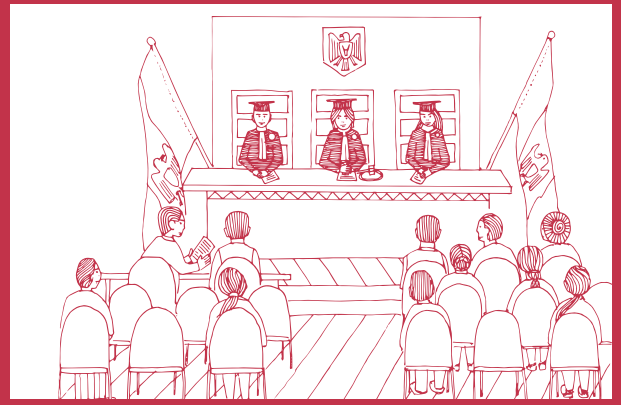


Profile of Women in Decision-Making Process

(by some professional areas)



Demographic-economic characteristics of women in management positions

Note: Managers of all levels = Group 1 of the RM Classification of Occupations;
Legislators, chief executives, senior officials and heads of public administration = Group 11 of the RM Classification of Occupations

By the type of occupation, **1 in 2** managers of all levels is a woman (**48%**)



Out of 10 women managers of all levels:

Half are aged 15-44 years old (**49,5%**)

Half are aged 45-64 years old (**49,5%**)

or

over 65 years old (1%)

7 women have higher education (**70%**)

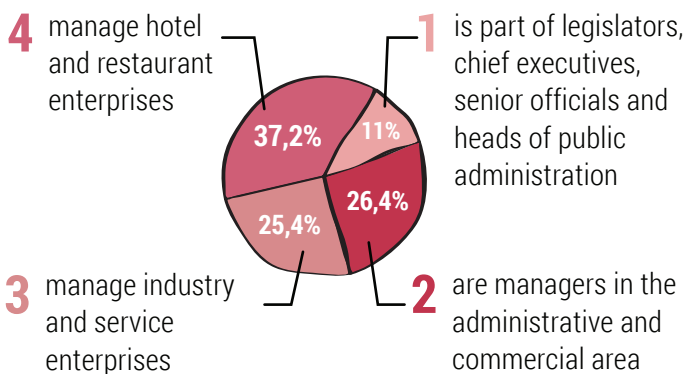


3/4 work in urban areas (**75%**)

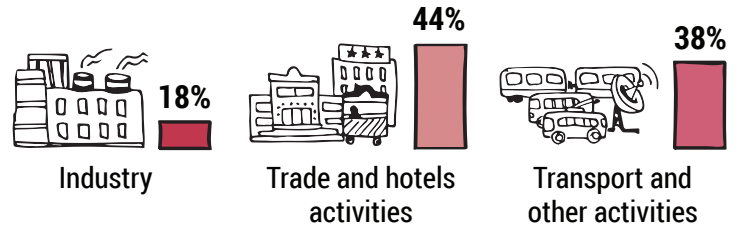
9 work as employees receiving salaries and **1** works on her own account



Source: NBS, Labour Force Survey, 2015



6 manage enterprises in private sector



4 are managers in the public sector – mainly in public administration, education, health, and social assistance (**65,8%**)

Women in management positions by economic activities

Women managers working on **their own account:**

72% **7** out of **10** women manage trade units or hotels and restaurants activities

11% **1** in **10** women manage an industrial unit

89% **9** out of **10** women manage trade units or hotels and food activities

Women managers working as **employees:**

27% **1** in **4** manages trade units, hotels and restaurants

19% **1** in **5** is a manager in such areas as public administration, education, health


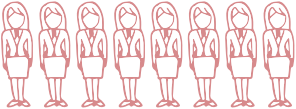
60% **2** in **3** are managers in public administration, education, and health

12% **1** in **8** is a manager in the area of transportation and communication

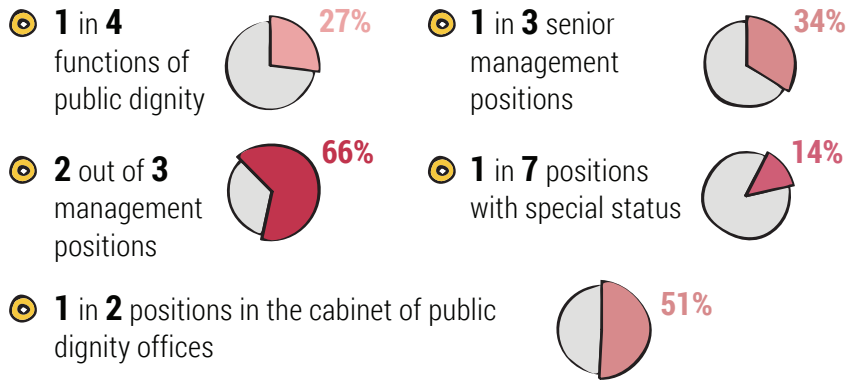
Source: NBS, Labour Force Survey, 2015

Women in public service decision-making positions

Out of 10 public positions held by women:

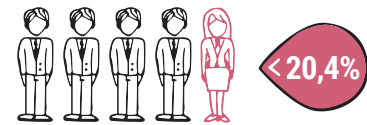
2 are managerial positions  8 are executive positions 

In public service women hold:



Women hold:

Every 5th position of public dignity in central public authorities



Every 3rd position of public dignity in local public authorities






Among the positions of public dignity, women hold: 43,7% in judicial authorities, 28,9% in prosecutors' bodies

Source: NBS, Survey on Number of Civil Servants, 01.01.2016

Out of 10 managerial positions by types of public authorities, women hold:

- 3 out of 4 managerial positions in foreign affairs (75%) & defence and national security (76,6%)
- 7 out of 10 managerial positions in customs' service (70%)
- 2 out of 3 (including senior management) in tax authority (59,2%) and public order and internal security bodies (57,9%)
- 8 out of 10 in judicial institutions (84,9%)
- 1 out of 4 in prosecutors' bodies (25%)

In special status positions women account for:

- 1/2 of the diplomatic service officials 
- 1/4 of the customs' service or national security and defence system employees  
- 1/10 of the public order and security employees



Women's acceptance in managerial positions and professions

73% 3 out of 4 women } claim for the introduction of a quota system for women, which would guarantee them a fixed number of seats in leadership positions

55% 1 in 2 men }

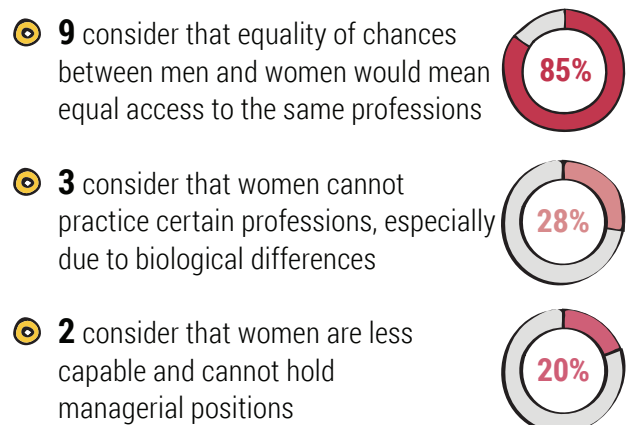
Source: Women's Law Centre, Men and Gender Equality, 2015

Among the main reasons for giving up involvement in community decision-making there are:

- Insufficiency of training for 4 out of 10 women 
- Need to take care of children for 1 in 10 women 

Source: Soros Foundation Moldova, Women's and men's participation in decision making, 2012

Out of 10 respondents (by topic):



Source: Institute of Public Policies, Soros Foundation Moldova, SOIR, Population perceptions on discrimination, 2015