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Annual Review of
Labour Relations and Social Dialogue in South East Europe:
Moldova
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1. Summary

The year 2013 was one of the most important years for Moldova's economy due to the negotiation process with European Union on Association Agreement. In 2013, growth resumed, driven by industry and services and the total increase of GDP in Moldova in 2013 was by 4 %.

In 2013 a severe crisis hit the Moldovan government which made it unfunctional for several months. The crisis ended in May 2013 when a new governing coalition was formed comprising PD, PLDM and a fraction of Liberals called Liberal Reformers. A new government was formed led by Iurie Leanca, former Minister of Foreign Affairs and European Integration. Despite all the efforts of the domestic government to promote the investments, Moldova remains a poor country with many problems, still unresolved. Several problems appeared in 2013, among them the most important being the highly contested privatization of the Saving Bank and Chisinau International Airport.

The Eastern Partnership Summit in Vilnius was the major European diplomatic event in 2013 for Moldova which received a positive assessment and managed to initial the Association Agreement. It is expected that the Association Agreement will be signed in September and ratified in the Parliament of the 19th legislature by the parliamentary elections on 30 November 2014.

Almost all branches succeeded in concluding collective agreements, except for the hotel industry, light, energy, financial intermediation where employees are not protected by a collective agreement which applies to the whole branch of the national economy. In total, excluding the fields entering the category of other branches of manufacturing industry of the national economy, about 350 thousand employees are not covered by a collective agreement at branch level, i.e., the share at the national level is around 14%. Unfortunately, the tripartite dialogue was quite poor, parts met just three times. Trade unions managed to increase the minimum guaranteed wage in the real sector, from 1 May 2013, from 1300 USD to 1400 USD, but failed in some other fields, namely, re-examining the minimum guaranteed wage in the real sector according to the indicators settled in 2010.

2. Socio-economic developments

Moldova's economy is recovering from the recession of 2012. In 2010–11, growth of remittances and investment fuelled domestic demand and exports were strong. Real GDP grew by 7.1 percent in 2010 and 6.4 percent in 2011. However, in 2012, GDP contracted by 0.8 percent, as the economy was hit by both a slowdown in external demand due to the Eurozone crisis and a drought-induced contraction in agriculture. In 2013, growth resumed, driven by industry and services, with GDP increasing by 4.9 percent in the first half of 2013. The total increase of GDP in Moldova in 2013 was by 4%. The current account deficit narrowed to 7 percent of GDP in 2012.

While the trade deficit remains large, export growth outpaced import growth in 2013, thanks to improved market access to the EU and Commonwealth of Independent States (CIS) countries. In addition, exports to other destinations outside of traditional markets of the EU and CIS increased by over 50 percent. On the back of inflows from CIS countries, growth of remittances remained strong, almost reaching precrisis levels. The structure of remittances has changed in recent years, however, as inflows from CIS countries now account for two-thirds of the total. Meanwhile, the vulnerability of remittances to unpredictable oil prices poses an important long-term risk for the economy. The budget deficit declined significantly from 2009 to 2012. Moldova managed to restrain transfers and public consumption, as well as both a wage bill and the purchase of goods and services. As a result, the overall fiscal deficit has declined by 4 percentage points of GDP since 2009 to 2.1 percent of GDP in 2012. In 2013, due to an increase in capital expenditure, the fiscal deficit is expected to widen to 2.5 percent of GDP.

An upcoming election cycle and institutional weaknesses could hinder the pace of reforms. Social pressures and demographic challenges, including existing commitments

on social insurance and pensions, will test fiscal sustainability. Pressures to increase recurrent expenditures are therefore likely to remain strong. These pressures became apparent in 2013, when some policy initiatives put the fiscal stance at risk, including a planned makeover of taxation in agriculture, a reopening of loopholes in the value added tax (VAT) regime, ad hoc increases in pensions, and salary hikes for public dignitaries. Institutional weaknesses are further reflected in the poor tax collection issues and, together with the country's vulnerability to external shocks, will continue to fuel uncertainty.

In September 2013 Russia announced a ban on imports of Moldovan wines and spirits, saying they contained impurities, a move certain to be seen in the small ex-Soviet republic as retaliation for its drive to expand ties with the European Union. In this respect, Dmitri Rogozin, a Kremlin envoy warned that Chisinau's policies could bring retaliation from Moscow, possibly involving cuts in Russian gas deliveries, on which Moldova relies heavily. This proved that Moscow is unhappy with Moldova's drive to conclude political association and free trade deals with the European Union in preference to expanding ties with Russia. The Eastern Partnership Summit in Vilnius was the major European diplomatic event in 2013 for Moldova, even though it did not meet all the Euro-integration expectations of the Eastern Partnership countries or European chancelleries. Vilnius assigned the Republic a Moldova a new status (by initialling the Association Agreement) and the prospect of faster European integration. It is expected that the Association Agreement will be signed in September and ratified in the Parliament of the 19th legislature by the parliamentary elections on 30 November 2014. A number of provisions of the Association Agreement, including the European wine market liberalization, will come into force prior to its signing. Visa liberalization, by an amendment to the Council Regulation (EC) No 539/2001, is expected to be agreed upon by the end of the European Parliament mandate in May or by the end of 2014 at the latest.

3. Governmental policies and legislation

In 2013 a severe crisis hit the Moldovan government which made it unfunctional for several months. It was started on 8 March 2013, after the Prime Minister Vlad Filat was dismissed by motion of censure of the Parliament. The government coalition Alliance for European Integration, composed by Liberal Democratic Party of Moldova (PLDM), Democratic Party (PD) and Liberal Party (PL), entered in an internal conflict. The President of the Parliament and PD leader, Marian Lupu accused Vlad Filat and his government for corruption, although in PL, someone sustained Filat, and the other ones sustained Lupu. The alliance was dissolved. The crisis ended in May 2013 when a new governing coalition was formed comprising PD, PLDM and a fraction of Liberals called Liberal Reformers. A new government was formed led by Iurie Leanca, former Minister of Foreign Affairs and European Integration.

Moldova's medium-term economic prospects now hinge on diversifying the economy in order to face international challenges and creating a second engine of growth from exports and investment. Although remittances continue to play an important role in the economy, they alone cannot drive Moldova's convergence with Europe. The authorities are pursuing an ambitious program of structural reforms for growth embedded in the National Development Strategy "Moldova 2020," which the World Bank is supporting by a number of instruments and in particular, by its Development Policy Operations, investment projects, and analytical work. However, implementation remains a challenge. The Government has undertaken reforms to improve the expenditure composition, especially in education, but much more needs to be done, for instance in the nationwide implementation of a per student financing policy. These inefficiencies are crowding out productive expenditure in infrastructure and public services, and spreading scarce investment resources too thin to be effective.

In 2013, the Government has managed to improve the efficiency of social protection. Social insurance and wage increases negatively affected Moldova's public budget during the 2009 global crisis, but managed to protect the poor. Analysis shows that poverty did not increase as expected during that time, mainly because of these spending measures taken by the Government. As remittances plummeted and private sector real wages fell, the Government raised pensions, social assistance benefits, and public wages. These measures, which were unsustainable and poorly targeted, had nonetheless large distributive effects that averted the projected increase in poverty. A system of targeted social assistance (Ajutor Social) has since been put in place by the Government, with support from the World Bank, to raise the welfare of the poorest. At the end of the year 2013 the government approved a national action plan on employment for 2014 today. To this effect, the authorities will allocate over 300 million lei. Under the plan adopted by the Government, 45 million lei will be allocated for providing unemployment benefits. Over 7 thousands persons registered at the agencies for employment will benefit from this money. 62 million lei will be directed for developing crediting programs for small and medium sized enterprises to benefit from financial resources.

In 2013 the state lost control of Banca de Economii, when a foreign capital company, Integrated Informational System, had bought over 20% of the bank's shares, as a result of an additional share issuance worth 80 million lei. The government remained with a blockage stock of 33.33% plus one share. The investor had already held a block of shares from Banca de Economii, and as a result, it increased its stake in the bank's capital up to 33.72%. Another highly contested privatization was that of Chisinau International Airport. The Government decided to concede the airport in 2012. On May 29, 2013, it announced a tender contest and the winner was designated in August. It is a Russian company from Habarovsk, which will administer the airport over the next 49 years. Other companies, such as AIR Moldova, North and North-West Electric heating networks, the North thermo-electric power station, Aroma Plant, the state-owned Tutun CTC (Tobacco CTC) block of shares, Vinuri Ialoveni (Ialoveni Wines), etc. were included in the List of state assets subject to privatization.

Another important development is connected with the approval of the anticorruption laws which took place at the end of 2013. The package includes three bills, namely the bill on disciplinary accountability of judges, the bill on the testing of the professional integrity and the bill on the inclusion of a new provision concerning the extended confiscation of property into the Criminal Code. There was also included a new offence component – illegal enrichment – and the obligation for the candidates for the posts of judge and prosecutor to take the polygraph test.

4. Industrial Relations

The social partners negotiated 13 collective agreements on the national level. These agreements are focused on aspects related to working time and rest, wages, security at the workplace, uniformity in concluding of an individual labour contract, elimination of child labour, establishing the criteria which could prove mass dismissal of workers, elimination of undeclared work and the payment of wages „in envelopes“.

Almost all branches succeeded in concluding collective agreements, except for the hotel industry, light, energy, financial intermediation where employees are not protected by a collective agreement (CA) which applies to the whole branch of the national economy. In total, excluding the fields entering the category of other branches of manufacturing industry of the national economy, about 350 thousand employees are not covered by CAs at branch level, i.e., the share at the national level is around 14%. At branch level 19 collective agreements are concluded in which during 2013 were negotiated several aspects, most frequently, additional rights and guarantees related to

minimum wages for industry, supplements and additives for heavy and noxious working conditions, additional holidays . At the local level have been signed so far 13 collective agreements. The CAs which are negotiated at the local level comprise many social issues, such as organizing children's leisure, organizing cultural activities, sports, etc.

Given that collective agreements are concluded for periods longer than one year (2-3 years) at present there are around 4,500 contracts, while the number of primary organizations is 7,500. However, there is an improvement in this regard in comparison with the last year when there were signed about 3,000 collective labour contracts. Most contracts are signed in the budgetary branches, because the biggest part of primary organizations is based there with the ratio 70/30. Most contracts are signed in the branches of education, communications, construction..

Currently, the National Confederation of Trade Unions includes 27 national trade union centres, with a membership that is over 447,000, with 26,000 members less than in 2012. Main reasons of the decreasing membership are: the economic crisis, migration, technical unemployment, closure of business units, the lack of jobs.

5. Tripartite social dialogue

The National Commission for Collective Bargaining and Consultations meets on a monthly basis and its actions are based on 12 Conventions that have been signed on a national level (several conventions have been absorbed by others so there are in fact seven separate conventions). The first conventions, signed in 2004 and 2005, aimed to solve the problems of employees' wages and supplements for unfavourable conditions. The next conventions negotiated by the social partners in a tripartite form were signed at the beginning of 2007. These focused on child labour (Collective Convention Nr 8 of 1 July 2007) and contributed with some additions to the List of Specialties which allowed them to work more than 8 hours a day but no more than 40 hours a week (Collective Convention Nr 10 signed on 10 August 2010 about completing the Collective Convention Nr 2 signed on 9 July 2005 "About Labour and Leisure Time".

Since the beginning of 2013, there were only three meetings of the National Committee for consultation and collective bargaining, in which nine decisions were adopted. The most important decisions taken within the Tripartite Commission related to the state budget law for 2014, the draft law on state social insurance budget for 2014 and the draft law on compulsory health insurance funds in 2014. The results obtained by Moldovan trade unions as a result of the negotiations with the government and employers were quite modest. The most important results include the increase from 1,300 to 1,400 lei of the minimum guaranteed wage in the private sector and the setting of a level of 1,000 lei monthly minimum wage for the first category of employees in the public sector. Another impacts of the social dialogue held in 2013 were an increase of 1,152 lei in the income tax quota for workers, an increase of 396 lei of the tax exemption for workers and an increase of 84 lei to the exemption rate for maintained persons. This social dialogue also approved the return to the eight percent share of value added tax on sugar beet production, livestock and horticultural products.

During the reported period, legislation was introduced deducting expenses incurred by the employer for transportation, food and education of employees, as well as those for the participation in the trade union activity. Also a 500 lei increase of the single child-birth allowance was enacted, which increased the level of allowance to 3,100 lei for the first child and, 3,600 lei for the next. The quota for social insurance contributions was maintained at six percent for employees and 23 percent for the employer.

Other successes of the social dialogue process comprised the modifying of the Regulation on the fixing and payment of social assistance in order to adjust the scoring and threshold assessment of family welfare. The tripartite format also accepted the NCTUM proposal that the optional insurance of employees (in case of work accidents or occupational diseases) should not be subjected to taxation. Additionally, union activists succeeded in ensuring that their professions will be included in the structure of the Moldovan Register of Occupations. Also, trade unions managed to increase by 10 million lei spending for balneotherapeutic treatment of employees. Another significant achievement was the inclusion of employee representatives, in an advisory capacity, in the structures responsible for the privatization of public property. Among the failures, a half percent increase for all employees and employers of the mandatory health insurance could be mentioned.

The National Confederation of Employers is emphasizing that the legal business community of the country, represented by the employers, had negotiated with the government a memorandum of cooperation which was not signed. According to the memorandum, the government's obligations should include a significant change following a year and a half of the existence of the mechanisms for social dialogue, social security, health insurance, and public procurement as well as amendments to the Labour Code and proposals on combating illegal affairs, unfair competition and corruption. In fact, the relationship between the Government and the NCE deteriorated during this year which was quite obvious during the Forum of Business People which was held on November 12 in Chisinau. The National Confederation of Employers ordered research by a local NGO in order to evaluate the business climate in the Republic of Moldova. The negative assessment of this research was badly received by Government Ministers when presented at this Forum.

After ratifying the Association Agreement with the EU, Moldova's state obligation is to adapt national legislation to EU standards and directives. Two documents which should be brought into line with European requirements are essential. The first is the Labour Code in which the unions will aim to find a balance of interests that will not affect the rights and protection of employees. The second relates to the establishment in Moldova of the practice of amicable settlement of labour disputes, which are now resolved in the courts. Both these objectives will constitute a matter of dispute in the tripartite dialogue.

6. Forecasts

After the drought-induced downturn in 2012, Moldova's output growth reached a healthy pace in the first half of 2013, led by manufacturing and trade. Short-term growth prospects are uncertain and depend on the evolution of remittances, exports and investment sentiment, while poor corporate governance in banks poses a risk to financial and broad macroeconomic stability. GDP growth expectations decreased from 4% to 3.8%, whereas for 2015 they remain unchanged at 4%. Evolution of money transfers and external demand for Moldavian goods will have crucial importance in 2014.

In the political field, the Republic of Moldova has to undergo a transfiguration before the Summit in Riga and the next two years are decisive for the country's European future and development. 2014 is the year of the signing and ratification of the Association Agreement, visa liberalization and elections. In 2015 (and on), Moldova will have to prove that it is competitive in the European integration process and deserves the prospect of joining the European Union. The further success of the integration processes will depend, to a large extent, on the ability to maintain the current government for the next electoral cycle (parliamentary elections will be held at the end of 2014 – beginning

of 2015), a thing that is increasingly doubtful because of the gradual erosion of this government's legitimacy.

The rate of coverage with Collective Agreements is continuously diminishing, falling to a level of only 36.3% which is much smaller than the 2007 level (42.2%) and it will continue to decline slowly. Alternatively, it is interesting to note that the total number of firms and enterprises which signed collective agreements increased slightly in comparison with 2007 – 4496 against 4393. This means that unions are trying to extend as much as possible the scope of their activities but the general tendency of the diminishing of the working class cannot be fully counteracted.

Annex of Data

- **Collective bargaining system**

According to Moldova's Labour Code, the collective bargaining system involves negotiations between employers and employees who have the right to sign collective labour agreements and collective conventions. The Collective Labour Agreement is the legal document regulating labour relations and other social relations in the unit, concluded between employees and employers or their representatives. The Collective Agreement is a legal document which sets out the general principles regulating labour relations and social-economic relations directly related to them and is concluded by authorized representatives of employees and employers at national, territorial and branch levels. Collective conventions give the general and minimum framework and Collective Labour Agreements allow for negotiating more favourable clauses and indicator levels.

At the branch level there are 19 collective conventions concluded which specify most frequently, additional rights and guarantees related to minimum wages for industry, supplements and additives for heavy and noxious working conditions and additional holidays. At the local level 13 collective agreements have been signed so far. The Collective Agreements which are negotiated at the local level comprise social issues, such as organizing children's leisure, organizing cultural activities, sports, etc. Given that Collective Labour Agreements are concluded for periods longer than one year (2-3 years) at the moment it was concluded it contained less than 4500 contracts, while the number of primary organizations is 7500. However, an improvement in this regard happened over the past year, in 2012 only 3000 such agreements were signed.

The biggest number of the CAs has been signed in the public sector. This could be explained by the fact that the number of primary organizations in the public sector largely exceeds the same number in the private sector (at a ratio 70 to 30). The greatest number of contracts has been signed in the following areas – education, communication and constructions

- **System of tripartite social dialogue**

The system is formed by several structures disposed at different levels. At the national level, it is the National Commission for Consultation and Collective Bargaining; at the branch levels - branch committees for consultation and collective bargaining; at the local level - territorial committees for consultation and collective bargaining; at the unit level - social dialogue committees.

The Law on the organization and functioning of the National Commission for Collective Consultations and Bargaining (NCCCB) and the committees of the interior was adopted in 2006. The document guiding the work of NCCCB is the Regulation and adopted by the Commission. NCCCB is a tripartite structure consisting of representatives of the Government, employers and trade unions, created to harmonize the interests of participants in social dialogue. The Committee is performing an advisory role which is a

generally accepted practice in the region but also received a negotiating mandate. The Commission's composition is based on the principle of parity, thus each party delegates six members and four alternates elected for a period of three years.

At the economic level there are only a few functional committees (of transport, construction, agriculture, health care) and hence very few collective agreements which are qualitative.

At the level of the regions, there are not many active committees (Ungheni, Anenii Noi, Orhei, Edinet) and just as few collective agreements negotiated. The biggest problem for this level is the central actor's inability to mobilize territorial and local partners (especially authorities at that level) to help build local dialogue. Another deficiency is the inability of employers to organize and become reliable partners in the process of consultation and bargaining.

Except the NCCCB, which is the main tripartite body which examines all social-economic aspects (e.g. fiscal policy, social insurance), representatives of the social partners participate in co-management of public funds by participating in the Administrative Boards of the National Social Insurance Company, the National Health Insurance Company, and the National Agency for Employment.

- **Social security systems**

Number of socially insured persons in health care

2006	2007	2008	2009	2010	2011	2012
2,498,085	2,634,417	2,568,734	2,448,072	2,760,622	2,753,643	2,751,524

- **Employment**

In III quarter of 2013, the economically active population in Moldova amounted to 1 million 328.2 thousand people, increasing by 3.2% (41.3 thousand) in comparison with the same period of 2012.

- **Unemployment rate**

2008	2009	2010	2011	2012	2013
4%	6,4%	7,4%	6,5%	4,8%	5,9%

- **Monthly average salary (in Euros)**

April 2010	May 2010	June 2010	July 2011	October 2012	November 2013
176.12	184.38	190.35	199	217,625	210,72

- **Monthly minimum wage (in Euros)**

2008	2009	2010	2011	2012	2013
56.25	56.25	68.75	70.25	72,25	61,11

- **Gender pay gap**

The Moldovan score for the gender pay gap is 0.7244 which is very high, Moldova being Nr. 20 on the global list of successful countries in this respect. Traditionally, the number of women is very high in two main federations – the Trade Union of Education and Science – 94,605 and the Health Care Trade Union – 41,976. It accounts to 60-

70% of the total number of employees. In other areas of activities covered by trade-unionization the percentage of women is not less than 30%.

- **Actual weekly working ours**

The current limit of weekly working hours is regulated by the Collective Agreement Nr. 2 signed on 09.07.2004 in a trilateral format. This convention called Working Hours and Leisure Times stipulates that amount of work should not surpass 8 hours per day with two free days. At the same time, the contract is allowing the possibility of having a flexible program, permitting a working week with 6 days and one free day, with 7 working hours in the first 5 days and 5 hours in the last working day. Another option is to have 4 working days with 10 hours and three free days. The last option permitted by the Convention is to have four working days and a half with 9 working hours for the first four days, four working hours in the first part of the fifth day and two and a half resting days.

- **Migration**

Net migration rate

Country	2006	2007	2008	2009	2010	2011	2012	2013
Moldova	-0.23	-1.13	-1.13	-1.13	-1.13	-1.13	-1.13	-1.13

Definition of Net migration rate: This entry includes the figure for the difference between the number of persons entering and leaving a country during the year per 1,000 persons (based on midyear population). An excess of persons entering the country is referred to as net immigration (e.g., 3.56 migrants/1,000 population); an excess of persons leaving the country as net emigration (e.g., -9.26 migrants/1,000 population). The net migration rate indicates the contribution of migration to the overall level of population change.

- **HDI**

The HDI represents a push for a broader definition of well-being and provides a composite measure of three basic dimensions of human development: health, education and income. Moldova (Republic of)'s HDI is 0.649, which gives the country a rank of 111 out of 187 countries with comparable data. The HDI of Europe and Central Asia as a region increased from 0.644 in 1980 to 0.751 today, placing Moldova below the regional average. In 2010 Moldova's HDI was 0,720, which placed it on 117 positions.

- **Gini-Coefficient**

	2007	2008	2009	2010
Gini coefficient	37,4	33.2	33.2	30.03 Last report)

- **Collective agreement coverage on the level of economic unit**

Years	2005	2006	2007	2008	2009	2010	2011(9 months)	2012	2013
Nr. of Collective Contracts	670	640	734	1015	781	930	827	931	958

- **Ongoing important collective bargaining agreements**

The situation changes insignificantly since 2012. There are 10 trade unions out of 27 which don't yet concluded contracts on the level of economic unit. In comparison with 2012, two trade unions more managed to sign the contracts.

- **Trade union density**

There are two Federations in Moldova which has a very high density of unionization: The Federation of Education and Science which include 141,231 of employees and the federation of Agro industry which includes respectively 113,069. The percentage of total employees in this organization is rather high and it accounts to around 80% of the total number of people employed in that kind of activities. There are several medium sized organizations with a relatively high rate of trade union density – “Health-care Trade Union” with 56,063 people involved, the “Trade Union Sindindcomservice” with 27,055 people, SINDASP Federation with 33,522 people and the Trade Union “Viitorul” with 22,785 people. At the same time there are several federations which number less than 1,000 people. For example, the “Union of Servants in Culture Sphere” account for less than 50% of the total number of people involved in this field and is also experienced a sharp decrease of trade-unionization.

- **Trade Unions (the most important ones out of 27)**

Name	Name	International Affiliation	Membership
Confederatia Nationala a Sindicatelor din Moldova	National Confederation of Trade Unions of Moldova	General Confederation of Trade Unions (Moscow)	543518
Sindicatul Educației și Științei din Republica Moldova	Education and Science Trade Union	IE – International Education	131000
Federația Națională a Sindicatelor din Agricultură și Alimentație „Agroindsind”	National Federation of Agricultural Trade Unions “Agroindsind”	OSE – European Organization of Trade Unions	106634
Sindicatul “Sănătatea”	Trade Union “Sanatatea” (Health care services)	PSI - Public Service International	53593
Federația Sindicatelor Angajaților din	Federation of Employees from Social Services “SIN-	PSI - Public Service International	33812

Serviciile Publice SINDASP	DASP”		
Federația Sindicatelor din Comunicații	Federation of Trade Unions in Communications	UNI – Union Global International	16334
Federația Sindicatelor de Construcții și Industria Materialelor de Construcții „SINDICONS” din Republica Moldova	Federation of Trade Unions in Constructions“ SINDICONS”	ISEM – International of Construction Sphere	14898
Sindicatul lucratorilor in Cultura	Culture Trade Unions	UNI – Union Global International	17332

• **Employer’s Organisations (15 branches)**

Confederatia Nationala a Patronatelor din Moldova	National Confederation of Employers Organizations	15 branches, Member of the International Organization of Employers, since 1997
Uniunea Industriașilor și Antreprenorilor	The Industrialists and Entrepreneurs Union	400 enterprises
Uniunea Transportatorilor și Drumarilor	The Transporters Union	65 enterprises
Federația Patronatului din Construcții	The Federation of Construction Employers	193 firms
Liga antreprenorilor cu capital privat	The League of Entrepreneurs with Private Capital	n/a
Asociația Națională a Organizațiilor de Administrație a Investițiilor	The National Association of Investment Administering Organization	n/a
Asociația Națională a Producătorilor	The National Association of Producers	60 enterprises
Clubul Republican al Oamenilor de Afaceri “TIMPUL”	The Republican Club of Businessmen “Timpul”	n/a
Asociația Micului Business	The Association of Small Business	86 enterprises
Uniunea Arendașilor și Antreprenorilor	The Union of Entrepreneurs and Renters	n/a
Federația Patronatului din Comerț	The Federation of Employers from Commerce	370 firms
Liga Exportatorilor și Importatorilor cu capital privat	The League of Exporters and Importers with Private Capital	n/a
Asociația Patronatului din Vinificație	The Association of Employers from Wine Industry	n/a
Federația Patronală din Telecomunicații și Informatică	The Federation of Employers from Telecommunication	n/a
Asociația Organizațiilor Nestatale de Detectivi, Protecție și Asigurare a	Association of Organizations of Detectives, Protection and Security “SECURI-	n/a

Securității "SECURICOM"	COM"	
Asociația Patronală din domeniul Serviciilor Publice	The Association of Employers from Public Service	36 enterprises
Federația Națională a Patronatului din Agricultură și Industria Alimentară a Republicii Moldova	The National Federation of Employers from Agriculture and Food Industry	17 associations of employers, 15 regional branches, 2000 enterprises