and promoted shared prosperity. National poverty rates, using national poverty definitions, fell from 30% in 2006 to 17% in 2012, making Moldova one of the world's top performers in terms of poverty reduction. However, it remains one of the poorest countries in Europe. Moldova is a source, and to a lesser extent a transit and destination country, for both sex trafficking and forced labour. Migration is an important factor in the demographic and economic development of the country. In 2014, remittances accounted for 24% of GDP.

Moldova has been a Member of the ILO since 1992 and has **ratified 42 international labour Conventions**.

Strategic framework: the Decent Work Country Programme (DWCP) aligned with national priorities

Drawing on the common commitment of the Government and workers' and employers' organizations, the new DWCP for Moldova articulates the strategic framework for ILO interventions for the period 2016-2020. It is aligned with major priorities identified in the **United Nations Partnership Framework 2013-17 (UNPF)** and the national priorities in: "Rethink Moldova" and "Moldova 2020".

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Tripartite constituents

Government: Ministry of Labour, Social Protection and Family

Workers' organization: National Trade Union Confederation of Moldova (CNSM)

Employers' organization: National Confederation of Moldovan Employers (CNPM)

Find out more

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The Decent Work Country Programme priorities are

- 1 Promoting employment and an enabling environment for sustainable enterprises
- 2 Strengthened capacity of government institutions and social partners for effective social dialogue
- 3 Enhanced social protection and conditions of work

Key challenges

- **30%** of the labour force works in the informal economy
- **25%** of Moldovan workers will work abroad at some point in their life
- **19.5%** of young people (15-24 years old) are neither in education nor in employment

Main actions and key results

Improving the working conditions of migrant workers



Few Moldovan migrant workers know that in many cases they are entitled to receive social security benefits from their destination countries once they return home. The ILO organized a campaign aimed at changing that perception, by assisting the Republic

of Moldova in the formulation of migration strategies, the improvement of national databases and statistics on migration, the development of practical methods to assess labour market requirements, capacity building for social security agreements, and the

establishment of procedures for the regularization of migration. As a result, Moldova signed **social security agreements with Hungary and Lithuania** in 2014. Awareness-raising campaigns on the application of social security agreements and their benefits for the migrants were organized across the country. During the campaign in 2013, the number of calls to the National House for Social Insurance tripled.

The ILO also helped Moldovan trade unions negotiate and sign a Protocol of Cooperation with Italian trade unions to ensure the protection of migrant workers' rights.

A central issue in the regulation of labour migration is the definition of qualifications according to the receiving countries. Therefore six occupational standards for blue collar workers were developed by Moldovan constituents.

SUCCESS STORY



Veaceslav Bicbaev is a 65 year-old pensioner from Moldova who worked in the Czech Republic three times at different periods of his life. *"When I retired and went back to Moldova, I tried to find out if I could receive my Czech pension. Things looked very complicated, so I dropped the idea,"* he says. *"But later an old colleague of mine told me that Moldova had signed an agreement on social security with the Czech Republic. I filled in all the necessary papers and now I receive my pension from the Czech Republic. This is a significant amount of money, especially since my Moldovan pension is small,"* he adds.

Creating more business friendly environment with strong employers organizations

With ILO assistance, a report on the enabling environment for sustainable enterprises was developed containing policy recommendations in the area of social dialogue, good governance, enabling legal and regulatory framework, education and training opportunities. The findings of the report were used by

the National Confederation of Employers of the Republic of Moldova (CNPM) to develop a strategic policy framework entitled "Seven Obstacles for Business" and three Position Papers on Labour Law, Informal Economy and Social Dialogue. **10 local employers' organizations were created and reinforced across the country.**

Reinforcing the workers organizations for better working conditions

The ILO strengthened the capacity of trade unions to promote effective collective bargaining and social dialogue mechanisms at all levels, including company, branch and national levels. **A pool of occupational safety and health experts** was created with the ILO's support. Around **200-250 trade union members** have been trained to provide specialized assistance in court cases related to workplace accidents and

safety problems (e.g. in the metal industry). They have also learned how to develop position papers and proposals to amend the existing legislation. At the company level, these experts participated in the **establishment of bipartite committees on occupational health and safety**, as required by the relevant EU directive, as well as in the application of a roadmap to assess workplace risks in the Republic of Moldova.



Formalising the informal economy and extending social security to workers in informal employment

Tripartite strategies were validated in Moldova to follow up to the National Study on the quantitative and qualitative dimension of the **informal economy and informal employment**. An awareness-raising campaign was developed in cooperation with tripartite constituents.

Staff from the labour inspectorate, social security institutions, statistics offices, employers' and workers' organizations were trained and empowered to expand their outreach to the informal economy. Policy advice on the reform of the social protection system has been provided

to Moldovan constituents on old-age and disability pensions, farmers inclusion into the national social security system and differential contribution rates of employment injury benefit.

Strengthening capacity of Moldova to ratify and apply international labour standards and to fulfil their reporting obligations

With the support of the ILO, a **case law database** was created in order to improve the discharge of reporting obligation on international labour standards by the government. Through the database, legal experts are able to quickly and effectively generate statistical reports on labour litigations, access information and statistical data on the application

of fundamental labour standards by national judges. The capacity of more than 100 judges and labour inspectors were reinforced on international and national legislation. A decision of the Supreme Court of Justice was issued in December 2014 to foster the use of **international labour standards**, especially in cases of inconsistency with domestic law.



Next steps

The new **Decent Work County Programme for 2016-2020** is under final approval by the constituents and will be the road-map for ILO's future actions in Moldova

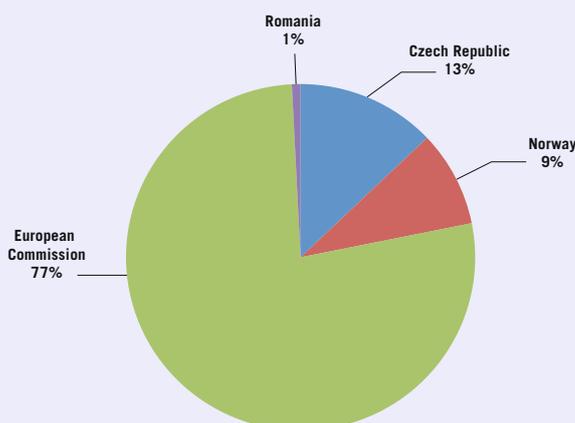
in line with the **2030 Sustainable Development Goals (SDGs)**. The ILO will also join the UN Country Team in localizing the SDGs.



Partnership for decent work

The **United Nations – Republic of Moldova Partnership Framework for 2013–2017 (UNPF)**, of which the ILO is a part, voices the collective determination of the United Nations to support Moldova in tackling major development challenges as it implements its vision to be a prosperous and modern European country. This programmatic document opens perspectives for partnerships in areas like equitable access of people to employment and decent work, and income generating opportunities through a human rights-based approach. The UNPF entails a distinct *Outcome on Economic Opportunities and Regional Development: People have access to more sustainable regional development, economic opportunities – innovation and agriculture in particular – and decent work*, where the ILO actively joins in. This resulted in partnerships with UNDP, UN Women and UNFPA on various employment and labour-market related issues.

Major ILO resource partners in Moldova (2012-2015)



THE ILO AND DECENT WORK – A MANDATE FOR PEACE AND SOCIAL JUSTICE

The International Labour Organization (ILO) is devoted to promoting social justice and internationally recognized human and labour rights, pursuing its founding mission that labour peace is essential to prosperity.

Today, the ILO helps advance the creation of decent work and the economic and working conditions that give working people and business people a stake in lasting peace, prosperity and progress. Its tripartite structure provides a unique platform for promoting decent work for all women and men.

Its main aims are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues.

Selected Country Programme Results for Moldova in 2014 and 2015

COUNTRY PROGRAMME OUTCOME AND RESULTS ACHIEVED	ILO CONTRIBUTION (OUTPUTS)
Improved policy environment for maternity protection and work-family reconciliation, including for the most vulnerable workers.	
<p>Amendments to the National Collective Convention No. 2 on Working and Leisure Time were adopted in June 2014, which included family, maternity and paternity leave rights.</p>	<ul style="list-style-type: none"> > Organization of tripartite validation workshop with national constituents on "Work and family reconciliation in the Republic of Moldova: the way forward for action". > Analysis of law and practice on work and family reconciliation.
Strengthened institutional capacity of employers' organizations	
<p>The National Confederation of Employers of the Republic of Moldova (CNPM) set up ten territorial employers' organizations and expanded its existing services to the regions.</p> <p>Three territorial tripartite commissions for consultation and collective bargaining (TCCCB) were set up in Edinet, Balti and Cahul districts.</p> <p>Direct involvement of local employers' organizations in the negotiations resulted in the signing of six territorial collective agreements, which now make up one-third of the total territorial collective agreements in force.</p>	<ul style="list-style-type: none"> > Technical and financial assistance in setting up local employers' organizations. > Production of training and guidance materials on social dialogue, strategic planning and governance.
Strengthened institutional capacity of workers' organizations	
<p>Occupational safety and health experts from the National Trade Union Confederation of Moldova (CNSM) implemented a training plan in 18 regions and at three branch levels for trade union leaders and members.</p> <p>The trade unions issued a position paper on the informal economy and contributed to the validation of the ILO's report on the informal economy.</p> <p>Trade unions have enhanced capacities in using the ILO supervisory machinery to improve the protection of workers' fundamental rights, leading to the decision by the Government to introduce amendments to bring legislation into line with international labour standards.</p> <p>Training programmes are based on ILO OSH standards and promotion of the principles of the ILO's Tripartite Declaration on MNEs and Social Policy, its Declaration on Social Justice for a Fair Globalization, and gender equality principles.</p>	<ul style="list-style-type: none"> > Trainers' training provided to 18 selected experts of the CNSM on ILO and EU OSH standards; and on the role of OSH Committees in the implementation of OSH standards, with a focus on the use of risk evaluation at company level > Printing and translation of booklets on ILO OSH Conventions and EU Directives > Support to the production of a trade union manual on "Informal Economy and trade unions" > Technical assistance, advisory services and training provided > Organization of a regional conference on the transition from informal to formal economy in September 2015, with the participation of the CNSM
Strengthened capacity of member States to ratify and apply international labour standards and to fulfil their reporting obligations	
<p>Follow up workshop on the report of the tripartite committee established by the ILO Governing Body to examine the representation alleging non-observance by the Republic of Moldova of the Labour Inspection Convention, 1947 (No. 81), submitted under article 24 of the ILO Constitution by the National Confederation of Trade Unions of Moldova (CNSM)</p> <p>The amendment of national legislation to bring it into line with Convention No. 81 became an explicit priority of the new DWCP 2016-20, currently under development.</p>	<ul style="list-style-type: none"> > Tripartite workshop organized and conducted in the country with the participation of the ILO's International Labour Standards Department and Labour Administration Department

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