



MINISTERUL MUNCII ȘI PROTECȚIEI SOCIALE AL REPUBLICII MOLDOVA

MINISTRY OF LABOUR AND SOCIAL PROTECTION OF THE REPUBLIC OF MOLDOVA

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Ms. Dina LOGHIN, President of European Women's Lobby
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State Chancellery of the Republic of Moldova
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Dear Ms. Loghin,

On behalf of the Ministry of Labour and Social Protection of the Republic of Moldova, we would like to thank you for your letter and for the important work carried out by the European Women's Lobby in promoting women's rights and gender equality across Europe.

We take note of the launch of the PARITY NOW! campaign and of the efforts undertaken to promote equal and inclusive representation of women in decision-making processes, in line with the recommendations of the CEDAW Committee, including General Recommendation No. 40 on the equal and inclusive representation of women in decision-making systems.

The Government of the Republic of Moldova shares the objective of strengthening balanced participation of women and men in decision-making processes and continues to promote gender equality through legislative reforms, institutional mechanisms, and public policies.

In recent years, significant progress has been achieved in terms of women's representation in public life and in decision-making positions. As a result of electoral reforms that introduced mechanisms to ensure balanced gender representation on candidate lists, including the requirement that each sex be represented by at least 40%, women currently account for approximately 40% of the members of the Parliament of the Republic of Moldova.

Within the executive branch, women represented 21% of Cabinet members in 2025. In the public administration system, women held 53.4% of senior leadership positions and 75% of other managerial positions in 2024.

In the judicial system, women represent 52% of judges, contributing to strengthening gender balance within institutions responsible for the administration of justice.

These developments are supported by the institutional mechanism for coordinating gender equality policies, operationalized through gender equality coordination groups established within each ministry and methodologically coordinated by the Ministry of Labour and Social Protection. These structures contribute to integrating the gender perspective into sectoral policies and ensuring inter-institutional coherence in this field.

At the same time, 2026 represents an important stage for the Republic of Moldova in strengthening the institutional mechanism for promoting gender equality. In this context, actions are planned to reinforce the capacities of gender equality coordination groups established within central public administration authorities, as well as to improve mechanisms for integrating the gender perspective into sectoral policies and decision-making processes.

At the legislative level, Law No. 5/2006 on ensuring equal opportunities between women and men has been amended in order to strengthen institutional responsibilities related to the promotion of equal treatment and equal opportunities within organizations, including in the private sector.

Furthermore, the Programme for the Promotion and Ensuring of Equality between Women and Men in the Republic of Moldova for 2023–2027 includes measures aimed at strengthening balanced representation of women and men in decision-making positions, including within public administration and the diplomatic service.

At the same time, the Republic of Moldova continues the process of aligning the national legislative framework with the European Union acquis, including through legislative initiatives aimed at ensuring a more balanced representation of women and men in the management bodies of companies listed on the regulated market, in the context of transposing Directive (EU) 2022/2381 on gender balance on corporate boards.

Progress in the area of women's representation is monitored through periodic reporting mechanisms and through the collection of sex-disaggregated data within public institutions.

In the same context, the Audiovisual Council of the Republic of Moldova, as the national regulatory authority in the audiovisual field, contributes to promoting balanced participation of women and men in political, public and social life through its regulatory, monitoring and sanctioning functions, including by combating gender stereotypes and sexism in audiovisual media services.

At the same time, national legislation provides sanctions for discriminatory or hate speech during electoral periods. In particular, article 52(3) of the Contravention Code of the Republic of Moldova establishes fines for electoral competitors who use hate speech and/or incitement to discrimination during the electoral period or in campaign materials.

Another monitoring mechanism is the annual publication of the National Bureau of Statistics entitled „[The Statistical Portrait of Women and Men in the Republic of Moldova](#)”. The publication contains data on gender equality, including women's representation in decision-making positions, as well as in other areas such as demographic characteristics, education and training, labour market participation, entrepreneurship, household living standards, registered crime victims, and social protection.

The data are also disseminated and updated annually on the dedicated gender statistics platform www.GenderPulse.md, which represents an interactive and user-friendly graphical data visualization tool. The data presented on GenderPulse are grouped into five thematic areas, in line with the UN Minimum Set of Gender Indicators, relevant for the analysis of gender issues: demography, participation in decision-making, education, health, and economic empowerment.

The Government of the Republic of Moldova reaffirms its commitment to continue efforts to promote gender equality and strengthen women's participation in decision-making processes at all levels of society, in line with its international commitments.

The Republic of Moldova remains open to dialogue and cooperation with European partners and civil society organizations in promoting gender equality and balanced participation of women and men in decision-making processes.

State Secretary

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