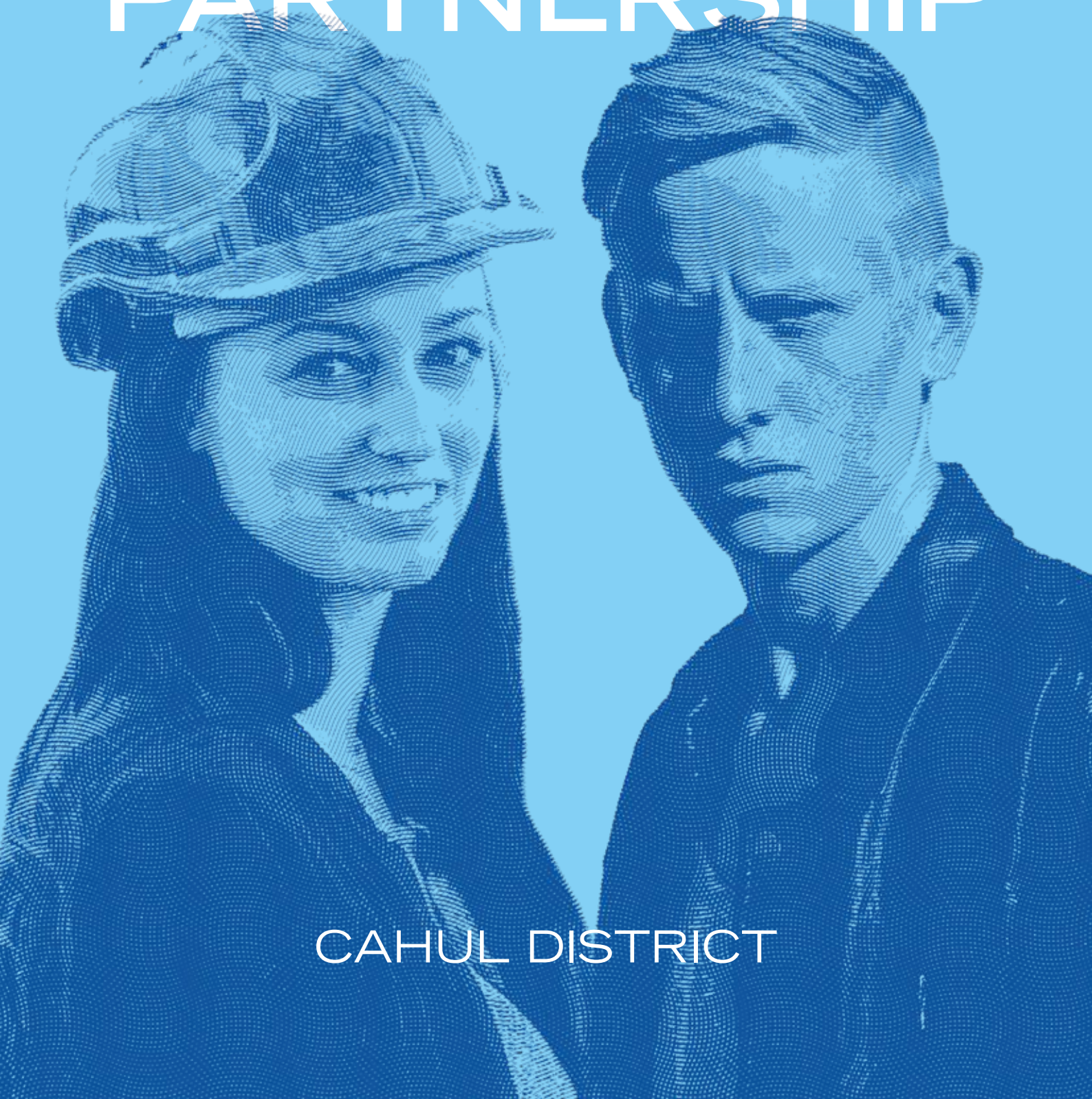




International
Labour
Organization



LOCAL EMPLOYMENT PARTNERSHIP



CAHUL DISTRICT



**PRIMĂRIA
MUNICIPIULUI
CAHUL**

LOCAL EMPLOYMENT PARTNERSHIP

CAHUL DISTRICT

Cahul, Moldova
2019

INTRODUCTION AND ACKNOWLEDGEMENTS

This document summarises the main interventions that will take place within the framework of the Local Employment Partnership of Cahul District (hereinafter LEP Cahul). The LEP Cahul has brought together a number of public and private institutions in the Cahul district to improve the situation on the local labour market and identify concrete entry-points for the creation of jobs or the formalisation of existing ones. Preparation of this LEP has been led by the Territorial Commission for Consultation and Collective Bargaining in Cahul, which has facilitated dialogue among national and local stakeholders and has provided continuous input into the eight-month long consultation process.

Ms Vrabie Violeta, ILO Project Coordinator, carried out the territorial audit in 2018 and has consolidated all inputs in one coherent document, in collaboration with Mr Vitalie Ponomariov, LEP facilitator in Cahul. We would like to acknowledge the technical guidance provided by Ms Daniela Zampini, ILO Employment Specialist, and the support of Ms. Sajmira Kopani in finalizing the document.

We would also like to express our gratitude to: Mr Vald Casuneanu, Vice-president of Cahul District Council for steering and promoting LEP Cahul throughout the process; Ms Eugenia Sarsaman, head of the Cahul Territorial Subdivision of the Employment Service for generating ideas on job creation for vulnerable individuals; Mr Anatol Nebunu for providing specialized training in beekeeping; Mr Andrei Popa, rector of Cahul State University, for adapting the ILO guidelines to the national context and for providing training based on them; representatives of Organization for the Development of the Small and Medium-sized Enterprises Sector and the Handicrafts Union from Moldova and all the active members of the employment committee of the Cahul District Council who actively participated in the meetings and in the LEP design sessions. These meetings also benefitted from the presence of representatives of, among others, the private sector, business people, government institutions, social partners and youth organizations. Every individual Action cited in the LEP document specifies the key stakeholders who have made this endeavour possible. The best way to recognize their efforts, however, is to implement the LEP successfully and to achieve the objectives that it sets out in terms of youth employment and formalization of workers and enterprises.

LIST OF ACRONYMS

CBA	Cahul Beekeepers' Association
CBC	Cahul Business Centre
CBI	Cahul Business Incubator
CDC	Cahul District Council
CNPM	National Employers' Confederation of Moldova
CNSM	National Trade Unions' Confederation of Moldova
CSU	Cahul State University 'Bogdan Petriceicu Hasdeu'
DWT/CO	Decent Work Technical Support Team and Country Office for Central and Eastern Europe
EA	Employers' Association of Cahul district
EO Cahul	Territorial Subdivision of the Employment Service in Cahul
HUM	Handicrafts Union from Moldova
ILO	International Labour Organization
LEP	Local Employment Partnership
MHLSP	Ministry of Health, Labour and Social Protection
NEA	National Employment Agency
NBA	National Beekeepers' Association of the Republic of Moldova
NEETs	[People] Neither in Employment, Education or Training
NCCCB	National Commission for Consultation and Collective Bargaining
ODIMM	Organization for the Development of the Small and Medium-sized Enterprises Sector
TCCCB	Territorial Commission for Consultation and Collective Bargaining
SCA	Savings and Credit Association 'Făguraș-Vadul lui Isac'
YR@W	Youth Rights at Work

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EXECUTIVE SUMMARY

Local Employment Partnerships (LEPs) represent an institutional innovation based on ‘negotiated’ planning, in which multiple local stakeholders concerned with labour market challenges in their community assume complementary and interconnected roles and responsibilities to devise solutions adapted to local circumstances. The main goal of LEPs is job creation and transitions to formal employment.

The LEP in Cahul district is designed and implemented under the aegis of the tripartite Territorial Commission for Consultation and Collective Bargaining (TCCCB),¹ a social dialogue platform that brings together representatives of the local public authority, as well as local trade unions and employers’ associations. The Territorial Commission for Consultation and Collective Bargaining acts as a catalyst, convening relevant labour market stakeholders, identifying the territory’s key employment challenges and suggesting concrete actions that would directly address the barriers to job creation and transition to formality. This approach capitalizes on the incentives and capacities of local actors to bring about change on the labour market and ensures the sustainability of the LEP process.

The eight Actions of LEP Cahul are aimed at creating and formalizing approximately 264 jobs and launching about 110 start-ups in sectors with job-creation potential (beekeeping, creative industries and crafts). Around 670 individuals from Cahul district, including individuals at risk of social exclusion, will benefit directly from the opportunities afforded by the project and around 1,000 people in the community will benefit indirectly.

Implementation of LEP Cahul envisages the involvement of about 20 public and private partners at the national and local levels, including civil society organisations, financial institutions, educational and training institutions, the employment service, producers’ associations, enterprises and investors. The implementation of LEP Cahul will cost 410,849 USD.² The International Labour Organization (ILO) will provide 190,457 USD to support for multiple service lines within the framework of the project ‘Improved human resource development and employment policies, with particular attention to young people, women and migrants’. The national programmes of the Organization for the Development of the Small and Medium-sized Enterprises Sector (ODIMM) will contribute with 204,462 USD in the form of a grant scheme to complement service lines oriented toward business development and enterprise creation. The remainder comprises in-kind contributions from local stakeholders involved in LEP Cahul, such as public institutions, enterprises, producers’ associations, public associations and educational institutions.

Decreasing activity and employment rates for all age groups, especially young people, are characteristic features of the Moldovan labour market. The NEETs (young people neither in employment, education or training) rate was 27.1 per cent in 2018. Employment in the informal economy remains pervasive among young people, affecting approximately one-quarter of them.³ Young people living in rural areas are more likely to be unemployed or to work under precarious terms of employment.

Cahul district faces complex labour market challenges, which include: (i) a high incidence of informal and domestic work; (ii) a disproportionate vulnerability affecting young people and women (signified by very low attachment to the labour market); (iii) massive emigration; (iv) limited infrastructure and access to public employment services; (v) a lack of employment opportunities; and (vi) a lack of education/training opportunities linked to the needs of enterprises.

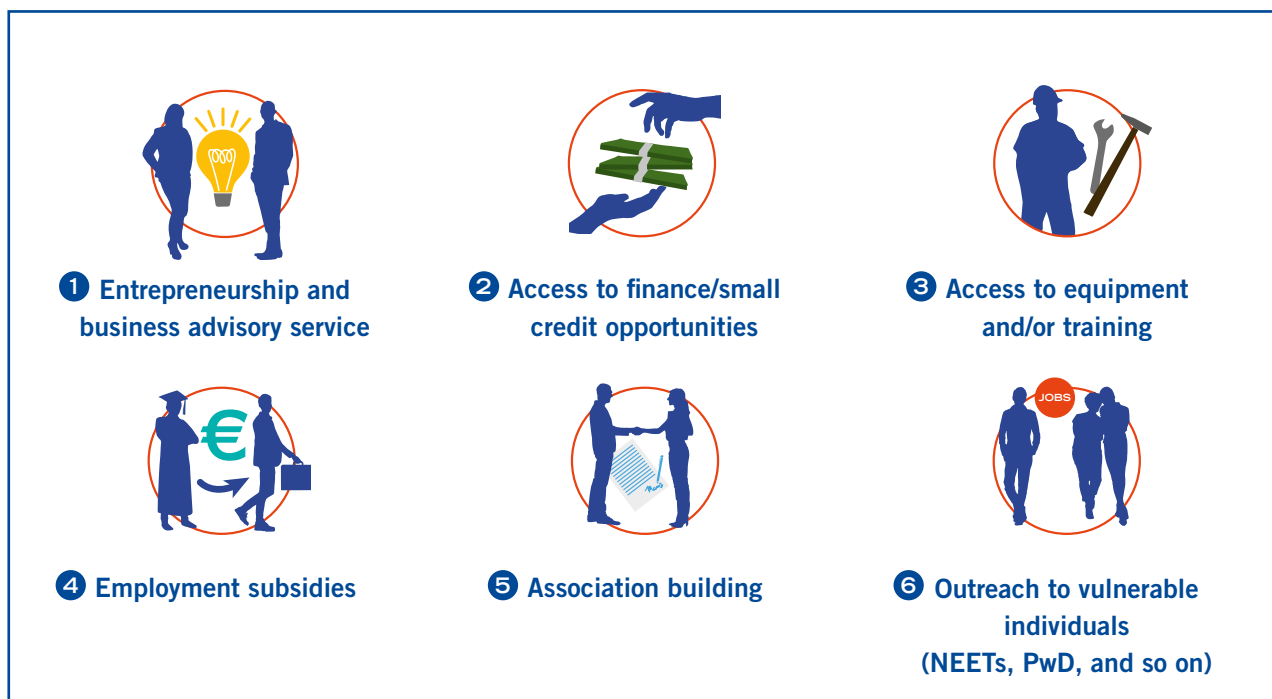
In order to address these problems, the tripartite Territorial Commission for Consultation and Collective Bargaining facilitated the preparation of LEP Cahul by mobilising the support of relevant partners to achieve shared employment objectives for the district.

.....

The LEP is in line with the objectives of the main national strategies or action plans. For instance, the LEP shares the goals of the National Development Strategy (NDS) ‘Moldova 2030’ for sustainable development—in other words, a sustainable economy, enhanced human and social capital, efficient institutions and a favourable economic environment, creating good synergy with sector-specific strategies. The LEP interventions are in line with the objectives of the Socio-Economic Development Programme of Cahul District for 2017–2020⁴ and the South Regional Development Strategy for 2016–2020. The LEP actions contribute to the Youth Sector Development Strategy (2017–2020), the National Agricultural and Rural Development Strategy (2014–2020), the National Beekeeping Development Programme (2018–2025) and the Tourism Development Strategy ‘Tourism 2020’.

LEP Cahul strengthens the local coordination of ongoing activities, programmes and interventions that have a human and economic development orientation. It applies an ‘employment lens’ to ongoing initiatives in order to bring into focus (youth) employment generation and transitions to formalization.

The Actions of LEP Cahul build on six complementary and interconnected service lines established to facilitate youth employment and transitions to formality:



The preparatory work for implementing the first LEP in the Republic of Moldova went through several stages:

1. Identification of the geographical area through in-depth consultation with the National Commission for Consultation and Collective Bargaining (NCCCB).
Cahul district was selected because its employment indicators are poor, despite the fact that its geographical characteristics provide the potential for economic development. This region benefits from neighbouring Romania's Galați region and Ukraine's Odessa region. The territory is crossed by a number of important international transport routes, and also hosts the international port Giurgiulești, which ensures access for maritime and river cargo and passenger transportation. The Biosphere Reserve in Moldova, which was recently included in the UNESCO World Heritage of Biosphere Reserves, increases the interest of foreign investors in launching enterprises in the district.⁵
2. Identification of potential stakeholders (public and private institutions, civil society organisations, other national structures to implement local development programmes, producers' associations, service providers and so on), which contribute to the region's economic and social development and have a particular interest in being involved with the LEPs.
3. Development of a territorial audit report of Cahul district. The report reflects labour market statistical analysis and the results of discussions with local actors during field missions, which focused on determining the problems and drawbacks, common concerns and perspectives of local stakeholders with regard to employment promotion and generation.
4. Identification of potential LEP interventions with an impact on economic development and employment.
5. Mobilization and concentration of relevant capacities and resources at the local level for efficient implementation of LEP interventions. Local stakeholders assume complementary and interconnected roles and responsibilities to achieve the Local Employment Partnership objectives of each Action, as stipulated in the Action Plan.

One considerable advantage of LEPs is their promotion of collaboration and the commitment of different stakeholders to implementing interventions and partnerships with the Employment Service which provides, in line with the legal framework,⁶ services and measures to all unemployed people looking for a job, so as to achieve the objective of an integrated and productive labour force and decent work for all.

In the context of reform of the National Employment Agency and its territorial structures, Cahul's Employment Service⁷ will be assisted in the organization of activities, outreach to the unemployed and inactive persons, or those in vulnerable employment, as well as testing of active measures based on the new Employment Law.

The LEP document is an agreement among all involved parties to be implemented between April 2019 and March 2020.

ACTION PLAN





Employment generation through access to financing opportunities for micro and small entrepreneurs

Objective: To generate employment for vulnerable people by supporting the expansion of micro and small enterprises in rural areas.

Sector: Agricultural and non-agricultural income-generating business activities

Background and baseline

There are over 24,900 economic units in the Southern region of Moldova, including natural persons, legal entities (companies and cooperatives), and state municipal enterprises. Most of these economic units are concentrated in agriculture (81.2 per cent of them falling under the definition of 'peasant' households), followed by trade and services (9.8 per cent) and transport and construction (4 per cent). Companies and cooperatives employed 19,100 people in 2015, but the number has been constantly declining since 2011. Cahul district has experienced a slight decrease in the number of registered enterprises. There were 751 enterprises in 2016 compared with 801 in 2014.

The data collected by the National Employment Agency show that only 861 persons registered as unemployed job seekers in the first nine month of 2018, one-third of whom were young people under 29 years of age and two-thirds were low-skilled. Men and women aged between 16 and 29 years of age represent the largest group among the registered unemployed, with no significant gender differences.

The Savings and Credit Association (SCA) 'Făguraș Vadul lui Isac' is a national institution accredited by IFAD-UCIP. In 2017, it provided about 19 million MDL in loans to about 595 borrowers (of whom 200 were young entrepreneurs, aged 18–35) in the Southern region of Moldova. The majority of businesses that benefited from these loans are micro-enterprises and small farmers/farming households in rural areas, although, according to its mandate, the SCA may also support other sectors of the economy.

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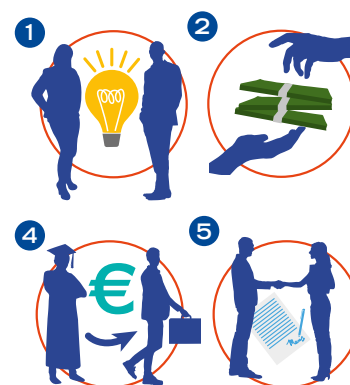
LEAD PARTNER

- Lead partner: Savings and Credit Association (SCA) 'Făguraș Vadul lui Isac'

RESPONSIBLE PARTNERS

- Savings and Credit Association 'Făguraș Vadul lui Isac' (SCA)
- Cahul State University 'B.P. Hașdeu'
- National Employers' Confederation of Moldova (CNPM)
- Cahul District Council
- National Employment Agency (NEA)/ Territorial Employment Subdivision Cahul (EO Cahul)

SERVICE LINES



END-RESULT

At least

30

low skilled, unemployed people (50 per cent of them women), registered at the Cahul Employment Office, find employment as a result of micro and small enterprises expanding their businesses.

MILESTONES



According to the SCA, micro and small enterprises in Cahul district use the borrowed money to boost business growth or underpin current expenditure. They often lack adequate business knowledge and the tools to prepare strategic and financial/business growth plans or to pursue ambitious expansion that would support the creation of new jobs. In applying for SCA programmes, enterprises and individuals face the following challenges: (i) limited business knowledge, particularly among first-time investors; (ii) inadequate technical knowledge related to diversification and improvement of existing business activities; and (iii) lack of knowledge of how to draft a business plan and the legal procedures involved in applying for a loan.

This Local Employment Partnership (LEP) Action targets specifically micro and small enterprises registered in Cahul district and seeks to support entrepreneurs.

The Action will combine the loan provided by the SCA with a grant component, as well as business advisory services. The grant will be conditional on the employment by loan beneficiaries of low-skilled persons currently registered at the Cahul employment office, as a component of their business growth.

The rationale for this particular Action is: (i) the progressive fall in the number of enterprises at the regional level, as well as in employment; and (ii) the existence of an active Saving and Credit Association in the region, which provides loans.

Sequencing

► Preparatory work: Outreach and information campaign

In order to support this action, students from Cahul State University 'B.P. Hasdeu' will participate in a competition for the best awareness and information campaign related to this action. The best proposal will be passed on to the lead partner of the Action (SCA 'Făguraș Vadul lui Isac'), which will in turn commission a media company to roll out the concept. One of the objectives of the outreach and information campaign is also to bring more people to register at the employment office (instead of remaining inactive).

► Service Line 1: Entrepreneurship and business advisory services

This measure specifically targets growth-oriented micro and small enterprises that are eligible for obtaining a loan and thus expanding their business. It is expected that up to 50 enterprises from the rural areas of Cahul district will benefit from business advisory services to enable their business expansion over a period of six months.

The SCA is responsible for launching the Call for Applications (CfA), inviting micro and small enterprises to apply to the programme. A five-member Evaluation Committee composed of three representatives of TCCCB and one representative of the Employment Office and of the SCA will review the submissions and propose a list of 50 eligible enterprises to take part in the programme. The training in business development and upgrading (aimed at enhancing participants' knowledge of business development) is to be provided by the Cahul State University 'B.P. Hasdeu', based on an adaptation of the ILO tool 'Biz Up'. During the training period, the participants will develop business plans. The Evaluation Committee will select the best 15 business plans and transfer them to Service Line 2.

► Service Line 2: Access to finance

This action envisages a loan of up to 5,000 USD provided by the SCA to 15 selected enterprises. The loans will be combined with a subsidy component, conditional on the employment and on-the-job training of young, low-skilled unemployed persons, registered at the employment office (Service Line 3).

► Service Line 4: Employment subsidy (wage and training)

All enterprises receiving the loan are expected to hire registered unemployed people from vulnerable categories. In accordance with specific criteria, for each unemployed person they hire, the enterprise will receive a subsidy for a period of three months, equal to 30 per cent of the average national monthly wage for the previous year.⁸ On complying with the above conditions, enterprises will receive, for each new hire, a supplementary training grant equal to 30 per cent of the average national monthly wage for the previous year, which shall be mandatorily used for a 3-month on-the-job/induction training to be provided to the newly hired people. Enterprises that benefit from Service Line 4, are subject to a retention obligation for a period of 6-months with respect to the new hires. The monitoring will be ensured by Cahul territorial employment subdivision.

► Service Line 5: Association building

In order to enhance voice and representation and to encourage enterprises to join the local employers' organization, a one-day awareness-raising seminar on the benefits of association is to be conducted by national (CNPM) and local level employers' associations for all enterprises involved in this Action.

OUTPUTS

- A programme combining financial and non-financial support is delivered to micro and small enterprises in Cahul district;
- A measure for employment of low-skilled youth is delivered together with the local employment office.

Sustainability of the Action

- The same scheme, leveraging access to finance to generate jobs, can be replicated by the SCA and other local stakeholders in lending operations to micro and small enterprises.
- It is expected that the LEP will be institutionalized through the local authorities and TCCCB, which will be in a position to promote this type of intervention.
- The LEP process will enhance the dialogue and partnership between the local employment office and entrepreneurs, thereby contributing to employment generation opportunities.

Risk assumptions

- Given the overall economic situation in Cahul, there may be only a limited number of enterprises that are interested in the programme.

INPUTS

Programme costs:

Commissioning a media company to deliver the awareness-raising/information campaign:	2,000 USD
Contracting USC 'B.P. Hasdeu' to deliver entrepreneurial/business development courses:	3,000 USD (1,000 USD x 3 rounds of training)
Wage and training subsidies:	19,353 USD
15 loans to selected enterprises:	75,000 USD

In-kind contributions:

SCA 'Făguraş Vadul lui Isac' (support in completing loan application, checking the enterprise's compliance with the Action's requirements, etc):	750 USD
Cahul State University: programme development (100 USD) and training venue (50 USD/day x 21 days):	1,150 USD
CNPM for a one-day seminar:	150 USD

Total	26,403.00 USD*
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**(of which 2,050 USD comprise in-kind contributions of partners);
an additional 75,000 USD are a contribution by SCA
to provide reimbursable loans to selected enterprises*



Formalization and employment generation through association building and value chain development (beekeeping)

Objective: To formalize and generate employment by supporting farming households in establishing a honey producers' cooperative.

Sector: Agri-food sector

Background and baseline

Honey from Cahul has carved out a niche in the regional market. Production has been estimated at 1,193 tonnes a year at the district level. With over 237 registered apiaries,⁹ the district is the fourth largest honey producer in Moldova.¹⁰ The demand for honey and honey products is increasing, both internally and for export. Exports of honey increased from 245 tonnes in 2006 to 3,440 tons in 2017.¹¹

Beekeeping has proven to be a viable source of income generation and livelihood for many households. Beekeepers, however, prefer to work independently and tend to produce honey for their own (family) consumption. Despite the growth opportunities, households rely on unpaid family workers and informal knowledge. Beekeepers lack technical knowledge about apiary management, equipment for homogenizing the final product, honey quality testing and tools for market penetration, as well as opportunities for networking.

This Action seeks to register informal beekeepers as peasant households, including their contributing family members. The aim is to help honey producers to properly understand the added value of more advanced knowledge and approaches, as well as the benefits of joining a honey producers' association or cooperative. The Action is to provide access to advanced training, association opportunities, modern equipment, quality improvements and markets.

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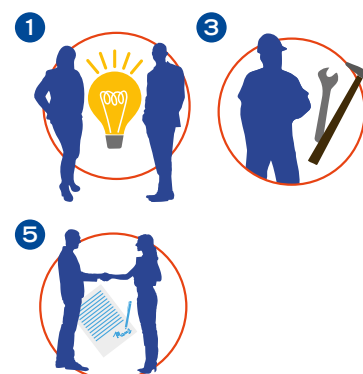
LEAD PARTNER

- Cahul Business Centre

RESPONSIBLE PARTNERS

- Cahul Business Centre (CBC)
- National Confederation of Employers' Organizations (CNPM)
- Cahul District Council (and Mayoral Offices)
- National Association of Beekeepers and its local branch
- Apinatur (importer of specialized equipment)

SERVICE LINES



END-RESULT

100

youth in vulnerable employment (contributing family workers) transition to formal employment as a result of improvements along the value chain.

MILESTONES



Sequencing

► Preparatory work: Outreach and information campaign

In order to support this action, students from Cahul State University 'B.P. Hasdeu' will participate in a competition for the best concept proposal for the Action's awareness/information campaign. At the same time, a competition is to be organized to select the best logo and visual identity (brand book) for the honey producers' cooperative, instigated by this Action. Both competitions are to be organized within the framework of a separate Action (No 7).

► Service line 1: Entrepreneurship and business advisory services

This measure targets households engaged in informal activities to help their transitions to the formal economy. It offers specialized training in apiary management, hive products and standard operating procedures, as well as access to quality standards in apiculture. It is expected that up to 50 households from rural areas in the Cahul district can be helped to formalize their operations.

The lead partner¹² is to deliver legal advice, training and support services in registering and obtaining mandatory sanitation certificates and apiary passports from the National Food Safety Agency¹³ for all households involved in the action. Registered beekeepers will have access to five days' specialized training, which leads to an apiary certificate,¹⁴ recognized by the National Association of Beekeepers.

► Service line 3: Access to equipment and training

A beekeeping expert will prepare an outline of honey production and quality. The objective is to establish the technical specifications for specialized equipment for honey homogenization (needed for the production of quality honey in large volumes) to be imported and available within the Cahul Business Incubator; and, to facilitate the creation of the cooperative, taking into account all the legal aspects. All members of the cooperative are to be trained to use the equipment. The lead partner is responsible for transparent management, covering access to and maintenance of the equipment, as well as cleaning after each use, according to cooperative formation documents.



► Service line 5: Association building

The aim of this part of the intervention is to establish a local production cooperative to organize the newly formalized family farms. A one-day training course on the benefits of association is to be organized by the Cahul Employers' Association and the lead partner to encourage family farms to become members of the honey producers' cooperative. An additional incentive towards formalization is exclusive access to equipment and the local apiculture brand logo and visual identity (brand book).

In addition, as a support measure for the local employers' organization aimed at enhancing the voice and representation of farming households, a one-day training course on the benefits of and rights arising from association are to be provided by CNPM and CBC.

Toward the end of the action, the beekeepers' cooperative will organize the first trade fair to promote their honey products.

OUTPUTS

- A honey producers' cooperative is created

Sustainability of the Action

- This Action creates a framework to promote formalization and employment generation in the agrifood sector. The local authorities and the local social dialogue platform (TCCCCB) are in a position to replicate this type of intervention with own or donor resources.
- It is expected that the honey producers' cooperative will be eligible for national programmes for further upgrading and advanced market opportunities.

Risk assumptions

- The programme may not be attractive to many informal farming households, due to the requirement of formalization.
- The Cahul District Council has already indicated that, as part of the provisions made annually in their budget, allocations could be made for maintenance of equipment that is used collectively.



INPUTS

Programme costs:

Commissioning a media company to deliver the awareness-raising/information campaign:	2,000 USD
Providing legal consultancy and assistance for registration and obtaining the sanitation certificate and apiary passport from the NFSA:	1,200 USD (three rounds of consultancy)
Travel and subsistence costs for consultancy beneficiaries (vouchers per 1 training day):	510 USD (5 USD x 51 [beneficiaries] x 2 (training days))
Providing specialized training in apiculture:	3,000 USD (1,000 USD x three rounds of training)
Travel and subsistence costs for business training beneficiaries (vouchers per 1 training day):	1,250 USD (5 USD [per voucher] x 50 [beneficiaries] x 5 [training days])
Preparing the space for mounting the equipment:	2,000 USD
Identifying and contracting an expert in apiculture:	1,000 USD
Purchasing the specialized equipment:	20,000 USD
Organization of a fair for honey products:	2,000 USD

In-kind contributions:

Cahul Business Centre:	2,300 USD, of which:
• Launching the call for financial bids to organize the awareness-raising/information campaign:	50 USD
• Monitoring of the awareness-raising/information campaign:	150 USD
• Completion and receipt of CfA forms:	250 USD
• Preparing the training process (elaboration and display of the training programme, etc.), assistance for registration and acquisition of the sanitation certificate and apiary passport from the NFSA:	300 USD
• Preparing (elaboration and displaying the course programme, drafting the curriculum, etc.) for the training courses in apiculture:	150 USD
• Organizing the training in apiculture (practical part):	600 USD
• Keeping track of participants' attendance of the course:	300 USD
CNPM and local employers' association to provide a one-day training course on the benefits of association:	500 USD
Total	35,260 USD*

**of which 2,300 USD comprise the in-kind contributions of partners*

03



Employment generation through access to services and financing opportunities (youth start-ups in apiculture)

Objective: To generate employment for young people in apiculture and increase the number of beekeepers in the region.

Sector: Agri-food sector

Background and baseline

Honey from Cahul has carved a niche in the Southern regional market. Production has been estimated at 1,193 metric tonnes per year at the district level. With over 237 registered apiaries,¹⁵ the district is the fourth largest honey producer in Moldova.¹⁶ The demand for raw materials, honey and honey products is constantly increasing, both domestically and for export. Exports of honey from Moldova have increased from 245 tonnes in 2006 to 3,440 tons in 2017.¹⁷

In light of the above, young Moldovans are increasingly showing interest in specialized training, as well as general support for business start-ups in apiculture. In 2018, the Cahul Beekeepers' Association organized several training courses, in which 236 people¹⁸ participated (existing beekeepers and people willing to set up an apiary).

This action is aimed at involving young un- or underemployed people in the apiculture business.

The data collected by the National Employment Agency show that in the first nine months of 2018, 861 persons were registered as unemployed job seekers, of whom one-third were young people under 29 years of age and two-thirds were low-skilled.

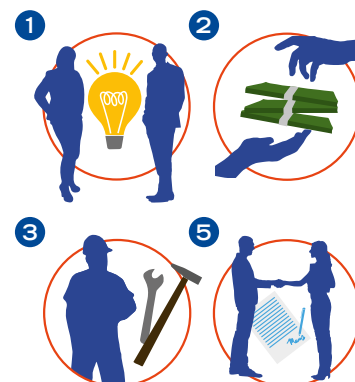
LEAD PARTNER

- Cahul Beekeepers' Association

RESPONSIBLE PARTNERS

- Cahul Beekeepers' Association (CBA)
- National Employment Agency (NEA)/ Territorial Employment Subdivision Cahul (EO Cahul)
- Cahul State University 'B.P. Haşdeu' (CBC)
- Cahul District Council (CDC),
- Cahul Employers' Association (EA Cahul)

SERVICE LINES

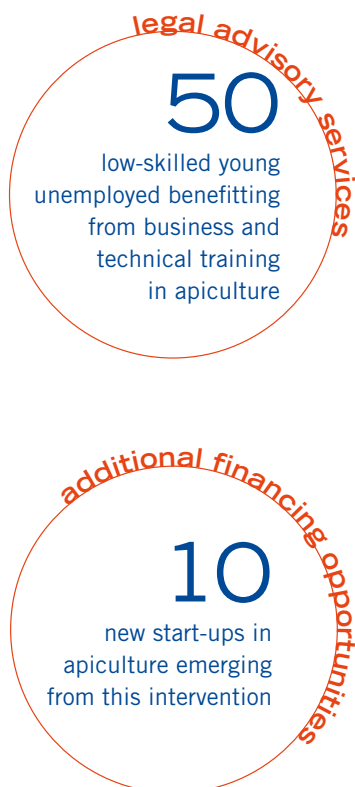


END-RESULT

10

start-ups in apiculture sector are launched

MILESTONES



Sequencing

► Preparatory work: Outreach and information campaign

In order to support this action, students from Cahul State University 'B.P. Hasdeu' will participate in a competition for the best awareness and information campaign related to this action. The best proposal will be passed on to the lead partner of the Action (CBA), which will in turn commission a media company to roll out the concept. One of the objectives of the outreach and information campaign is also to bring more people to register at the employment office (instead of remaining inactive).

► Service line 1: Entrepreneurship and business advisory services

This measure targets young low-skilled unemployed people who are willing to be trained in technical apiculture skills and receive business advice in order to launch start-ups in apiculture. It is expected that 50 young people will be trained and 10 start-ups in apiculture launched over a period of six months.

The Beekeepers' Association will launch a two-week call for applications and an evaluation committee composed of representatives of the Beekeepers' Association, Cahul District Council and the Territorial Employment Office will review all applications and select 50 applicants to be involved in the programme. Selected applicants will participate in a seven-day training course based on the adapted ILO BIZUP guide, provided by Cahul State University 'Bogdan Petriceicu Hasdeu'.

► Service line 3: Access to equipment and/or training

Subsequently, participants will access a five-day technical training course in apiculture, provided by the Cahul Beekeepers' Association. At the end of this module, applicants will receive an apiary certificate,¹⁹ recognized by the National Beekeepers' Association.

After completion of the training, participants shall submit an apicultural business plan and the evaluation committee will select the 10 best business plans to go on to the next phase of the programme.

► Service line 2: Access to finance/small credit opportunities

Each of the 10 selected participants will have access to a grant of USD 1,500 to start their business. They will also benefit from legal advice and help with registering and obtaining the mandatory sanitation certificate and apiary passport from the National Food Safety Agency.

► Service line 5: Association building

A one-day training course on the benefits of producers' associations is to be organized by the Cahul District Employers' Association and Cahul Beekeepers' Association to encourage newly created businesses to become members of the honey producers' cooperative or Beekeepers' Association.

Sustainability of the Action

- Given the interest in the product, it is expected that the same scheme can be replicated with other resources;
- It is expected the LEP process will enhance dialogue and partnership between Cahul Territorial Employment Office and other local actors so as to contribute to better governance of the labour market in the future;
- Cahul State University 'Bogdan Petriceicu Hasdeu', as a result of their involvement with the BIZUP training package, will develop a curriculum for non-formal training within the Continuous Training Centre.

Risk assumption

- Limited number of youth willing to participate in this programme.

OUTPUTS

- A programme combining financial and non-financial support is delivered to (micro) apiculture start-up



INPUTS

Programme costs:

Delivery of the awareness-raising/information campaign:	2,000 USD
Business advisory services/training:	3,000 USD
Travel and subsistence costs for business training beneficiaries (vouchers):	1,750 USD
Providing training and consultancy in apiculture:	3,000 USD
Travel and subsistence costs for apiculture training beneficiaries (vouchers):	1,250 USD
Grant awards for start-ups:	15,000 USD
Organizing an informational seminar on the benefits of association (by CNPM and the local employers' organization) and/or the Beekeepers' Association:	150 USD

In-kind contributions:

Cahul Beekeepers' Association:	1,330 USD, of which:
• Launching the call for bids to organize the awareness-raising/ information campaign:	50 USD
• Monitoring of the awareness-raising/information campaign:	150 USD
• Completion and receipt of CfA forms:	250 USD
• Preparing (elaboration and displaying the course programme, drafting the curriculum, etc.) for the training courses in apiculture:	150 USD
• Organizing the training in apiculture (practical part):	300 USD
• Keeping track of participants' attendance of the course:	180 USD
• Providing consultation to work out business plans in beekeeping (upon request):	150 USD
• Awarding certificates recognised by the National Beekeepers' Association of Moldova according to the attendance ledger:	100 USD
Cahul Business Centre (CBC) – providing legal advice for business start-ups in beekeeping:	500 USD
CSU preparing training (working out and displaying the course programme, determining the curriculum, etc.):	150 USD
Total:	28,130 USD*

**of which 1,980 USD in-kind contributions of implementing partners*



Support to women entrepreneurship

Objective: To generate employment through women entrepreneurship development

Background and baseline

According to ILO data,²⁰ young women comprise around 70 per cent of inactive young people. The female unemployment rate grew from 2.9 per cent in 2013 to 5.1 per cent in 2015, while the share of employed women remained at around 28.5 per cent. According to the National Employment Agency,²¹ the unemployment rate was higher in rural areas because of the lack of employment opportunities: rural areas have 64 per cent of the registered unemployed against 16 per cent of total vacancies.

Fostering women's entrepreneurship is seen as one way of boosting activity rates among young women. Support measures would include offering flexible working hours and childcare facilities. Empowering women and promoting women's enterprises is one of the priorities set out by the Government of Moldova. However, access to finance remain a main challenge.

The Organization for Development of the SME Sector (ODIMM), established by the Ministry of the Economy and Infrastructure, manages national programmes aimed at fostering business empowerment (by ensuring information, consultancy and educational support) and facilitating access to investments for business start-ups. The national programme 'Women in Business' stipulates that its financing of investment projects should not exceed 90 per cent; the applicant has to contribute the remaining 10 per cent. This makes the programme unattractive to low-skilled people, who do not have complementary financial resources. For this reason, the number of beneficiaries is limited. According to ODIMM, during 2016–2018, the Cahul Business Incubator trained 21 young women, only three of whom had access to ODIMM's financial resources.

04

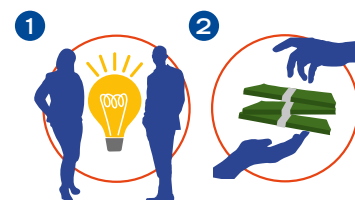
LEAD PARTNER

- Organization for Development of the Small and Medium-sized Enterprises Sector (ODIMM)

RESPONSIBLE PARTNERS

- Organization for Development of the SME Sector (ODIMM)
- Cahul Business Incubator (CBI)
- Local training service provider
- Cahul District Council (and mayoral offices)
- National Employment Agency (NEA)/ Territorial Employment Subdivision Cahul (EO Cahul)

SERVICE LINES



END-RESULT

20

new job are created through start-up enterprises.

DESCRIPTION OF APPLICATION TO SERVICE LINES

For smooth implementation of the Action, the Territorial Commission for Consultation and Collective Bargaining (TCCCB) and other local stakeholders (businesses, schools and training institutions, civil society organizations, and other stakeholders) active in Cahul District assume complementary and interconnected roles to leverage local economic opportunities and manage the overall operational framework of the Local Employment Partnership (LEP).

An evaluation committee⁵⁴ will be established to participate in all evaluation and selection processes under this Action, making a substantial contribution to developing the criteria to be used for the evaluation and selection of Action beneficiaries (with regard to low-skilled individuals).

The Action will unfold according to the timeframe (for submission, examination, evaluation of applications for funding and business plans, adoption and announcement of the final decision, and so on), according to the rules and regulations of the national programme.⁵⁵

This Action involves a combination of non-financial support, offered as part of national programmes, with co-financing, as well as access to training services relevant to the development of businesses run by young people. This Action is underpinned by:

- the existence of Cahul Business Incubator, offering logistic support to launch activities;
- the Organization for Development of the SME Sector's interest in implementing national programmes in Cahul;
- potential beneficiaries interested in participating in this Action, identified during field missions in Cahul.

Sequencing

1. awareness-raising/information campaign (to be carried out with the support of ODIMM, CBI, and EO Cahul), combined with outreach to final beneficiaries (registered unemployed);
2. information sessions on implemented programmes for the unemployed, organized by EO Cahul and CBI;
3. launching the call for applications from registered unemployed young women to be enrolled in the 'Women in Business' programme;
4. entrepreneurship training;
5. preparation of business plans and business plan contest;
6. provision of individual mentoring support for business registration;
7. co-financing of investment projects under the 'Women in Business' programme (10 per cent per beneficiary) and provision of grants (up to 90 per cent per beneficiary) for 10 businesses started by young women.

► Preparatory work: Outreach and information campaign

ODIMM, as the lead partner of the Action, is responsible for implementing the public information and awareness-raising campaign.²² The EO Cahul will organize information sessions for registered unemployed (young women) to inform them about opportunities offered by the programme. During the information campaign and information sessions, attention will be given to describing the success stories of women entrepreneurs who have applied to the pilot programme 'Women in Business' and opportunities offered by the programme. The information and awareness-raising campaign will be carried out with the support of the Cahul District Council and associated municipalities to identify as many potential beneficiaries as possible.

► Service Line 1: Entrepreneurship and business advisory services

This measure targets registered unemployed young women, who are interested in business and, consequently, in access to finance to implement business plans.

A call for application²³ will be launched by ODIMM for a two-week period and promoted on the institution's website (form provided in Annex B). Potential beneficiaries identified as result of EO Cahul's information sessions will receive support for their applications. An evaluation committee (EC) consisting of representatives of the Cahul Business Incubator (CBI), an expert appointed by ODIMM²⁴, the Cahul District Council, and the EO will review all applications

and select (based on the evaluation grid provided in Annex C) 30 women to be enrolled in the 'Women in Business' programme. The results will be published on the websites of ODIMM and Cahul District Council.

A round of business development training (six days), will be offered to all selected applicants (training overview is provided in Annex D). The training provider will be selected on the basis of the public procurement procedure managed by ODIMM.²⁵ Cahul State University will be involved with the training programme.²⁶ All participants receive a 5 USD/day voucher to cover travel and refreshment costs. This amount is provided in accordance with the register (sample provided in Annex E), filled in by ODIMM to record and certify the participants' attendance at the training programme.

Within two weeks after the training, with the support of ODIMM mentors, the participants will develop a business plan (sample provided in Annex F), to be submitted to the evaluation committee. The committee will review the business plans and, within a week, select (based on the evaluation grid, Annex G) 10 beneficiaries, that is, 10 investment projects proposed by young women to be funded through the 'Women in Business' programme.

With the support of ODIMM mentors, the selected beneficiaries will be assisted with registering their businesses with the Public Services Agency²⁷ under one of the available organizational-legal forms (Individual Enterprise/Individual Entrepreneur; Limited Liability Company; Peasant Household/Farmer). Only beneficiaries who prove their business registration (ODIMM is responsible for checking registration certificates) will be accepted for the next stage of the Action.

► Service Line 2: Access to finance

Young women can receive non-refundable financial support of up to 90 per cent of the total amount of an investment project under the 'Women in Business' pilot programme for small-scale investments (up to 6,355 USD). In order to receive the grant, they must fill in the application for funding (form provided in Annex H) and submit it to the evaluation committee. The eligibility criteria on which the committee can accept the application are as follows:

1. enterprise registered as a result of participating in the entrepreneurial training (Service Line 1), under one of the organizational-legal forms specified above;
2. it is submitted by a female entrepreneur with registered residence in Cahul District;
3. creation of at least two jobs.

The investment project is financed in two stages:

Stage 1: A grant is provided for up to 90 per cent of the cost of the investment project, but not more than 6,355 USD.

Stage 2: Applicants make their own contribution of 10 per cent of the estimated amount needed to implement the investment project, but not exceeding 2,000 USD.

MILESTONES



OUTPUTS

- A programme combining financial and non-financial support is delivered to young women

A mentor will assist each beneficiary and will guide them throughout the investment process, in accordance with the requirements of the 'Women in Business' pilot programme and current legislation.

ODIMM is responsible for checking compliance with the national programme requirements. Grant beneficiaries shall be monitored from the date of signing the grant agreement with ODIMM, for 18 months from the date of payment of the last instalment of grant funds. Monitoring of programme activities will be carried out by ODIMM in partnership with the Cahul Business Incubator. Based on the monitoring and evaluation, the ODIMM project team will prepare annual implementation reports, conduct quantitative and qualitative analyses, disseminate and promote programme outputs, and present them to relevant institutions and the media.

Sustainability of the Action

As in the case of other Actions that support entrepreneurship, the institutional linkages that are created are also the main vehicle to ensure that it can be replicated with this same target group.

Risk assumption

Limited number of young women willing to participate in this programme.

INPUTS

Programme costs:

Information and identification of target group:	1,300 USD
Organizing the entrepreneurial training course (including vouchers):	2,292 USD
Mentorship support:	2,610 USD
Grant award:	10,880 USD
Mentorship post – funding:	2,050 USD
Monitoring and post-funding support:	1,011 USD
Promotion and advertising, including project closure:	434 USD
Advisory and informational support at all stages:	1,588 USD

In-kind contributions:

Information and identification of target group:	770 USD
Grant award:	95,320 USD
Monitoring and post-funding support:	1,445 USD
Promotion and advertising, including project closure:	72 USD
Advisory and informational support at all stages:	289 USD

Total	120,061 USD*
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of which ODIMM's contribution: 97,896 USD

05

LEAD PARTNER

- National Trade Union Confederation of Moldova (CNSM)

RESPONSIBLE PARTNERS

- National Trade Union Confederation of Moldova (CNSM)
- Youth NGOs,
- Dräxlmaier Group – employer
- Cahul District Council
- National Employment Agency (NEA)/ Territorial Employment Subdivision Cahul (EO Cahul)

SERVICE LINES



END-RESULT

250

young NEETs are reached out to, registered at Cahul Employment Office), trained and subsequently employed.



Outreach to inactive NEETs for prospective employment in the automotive suppliers industry

Objective: To pilot an outreach intervention toward young NEETs

Sector: Automotive industry

Background and baseline

With approximately 105,000 inhabitants,²⁸ Cahul is the third largest region in the country by population, but it has the highest proportion of inactive among young NEETs, at 96.2 per cent. The 25–29 years age group represent the vast majority of the inactive NEETs (83 percent) and around 43 per cent are women. The absolute numbers show an overall decrease in the number of young NEETs, but this is mostly due to alarming rates of outmigration. There was a 10 per cent increase in young people's emigration from 2017 to 2018 (from 120,500 young people in 2017 to 130,000 in 2018), among other reasons because of the dismal prospects of finding a job after graduation.²⁹ The NEA database shows a decrease in the number of registered jobseekers, from 1,278 in 2015 to 861 in the first nine months of 2018. A total of 57 per cent of them were low skilled and 34 per cent were young people below 29 years of age. One possible cause of the decline might be the fact that, often, young NEETs do not register at the NEA as they have limited confidence in the ability of the public service to respond to their specific needs. Furthermore, the available statistics show that one in three workers is in informal employment.³⁰ Many of them lack access to information about employment opportunities in neighbouring areas or are unable to reach out to local employment services, given the financial restrictions many of them face. No specific programme exists currently at the NEA to reach out to the inactive youth.

A key partner in this Action is Dräxlmaier Group, a German investor that, in 2017, expanded its business and opened a branch in Cahul. According to Dräxlmaier's enrolment plan, the company has already hired 160 people and intends to hire up to 700 people in the near future. It offers a permanent employment contract,

with monthly wages of at least 3,500 MDL and an attractive social package, which includes a daily food allowance and free transport to and from work. The company complies with internationally accepted human rights and occupational safety and health (OSH) protection and is certified as a credible employer providing decent work conditions. With the support of several job fairs organized in partnership with the employment office, the company has managed to reach out to a number of people but still fewer than are required. Therefore, an active outreach campaign will be carried out in the District.

Additionally, the Action will create an opportunity for the National Confederation of Trade Unions and the Cahul Employment Office to establish partnerships with the solid local employer Drăxlmaier, thus enhancing the role of local partnerships in Cahul.

- The rationale for this particular Action is supported by:
- Drăxlmaier's willingness to hire young people locally;
- The existence of local actors who can reach out to inactive NEETs;
- The National Trade Union Confederation of Moldova's capacity to provide training on OSH and other related issues.

DESCRIPTION OF APPLICATION TO SERVICE LINES

For smooth implementation of the Action, the territorial commissions for consultation and collective bargaining (TCCCB) and other local stakeholders (businesses, schools and training institutions, civil society organizations and other stakeholders) active in Cahul District will undertake tasks aimed at enhancing local economic opportunities and manage the overall operational framework of the Local Employment Partnership (LEP).

Sequencing

1. Implementing an outreach campaign in order to identify and register young NEETs;
2. Provision of training on general occupational safety and health (OSH);
3. Employment and provision of on-the-job training by Drăxlmaier Group.

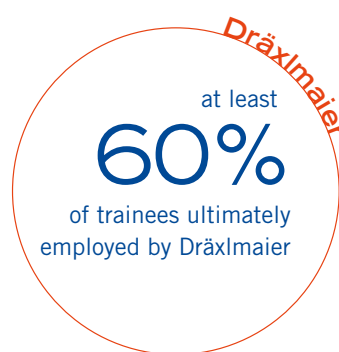
► Preparatory work: Outreach and information campaign

A steering Committee³¹ for this Action will be set up comprising of representatives of the National Trade Union Confederation of Moldova, Cahul Employment Office, Cahul District Council, the Department of Education, Youth and Sports, the Public Health Department, and the LEP local coordinator. This Committee will launch a call for expressions of interest (the form can be found in Annex A) for a two-week period to select a local youth NGO to perform identification activities at local level. In the week following the call deadline, the Committee will review and select the best youth NGO (based on the evaluation criteria provided in Annex B) to conduct identification activities in Cahul District.

The selected NGO will appoint 12 young people who have previously been involved in activities with vulnerable young people in the region as 'outreach agents'.

The Cahul EO, the Cahul Social Assistance Directorate, the Cahul Youth Centre, the Department of Education, Youth and Sports and the Public Health Department of the District Council, as well as the ILO will organise a five-day training course for outreach agents to inform them of the NEETs general characteristics, approaches, available local social services (including employment services), employment opportunities offered through the LEP and foreign investors in the region, as well as other available support. Following the training course, outreach agents will be

MILESTONES



divided into three groups (four people per group) to work in parallel in three areas of Cahul (north, centre and south).

The first stage will involve a territorial mapping to identify major locations of young NEETs and collect data on their characteristics (age, level of education, social benefits, reasons for inactivity, and so on). To this end, the three groups of outreach agents will interview representatives of local authorities (mayors, social workers, and so on), schools, vocational schools, youth organizations, and representatives of other relevant institutions in the local communities. Territorial mapping will be carried out over a two-week period. The information collected will be used to design, together with the Steering Committee, an outreach and information campaign that involves targeted events or campaigns addressed to small groups of young NEETs, based on their characteristics. Information stands will be placed in schools where the dropout rate is high, as well as churches and other places where young people may congregate. Printed materials, such as leaflets and brochures (promoting employment opportunities to encourage applications), will be disseminated by the local public authority and outreach agents.

The first contact with young people will be made by visiting their places of residence and/or visiting youth meeting places (football fields, clubs or markets in the town), listening to young NEETs' concerns, and providing practical and emotional support, such as information on available services and programmes. The purpose of the first contact is to build relationships of trust. During discussions, agents will fill in a pre-registration form (the form provided in Annex D), which will then be forwarded to the Action Steering Committee. The Committee will decide which services should be made available to young people, depending on the problems they are facing, and, in case of acceptance by the young people concerned, individual support will be provided by relevant institutions. Following the first discussion, the agents will organize and invite young NEETs to group information sessions (depending on issues identified following individual discussions) organized in the municipality office to inform them about the available services and programmes. Depending on the complexity of problems faced by young people, up to three group sessions will be organized with representatives of social services and Cahul Territorial Employment Office (upon the approval of young NEETs). Young people who, following information sessions, are interested in registering with the employment office, will receive support to travel to the Cahul EO. These young people will be invited to participate in all group sessions (career guidance services, Job Clubs, and so on), according to their profile and individual employment plan.

It is expected that up to 1,000 young NEETs will be identified and that 250 of them will be directed to register at Cahul Employment Office. Young people who register as unemployed will be informed about the opportunities offered by the Local Employment Partnership and the prospective of employment by the DRÄXLMAIER Group.

► Service line 3: Access to equipment and/or training

A partnership agreement between Cahul EO, the National Trade Union Confederation of Moldova, and Dräxlmaier Group will define the roles of the parties and will provide details on the OSH training for the unemployed, with subsequent employment by the Dräxlmaier Group.

The National Trade Union Confederation of Moldova (CNSM) is responsible for the first training module, providing basic information on working conditions and how these conditions are associated with day-to-day responsibilities, including general occupational safety and health requirements. In 2018, the National Trade Union Confederation updated the ILO Training Guide ‘Youth Rights at Work’ by including an OSH chapter. The guide came into force in January 2019. The National Trade Union Confederation of Moldova is accredited to provide training to existing and potential members and to raise awareness of occupational health and safety issues. Ten two-day training courses will be organized in different locations (for example, municipality offices, vocational schools, Cahul Employment Office). Up to 30 unemployed people will attend each training course and will receive 5 USD a day to cover transport and meal costs during the training. To keep track of the modules and check the attendance of trainees, a training log will be used. Those who have an attendance rate of at least 80 per cent will receive an OSH Certificate³² and will be eligible to be considered for employment by Dräxlmaier. They will also participate in the second training module focusing on OSH in the automotive industry.

Dräxlmaier will be technically and financially responsible for organizing this second training course for new recruits. In order to provide young trainees with adequate social protection, Dräxlmaier will conclude apprenticeship agreements with the trainees, possibly leading to an employment contract.

Sustainability of the Action

Two other foreign investors, wiring producers Nexans Autoelectric and EKR Eloektrokontakt, are interested in investing in Cahul, and the same exercise can be replicated in views of activating young people.

Risk assumptions

- The Action needs to be implemented in due time in order to fit into the investor’s plans.
- NEETs may not be interested in registering with the employment service.

OUTPUTS

- A pilot action targeting inactive NEETs is realised
- A training programme for prospective employment in the automotive suppliers industry is delivered

INPUTS

Programme costs (estimated):

Outreach activities:	10,000 USD
Accommodation for trainers and DSA for the training period:	1,000 USD
Daily costs for meals and refreshments:	5 USD/day x 250 pers. 2 days = 1,250 USD

In-kind contribution:

Cahul EO (to register and provide information sessions on the programme):	1,000 USD
National Trade Union Confederation of Moldova's OSH training provision:	1,750 USD
Cahul District Council and mayoral offices (venue):	5,000 USD

Total	20,000 USD*
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(of which 7,750 USD in-kind contribution of implementing partners)



Formalization and upgrading of informal enterprises (handicrafts)

Objective: To formalize household-based handicraft operations in order to generate employment opportunities for young people, women, and other vulnerable individuals

Sector: handicrafts

Background and baseline

The geographical location of Cahul district favours its development as a tourist destination. The area is well known for woodworking, braiding, embroidery, musical instrument manufacture, artistic tapestry and traditional carpet-making.

The Scientific Reservation 'Prutul de Jos' was recently named a UNESCO World Heritage site, thus becoming the first Moldovan protected biosphere reservation. Historical and cultural heritage, customs, and authenticity play a huge role in the development of both domestic and foreign tourism. A tourist information centre, opened in 2014 at the Cultural Centre of Cahul District Council, is involved in promoting cultural patrimony and artisan products, although it does not have a shop. During 2018, around 1,000 people visited the centre, district inhabitants and foreigners coming for recreation or on missions to the country.

The traditional handicraft industry, concentrated in Cahul district villages, is an important asset for the tourism sector. In addition, it provides additional employment possibilities and significantly influences economic growth and district revenues from exports. The sector is further supported by the presence, at district level, of the 'Wood Sculptor and Woodworking Artist' vocational school training, with an increasing number of applicants³³ (29 new applicants in 2018) and an industrial college, 'Iulia Hasdeu', with an art department.³⁴ The artisan industry is represented by the newly created local branch of the National Handicrafts Union of Moldova³⁵ (HUM), which is actively involved in activities intended to develop handicrafts by providing logistical support in the organization of enterprises, the improvement of the professional and management capacities of artisans, the certification of handicraft enterprises and the facilitation of access to local, regional, and international markets.

06

LEAD PARTNER

- National Handicrafts Union of Moldova

RESPONSIBLE PARTNERS

- National Handicrafts Union of Moldova (HUM),
- National Employment Agency (NEA)/ Territorial Employment Subdivision Cahul (EO Cahul)
- Cahul District Council (CRC),
- Cahul State University 'B.P. Haşdeu'

SERVICE LINES



END-RESULT

10

artisan operations are formalised or upgraded

MILESTONES



There are about 20 artisans and household-based handicraft operations in this area. In order to preserve, harness, and enrich the cultural heritage of the region, the Action encourages the formalization (through registration) of informal artisan artists,³⁶ by offering business advisory services and specialised training, as well as other types of ad hoc support to build up capacities, extend their activities, and diversify their products. As a result of the action, the registered artisan enterprises and craftsmen obtain access to financial means for modernising their activity. It also gives them the possibility to train apprentices³⁷ in order to pass on artisan cultural values and knowledge.

Sequencing

► Preparatory work: Outreach and information campaign

In order to launch this action as part of a general outreach effort involving LEPs, students from the Economics, Informatics and Applied Sciences department of Cahul State University 'B.P. Hasdeu' will be involved in a competition for the best concept proposal for the Action's awareness-raising/information campaign.³⁸ An evaluation committee will review and select the best concept proposal, which will be passed on to HUM to commission a media company to roll out the concept.

► Service line 1: Entrepreneurship and business advisory services

This measure is to focus particularly on artisans and household-based handicraft operations wishing to upgrade their activities and diversify their range of artisan products.

Through a Call for Applications, six artisans and household-based handicraft operations willing to register their artisan activities and benefit from training will be selected by the evaluation committee (composed of representatives from Cahul District Council, Cahul State University, and HUM) to be included in the Programme. The lead partner will organise a training course based on the ILO 'Handicraft Manufacturers Good Practice Guide', adjusted to the Republic of Moldova, facilitated by Cahul State University 'B.P. Hasdeu'. After completion of the training course, Cahul Business Centre provides participants with short training and legal consultancy, as well as support for formalizing their enterprises in line with Moldovan legislation. The aim is that, as a result of the support provided, three household-based handicraft operations will formalize their activities. Only legally registered artisans and household-based handicraft operations will be included in the action and go on to the second stage of the Programme.

► Service line 4: Access to equipment and/or training

This service line is meant for household-based handicraft operations and artisans from Cahul District that are engaged in formal activities and are interested in training low-skilled unemployed people within the framework of product diversification and upgraded activities.

In collaboration with the employment office, HUM and artisans participating in the Programme will organize several information opportunities with unemployed people regarding artisan activity in order to identify young people³⁹ who are willing to acquire knowledge and skills in this area. It is expected that at least eight young

unemployed people will be identified through the information meetings, who would be willing to become trainees of artisans to take up artisan traditions and techniques. Training contracts are to be issued for trainees for a period of three months and trainees will get a training scholarship, equal to 30 per cent of the national monthly average wage for the previous year. Household-based handicraft operations and artisans are to provide the training, professional improvement, and vocational training of the trainees, based on a curriculum developed by HUM, applied to each handicraft sub-sector. Depending on their performance in the training course, trainees will be awarded a diploma issued by the Handicrafts Union of Moldova, allowing them subsequently to engage in artisan activities.

► **Service line 2: Access to finance/small credit opportunities**

This line offers access to financial assistance in the form of a non-refundable grant of 1,500 USD for artisans with young trainees. The amount of financial support is paid per trainee and shall be used for procuring the equipment necessary for training. The grants shall be awarded to six household-based operations handicraft and artisans willing to pass on their artisan craft to a trainee. The equipment is used exclusively for training and may not be sold during the period envisaged for that purpose. At the end of the training, the procured equipment shall remain in the ownership of the household-based handicraft operations and artisans participating in the Programme.

► **Service line 5: Association building**

A one-day information session on the benefits of association will be organised by the lead partner. The aim of the session is to encourage the newly-created artisan enterprises from different areas of Cahul District to become members of the local branch of the HUM. Association will facilitate the establishment of creative and trade links with similar organizations, individuals, and legal entities from the rest of the country and abroad, opening exhibitions, and exhibiting products at the tourist information centre, as well as in other artisan shops, organizing festivals, fairs, and tenders.

Sustainability of the Action

As a result of the implementation of this action, the tourist information centre will help artisans to advertise their products free of charge. Selected samples of artisan products, with prices and contact information will be presented on a stand at the tourist information centre

Risk assumptions

Few enterprises will be willing to participate in this programme due to the registration requirements.

OUTPUTS

- A package for formalization and upgrading of artisan enterprises is delivered

INPUTS

Costs of the programme:

Organizing the awareness-raising/information campaign:	2,000 USD
Facilitating training services and entrepreneurial advisory services in relation to handicrafts:	1,000 USD
Transport and meal costs (daily allowance) for training beneficiaries (vouchers for training days):	200 USD
Organizing an information seminar on registration:	600 USD
Providing support for obtaining a certificate and becoming registered as an artisan:	1,000 USD
Provision of grants to procure equipment necessary to train apprentices:	18,000 USD
Provision of training scholarships to artisan apprentices:	3,725 USD
Development of curriculum for each handicraft sub-sector:	2000 USD
Procurement of a stand for artisan's products advertisement:	1000 USD

In-kind contribution:

Handicrafts Union from Moldova:	
announcing the call for financial proposals to select a media outlet:	50 USD
monitoring the awareness-raising/ information campaign:	150 USD
completing and receiving application forms for the competition, within the AE for young unemployed people:	100 USD
keeping records of participants' attendance at training courses for both training modules:	250 USD
awarding certificates recognised by the Artisans Union of Moldova according to the training attendance report:	100 USD
information seminar on the benefits of joining the HUM:	400 USD
Cahul State University 'B.P. Hasdeu' :	
preparing (developing and displaying course timetables, drafting the curriculum, etc.) for training modules:	250 USD
Venue with multimedia equipment:	200 USD

Total:	31,025 USD*
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**(of which 1,500 USD comprises in-kind contributions of implementing partners)*



Increasing job-readiness by improving students' practical skills

Objective: To offer opportunities for students in the Economics and IT departments to apply their theoretical knowledge to real case scenarios in their community

Background and baseline

The Moldovan higher education system is experiencing a decline in the number of students. Thus, at the beginning of the 2018–2019 academic year, there were approximately 60,000 students, which is about 5,000 fewer than in the previous academic year and half the number there were less than a decade ago.⁴⁰

The Bogdan Petriceicu Hasdeu State University is a public university in Cahul, founded in 1999. In the 2018 National University rankings, it was ranked eleventh among 29 public and private universities.⁴¹ The University has three faculties: Economics, Informatics, Applied Sciences and Mathematics; Law and Public Administration; and Philology-History.

In line with national trends, the university registered a constant decrease in the number of students, falling from 1,226 in 2012 to 1,122 in 2016.⁴² Most university graduates, due to lack of employment opportunities linked to their field of study, become discouraged or leave the country, while employers face difficulties filling job positions.

The purpose of this Action is to consolidate students' practical skills and competences and to make them more job-ready in view of integrating the local/regional labour market.

Within this intervention, Cahul State University will have the opportunity to implement a new scheme of practical learning, which provides for the accumulation of theoretical and practical knowledge.

07

LEAD PARTNER

- Cahul State University 'B.P. Hasdeu' (CSU)

RESPONSIBLE PARTNERS

- Cahul State University 'B.P. Hasdeu'
- Cahul District Council (CRC)

END-RESULT

at least

12

students in the Economics, IT and Mathematics departments will enhance their practical skills in communication, marketing, and design.

MILESTONES



Sequencing

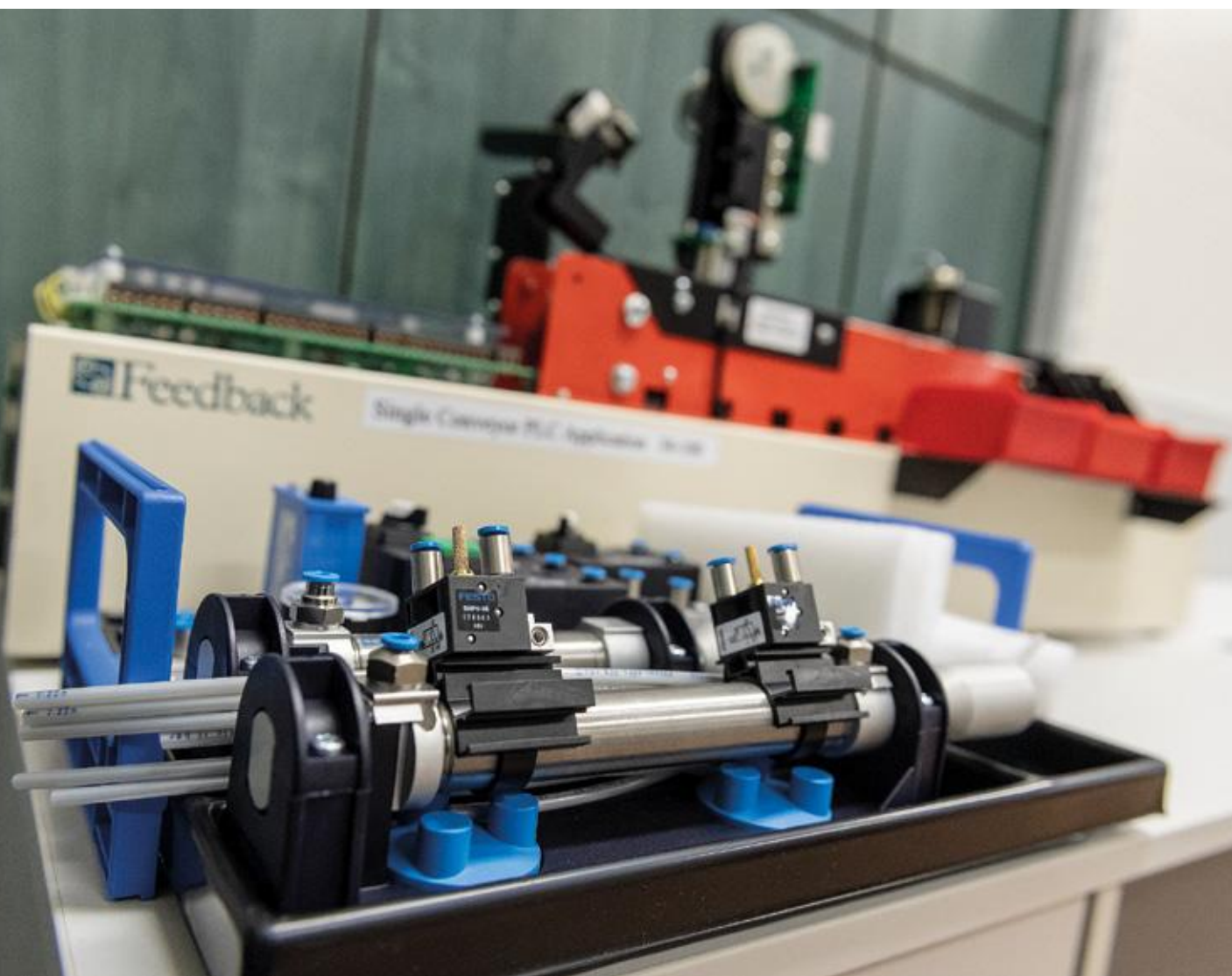
1. Information Campaign to support LEP Cahul:

A general information and promotion campaign about LEP Cahul will be launched.

Students from the Economics, Informatics and Applied Sciences faculty of Cahul State University are invited to participate in a competition for the best awareness-raising concept proposal for each LEP Action. The competition⁴³ will be announced and an evaluation committee⁴⁴ established to review and select the best concept proposals to be implemented for each LEP Action.

Cahul State University will upload on its web page the call for the best concept proposal, which shall contain background information on LEPs (to be developed by the designated university lecturer in partnership with a local LEP consultant). The posted information will also include the rules and objectives of the competition; organisational aspects and resources available (computers, support staff), as well as prizes.

To promote the competition, posters (with background information and the rules of the competition) will be designed by a working group set up by the university. They will be displayed at the university and invite students to an information meeting. The electronic version of the poster will also be distributed by e-mail to all students.



Students are invited to gather in groups of two or three and, over two weeks, prepare and submit their concept proposals to the office of the Dean of the Faculty of Economics, Informatics, and Applied Sciences. One week after submission, the evaluation committee will announce the best concept proposals for an awareness-raising and information campaign for each LEP Action. The successful teams will be awarded USD 500 at a public award ceremony.⁴⁵

The information campaign concepts together with the profiles of the students will be immediately passed on to the lead entity of each Action, which will then commission a media company to roll them out.⁴⁶

2. Branding and marketing campaign:

This intervention is linked to Action 2. In order to come up with the best concept for a logo and visual identity (brand book) for the honey production cooperative, students from the Economics, Informatics and Applied Sciences faculty of Cahul State University will be invited to participate in a competition. The competition will be announced by Cahul State University. The call for entries will contain background information on LEP Cahul; the objectives of the competition; organisational aspects, and resources. Additionally, posters (listing the conditions of the competition) designed by a working group set up by the university and inviting students to an information meeting, will be displayed at the Faculty.

Students are invited to form groups of two to three people and, in two weeks, to submit their concept proposal to the office of the Dean of the Faculty. One week after concept submission, an evaluation committee⁴⁷ will review and validate the best concept proposal based on the evaluation grid. The successful team will be awarded USD 750 at a public award ceremony.

The selected team has four weeks to develop the logo and visual identity (brand book). This process will be guided by a professor at the university in partnership with a professional designer.

Sustainability of the Action

- It is expected that the University will seek other partnerships to involve students in practical programmes to acquire professional skills and competences.
- It is expected that Cahul District Council will create a communication unit and seek possibilities to involve the students in other regional development projects.

Risk assumption

Only a limited number of students may be interested in the Action.

OUTPUTS

- Implementation of the best concepts for communication campaigns and brand books.
- Improvement in the practical skills of the students of the Economics, Informatics and Applied Sciences Faculty.
- The winning teams are included in the Council Board and benefit from possible job opportunities.

INPUTS

Programme costs:

Consultancy and guidance in designing concept proposals for the awareness-raising campaign:	200 USD
Consultancy and guidance in implementing the logo and visual identity (brand book):	350 USD
Consultation with a professional designer:	350 USD
Awards for campaign concepts (5 awards):	2,500 USD
Award for the best logo and brand-book (Action 2):	750 USD
Logo and brand book development:	1,000 USD
Design and printing of 10 posters:	150 USD

In-kind contributions:

CSU for the venue, computers, internet and organizational resources:	350 USD
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Total:	5,650 USD*
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**(of which 350 USD in-kind contribution of the implementing partner)*



Support to youth entrepreneurship

Objective: To generate employment by supporting youth entrepreneurship

Background and baseline

According to the National Employment Agency,⁴⁸ the unemployment rate was higher in rural areas because of the lack of employment opportunities: rural areas have 64 per cent of the registered unemployed against 16 per cent of total vacancies. Entrepreneurship is seen as one way of boosting activity rates among young women and men and is one of the priorities set out by the Government of Moldova. The main problem for young entrepreneurs remains access to finance.

The Organization for Development of the SME Sector (ODIMM), set up by the Ministry of the Economy and Infrastructure, manages national programmes aimed at providing business empowerment (by ensuring information, consultancy and educational support) and facilitating access to investments for business start-ups. The focus is on innovative businesses that are oriented towards or could contribute to sustainable development.

The national programme stipulates that the financing of investment projects should not cover more than 80 per cent of the amount needed: the applicant has to contribute the other 20 per cent. This makes the programme unattractive to low skilled young people who do not have financial resources to launch a business. This Action involves a combination of co-financing and non-financial support offered as part of national programmes, as well as access to training services relevant to the development of businesses run by young women and men.

08

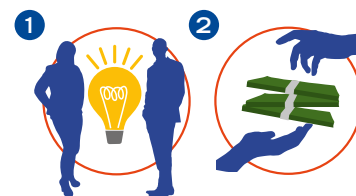
LEAD PARTNER

- Organization for Development of the Small and Medium Enterprises Sector (ODIMM)

RESPONSIBLE PARTNERS

- Organization for Development of the SME Sector (ODIMM)
- Cahul Business Incubator (CBI)
- Local training service provider
- Cahul District Council (and mayoral offices)
- National Employment Agency (NEA)/ Territorial Employment Subdivision Cahul (EO Cahul)

SERVICE LINES



END-RESULT

20

new jobs are created through start-up enterprises.

DESCRIPTION OF APPLICATION TO SERVICE LINES

For smooth implementation of the Action, the Territorial Commission for Consultation and Collective Bargaining (TCCCB) and other local stakeholders (businesses, schools and training institutions, civil society organizations and other stakeholders) active in Cahul District will play complementary and interconnected roles and assume responsibilities with a view to achieving the Action's objectives. The abovementioned stakeholders will undertake tasks aimed at taking advantage of local economic opportunities and manage the overall operational framework of the LEP.

An evaluation committee⁵⁶ will be set up to participate in all evaluation and selection processes under this Action, with important input into the development of the criteria and weightings to be used for the evaluation and selection of Action beneficiaries (with regard to low skilled women).

The Action will unfold according to the timeframe laid down for the submission, examination and evaluation of applications for funding and business plans, as well as the adoption and announcement of final decisions, all in accordance with the regulations of the national programme.

This Action is underpinned by:

- the existence of Cahul Business Incubator, offering logistic support to launch activities;
- the Organization for Development of the SME Sector's interest in implementing national programmes in Cahul;
- potential beneficiaries interested in participating in this Action, identified during field missions in Cahul.

Sequencing

1. Awareness-raising/information campaign (to be carried out with the support of ODIMM, CBI and Cahul Employment Office), combined with outreach to final beneficiaries (registered unemployed young women and men);
2. Information sessions on implemented programmes for the unemployed, organized by Cahul Employment Office and CBI;
3. Launching a call for registered unemployed young people to enroll in the 'Start for Youth' Programme;
4. Entrepreneurship training;
5. Preparation of business plans and business plan competition;
6. Provision of individual mentoring support for business registration;
7. Co-financing of investment projects under the 'Start for Youth' Programme (20 per cent per beneficiary) and provision of grants (up to 80 per cent per beneficiary) for 10 businesses started by young people.

► Preparatory work: Outreach and information campaign

ODIMM, as the lead partner of the Action, is responsible for implementing the public information and awareness-raising campaign.⁴⁹ The Territorial Employment Office (EO Cahul) will organize information sessions for registered unemployed young women and men to inform them about opportunities offered by such programmes. In the information campaign, priority will be given to describing the success stories of young people who previously applied to the pilot programme 'Start for Youth: a Sustainable Business at Home' and opportunities offered by the programme. The information and awareness-raising campaign is carried out with the support of the Cahul District Council and the involvement of the relevant municipalities to identify as many potential beneficiaries as possible.

► Service Line 1: Entrepreneurship and business advisory services

This measure targets registered unemployed young women and men, identified as a result of the information campaign, who are interested in business consultancy courses and, consequently, in access to finance for the implementation of business plans.

A call for applications⁵⁰ will be launched by ODIMM for a two-week period and promoted on the institution's website (form provided in Annex B). Potential beneficiaries identified as a result of Cahul Employment Office information sessions will receive support for their application.

An evaluation committee consisting of representatives of the Cahul Business Incubator (CBI), the Cahul District Council and the Territorial Employment Office

will review all applications and, based on the evaluation grid provided in Annex C, select 30 young people to be enrolled in the 'Start for Youth' programme. The results will be published on the websites of ODIMM and Cahul District Council.

One business development training course, lasting six days, will be offered to all selected applicants (training overview is provided in Annex D). The training provider is selected on the basis of the public procurement procedure managed by ODIMM.⁵¹ Cahul State University will apply to the call to implement the BIZUP training programme.⁵²

All 30 participants will receive a 5 USD/day voucher for travel and meals. This amount is provided in accordance with the ledger (sample provided in Annex E), to be completed by ODIMM to record and certify participants' attendance at the training programme.

Within two weeks after the training course, with the support of ODIMM mentors, the participants will develop a business plan (sample provided in Annex F), which will be submitted to the evaluation committee. The committee will review the business plans and, within a week, select (based on the evaluation grid, Annex G) 10 beneficiaries, that is, 10 start-up projects proposed by young people to be funded through the 'Start for Youth' programme

With the support of ODIMM mentors, the selected beneficiaries will be helped to register their business with the Public Services Agency⁵³ under one of the following organizational-legal forms:

- individual enterprise/individual entrepreneur;
- limited liability company;
- peasant household (farmer).

Only beneficiaries who can prove that their business has been registered (ODIMM is responsible for checking registration certificates) will be accepted for the next stage of the Action.

► Service Line 2: Access to finance

Young people can receive non-refundable financial support of up to 80 per cent of the required investment amount, but not more than 10,400 USD per beneficiary under the 'Start for Youth' programme. In order to receive the grant, young individuals fill in and submit to the evaluation committee the application for funding (a form provided in Annex H). The eligibility criteria on the basis of which the committee will accept applications are as follows:

1. young people individuals aged 18–35;
2. young people residing in Cahul District;
3. enterprise registered as a result of participating in the programme's entrepreneurial training;
4. enterprise registered under one of the organizational and legal forms listed below;
5. creation of at least two jobs.

MILESTONES



OUTPUTS

- A programme combining financial and non-financial support is delivered to young women

The investment project is financed in two stages:

Stage 1: provides for a grant of up to 80 per cent of the cost of the investment project, but no more than approximately 10,400 USD, to be provided by ODIMM.

Stage 2: applicant's own contribution of 20 per cent of the estimated amount for implementation of the investment project, but not to exceed 2,600 USD.

ODIMM is responsible for checking compliance with the national programme requirements. Grant beneficiaries will be monitored from the date of signing the grant agreement with ODIMM for 24 months from the date of payment of the last instalment of grant funds. For the implementation of the investment project, according to the requirements of the 'Start for Youth' programme and the current legislation, a mentor will assist each beneficiary and will guide them throughout the investment process. Monitoring of programme activities will be carried out by ODIMM in partnership with the Cahul Business Incubator. Based on the monitoring and evaluation, the ODIMM project team will prepare annual implementation reports, conduct quantitative and qualitative analyses, disseminate and promote programme outputs, and present them to relevant institutions and the media.

► Sustainability of the Action

As in the case of other Actions that support entrepreneurship, the institutional linkages that are created through the intervention are the main vehicle to ensure that it can be replicated with this same target group.

► Risk assumption

Limited number of youth willing to participate in this programme.

INPUTS

Programme cost:

1. Information and identification of target groups:	1,300 USD
2. Organizing the entrepreneurial training course (including vouchers):	2,292 USD
3. Mentorship support:	2,610 USD
4. Grant award:	26,470 USD
5. Mentorship post, funding:	2,050 USD
6. Monitoring and post funding support:	1,011 USD
7. Promotion and advertising, including project closure:	433 USD
8. Advisory and informational support at all stages:	1,588 USD

In-kind contribution:

1. Information and identification of target groups:	770 USD
2. Grant award:	103,990 USD
3. Monitoring and post funding support:	1,444 USD
4. Promotion and advertising, including project closure:	73 USD
5. Advisory and informational support at all stages:	289 USD

Total	144,320 USD*
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**of which ODIMM's contribution: 106,566 USD*

ANNEX 1: SUMMARY TABLE

Cahul District – Local Employment Partnership			
Action	Intervention	Main indicators	Beneficiaries
1	Employment generation through access to financing opportunities for micro and small entrepreneurs	<ul style="list-style-type: none"> # of micro and small enterprises benefitting from business advisory services (50); # of micro and small enterprises with access to additional financing opportunities (15); # of low-skilled and vulnerable individuals with access to training and jobs (30) 	<ul style="list-style-type: none"> 15 micro and small enterprises 30 low skilled unemployed
2	Formalization and employment generation through association building and value chain development (beekeeping)	<ul style="list-style-type: none"> # of beekeeping households that receive legal advisory services for registration and specialized training (50); # of contributing family workers transitioning to formal employment (at least 100). 	<ul style="list-style-type: none"> 50 peasant households 100 contributing family workers 1 honey producers' cooperative
3	Employment generation through access to services and financing opportunities (youth start-ups in apiculture)	<ul style="list-style-type: none"> # of low-skilled young unemployed benefitting from business and technical training in apiculture (50); # of new start-ups in apiculture emerging from this intervention (10). 	<ul style="list-style-type: none"> 50 young people (registered unemployed) 10 start-ups in apiculture
4	Support to women entrepreneurship	<ul style="list-style-type: none"> # of unemployed persons receiving advisory services for start-ups (>30) # of individuals receiving grants for start-ups (>10) # of newly created workplaces (>20) 	<ul style="list-style-type: none"> 30 young women (registered unemployed) 10 start-ups 20 new jobs
5	Outreach to inactive NEETs for prospective employment in the automotive suppliers industry	<ul style="list-style-type: none"> # of young NEETs identified through outreach (1,000) # of young NEETs participating in OSH training (250) # of trainees ultimately employed by Dräxlmaier (at least 60 percent of the trainees) 	<ul style="list-style-type: none"> 250 young NEETs
6	Formalization and upgrading of informal enterprises (handicrafts)	<ul style="list-style-type: none"> # of enterprises in the handicrafts sector accessing financial and non-financial support through the programme (10); # of household-based operations that receive support to formalize (4); # of low-skilled vulnerable unemployed people who benefit from on-the-job training in handicraft production (12) 	<ul style="list-style-type: none"> 10 artisan operations 4 informal artisan operations 12 low skilled unemployed
7	Increasing job-readiness by improving students' practical skills	<ul style="list-style-type: none"> # of students participating in the competitions (30); 	<ul style="list-style-type: none"> 12 students
8	Support to youth entrepreneurship	<ul style="list-style-type: none"> # of unemployed persons receiving advisory services for start-ups (>30) # of individuals receiving grants for start-ups (>10) # of newly created workplaces (>20) 	<ul style="list-style-type: none"> 30 young people (registered unemployed) 10 start-ups 20 new jobs

Cahul District – Local Employment Partnership

Action	Service lines	Time frame	Resource allocation, USD (including in-kind)	Implementing bodies
1	<ul style="list-style-type: none"> Entrepreneurship and business advisory services Access to finance Employment subsidies Access to training Association building 	April 2019– October 2019	26,403 In kind: 2,050	Lead partner: Savings and Credit Association Other: CSU, EO, NEA, CRC, CNPM.
2	<ul style="list-style-type: none"> Entrepreneurship and business advisory services Access to equipment Association building 	April 2019– February 2020	35,260 In kind: 2,300	Lead partner: Cahul Business Centre, Other: EO, CRC, NAB, CNPM.
3	<ul style="list-style-type: none"> Entrepreneurship and business advisory services Access to equipment Association building 	April 2019– October 2019	28,130 In kind: 1,980	Lead partner: Cahul Beekeepers' Association Other: EO, CRC, CBC, CSU, CEO
4	<ul style="list-style-type: none"> Entrepreneurship and business advisory services Access to finance 	April 2019– October 2019	120,023 In kind: 97,896	Lead partner: Small and Medium Enterprise Organization, EO, CRC, CSU, CBI
5	<ul style="list-style-type: none"> Outreach to vulnerable individuals (NEETs) Access to training 	April 2019– March 2020	20,000 In kind: 7,750	Lead partner: CNSM, Local youth NGO(s), EO, CRC, CNSM, LTU
6	<ul style="list-style-type: none"> Entrepreneurship and business advisory services Access to finance Access to training Association building 	April 2019– March 2020	31,025 In kind: 1,500	Lead partner: Handicrafts Union of Moldova, EO, CBC, Mayor Halls, CRC, CSU, CNPM
7	NA	March 2019 – October 2019	5,650 In kind: 350	Lead partner: Cahul State University, CRC
8	<ul style="list-style-type: none"> Entrepreneurship and business advisory service Access to finance 	April 2019– October 2019	144,320 In kind: 106,566	Lead partner: Small and Medium Enterprise Organization, EO, CRC, CSU, CBI

Total Beneficiaries

Individual beneficiaries: 673	Micro-enterprise beneficiaries: 110	Total jobs generated/ formalized: 264	Total cost: 410,849 USD <i>In kind (from local partners): 15,930 USD</i> <i>Small and Medium Enterprise Organization's contribution: 204,462 USD</i>
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ANNEX 2: LIST OF PARTICIPANTS IN LOCAL EMPLOYMENT PARTNERSHIP OF CAHUL DISTRICT

Beekeepers' Association of Cahul

Cahul Business Centre

Cahul Business Incubator

Cahul State University 'Bogdan Petriceicu Hasdeu'

Draexlmaier Group Moldova

Handicrafts Union from Moldova

Local employers' association

Local trade unions

National Beekeepers' Association of the Republic of Moldova

National Confederation of Employers

National Confederation of Trade Unions

National Employment Agency

Organization for Development of the Small and Medium-sized Enterprises Sector

Public authority — Cahul District Council

Savings and Credit Association 'Făguraș-Vadul lui Isac'

Territorial Commission for Consultations and Collective Bargaining of Cahul

Territorial Employment Subdivision of Cahul

SIGNATORIES



ENDNOTES

- 1 Law 245 of 21.07.2006 on the Organization and Operation of National Commissions for Consultation and Collective Bargaining, Branch and Territorial Commissions for Consultation and Collective Bargaining; <http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=317186>
- 2 The exchange rate applied in this document is 1 USD = 17.16 MDL. In some cases the amounts are rounded up or down.
- 3 Transition of young people to the labour market in the Republic of Moldova, ILO, 2015, https://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_536294.pdf
- 4 <http://cahul.md/wp-content/uploads/2017/09/Programul-de-dezvoltare-social-economica-a-raionului-Cahul-pe-anii-2017-2020.pdf>
- 5 Recently, Draexlmaier Group set up a plant in Cahul to manufacture electrical components and cabling for the automotive industry. Some other foreign companies have also expressed their interest in opening branches in Cahul District, such as: Fritzmaier Group, Nexans Autoelectric and EKR Elektrokontakt.
- 6 Law No. 105 of 14.06.2018 on Employment Promotion and Unemployment Insurance.
- 7 As a result of NEA's reform, territorial structures were denied legal status and 30% of personnel was laid off.
- 8 The average national monthly wage in 2018 was 6,150 lei. See: <https://gov.md/ro/content/salariul-mediu-lunar-pe-economie-pentru-2018-constituie-6150-lei>
- 9 National Food and Safety Agency, Information on registration and accreditation of beehives ('passport').
- 10 National Food Safety Agency, list of registered apiaries as of 1 June 2018.
- 11 <http://statbank.statistica.md>, External trade in sections and chapters, according to the Nomenclature of Goods (NM), 1997–2017.
- 12 CBC has an extensive mandate; it is accredited to provide training and consultancy services in the following areas: financial, management and marketing.
- 13 Once the sanitation certificate and apiary passport are issued, the beekeeper can register as a peasant household (Law 1353, 3 November 2000 on peasant households).
- 14 The certificate allows its bearer to apply to the National Fund for Agriculture and Rural Area Development (AIPA) for subsidies in the amount of 50 per cent of the investment; AIPA sub-measure 1.4, Stimulation of investments for technological equipping and renovation of zoo-technical farms, , http://aipa.gov.md/sites/default/files/Hot.%20Gov.%20455_rom.pdf
- 15 National Food Safety Agency, Information on registration of and passports for beehives.
- 16 National Food Safety Agency, list of registered apiaries as of 1 June 2018.
- 17 <http://statbank.statistica.md>, External trade in sections and chapters, according to the Nomenclature of Goods (NM), 1997–2017.
- 18 According to the annual report of Cahul Beekeepers' Association.
- 19 Possession of the certificate entitles the bearer to apply to the National Fund for Agriculture and Rural Area Development (AIPA) for subsidies in the amount of 50 per cent of the investment, after registration of the start-up as a peasant household; AIPA Sub-measure 1.4, Stimulation of investments for technological equipping and renovation of zoo-technical farms, http://aipa.gov.md/sites/default/files/Hot.%20Gov.%20455_rom.pdf
- 20 ILO, Labour market transitions of young women and men in the Republic of Moldova: https://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_498766.pdf
- 21 National Employment Agency, annual report, 2016. Chisinau 2017.
- 22 The information campaign will last for at least one week.
- 23 If the number of applications is higher or insufficient, a second round of applications may be considered.
- 24 To analyse the solidity of the business plans
- 25 Law No. 131, 03/07/2015 on public procurement, <http://lex.justice.md/md/360122/>
- 26 The BIZUP training programme will be tested as part of the implementation of Action 3 'Beekeeping Start-ups'.
- 27 Mandatory requirements under state programmes.

- 28 2014 Census, <http://www.statistica.md/pageview.php?l=ro&idc=479>
- 29 http://statistica.gov.md/public/files/publicatii_electronice/Moldova_in_cifre/2018/Breviar_ro_2018.pdf
- 30 Labour force in the Republic of Moldova: employment and unemployment in Quarter IV 2017: <http://www.statistica.md/newsview.php?l=ro&idc=168&id=5934>
- 31 The membership of the committee can be extended to social services, VET schools, colleges and Cahul University, depending on the need to extend the 'catchment' area.
- 32 The certificate is provided by the National Trade Union Confederation of Moldova.
- 33 Information on vocational training, number of graduates for 2016–2018 and number of places for 2018–2019, school No. 1 Cahul; <http://www.sp1cahul.md/regulamente/18>
- 34 <http://cihcahul.md/catedre>
- 35 National Handicrafts Union from Moldova <http://www.handicrafts.md/ro/component/content/>
- 36 According to Article 4 on the Activity of Folk Handicrafts, Their Organisations and Artistic Craft Enterprises, Law No. 135 of 20 March 2003 on Folk Handicrafts, <http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=312759>
- 37 Folk craftsmen are not entitled to employ people under Article 3 of Law 93 of 15.07.1998 on entrepreneurial patents <http://lex.justice.md/index.php?action=view&view=doc&id=312890>
- 38 See Action 7.
- 39 During the training programme, trainees will retain their unemployed status, registered at the Territorial Employment Agency of Cahul.
- 40 <http://www.statistica.md/newsview.php?l=en&id=5849&idc=168>, The activity of higher education institutions in the academic year 2017/18.
- 41 <http://webometrics.info/en/detalles/usch.md>
- 42 <http://usch.md/wp-content/uploads/2016/03/prezentare-raport-2015.pdf>
- 43 The competition will focus on specific requirements for the promotion of each Action based on its description.
- 44 The EC will be composed of representatives of Cahul District Council, the Dean of the Economics Faculty, one representative of a local media organisation and one representative of the leading partners of the Action for which the concept is submitted (in case of Action 1, the SCA is the lead partner).
- 45 The ceremony will coincide with the Official LEP launch and will award the winning students of the Faculty of Economics, IT and Mathematics, under each of the service lines.
- 46 The company selected to implement the concept is committed to hiring at least one of the students who submitted the concept, based on a volunteer's contract (in accordance with Law No. 121 of 18 June 2010), to be part of the working group implementing the contract.
- 47 The evaluation committee shall comprise representatives of Cahul District Council, the head of the IT department, one representative of a local media organisation and one representative of Cahul Apiculture Association.
- 48 National Employment Agency, annual report, 2016. Chisinau 2017.
- 49 The information campaign will last for at least one week.
- 50 If the number of applications is higher or too low, a second round of applications may be considered.
- 51 Law no. 131, 03/07/2015 on public procurement, <http://lex.justice.md/md/360122/>
- 52 The BIZUP training programme will be tested as part of the implementation of Action 3 'Beekeeping Start-ups'.
- 53 Mandatory requirements under state programmes to be able to apply for financing.
- 54 In order to avoid any conflicts between personal interests and the interests of the applicants, each member of the EC has to sign a conflict of interest, confidentiality and non-disclosure declaration (provided as Annex A).
- 55 Decision No. 1064, 6 September 2016 on the approval of the National Pilot Programme 'Women in Business': <http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=366750>
- 56 In order to avoid any conflicts between personal interests and the interests of the applicants, each member of the EC has to sign a conflict of interest, confidentiality and non-Disclosure declaration (provided as Annex A);

