

# Moldova

*Women, Business and the Law 2024 (WBL2024)* presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Chisinau). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Moldova scores 90.6 out of 100.0**. The overall score for Moldova is higher than the regional average observed across Europe and Central Asia (85.8). Within the Europe and Central Asia region, the maximum score observed is 96.9 (Cyprus).

## Moldova - Scores for Women, Business and the Law 2024



### Relative Strengths

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, constraints on women starting and running a business, and gender differences in property and inheritance, Moldova gets a perfect score.

### Areas for Improvement

When it comes to laws affecting the size of a woman's pension, Moldova could consider reforms to improve legal equality for women.

For example, the lowest score for Moldova is on the indicator measuring laws affecting the size of a woman's pension (the WBL2024 Pension indicator). To improve on the Pension indicator, Moldova may wish to consider equalizing the ages at which men and women can retire with full pension benefits, equalizing the ages at which men and women can retire with partial pension benefits, and equalizing the mandatory retirement age for men and women.

### Recent Reforms

During the past year (October 2nd, 2022 to October 1st, 2023), Moldova established criminal penalties for sexual harassment in employment.



Further data details for Moldova are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/moldova/2024>



	QUESTION	ANSWER	LEGAL BASIS
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 outside her home in the same way as a man?	Yes	Family Code, Art. 16
	Can a woman apply for a passport 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
	Can a woman travel outside the country in the same way as a man?	Yes	Family Code, Arts. 5(1) and 16
Workplace	Can a woman get a job in the same way as a man?	Yes	Family Code, Art. 16
	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
	Is there legislation on sexual harassment in employment?	Yes	Law on Equal Opportunities for Men and Women, Arts. 2 and 10(2-1)(3); Labor Code, Arts. 1 and 10(2f-3); Law No. 316/2022, Art. II(Criminal Code, Art. 173)
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Law No. 316 of 2022, Art. 7(Criminal Code, Art. 173) <i>Civil:</i> No applicable provisions could be located
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 in the same way as a man?	Yes	Family Code, Arts. 5(1) and 16
	Is there legislation specifically addressing domestic violence?	Yes	Law on Preventing and Combating Family Violence; Criminal Code, Art. 201/1
	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
	Does the government pay 100% of maternity leave benefits?	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 there paid parental leave?	Yes	Labor Code 2003, Art. 124
	Is dismissal of pregnant workers prohibited?	Yes	Labor Code 2003, Art. 251
Entrepreneurship	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)
	Can a woman sign a contract in the same way as a man?	Yes	Family Code, Arts. 5(1) and 16; Civil Code, Art. 25-26
	Can a woman register a business in the same way as a man?	Yes	Law on State Registration of Legal Entities and Individual Entrepreneurs, Art. 7
	Can a woman open a bank account in the same way as man?	Yes	Family Code, Art. 16
Assets	Do men and women have equal ownership rights to immovable property?	Yes	Family Code, Art. 21
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Art. 2178
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Art. 2185
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Family Code, Art. 21
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Code, Art. 20(4)
		Is the age at which men and women can retire with full pension benefits the same?	No
Pension	Is the age at which men and women can retire with partial pension benefits the same?	No	Law on State Pension System, Arts. 15 and 41
	Is the mandatory retirement age for men and women 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)