

THE ALTERNATIVE REPORT OF EVALUATION

regarding the implementation of

**CONVENTION ON THE ELIMINATION OF ALL FORMS
OF DISCRIMINATION AGAINST WOMEN**

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Chisinau 2006

**Laws and Policies Affecting Women’s Professional Lives
Access to Labor Market
Implementation, Enforcement, and the Reality of Women’s Lives**

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ABBREVIATIONS

BEMT	Bill of Expenses on the Medium Term
CCA	Common Country Appraisal
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CEDEF	Committee on the Elimination of All Forms of Discrimination Against Women
CEE	Central and Eastern Europe
CEE/CIS	Central and Eastern Europe / Commonwealth of Independent States
CIS	Commonwealth of Independent States
ERRM	Evaluation of the Report of Republic of Moldova from Committee for Elimination of Discriminations Against Women, 23rd Session (June 12–30, 2000)
EU	European Union
HIV/AIDS	Human Immunodeficiency Virus / Acquired Immune Deficiency Syndrome
ILO	International Labor Organization
INTAS	International Association for Promotion of Scientific Cooperation between the independent states of ex-USSR
IMAS	Institute of Marketing and Sociology
IPEC	International Program on the Elimination of Child Labor
IT	Information Technology
LPA	Local Public Authority
MD	Millennium Declaration
MEC	Ministry of Economics and Commerce
MENR	Ministry of Ecology and Natural Resources
MEYS	Ministry of Education, Youth and Sport
MF	Ministry of Finances
MFI	Micro-Finance Institution
MJ	Ministry of Justice
MHSP	Ministry of Health and Social Protection
NBS	National Bureau of Statistics
NGO	Non-Governmental Organization
NP	National Produce
OECD	Organization for Economic Cooperation and Development
OMD	Objectives for Millennium Development
OSCE	Organization on Security and Cooperation in Europe
SEGPR	Strategy of Economic Growth and Poverty Reduction
SME	Small and Medium Enterprises
WINROCK	Winrock International

General information



The Area (thousand square kilometers) 33,8
 Population (thousands) 3,386
 Estimated numbers of emigrants 376,000 (*nonofficial data - 600,000*)
 or 10% of population

Almost 88 percent of households had incomes below subsistence levels;
 53 percent had less than half the subsistence level.

The source: Common Country Evaluation, UN, July 2005.

INTRODUCTION

This report is intended to supplement, or “shadow,” the report of the government of Republic of Moldova to the Committee on the Elimination of All Forms of Discrimination against Women (CEDAW).

It has been written with contribution of Forum of Women Organizations from the Republic of Moldova, NGO “Gender Center”, NGO “Women’s political club 50/50”, National Centre for Study and Women Information, Women Association of Law Career, AIDS Network, Socio-Medical field NGOs Alliance, Social Protection of Elderly People NGOs Alliance (SPEPA), Alliance of Professional Groups from Social Domain, Association promoting Social assistance, “Junimed” Medical Club, etc.

As has been expressed by CEDAW members, non-governmental organizations (NGOs) can play an essential role in providing credible and reliable independent information to CEDAW regarding the legal status and the real-life situation of women and the efforts made by ratifying governments to comply with the provisions of the Convention on the Elimination of All Forms of Discrimination against Women (Women’s Convention). Moreover, if CEDAW’s recommendations can be based firmly in the reality of women’s lives, NGOs can use them to pressure their governments to enact or implement legal and policy changes.

Discrimination against women permeates all societies and takes many forms. This report is focused particularly on employment rights and the laws, policies, and realities affecting these rights in Republic of Moldova. We believe that employment rights are fundamental to women’s health, education, culture, family pacification, and equality and that States Parties’ commitment to ensuring them should receive serious attention.

This shadow report links various fundamental rights issues to the relevant provision(s) of the Women’s Convention

The most important provocations for Republic of Moldova on the issue of gender discrimination represent the reduction of distance between policy and practice.

We hope that our Alternative report with information on real situation of women access to labor market, implementation, enforcement, and the reality of women’s lives in Republic of Moldova, and information on impact and progress made after ratification of CEDAW Convention will help experts within the CEDAW Committee to raise issues that are not presented in the official report, given the alternative information

Chapter I

ACCESS TO LABOR MARKET

1.1 The Reality of Women's Situation in the Republic of Moldova

The period of transition to a democratic society, which Republic of Moldova passes through over a decade, is marked by political, economical and social transformations that had affected the society development, including the women's situation. The ratification of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in April 1994 has expressed the involvement of our country into protection and observance of woman's rights. Although the Constitution of Republic of Moldova under art. 16 stipulates the equality of all citizens, with no differences of race, nationality, ethnic origin, language, religion, sex etc., in the face of the law, securing the women's right to hold any function with respect to their training – the social and economic reform, which takes place in the country now, the transition to a market economy has generated some negative tendencies, namely:

- deficient involvement of women in the process of decision-making at all levels;
- intensification of discrimination of women in the social and labor spheres;
- decline in the level of their health protection, personal security etc.

On the whole, the current legislation secures the equality between men and women, the statutory acts do not contain obviously discriminatory paragraphs, the Government, as well as specialists in the field, recognize the need for a legislative reform, and also for the elaboration of adequate mechanisms for putting into practice of women's rights. In spite of this, the reality shows us that actions, undertaken up to now, have quite a minor effect and do not contribute effectively to the counteraction to the discrimination, which every day thousands of women are subjected to (growth of the poverty level, of the number of violent acts within the family, exodus of women of fertile age abroad and putting in danger the gene pool of the country, perturbations in the behavior of children, which grow up beside parents practicing in the relationship aggression, alcohol or drugs as a living norm, etc.).

The Sociological Study “Gender Equality in the Republic of Moldova (A leaders' vision)”, conducted by the United Nations Development Program in 2002, reveals the fact that 41.7% of the respondents consider there is no equality between genders in our country.

Also, in “Basic study on the present situation in the human rights field in Republic of Moldova”, conducted and coordinated by UNPD Moldova and the Parliament of Republic of Moldova, the fact is emphasized that gross discrepancies with the principle of the equality of genders exist in certain stipulations and regulations of the organic and ordinary laws (Law on socio-political parties, Public Health Act, Education Act, Nationality Law, Family Code, Labor Code, Law on remuneration of labour). Thus, under art. 14 of Family Code, the matrimonial age is 18 years for men and 16 years for women. This regulation is discriminatory against girls (according to the international standards and to

the national legislation, the children are considered persons, which have not reached the age of 18) and can affect their psychical and health condition [2, p.27] (*CEDAW Art. 16 paragraph 2*), (*ERRM Principal areas of preoccupation and recommendations – 47, 48*). Such examples reflect the fact that the principle of gender equality is not thoroughly integrated in the juridical reality of Republic of Moldova yet and that the activity conducted by state structures and NGO's, which collaborate within the international projects in order to promote the equality of genders, is extremely appropriate.

Discrimination against women represents in modern world one of the most widespread violations of human rights and an obstacle in the way of realization of the equality of genders, but it remains to be a permanent concern of the international community, an object of regulations of many documents with universal or regional, general or special nature, a part of them being ratified by our state too. Further, we will elucidate the way how some articles from CEDAW – a convention, which has been ratified by the Parliament of Republic of Moldova in April 1994, – are observed.

A starting point in the analysis below is commentaries and recommendations, which have been addressed to the Government of R. Moldova by CEDAF (June 2000). Among them we should mention:

- ✓ enactment in a short time of the law on gender equality;
- ✓ elaboration of Gender Mainstreaming Strategy, which would promote the equality between men and women in all spheres;
- ✓ exclusion of patriarchal stereotypes from society (particularly from educational programs and tutorials);
- ✓ increase in the number of women at all levels of decision-making and in all spheres of activity;
- ✓ completion of the National Mechanism capacities, including its localization, mandate and resources;
- ✓ taking measures for reduction of violence against women in family and society;
- ✓ development of gender statistics, etc.

In this context, we state the following: adoption of the Law regarding assurance of Equal Opportunities for Women and Men (February 2006), where the National Mechanism is stipulated too, represents a huge step forward in the Government activity, but, at the same time, a shortage of financial resources gives to the document a formal and declaratory nature, reduces its structures efficiency. The Government / Parliament efforts must be mentioned with respect to the exclusion of patriarchal stereotypes from society, to the increase in the number of women in Parliament, but they have a singular and often a formal nature, without a thought-out and long-term policy. The lack of an Gender mainstreaming strategy,, the deficit of human and financial resources represent obstacles in the way of promoting the equality of genders in society.

We state that the system of social relationship, which preserved in Republic of Moldova (in spite of the numerous attempts for its reforming), reproduces in growing proportions the acts of a

discriminatory nature against women in all spheres and at all levels of social organism. Further, we will try to evaluate to what extent the listed assurances secure the observance, **the realization of women's constitutional rights in economical plan**, as well as to suggest some solutions for the revealed flaws.

1.2 Legal Framework

A recent, very important element has been the enactment by the Parliament of Republic of Moldova of the Law regarding assurance of Equal Opportunities for Women and Men (February 9, 2006), promulgated by the President of Republic of Moldova on March 16, 2006. Among the positive parts of this document there can be mentioned: introduction of basic notions (gender mainstreaming, discrimination by the sex criterion, equality of chances, sexual harassment); specification of non-discriminatory actions; definition of discriminatory actions of the employer; specification of the parliamentary lawyer role; introduction of the gender statistics gathering.

In the same time, among the aspects, which hinder the realization de jure of the equality of opportunities for women and men, there can be mentioned: non-acceptance of the quota (in the law project there has been proposed a quota of at least 30% of the gender representation) (*ERRM Principal areas of preoccupation and recommendations – 31, 32, 33*); non-acceptance of an ombudsman on gender equality (the reason being the lack of resources); exclusion from the document of the procedure of filing and examination of complaints regarding gender based discrimination actions; exclusion of the procedure of sanctioning the cases of gender discrimination.

A special role in the introduction of the mentioned Law is assumed by the National Mechanism, stipulated in the following composition: the governmental committee, the specialized structure within MHSP, gender focal points in the ministries and at the local level. At the same time, an obstacle in its activity is the lack of human and financial resources.

The fact should be mentioned that during 1998–2005 in R. Moldova various structures for the protection and promotion of the woman in society, of the gender equality activated: Committee for Women and Family Problems under President of Republic of Moldova (May 1999 – January 2001); Subcommittee for Equal Opportunities within Parliament Committee for Human Rights, Cults, National Minorities and Extern Communities (1998 – December 2000); Committee for Women Problems under Government (February 1999 – present day); Functional Structures within Ministry of Health and Social Protection, namely: Direction of Social Insurances, Pensions and Family Protection (1994 – 1998); Direction of Family Protection (1998–1999); Direction of Family Policies and Equal Opportunities (1999 – 2001); Department of Equal Opportunities and Family Policies (2001 – April 2005); Direction of Equal Opportunities and Family Policies (May 2005 – present day) within MHSP; Gender Focal Points within Ministries and Departments (1999 – present day); Gender Focal Points at Local level (2001 – 2003) [1, p.122]

But the insufficiency of the normative personnel, of the human and financial resources has led to a sometimes formal and declaratory activity, to a frequent modification of structures and staff. For

example, Committee for Women Problems had no work meetings in 2005. All this reminds us of another negative element, which took place as a result of introduction of the administrative and territorial reform from Republic of Moldova and which entailed the abridgement from the framework of local public authorities of the gender focal points, since June 2003. Despite the fact that the Law regarding assurance of Equal Opportunities for Women and Men stipulates for the foundation of gender focal points at the local level, neither the state budget, nor the local budgets do not provide any finances for their activity, giving a formal nature to the law.

All this makes us to conclude that the law in Republic of Moldova remains to be declarative on the chapter of functioning of the state mechanism destined for securing the chances for women to actually participate in the decision-making and for excluding the gender based discrimination.

Chapter II

DISCRIMINATION OF WOMEN IN ECONOMY

The fact is that the discrimination against women lies in a direct correlation with their financial independence, which is determined by the fact whether the women have or not the access to a place of employment, to the fundamental economical and human resources, as well as whether they can possess these resources in a free way. There exists a number of factors, which determine the inferior statute of women in economical sphere, such as norms regulating the situations concerned with coming in possession of material resources and values of a society, the norms that are often dictated by tradition, as well as the limited access to placement in the field of employment, to property and in the business world.

We cannot but define the state policy in the period of transition to a market economy as a discriminatory one against women, since it does not create equal possibilities for the hiring of women (*CEDAW Art. 11 p. b*). The economic crisis, the reduction of jobs, the deep disbalance between the demand and supply of labor force, along with the creating of placement agency mechanisms, aggravated the problem of involvement in the production sphere for many women. At present, the situation is of such a nature that women, who have not left the country yet seeking for a job or for a decent income, make considerable efforts for remaining registered in the labor-market, in order to support their families.

Women are more subjected to the risks of poverty than men are. The inequalities of incomes between men and women (*CEDAW Art. 11 p. d*), the gender discrepancies in the percentage of involvement in the professional activity and the existent ways for the employment of women in the labor field represent the most important causes for women being brought to poverty, as much as these factors contribute to their financial dependence from family and augment their vulnerability. The poverty at elderly age is also a problem in emergency.

The same thing is confirmed also by results of the polling “Women in situations of risk”, conducted by IMAS / Winrock International in June 2005. According to the polling results, the most urgent needs that women have in their households are jobs, which would allow them a decent living, and the problem of getting access to them [7, p. 7].

Case study 1

Veronica L. wanted to be employed as an operator at the internet café. Café’ administrator met her with an ironic smile. She was refused for this job, just for she is woman and would not be able to work in night time.

Source: unofficial NGOs’ interviews

The limited access to the placement in the field of employment can be proven also by the number of unemployed persons. Among all unemployed persons, registered in 1997, the percentage of women was 53.6%, which represented 46.5% of all persons placed in the field of employment. In 2002, 21 201 women were registered as unemployed, which represented 41.8% of all unemployed persons [2, p. 63]. In 2004, the women represented 44.3% of all unemployed persons, registered at labor registry offices [11, p.40]. See **TABEL 1** *The unemployment percentage BIM*.

Among all unemployed persons, seeking for a job at labor registry offices, 43 per cent are women.

The real number of unemployed persons, including women, is much greater, particularly in rural localities (*CEDAW Art. 14*), where women are placed in the labor field only during a summer season, and on industrial factories standing idle long periods of time; because of that, the employees do not get wages.

The women are overrepresented in the category of no-market workers in a family (71.4% of the total number) (*CEDAW Art. 13 pt. a*)) (*ERRM Principal areas of preoccupation and recommendations – 31*).

The women represent the most vulnerable category of workers as much as they do not possess the control over the means of production or over the income coming from work. This phenomenon testifies to the existence of higher barriers, which women are confronted with in order to get a job in real economy, and that they have to engage in the non-formal sector of economy.

Case study 2

Mrs. Ekaterina, 47 years age, has worked for 10 years as cook at the children’s house. New director dismissed her without any analyze of Mrs. Ekaterina’s family situation just making a conclusion that she would not be able to work properly because of her 3 children. At the moment Mrs. Ekaterina is unemployed and not able to take care her family.

Source: unofficial NGOs’ interviews

The distribution and dosage of the labor time of employees from the non-formal sector of economy

is much less regulated than the one of employees from the formal sector. Also, women often have to execute non-official jobs at enterprises from the real sector, as well as domestic jobs, which are done mainly by women, and this assumes a greater number of hours.

The measures, undertaken by the state for training the unemployed persons for a new profession in order to place them in the labor field, are not enough (*ERRM Principal areas of preoccupation and recommendations – 40*). The existence in the labor legislation of such regulations as limitation of night labor, of additional labor, of working in free days and of sending in business trips in the interests of service, granting of additional vacations, establishing of the privileged mode of work (art. 124, 126, 127 of Labor Code), orientation of the lawmaker mainly to protection of the employed woman-mother, lack of a thought-out system regarding the differentiation of needs of various categories of women in the area of social protection (although the new Labor Code contains improved regulations as compared with its previous version, e.g. women can practice additional job, even if it is forbidden, with condition that they express their accord in a written form – art. 105 of the 2nd Labor Code), leads to a decrease in requirement for the female work force, consolidating prerequisites for the discrimination of women.

Article 248 of the Labour Code limits women's options by forbidding women's labor in certain work. Specifically, it is forbidden for women to work "in hard and harmful labor conditions, as well as underground work, with the exception of underground work of sanitary and social service and those not implying physical labor." Article 248(1). It is further forbidden for women to be involved in the manually lifting for transport of items weighing more than maximum norms established for them. Article 248(1). *These limitations are, on their face gender-based restrictions that constitute discrimination because they are based on general assumptions about the physical capacities of women.*

In addition, Article 249 (1) of the Labour Code contains explicit gender based limitations by prohibiting expectant mothers, women on post-natal leave, or women with children under age 3 years to be sent on business trips. This is in contrast to the Article 249 (2) which gives women in certain categories the option of refusing to attend business trips. The fact that women can be prohibited from attending business trips without reference to their particular needs or desires for almost four years per child is clear discrimination and could affect women's development, promotion, and training in business [6].

Case study 3

Gender discrimination on the labor market

In compliance with the Constitution of the Republic of Moldova, all citizens of the country have equal rights despite their sex, etc.

- ✓ At the same time there are cases of *gender discrimination on the labor market* of the country. According to the research 1 out of 10 women with children under 3-6 years age work more than 40 ours per week, 1 out of 4 men work at the same situation. This prove that women basically

are responsible for child care and child education, due to legal restrictions for some categories of women to work out of program too, ex. women with children under 3 years age.

Why does it happen?

- ✓ Traditionally, women are responsible for child care and education, etc.
- ✓ Imperfect legislation: existence of legal restriction that put obstacles for some categories of women to work out of program, ex. women with children under 3 years age.
- ✓ Child care allowances are too small: women have to accept any kind of work for surviving.

Consequences

- The above mentioned actions lead to violation of women right to work, diminution of opportunities for employment. This lead to moral and material losses
- Such restrictions do not offer women the possibility to choose when, how and where to work, reduce chances for employment.
- Such actions lead to strengthening and reproduction of traditional stereotypes regarding women statute in society and family.

Conduct to obstacles in long-term social-economic development of country: reduced possibilities of women employment could lead to poverty increasing in their families

Source: unofficial NGOs' interviews.

Protective legislation relating to matters covered in these articles shall be reviewed periodically in the light of scientific and technological knowledge and shall be revised, repealed or extended as necessary.

In this aspect, the position is maintained of the discrimination of girls in educational field (*CEDAW Art. 10*), (*ERRM Principal areas of preoccupation and recommendations – 39*). Today, the educational institutions for the preparation of personnel for armed forces and police organs as a rule do not enroll women for studies. As a result, the access of women to the work in this field is limited. This situation reveals once again the nature of economical discrimination of a woman, if we look at it from the perspective of the state budget, which provides for soldiers, officers, persons from organs of internal affairs etc. tax remissions, an obligatory insurance at the cost of the state, other privileges. **The modification of such a situation can take place, from our point of view, only along with the modification of the mentioned institutions statute (male ones by tradition), of the leaders mentality and at the same time with the modification of psychology in society and, first of all, of a woman's psychology with respect to her place and part in political, economical, social and cultural life.** The confidence must be instilled to the woman in her own powers and possibilities to act on equal terms with the man in very various fields.

Case study 4

Natalia C., 23 years age, graduated from Police Academy, tried to be engaged at a raional police centre. Police centre' Commissar refused her because of her age, she probably will marry soon and became mother – *police does not hire temporary personnel*. At the moment Natalia has barrowed money to find job abroad.

Source: unofficial NGOs' interviews.

2.1 “Feminization” of poverty

Since woman carry a double burden – the reproduction of population and the production of goods, – they are less competitive in the labor field and much vulnerable in the face of danger to lose their jobs, the fact, which leads to a more frequent use of the term **“feminization” of poverty**.

In such conditions, women are discriminated because of their involvement in those sectors of economy, which had to suffer most of all during the reforms implementation. Taking into consideration the crisis of jobs, the high rate of unemployment, women have to engage in production spheres with a deficit income, which are in a critical situation, or to hire on jobs, which does not require a high professional training.

Quite often the poverty contributes to an increase in the level of aggression and violence in society (*ERRM Principal areas of preoccupation and recommendations – 35, 36*). The women from households, where somebody has lost his or her job, risk becoming victims of violence to a greater degree. 21% of the victims come from such families. 47% are not satisfied with the material situation of their family, 38% with their standard of living [7, p.7].

We mention the fact that at this point in Parliament a project is discussed with respect to prevention and counteraction to the violence in family, where the notion of violence in family, its forms, a mechanism of its prevention and counteraction are specified. But a major problem, which still remains, is the lack of the required financial and qualified resources.

2.2 Working Conditions

As far as **working conditions of the women** are concerned, we state that at some enterprises from the light industry, where most of the employees are women, the air temperature and humidity considerably exceed the admissible norms, and also there are deviations from the norms regarding the illumination. Neither in agriculture working conditions is respected, where also many women work (*CEDAW Art. 11, paragraph 1, p. f*)).

The consequences of such violations have a negative nature, since the state of women's health is worsened; accidents occur at the work place, children are more exposed to the danger to fall sick. According to statistical figures, 7608 women work in working conditions, which do not fulfill hygiene and sanitary norms, 365 women deal with a hard physical work, 89 women work in rooms, which do

not conform to the requirements of work security, 19 women manipulate equipment, which also does not conform to the requirements of work security.

The Women's Organization Forum of Moldova (WOFM) has realized an independent alternative investigation, using the method of asking questions, in markets of the capital city Chisinau, where cca 8,000 women work. The number of the respondents has been 700 women. According to this investigation, 67% of the women involved in this activity have no protection. They work without having a labor contract, with no patent of entrepreneur, and they have no policy of medical insurance.

All this leads to an increase in the number of victims of labor accidents, which amounted to 232 women in 2004 [11, p. 37, 39].

All this also leads to an aggravation of women's health. The fact is alarming that a poor economical condition does not allow women to address to a doctor every time they need it. Thus, only 24.83% of the women claimed that, in case they fall sick, they have possibility to undergo a treatment, whereas the remaining 75.17% do not have such a possibility (*CEDAW Art. 10, p. h); Art. 12, paragraph 1; Art. 14, paragraph 2, p. b), p. c)*); (*ERRM Principal areas of preoccupation and recommendations – 44*) [11, p. 34].

2.3 Wages and wage disparity

Discrimination is observed also on the chapter of **the women's work remuneration**. The right of equal pay for equal work is a requirement of International Labor Organization, and our country, being part of this organization, has an obligation to assure the observance of this right. Actually, the new Labour Code, enacted on March 28, 2003, under art. 128, par. 2 decrees that "in a pay determination, no discrimination by sex criterions is permitted...". Nevertheless, the level of women's pay on average is less than the men's one and amounts to 71.3% in comparison with the men's one (*CEDAW Art. 11, paragraph 1, p. d)*).

According to the information provided by Government of Republic of Moldova to ILO (The Report on the Application of the Convention nr. 100, elaborated and presented by Government of Republic of Moldova to ILO, art. 22, August 2004), the Labor Inspectorate of Republic of Moldova has not detected any case of the illegal remuneration.

We consider this affirmation is a false one, since in our country there exist no available methods or principles for the detection of discrimination in the work remuneration, the non-detection of any cases of violation of the principles of equal pay for equal work reflects a gap in the methodology, rather than a lack of the discrimination itself. Certain training in this area is welcomed for both the Labor Inspectorate and the Trade Unions.

The Labor Code contains also some **special measures of protection**, which, as has been mentioned by Committee on the Elimination of All Forms of Discrimination against Women (CEDEF) (Analysis

of State Reports: Republic of Moldova, the Initial Report, 23rd Session, June 12–30, 2000), can create obstacles in the way of the participation of women in the labor-market. These measures hinder women to work in certain sectors of industry and to master certain professions that imply conditions of hard and hurtful works. Also, they establish the admissible norms of lifting and carrying of weights by women (Government Decision nr. 624 on October 6, 1993).

As mentioned above, the average wage of women is lower than the one of men almost in all sectors of the economy of R. Moldova: women earn on average with 25–29% less than men (see the illustration below). *TABEL 2 Correlation between the average wage of men and women, by sectors of activity, 2002–2004.*

This situation, conditioned by segregation on the ground of gender in the labor field, reflects a differentiated appreciation of the work of women and men. *TABEL 3 Percentage of employed women, by types of economical activities, of all employees.*

Most of the women in R. Moldova are engaged in underpaid activities, there is a concentration of women in activities concerned with the services sector, particularly in health protection and social assistance field (81%), education (78.2%), hotels and restaurants (75%). The percentage of women engaged in the commerce exceeds the average value (57.5%). The smallest percentage of the involvement of women has been registered in construction (13.5%), industry (24%) and transport (22.3%), as compared with the men's one, which activate particularly in the sectors with a greater income: industry, electric energy, construction, transport, storage and communications. *TABEL 4 Distribution of labor force on professional activities, according to sex, 2003.*

In addition to that, the average monthly wage (1282 Lei) in the sectors, where men dominate, is greater with 60% than the women's wage (767 Lei) in the sectors, where feminine labor force dominates. The average monthly wage of women in these sectors is also much less than the monthly wage in the entire country (938 Lei). It seems that this fact is a result of the sub-appreciation of the professions characteristic of women.

Moreover, no matter of the composition of labor force by sexes, women earn on average less than men do (see the table below). The smaller wages of women from the sectors, where feminine labor force dominates, is explained by the existence of barriers hampering women to advance on the hierarchic scale of the professional career (the glass ceiling phenomenon). *TABEL 5 Wages in the sectors where an individual sex dominates, 2003*

In this context to be noting that Statistics show that the rate of girls attending vocational and technical schools is much lower than the rate that girls attend general education institutions [9, p.54,57-60]. This may be an indicator that girls are frequently steered away from certain vocations or professions and that gender stereotypes are still frequently used (CEDAW art.10).

In addition to that, women are **underrepresented at the top of the professional pyramid**. For exactly the superior managers wages have grown most of all from the beginning of the period of

transition. Also, the wage-push covered a small part of the operators of equipment, of the craftspeople, as well as of the employees from the commerce and related sectors (see the following chart). The number of women exceeds the number of men in the category of office functionaries of an inferior rank, e.g. technical staff, secretaries etc.

Also, women often confront “*the glass ceiling phenomenon*” during the process of a career advance. Even in the cases, when they hold managerial posts, these are, as a rule, at the inferior or middle levels. Although they have a better professional training (see the percentage of women in the university education and at the post-graduated studies), women have smaller incomes than men do.

In the economical fields, where, from the perspective of the number of employees, women dominate (education, health, light industry, food industry), the employees are given an inferior statute, restricted possibilities for the professional development, as well as smaller wages as compared with the ones paid in other activity fields. The insufficiency of remuneration of labor in these fields is explained by the spread between the wage fixed for the salary category I (employees from the fields mentioned above are attributed exactly to this category) and the minimum of existence, which at present exceeds the amount of 1000 Lei per month, and the wage in the budgetary sector for the category II amounts to 250 Lei [5, pp. 6–11].

Case study 5

Women – doctor, with 25 years work experience and 2 children, work in the budget sector in the rural area. Besides of she has job plase her salary is only about 40% of the expences for minim consume buschet (100 US\$ for 1 person per month). Being angaged at the budget sector (public health) she take parte in category of poverty persons.

Recommendations: In order to eliminate the discriminatory differences with respect to the level of the remuneration of labor of women and men, as well as in order to implement the right to equal pay for equal work, an equitable correlation should be maintained between the salary of employees from various economical fields. The tariff regulation of the remuneration of labor should be improved by means of tariff accords and collective labor agreements, which would have at the heart of it the appreciation of the labor complexity. The current evaluation system of the labor complexity of employees from various fields of the national economy, where the appreciation of the work of doctors and professors is diminished by tradition, must be revised. The adoption of proper modifications would have an influence upon the recognition of the professionalism and the statute of a woman. Revision of the salary state policy under gender perspective.



2.4 Work Segregation

We state: In Republic of Moldova there exist **two main forms of discrimination** against women in

the labor field: *discrimination in remuneration*, when for performing a similar work from the quantitative and qualitative perspective women receive a differentiated remuneration, and *professional segregation*, when women have a restricted access to certain places of labor (as a rule, the more prestigious and the better paid ones). The main reasons for the discrimination of women in the labor field are:

- the preconceived attitudes of the employer toward the accept for employment of women, which is considered an inferior labor force;
- the preference of the employer, who is usually a man, for the male workers, from the considerations of men's sociality or solidarity, wishing to work with a collective of men, rather than with a group of women, or thinking that a male leader is more efficient;
- the provisions of the employer regarding the possible productivity of the female contender, since her service could be interrupted by marriage, birth of a child or baby-minding. Because of that, the employer gives priority to a male solicitant or, when he nevertheless hires a woman, she is paid worse. The birth of a child is certainly a woman's exclusive prerogative, while the responsibilities for the education of children should be distributed between the two parents in an equal way.

Case study 6

Gender discrimination on the labor market

In compliance with the Constitution of the Republic of Moldova, all citizens of the country have equal rights despite their sex, etc.

At the same time there are cases of *gender discrimination on the labor market* of the country. For example, about 70% of complains received by the Labor Inspection Department for the last couple years are from women, which complain for *discrimination approach while being hired for a job*. More often this was noted by the questions addressed during interviews: is the candidate married, how many children does she have, etc.? More often the employees request for submission of medical pregnancy certificate.

Why does it happen?

1. More often women are discriminated given that the employers foresee bearing costs relating to the reproductive function of women: existence of children, who need care, consequently possible sick leaves for taking care after children and being absent from the job, possible child's birth and maternity leaves, etc.
2. Legislation shortcomings: it is very difficult to prove the existence of discrimination in this regard given that directly it is not forbidden by law. Lack of the mechanism on employers' responsibility for undertaking the above mentioned actions.

Consequences

1. There were actions noted that prove the derogation of women's rights for job, drop/ reduction of possibilities to get a well-paid job. This leads to moral and financial expenditures.
2. Given actions lead to strengthening and re-production of stereotypes related to situation and status of women in the society and family.
3. Marked actions are also obstacles for long-term sustainable economic and social development of the country: in case qualified workers (in this case, women) can not find a job in their country, then they tend to leave abroad seeking for employment.

For example, a significant number of people, who left the country for abroad was registered in Moldova (unofficial data says that this data amounts to 600 thousand [9, p. 22-23], women constituting about 60-70%.

Source: unofficial NGOs' interviews.

In the last decade, women appear in increasing frequency as business people, as distinct, energetic persons with a spirit of initiative. However, it should be noted that **the starting point for a business activity** for women is a more disadvantageous one. Men gained more from the privatization of vouchers because of their seniority. According to a study conducted by International Association for Promotion of Scientific Cooperation between the independent states of ex-USSR (INTAS), only 1% of the women possess actions of enterprises as a result of the privatization in Republic of Moldova [3].

Also, women possess smaller economies, the number of women having accounts in banks amounts to a half of the number of men [8, p. 178].

In general, the business activity lies under the state control, that is the statutory acts, regulating this field, are elaborated by the legislative organ, and their implementation is supervised by the executive organs. In the last 10 years, in Republic of Moldova a number of laws have been enacted, which are oriented to the development of various aspects of business activities. Nevertheless, during the entire period of the economic reforms carrying out, no program or no act has been elaborated with respect to the promotion of the business initiative of women. In countries with a highly developed economy, the initiative of women is appreciated a lot, particularly in the small business sphere. As a matter of fact, Economic Commission for Europe recommends to the state governments the adoption of special programs and the setting up of state structures in order to promote the initiative of women in the business sphere. **TABEL 6** *Number of employees involved in the small business, January 1, 2005 (Economic unities with 1–19 employees).*

In a number of countries, **the stimulatory conditions for organizing the own business**, at the same time with the realization of family obligations, are created for the women. In Republic of Moldova women have to activate with no support from the state and in a business environment, which is

predominantly a male one, the latter having managed to redistribute the resources and the property for their benefit. In such a situation, women's rights in the field of the business activities realization are discriminated even when it comes about the key positions: getting credits (in general, the main causes of the lack of access to the funding sources are: a high percentage rate, banks refusal to accord long-term credits, guarantees deficiency, imperfection of the mortgage mechanism, lack of a qualified analysis of the state-of-market), equipment and raw material acquisition, renting of the rooms destined for the production activities etc.

Many women with a business statute point out the discrimination, when solving questions of a financial nature, as well as the fact that, when solving problems concerning business, the cases have been increased of the impelling women to have sexual relations.

As a confirmation of this, we will reproduce the answers to some questions addressed to women in the course of a national representative polling "Women in situations of risk in Republic of Moldova", conducted by IMAS and Winrock in 2005.

Answer: Did it happen to you that a man at work place or at school:	Yes, %	No, %	NA, %
looked at you in an inappropriate way	48	50	2
made improper gesticulations to you	34	64	2
touched you in an inappropriate way	22	76	2
used a language or jokes with a sexual sounding, even if he knew that this bothered you	26	72	2
embraced you without your permission	32	66	2
kissed you without your will	12	86	2
invited you to a date, promising to offer you some advantages concerned with the school/service	9	86	2
asked you to have sexual relations with him, promising a reward	6	92	2
asked you to have sexual relations with him by threatening you	2	96	2
tried to have sexual relations with you by force	3	96	2

The fact should be mentioned that recently in the legislation of Republic of Moldova, through the Law regarding assurance of Equal Opportunities for Women and Men, a notion has been given of the sexual harassment at the work place. However, there is no perfected mechanism regarding its detection and punishment yet.

Case study 7

Sexual harassment at the work place

In compliance with the Constitution of the Republic of Moldova, all citizens of the country have equal rights despite their sex, etc.

But, we could not find any official statistic data or information regarding sexual harassment at the work place. At the same time, nonofficial sources inform about numbers of cases on *sexual harassment at the work place* and at the universities too. More often these were noted by the indecent compliments, touches, sexual gestures. There are cases of imposing sexual relationships as a tool of career promotion etc.

Why does it happen?

1. Usually women victims of sexual harassment at the work place due to the maintaining of the patriarchal stereotypes regarding status and roles of women and men in society. Unfortunately, women are still treated as inferior persons, dependent on men. At the same time, there is an idea in society that for such cases women are responsible, they provoke such situations
2. Inadequate information of society regarding sexual harassment at the work place: there is no understanding that sexual harassment is a form of gender discrimination, violation of human rights
3. Imperfect legislation: there is the definition of sexual harassment at the work place in legislation¹, but absence of legal instruments for detection and calling to account for sexual harassment at the work place.

Consequences

- The above mentioned actions lead to violation of women's right to work, diminution of opportunities for employment, professional promotion. This leads to moral and material losses
- Such actions lead to strengthening and reproduction of traditional stereotypes regarding women's status in society and family.
- Contribute to obstacles in long-term social-economic development of country: if qualified specialists (ex. women) could not be employed in their country they go abroad to find better work places.
- Lead to the moral degradation of the society

Source: unofficial NGOs' interviews.

¹ There is definition in Law regarding assurance of equal opportunities for women and men (adopted on February 9, 2006)

Recommendations: The conglomeration of problems, generated in the small business sphere, proves the need for the elaboration of a state mechanism regarding the realization of women's right to perform a business activity. From the position of the judicial assurance of such a mechanism, an elaboration is welcomed of a law project regarding the support given by the state in the small business sphere to business women. The legislative policy with respect to the predisposition of women toward the business field must include a number of measures directed to:

- ✓ securing the advantageous conditions for the creation of new jobs and the acquisition of income from the work especially for women and, first of all, for women with a reduced capacity for work, with a lot of children, for the mothers with children under three years, or with handicapped children;
- ✓ creation of new forms of attracting women into the labor field (work to be done at home, production activity within a family etc.);
- ✓ creation within Ministry of Economy of a new structure destined for promoting, helping, stimulating business women.

In new social and economical conditions, the women are confronted with a number of problems, which represent an obstacle in their way to success, one of them being the “*double occupation*” – the performance by women of maternal obligations and the education of children. Professional difficulties yield to the over employment of women – at service and at home. As a result, the tiredness and the permanent nervous and physical tension appear, the impossibility to do everything. Although in the last years the domestic work has been reduced owing to the development of social service system and the new technologies, the amount of this work still remains quite large. The investigations in this field estimate that the domestic work takes about 30 hours per week in the developed countries and about 40 hours in the post-socialist ones, including Moldova. Generally, the total pressure of work of the women constitutes 70–80 hours per week, the fact which reduces considerably the amount of free time of women, which is 1.5 less than one of men.

The sociological study “The statute of women in Republic of Moldova” reveals the fact that most of the women (42.28%) work 6–8 hours at their jobs and 29.34% of the women are engaged in the domestic work about 4–6 hours daily. Thus, women work approximately 10–14 hours daily, practically having a double working day – at service and at home. Even if the women consider that in a family the both parents should deal equally with administration and maintenance of household, education of children, acquisition of products, repair and doing up of the house, most of the domestic work (education of children, doing up, laundry washing, acquisition of products and food preparation) falls on women. This situation is worsened by the fact that 21.67% of the questioned women declared they have no laundry washer, 41.7% – vacuum cleaner, 90.17 – kitchen machine, 77.67% – squeezer and 30% – electrical range.

Of course, all these circumstances make difficult the full-fledged engagement of women in the

professional activity. In order to understand the situation of women in the economical conditions of transition, it is important to realize that in many cases the woman is the holder of a family, the head of it. Most of the women, 61.15%, consider that in their family the “head of the family” is the man, 9.66% think it is the woman and 28.74% chose the option “the both equally”.

It is important to recognize the need of women for combining various social roles, for accomplishing not only the role of a participant in the process of work and the social life, but also the one of a “housewife”, of a mother. As recognized by the specialists in this field [9, p.102], such a situation does not have an occasional nature, since in our country women virtually do not take part in the process of economic decisions making, including the elaboration of the financial, budgetary and commercial policies or of another kind of the state economical policy, as well as in the creation of the tax system, of the norms regulating the salaries. But exactly within such a policy the representatives of the both sexes make decisions on how to distribute the time between service and home duties. Thus, the economical policy in a direct way affects the access of men and women to the economical resources, their economic possibilities and, accordingly, the equality between them at the personal and familial levels, as well as in the society in general.

The disturbing fact is that to the question given to women during the national representative polling “Women in situations of risk in Republic of Moldova”, conducted by IMAS, namely “How difficult do you think is for a girl / woman like you to strengthen herself in life?”, the answers were the following: a) very difficult – 24%; b) difficult – 59%; c) easy – 13%; d) very easy – 1%.

The involvement of women in the business leads to an important contribution to the country development, particularly because of the following reasons:

- field of population employment grows (new jobs appear);
- level of selling grows;
- implementation of many innovations takes place;
- incomes rise.

The involvement of women in the business activity has a positive influence: increase in the standard of living, growth of self-esteem and of respect from the relatives, obtaining of independence and accomplishment of the potential, satisfaction from the professional activity, control of emotions.

Unfortunately, it has been determined that the business women have a limited access to the resources. Thus, women more rarely than men have created their business as a result of the privatization (4% of the women as compared with 13% of the men); the business of the women more often (24%) than one of the men (10%) is placed at home, because women do not have enough financial resources and because they can combine in such a way the business with the domestic work.

The strategy of socioeconomic development of the country cannot be conceived without the creation of a viable system for the social protection of women. They, as mentioned above, are more exposed to living in poverty, especially those included in the category of indigent women; they renounce to job for

bringing up the children; get married being young, without having a professional training and a job before the wedding; raise on their own one or more children; live apart from the husband or are divorced and have children, and their pensions are not enough, the parent bilks to them or does not have a job; belong to a disadvantaged ethnic minority; are jobless.

The efforts of women to join the professional engagements with those familial lead to an increase in the risk to abandon the professional activity and, as a result, intensify their dependence either on the social maintenance system, or on the husband's incomes. Furthermore, the costs related to the reinstatement in employment, the lack of infant schools or their exaggerate cost make the employees, especially the mothers, to live from the welfare payments, contrary to their wish to resume the working activity. Taking into consideration such a situation, the lawmaker should define a juridical mechanism for the use of possibilities of the social insurances system, regulating the volume and the directions of the social support accorded to women and to employees with family duties. It should be mentioned that the role and the position of a woman as an employee with domestic duties in the labor-market are conditioned to a great extent not only by the social infrastructure development, but also by the stereotypes with respect to the division of the family obligations. Such stereotypes, handed down over centuries, have been consolidated also by the paternal policy applied toward women during many years, and they have at the heart of them the provision of some privileges, the introduction of interdictions, of special regulations, which accord to the women a special statute. In practice, such a policy leads to the discrimination in a hidden form of women, as far as the placing in a job is concerned.

Today, a professional activity is accessible for a person which does not have family obligations. The ascension to a superior post is often connected with the need to work over the program hours or with an increased intensity. In the same time, the period of life, which is very important for a career, concurs with the moment of children appearance in a family and the over employment of a woman with home duties. In such conditions, women lose their professional skills, representing an offer of little value in the labor-market. The level of development of the social infrastructure also has an influence on the required conditions to a family vitality, as well as the possibility of accumulation of the professional and familiar activity, pointing out the opportunity of creation with no capital financial investments of new additional jobs within small enterprises, no matter their form of propriety. For this kind of juridical persons the fact is specific that the application of more flexible forms of the organization of work does not lead to big difficulties, including through the reduced program of work or the work at home. The substantial transformations, which occurred in the last years in the systems of infant and out-of-school education of the children, rendering of services, sanitary and cultural institutions, expanded the women's duties and reduced their value in the labor-market.

Form the perspective of juridical solutions to this problem, the lawmaker, in order to develop the social and cultural sphere, should consider the following moments: do not allow the commercialization

en masse of the social and cultural sphere and of the services rendering, elaborating and passing a law regarding the interdiction to modify the destination of a social object or the stopping of its exploitation; to watch over the tariffs at services, rendered to the population by organizations from the services sector, intervening with some measures if necessary; to improve the ways of stimulation of the organizations, which maintain and develop at their own expense the sector of social service of the employees and of their family members; to impel the local administration organs, the economic agents to create a network of social and cultural institutions, easily accessible to the population, stimulating the owners to organize measures for aiding the families of employees with respect to care and bringing up of the children (maintenance of kindergartens, organization of the children rest, granting services with respect to the children treatment etc.).

CONCLUSIONS

Making a resume of the analyzed above, we can conclude that a big role in the redress of a woman's statute, in the modification of her image in society and also in the extirpation of the phenomenon of discrimination against women is assumed by their economical condition.

The material lack, the reduced possibilities to express herself on a professional plan or even to take a job, the insufficient protection from the state in the social insurance field, the formed stereotype as the woman should be only a good mother and an obedient wife, promote and intensify the dependence of wives from their husbands, the inequality of chances between men and women.

However, the struggle for its eradication should be conducted also on the economical plan. As a matter of fact, in ERM, *Factors and difficulties, affecting the implementation of Convention 24*, the fact has been mentioned that the Committee considers the continued political and economical transformations and the higher level of women's poverty, resulting from it, as major handicaps to the elimination of the discrimination toward them, of the violence, and therefore to a complete implementation of the international acts, which R. Moldova is a part of, with respect to the removal of all forms of discrimination against women.

Public-opinion polls, statistical data, investigations made by local and international non-governmental organizations in the field show that the woman still remains to be subjected to various forms of discrimination. Taking into consideration the crisis of jobs, the high rate of unemployment, women have to engage in the production spheres with a deficit income, which are in a critical situation, or to hire on the jobs, which do not require a high professional qualification.

The pressure of small incomes, the poor living, the frustration resulting from difference between the level of expectations and the reality, are some of the causes, which force women to find solutions, even the illegal or dangerous ones, in order to survive. Without human and social resources for confronting the difficult situations in life, women cherish hope to find a job in a country from Western Europe, becoming quite often victims of the traffic of human beings. The overwhelming majority of those who become a victim of the traffic are young girls, seeking for a job. This situation becomes even more dramatic for the governors, since according to polling, organized by IMAS and Winrock International in 2005, 73% of the respondents are disposed not to go abroad, but to work in their own country.

This proves us one more time the government's incapacity for governing, while reducing its activity only to the implementation of quite bad decisions, ignoring the public-private – civil society partnership in the solution of these quite difficult problems.

Another moment, which must be mentioned, is connected with the participation of women in public affairs, including the holding of representative posts on the international level. With reference to the international level, during 2001–2002 only 1 woman, compared with 21 men, has been designated as ambassador, and the administrative-technical corps had the following composition: 1998 – 42 women

and 21 men; 1999 – 47 women and 23 men; 2000 – 46 women and 23 men; 2001 – 49 women and 24 men; 2002 – 51 women and 26 men. In spite of the fact that, according to the census data from October 5, 2005, women constituted 51.2% and men 48.2% of the population, in Parliament of R. Moldova there are only 21 women, which amounts to 20.8%, in Government there are 1 minister-woman, 1 vice-prime minister-woman, 5 vice-minister-women, which amounts to 19.2%, and among 32 region presidents there is only 1 woman [11, p. 7]. The causes for the difficult situation of women are the general socioeconomic problems, the collective mentality, which dominates in Moldavian society, as well as the public policies from this field with no consistency, coherence and efficiency. The existence of qualitative legislative and institutional prerequisites is not necessary a decisive factor for the public policies success in the area of equality of chances. Moreover, there is a need for a real interest of the central and local authorities, as well as for an aggregate, centralized on the principle of equality of genders.

Main problems:

- Governmental report analyze implementation of the provisions of the Convention on the Elimination of All Forms of Discrimination against Women like something absolutely separated by country policies, mining the process of national policy and strategy on poverty reduction and economical grow elaboration;
- The obligation of Government on CEDAW a placed out of other obligations assumed by Moldova on implementation of Millennium Development Goals. The EGPRS do not contain gender equality directions;
- Government and policy-makers do not recognize gender equality problem as an extremely important or are absolutely negligee, poverty analysis are gender insensible;
- Gender balanced participation at the decision-making level;
- The government has refused to allow a sexual-reproductive health curriculum be taught in the schools (violation of Article 5-6 of the Moldovan Law on Healthcare, Reproductive Health and Family Planning; CEDAW Art. 10);
- Lack of the state consistency addressing to the elimination of all forms of discrimination against women;
- Maintenance of gender stereotypes in the society, especially in educational system;
- Lack of Gender Mainstreaming Strategy;
- Shortage of human and financial resources in the field;
- Women involvement into activities of a reduced qualification and poorly-paid;
- Ignorance of phenomenon of violence against women;
- Ignorance of the phenomenon of sexual harassment;
- Ignorance of migration process, especially gender dimension;

- Non-existence of a public-private – civil society partnership;
- Lack of a strategy for forming the middle class, as a guarantee of the democracy development;
- Lack of a complex, long-term policy of the donors for supporting the programs addressed to the gender equality.

RECOMMENDATIONS

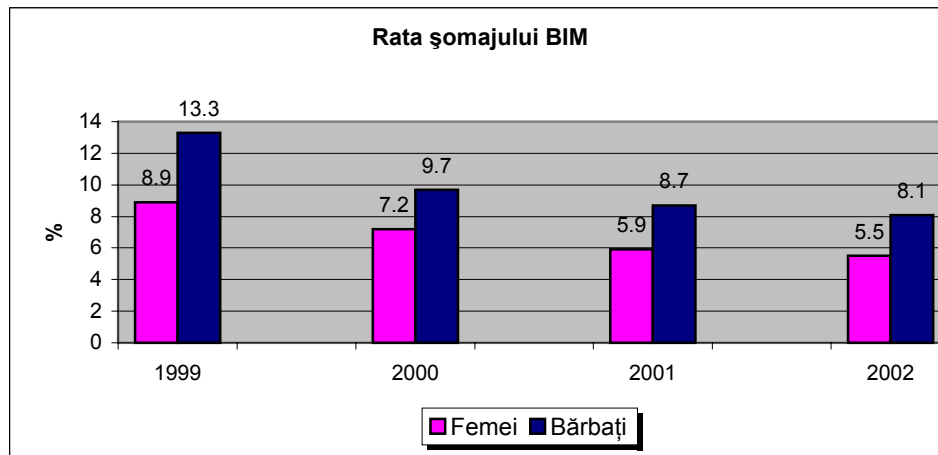
General recommendations

- elaboration and implementation of Gender Mainstreaming Strategy;
- adjusting the national legislation according to the Law regarding assurance of Equal Opportunities for Women and Men, inclusively national EGPRS;
- consolidation of the national mechanism for promoting the equality of genders with clear responsibilities and capacity to make analyses and sectorial gender sensible policy's;
- promotion of women at the decision-making level;
- elaboration and implementation of the educational programs for preventing the violence against women, for gender education of the population;
- urgent adoption of the Draft Law on Prevention and Combating Violence in Family;
- conducting of the informational campaigns regarding the rights of domestic violence victims; campaigns for a proper rehabilitation and socialization of persons, which commit acts of violence in a family;
- conducting of campaigns with the participation of NGOs in the field, of authorized state institutions for attracting the public opinion regarding the malignancy of the phenomenon of discrimination against women;
- accordance of conditions, necessary for the detection and elimination of the cases of a discriminatory behavior and attitude toward women in family and society;
- creation of juridical mechanisms and conditions, necessary for the diminution of the phenomenon of sexual harassment at work place and in educational environment;
- improvement of the legislative field in the direction of according the preferential credits in order to promote the woman in a business activity;
- to encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life;
- to review the protective legislation relating women's employment;
- to assure access of girls and boys to specific educational information to help to ensure the health and well being of families, including information and advice on family planning and sexual-reproductive health;
- to review the attitude and policy regarding economical migration process;
- establishment of a public-private – civil society partnership;
- creation of the conditions for forming the middle class in Moldavian society.

The special recommendation

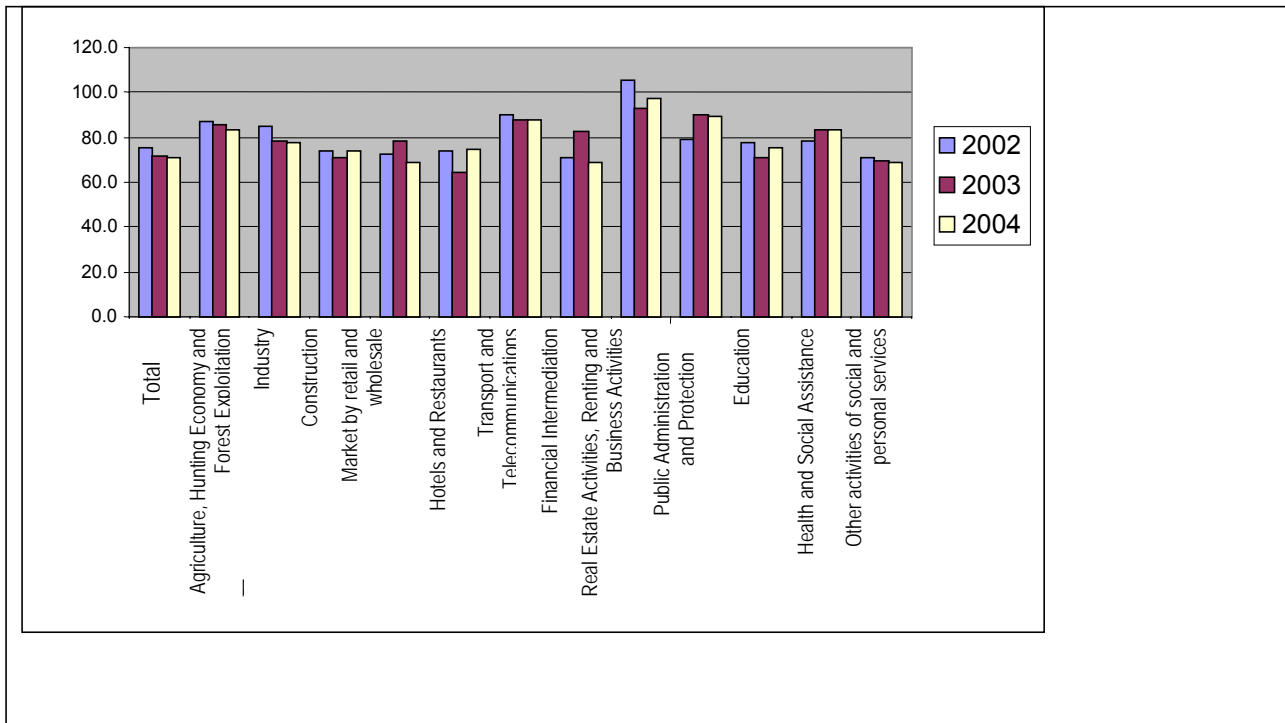
- It is necessary the integration / harmonization and coordination off all Governmental obligation like reporting at the CEDAW, Beijing Platform for Action implementation with National Plan of Action on gender equality promotion, reports to the MDG, reports on EGPRS, with strategies analyzed from gender equality point, reporting to ILO implementation and etc. ;
- The international authorized organizations, the donors; the international experts should support the complex, intersectorial and long-term programs in promoting the equality of genders.

The unemployment percentage BIM



Women, Men

Correlation between the average wage of men and women, by sectors of activity, 2002–2004



The source: Department of Statistics and Sociology of Rep. Moldova.

TABEL 3

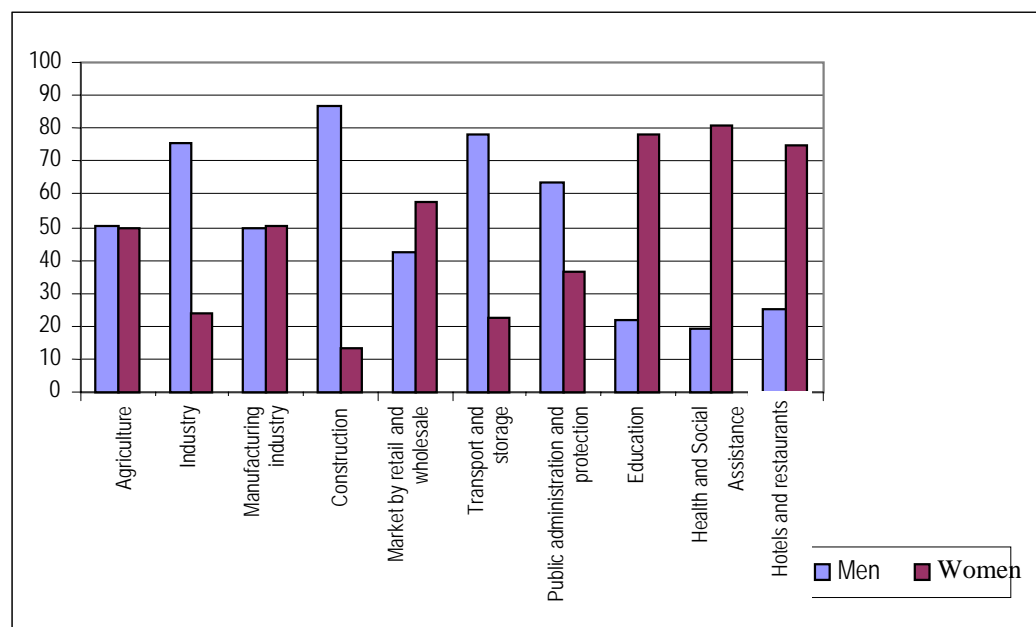
Percentage of employed women, by types of economical activities, of all employees

	1996	1997	1998	1999	2000	2001	2002	2003	2004
Total by economy	52.0	51.8	51.9	52.5	52.9	52.6	52.4	53.0	53.0
Agriculture	44.8	45.3	45.3	45.8	44.8	43.4	42.9	43.2	42.7
Fishery	11.1	11.5	11.9	11.1	16.7	14.6	12.4	14.6	14.6
Industry	48.5	46.0	45.5	45.2	46.0	46.6	46.9	47.4	48.0
Mining	14.4	13.8	14.7	15.3	13.0	13.5	–	–	–
Manufacturing industry	53.0	50.0	50.2	50.2	50.8	51.3	51.7	52.1	52.6
Electric energy, gases	24.6	24.6	26.7	24.8	24.6	25.9	25.6	25.5	25.0
Construction	22.2	19.4	19.7	18.8	18.6	18.8	18.0	17.3	15.7
Market by retail and wholesale	60.4	61.5	61.8	60.0	58.0	56.8	53.8	53.8	53.1
Hotels and Restaurants	78.8	80.9	79.0	78.1	79.6	77.1	77.3	76.6	76.4
Transport, Storage and Communications	30.1	29.2	29.8	30.2	31.5	31.9	31.5	31.4	31.5
Financial activities	70.7	64.5	64.2	63.2	63.3	64.1	63.1	63.8	64.2
Real estate activities	42.1	43.9	41.5	41.0	40.0	36.9	36.8	44.3	44.1
Public administration and protection, obligatory public assistance	58.2	40.6	39.3	38.7	39.4	40.2	40.1	37.4	39.5
Education	74.8	75.6	76.1	75.3	75.0	74.3	74.0	74.5	73.8
Health and Social Assistance	81.1	81.9	81.5	80.2	80.1	80.3	79.4	80.4	80.5
Other activities of collective services	56.6	54.1	54.6	58.1	58.7	57.1	57.4	55.9	57.3

The Development Objectives of the Millennium. A Preliminary Study. Gender Equality and Women's Guaranteeing. Chisinau 2003; Women and Men in Republic of Moldova, Chisinau 2005, p. 32.

TABEL 4

Distribution of labour force on professional activities, according to sex, 2003



The source: Department of Statistics and Sociology of Rep. Moldova.

TABEL 5

Wages in the sectors where an individual sex dominates, 2003

Sectors where an individual sex dominates	The average monthly wage (Lei)	The average monthly wage of men in the sectors, where men dominate (Lei) / The average monthly wage of women in the sectors, where women dominate (Lei)	
<i>Men dominate</i>	1282.4	1303.7	
Fish-breeding	449.5	394.1	
Extractive industry	1313.1	1354.4	
Provision with electric energy, gases and water	1662.1	1641.4	
Construction	1470.5	1551.9	
Transport	1516.8	1576.7	
<i>Women dominate</i>	767.2	693.6	
Hotels and restaurants	1066.3	926.8	
Education	648.5	589.9	
Health and Social Assistance	586.7	564.0	
<i>The monthly wage in the entire country</i>	<i>Total</i>	<i>men</i>	<i>women</i>
	938.4	1100.5	791.2

The source: Department of Statistics and Sociology of R. Moldova

TABEL 6

*Number of employees involved in the small business, January 1, 2005
(economic unities with 1–19 employees)*

	Total persons	women	men	Percentage of women of all employees from the respective activity
Total by economy	109044	46763	62281	42.9
Agriculture	4936	1377	3559	27.9
Fish-breeding	204	33	171	16.2
Industry	16623	6230	10393	37.5
Manufacturing industry	16106	6116	9990	38.0
Electric energy, gases	383	86	297	22.5
Construction	7963	1815	6148	22.8
Market by retail and wholesale	43707	21491	22211	49.2
Hotels and restaurants	4001	2563	1438	64.2
Transport, storage and communications	7645	2323	5322	30.4
Financial activities	1518	764	754	50.3
Real estate activities,	12349	5287	7062	42.8
Education	1544	648	896	42.0
Health and Social Assistance	1299	797	502	61.4
Other activities of collective services	7260	3432	3825	47.3
Recreational, cultural and sportive activities	1292	489	803	37.8

The source: Women and Men in Republic of Moldova. The Statistical Digest. Chisinau, 2005, p. 33.

NOTES

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