



THE ACTUAL RESULTS OF THE NTUCM IN 2018

NATIONAL TRADE UNION
CONFEDERATION OF MOLDOVA

www.sindicat.md

In 2018, at the request and due to the involvement of the trade unions, several socio-economic benefits were obtained for both trade union members and other categories of population.

IN THE FIELD OF LABOR REMUNERATION

2610

guaranteed minimum salary in the real sector



- since May 1, the guaranteed minimum salary in the real sector was increased from 2380 lei to **2610 lei** per month;

- on September 1, the salaries of 67,000 employees, educational, scientific and didactic staff were raised by **8%**;

8%

raised salaries



4,1%

indexed salaries



- on April 1, the salaries of 49,000 employees of public health institutions were indexed by **4.1%**;

- starting December 1, the salaries of 46,000 physicians and medical staff in the country increased by **10-25%**, whose wages are paid from the budget of National Health Insurance Company;
- starting September, employees of the local public authorities, have benefited from the addition calculated based on the salary function:
 - up to **50%** - individuals occupying public function job in the amount
 - of up to **20%** - social sphere employees;
 - in the amount of up to **15%** - the personnel performing technical services;

10-25%

increased salaries for physicians and medical staff



- Law No. 270 as of 23 November 2018 on the unitary pay system in the budgetary sector has been approved, which has new principles on establishing salaries in the budgetary system for 172,000 people, where the minimum monthly wages has been increased up to **2000 lei**.

IN THE FIELD OF THE LABOR FORCE EMPLOYMENT

30%

for each unemployed person



There were approved:

- Law No. 105 as of 14.06.2018 on Employment and Unemployment Insurance Advancement (in force since 12 February 2019), whereby:
 - monthly subsidies to employers equal to **30%** of the average salary in the economy for the previous year, for each unemployed person in the category of those at risk of social exclusion;
 - 50%** of the costs of creating or adapting the workplace for people with disabilities will be compensated;
- The Regulation on how to finance vocational training projects from the state budget carried out by sectoral committees;
- Regulation on the organization of technical training programs through dual education.

50%

creating or adapting the workplace



IN THE FIELD OF BUDGET & TAX POLICIES

- personal exemption of **24,000 lei** a year was set at its minimum the level of subsistence;
- annual salary relief for individuals was increased from 2,520 lei to **3,000 lei**;
- the mandatory social insurance contributions has decreased from 23% to **18%** for private sector, higher education and health-care institutions employers.

18%

mandatory social insurance contributions



IN THE FIELD OF SOCIAL PROTECTION

6303

one-time
childbirth
allowance



- monthly indemnity for child maintenance up to the age of 2 years in the case of uninsured individuals was increased from 540 lei to **640 lei**;
- one-time childbirth allowance was increased from 5645 lei to **6303 lei**;
- monthly allowance for twins was increased from 270 lei to **320 lei**;
- guaranteed minimum monthly family income was increased from 961 lei to **1025 lei** as the basis for the eligibility for social assistance;

320

monthly
allowance
for twins



- starting November 1, financial support for disadvantaged families during the cold season of the year was increased from 315 lei to **350 lei** monthly (beneficiaries ≈ 158 000 families);

1025

guaranteed
minimum monthly
family income



- the right to early retirement pension was introduced on advantageous terms;
- the revaluation of pensions has been completed; the retirement benefit was ≈ 314 thousands of people;

- the right to recalculate old-age pensions according to the cumulative contribution period was established after the right to retirement was achieved;
- unique indemnity of the specialists employed by the Ministry in the educational institutions of the country was increased:
 - for graduates of higher education institutions - from 45,000 lei to **120000 lei**;
 - for graduates of post-secondary technical education institutions from 36,000 lei to **96,000 lei**.
- the budget of 2019 was supplemented by **7 mln. lei**, outstanding in 2017, for balneo-sanatorium treatment of insured persons.

IN THE FIELD OF SOCIAL PARTNERSHIP

- Law No. 245/2006 on the organization and functioning of the National Commission for collective consultations and negotiations, of the commissions for collective consultations and negotiations at branch and territorial level to set up bipartite committees has been modified and completed;
- the social partners negotiated and signed:
 - Collective agreement (at the national level) no. 16 of 25.06.2018 on the model of the individual labor contract or the period of accomplishment of a certain work and the Work Acceptance
 - Collective agreement (at the national level) no. 17 of 31.7.2018 on the template of the Continuous Vocational Training Contract.

IN THE LEGAL FIELD

- at the insistence of the NTUCM, the following laws and regulations were annulled:
 - the amendment of Art. 42 of the Constitution of the Republic of Moldova concerning the right to found and join trade unions to defend their interests;
 - the examination by the Parliament of the Republic of Moldova of the draft law for the amendment and completion of the Labor Code and the Law of the Trade Unions, which makes proposals for diminishing the rights and legal guarantees of employees and trade union bodies;
 - approval by the Government of the Republic of Moldova of the draft Regulation on the manner of attesting the employees from the units, which creates premises for abuse by employers;
- the legal regulations related to the term of conciliation of the collective labor conflict have been improved;
- legal assistance was granted:
 - for **200** union workers - trade union members, accepted in the audience;
 - for **700** people in the "Trade union lawyer" campaign;
 - for **900** people by phone calls;
 - through the "Voice of the People" newspaper and the "Social Dialogue" TV show.


IN THE FIELD OF EDUCATION

- **15,000 union members** and leaders of trade union organizations and structures at all levels were trained;
- methodical materials were distributed and trained **1000 leaders of the primary trade union organizations** within the campaign of the "Collective Labor Agreement - the guarantee of your rights";
- **25 journalists** participated in the project "Journalists for Social Rights" implemented in collaboration with the Friedrich Ebert Stiftung Foundation and the Journalistic Investigation Center;
- **60 graduates** have completed their studies in educational projects implemented through the Institute of Labor: "Training Trainers", "Moldova Trade Union School" (6th Edition) "Trade union negotiator school".

IN THE FIELD OF HEALTH AND SAFETY

- work visits (16 repeated) were conducted in **577 organizations and enterprises** to examine compliance with the legislation Work, Safety and Health at Work, in which **61886 employees work**, including **56353 trade union members**;
- as a result of the work visits, **11197** violations and deviations were detected from the provisions of the labor legislation, of which: **8933** – of safety and health at work; **2024** - in the field of relations for work; **240** - regarding the non-observance of the provisions of the collective labor agreements at the unit level, of the collective agreements at branch or national level;
- **600** consultations were given to employers and employees;
- **5352 investigations** of physical risk factors were conducted; in **19 entities**, **1424 investigations** (26.6%) did not comply with the norms;
- starting June 15, **25 serious and fatal work accidents** have been investigated in common with the State Labor Inspectorate, in which workers union members suffered.

IN THE FIELD OF INFORMATION

190k 
users
was accessed
NTUCM webpage

- the NTUCM webpage was accessed about **190,000** times by **50,000 unique users**. NTUCM work was also reflected on YouTube, Facebook, Flickr and Twitter;
- **800 subscribers** receive monthly "Trade Union Newsletter" with the most important trade union news;
- **3700 people** received free consultations through the Hotline of Trade Unions;
- On the national TV channel "Moldova 1" were broadcast **46 editions** of the „Social Dialogue” TV show, were developed partnerships with the press agencies from the country and abroad;
- the newspaper "The Voice of the People" has reached the homes of **5000 readers**, and the site www.vocea.md has also become accessible on the mobile phone.

IN THE FIELD OF INTERNATIONAL

- NTUCM has become a platform for the regional trade union movement, developing cooperation relations with ITUC, PERC, ILO, VKP, IMF, "Solidarity Center" on the future of work, violence at work, corporate greed, EU-Balkans Strategy, trade union rights;
- have been sustained the policies and strategies of the trade unions at global level on decent work, salaries and social justice in modern conditions and campaigns organized by ITUC, including through attendance in various regional and global activities;
- the "Global Deal" Association Initiative was launched according with international trends in social dialogue and partnership;
- the role of the trade unions in the process of implementing and monitoring the achievement of the Sustainable Development Objectives under Agenda 2030 has been exploited;
- within the Eastern Partnership Civil Society Platform of the European Union – Republic Moldova, the NTUCM has exposed itself regarding the social impact of the implementation of the Association Agreement and the developments after its signing;
- a cooperation policy was promoted in the relations with foreign embassies accredited in the Republic of Moldova, regular meetings were organized;