

# ADVANCING EMPLOYMENT RIGHTS IN THE REPUBLIC OF MOLDOVA



Social rights –  
Human rights in  
everyday life



**The project is funded through the  
Council of Europe Action Plan for the  
Republic of Moldova 2025 -2028**



European  
Social  
Charter

Charte  
sociale  
européenne

COUNCIL OF EUROPE



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# BUDGET

Total: EUR 1 500 000

# DURATION

36 months (January 2026 – December 2028)

# FINAL BENEFICIARIES

The general population, benefitting from enhanced protection of employment rights.

# TARGET GROUPS

Staff from public institutions, Ombudsperson Institution, Equality Council; legal professionals (judges, lawyers) and law students; social partners' representatives; management, teachers and students of General Secondary and Vocational Education and Training institutions; people from vulnerable/disadvantaged groups, in particular people with disabilities; NEET youth.

# CONTACTS

Council of Europe Office in Chisinau  
63, Vlaicu Parcalab Street, 3rd floor  
2012, Chisinau, Republic of Moldova  
[fieldchisinau@coe.int](mailto:fieldchisinau@coe.int)

# BACKGROUND INFORMATION

The **European Social Charter**, also referred to as the Social Constitution of Europe, is a Council of Europe treaty that guarantees fundamental social and economic rights. It is complementary to the European Convention on Human Rights, which protects civil and political rights. The Charter is based on the same principles of universality, indivisibility and interdependence as other international human rights instruments.

The Charter guarantees **everyday human rights** related to:

- employment and fair working conditions;
- health and safety at work;
- social protection and welfare;
- housing and education.

It places particular emphasis on the protection of vulnerable groups such as older persons, children, persons with disabilities and migrants. The enjoyment of these rights must be guaranteed **without discrimination**.

The Republic of Moldova ratified the revised European Social Charter on 8 November 2001 and has to date accepted a total of 71 out of 98 provisions. The Republic of Moldova has not yet accepted the Additional Protocol providing for a system of collective complaints.

Promoting and protecting social rights is essential to building a strong and sustainable democracy in the Republic of Moldova. Social rights and related reforms remain high on the agenda of Moldovan authorities and are included among the strategic cooperation priorities with the Council of Europe, as outlined in the Council of Europe Action Plan for the Republic of Moldova 2025–2028.

## LIST OF ABBREVIATIONS

ESC, Charter – European Social Charter (revised)

ECtHR – European Court of Human Rights

ECSR – European Committee of Social Rights

VET – vocational education and training

NEET youth – young people who are not in employment, education and training

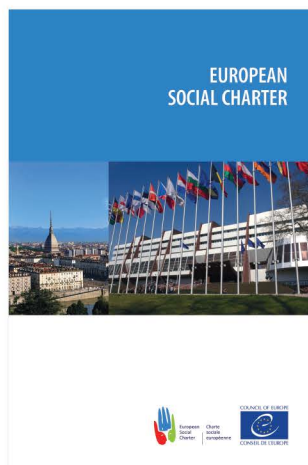
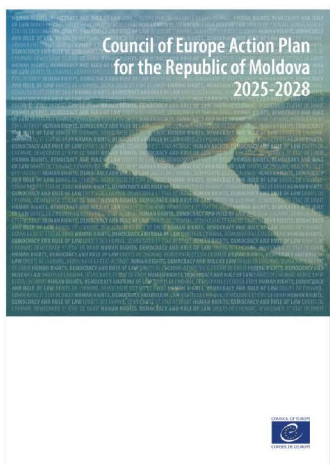
# CONTEXT AND RELEVANCE

The project **“Advancing employment rights in the Republic of Moldova”** aligns with the objectives and priorities of the **Council of Europe Action Plan for the Republic of Moldova 2025–2028, particularly priority area 2.2.1 “Effective implementation of the European Social Charter”** and directly supports Moldova’s commitments in the context of the European Union accession process, notably **Chapter 19 of the EU acquis on Social Policy and Employment**.

Furthermore, it is consistent with the objectives set out in the following national strategic documents:

- ▶ National Development Strategy “European Moldova 2030”;
- ▶ National Human Rights Programme for 2024–2027;
- ▶ Employment Programme 2022–2026;
- ▶ Development Strategy “Education 2030”;
- ▶ Youth Sector Development Strategy.

The project builds on the results of the previous Council of Europe project **“Enhancing employment rights in the Republic of Moldova”**, implemented during 2023–2025. It responds to the structural challenges identified through national consultations, desk reviews, and needs assessments with key national stakeholders. To address existing challenges, the project applies an integrated approach that combines legislative and policy reform, institutional strengthening, and targeted support measures for people from vulnerable groups.



# OVERALL OBJECTIVE

Observance of labour and employment rights is further strengthened in line with international standards, and people from vulnerable groups benefit from improved access to vocational education, training, and subsequent employment opportunities.

## KEY PRIORITIES

Strengthen the protection, implementation and enforcement of labour and employment rights, with particular focus on the rights of people from vulnerable groups, in line with European standards, notably those of the European Social Charter and relevant EU directives;

Promote the effective implementation of the European Social Charter among national stakeholders;

Promote further acceptance by the Republic of Moldova of additional provisions of the European Social Charter and the Additional Protocol providing for a system of collective complaints;

Enhance career guidance within the secondary and VET systems, and promote vocational education and training as an attractive pathway for employability and skills development;

Facilitate access to the VET system and the labour market for people from vulnerable groups, including persons with disabilities, VET students with special needs, and NEET youth;

Advance gender equality and non-discrimination in employment.



# MAIN FOCUS AREAS

- Aligning and implementing national labour and employment legislation and policies with European standards, including the ESC, ECSR case law, and the EU acquis, with a particular focus on the rights of people from vulnerable groups;
- Enhancing the capacity of relevant stakeholders to prepare higher-quality national and alternative reports on the implementation of the ESC for submission to the ECSR;
- Enhancing the capacity of the State Labour Inspectorate to effectively fulfil its mandate;
- Strengthening the capacity of the Ombudsperson Institution and the Equality Council to effectively monitor the observance of labour and employment rights;
- Raising awareness and building capacity on labour and employment rights and Charter protection mechanisms, including ECSR case law, for public authorities, legal professionals, law students, the Ombudsperson Institution and Equality Council, social partners, and civil society organizations;
- Supporting the Ministry of Education and Research to further develop and implement the career guidance system across all levels of education through practical tools, resources for teachers, and targeted activities;
- Supporting the Ministry of Education and Research in promoting the VET system;
- Consolidating and expanding the “National Network for NEET Integration in the VET System” and strengthening cooperation between VET institutions, the National Employment Agency, local authorities, public and private companies, and CSOs to engage NEET youth in the VET system and the labour market;
- Facilitating access to the VET system and the labour market for people from vulnerable groups, including persons with disabilities, VET students with special needs, and NEET youth;
- Raising awareness and building capacity among employers to ensure inclusive, rights-based employment opportunities.

# MAIN NATIONAL PARTNERS

- ▶ Parliamentary Commission on Social Protection, Health and Family;
- ▶ The Parliamentary Commission on culture, education, research, youth, sports and media;
- ▶ Ministry of Education and Research;
- ▶ Ministry of Labour and Social Protection;
- ▶ State Labour Inspectorate;
- ▶ National Employment Agency;
- ▶ People's Advocate Office (Ombudsperson Institution);
- ▶ Equality Council;
- ▶ National Network for the Integration of NEET Youth into VET Institutions;
- ▶ National Institute of Justice;
- ▶ BAR Association;
- ▶ National Confederation of Employers from the Republic of Moldova;
- ▶ National Confederation of Trade Unions from Moldova.





## FOR MORE INFORMATION:

### Project "Advancing employment rights in the Republic of Moldova"

### Department of Social Rights

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[www.coe.int](http://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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