

Moldova

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
77.5	43.3	75.0

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women's economic empowerment in three areas: women's legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Moldova, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Chisinau). The scores for Moldova are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	25.0	100.0	100.0	100.0	100.0	100.0	75.0	50.0	100.0	25.0
Supportive frameworks score	0.0	66.7	66.7	50.0	66.7	33.3	0.0	66.7	33.3	50.0
Expert opinions score	62.5	100.0	62.5	56.3	93.8	87.5	37.5	75.0	100.0	75.0

In summary, the **WBL 2.0 legal frameworks score** for Moldova (77.5 out of 100.0) is higher than the global average (64.2) and higher than the Europe & Central Asia regional average (77.0). When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children and laws affecting women's property and inheritance, Moldova obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Moldova is on the indicator measuring laws affecting women's safety. To improve on the Safety indicator, Moldova may wish to consider introducing legislation on femicide, adopting comprehensive legislation on sexual harassment and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Moldova (43.3 out of 100.0) is higher than the global average (39.5) and lower than the Europe & Central Asia regional average (51.3). Moldova does not attain a perfect score on any of the WBL 2.0 supportive frameworks indicators. There is room for improvement across all ten indicators. As an example, one of the lowest scores for Moldova is on the indicator measuring supportive frameworks affecting women's safety. To improve on

the Safety indicator, Moldova may wish to consider developing comprehensive mechanisms to address violence against women, putting in place special procedures for cases of sexual harassment, designating a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women, providing an annual budgetary allocation towards violence against women risk mitigation and prevention and response programs.

The **WBL 2.0 expert opinions score** for Moldova (75.0 out of 100.0) is higher than the global average (65.7) and lower than the Europe & Central Asia regional average (75.2). When it comes to expert opinions on freedom of movement and expert opinions on women's property and inheritance, Moldova obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Moldova is on the indicator measuring expert opinions on childcare.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Does the law address child marriage?	No	No applicable provisions could be located
Does the law address sexual harassment?	No	No applicable provisions could be located
Does the law address domestic violence?	Yes	Law on Preventing and Combating Family Violence, Arts. 2 and 15; Criminal Code, Art. 201/1
Does the law address femicide?	No	No applicable provisions could be located
Mobility		
Can a woman choose where to live in the same way as a man?	Yes	Family Code, Arts. 5(1) and 16
Can a woman travel internationally in the same way as a man?	Yes	Law on Exit and Entry, Arts. 2 and 3; Law on the Identity Documents of the National Passport System, Art. 2; Family Code, Arts. 5(1) and 16
Can a woman travel outside her home in the same way as a man?	Yes	Family Code, Art. 16
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	Yes	Law on Citizenship, Arts. 11(1) and 17(1)(c)
Workplace		
Can a woman get a job in the same way as a man?	Yes	Family Code, Art. 16
Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Law on Ensuring Equality, Art. 1
Does the law prohibit discrimination in employment based on gender?	Yes	Labor Code 2003, Art. 8; Law on Equal Opportunities for Men and Women, Art. 9; Law on Ensuring Equality, Art. 7
Does the law allow employees to request flexible work?	Yes	Labor Code 2003, Arts. 1, 100-1, 290-292 and 292-1 - 292-5
Pay		
Does the law mandate equal remuneration for work of equal value?	Yes	Labor Code 2003, Arts. 1, 5, 9, 10(g), 42-1, 128 and 130
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage		
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Family Code, Arts. 5(1) and 16
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Family Code, Arts. 5(1) and 16
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Family Code, Arts. 33- 37
Does a woman have the same rights to remarry as a man?	Yes	Family Code, Arts. 33-39
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code 2003, Art. 124

Are leave benefits for mothers paid solely by the government?	Yes	Law on Temporary Disability Benefits and Other Social Insurance Benefits, Art. 4
Is paid leave available to fathers?	Yes	Labor Code 2003, Art. 124-1
Is dismissal of pregnant workers prohibited?	Yes	Labor Code 2003, Art. 251
Childcare		
Does the law establish the provision of center-based childcare services?	Yes	Code on Education, Arts. 9(2), 12(a), 15(1), 20(1), 21 and 24; Order of the Ministry of Education No. 254 of 11 October 2017, Art. 5
Does the law establish any form of support for families for childcare services?	Yes	Government Decree No. 198 of 16 April 1993, Arts. 5-6
Does the law establish any form of support for nonstate childcare providers?	No	No applicable provisions could be located
Does the law establish quality standards for the provision of center-based childcare services?	Yes	Order of the Ministry of Education No. 254 of 11 October 2017, Arts. 94, 62 and 175; Regulation on Pre-School Education, Part VI, Sec. 4 and Part IX; Government Decision No. 1211 of 4 November 2016, Art. 11; Code on Education, Arts. 20(7) and 54(3)
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Family Code, Arts. 5(1) and 16; Civil Code, Art. 25-26; Law on State Registration of Legal Entities and Individual Entrepreneurs, Art. 7
Does the law prohibit discrimination in access to credit based on gender?	Yes	Law on Ensuring Equal Opportunities for Women and Men, Art. 12-1; Law on Ensuring Equality, Art. 8(d)
Does the law prescribe a gender quota for corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
Assets		
Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Family Code, Art. 21; Land Code, Art. 4
Do sons and daughters have equal rights to inherit assets?	Yes	Civil Code, Art. 2178
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Art. 2185
Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Code, Art. 20(4)
Pension		
Are the ages at which a woman and a man can retire with full pension benefits the same?	No	Law No. 156 of 14 October 1998, Art. 41
Are the ages at which a woman and a man can retire with partial pension benefits the same?	No	Law on State Pension System, Arts. 15 and 41
Is the mandatory retirement age for a woman and a man the same?	No	Labor Code 2003, Art. 86(y1); Law on State Pension System, Art. 41
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Law on State Pension System, Art. 5(2)(b)

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located
Are special procedures in place for cases of sexual harassment?	No	Insufficient evidence located
Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	No	Insufficient evidence located
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	No	Insufficient evidence located

Mobility

Are passport application processes the same for a woman and a man?	Yes	Passport application procedures
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	No	Insufficient evidence located

Workplace

Does a specialized body receive complaints about gender discrimination in employment?	Yes	Law on Equality, Art. 13
Has the government published guidelines on nondiscrimination based on gender in recruitment?	Yes	Equality Council: Practical guide for employers in order to prevent discriminatory manifestations during job interviews
Has the government published guidelines on flexible work arrangements?	No	Insufficient evidence located

Pay

Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	No	Insufficient evidence located
Have sex-disaggregated data on employment in different industries or sectors been published?	Yes	National Bureau of Statistics: Number of employees by economic activities, sector and sex, 2013-2022

Marriage

Is there a fast-track process or procedure for family law disputes?	Yes	Family Code, Art. 36; Civil Procedure Code, Arts. 344 and 345(d)
Are there specialized family courts?	No	Insufficient evidence located
Is legal aid available for family law disputes?	Yes	National Legal Aid Council

Parenthood

Is it possible to apply for maternity benefits through a single government application process?	Yes	National Social Insurance House of the Republic of Moldova: Request for allowances addressed to families with children
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Have sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located

Childcare

Is there a publicly available registry or database of childcare providers?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	No	Insufficient evidence located
Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers?	No	Insufficient evidence located
Has the government published any reports on the quality of childcare services?	No	Insufficient evidence located

Entrepreneurship

Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	Yes	Gender Pulse Platform
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	Yes	Program to Support Women Entrepreneurship 2023
Does a current national government plan or strategy focus on women's access to financial services?	No	Insufficient evidence located

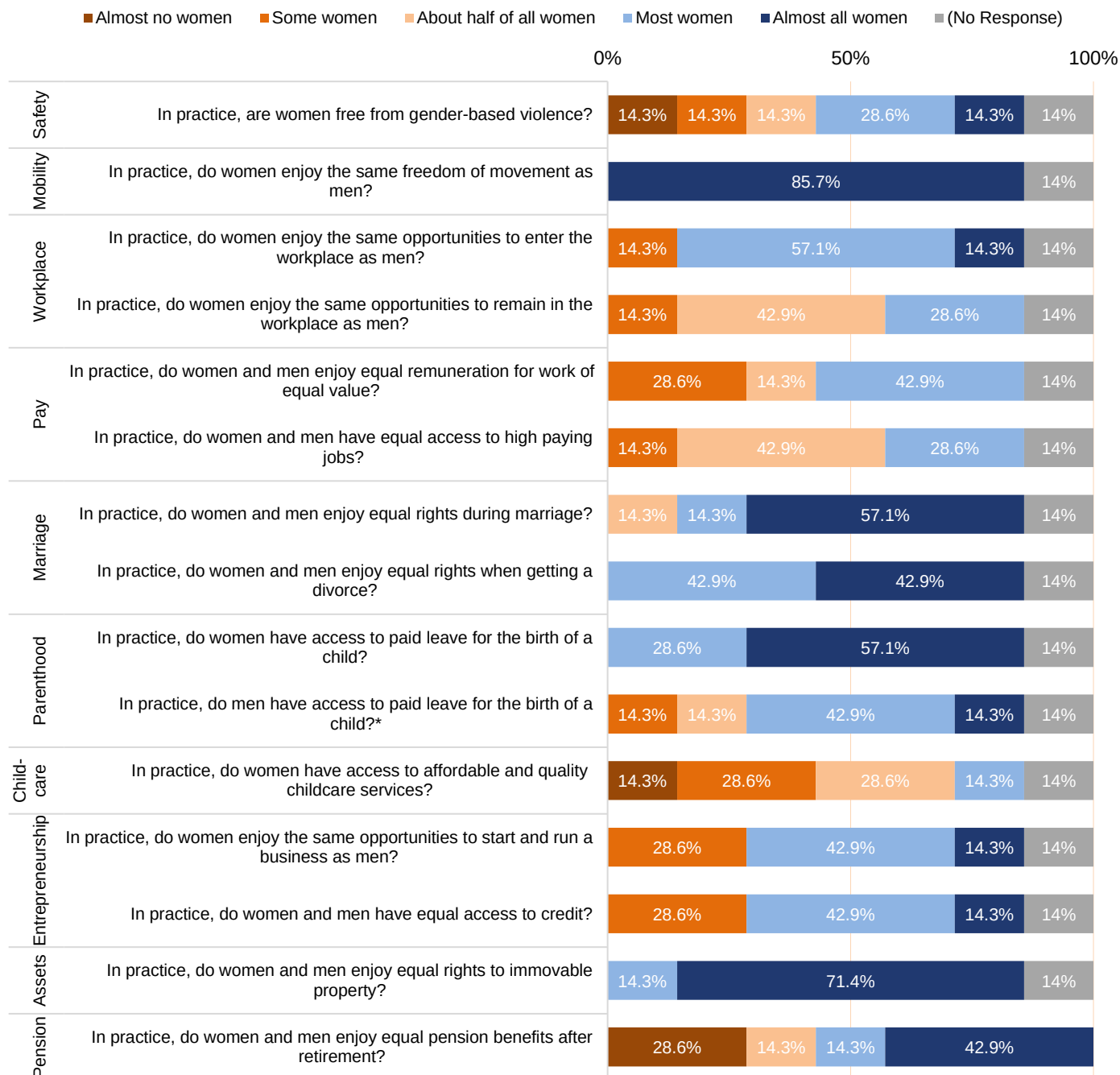
Assets

Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	Yes	Instruction of the Land Relations and Cadaster Agency No. 112 of 22 June 2005, Arts. 6, 76-1. 89-1 and 93-1
Are awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Have anonymized sex-disaggregated data on property ownership been published?	No	Insufficient evidence located

Pension

Are incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Law on State Pension System, Art. 40

WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.