



► BE THE VOICE OF EQUITY AT THE WORKPLACE!



▶ **BE THE VOICE OF EQUITY AT THE WORKPLACE!**

Trade union initiatives developed and implemented by grassroots trade union organizations and national/sectoral trade union centres to ensure a balance between family and work responsibilities

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This brochure was developed by the National Trade Union Confederation of Moldova (CNSM) with the support of the International Labour Organization as part of the projects “Promoting the creation of quality employment and sustainable enterprises in the care and related sectors” and “Enhancing peace and economic prosperity through women’s leadership and inclusion” implemented with the financial support of the Government of Switzerland.

The brochure is based on information provided by the institutions implementing trade union initiatives.

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► Preamble

In the context of promoting gender equality and supporting the ratification of International Labour Organization Convention No. 156 concerning equal opportunities and equal treatment for men and women workers with family responsibilities, the National Trade Union Confederation of Moldova (CNSM) in partnership with the International Labour Organization (ILO) launched on 27 May 2025 the national campaign **“Be the Voice of Equity at the Workplace!”**.

The campaign aimed to inform, raise awareness, and mobilize trade union members, social partners, and the general public regarding the need to ensure equal treatment for men and women workers with and without family responsibilities, **as well as promoting the ratification of ILO Convention No. 156 as an essential tool for ensuring equal opportunities and treatment, promoting work-life balance, and enhancing the protection of workers’ rights.**

The Campaign which ran between **27 May 2025** and **17 March 2026** included a number of initiatives focusing on information, training, and active engagement.

The Labour Institute’s platform hosted two sessions of **training for male and female trainers** on “Equal Treatment for Men and Women Workers with Family Responsibilities”, completed by 53 participants. The training sessions used information materials and the **Trainer’s Guide and Teaching Toolkit** developed by a group of national trade union trainers.

The CNSM Youth Commission and Women’s Commission were actively involved in the awareness-raising event **“Active Fathers – Equal Partners in Raising Children”**, organized in cooperation with other UN agencies, civil society organizations, and government bodies – an initiative that highlighted the trade union movement’s commitment to promoting gender equality and the right of every man and woman worker to assume family responsibilities without constraints.

CNSM representatives across the country facilitated the organization of **21 training and information seminars** in 21 districts, attended by over **874 people**, including 760 women trade union leaders and activists and 114 men trade union leaders and activists. The participation of representatives from the National Office of Social Insurance ensured first-hand information about the current state-provided protection for families with children.

Grassroots trade unions, with the support of national/sectoral trade union centres, have implemented **20 local trade union initiatives** – actions carried out in workplaces to promote gender equality and equal opportunities for men and women workers, both with and without family responsibilities.

The activities carried out as part of the Campaign and the information materials are available on the CNSM’s official website and have been **covered by the media** throughout the process, making it easier for trade union members and the general public to access information about the project. The portal and the *Vocea poporului* (*Voice of the People*) weekly newspaper have published details about local initiatives and regional training sessions.

Below is a brief overview of the trade union initiatives carried out as part of the Campaign.

► Let's come back together – a mentor for a new career start

Implementing organization: Grassroots trade union organization of the Guguță Preschool Education Institution in Ungheni, Trade Union Federation of Education and Science of the Republic of Moldova (FSEȘ).

Implementation manager: Lilia Savin, President of Ungheni FSEȘ Territorial District Trade Union Centre.

Overall objective: Facilitate professional reintegration of trade union female members returning from parental leave by providing emotional support, information, and personalized mentoring.

Background and rationale: After a long period of childcare leave, parents often face challenges related to returning to work: adapting to institutional changes, regaining self-confidence, and managing work-family balance. The lack of structured support upon returning to work can affect performance, emotional well-being, and active participation in daily life.

Therefore, this program aims to provide direct support to four mothers who are trade union members and employees of Guguță PEI through a mentoring program designed to offer them resources, guidance, and human connection during their professional reintegration.

Activities carried out

- Launch and orientation session (28 October 2025) – an informal meeting to present the program's objectives, the mentor, and the planned activities, during which participants shared their expectations and concerns;
- Thematic workshops (10 November – 17 December 2025) – focusing on confidence and professional adaptation, managing work-family balance, and the rights of working parents through discussions, practical exercises, and experience sharing;



- ▶ Individual mentoring (24 November – 15 December 2025) – personalized sessions for each participant, which helped them to adapt to the workplace, manage stress, and build self-confidence;
- ▶ Development and distribution of an informational brochure (18 November – 20 December 2025) – a practical guide on the rights of working parents and recommendations for returning to work;
- ▶ Final evaluation and reflection (19 December 2025) through questionnaires and group discussions to gather feedback and suggestions for improving the initiative.

Challenges and solutions

The participants found it difficult to readjust after parental leave, experiencing a loss of self-confidence and fear of not being able to meet professional demands. The challenge of managing the work–family balance and the lack of formal support upon their return made them reluctant to voice their concerns. The flexible schedule, individual mentoring, and the creation of a safe space for dialogue helped to overcome these difficulties.

Results achieved

The activities demonstrated an increase in the participants' professional and emotional confidence, a greater awareness of the rights of workers with family responsibilities, and a stronger sense of belonging and trade union support. The program has created a model of best practice that can be replicated and scaled up at the institutional level.

► Balance and respect – Equal rights in the workplace

Implementing organization: Grassroots Trade Union Organization of the Public Sinești Gymnasium and Kindergarten Educational Complex in Ungheni, Trade Union Federation of Education and Science of the Republic of Moldova (FSEȘ).

Implementation manager: Lilia Savin, President of Ungheni FSEȘ Territorial District Trade Union Centre.

Overall objective: Raising employee awareness of equal opportunities and equal treatment for men and women workers with family responsibilities with a view to fostering a fair and inclusive work environment.

Background and rationale: A significant percentage of the staff of Sinești Gymnasium and Kindergarten are women, many of whom have children or dependent family members in their care. Although the law provides protection for this category of employees, awareness of their rights and mutual support remain limited. The initiative was necessary to create a climate of respect, support, and understanding among colleagues and encourage favourable negotiations in collective bargaining agreements regarding work flexibility.

Activities carried out

- Presentations and discussions – a workshop for 30 participants to provide information on the rights of workers with family responsibilities, examples of best practices, and case studies.
- Distribution of informational leaflets and brochures – dissemination of materials explaining employees' rights and protection mechanisms.
- Thematic information board – a permanent display area with posters and materials designed to keep employees informed.



- ▶ Theme Day: “Respect for the Work-Family Balance” – a creative activity featuring messages written by colleagues to strengthen relationships and organizational culture.
- ▶ Online promotion – photos and posts shared on the institution and trade union’s web pages to expand the campaign’s outreach.

Challenges and solutions

The main challenges were the teachers’ heavy workload and limited participation in certain activities. These were addressed by scheduling sessions after work hours and distributing informational materials online, so that all employees could receive information and support.

Results achieved

The initiative led to increased awareness and understanding of the rights of workers with family responsibilities, active involvement of employees in awareness-raising activities, a strengthened dialogue between the trade union and management, and greater visibility for the trade union within the institution. The campaign helped to promote an organizational culture based on respect, balance, and solidarity, providing a permanent framework for educating and supporting employees.

► Inclusion, in the Collective Agreement between Sindlex Federation of Trade Unions of Moldova and the Ministry of Internal Affairs, of a separate chapter regulating equal opportunities and equal treatment for men and women employees with family responsibilities

Implementing organization: SINDLEX Federation of Trade Unions of Moldova.

Implementation manager: Svetlana Rîbac, Vice President for Organizational, Educational, and Training Affairs, SINDLEX Federation of Trade Unions of Moldova.

Overall objective: Include a separate chapter in the Collective Agreement negotiated by SINDLEX Federation of Trade Unions of Moldova and the Ministry of Internal Affairs to regulate the principles of equal opportunity and equal treatment for employees with family responsibilities, providing them with specific opportunities to balance their professional work with their family responsibilities.



Background and rationale: Employees with family responsibilities face difficulties in balancing work and family demands, and the lack of clear provisions in the collective bargaining agreement limits their access to support measures. This initiative is necessary to introduce specific regulations to guarantee the rights of these employees, facilitate social dialogue, and promote a fair and inclusive work environment in accordance with international standards.

Activities carried out

- A detailed work plan developed, including deadlines, responsibilities, and resources, which served as basis for monitoring the process;
- An activity report which included a description of activities carried out, progress made in achieving objectives, findings regarding the level of awareness among trade union members, and recommended next steps in the collective bargaining process;
- Progress monitoring in the collective bargaining process, documentation of proposals, assessed level of acceptance of provisions related to family responsibilities, and advocacy for the inclusion of a dedicated chapter in the text of the agreement.

Challenges and solutions

The main challenge consisted in the need to align the proposals regarding family responsibilities with the existing provisions of the collective agreement and to maintain an effective social dialogue between the parties. Solutions included ongoing consultations with employee and employer representatives, justifying the provisions with reference to national legislation and international standards, and closely monitoring the negotiation process to ensure the inclusion of the proposed chapter.

Results achieved

The Collective Bargaining Agreement (sector level) has been negotiated and signed with a separate chapter regulating the principles of equal opportunity and equal treatment for employees with family responsibilities. This provides for specific actions to reconcile work and family responsibilities and ensures fair pay for both genders, thereby fostering an inclusive and fair working environment.

► Campaign to recruit MIA's Ștefan cel Mare Academy students for Trade Unions and Promote ILO Convention no. 156. Socio-economic guarantees for youth, women and employees with family responsibilities

Implementing organization: The Primary Trade Union Organization (OSP) of the 'Ștefan cel Mare' Academy of the Ministry of Internal Affairs, and the 'SINDLEX' Federation of Trade Unions of the Republic of Moldova."

Implementation manager: Grigore Romanciuc, General Secretary of the Federation, Vice President of the DEMNITATE (Dignity) Trade Union.

Overall objective: Increase the level of awareness and involvement among the students of Ștefan cel Mare Academy of the Ministry of Internal Affairs in trade union activities by promoting the rights and guarantees provided for in ILO Convention No. 156 and collective bargaining agreements, as well as by encouraging membership in the trade union and strengthening a culture of solidarity and social dialogue among young people.

Background and rationale: The involvement of students of the Ștefan cel Mare Academy of the Ministry of Internal Affairs in trade union activities is important for strengthening the trade union movement among future law enforcement staff. Informing young people early on about their rights and social guarantees, the role of trade unions, and mechanisms for social dialogue contributes to the development of an organizational culture based on solidarity, responsibility, and respect for rights in the workplace.

Through these activities, students had the opportunity to learn about the provisions of ILO Convention No. 156 concerning equal opportunities and equal treatment for men and women workers with family



responsibilities, as well as the socio-economic guarantees provided for in CBAs. The initiative aimed to increase young people's awareness and encourage their involvement in the trade union organization while still in school, thereby facilitating their integration into professional life and into structures representing employees' interests.

Activities carried out

An information and trade union recruitment campaign was organized for the MIA's Ștefan cel Mare Academy students to present the role and mission of trade unions, the benefits of trade union membership, and the provisions of ILO Convention No. 156 on equal opportunities and treatment for workers with family responsibilities. Participants were also informed about the socio-economic guarantees provided by CBAs for young people, women, employees with family responsibilities, and persons with disabilities. The event took place in an interactive format, encouraging direct communication with the students.

Challenges and solutions

No major difficulties were encountered during the course of the activity. The efficient organization and active involvement of the participants contributed to the campaign's success.

Results achieved

The activity helped to raise the students' awareness and understanding of their socio-economic rights and guarantees, as well as foster a positive attitude toward trade union activities and social dialogue. At the same time, the distributed information materials helped to deepen students' knowledge of the relevant legal framework and the role of trade unions in defending employees' rights.

► Inclusion, in the Collective Bargaining Agreement between the National Anti-Corruption Center and the Demnitate Trade Union, of a separate chapter regulating equal opportunities and equal treatment for men and women employees with family responsibilities

Implementing organization: DEMNITATE Trade Union, SINDLEX Federation of Trade Unions of Moldova.

Implementation manager: Angela Secieru, Senior Document Management Specialist, SINDLEX Federation of Trade Unions of Moldova.

Overall objective: Include a chapter in the CBA between the National Anti-Corruption Centre and the DEMNITATE Trade Union to regulate the principles of equal opportunity and equal treatment for men and women employees with family responsibilities, providing them with concrete opportunities to balance their professional and family responsibilities.



Background and rationale: Employees with family responsibilities face difficulties in balancing their professional lives with their family obligations, and the lack of clear provisions in the CBA limits their access to real support measures. This initiative aims to include a chapter that guarantees the rights of these employees, and promotes social dialogue and the application of international standards on equal opportunities, contributing to the creation of a fair and inclusive work environment.

Activities carried out

National and international legislation provisions regarding equal opportunities and fair treatment of employees with family responsibilities were collected and analysed. At the same time, the current situation at the National Anticorruption Centre regarding support provided to employees with family responsibilities was assessed, and consultations were held with the institution's representatives regarding the advisability of including specific provisions in the CBA. Social dialogue commissions drafted and submitted proposals for a chapter dedicated to equal opportunity and fair treatment, and trade union representatives actively participated in the negotiation process to support its inclusion in the CBA.

Challenges and solutions

The main challenge was the low level of awareness regarding the rights of employees with family responsibilities and the importance of applying the principles of equal opportunity. To address this situation, the implementers used arguments based on national legislation, international labour standards, and examples of best practices, and held consultations within the framework of social dialogue mechanisms.

Results achieved

Following a process of consultation and negotiation, a chapter dedicated to eliminating discrimination, promoting equal opportunities, and ensuring fair treatment for men and women employees with family responsibilities at the National Anticorruption Centre has been included in the CBA for 2026-2031. This achievement helps to strengthen the social protection framework and promote a fair and inclusive work environment.

► Implementation of a mentoring program to facilitate a smooth transition back to work for men and women employees returning from childcare leave

Implementing organization: GARDIANUL” (Guardian) Trade Union Association, SINDLEX Federation of Trade Unions of Moldova.

Implementation manager: Iuliana Strunga, Deputy General Secretary of the Federation, Vice President of the GARDIANUL Trade Union.

Overall objective: Facilitate the reintegration of employees returning from childcare leave back into their professional roles by implementing a mentoring program that provides practical support, information, and guidance in accordance with the principles of ILO Convention No. 156 concerning equal opportunities and treatment for men and women workers with family responsibilities.

Background and rationale: When employees return from childcare leave, they may face difficulties adapting to workplace demands, which can affect their performance and work-life balance. The mentoring program provides practical support, information, and guidance, helping to create a fair, inclusive work environment tailored to the needs of employees with family responsibilities in accordance with ILO Convention No. 156.



Activities carried out

- Development and delivery of an interactive presentation on the mentoring program, the national and international legal framework (ILO Convention No. 156), and the rights of employees with family responsibilities;
- An interactive session organised and conducted for 50 employees of the National Administration of Penitentiaries, featuring group discussions and an exchange of experiences regarding professional reintegration following childcare leave;
- Printed and distributed leaflets containing information on the rights of workers with family responsibilities and best practices for work-life balance;
- The institution's existing mentoring program strengthened by selecting mentors and incorporating the principles of equal opportunity and non-discrimination in the workplace.

Challenges and solutions

The main challenge was the limited availability of employees due to the specific schedule of the penitentiary administration. This was overcome by adapting the activities and using an interactive format that allowed

for the effective engagement of participants. Additionally, the existing mentoring program was intended only for new employees, which is why it was proposed to expand the program to include employees returning from childcare leave and cover topics related to equal opportunities and work-life balance.

Results achieved

The initiative raised awareness among trade union members regarding the rights of workers with family responsibilities and the provisions of ILO Convention No. 156, strengthening trade union capacity to support professional reintegration and creating a framework for dialogue and experience sharing to identify practical solutions for professional adaptation. The mentoring program was recognized as an effective tool for supporting and integrating employees returning from leave.

► Awareness campaign to combat gender stereotypes in line with ILO Convention no. 156 on equal opportunities and equal treatment for men and women workers with family responsibilities

Implementing organization: SALVATORUL” (Rescuer) Trade Union Association, SINDLEX Federation of Trade Unions of Moldova.

Implementation manager: Iuliana Strunga, Deputy General Secretary of the Federation, Vice President of the GARDIANUL Trade Union.

Overall objective: Increase awareness among trade union members at SALVATORUL TUA on combating gender stereotypes and promoting equal opportunities and treatment for employees with family responsibilities in order to support their equitable integration into the labour market and active participation in the well-being of the workplace and their families.

Background and rationale: Employees with family responsibilities may face discrimination or unequal treatment based on gender or family obligations, which affects their career opportunities and work-life balance. A lack of information regarding equal opportunities and treatment limits employees’ ability to protect their rights and contribute effectively to the organization’s activities. The initiative was necessary to raise awareness and promote a fair and inclusive work environment.

Activities carried out

- An interactive PowerPoint presentation developed and delivered, focusing on equal opportunities, the prevention of discrimination, and the rights of employees with family responsibilities, with reference to ILO Convention No. 156 and national legislation;



- ▶ An interactive session organised for employees, combining a theoretical presentation with open discussions and experience sharing regarding the application of the principles of equal treatment in the workplace;
- ▶ Printed and distributed leaflets containing information on the rights of workers with family responsibilities and best practices for work-life balance;
- ▶ Participants with better knowledge and critical thinking regarding gender stereotypes and employee rights.

Challenges and solutions

The main challenge was the specific work schedule and operational routine of employees at the General Inspectorate for Emergency Situations, which made it difficult to organize activities involving a large number of participants at the same time. The solution was to adapt the activities to the participants' availability and conduct the sessions in an interactive format, which allowed all participants to get engaged and discuss real-life situations from their professional work.

Results achieved

The activities increased employees' knowledge and awareness regarding equal opportunities, prevention of discrimination, and the rights of workers with family responsibilities. The participants appreciated the relevance of the information and the practical nature of the examples provided, while the initiative contributed to fostering an organizational climate based on respect, inclusion, and equal treatment, reducing gender stereotypes in the workplace.

► Information campaign: Work and family – the right to a balance!

Implementing organization: Grassroots Trade Union Organization of the Bogdan Petriceicu Hasdeu Municipal Library, Federation of Trade Unions of Cultural Workers of Moldova.

Implementation manager: Svetlana Gumeni, President of the GTUO of the Bogdan Petriceicu Hasdeu Municipal Library.

Overall objective: Increase employee awareness and understanding of the rights of workers with family responsibilities and promote targeted support measures through informational activities, thematic workshops, and counselling sessions.

Background and rationale: In a context where pressures on employees with family responsibilities are increasing, it is essential to foster an organizational culture based on equity and mutual support. The initiative addresses the need to reduce indirect discrimination, workplace stress, and difficulties in returning to work after caregiving leave, given that women make up the majority of employees.

Activities carried out

- Campaign launch (1 October 2025), including the distribution of printed and digital informational materials and the organisation of a focus group to evaluate the CBA and identify proposals for improvement;
- Seminar “Equal Treatment for Men and Women Workers with Family Responsibilities” (13 November 2025), during which 49 trade union members participated in training sessions on gender equality, ILO Convention No. 156, and workplace stress management, preparing to share this information with their respective workgroups;



- ▶ Individual counselling sessions for 8 employees, providing practical support in managing difficult situations at work and balancing professional and family responsibilities;
- ▶ Production and distribution of promotional materials, including flyers, stickers, notebooks, and pens, to inform employees and reinforce the campaign's messages.

Challenges and solutions

Low participation and reluctance on the part of some employees were addressed through a flexible schedule, confidential one-on-one sessions, clear communication, and tailoring the campaign's messages to the participants' actual needs, thereby ensuring a successful implementation.

Key results

The initiative raised employees' awareness of the rights of male and female employees with family responsibilities and promoted work-life balance. Participants acquired practical tools for managing stress and multiple responsibilities. Individual sessions provided specific support in difficult situations, and the campaign strengthened trust and a sense of belonging within the trade union. This represents a model of best practice that can be scaled up at the institutional level.

► Information campaign: Provisions of ILO Convention no. 156. Current situation and outlook

Implementing organization: Grassroots Trade Union Organization of Employees of the Public Institution – Academy of Music, Theatre and Fine Arts, Federation of Trade Unions of Cultural Workers of Moldova.

Implementation manager: Vasile Fotescu, President of GTUO Employees of PI Academy of Music, Theatre and Fine Arts.

Overall objective: Increase awareness and understanding of the provisions of ILO Convention No. 156 among AMTFA staff and students in order to promote the practical implementation of principles regarding support for workers with family responsibilities.

Background and rationale: Work-life balance is essential for a modern and inclusive organization. ILO Convention No. 156 establishes international standards for equal opportunities and support for workers with family responsibilities. Within the Academy, awareness of and adherence to these provisions positively influence the academic and professional environment for both employees and students. The campaign provides clear information, promotes respect for the principles of equality and family support, and encourages the practical implementation of the Convention.

Activities carried out

- Beneficiary identification and surveys (1–14 September 2025) – precisely defining the target group through in-person and online surveys in order to plan seminars and training sessions;
- Thematic seminars (2–16 October 2025) held at three faculties – Music, Theatre, Choreography and Multimedia, and Fine Arts, Decorative Arts and Design – for staff and students. The seminars included a presentation of ILO Convention No. 156, case study discussions, and distribution of printed and digital informational materials;
- Development and distribution of materials – 215 guides, 190 worksheets and questionnaires, as well as electronic distribution among students and graduates;



- ▶ Online sessions (12 November 2025) for participants who were unable to attend in person, featuring interactive training via Google Meet;
- ▶ Multimedia promotion – production of two videos to convey key messages to the target audience.

Challenges and solutions

Difficulties in identifying the target group, participants' involvement in limited timeframes, and students' initial lack of interest were overcome through preliminary surveys, a flexible seminar schedule, online sessions, and interactive presentations, ensuring active participation and recognition of the Convention's relevance.

Results

The campaign significantly raised awareness among employees and students regarding the rights of workers with family responsibilities and the provisions of ILO Convention No. 156. The materials distributed and the seminars reached a large number of beneficiaries and strengthened dialogue and solidarity among colleagues and students. Participants acquired practical tools for managing work-life balance and understood the importance of trade union involvement in protecting their rights.

► Balance clauses: Real support for employees with family responsibilities

Implementing organization: Grassroots Trade Union Organization of the AUTOSALUBRITATE Municipal Enterprise, Sindindcomservice Trade Union Federation of Workers in Social Services and Production.

Implementation manager: Mariana Nazarenco, member of the Trade Union Committee of the GTUO of AUTOSALUBRITATE ME Staff.

Overall objective: Improve working conditions for employees with family responsibilities by negotiating specific provisions in the CBA that support work-life balance and promote an inclusive organizational culture.

Background and rationale: Most of the trade union members in the organization have family responsibilities, but the lack of clear and tailored provisions in the CBA makes it difficult to balance work and family life. This situation can lead to increased stress, decreased productivity, and difficulties in maintaining a work-life balance.

This initiative is necessary for introducing contractual provisions that provide real support to employees with family responsibilities. The negotiation and awareness-raising process is essential for ensuring that these measures are understood, accepted, and effectively implemented, thereby helping to create a more equitable and inclusive work environment.

Activities carried out

- Information through leaflets – development and distribution of tailored leaflets on ILO Convention No. 156 to help workers with family responsibilities to understand their rights and obligations;



- ▶ Information session (23 December 2025) where 31 participants were briefed on the national and international regulatory framework, worker rights, and the importance of contractual provisions for work-life balance;
- ▶ Negotiation and inclusion of clauses in the CBA, where the incorporated provisions concerned flexible work schedules, additional leave, and support for professional training and onboarding.

Challenges and solutions

The main challenges stemmed from the reluctance of some employees to accept changes to the work schedule and adapt organizational practices. These difficulties were overcome through careful communication and consultation, presentation of examples of best practices, and highlighting the benefits for both the organization's productivity and employees' work-life balance.

Results

The initiative yielded tangible, concrete results: trade union members became better informed and more aware of their rights regarding family responsibilities, while the clauses introduced into the collective agreement provide them with real support for achieving a work-life balance. Internal perception was strengthened, and employees understood that the principles of equal opportunity and treatment are part of the organization's values.

► **Information session:**
The role of ILO Convention no. 156 on equal opportunities and equal treatment for men and women workers with family responsibilities and of the sector-level and unit-level Collective Bargaining Agreement

Implementing organization: Grassroots Trade Union Organization of Employees of CIMIȘLIA-GAZ SRL, Trade Union Federation of Chemical Industry and Energy Resources Workers of Moldova.

Implementation manager: Diana Cernei, the Federation's Organisation, Education, and Information Advisor.

Overall objective: Create an inclusive and equitable labour market by informing and supporting employees with family responsibilities so that they can effectively engage in both their professional work and the well-being of their families.

Background and rationale: Employees with family responsibilities often face difficulties in balancing work and family life, which can affect both their professional performance and personal well-being. ILO Convention No. 156 and the sector-level CBA provide the legal framework and principles necessary to ensure equal opportunities and treatment.

Informing employees about these provisions is essential for creating an inclusive work environment, preventing discrimination, and supporting the active participation of all employees. This initiative helps to raise awareness of rights and responsibilities, strengthening trade union solidarity and promoting equitable organizational policies.



Activities carried out

On 28 November 2025, 25 trade union members attended a seminar on ILO Convention No. 156 and the provisions of the sector-level and unit-level CBA. The event included theoretical presentations, interactive sessions, practical exercises, and working groups, with the distribution of informational materials and supplies (brochure, folder, notebook, pen), and involved the participants in simulations and discussions regarding workplace application of legal provisions.

Challenges and solutions

The difficulties in engaging all participants and ensuring clarity of the complex provisions were overcome through interactive methods, visual aids, working groups, and the distribution of concise handouts.

Results achieved

The seminar raised awareness regarding the rights of workers with family responsibilities, provided information on the legal framework and the provisions of the Collective Labour Agreement, and helped to identify the actual challenges faced by employees. Participants formulated improvement proposals for 2026–2031. The activity strengthened the support and mediator role of trade unions and promoted a fair and inclusive work environment.

► Training: physical and psycho-emotional burnout syndrome in men and women workers with family responsibilities

Implementing organization: Grassroots Trade Union Organization of Employees of EDINET-GAZ SRL, Trade Union Federation of Chemical Industry and Energy Resources Workers of Moldova.

Implementation manager: Margareta Strestian, President of Trade Union Federation of Chemical Industry and Energy Resources Workers of Moldova.

Overall objective: Help employees with family responsibilities to develop the ability to recognize early signs of burnout, apply simple self-management techniques, and use effective methods to prevent burnout.



Background and rationale: Working at EDINET-GAZ SRL involves high physical and emotional demands combined with family responsibilities, which can lead to constant stress and burnout. Many employees lack practical knowledge about the difference between stress, fatigue and burnout, or about the early symptoms of burnout, which can negatively impact their health, work performance, and family life. The training provides accessible information and practical examples for preventing and managing burnout, and helping to maintain work capacity and a healthy work-life balance.

Activities carried out

A training session on “Physical and psycho-emotional burnout of employees with family responsibilities” was held on 26 November 2025, attended by 25 employees who are trade union members. The trainer/psychologist facilitated the presentations, practical exercises, guided visualisation, and group activities, helping participants to understand the causes and effects of burnout and acquire effective prevention and management techniques.

Challenges and solutions

The event took place seamlessly.

Results achieved

The participants gained theoretical and practical knowledge about physical and psycho-emotional overload, understood the difference between stress, fatigue and burnout, and learned about specific tools to prevent and manage these issues. The training helped to improve the professional performance and work-life balance of employees with family responsibilities.

► Information session: The role of ILO Convention no. 156 on equal opportunities and equal treatment for men and women workers with family responsibilities and of the sector-level and unit-level Collective Bargaining Agreement

Implementing organization: Grassroots Trade Union Organization of Employees of ORHEI-GAZ SRL, Trade Union Federation of Chemical Industry and Energy Resources Workers of Moldova.

Implementation manager: Diana Cernei, the Federation's Organisation, Education, and Information Advisor.



Overall objective: Raise awareness among employees who are trade union members within the GTUO of Employees of ORHEI-GAZ SRL regarding the rights and guarantees provided for in ILO Convention No. 156 and the Branch Collective Agreement in order to support equal opportunities and treatment for employees with family responsibilities, young people, women, and persons with disabilities and facilitate their integration into the labour market in an equitable and inclusive work environment.

Background and rationale: Employees with family responsibilities, young people, women, and people with disabilities often face difficulties in accessing equal opportunities and exercising their professional rights. Lack of information regarding ILO Convention No. 156 and the provisions of CBAs limits the protection of their rights. This initiative provides trade union members with clear and practical information about their rights and socioeconomic guarantees, promoting an inclusive and equitable work environment that supports both organizational performance and family well-being.

Activities carried out

A seminar on “The role of ILO Convention No. 156 on equal opportunities and equal treatment for men and women workers with family responsibilities and of the sector-level and unit-level Collective Bargaining Agreement” was held for 25 employees who are trade union members. The event included presentations on the rights of workers with family responsibilities and the role of trade unions, informational sessions on the provisions of ILO Convention No. 156 and the sector-level and unit level CBAs, as well as interactive discussions, working groups, practical exercises, and role-playing scenarios. Each participant received informational materials and necessary supplies, including a brochure with recommendations and general information about the Convention.

Results achieved

The initiative significantly raised members’ awareness regarding the rights of workers with family responsibilities and national policies ensuring those rights without discrimination. The participants were informed about the legal framework, the CBA, and the sectoral Collective Agreement, identified the main issues facing employees, and formulated specific proposals for 2026–2031. The initiative strengthened the participants’ knowledge and skills regarding the practical application of socioeconomic rights and guarantees for employees with family responsibilities.

► Training: Physical and psycho-emotional burnout in men and women workers with family responsibilities

Implementing organization: Grassroots Trade Union Organization of Employees of Gagauz-Gaz SRL, Trade Union Federation of Chemical Industry and Energy Resources Workers of Moldova.

Implementation manager: Margareta Strestian, President of Trade Union Federation of Chemical Industry and Energy Resources Workers of Moldova.

Overall objective: Develop the capacity of trade union members with family responsibilities within the GTUO of Employees of Gagauz-Gaz SRL to recognize the early signs of professional and emotional burnout, acquire self-management skills, and apply effective burnout prevention methods to maintain a work-life balance.

Background and rationale: Employees with family responsibilities, particularly those in technical professions, face high physical and psycho-emotional demands, which increases their risk of chronic stress, fatigue, and burnout. Lack of knowledge about the difference between stress, fatigue and burnout, as well as the early signs of burnout affects health, professional performance, and family life. The initiative provides self-management and prevention skills, helping to maintain physical and emotional health and create a balanced work environment.

Activities carried out

A training session on “Physical and psycho-emotional burnout in employees with family responsibilities” was held for 25 employees who are trade union members. The training included thematic presentations, practical exercises, group activities, and self-assessment techniques which helped the participants to learn about the differences between stress, fatigue and burnout, as well as burnout prevention and management techniques. Each participant received informational materials and supplies.



The training provided an interactive setting for learning and reflection, helping to strengthen the psycho-emotional well-being and improve the professional performance of employees with family responsibilities.

Results achieved

The participants gained theoretical and practical knowledge on how to identify, prevent and manage occupational burnout, and became aware of its causes and symptoms, as well as its impact on health and family life. The workshop strengthened the employees' theoretical, practical, and behavioural skills, providing them with specific tools to maintain a work-life balance.

► Collective journal: What it's like to be a parent and an employee?

Implementing organization: Grassroots Trade Union Organization of the Ion Creangă Municipal Public Library in Florești, SindLUCAS Trade Union Federation of Commerce, Food Service, Consumer Cooperative, Service, Restaurant and Hotel Workers of Moldova.

Implementation manager: Diana Romanciuc, President of the SindLUCAS Trade Union Federation of Commerce, Food Service, Consumer Cooperative, Service, Restaurant and Hotel Workers of Moldova.

Overall objective: Raise awareness among the trade union community and employers regarding the realities, challenges, and needs of working parents by collecting and sharing personal experiences with the aim of promoting empathy, solidarity, and support for work-life balance.

Background and rationale: The testimonies of working parents shed light on the specific challenges faced by workers with family responsibilities. This initiative addresses the need to adapt labour policies and practices to the realities of employees in accordance with ILO Convention No. 156. It supports the role of trade unions in representing and protecting the rights of employees with family responsibilities, strengthening social dialogue and reducing workplace stereotypes.



Activities carried out

As part of this initiative, the GTUO of the Ion Creangă Municipal Public Library in collaboration with the SindLUCAS Trade Union Federation created and presented a collective journal containing 24 authentic stories about the lives of working parents. The initiative aimed to raise awareness among trade unions and employers regarding the daily challenges faced by working parents, emphasizing the need for institutional support and a balanced approach to work-life balance in the spirit of ILO Convention No. 156.

During the implementation, three main activities took place: the presentation of the journal to 27 parents and 25 children, followed by reading and discussion of selected excerpts, and open dialogues on the role of trade unions and parents' workplace rights. The participants' children received brochures and symbolic gifts, while the parents had the opportunity to share their reflections and personal experiences.

Challenges and solutions

Delays in printing the brochure and insufficient space for participants were addressed by rescheduling the distribution of materials and rearranging the room, ensuring the smooth running of the activities.

Results achieved

The collective journal was published and distributed, helping to raise awareness regarding parents' rights in the workplace. The participants were actively involved, and cooperation between the trade union and local institutions was strengthened, providing a solid foundation for the project's sustainability.

► Drawing contest: Mom and dad at work

Implementing organization: Grassroots Trade Union Organization of the Florești Territorial Social Assistance Office, SindLUCAS Trade Union Federation of Commerce, Food Service, Consumer Cooperative, Service, Restaurant and Hotel Workers of Moldova.

Implementation manager: Diana Romanciuc, President of the Federation.

Overall objective: Strengthen the connection between employees' work and family life by creatively involving children in reflecting on their parents' work with the aim of promoting respect for work, highlighting the value of the role of working parents, and creating an open, empathetic, and family-oriented organizational culture.

Background and rationale: Work-life balance is a key aspect of employee well-being and effective functioning of organizations. Involving families in organizational life helps create a more open, friendly, and supportive work environment, where employees feel valued not only as workers but also as parents.

The drawing contest for employees' children follows the spirit of ILO Convention No. 156 which promotes support for workers with family responsibilities and recognizes the importance of measures that facilitate reconciling work and personal life. Through this initiative, the organization sends a clear message of support for families and recognition of the social role of parents' work. Involving children in expressing their perceptions of their parents' work promotes a positive image of employment, fosters professional pride among employees, and creates a warm and friendly environment conducive to empathy, mutual respect, and cohesion within the workplace community.



Activities carried out

The initiative included a drawing contest for employees' children, through which they expressed their views on their parents' work. The event took place on 25 October 2025 and was attended by 20 parents and 22 children. The artwork was displayed in an exhibition set up at Florești TSAO's premises, generating interest and excitement among participants and visitors. The activity culminated in an award ceremony for the children who received certificates, medals, and symbolic gifts.

Challenges and solutions

Fluctuations in parents' schedules and the large number of children were managed through flexible registration and additional supplies, ensuring that all children could participate and that the activity ran smoothly.

Results achieved

The activity involved 42 participants (parents and children), resulted in the creation and exhibition of 22 high-quality artworks, and strengthened the bond between family and work. Through this project, the messages of ILO Convention No. 156 were promoted in a language accessible to children, creating an empathetic and friendly environment that recognizes the importance of the role of working parents and promotes respect for work.

► Bring your child to work day – a symbolic children’s visit to their parents’ workplaces, featuring interactive activities and community bonding

Implementing organization: Grassroots Trade Union Organization of Florești City Hall Employees, SindLUCAS Trade Union Federation of Commerce, Food Service, Consumer Cooperative, Service, Restaurant and Hotel Workers of Moldova.

Implementation manager: Diana Romanciuc, President of SindLUCAS Trade Union Federation of Commerce, Food Service, Consumer Cooperative, Service, Restaurant and Hotel Workers of Moldova.

Overall objective: Strengthen the connection between employees’ work and family life by facilitating direct interaction between children, parents and the workplace with the aim of promoting understanding and respect for parents’ work and strengthening the relationship between employees, the trade union, and families.

Background and rationale: In today’s society, balancing work and family life is a constant challenge for parents, and children often do not fully understand the nature of their parents’ work. Creating opportunities for families to learn about the workplace helps strengthen relationships, foster mutual understanding, and appreciate the role of work in everyday life.

The Bring Your Child to Work initiative is in line with the provisions of ILO Convention No. 156 which emphasizes the importance of supporting workers with family responsibilities and promoting a work environment that recognizes and respects these responsibilities. Through a symbolic visit and interactive activities, children can experience and understand their parents’ work, which fosters respect for work and strengthens the organizational community.



The initiative included a symbolic children's visit to their parents' workplace which took place on 25 October 2025, involving 13 parents and 13 children. The event included a guided tour of the institution, a children's workshop featuring themed games, discussions, and educational activities, and concluded with a community activity: pavement drawing and a group photo. The children were rewarded with small gifts for their participation.

Challenges and solutions

Planning the guided tour required coordination to ensure safety and the smooth running of the activities. This was managed through coordination with the employers and organisation of the visitor flow, ensuring that all children could participate.

Results achieved

The initiative helped strengthen the local community and create a welcoming environment in which the principles of ILO Convention No. 156 were promoted in an accessible and engaging way. The children developed a positive attitude toward work and responsibility, while parents enjoyed quality time with their families in a professional setting, thereby strengthening the employee–trade union–family relationship.

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