



ENHANCING EMPLOYMENT RIGHTS IN THE REPUBLIC OF MOLDOVA



Council of Europe Project implemented within the framework of the Council of Europe Action Plans for the Republic of Moldova for 2021-2024 and 2025-2028, and co-funded by the Austrian Development Agency and the Council of Europe.



European
Social
Charter

Charte
sociale
européenne

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PROJECT IN BRIEF

The **project “Enhancing employment rights in the Republic of Moldova”** was the first fully-fledged initiative in the field of social labour rights in the Republic of Moldova.

It was part of the **Council of Europe Action Plans for the Republic of Moldova 2021-2024 and 2025-2028**, and was **co-funded by the Austrian Development Agency and the Council of Europe**.

OVERALL OBJECTIVE

Enhance the observance of social labour rights in line with international standards and facilitate the access of persons from vulnerable groups to vocational education and training and subsequent employment.

PROJECT PARTNERS: Parliamentary Commission on Social Protection, Health and Family, Ministry of Education and Research, Ministry of Labour and Social Protection, the State Labour Inspectorate, National Agency for Employment, National Trade Union, Ombudsperson Institution, Equality Council, and eight selected VET institutions.

IMPLEMENTATION PERIOD: December 2022 – December 2025

BUDGET : 1 000 000.00 EUR

LIST OF ABBREVIATIONS

ESC, Charter – European Social Charter (revised)

ECSR – European Committee of Social Rights

NEET – Youth that is not in employment, education, or training

VET – Vocational Education and Training

CSO – Civil Society Organisation

HELP – Human Rights Education for Legal Professionals

OUTCOME 1

NATIONAL AUTHORITIES AND RELEVANT TARGET GROUPS PROMOTE AND PROTECT SOCIAL AND EMPLOYMENT RIGHTS, PARTICULARLY EMPLOYMENT RIGHTS OF PERSONS IN VULNERABLE SITUATIONS IN LINE WITH EUROPEAN STANDARDS, PARTICULARLY THE EUROPEAN SOCIAL CHARTER

PROJECT ACHIEVEMENTS

- ▶ ENHANCED CAPACITIES OF NATIONAL AUTHORITIES IN PROTECTING SOCIAL AND EMPLOYMENT RIGHTS OF PERSONS IN VULNERABLE SITUATIONS THROUGH A COMPREHENSIVE NEEDS ASSESSMENT AND ROADMAP
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ASSESSING SOCIAL AND LABOUR RIGHTS IN MOLDOVA



Needs Assessment Report

A comprehensive **needs assessment** in the field of **social rights, with a specific focus on labour and employment rights of persons in vulnerable situations**, was conducted by Council of Europe consultants. Its findings paved the way for further cooperation with **national authorities** to align Moldova's **laws and practices** with **European standards** on

- non-discrimination in employment
- vocational training
- equal pay for equal work
- employment of persons with disabilities.



Roadmap for Action

A **Roadmap** with **75 follow-up actions** was developed to strengthen social and labour rights through:

- **International commitments** - ratifying additional provisions of the *European Social Charter* and its *Additional Protocol* on collective complaints;
 - **Regulatory reforms** – promoting equal treatment and eliminating discrimination in employment;
 - **Education reforms** – aligning vocational education with labour market needs and improving teacher qualification.
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Building on the roadmap, the Council of Europe undertook a series of targeted initiatives to strengthen the protection and implementation of social and labour rights.

▶ ALIGNED NATIONAL LEGAL FRAMEWORK IN THE FIELD OF SOCIAL AND EMPLOYMENT RIGHTS WITH EUROPEAN STANDARDS, INCLUDING THE EUROPEAN SOCIAL CHARTER

STRENGTHENING LEGAL FRAMEWORKS



Expert Support and Legal Analysis

A legal analysis was conducted to align Moldova's **public and occupational health framework**—including **workplace accident statistics**—and to strengthen the **health and safety protection of self-employed workers** in line with European standards.



Targeted Measures and Stakeholder Engagement

Key legislative interventions and institutional actions from the needs assessment report in the field of social rights and its implementation roadmap were reviewed and confirmed with **72 representatives** of relevant national authorities and stakeholders during two round tables.

MILESTONE ACHIEVEMENTS

- The **draft Government Decision** amending the regulation on workplace accident investigations was registered in the e-**Legiferare system** under number **741/MMPS/2025**.
 - **Law No. 193/2025**, introducing amendments to the Law on Occupational Safety and Health No. 186/2008, was adopted on 10 July 2025 by the Parliament of the Republic of Moldova.
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► INCREASED AWARENESS OF NATIONAL AUTHORITIES AND KEY STAKEHOLDERS ON SOCIAL LABOUR RIGHTS AND THE EUROPEAN SOCIAL CHARTER SYSTEM

SOCIAL RIGHTS AWARENESS AND COMMITMENTS



1 national HELP course, adapted to Moldovan legal framework and delivered in cooperation with the National Institute of Justice and the Ministry of Labour and Social Protection. **46 legal professionals** and **24 labour inspectors** successfully completed the HELP course.



194 representatives from government institutions, the Ombudsperson Institution, the Equality Council, State Labour Inspectorate, CSOs, and other stakeholders, strengthened knowledge of the European Social Charter system and Moldova's obligations under the Charter during 6 seminars.



5 publications on social rights standards translated, published, and distributed among project beneficiaries.

MILESTONE ACHIEVEMENTS

Moldova expanded its commitments under the European Social Charter by ratifying **eight additional provisions of the Charter**, bringing the total accepted provisions to **71** out of **98**.

► IMPROVED QUALITY OF REPORTING TO THE EUROPEAN COMMITTEE OF SOCIAL RIGHTS

IMPROVING NATIONAL ESC REPORTING



Capacity-Building Seminars

3 seminars trained **124 representatives** from state authorities, the Ombudsperson Institution, Equality Council, and social partners on improving reporting to the European Committee of Social Rights.



Guidance Materials

A **Manual on preparing national reports** for accepted provisions under the European Social Charter was developed, translated, and published.

MILESTONE ACHIEVEMENTS

- **First ad-hoc report** on the cost-of-living crisis submitted by the Ministry of Labour and Social Protection to the ECSR (January 2024);
 - **First alternative reports** to the ad-hoc report on the cost-of-living crisis submitted by the Ombudsperson Institution and the Equality Council to the ECSR (June 2024).
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▶ ENHANCED CAPACITIES OF THE OMBUDSPERSON INSTITUTION AND EQUALITY COUNCIL TO MONITOR THE OBSERVANCE OF SOCIAL AND LABOUR RIGHTS IN LINE WITH EUROPEAN STANDARDS, INCLUDING THE EUROPEAN SOCIAL CHARTER STANDARDS



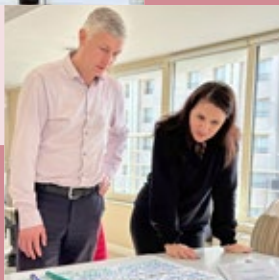
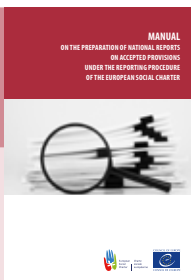
Capacity Building

61 staff members of the Ombudsman Institution and Equality Council strengthened their knowledge of the ESC system to better monitor social and labour rights and preparing alternative reports to the ECSR during **3 workshops**.



Guidance Materials

A Guide for the Ombudsman Institution and Equality Council on **monitoring the observance of labour rights in the Republic of Moldova** was developed and published.



▶ ENHANCED CAPACITIES OF THE STATE LABOUR INSPECTORATE TO EFFICIENTLY CARRY OUT ITS MANDATE



Capacity Building Trainings

All **58 labour inspectors** strengthened their knowledge through **8 targeted trainings** on ESC standards and ECSR case law, effective communication, international standards and practices regarding integrity, and the application of fines for undeclared and under-declared work.



Practical Guidelines for Labour Inspectors

- Checklist and questionnaire for **identifying undeclared work** during thematic inspections;
- Guide on **applying sanctions** for undeclared and under-declared work;
- Guide on **effective communication** with businesses;
- A **Methodology** and **database** developed for analysing and setting risk criteria in control areas.



Modernised Institutional Image

A **Brandbook** defining the State Labour Inspectorate's new visual identity was developed.

LANDMARK EVENT

Study visit to **Poland** for **8 labour inspectors** to gain practical insights into inspection methodologies, inter-institutional cooperation, and risk-based planning and to strengthen institutional cooperation in labour inspection.

MILESTONE ACHIEVEMENT

A **Code of Conduct** was developed in close consultation with all 58 labour inspectors. The Code of Conduct, **officially approved** by Order of the State Labour Inspectorate's Director, is available in English and Romanian and published on the institution's website.



OUTCOME 2

VOCATIONAL EDUCATION AND TRAINING INSTITUTIONS BECOME MORE INCLUSIVE AND GENDER-RESPONSIVE, WITH IMPROVED CAPACITY TO IDENTIFY AND ATTRACT PERSONS IN VULNERABLE SITUATIONS AND NEET YOUTH

PROJECT ACHIEVEMENTS

► IMPROVED KNOWLEDGE OF NATIONAL AUTHORITIES ON VET RELATED NEEDS OF NEET YOUTH THROUGH A COMPREHENSIVE ANALYSIS AND ROADMAP

UNDERSTANDING NEET YOUTH IN MOLDOVA



Analysis Report

The report “**NEET Youth in the Republic of Moldova – An Analysis of Inequalities and Opportunities for Educational and Vocational Integration**” was developed based on interviews with **857 NEET young people (312 men and 545 women, aged 15–34)** across the country.



Roadmap for Action

A **roadmap to integrate NEET youth into the VET system and labour market** was developed, outlining **85 follow-up actions and initiatives** across two main intervention areas:

- Education;
- Labour Market.

KEY HIGHLIGHT

A nationwide **NEET Network** was created, uniting eight VET institutions to share knowledge and develop strategies for better integration of NEET youth into the VET system.



ESTABLISHING THE NEET NETWORK



Round Table

A **round table**, attended by **21 participants**, laid the foundation for the **NEET Network**.



Workshops for Network Development

Nine workshops, attended by **16 network members**, contributed to the development of key NEET Network documents:

- NEET Network Concept;
- Rules of Procedure;
- Memorandum of Cooperation;
- Action Plan.



Official Launch

The **National Network for Integration of NEET Youth into the VET System** was officially launched with **44 participants** attending the event.



Digital Presence

A dedicated **NEET Network Facebook page** was developed to promote the network, sharing updates and engaging stakeholders through multiple posts and views.



▶ ENHANCED COMMUNICATION SKILLS OF EIGHT NEET NETWORK MEMBERS IN THE PROMOTION OF VET EDUCATIONAL OFFERS



Communication Strategy and Plans

A **communication strategy** and **8 tailored plans** for each member VET institution were developed to strengthen NEET youth outreach and engagement.



Capacity-Building Trainings

Two trainings supported **44 VET teachers and students**, enhancing their communication skills to promote educational offers and improve VET institutions' website content.



Promotional Materials

8 roll-ups were produced to highlight the visibility and educational offers of the VET institutions. **Mentoring support** helped VET institutions promote the NEET Network outreach and visibility.



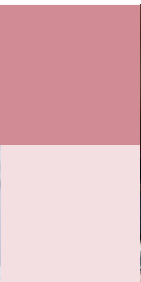
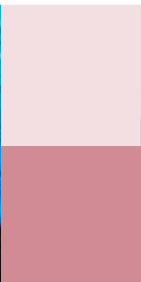
Digital Tools

An **Interactive Map** of Vocational Education and Training Institutions was developed and integrated into the [official website](#) of the Ministry of Education and Research and the Ministry's [website](#) dedicated to the vocational education institutions, improving access to information on VET opportunities.



Multimedia Promotion

A **video spot** was produced to promote the VET interactive map and educational offers. **Nine reels** were created to showcase the educational offers of VET institutions.



▶ ENHANCED CAPACITIES OF VET TEACHERS TO STRENGTHEN INCLUSIVENESS AND GENDER EQUALITY IN VET INSTITUTIONS



Training Materials Developed

A **training-of-trainers course on inclusiveness, gender equality, and integration from a social rights perspective** was developed for VET teachers and students, complete with supporting training materials.



Pool of Trainers Established

A **network of 25 VET teachers** was created, enhancing their knowledge and capacity to deliver trainings on **inclusiveness, gender equality, and social rights**.



Cascade Trainings Nationwide

Through **7 cascade trainings for teachers and 8 cascade trainings for students**,

- **205 VET teachers** improved their knowledge on inclusiveness, gender equality, and integration from a social rights perspective.
- **209 VET students** increased their awareness of these topics across the country.



Accessibility Assessment

An **assessment report** evaluated the infrastructure of **seven VET institutions**, focusing on **accessibility for students with physical disabilities**.

LANDMARK EVENT

Study visit to **Estonia for 8 VET managers and teachers** to study the system and effective practices for organising and managing inclusive education in VET institutions.



▶ ENHANCED CAPACITIES OF THE MINISTRY OF EDUCATION AND RESEARCH AND VET INSTITUTIONS TO MONITOR THE PROFESSIONAL PATH OF VET GRADUATES



Assessment Report Developed

The report “**Tracking the Professional Outcomes of Graduates: Efforts by VET Institutions**” was produced, based on interviews with **84 VET institutions and 1485 students**, to analyse and monitor the professional paths of VET graduates.



Stakeholder Consultation

44 representatives from the Ministry of Education and Research and VET institutions discussed and identified effective approaches for **monitoring graduate career outcomes**.



Software Development Planning

A **business requirements document** was developed to guide the creation of a **software system** for tracking the professional paths of VET graduates for the Ministry of Education and Research.

▶ ENHANCED CAPACITIES OF STUDENTS IN READING AND WRITING LEARNING IN BRAILLE



Learning Materials Developed

An **ABC book and curriculum** for teaching Braille reading and writing were produced to support inclusive education.



Technical Equipment Provided

Essential equipment was purchased, including **4 Braille typing machines, 1 laser printer and 2,910 stationery items** for Braille printing, ensuring high-quality learning resources for students.



OUTCOME 3

NATIONAL AUTHORITIES AND RELEVANT TARGET GROUPS FACILITATE LABOUR MARKET ACCESS FOR VET STUDENTS IN VULNERABLE SITUATIONS, INCLUDING PERSONS WITH DISABILITIES

PROJECT ACHIEVEMENTS

► ENHANCED VET TEACHERS' AND STUDENTS' SOFT SKILLS AND AWARENESS OF LABOUR RIGHTS



Non-Formal Education Training Course

A comprehensive training **course on soft skills and labour rights** was developed and complemented with engaging training materials to support inclusive learning.



Pool of Trainers Established

A network of **20 VET teachers and civil society representatives** was created to deliver the course and promote non-formal education on soft skills and labour rights.



Cascade Trainings Nationwide

Through 8 cascade trainings, **213 VET students** across Moldova enhanced their soft skills and strengthened awareness of their labour rights.



► RAISED AWARENESS OF NATIONAL AUTHORITIES AND RELEVANT TARGET GROUPS TO FACILITATE THE ACCESS OF PERSONS IN VULNERABLE SITUATIONS FROM THE VET SYSTEM TO THE LABOUR MARKET

PROMOTING INCLUSIVE EMPLOYMENT IN MOLDOVA



Database of Inclusive Employers

A database of companies from eight regions of Moldova, willing to employ persons with special needs established.



Assessing Employment of Persons with Disabilities

A **national survey**, involving **33 public institutions and all universities**, identified key needs and gaps in employing persons with disabilities.



Report: “Towards Inclusive Workspaces”

A **comprehensive report** developed to highlight findings and recommendations for more inclusive workplaces.



Accessible Information for All

An **informative leaflet** on employment opportunities for persons with disabilities, developed with the National Employment Agency in Romanian, Russian and Braille, was widely disseminated.

STRENGTHENING DIALOGUE AND INCLUSIVE EMPLOYMENT



Round Table Discussion

20 representatives from national authorities, social partners and public and private companies discussed **challenges and opportunities** for stronger **intersectoral cooperation** to better integrate **persons with special needs** into the labour market.



Interactive Workshops

Three workshops brought together **73 participants** from national and local authorities, social partners, universities, civil society, and the private sector to:

- Explore the **social and economic benefits** of employing persons with disabilities;
- Promote **inclusive employment and internship opportunities**;
- Strengthen **partnerships** supporting social integration and equal participation.



LANDMARK ACTIVITY

A **grant** to enhance **employment opportunities** for VET students in vulnerable situations, including those with special educational needs and disabilities, was successfully implemented:

- **109 students** from **8 VET institutions** enhanced their knowledge and skills in **social entrepreneurship**;
- **8 school-based social business plans** were developed and implemented by the VET students in cooperation with the VET institutions;
- **43 students** participated in **internships and study visits** at social and traditional enterprises.

PROJECT OUTPUTS IN NUMBERS



FOR MORE INFORMATION



Department of Social Rights



Council of Europe Project
“Enhancing Employment Rights in the Republic of Moldova”

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www.coe.int

The Council of Europe is the continent's leading human rights organisation. It comprises 46 member states, including all members of the European Union. All Council of Europe member states have signed up to the European Convention on Human Rights, a treaty designed to protect human rights, democracy and the rule of law. The European Court of Human Rights oversees the implementation of the Convention in the member states.



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