UNIVERSITY OF LIFE SCIENCES ”KING MIHAI I” FROM TIMISOARA
”YOUNG PEOPLE AND MULTIDISCIPLINARY RESEARCH IN APPLIED LIFE SCIENCES”

05-06 November 2026



WOMEN'S SOCIOECONOMIC STATUS IN THE REPUBLIC OF MOLDOVA: PROGRESS AND PERSISTENT DISPARITIES

BERCARU DRAGOMIRA[1], TONEA ELENA[2], ȚURCAN RINA[1]

[1]Technical University of Moldova, Faculty of Economic Engineering and Business, Chișinău, Republic of Moldova
[2]University of Life Sciences “King Mihai I” from Timișoara, Faculty of Management and Rural Tourism, Romania

Abstract: *This research evaluates the evolution of women's status in the Republic of Moldova between 2015–2025, analyzing the relationship between formal and economic progress. The study applies a mixed methodology, combining qualitative and quantitative approaches, centered on the analysis of secondary statistical data provided by the National Bureau of Statistics. Three dimensions are examined: educational participation, decision-making power in public offices, and wage remuneration across 19 economic activities. The results indicate a significant accumulation of tertiary human capital among women, reflected by a gender parity index of 1.36, as well as an expansion of parliamentary representation from 20.8% to 39.6%, driven by the gender quotas introduced in 2021. However, educational advantage and increased decision-making power in the institutional sphere have not automatically translated into equivalent economic performance in the labor market.*

• Introduction

Over the past decade, the legal architecture of gender equality in the Republic of Moldova has evolved rapidly through normative framework updates, labor law flexibilization, and mandatory political representation quotas. However, despite significant regulatory advancements and legislative reforms, an evaluation of the asymmetry between formal rights and economic reality reveals that structural barriers and wage discrepancies persist across the labor market.



• Material and method

The research employs a mixed quantitative-qualitative methodology based on official data from the National Bureau of Statistics to evaluate the evolution of women's status in the Republic of Moldova between 2015 and 2025. By combining statistical analysis, time series, and regression models across 19 economic activities, the study examines educational participation, institutional representation, and wage disparities to identify structural gaps between formal frameworks and economic reality.

• Results and discussions

The empirical results indicate a significant female advantage in tertiary education and an expansion of institutional representation driven by mandatory quotas, contrasted by persistent wage discrepancies across economic sectors.

Furthermore, the findings reveal a structural decoupling between formal educational achievements and labor market remuneration, as demonstrated by substantial gender pay gaps that highlight ongoing occupational segregation.

• Conclusions

The study concludes that despite indisputable formal progress in tertiary education and institutional representation driven by mandatory quotas, women in the Republic of Moldova face a structural rift that prevents equivalent economic outcomes. Consequently, the persistence of significant gender pay gaps and occupational segregation underscores the critical need for active public policies aimed at eliminating remuneration discrimination and fully unlocking women's economic potential.