Demographic-economic characteristics of women in management positions

- By the type of occupation, 1 in 2 managers of all levels is a woman (48%).
- 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.
- 6 manage enterprises in private sector.
- 4 are managers in the public sector – mainly in public administration, education, health, and social assistance (65.8%).
- 2 are managers in the administrative and commercial area.
- 1 is part of legislators, chief executives, senior officials and heads of public administration.
- Half are aged 15-44 years old (49.5%).
- Half are aged 45-64 years old (49.5%).
- or over 65 years old (1%).
- 3 manage industry and service enterprises.
- 4 manage hotel and restaurant enterprises.
- 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.
- 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.

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.

Profile of Women in Decision-Making Process (by some professional areas)

Women managers working on their own account:

- Urban areas: 72% 7 out of 10 women manage trade units or hotels and restaurants activities.
- 11% 1 in 10 women manage an industrial unit.
- Rural areas: 89% 9 out of 10 women manage trade units or hotels and food activities.

Women managers working as employees:

- Urban areas: 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.
- Rural areas: 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 (including senior)
  - Foreign affairs (75%) & defence and national security (76.6%)
- 7 out of 10 management positions
  - Customs’ service (70%)
- 2 out of 3 positions
  - Tax authority (59.2%) and public order and internal security bodies (57.9%)
- 8 out of 10 positions
  - Judicial institutions (84.9%)
- 1 out of 4 positions
  - Prosecutors’ bodies (25%)

In special status positions women account for:

- 1/2 of the diplomatic service officials (47%)
- 1/4 of the customs’ service or national security and defence system employees (22.3%)
- 1/10 of the public order and security employees (25.4%)

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

**Women's acceptance in managerial positions and professions**

- 73% of women claim for the introduction of a quota system for women, which would guarantee them a fixed number of seats in leadership positions
- 55% of men

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%)

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

- Insufficiency of training for 4 out of 10 women (28%)
- Need to take care of children for 1 in 10 women (20%)

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

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

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