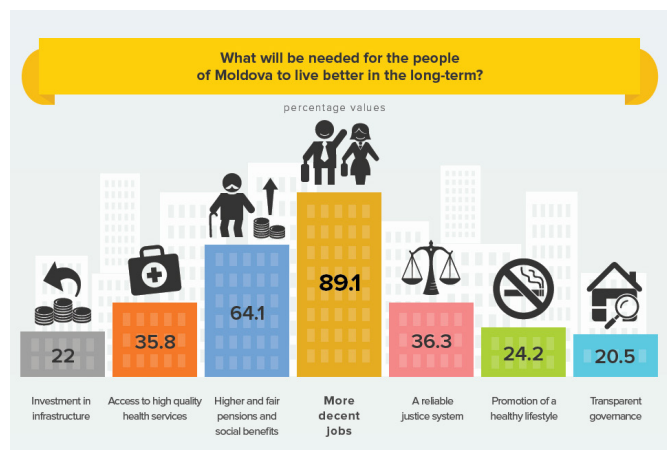


QUALITY, QUANTITY AND AVAILABILITY OF JOBS MATTER FOR THE DEVELOPMENT

THE ISSUE:

Full and productive employment and decent work for women and men are at the heart of poverty reduction and elimination of inequality.

Despite some positive developments, the Moldovan labour market faces continuing difficulties, including a low participation rate. More than half of the population above 15 years does not have and/or is not looking for a job in Moldova. One of the reasons is insufficient employment opportunities, especially in rural areas, as well as the inadequate quality of jobs. The latter translates into low incomes, often below the minimum subsistence level, limited protection from social, economic and environmental risks and uncertain prospects for employees and their families.



The significant gender disparities in wages are of concern. Overall, women earn 13 per cent less than men and outnumber men in low-paid jobs¹¹. A number of workers, particularly in the informal sector, are trapped in unsafe working conditions that have a bearing on their health and security and may lead to increased costs both for workers and their employers. Wide-

KEY FIGURES:

- **Employment rate** (in total active population): 39,3%;
- **Informal employment** (in total employment): 30,9%;
- **Precarious employment**, including casual and seasonal work (in total labour force): 6,5%;
- **Youth unemployment rate** (in total active youth): 12,2%.

Data source: National Statistics Office

spread concern for the lack of quality job opportunities was one of the key issues that emerged from the national consultations on the post-2015 global development agenda organized by the United Nations in 2013.

Moldova has adopted a number of international labour standards, including the fundamental principles and rights at work, and has remained committed to designing and implementing policies to increase productivity, improve access to decent jobs and reduce vulnerability. This commitment is reconfirmed through the EU - Moldova Association Agenda, which clearly highlights the importance of ensuring more and better jobs.

PROGRESS MADE:

- National minimum wage was increased to MDL 1000, while in the real sector of economy increased to MDL 1650;
- Implementation of the National Employment Strategy, which incorporates active labour mar-

¹¹ <http://www.statistica.md/category.php?l=ro&idc=264&>

ket measures, helped employ more than 8,500 persons during the first half of 2014²;

- Measures initiated to address the undeclared work and envelope wages through the adoption of a National Action Plan;
- The adopted Strategy for the development of vocational/technical education will help to address imbalances between skills required on the labour market and education programmes in schools;
- The National Action Plan on Occupational Safety and Health for 2014 – 2017, when approved will help promote a safety culture for all workers and employers and prevent accidents in the workplace;
- Changes to the Labour Code help eliminate discrimination on the grounds of sexual orientation, and improve the negotiation of collective agreements;
- Efforts to enhance capacities of trade unions and employers' organizations are helping them to better protect and promote the rights of workers and employers, and thus strengthen the social dialogue in their districts and enterprises.

WHAT REMAINS TO BE DONE:

Experience shows that economic growth alone is not sufficient for prosperity, inclusion and social cohesion. It should be anchored in decent jobs by means of social dialogue. Failure to address this will hamper human development.

Some areas for action include:

- **Facilitate private and public investment into the green economic development** to support creation of new and decent jobs for women and men, in urban and rural Moldova. Increasing support to ongoing reforms in areas of renewable energy, energy efficiency, and construction - and extending them to other sectors such as agriculture, will enhance competitiveness and profitability of businesses and help generate new jobs that did not exist before;
- **Eliminate the obstacles for business and support socially responsible businesses**, by

promoting the tripartite dialogue in decision making and other platforms that bring together central and local public authorities, social partners, private business and the people to advance policy dialogue, solve local issues, and generate regulatory predictability and availability of key productive resources. For instance, local companies that support childcare facilities can help increase employment of women and youth and increase the pool of the labour force;

- **Ensure the right to work, especially amongst the most disadvantaged groups, including Roma, persons with disabilities, people released from penitentiary, youth, women, and the rural population. Enforce the established quota for employment of such groups** to ensure their access to decent jobs and overcome inequalities. Facilitate business start-ups providing access to preferential credits and other tools to sustain employment and self-employment;
- **Adopt pragmatic approaches to informal employment** through tax reforms, revision and better enforcement of labour legislation, and adaptation of social protection mechanisms. Altogether, this can generate new job opportunities, fairer competition amongst businesses and fairer and increased accumulation of resources in the national budget to support key public investments and social protection measures.
- **Design and implement measures to reinforce a sharing of family responsibilities between women and men**, and to ensure equal treatment in the labour market, including equal pay for work of equal value in all sectors;
- **Foster dialogue between the education sector, the labour market and private sector** to ensure skills match between labour market demand and education system supply from the rights perspectives. This will help improve employment prospects for young graduates, raise productivity of businesses and thus increase wages in the respective sectors. Overall, this can also reduce migration pressures and brain-drain.
- **Adopt** with appropriate financial back up and implement the **National Action Plan on Occupational Safety and Health** to reduce work accidents and occupational diseases and contribute to increased productivity. *"In 2013, 445 accidents at the workplace were registered by the Labour Inspection, of which 38 were fatal and 74 qualified as severe".*

² <http://anofm.md/files/documents/ianuarie%20-%20iunie%202014%20SITE.pdf>