

# Number of employees, earnings and labor force costs

Metadata

National Bureau of Statistics (NBS)

## 1. Contact Information

### 1.1. Responsible subdivision within NBS

General Division of Social Statistics and Demography  
Earnings Statistics Division

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## 2. Metadata Update

### 2.1. Last certification of metadata

13.02.2023

### 2.2. Last update of metadata

13.02.2023

## 3. Statistical Presentation

### 3.1. General description

The data regarding the number of employees, job vacancies, earnings and labour costs are obtained based on the *annual survey on earnings and labour force costs (M3)* and the *quarterly survey on earnings (M1)* in enterprises. Statistical sampling surveys in enterprises, which cover all the branches and activity sectors, allow tackling the basic problem of salary statistics and related statistics. The quarterly survey – to meet the information needs on short term and the annual survey, which supplies more detailed information on different topics, necessary for developing strategies and policies in salary and labour force costs area: follow-up of the employees' dynamics, average earnings, labour force costs' level and structure, and the number of employees.

The data regarding the distribution of employees by size of salary are obtained based on survey „*Distribution of employees by earning size in September*” (M2).

The statistical surveys target only the persons employed in enterprises – employees.

The areas “Earnings”, “Number of employees”, “Labour costs”, “Distribution of employees by size of salary” covers such characteristics of the labour market as number of employees, average number of employees, average monthly gross/net earnings, average monthly labour costs etc.

Concepts and definitions used are in line with the national legislation on labour and earnings, and recommendations and special international requirements (International Labour Organization, Eurostat).

### 3.2. Concepts and definitions

#### 3.2.1. Definitions

**Employee** is considered to be the person carrying out an activity according to a certain specialty for a remuneration of a monetary salary or in-kind payment, as a commission, etc., based on an individual work contract with the enterprise or local unit (subsidiary, representative office), regardless of its ownership form, type of carried out activity, number of worked hours (part time or full time), and the contract duration (fixed or indefinite).

**Number of employees by the end of the year** represents the number of persons on the very last day of the year, employed with individual work contract / work relations for a determined or undetermined period of time (including seasonal workers, manager/administrator), who have worked or who were not able to fulfil their work duties because being on a sick leave, maternity leave, child care leave, annual leave, unpaid leave, benefiting from free time provided by law or set according to the work collective contract

or those who have been furloughed, on strike, etc.

The individual entrepreneurs who provide services to the unit based on some contracts of civil law are not included in the category of employees.

**Average number of employees (in full-time equivalent)** represents a simple arithmetic mean, resulting from the sum of the daily numbers of employees (excluding those whose work contract / work relations were suspended) from the year of reference – including the weekends, legal holidays and other non-working days – divided to the total number of calendar days (365 days).

The daily number of employees taken into account for the mean number **excludes**: the number of employees on unpaid leaves, sick leaves, on strike, delegated to work abroad, other unpaid absences.

The employees in **technical unemployment**, who benefit from an allowance from the basic salary, are included in the average number proportionally to the worked time stipulated in the work contract.

The part-time employees are included proportionally to the effectively worked time or according to the time provided in the individual work contract.

**Job vacancies** includes the number of paid jobs, newly created, unoccupied or which are to become vacant, for which:

- employer is taking active steps to find a suitable candidate (examples: announcing the existence of the vacancy through employment agencies, advertising through newspapers, media, Internet, direct contact with possible candidates, etc.);
- employer wants immediate employment or within a specific period of time, established by the employer. The specific period of time refers to the maximum period required to fill the vacant job.

*Are considered job vacancies* the jobs meant for persons outside the units (but on which can also compete people from inside the unit), regardless of their definite or indefinite duration, full or part time program.

*Are not considered job vacancies*, the unoccupied jobs:

- meant exclusively to promote persons from inside the unit;
- blocked by a normative document.

The positions occupied by people who are absent for a certain period of time (maternity leave, child care leave, medical leave, leave without pay, other absences) are considered vacant, if the employer wishes the substitution for a definite (temporary) period and if he takes active steps to find candidates.

**Effectively worked time** covers the time worked within the normal work program set forth in the individual work contract and the additional time, during the working days over the normal work program, and during weekends, legal holidays, and other non-working days. It is expressed in thousand hours-persons.

The weekends and legal holidays, lunch breaks, paid leaves, sick leaves, work interruptions not imputed to employees and other are excluded.

**Non-worked paid time** covers the working days afferent to paid leaves; work accidents and professional diseases; legal holidays; work interruptions not imputed to employees; study leave, as well as other non-worked paid time (free days for special family events: marriages, births, deaths; leaving the place of work for public activities' purpose; paid lunch breaks and rest time, or in any other cases set forth in the work collective contract or in the legislation); free days granted due to retirement, termination of the work contract due to reasons that are not imputed to the employees, transfer for duty interests to another locality, post installation, detachment; technical unemployment etc. The non-worked paid time also includes the hours paid exclusively by the employer.

**Average gross monthly earnings** represent the relation between the gross amounts calculated for employees (wages and salaries) during the period of reference, regardless of the period of time for which these are due, and the average number of employees and number of months in the reference period. **The earnings include** gross payments in monetary means or in kind, provided to employees, as a rule, over regular intervals of time, for the worked time and carried out work. The earnings include also the payments for the non-worked time, annual, seasonal bonuses or any other awards granted not regularly.

**Average net monthly earnings** represent the relation between the gross amounts calculated for employees during the period of reference (remuneration fund), regardless of the period of time for which these are due, except for the: income tax for natural persons' / employees' income and the individual contributions of state compulsory social insurance; individual premiums for health compulsory insurance and the

average number of employees.

**Index of real earnings** represents the relation between the index of gross average earnings and the consumer price index. **Index of gross average earnings** represents the relation between average gross monthly earnings from the current period and that from the comparison period.

**Gender pay gap** (in unadjusted form) – the share of the difference between the average gross monthly earnings of men and women in the average gross monthly earnings of men expressed as percentage. The indicator has been defined as unadjusted, because it gives an overall picture of gender inequalities in terms of pay and measures a concept which is broader than the concept of equal pay for equal work.

**Expenditures for labour force (labour force costs)** represents the totality of direct and indirect costs incurred by the employer for the labour force.

**Labour force costs** includes the direct and indirect expenditures for labour force.

**Direct expenditures for labour force** include: the amounts calculated for the worked time, amounts calculated for the non-worked time and payments in kind.

The amounts calculated for the worked time include:

- the gross basic salaries corresponding to the effectively worked time in the normal program and overtime (including indexation, allowances from the management, merit-based salaries, and other rights which are part of the basic salary according to the corresponding normative acts);
- top-ups and allowances granted as a percentage of the gross basic salary or fixed amounts;
- other top-ups to salaries according to the law or set forth in the collective work contracts;
- the bonuses granted during the year and the annual bonuses from the payroll fund, the 13<sup>th</sup> salary etc.;
- other amounts paid from the payroll fund, the net profit, other means according to the law or according to the collective work contracts (commissions from sale, value of the shares distributed to the employees or facilities for procuring shares, payments made by the employer to employees within some saving programs, etc.).

The amounts calculated for the non-worked time include the amounts calculated for: paid leaves, study leave, for holidays, special family events (marriage, birth of child, death, etc.), technical unemployment, etc.

**Payments in kind** include the amounts paid to the employees as remuneration of work, according to some normative acts or provisions of the work collective contracts in the form of products, rent payment, fuel, energy, transport, meals, etc.

**Indirect expenditures for labour force** represent the expenditures incurred by the employer, other than the remuneration of the personnel, such as: employer's contribution for state compulsory social insurance, premiums of health compulsory insurance paid by the employer, vocational training costs, expenditures for personnel recruitment, medical check-up, individual protection equipment, special meals / protection, for hygiene-sanitary materials of protection, etc.

**Average monthly labour costs per employee** represents the totality of costs (direct and indirect) made by the unit for the labour force, in average, per employee; it is obtained as a relation between the annual amount for expenditures for labour force and the annual average number of employees, and the number of months in the reference period.

**Budgetary sector** – totality of units funded by the state budget, state social insurance budget, administrative-territorial units' budget, and special means, regardless of the branch subordination.

**Real sector** – totality of units with financial autonomy, including those that benefit from budgetary allowances, regardless of the branch subordination, type of ownership and organizational-legal form.

### 3.2.2. Unit of measurement

Data on the *total number and average number of employees* are presented in persons.

Data on the *labour force expenditures* are presented in thousand lei.

Data on the *monthly average gross and net earnings* and the *average monthly labour costs* are presented in lei.

Data on the *index of gross average earnings* and *gender pay gap* are presented in percent.

Data on *job vacancies* are presented in units.

### 3.2.3. Formula of calculation

*Average number of employees (in full-time equivalent), persons:*

$$\bar{N} = \sum Ezs / n$$

$\bar{N}$  – average number of employees;

$Ezs$  – daily number of employees (in full-time equivalent);

$n$  – total number of calendar days.

*Average gross monthly earnings (lei):*

$$\overline{CS}_{brut} = \frac{REM_{pers}}{\bar{N} * 12}$$

where:

$\overline{CS}_{brut}$  - average gross monthly earnings

$REM_{pers}$  - gross calculated amounts

$\bar{N}$  - average number of employees.

*Average net monthly earnings (lei):*

$$\overline{CS}_{net} = \frac{REM_{pers} - (CAS + CAM + impozit)}{\bar{N} * 12}$$

where:

$\overline{CS}_{net}$  - average net monthly earnings

$REM_{pers}$  - gross calculated amounts

$CAS$  – amounts of the individual contribution for state compulsory social insurance

$CAM$  – amounts of the individual contribution for health compulsory insurance

$impozit$  - amounts of the income tax

$\bar{N}$  - average number of employees.

*Average monthly labour force costs per employee (lei):*

$$\overline{C}_{brut} = \frac{Chelt_{directe} + Chelt_{indirecte}}{\bar{N} * 12}$$

where:

$\overline{C}_{brut}$  - average monthly labour force costs per employee

$Chelt_{directe}$  - gross amounts corresponding to the direct expenditures for labour force

$Chelt_{indirecte}$  - gross amounts corresponding to the indirect expenditures for labour force

$\bar{N}$  - average number of employees.

### 3.3. Used classifications

**Economic activity:**

Starting with 2013, the data are classified in accordance with the Classification of Economic Activities in Moldova (CAEM-2), which is fully harmonized with the Nomenclature of Economic Activities in the European Community (NACE Rev.2).

Until 2013 the results of the survey were classified in line with the Classification of Activities in Moldova Economy (CAEM - Clasificarea Activităților Economiei Moldovei in Romanian), harmonized with NACE ver.1.

**Forms of ownership:** Data are grouped according to the Classification of Ownership Forms in the Republic of Moldova (CFP - Clasificatorul formelor de proprietate din Republica Moldova in Romanian), approved via the decision of the Standards, Metrology, and Technical Supervision

Department No. 276 dated 04.02.1997.

**Administrative-territorial units:** data are grouped according to the Classification of Administrative-Territorial Units of the Republic of Moldova (CUATM-*Clasificatorului unităților administrativ-teritoriale al Republicii Moldova in Romanian*), approved via the Decision of the Moldova-Standard Department No. 1398-ST dated 03.09.2003 and Nomenclature of the territorial statistical units of the Republic of Moldova (NUTS), (*Nomenclatorul unităților teritoriale de statistică al Republicii Moldova in Romanian*), approved via Government Decision of the Republic of Moldova no.570 dated 19.07.2017.

**Sectors of economy:** real and budgetary, defined by Law of salaries no.847/2002.

### 3.4. Scope

#### 3.4.1. Sector coverage

Statistical surveys regarding the number and the earnings of the employees in economic and social enterprises/units cover all the economic activities. The data are collected for the **main activity** and **secondary activities** of the unit.

#### 3.4.2. Statistical population

Until 2010 inclusively, the data cover all the institutions from the budgetary sector, regardless of the number of employees and all the economic units from the real sector with 20 and more employees.

Starting in 2011:

The data obtained in the **quarterly survey on earnings** (M1) and data from „*Distribution of employees by earning size in September*” (M2) survey include:

- a) via exhaustive method (all): institutions from the budgetary sector, regardless of the number of employees and economic units from real sector with 20 and more persons;
- b) via sampling method: economic units from real sector with 4-19 persons.

Data obtained from the **annual survey on earnings and labour force** cover:

- a) via the exhaustive method (all): institutions from budgetary sector, regardless of the number of employees and economic units from the real sector with 20 and more persons;
- b) via sampling method: economic units from real sector with 1-19 persons.

For 2015-2017 the data on *job vacancies* includes economic and social units with 4 and more employees and all institutions from the budgetary sector, regardless of the number of employees. Starting with 2018 – economic and social units and budgetary institutions with 1 and more employees.

#### 3.4.3. Geographical coverage

The statistical data do not cover the territory of the left side of the river Nistru and Bender municipality.

#### 3.4.4. Time coverage

Since 2011, the data are not comparable with the data from the previous years, due to the scope of coverage.

### 3.5. Level of disaggregation

The data resulting from the survey are disaggregated by:

- Rayons and municipalities (35), development regions (m. Chisinau, North, Center, South, ATU Gagauzia);
- Economic activities at the level of CAEM sections/divisions;
- Ownership forms: public, other forms of ownership;
- Sectors of economy (real, budgetary);
- Components of expenditures (for *Labor Force Costs*).

Restrictions: if disaggregated data cover confidential information (see p.7.1), they are not disseminated; they are aggregated at the minimum available level to ensure data confidentiality.

### 3.6. Periodicity of dissemination

Earnings: quarterly – starting with 2017, monthly – until 2016.  
Annually.

### 3.7. Submission (dissemination) deadlines

Quarterly data (M1) – at the 60th day after the reporting quarter.  
Annual data (M3) – 7 months after the reported year.

M2 survey – December.
<b>3.8. Revision</b>
Data are final when being disseminated for the first time. The data revision policy is in accordance with the Data Revision Policy, approved by NBS order no. 35 of 30.08.2022: <a href="https://statistica.gov.md/files/files/despre/planuri/Politici/Politica_revizuire_2022_en.pdf">https://statistica.gov.md/files/files/despre/planuri/Politici/Politica_revizuire_2022_en.pdf</a> .
<b>3.9. Period of reference</b>
Month, quarter, year of reference.

## 4. Data Collection and Processing

### 4.1. Data source

#### 4.1.1. Statistical surveys

*Quarterly survey on earnings* – statistical reports: M1 – starting with 2017;  
*Monthly survey on earnings* – statistical reports: Munca 1, IND TS, CONS TS, SERV TS monthly – until 2016;  
*Annual survey “Earnings and Labour Force Costs”* – statistical report M3;  
 Statistical survey „*Distribution of employees by earning size in September*” – statistical report M2 – once a year.

#### 4.1.2. Administrative sources

Not used.

#### 4.1.3. Estimations

Not applicable.

### 4.2. Characteristics of the statistical survey

#### 4.2.1. Objective and background

Quarterly survey:  
 Main goal: evaluation of short-term trends for monthly average earnings (gross salary) and of the number of employees.  
*Quarterly survey on earnings* is carried out starting with 2017 and has replaced the monthly survey, which was implemented in the statistical practice starting in January 2011 and has replaced the monthly statistical survey in enterprises – number and remuneration of employees.  
 Annual survey:  
 Main goal: dynamics’ follow-up for the number of employees, the average number of employees, average earnings, level and structure of the payroll fund and the labour force costs’ level and structure.  
*Annual survey on earnings and labour force costs* was implemented in practice starting in 2011 and has replaced the annual statistical survey – number and remuneration of employees.  
 At the same time, the data for 2011 are not comparable with the previous years due to the scope of coverage.  
 Starting with 2021, the information on job vacancies is collected through *Annual survey on earnings and labour force costs*.  
 The main goal of the survey „*Distribution of employees by earning size in September*” is to measure the number of employees distributed by ranges of earnings.

#### 4.2.2. Statistical unit

The observation unit is the local enterprise/unit, institution, using the employees’ work, regardless of the economic activity, ownership form and legal form.

#### 4.2.3. Circle of units covered in the survey

Number of units covered in the survey:

- Quarterly survey on earnings – about 10000 units quarterly;
- Annual survey on earnings and labour force costs – about 14000 units;

– “Distribution of employees by earning size in September” – about 10000 units.
<b>4.2.4. Survey periodicity</b>
Quarterly. Annually. Once a year.
<b>4.2.5. Data collection</b>
<u>Type of survey</u> : sampling, budgetary institutions – exhaustive. <u>Period of reference</u> : month, quarter, year. <u>Period of registration</u> : Quarterly data (statistical report M1) by the 25 <sup>th</sup> date of the month after the reported period. Annual data (statistical reports M3) are collected from the reporting units by March 31. Statistical report M2 – by October 25. <u>Registration method</u> : reports can be filled in on-line, or presented on paper at regional statistical office. The self-registration method is used for registering information in the statistical survey questionnaire. The persons assigned by the selected units fill in the variables of the questionnaires according to the detailed instructions accompanying the forms. The technical and methodological assistance is provided by the employees of the territorial statistical bodies.
<b>4.3. Data processing and compilation</b>
<b>4.3.1. Data validation</b>
The quality of data is observed during all the staged of the survey. When entering the data, the information app contains a set of mathematical and logical control conditions and correlations for identifying the reporting errors and namely: - mathematical control conditions; - logical control conditions; - control conditions among chapters; - control conditions with the previous reporting; - control with data from other surveys; - conditions for integrity of data; - statistics on reporting/non-reporting, by reasons.
<b>4.3.2. Compilation/extrapolation of data</b>
Annual data are obtained from the amounts of the respective quarters. To calculate the extension coefficients of the results, the following stages should be tackled: 1) Attaching a selection weight to every selection unit. The selection weight is a Hortvitz-Thompson weight and it is calculated as a universe for selection probability. 2) Calculation of redressing coefficients. The redressing coefficients are calculated at the level of every selection cell separately, as a reverse of the response probability. The redressing coefficient ha the role to compensate the non-responding units in the hypothesis when these units manifest themselves similarly as the responding unit afferent to the stratus from which they are a part. 3) Calculation of the extension coefficient.
<b>4.3.3. Adjustments</b>
No adjustments are made.
<b>4.3.4. Quality assurance</b>
The quality of statistical data is assured by observing the fundamental principles of official statistics approved by the UN Economic Commission for Europe in 1992 (and Statistical Commission/UN in 1994), as well as those set forth in the Republic of Moldova Law on Official Statistics. In its activity of producing statistical information, NBS pays huge importance to ensuring high quality of data. In this respect, a number of measures for quality assurance are carried out at every stage of the statistical process: organization of statistical surveys, collection, processing, and development of statistical information. Important efforts are undertaken to ensure the plenitude and quality of data presentation by the respondents included in the statistical surveys.

Errors, inconsistencies, and suspicious data are brought to light so as to be verified and corrected. The primary data are verified and analysed from internal coherence point of view (within the questionnaire), temporal coherence (with data from previous periods), with data of other similar units, as well as with data available from other statistical surveys and administrative data sources. The missing or inconsistent data are imputed, if needed.

To ensure the quality of the primary data, meetings (seminars) are organized with interviewers – respondents for explaining the definitions, the correct way to fill in the questionnaires, especially when they are modified and implemented.

#### 4.4. Data accuracy

##### 4.4.1. Non-response rate

The average non-response rate for *quarterly survey on earnings* is about 1-2%.

The average non-response rate for *annual survey on earnings and labour force costs* is about 2-3%.

##### 4.4.2. Sampling errors

The sample size for *quarterly survey on earnings* was planned to provide maximum permissible error of + -2%, guaranteeing results with a probability of 95%.

The sample size for *annual survey on earnings and labour force costs* was planned to provide maximum permissible error of + -3%, guaranteeing results with a probability of 95%.

## 5. Comparability and Coherence

### 5.1. International comparability

Statistics of earnings and labour force costs is in line with:

- Resolution on labour cost statistics, adopted by the 11<sup>th</sup> International Conference of Labour Statisticians, and
- Resolution on the integrated system of earnings' statistics, adopted by the 12<sup>th</sup> International Conference of Labour Statisticians.

The definition of job vacancy and the coverage are harmonized with:

- Regulation (EC) No 453/2008 of the European Parliament and of the Council of 23 April 2008 on quarterly statistics on Community job vacancies;
- Regulation (EC) No 19/2009 of 13 January 2009 implementing Regulation (EC) No 453/2008 of the European Parliament and of the Council on quarterly statistics on Community job vacancies, as regards the definition of a job vacancy, the reference dates for data collection, data transmission specifications and feasibility studies.

### 5.2. Comparability over the time

Starting with 2011, the data are not comparable with the data from the previous years, due to the scope of coverage.

Starting with 2018, the data on job vacancies are not comparable with the data from the previous years, due to the scope of coverage.

### 5.3. Coherence with other statistics

#### Coherence with data from the Labour Force Survey in households:

##### Number of employees

*Differences in concepts:* the Labour Force Survey targets all the employed persons, regardless of the production unit type. The main causes of the difference in the figures supplied by the two data sources are the share of the informal sector and informal employment in the Republic of Moldova.

*Differences in measurement:* the Labour Force Survey is a survey carried out in population households. The collected information refers (as period of reference) to the week, from Monday until Sunday inclusively, before the interview.

#### Coherence with the data from the National Accounts System (NAS):

##### Remuneration of employees

*Differences in concepts:* the remuneration of employees in the NAS includes and social contributions of



the employers (compulsory, voluntary, imputed, etc.).

*Differences in measurement:* National Accounts use a number of data sources, such as: Execution of State Budget, Structural Survey in Enterprises, Households Budget Survey, Labour Force Survey, Balance of Payments, Income statements of natural persons, etc.

### **Coherence with data of the annual Structural Survey in Enterprises (SSE)**

#### Number of employees

*Differences in concepts:* the survey unit in SSE is the enterprise (legally established unit).

*Differences in measurements:* SSE does not include the institutions from budgetary sector, public organizations, institutions from education, health and social work activities financial and insurance activities, public administration.

#### Work remuneration

*Differences in concepts:* the survey unit in SSE is the enterprise (legally established unit).

*Differences in measurements:* SSE does not include the institutions from budgetary sector, public organizations, institutions from education, commercial banks, insurance companies, health and social work activities, public administration.

## **6. Institutional Mandate (normative-legal basis)**

The NBS activity is based on respecting the Republic of Moldova Constitution, the Law on Official Statistics No. 93 dated 26.05.2017, other legislative and normative acts, NBS management decisions and orders.

The Law on Official Statistics regulates the organization and operation of the unique system of official statistics, establishing the general principles for collecting, processing, centralizing, diminishing, and stocking statistical information (art.1).

Art. 5 of the Law provides that the production of statistical information is based on respecting the following principles: impartiality, objectiveness, relevance, transparency, confidentiality, cost-efficiency etc.

Being the central statistical body, the National Bureau of Statistics is an administrative authority created under the Government for leading and coordinating the activity in the statistics area.

In accordance with Government Decision 935 of 24.09.2018 on the organization and operation of the NBS, the Bureau exercises the following tasks:

- 1) Coordinates the national statistical system on the development and production of official statistics;
- 2) Elaborates and implements strategies for the development of the national statistical system, annual and multiannual statistical programs;
- 3) Elaborates the normative and institutional framework necessary for the achievement of the strategic objectives in its field of activity, as well as the mechanisms for their implementation in practice;
- 4) Performs the management and control of the achievement in quality conditions of the programs and statistical plans adopted at central and regional level;
- 5) Harmonizes and aligns national statistical indicators, methodologies, methods and techniques with international regulations and standards;
- 6) Promotes the statistical culture in the society.

The legislative and normative acts ruling the activity of the NBS are available on its official page <https://statistica.gov.md/en>, under *About* ( <https://statistica.gov.md/en/normative-acts-56.html>).

## **7. Confidentiality**

### **7.1. Principles**

According to art. 19 of the Law on Official Statistics No. 93 dated 26.05.2017, producers of official statistics shall take all regulatory, administrative, technical and organizational measures to protect confidential data and prevent their disclosure.

Chapter VII of the above-mentioned law stipulates that the data collected, processed and stored for the

production of statistical information are confidential if they allow the direct or indirect identification of the respondents. The following shall not be considered confidential:

- a) data that can be obtained from publicly accessible sources according to the legislation;
- b) individual data on address, telephone, name, type of activity, number of employees of legal entities and individual entrepreneurs;
- c) data referring to public enterprises, institutions and organizations funded from the budget, submitted at the request of the public administration authorities.

According to the Law on Official Statistics, art. 20, access to confidential information is granted to the persons who, according to their official functions, participate in the production of statistical information shall have access to individual data in so far as individual data are necessary for producing this information.

The same article stipulates that the access to individual data, which do not allow the direct identification of respondents, may be given for scientific survey projects, whose expected results do not refer to identifiable individual units, under the regulation approved by the central statistical authority.

Art. 23 (5) of the Law stipulates that the statistical information cannot be disseminated to users if it refers to 1-3 statistical units.

## 7.2. Practical assurance of the confidentiality rules

To ensure the protection of confidential statistical data in compliance with the Law on Official Statistics No. 93 dated 26.05.2017, the National Bureau of Statistics undertakes all the regulatory, administrative, technical, and organizational measures to protect the confidential statistical information and prevent its disclosure.

In compliance with the above-mentioned law, the employees of producers of official statistics, including temporary employees who, according to their official functions, have direct access to individual data shall be obliged to observe the confidentiality of these data during and after termination of employment.

Before being disseminated, the statistical data are verified if they meet the protection requirements set for confidential data. If the statistical data contain confidential information (see p. 7.1), they are not disseminated, but aggregated at the minimum available level which ensures the protection of data confidentiality.

## 8. Access to Information and Dissemination Format

### 8.1. Access to information

#### 8.1.1. Calendar of statistical publications

Annually the **Release calendar** is developed by NBS.

#### 8.1.2. Access to the calendar of statistical publications

The release calendar is posted on the NBS official page <https://statistica.gov.md/en>.

#### 8.1.3. Access to statistical data

According to the Law on Official Statistics No. 93 dated 26.05.2017, art. 23:

- a) Producers of official statistics shall be obliged to disseminate the statistical information within the deadlines specified in the programme of statistical works and in the press-release calendar.
- b) The dissemination of statistical information laid down in the programme of statistical works to all categories of users shall be made free of charge and under equal access conditions in terms of volume, quality and time of dissemination

**The program of statistical work** may be accessed on the web page <https://statistica.gov.md/en>, under About / Normative acts ( <https://statistica.gov.md/en/normative-acts-56.html>).

The NBS web page <https://statistica.gov.md/en> represents the most important information source for ensuring users' access to different statistical information and transparency about the NBS activity.

All news releases, analytical reports, time series, as well as the statistical publications developed by NBS are placed on official web site.

### 8.2. Dissemination format

#### 8.2.1. News releases / Analytical reports

News releases and analytical reports are published on the NBS official web site:

<a href="https://statistica.gov.md/en">https://statistica.gov.md/en</a> under <i>News Releases</i> , according to the <i>Release Calendar</i> .
<b>8.2.2. Publications</b>
Statistical publications: Statistical Yearbook, Statistical pocket-book, Women and Men in the Republic of Moldova; quarterly and annual informative notes etc. Access to publications in electronic format, on NBS official page <a href="https://statistica.gov.md/en">https://statistica.gov.md/en</a> , under Products and services / Publications <a href="https://statistica.gov.md/ro/publications">https://statistica.gov.md/ro/publications</a> .
<b>8.2.3. Databases/time series</b>
- <b>Statistical databank</b> <a href="http://statbank.statistica.md">http://statbank.statistica.md</a> under Social statistics / Labour force and earnings. - NBS <b>official page</b> : <a href="http://www.statistica.gov.md">http://www.statistica.gov.md</a> under: <ul style="list-style-type: none"> <li>• <i>Press Releases</i></li> <li>• <i>Statistics by themes / Labour force and earnings / Earnings and labour costs</i></li> <li>• <i>Products and Services / Publications</i>;</li> </ul> - Special Data Dissemination Standard (SDDS): <a href="http://www.statistica.gov.md/SDDS/NSDP/">http://www.statistica.gov.md/SDDS/NSDP/</a>
<b>8.2.4. Questionnaires/data sent upon request from international organizations</b>
Questionnaires with data are sent to Eurostat, ILO, CIS etc.
<b>8.2.5. Requests for additional data</b>
NBS makes available for users' additional statistical information beyond the data presented in the statistical publications, news releases, analytical reports placed on the official website, in the limits of available information, in line with the Law on Official Statistics. Request can be sent personally, by post, by e-mail <a href="mailto:moldstat@statistica.gov.md">moldstat@statistica.gov.md</a> or via online web form – <a href="https://statistica.gov.md/en">https://statistica.gov.md/en</a> under: Products and services / Statistical data request: <a href="https://statistica.gov.md/ro/information_request">https://statistica.gov.md/ro/information_request</a> .  Besides this, NBS can grant access to individual data for scientific research projects in accordance with the Regulation on access to individual data for scientific purposes, approved by NBS Order no. 51 of 31.12.2021. The Regulation and the Annexes to the Regulation can be accessed online - <a href="https://statistica.gov.md/en">https://statistica.gov.md/en</a> under: Products and services / Request for access to microdata: <a href="https://statistica.gov.md/en/request-for-access-to-microdata-205.html">https://statistica.gov.md/en/request-for-access-to-microdata-205.html</a> .

## 9. Useful References (links)

### 9.1. Accessibility of documentation on methodology

The Methodology is available on the official website <https://statistica.gov.md/ro>, under *Metadata and classifications / Reference metadata* (<https://statistica.gov.md/en/metadate>).

### 9.2. Accessibility of documentation on Evaluation Reports

The NBS assessment reports are available on the official page <https://statistica.gov.md/en>, under *About / External assessments and user surveys / Assessment reports* (<https://statistica.gov.md/en/assessment-reports-9930.html>).

### 9.3. Accessibility of information on user surveys

User surveys are available on the official page <https://statistica.gov.md/en>, under *About / External assessments and user surveys / User surveys* (<https://statistica.gov.md/en/user-surveys-9933.html>).

### 9.4. Other useful references

IMF Special Data Dissemination Standard (SDDS)	<a href="https://statistica.gov.md/en/prezentare-general-a-9865.html">https://statistica.gov.md/en/prezentare-general-a-9865.html</a>
EUROSTAT database	<a href="http://ec.europa.eu/eurostat/data/database">http://ec.europa.eu/eurostat/data/database</a>
UNData database	<a href="http://data.un.org/Browse.aspx">http://data.un.org/Browse.aspx</a>
Un Economic Commission for Europe database	<a href="http://w3.unece.org/pxweb/Dialog/">http://w3.unece.org/pxweb/Dialog/</a>
ILO Statistical Department database	<a href="http://laborsta.ilo.org/">http://laborsta.ilo.org/</a>