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 ISIC Classification of Occupations; Legislators, chief executives, senior officials and heads of public administration = Group 11 of the ISIC 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

- 4 manage hotel and restaurant enterprises
- 3 manage industry and service enterprises
- 1 is part of legislators, chief executives, senior officials and heads of public administration
- 2 are managers in the administrative and commercial area
- 6 manage enterprises in private sector

- 18% Industry
- 44% Trade and hotels activities
- 38% Transport and other activities

- 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:

- 7 out of 10 women manage trade units or hotels and restaurants activities
- 1 in 10 women manage an industrial unit
- 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

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:
- 1 in 4 functions of public dignity: 27%
- 1 in 3 senior management positions: 34%
- 2 out of 3 management positions: 66%
- 1 in 7 positions with special status: 14%
- 1 in 2 positions in the cabinet of public dignity offices: 51%

Out of 10 managerial positions by types of public authorities, women hold:
- 3 out of 4 managerial positions: foreign affairs (75%) & defence and national security (76.6%)
- 7 out of 10 positions (including senior): customs' service (70%)
- 2 out of 3 management positions: tax authority (59.2%) and public order and internal security bodies (57.9%)
- 8 out of 10 management positions: judicial institutions (84.9%)
- 1 out of 4: prosecutors' bodies (25%)

Women hold:
- Every 5th position of public dignity in central public authorities: <20.4%
- Every 3rd position of public dignity in local public authorities: <32.5%
- 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

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

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):
- 9 consider that equality of chances between men and women would mean equal access to the same professions: 85%
- 3 consider that women cannot practice certain professions, especially due to biological differences: 28%
- 2 consider that women are less capable and cannot hold managerial positions: 20%

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

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