

# The Social Dialog and Collective Bargaining in Moldova

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# General overview

- Education and Science Trade Union Federation from Moldova (ESTUF):
- 2654 primary trade union organisations
- 120266 trade union members (27970 students (23<sup>0</sup>%)
- 71<sup>0</sup>% are women

# Labour Code (28.03.2003)

- **Art.18. Social partnership system**

The social partnership system works on the following levels:

- a) National level**
- b) Territorial level**
- c) Institution level**

# The forms of the social partnership

- a) collective bargaining on developing the projects of collective labour contracts
- b) participation by examining the projects of normative documents and proposals
- Mutual consultations (negotiations)
- Participation of the employees (their representatives) in the management of the enterprise/institution.

# Right to collective bargaining

- One of the basic rights of trade unions (according to the Law of Trade Unions, art.15)
- National level – National Commission on consultation and collective bargaining
- Branch level – the joint commission of Ministry of Education and Education and Science Trade Union Federation. The first common agreement was concluded in 1995 (every 2-5 years), the last one – 2011-2015
- Institution level – the collective labour agreement

# Collective Agreement (2011-2015)

- 2 main goals of the bargaining process:
  - The welfare improvement of the trade union members
  - The trade union members rights' defense
  - At branch level, as a result of the collective bargaining, our trade union federation has achieved some more additional rights for its members: less working hours before public holidays, additional vacations, special allowances for the employees working in adverse conditions, additional social allowance for young specialists and students.

# Wages

- Annually, on 10.10 – a 10% salary increase for non-didactic workers
- November 2013 ESTUF asked a 50% salary increase
- April 2014 - 3 days protest, May – meeting with more than 5000 trade union members. As a result, from 01.09.2014  $\approx$  25% salary increase in education.
- Financial autonomy in universities

# Current issues in education

- Obstacles to education reform
- Overloaded school programs (curricula)
- Shortage of Teachers (every 5th - is retired)
- Insufficient level of professionalism - young teachers
- Quality continuous training of teachers
- The working conditions of teachers (lack of teaching materials, modern technologies, etc.)
- Low salaries in the education sector
- Lack of sufficient funding in education
- The poor quality of teaching and learning



# Contribution to educational policy

- President of ESTUF- Member of the Board, Ministry of Education
- Trade Union Federation of Education and Science is involved in discussion and submission of different proposals for all educational policy documents
- ESTUF cooperates with the Parliamentary Commission for Education

# Informative and educational activity

- Continuous informing
- Trade union training on various topics, including:
  - Social Partnership and regulation of labor relations at the workplace
  - Collective bargaining (February, 2011 - 3-day training for 25 participants, Education International's trainers from Belgium and Great Britain)
  - Labour legislation and collective labor conflicts
  - Collective and individual agreements

# Conclusion

- Creating a safe and healthy working environment and ensuring decent wages are the conditions that can be achieved through collective bargaining and they have a direct impact on the level of teachers welfare and directly on the quality of teaching in all educational institutions. And in this process the role of the union is indisputable.

Thank you for your attention!  
Vă mulțumesc pentru atenție!

