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THE IMPACT OF GENDER PAY ON WELFARE IN THE REPUBLIC OF MOLDOVA

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CONTENTS

CONCEPTUAL MARKINGS OF THE RESEARCH

The topic of the research theme and the importance of the problem relevance of the research topic and the importance of the addressed issue lie in the role of social policy as a component of the economic policy framework in the economic and social development of the country. This is true both in terms of financial resources for funding public expenditures through ensuring a fair social environment and in terms of economic growth.

The functioning of a social system in a particular country determines the state of that country and ultimately the well-being of society. Under these conditions, creating a fair social system is a priority objective within the state's socio-economic policy.

In a globalized and dynamic economic context, characterized by rapid changes and increasing economic interdependence, as well as recent economic crises, there is a pressing need for interventions to adapt socio-economic policies to the new realities of society. Adapting social systems to these realities requires a flexible and innovative approach that ensures both the sustainability of public finances and promotes inclusive and sustainable economic growth.

The relationship between gender equality policy and economic growth is complex and multifactorial. Empirical studies have shown that well-designed social policies can stimulate private investments, increase productivity, and facilitate job creation. However, the effects of social policy on economic growth can vary depending on the macroeconomic context, the economic structure of the country, and the characteristics of society.

Beyond its primary role in generating revenue for the state budget, socio-economic policy is a powerful tool for influencing economic behavior, promoting social equity, and achieving sustainable development goals. Through gender-based social equity, governments can encourage investments, innovation, sustainable consumption, and reduce inequalities.

Designing and implementing a socially equitable policy is a complex and ongoing task. Governments must find a balance between the need to generate sufficient revenue and the desire to minimize economic distortions while encouraging economic activity. Additionally, gender-equitable wage policies must be adapted to a constantly changing economic environment characterized by globalization, digitalization, and rising inequalities.

The goals and main directions of socio-economic policy based on gender equality are: eliminating inconsistencies and reconciling the objectives of productivity, efficiency, and equity that characterize an optimal wage system, as well as aligning it with European standards to facilitate Moldova's integration into the EU.

Description of the situation in the field of research and identification of research problems.

In a global context marked by frequent economic crises, gender-based social equity policies have gained strategic importance for states. These policies are increasingly used as a key tool to revitalize the economy while ensuring the sustainability of public finances and long-term economic growth. The recognition of social equity for women in the labor market has stimulated research in the field, conducted both globally and nationally, within institutions such as the World Bank, the European Commission, the Organization for Economic Cooperation and Development, the International Monetary Fund, the Bucharest Academy of Economic Studies, the Academy of Economic Studies of Moldova, the National Institute for Economic Research of the Republic of Moldova, and the State University of Moldova.

The degree of study of the research topic. Important research regarding the theoretical and practical aspects of women's and men's salaries in a country's economy, as well as the implementation of social and gender equity policies, has primarily been addressed in the works of scholars affiliated with the field of gender equality—Rebecca Cassells, Ş. Mihăilescu, Rebecca Walker, Phillips Ruth, Thorstein Veblen, John Stuart Mill, Calypso Botez, Gagauz O., Buciuceanu-Vrabie M., Gary Becker, and Claudia Goldin. These scientific works provide a relevant research foundation, both theoretically and practically, concerning the impact of equitable salary policies for women and men.

The field of research it is determined by the necessity to improve the components and tools of social policy and gender equality from the perspective of economic growth and social equity.

The research object it includes: examining the process of improving policies for the social and economic equity of women through social equity as a component of economic policy in stimulating

economic growth; identifying the advantages of promoting equal pay; identifying the economic benefits of promoting social and gender equity; determining the economic outcomes of including women in the STEM sector; determining the impact of unemployment among women and men on inflation.

The subject of the research refers to economic and financial policy and its role in achieving the country's economic development through the improvement of the gender-based salary equity system.

The research is based on the scientific hypothesis we formulated, which states that the salary level of women and men is influenced by the structure of the remuneration system, as well as by the simplicity and efficiency of managing salary policy. A financial policy oriented toward salary equality between genders enhances the state's ability to influence economic processes and ensures a more efficient use of national resources.

The purpose of the work and research objectives: consist of measuring the impact of the gender pay gap on the socio-economic situation in the Republic of Moldova, as well as proposing recommendations for reducing the existing gap. To achieve this goal, the following objectives were formulated:

- researching the impact of the gender pay gap on the socio-economic situation.
- identifying the model of economic development in relation to unemployment among women.
- evaluating the impact of inflation on the unemployment of women and men.
- proposing solutions to minimize the gender pay gap.

Synthesis of research methodology and justification of chosen research methods

In achieving the objectives of this research, the foundations of the theory of scientific knowledge were applied through methods of induction, deduction, analysis and synthesis, and comparison. These are necessary to utilize statistical procedures and methods (statistical analysis, statistical grouping) and economic-mathematical research methods to reveal the factors influencing salary planning decisions from a gender equality perspective in the Republic of Moldova. The integration of the gender dimension is accomplished by focusing on everyday experiences and seeking profound structural changes. For the thesis, existing knowledge was systematized in five consecutive steps that provide an integrated view of the formulated issue, as follows:

Integration of the gender dimension in 5 steps:

Step 1: Analysis of salary policies to ensure equity between genders;

Step 2: Analysis of gender wage differences using public data sources;

Step 3: Identification of economic sectors (STEM) with significant potential for women's involvement;

Step 4: Analysis of the forecast for inflation, unemployment, and the wage growth rate of women compared to men;

Step 5: Recommendations for policy solutions regarding the benefits of eliminating wage disparities.

Depending on the nature of the research, the research method is predominantly applied, interdisciplinary, descriptive, and causal.

Information support of the research it consists of reports and publications from international financial institutions (European Commission, World Bank, United Nations), domestic legislation and regulatory acts, publications and statistical data available on the official websites of the Ministry of Labor and Social Protection, the National Bureau of Statistics of the Republic of Moldova, etc.

The novelty and scientific originality of the research consist in providing financial solutions for optimizing salary policy through the lens of gender equality. The scientific originality stems from the current emphasis at both national and international levels on the implications of expected salary incomes by gender categories. In this context, the scientific novelty can be broken down into the following elements:

- The theoretical conceptualization of the necessity for an equitable salary mechanism to establish an optimal salary policy model;
- The grounding of the notion of gender equality from a macroeconomic perspective, identifying the specifications of the optimal salary policy concept;
- The definition of new indicators for gender equality in salary policy based on scientific analyses;
- The development of an innovative methodology for identifying the gender pay gap in five stages;
- The formulation of a concept for an innovative platform and communication strategy to promote intersectional feminism and its impact on salary equality.

The important scientific problem solved consists on determining the influence of the gender pay gap on the socio-economic situation, as well as identifying the methods and factors that affect the pay gap and their impact on sustainable economic development.

The theoretical value of the research:
- defining the concept of gender equality;
- systematizing economic theories related to gender equality, identifying the reasoning behind them, and applying these in the current context of Moldova;
- arguing the necessity of eliminating the gender pay gap for women in the context of economic development;
- formulating a mechanism for promoting equitable wages for women.

The applied value of the research:
- proposed a 5-step mechanism to determine the integration of gender dimension;
- suggesting the quantification of the degree of implementation of gender inequality elimination for Moldova in the context of achieving the Sustainable Development Goals;
- providing economic arguments for the necessity of eliminating the gender pay gap between women and men for the country's economic development;
- the results of the research serve as recommendations for decision-makers in Moldova, offering solutions to optimize salary policy through the promotion of gender equality.

The analytical results and syntheses presented in the thesis, represented through schemes and indicators, are useful for students, master's degree holders, doctoral candidates, specialists, and experts in the field of research.

Approving the results of the investigation. The theoretical and methodological approaches, conclusions, and recommendations mentioned in the thesis have been reflected in scientific research published in national and international journals, as well as supported in the context of conferences and symposiums, scientific events at both national and international levels. Eleven research studies related to the fundamental subject of the thesis have a total volume of 3, publication units. The practical approval of the research results is confirmed by the Ministry of Labor and Social Protection and within the Ministry of Economic Development and Digitalization (MEDD),.

Thesis structure. The thesis was configured from the introduction, three chapters, conclusions and recommendations, bibliography, appendices.

Key words: wage gap, gender wage gap, women's income, unemployment, economic development, gender equity and economic development, women for economic development, women's involvement in development, inflation, STEM.

THE CONTENT OF THE THESIS

Chapter 1. *"Gender Equality from the Perspective of Conceptual and Legal Approaches"*

The national and international framework for gender equality contains a multidisciplinary vision of the concept of gender equality, primarily focusing on key conceptual aspects that clarify the terms used in the wage economy of gender equality. Emphasis is also placed on the theoretical and applied approaches to salary expectations within the context of economic thought theories affiliated with neoclassical and monetary schools, as well as research in the field.

Integrating the gender dimension is a strategy for achieving gender equality. This dimension was first conceptualized in 1995 during the Fourth World Conference on Women held by the UN in Beijing. Integrating the gender dimension ensures that policy-making and legislative activities are of higher quality and more relevant to society, as it makes policies more responsive to the needs of all citizens—women and men, girls and boys. Gender integration enhances the effectiveness of public interventions and ensures the non-promotion of inequalities.

To provide a comprehensive view of the methodology for integrating the gender dimension into the wage system, the following five steps are proposed:
1. Analyze and adjust salary policies to ensure gender equity.
2. Analyze gender-based salary differences using public data sources.
3. Identify economic sectors (STEM) with significant potential for women's involvement.

4. Introduce an analysis of inflation, unemployment, and the salary growth rate of women compared to that of men.

5. Recommend solutions targeting policies on the benefits of eliminating salary discrepancies.

By adopting these five innovative steps, we can ensure an integrated and advanced vision of the methodology for integrating the gender dimension into various institutional contexts, promoting equality and diversity, and generating positive and sustainable changes in society.

In the gender dimension, there are several theoretical approaches that explore and analyze the social constructions of gender equality, gender norms, power relations, and gender-based inequalities. Here are some important theoretical approaches in gender studies:

Social Constructionism of Gender: this approach, supported by Judith Lorber, argues that gender is not a biological or static characteristic but is socially and culturally constructed. Social constructionism examines how ideas, norms, and social expectations shape and redefine the meaning of gend [1].

Gender Identity Theory: Developed by Judith Butler, this approach explores how gender is produced and reproduced through individual actions and behaviors. Gender identity theory emphasizes that gender is a social performance and that there are diverse ways to express gender [2].

Feminism: This theoretical approach, articulated by Heidi Hartmann, focuses on economic and material power relations and how they influence gender constructions and social inequalities. Materialist feminism analyzes how economic systems and social structures contribute to gender oppression [3].

These theoretical approaches are just a few examples from a vast and diverse field of gender studies. We will focus on feminism and theoretical approaches regarding the gender dimension because they are closely linked, contributing together to the understanding and combatting of gender inequalities in society through methods relevant to the five steps.

The feminist movement (also known as the women's movement or simply feminism) refers to a series of political campaigns for reforms such as reproductive rights, maternity leave, equal pay, and women's suffrage, all encompassed under the label of feminism and the feminist movement.

The history of feminism in the Republic of Moldova is not sufficiently studied. Like in other countries, feminism in Moldova emerged in the late 18th century, developing in the 19th century as a suffragette movement. Feminism has always existed in Moldova, but the problem is that it has often been hidden, facing intolerance and hostility. Feminism seeks to address issues such as unequal wages, gender-based violence, reproductive rights, and gender stereotypes.

The idea of national identity, along with the functioning of public institutions, is marked by fundamental irregularities in terms of gender differences. One issue regarding this situation is that women in the labor market are paid differently, and this disparity continues to add to the picture of gender inequalities. Despite the fact that most women have qualifications equal to or superior to those of men, their competencies are not valued equally, hindering their career progress. Consequently, women earn 16% less than men in the EU [4], while in the Republic of Moldova this difference is 14.1% [5].

We began with these examples to draw attention to discrimination and simultaneously to reach our main idea: the integration of women into the labor market with equitable remuneration compared to men. This issue is not contemporary or characteristic of a specific period; it represents just a small part of the inequalities that women are "forced" to endure and conform to. Throughout history, the status of women has varied from one society to another.

Claudia Goldin is known for her research on gender differences in careers and salaries, making significant contributions to understanding the causes and consequences of gender inequality in the workplace, while promoting feminist perspectives in her research. She has analyzed how factors such as career choice, gender stereotypes, and social policies influence economic outcomes and gender differences in professional development.

K. Crenshaw and other contemporaries have noted that the unique experiences of women of color were overlooked in mainstream feminism, and intersectionality was used to describe this experience of discrimination. The terms intersectionality and intersectional feminism have been expanded to include the overlapping effects of discrimination based on multiple categories, such as gender, race, physical abilities, ethnicity, nationality, socio-economic status, and others. K. Crenshaw herself discussed the "Urgency of Intersectionality" in a TED talk in 2016.

Intersectionality plays a key role in understanding the challenges faced by diverse women, as well as how we can work together to promote gender equality. When analyzing data related to gender equality, it becomes clear that some groups face different and/or greater risks than others, and services, systems, and solutions must recognize and address these risks to be effective. Regarding women's income and financial stability, some women face higher rates of poverty and larger wage gaps.

To promote intersectional feminism in the Republic of Moldova, an online platform could be created to provide information and resources about intersectional feminism, as well as to facilitate discussions and collaborations among interested individuals.
Currently, there is no specific platform in the Republic of Moldova for promoting intersectional feminism. However, its creation could help prevent the wage gap between men and women, or at least reduce it. In our view, this intergovernmental platform for promoting intersectional feminism in the Republic of Moldova could have the following structure (Figure 1):

Objectives	Functionalities	Collaborations	Impact
• Raising awareness • Policy formation • Supporting local organizations	• Digital platform • Events and workshops • Rețea de susținere	• Government and institutions • International organizations • Universities and research centers	• Reducing the gender pay gap • Increasing participation • Creating a constructive dialogue

Figure 1: Intergovernmental Platform for Promoting Intersectional Feminism in the Republic of Moldova
Source: Developed by the author

Currently, the promotion of intersectional feminism in the Republic of Moldova can also be supported through collaborations with international organizations, participation in international conferences and events, and involvement in global campaigns and movements for gender equality and women's rights, aimed at avoiding the wage gap between men and women.

The Republic of Moldova has assumed several international obligations regarding the regulation and implementation of the principle of equal pay. On March 23, 2000, the Parliament ratified ILO Convention No. 100 through Parliament Decision No. 610 of October 1, 1999. Additionally, the Association Agreement between the Republic of Moldova and the European Union contains mentions in Articles 31 and 32(f) regarding the obligations assumed by the Republic of Moldova for the implementation of the principle of equal opportunities between women and men.

Despite significant differences in terms of remuneration, the level of awareness of this issue among employed women and men is relatively low. Transparency within the payment/salary system could contribute to a signaling system for both women and men regarding wages.

The experience of other countries shows that at least four factors must be considered when assessing jobs equitably. Although Directive 54/2006/EC does not provide specific and detailed assessment criteria, the European Commission recommends, following a review of the implementation of the Directive and the decisions of the European Court of Justice, several basic criteria such as:
- professional capabilities;
- professional responsibilities;
- effort expended;
- working conditions.

Currently, 12 EU countries have adopted a clear definition of this concept in their national legislation. A model for job evaluation for two positions with the same salary grade, but with different value of work, is presented in the table 1.

Table 1. Job evaluation model for different functions

Capabilities	Responsibility	Effort Expended	Working Conditions
Knowledge in the field of expertise. Additional specialized qualifications. Multidimensional knowledge and skills. Problem-solving, planning, and organizational capacity. Communication skills. Cooperation ability.	Responsibilities for resources, money, and assets. Responsibilities for information management. Responsibilities for the work of others and their leadership. Responsibilities for the environment.	Physical effort. Psychological, mental, and emotional effort (repetitive and monotonous work) .	The need for concentration and the level of work interruptions. Effects of work on health, body posture, and sensory organs. Time conditions of work. Comfort conditions of work.

Source: [75;223]

In several member countries, public equality bodies have developed practical codes, guidelines, and analytical software to assist employers in achieving a fair classification of jobs.

Chapter 2 "The Gender Wage Gap from the Perspective of the Socio-Economic Situation in the Republic of Moldova" focuses on researching gender disparities in wages within the contemporary economic context. The research presents an analysis of the impact of the wage gap between men and women, identifying the factors that determine wage differences and their impact based on gender. By concentrating on the factors contributing to these discrepancies, a profound perspective on the systemic issues that perpetuate gender-based wage inequalities is provided.

One of the key aspects related to gender disparity is wage-setting, which shows that, on average, women earn less than men for the same work or similar positions. This results from factors such as wage discrimination, labor market segregation, and women's more complicated access to leadership positions.

Gender disparity represents a complex and concerning issue that has significant consequences for individuals, society, and the economy. Addressing this issue requires coordinated efforts from all stakeholders involved, from governments and non-governmental organizations to companies and individuals. Of the 7.95 billion people, according to World Bank estimates for 2023, women outnumber men in five of the six continents.

Globally, in 2023, less than half (49%) of all women were engaged in the labor market, marking a decrease from 51% in 1991, while nearly three out of four (73%) men were engaged in the labor market, compared to 79% in 1991.

For the Republic of Moldova, in 2023, approximately 52.7% of all women were engaged in the labor market, an increase from 47.4% in 1991, while 47.3% of men were engaged in the labor market, down from 52.6% in 1991.

Figure 2 shows the employment rates of women and men working full-time. The highest number of employees is observed in Germany, Turkey, France, and Italy, with a considerable difference between the number of male and female employees in all these countries. In the Republic of Moldova, there is an 8% difference with more men compared to women working full-time in 2023.
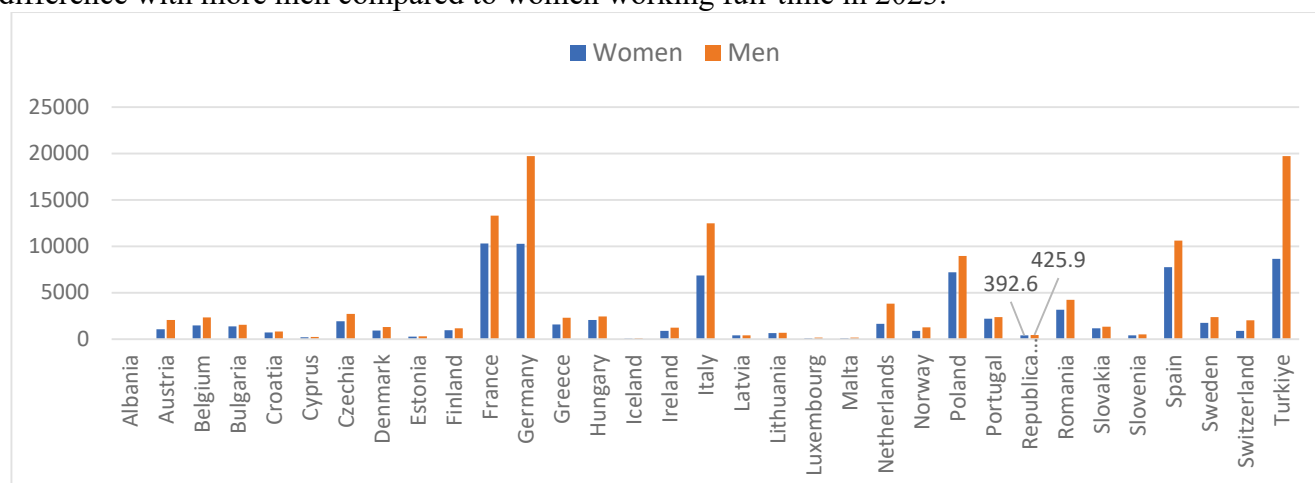

Figure 2: Full-Time Employment Rates by Gender, 2023
Source: Developed by the author based on data [25].

In Figure 3 the same information is presented through the percentage difference of women compared to the total number of employees working full-time. It can be observed that 48% of the total number of full-time employees in the Republic of Moldova are women. In all countries, the proportion of women is below 50% of the total number of employees.
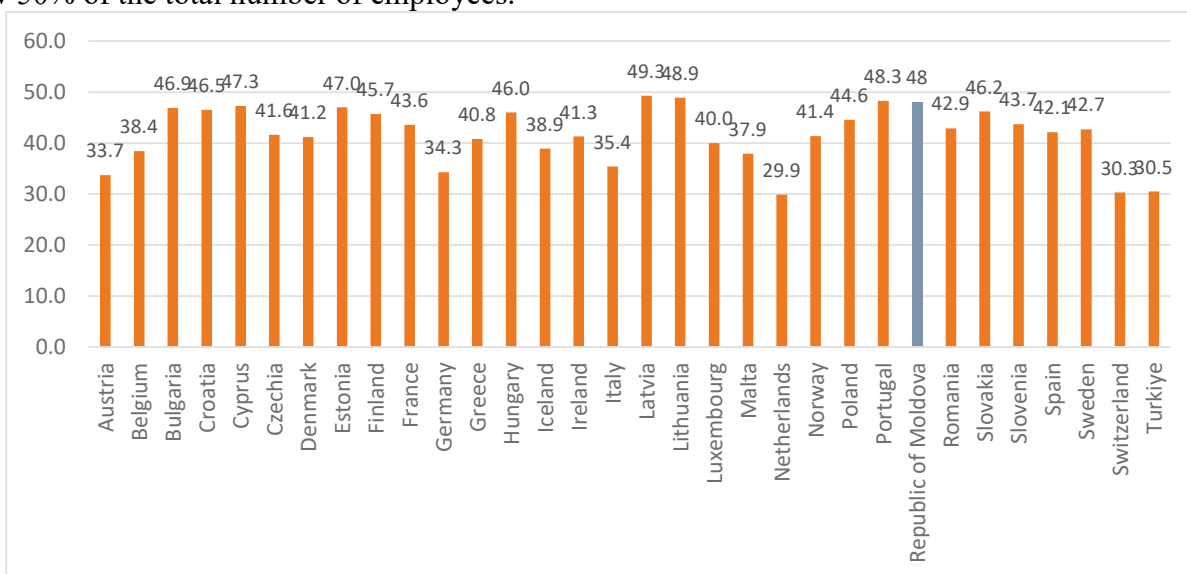

Figure 3: Difference in Full-Time Employment between Women and Men, 2023
Source: *Prepared by the author based on data [25].*

In Figure 4, the number of women and men working part-time in 2023 is indicated, and we observe that women dominate in almost all cases. In the Republic of Moldova, it is noted that 17.8 thousand men work part-time compared to 26 thousand women. In comparison to some European countries similar to Moldova, Estonia has the highest figures, with approximately 70 thousand women compared to about 37 thousand men.
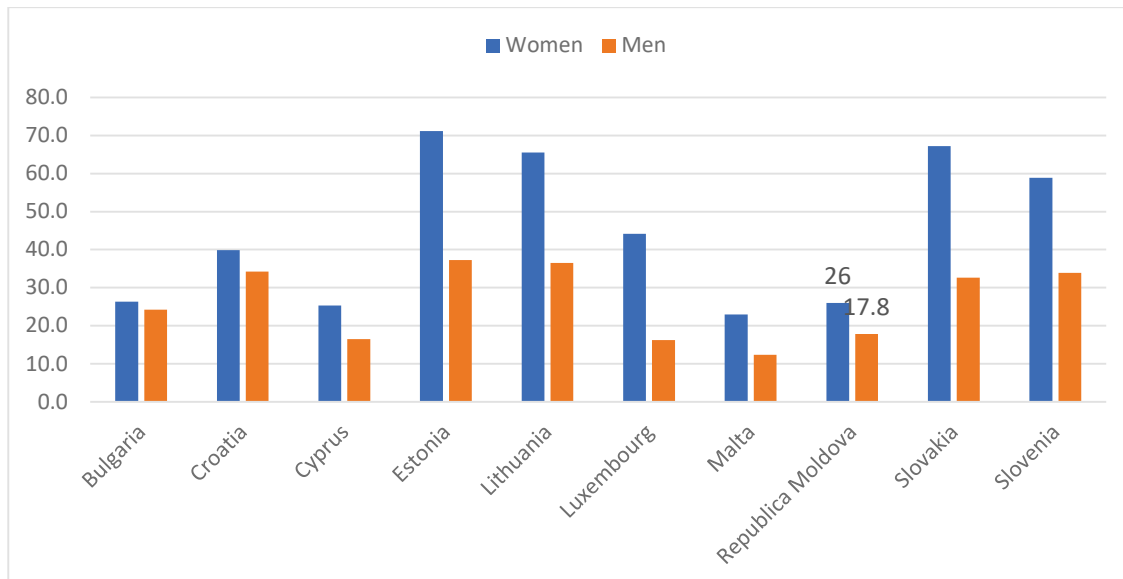

Figure 4: Part-Time Employment Rates by Gender, 2023
Source: *Prepared by the author based on data [25].*

In Figure 5, the percentage of women working part-time compared to the total number of employees is indicated. The largest difference is observed in Luxembourg, where 73.2% of part-time workers are women. The lowest percentage is in Croatia, where 53.8% of part-time employees are women. In the Republic of Moldova, 59.4% of all part-time employees are women in 2023.
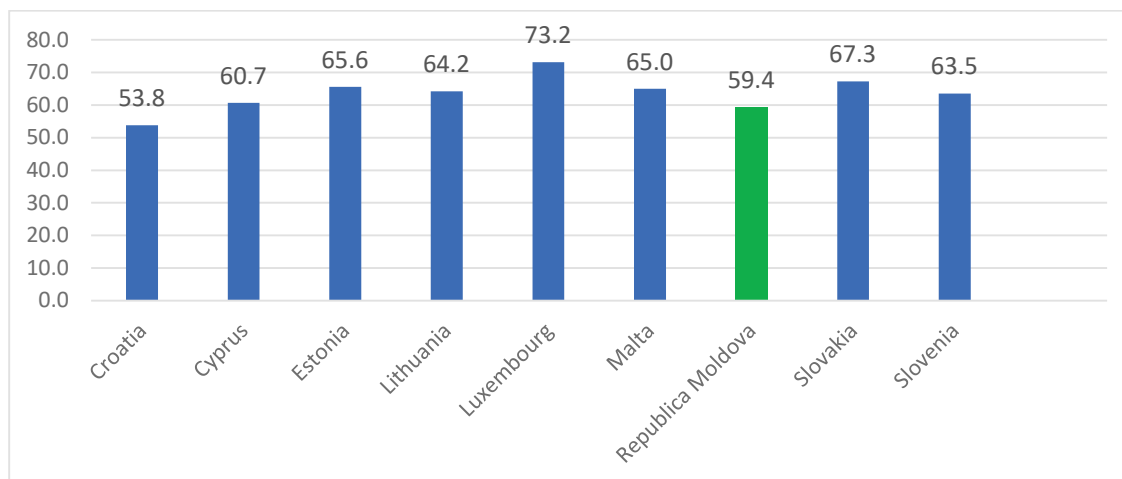
Figure 5: Difference in Part-Time Employment between Women and Men, 2023
Source: *Developed by the author based on data [25].*

In most analyzed countries, women predominantly work part-time, with fewer working full-time compared to men. In the Republic of Moldova, the share of economically active men in 2023 was 49.5%, higher than that of women at 41.4%. Currently, differences between women and men in the occupational sector are evident. The labor force analysis in the Republic of Moldova shows that the employment rate of the population aged 15 and over in 2023 was 43.1%, with the rate for men being higher than that for women (47.1% compared to 39.7% in 2023). Over the years, the employment rate for women has been lower compared to that of men. The employment of Roma women in the labor market is even more challenging. According to the Study on the Situation of Roma Women and Girls in the Republic of Moldova, 2023, only 15% of Roma women aged 15 and over are employed, compared to 39.7% of non-Roma women (Table 2).

Table 2: Evolution of the Activity Rate, Employment Rate, and Unemployment Rate by Gender, 2010-2023, %

Year	Men			Women		
	Activity Rate	Employment Rate	Unemployment Ratei	Activity Rate	Employment Rate	Unemployment Rate
2010	45.0	40.9	9.1	38.6	36.4	5.7
2011	45.6	42.1	7.7	39.3	37.1	5.6
2012	43.5	40.6	6.8	38.2	36.5	4.3
2013	44.5	41.8	6.0	38.6	37.0	4.1
2014	46.9	44.8	4.5	40.0	38.9	2.9
2015	48.2	45.3	5.9	41.2	39.8	3.4
2016	48.7	46.1	5.2	41.3	40.2	2.7
2017	48.3	46.1	4.5	40.4	39.1	3.2
2018	49.9	48.1	3.4	42.4	41.4	2.4
2019	47.0	44.2	5.8	38.2	36.5	4.4
2020	45.1	43.1	4.3	36.1	35.0	3.2
2021	46.5	44.7	3.8	36.4	35.4	2.5
2022	43.3	44.7	3.5	37.8	36.8	2.6
2023	49.5	47.1	5.0	41.4	39.7	4.2

Source: *Developed by the author based on data [16].*

The analysis of employment rates in the labor market by age groups highlights the largest discrepancies among individuals aged 25-34, both by gender (26% higher for men) and by residence (27% higher for individuals employed in urban areas) in 2023 (Figure 6).
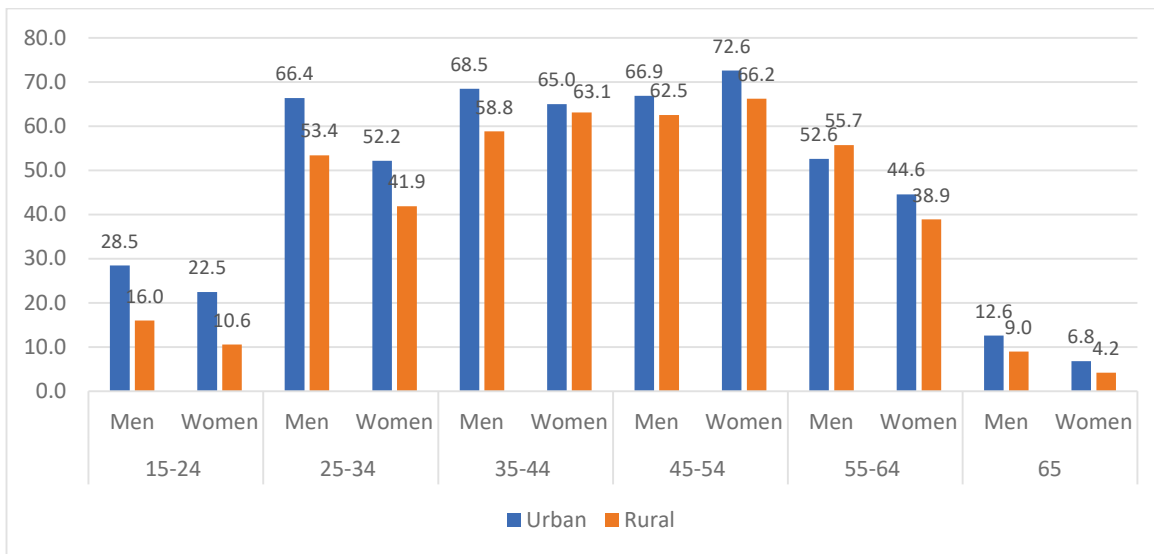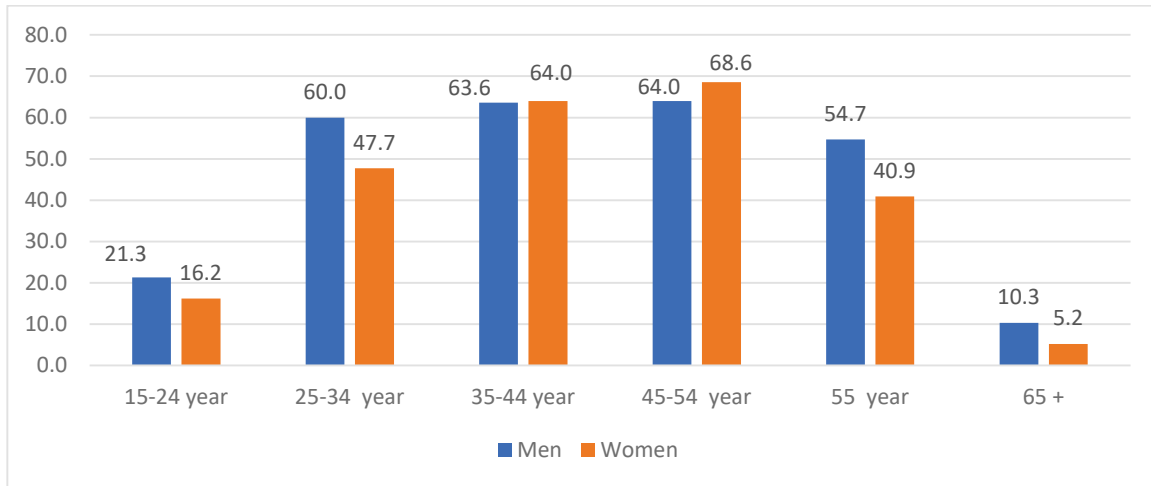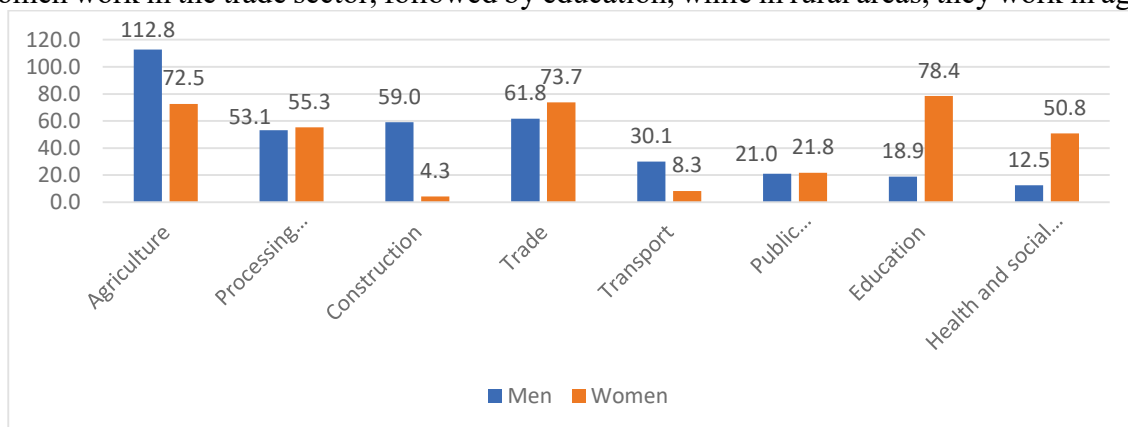
Figure 6: Employment Rate in the Labor Market by Age Groups, Gender, and Residence, 2023
Source: *Prepared by the author based on data [18].*

Official statistical data show that women in the labor market have a higher level of education than men: 27.5% of women have higher education and 17.6% have specialized secondary education, while among men, these figures are 21.4% and 10.7%, respectively [18].

In Figure 7, the employment rate of men and women by economic activities for the year 2023 is shown. We observe that the most "feminized" sector is agriculture, followed by education and trade. The figure also indicates how the labor force is distributed between urban and rural categories. In urban areas, more women work in the trade sector, followed by education, while in rural areas, they work in agriculture.
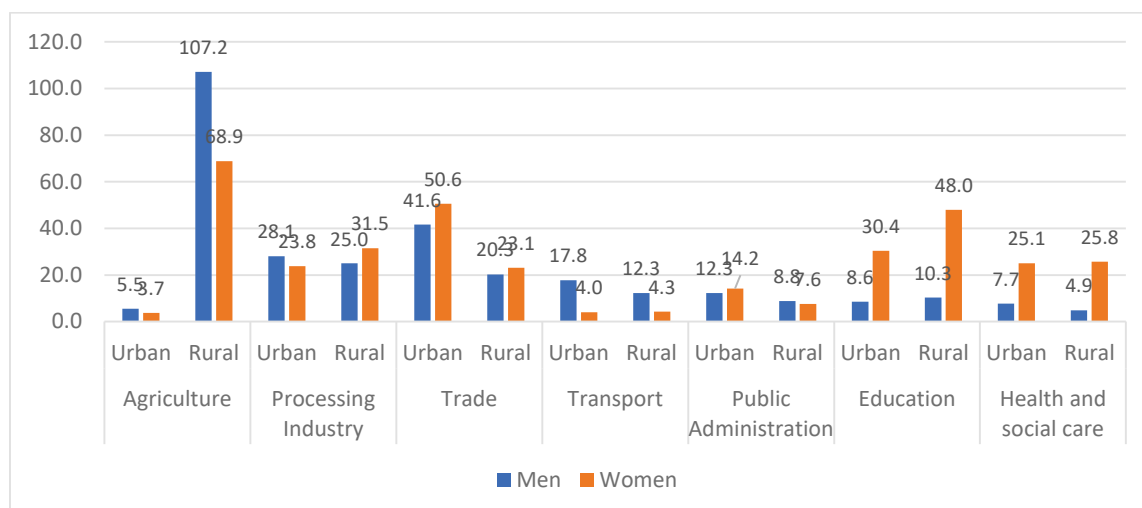
Figure 7: Employed Population in the Labor Market by Economic Activities, Gender, and Residence, 2023
Source: *Prepared by the author based on data [16].*

Table 3 demonstrates that, for example, if in 2011 the salary of women was 86.7% of the salary of men, this value decreased to 85.9% in 2019, and further diminished to 84.4% in 2023. Thus, we observe that the gender wage gap increased from 13.3% in 2011 to 14.1% in 2019, rising to 15.6% in 2023. We conclude that policies ensuring equal pay for equal work have the potential for improvement.

Table 3: Evolution of Wage Income by Gender

	Men	Women	Women's Salary in Relation to Men's Salary, %	Gender Wage Disparity
2011	3,252.8	2,819.0	86.7%	13.3
2012	3,638.3	3,167.6	87.1%	12.9
2013	3,913.8	3,459.6	88.4%	11.6
2014	4,374.9	3,831.7	87.6%	12.4
2015	4,881.3	4,235.2	86.8%	13.2
2016	5,414.4	4,631.4	85.5%	14.5
2017	6,017.0	5,204.0	86.5%	13.5
2018	6,779.4	5,800.7	85.6%	14.4
2019	7,808.0	6,709.8	85.9%	14.1
2020	8,558.5	7,387.2	86.3%	13.7
2021	9,672.6	8,353.1	86.4%	13.6
2022	11,380.7	9,618.4	84.5%	15.5
2023	13,308.7	11,237.2	84.4%	15.6

Source: Prepared by the author based on data [18].

Average wage differences between women and men, based on economic activities, are present in almost all sectors (with the exception of education), including those where women constitute the majority of employees (information and communication), as seen in Fig. 8. The factors that determine these differences in remuneration by gender include the unequal distribution of men and women across certain professions and economic fields (horizontal segregation), salary inequality within professions and types of activities (vertical segregation), the limited number of women at the top of the professional pyramid, and the limited presence of women in leadership positions in these fields.

We also observe that the largest wage gap between women and men it is in the information and communication activities. The education sector exhibits the most equitable wage distribution between men and women, which can be attributed to the low salary levels in this sector.
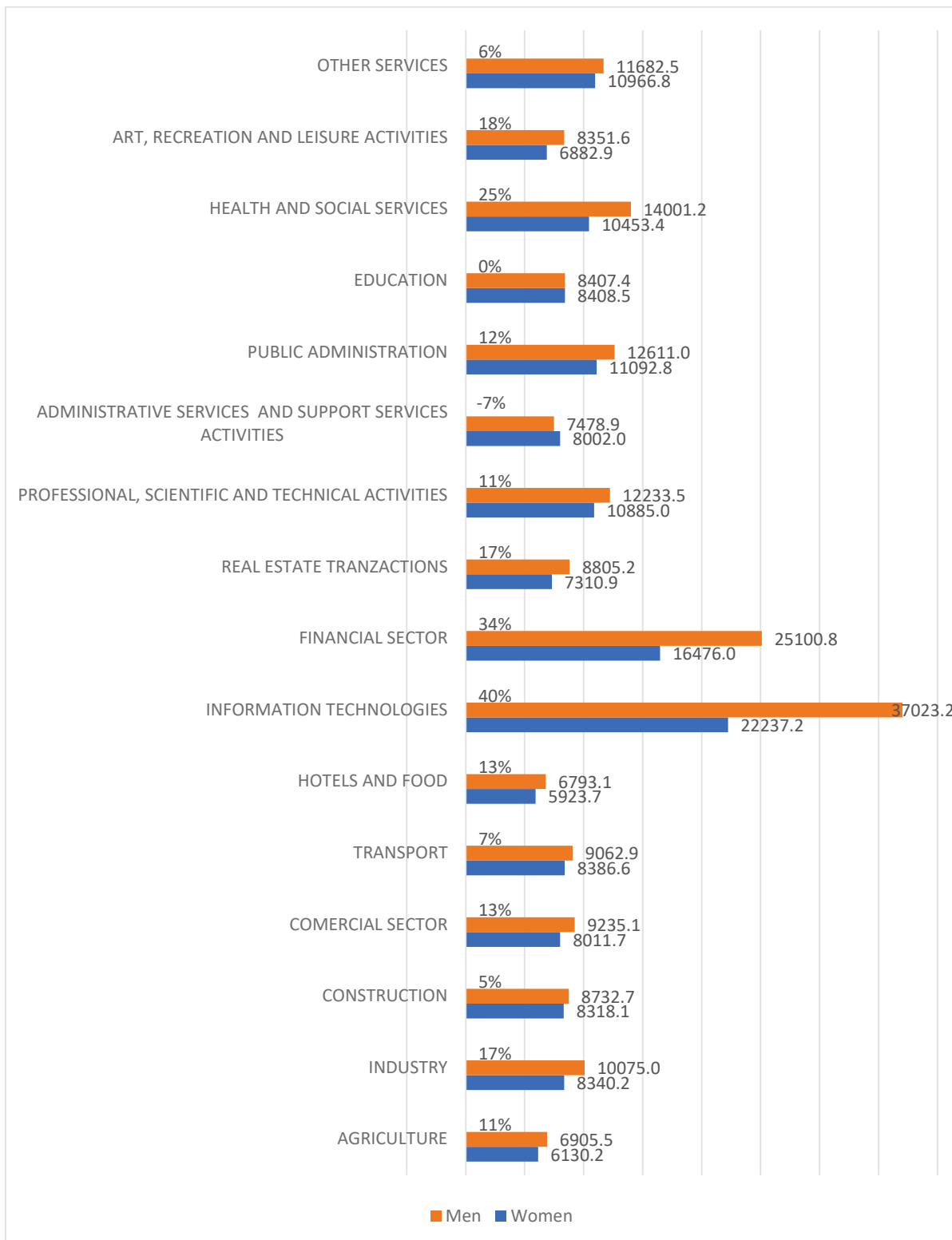
Figure 8: Net Monthly Salary by Economic Activities and Gender, 2023
Source: *Prepared by the author based on statistical data [16]*

The average net monthly salary of women (SDG indicator 8.5.1) in 2023 was 9,449.1 lei, which is 17.3% (or 1,967.1 lei) lower than that of men (11,416.2 lei). Men earn higher salaries in most sectors, with the most significant differences recorded in the information and communication sector (40.0% more for men), financial and insurance activities (34.0% more), and health and social assistance (25.0% more). In contrast, women receive higher salaries than men in administrative and support service activities (7.0% more) and in education (with a difference of 0.0%). The salary differences between genders in various fields are primarily determined by occupation, hierarchical position, and the qualification level of employees (Figure 8).
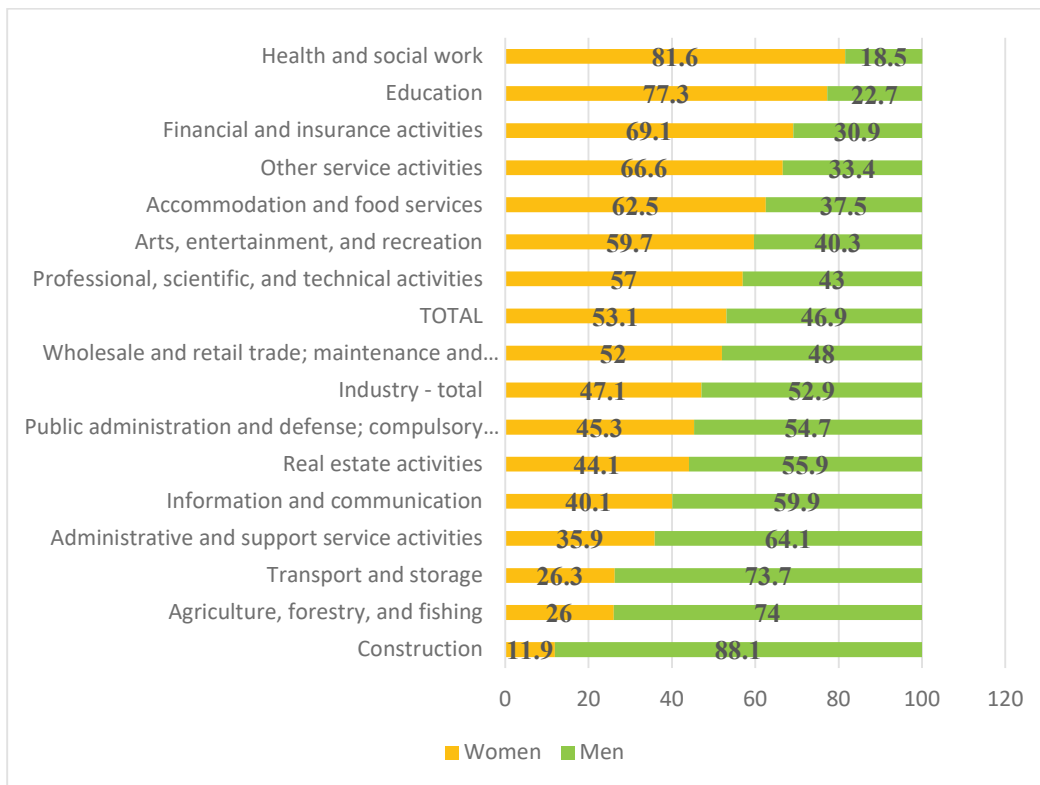
Figure 9: Structure of the Average Number of Employees by Gender and Economic Activities, in 2023
Source: *Prepared by the author based on statistical data [16]*

From the analysis in Figure 9, it can be observed that in 2023, women constitute a majority among employees, representing 53.1% of the total average number. Their distribution, as well as that of men, across various economic sectors differs significantly and is strongly influenced by the characteristics of each activity. Women are predominantly present in fields such as health and social assistance (81.6% of total employees in this sector), education (77.3%), and financial and insurance activities (69.1%). In contrast, men are in the majority in sectors like construction (88.1% of total employees in this activity), agriculture, forestry, and fishing (74.0%), transportation and storage (73.7%), and administrative and support service activities (64.1%).
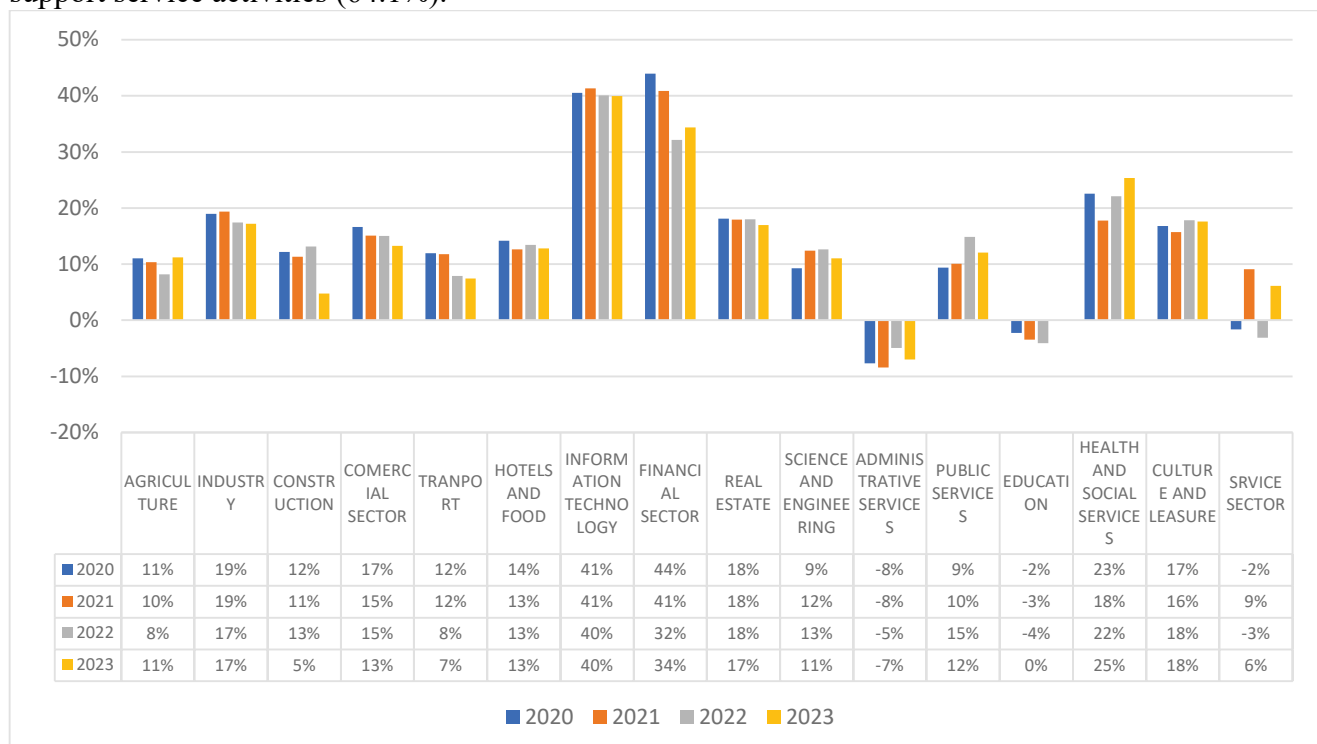

	AGRICUL TURE	INDUSTR Y	CONSTR UCTION	COMERC IAL SECTOR	TRANPO RT	HOTELS AND FOOD	INFORM ATION TECHNO LOGY	FINANCI AL SECTOR	REAL ESTATE	SCIENCE AND ENGINEE RING	ADMINIS TRATIVE SERVICE S	PUBLIC SERVICE S	EDUCATI ON	HEALTH AND SOCIAL SERVICE S	CULTUR E AND LEASURE	SRVICE SECTOR
2020	11%	19%	12%	17%	12%	14%	41%	44%	18%	9%	-8%	9%	-2%	23%	17%	-2%
2021	10%	19%	11%	15%	12%	13%	41%	41%	18%	12%	-8%	10%	-3%	18%	16%	9%
2022	8%	17%	13%	15%	8%	13%	40%	32%	18%	13%	-5%	15%	-4%	22%	18%	-3%
2023	11%	17%	5%	13%	7%	13%	40%	34%	17%	11%	-7%	12%	0%	25%	18%	6%

Figure 10: Evolution of Average Monthly Salary by Economic Activities, Indicators, and Gender 2021-2023, %
Source: *Prepared by the author based on statistical data [16]*

Analyses have shown that the largest financial discrepancies were in the financial and insurance activities sector, with a difference of 44% in 2020, and in the information and communication sector, with a difference of 41% in 2020, decreasing to 40% in 2023. It is worth noting that the gender wage disparity across the country, averaged across all sectors, is 17.3% in 2023, indicating that the aforementioned sectors are areas that require policy intervention (Figure 10).

Of the total leaders at all levels [19] (heads of economic and social units and their structural subdivisions such as departments and directorates), in 2022, 59.4% were men, while the remaining 44.6% were women. From 2014 to 2023, the wage gap between women and men increased from 14.8% to 17.3%. Among leaders [20] of economic and social units, gender differences are more pronounced.
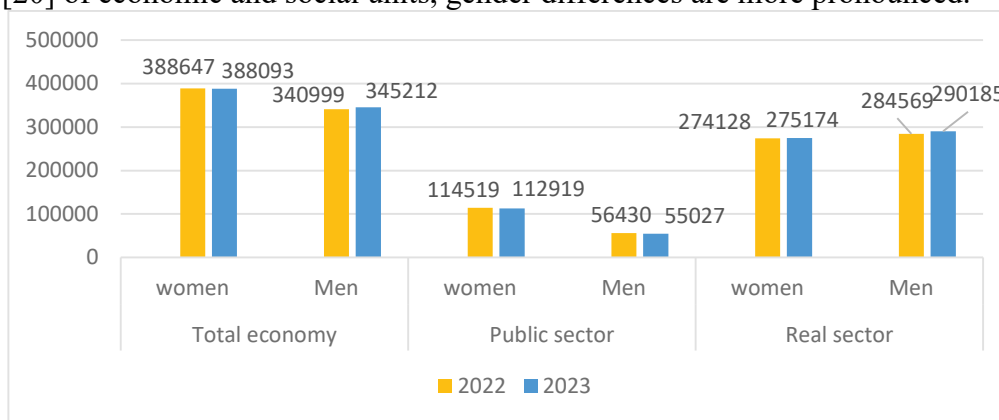

Figure 11: Number of Employees by Economic Activities, Sectors, and Gender, 2022-2023
Source: *Prepared by the author based on statistical data [16]*

Based on the data presented in Figure 11, it is observed that in the real economy sector, the number of employees, both women and men, is approximately three times greater than in the budget sector. In all sectors of the economy, the proportion of women to men is nearly equal, while in the budget sector, women outnumber men by two to one. This discrepancy highlights the need for implementing gender policy in the budget sector.
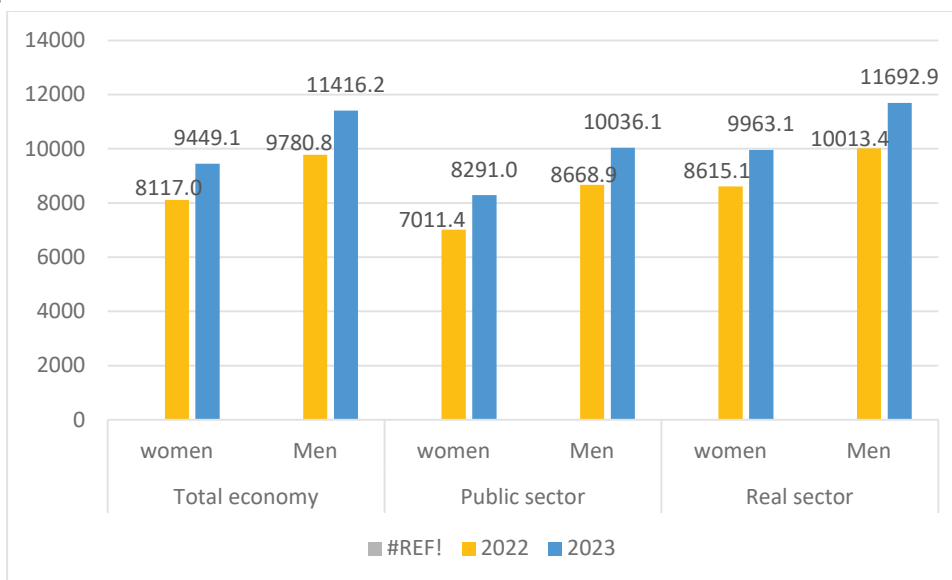

Figure 12: Average Net Monthly Salary by Economic Activities, Years, Sector, Indicators, and Gender, 2022-2023
Source: *Prepared by the author based on statistical data [16]*

Analyzing the data presented in Figure 12, it is observed that in all sectors of the economy, women earn lower salaries than men. For example, in 2023, the average net monthly salary for women was 9449.1 lei, while for men it was 11416.20 lei. The budget sector shows the most significant salary disparity between women and men.

The Gini index is used to measure the degree of inequality in the distribution of income or expenditures in an economy. A Lorenz curve illustrates how total income is distributed among recipients, starting with the poorest. The Gini index measures the difference between the Lorenz curve and a line of

perfect equality, expressing it as a percentage of total income. A Gini index value of zero indicates total equality, while an index of 100 indicates total inequality. The figure 13 represents the Gini index for the budget and real sectors for the year 2023.
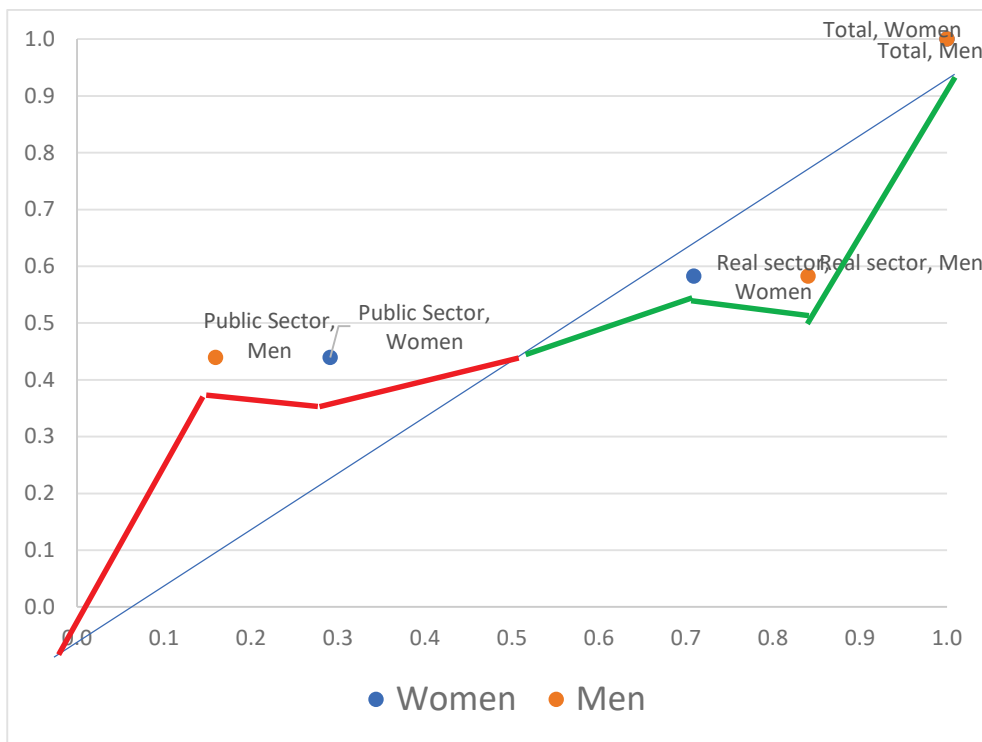

Figure 13: Lorenz Curve, Women and Men, Based on the Gini Index, 2023
Source: *Prepared by the author based on statistical data [16]*

Analyzing the Lorenz Curve, we observe that the difference between the line of perfect equality and the budget sector is inversely proportional compared to the line of perfect equality and the real sector. Examining the area under the Lorenz curve for the budget sector (0.176, corresponding to 35% of the total area), and comparing it to the real sector (0.323, corresponding to 65% of the entire area of the Lorenz curve), we note an approximately double difference between the budget and real sectors. We obtain a Gini coefficient of 0.65 for the budget sector and 0.35 for the real sector. The difference between the area of the Lorenz curve and the line of perfect equality is 0.05. Thus, the analyses have led to a total Gini coefficient of 0.02 for both the budget and real sectors. The Gini coefficient obtained suggests an extremely high inequality in the distribution of salary income. Practically, this means that salary incomes are distributed very unevenly between the budget and real sectors.
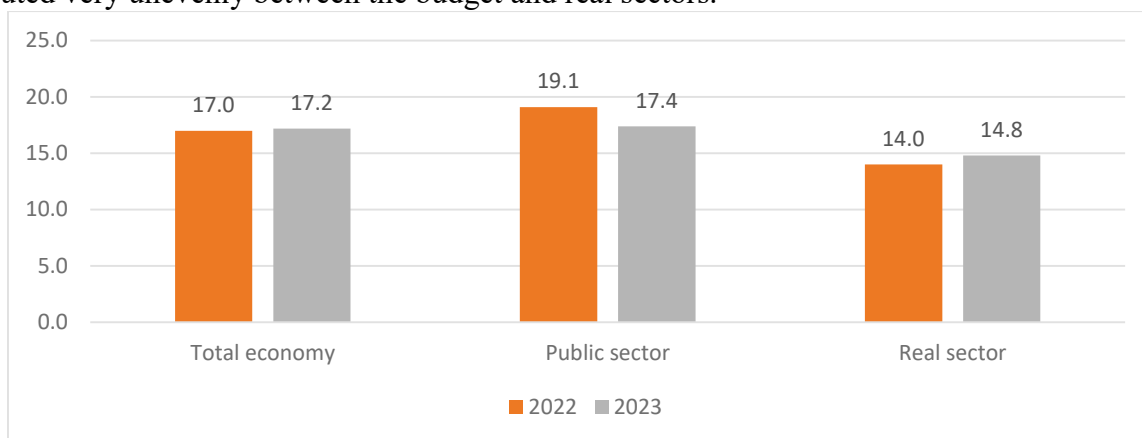

Figure 14 Percentage Difference Between Average Salaries of Women and Men, 2022-2023
Source: *Compiled by the author based on statistical data [16]*

According to the data presented in Figure 14 above, it can be observed that in 2023, the public sector records a greater salary disparity between women and men, with a difference of 2.6% in average salaries

compared to the real economy sector. Vertical segregation and inequitable wage policies exacerbate salary differences. In sectors of the economy with higher official salaries, a larger salary disparity is also evident. This can largely be explained by the significant gap between top management salaries (in which women are typically underrepresented) and the salaries of employees at the bottom of the pyramid.

These salary discrepancies primarily stem from traditions and economic and social realities faced by the Republic of Moldova. Salary differences are attributed to factors related to indirect discrimination in the labor market and direct discrimination in the workplace. The salary gap can also be explained by direct discrimination by employers against women through comparatively lower pay and reduced promotion opportunities (Figure 15).
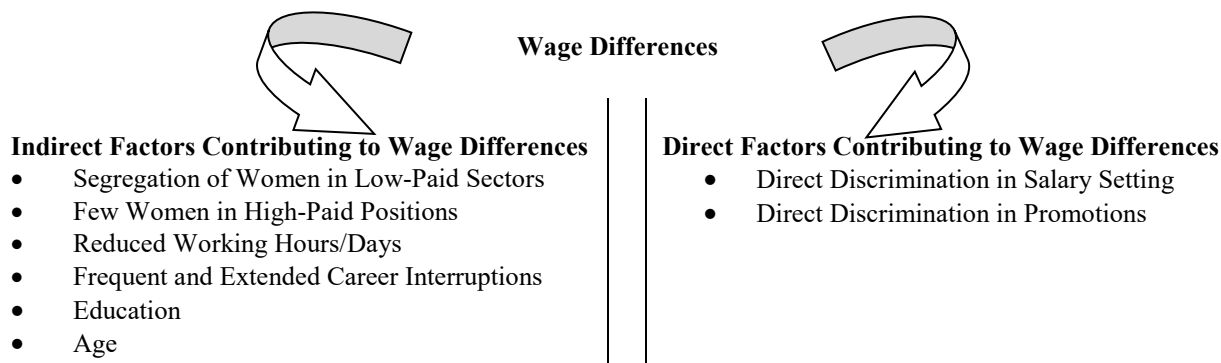
Wage Differences

Indirect Factors Contributing to Wage Differences
- Segregation of Women in Low-Paid Sectors
- Few Women in High-Paid Positions
- Reduced Working Hours/Days
- Frequent and Extended Career Interruptions
- Education
- Age

Direct Factors Contributing to Wage Differences
- Direct Discrimination in Salary Setting
- Direct Discrimination in Promotions

Figure 15 Factors Determining Wage Differences
Source: *Compiled by the author based on statistical data [26]*

Wage differences are partly due to the fact that employed women negotiate lower salaries compared to men. Studies conducted in various countries show that for the same position, women request lower salaries than men with similar qualifications. This is largely a consequence of gender stereotypes and roles. Women often tend to avoid salary negotiations.

The involvement of women in economic activities can significantly contribute to a country's GDP, with potential growth of up to 5%. The wage gap for the same work performed by a man compared to a woman is 16% in Europe and 14.5% in the Republic of Moldova. Reducing the wage gap by paying women the same amount for equal work will increase the capital injected into the economy.

An analysis of GDP forecasts in the Republic of Moldova allows for an understanding of the real situation regarding the labor market and GDP per capita in the medium term (2030) and long term (2050). Initial calculation data is based on GDP forecasts developed using advanced modeling methods, incorporating best international practices and several key assumptions for better quality results. Consequently, the GDP forecast is projected at 4% per year (Figure 16).
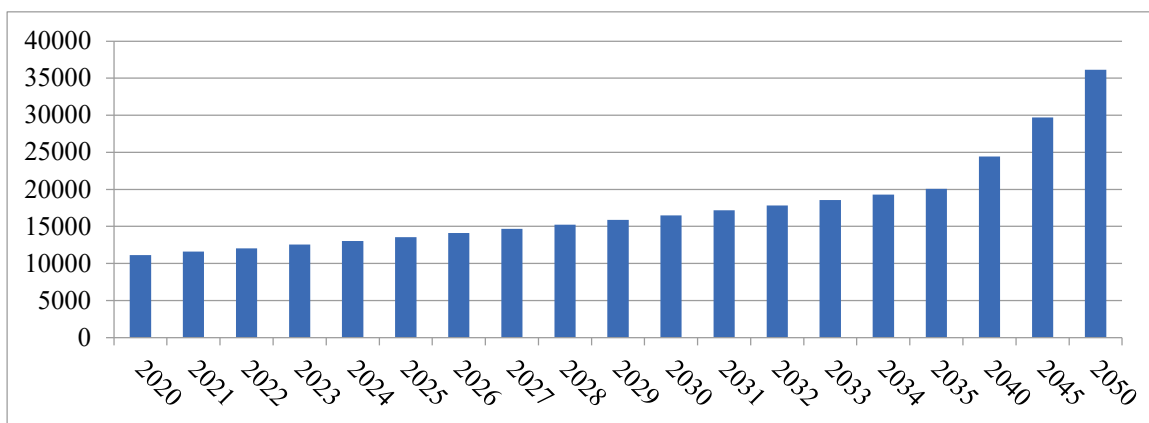

igure 16: GDP Forecast in the Republic of Moldova
Source: *Compiled by the author based on data [27]*

To determine the forecast for per capita income for women and men, it is crucial to identify the population forecast.

It is estimated that the population of the Republic of Moldova will experience negative growth. In 2019, the population was 2.684 million, compared to 4.3 million in the year 2000. According to research conducted by the United Nations, a decline is projected at -0.38% per year until 2025; -0.51% per year

until 2030; and -0.85% until 2050. This downward trend is primarily attributed to migration and a decrease in the number of children in families.

The observed trend of negative population growth serves as a significant warning for the need for a new population policy in the Republic of Moldova.
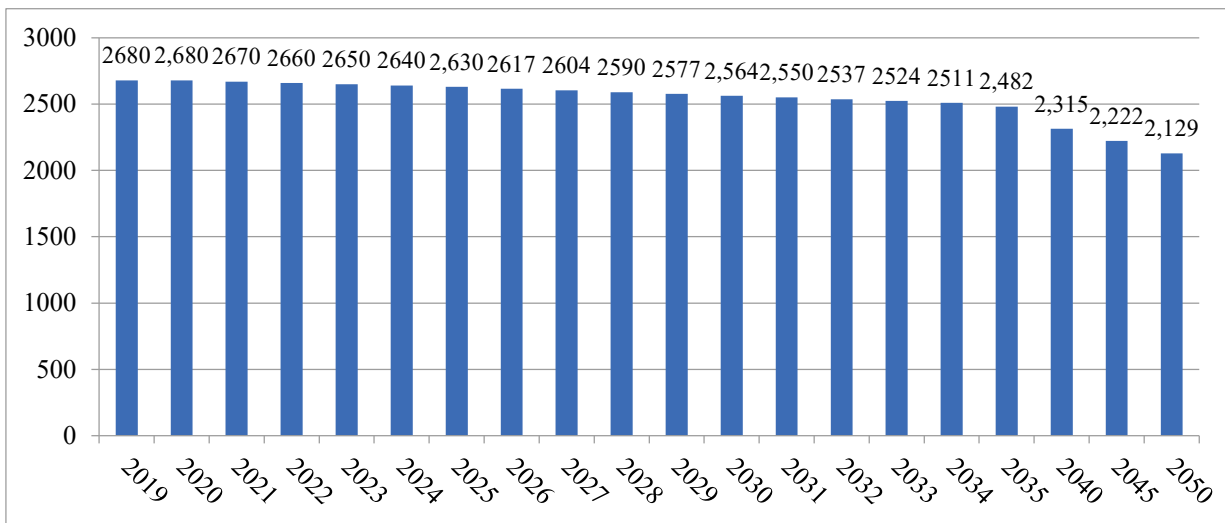

Figure 17: Population Forecast in the Republic of Moldova
Source: *Compiled by the author based on data from [28]*

Population forecasts are used to analyze per capita income, allowing for disaggregation by gender. This disaggregation provides crucial data for developing forecast scenarios that clarify population trends for both women and men (Figure 17).

Analyses have shown an increase in GDP per capita from approximately 4,000 Euros per person in 2019 to around 17,000 Euros per person by 2050. The figure below illustrates the projected long-term trend in GDP per capita growth.
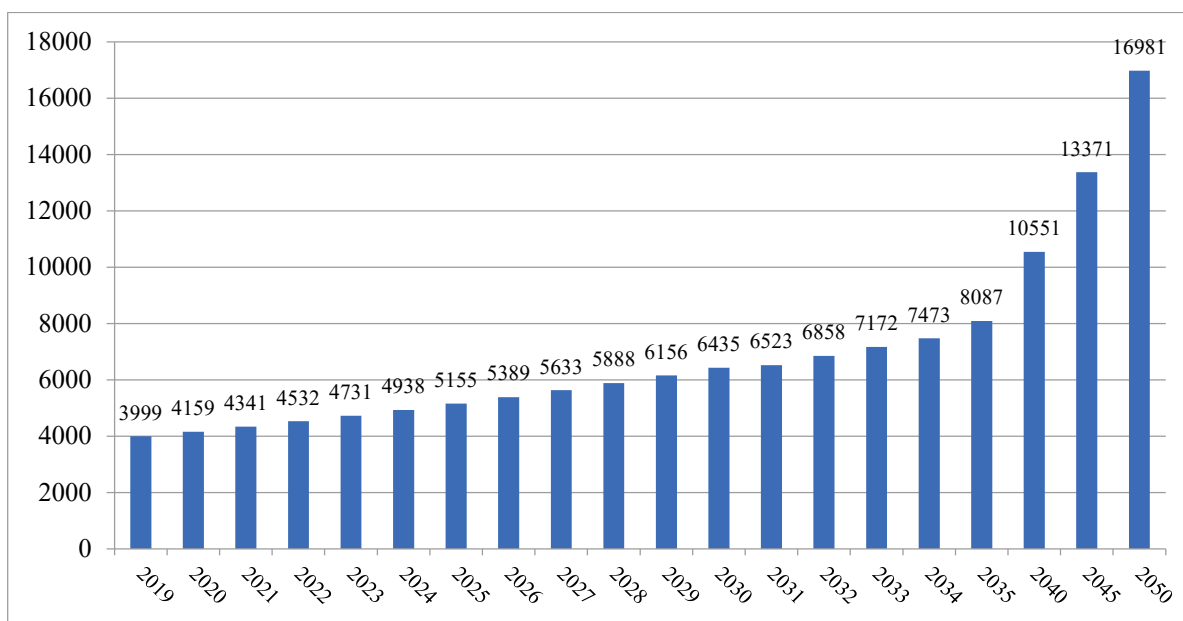

Figure 18: GDP Forecast (Euros) per Capita in the Republic of Moldova
Source: *Elaborated by the author based on [27]*

Conclusion on Gender Equality and Economic Opportunities
The analysis of previous figures highlights the necessity of examining GDP per capita for both men and women, as it significantly impacts gender equality concerning income and economic opportunities (Figure 18).

The assessment indicates a consistent trend of lower income for women compared to men, projected to persist until 2050. Specifically, GDP per capita is distributed as 108% for men and 92% for women. This situation underscores the urgent need for policies and measures aimed at supporting women to enhance their income levels (Figure 19).
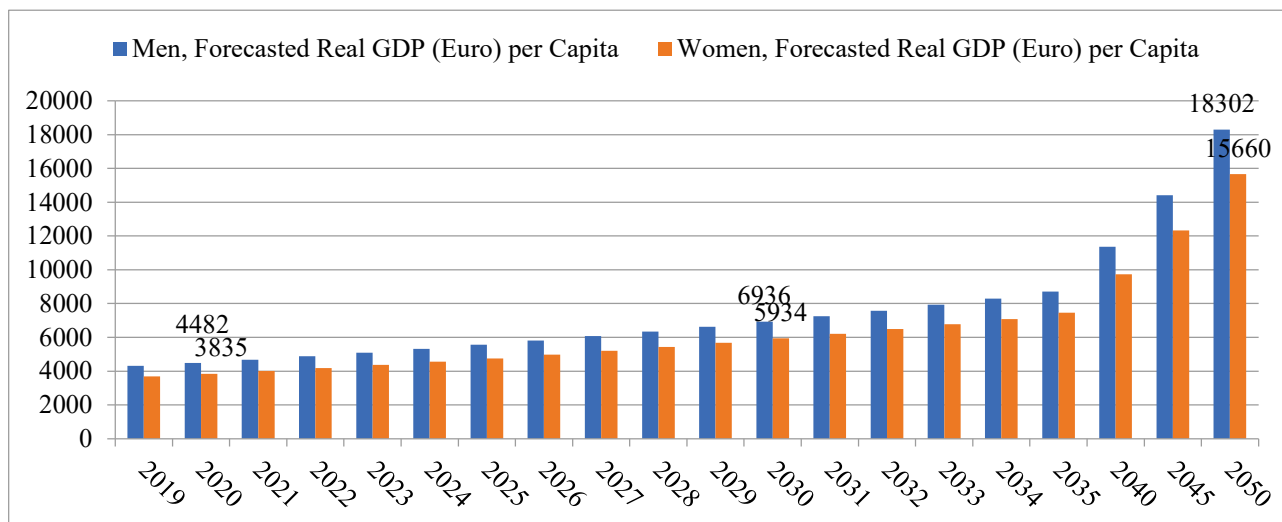

Figure 19: GDP Forecast for Women and Men in Moldova
Source: *Elaborated by the author based on: [27], [28]*

STEM Fields and the Impact of Gender Equality in Moldova

STEM fields (Science, Technology, Engineering, and Mathematics) play a crucial role in innovation and economic growth. However, only 21% of girls choose to study in these areas in Moldova.

Promoting gender equality in education could lead to the creation of approximately 287,000 additional jobs by 2050. It is estimated that 70% of these jobs will be occupied by women(Figura 20).
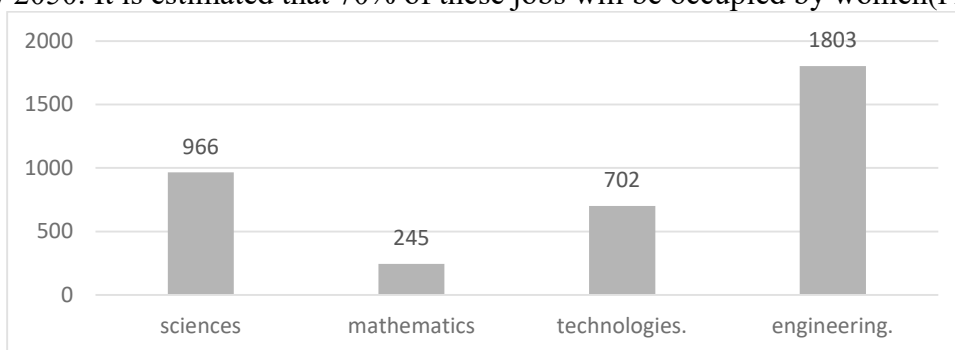

Figure 20: Women Studying STEM in Moldova 2023-2024
Source: *Prepared by the author based on data [22]*

The research is based on the development of a scenario with the hypothesis of having 70% of women in STEM by 2050, using data from the baseline year 2020. Studies indicate that by 2050, approximately 287,000 additional jobs will be needed due to improvements in gender equality in education and increased participation of women in STEM fields. This means that around 70% of the jobs occupied by women could be generated by these changes in workforce participation and job distribution.

To achieve this goal, an annual increase of 9% in the number of girls choosing to study in STEM is anticipated. This increase could lead to improved performance, reduced labor costs, and higher production. Furthermore, greater involvement of women in STEM could result in a 5% increase in output for every 1% of women in this field. Therefore, reaching the target of 70% women in STEM by 2050 could generate a production level 15 times higher.

Figure 21 shows the forecast for women in STEM in Moldova. An international comparison of the results of this study with those of the EU (EIGE 2020) indicated that between 6.3 and 10.5 million new jobs could be created by 2050 if the target of 70% women in STEM is reached; for Moldova, this number is 287,000 jobs. In the EU, an annual increase of 8% in women in STEM is projected, while Moldova requires a 9% increase to meet the goal of 70% women in STEM by 2050.
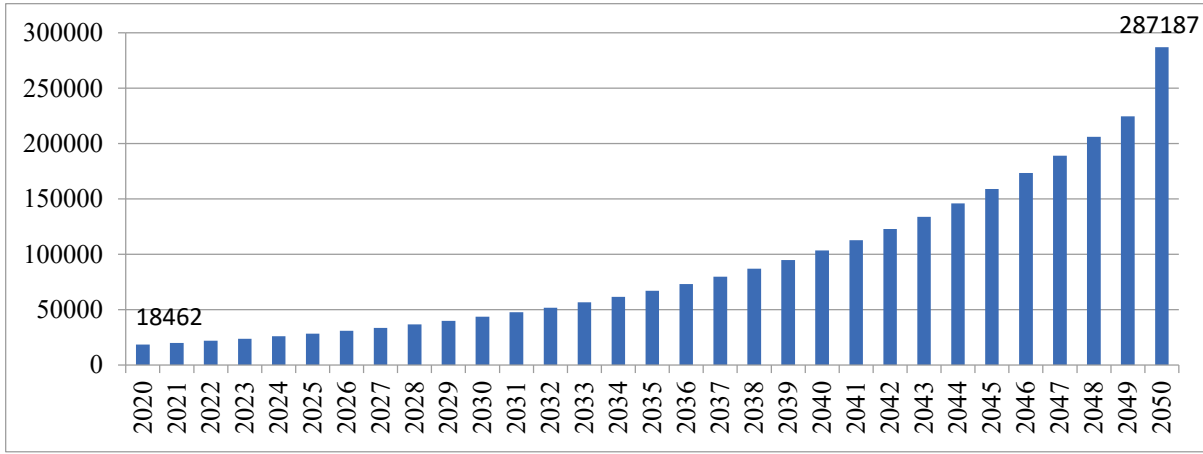
Figure 21: Women in STEM in the Republic of Moldova 2020-2050, Individuals
Source: Developed by the author, based on the assumption that 70% of employees in STEM will be women by 2050

The results of the analysis show that improving gender equality indicators in the STEM field in Moldova will help reduce the shortage of qualified employees and increase women's labor force participation. These factors will significantly contribute to the country's economic development by boosting productivity and increasing the number of qualified personnel in STEM (Figure 22).
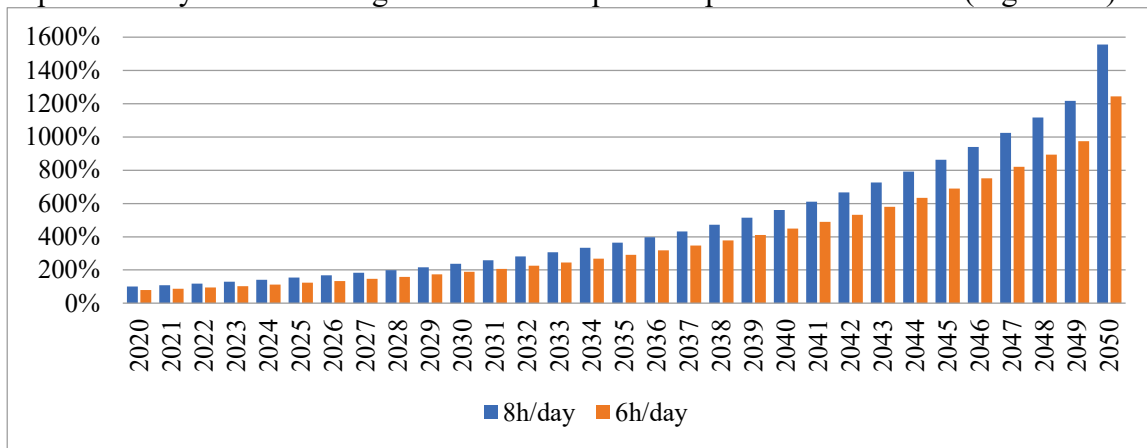

Figure 22 shows the level of production in STEM in the Republic of Moldova until 2050.
Source: *elaborated by the author, based on the assumption of a working schedule of 8 or 6 hours per day*

The growth is based on the assumption that the working hours will be 8 hours a day. If the working hours are considered to be 6 hours a day, then a 12-fold increase in production in the STEM field in Moldova is observed by 2050 compared to 2020. The consideration of a 6-hour workday is based on the likelihood that a high level of productivity could result in a higher unemployment rate. The population of the Republic of Moldova is projected to decline (World Population Prospects: 2022). In 2024, the population of Moldova is estimated to be 2.423 million, compared to 4.3 million in 2000.

Chapter 3, titled "Women's Involvement in Economic Recovery and the Impact of Inflation on Gender Unemployment," includes a thorough qualitative and quantitative analysis of the institutional and operational framework associated with promoting gender equality policies, along with the quantification of the salary gap between men and women. Based on econometric techniques, the study analyzed the trend of the salary gap, identifying the year 2040 as a critical period for the availability of the workforce necessary for economic development The Phillips Curve illustrates the optimal values of inflation necessary for a certain unemployment rate to achieve economic equilibrium. When the inflation rate rises, the unemployment rate falls because rising prices stimulate economic activity, increase employment, and alleviate unemployment. Therefore, the conclusion is that combating unemployment would require, to some extent, inflation. Conversely, combating rising inflation would involve, to some extent, unemployment, which diminishes purchasing power and leads to price increases. Data for Moldova regarding the unemployment rate and inflation rate from 2008 to 2017 show the following trends [22] (Table 4, Figu 23):

Table 4. Unemployment Rate and Inflation Rate in Moldova

	Unemployment Rate, %	Unemployment Rate for Men, %	Unemployment Rate for Women, %	Inflation Rate, %
2010	7.4	9.1	5.7	7.36
2011	6.7	7.7	6.6	7.61
2012	5.6	6.8	4.3	4.66
2013	5.1	6	4.1	4.64
2014	3.9	4.6	3.1	5.1
2015	4.9	6.2	3.6	9.67
2016	4.2	5.5	2.9	6.48
2017	4.1	4.8	3.3	6.57
2018	3	3.5	2.5	3.05
2019	3	3.5	2.5	4.84
2020	3.8	5	4.2	3.77
2021	3.2	3.8	2.5	5.11
2022	3.1	3.5	2.6	28.74
2023	4.6	5	4.2	13.42

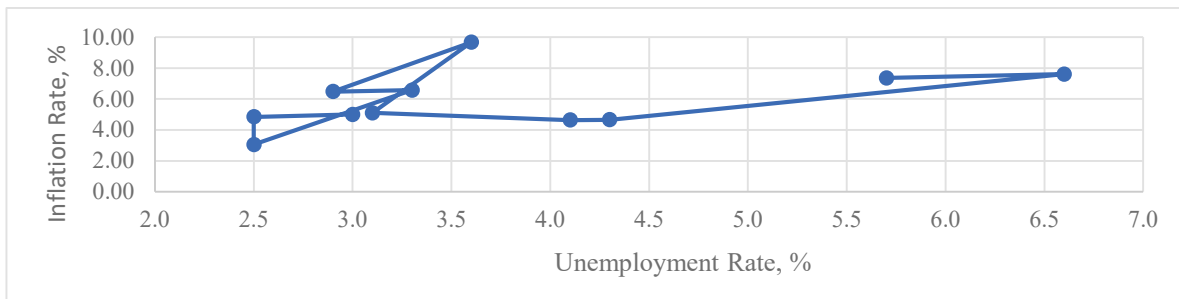*Source: Compiled by the author based on data [22]*

Figure 23: Phillips Curve for the Republic of Moldova, %
Source: *Compiled by the author based on data [22]*

The analysis of trends from 2010 to 2023 shows that to reduce the inflation rate by 5 percentage points (from 9.6% to 4.6%), a sacrifice in the form of an increase in unemployment from 3.6% to 4.3% must be accepted, while the annual salary growth rate for women decreases from 12% to 9%.

The analysis of the Phillips curve indicates that maintaining inflation at 4.6% ensures a minimum value of approximately 4.3% for women's unemployment. If inflation decreases from 9.6% to 4.6%, unemployment rises from 3.6% to 4.3%. Conversely, if inflation increases from 4.6% to 7.6%, women's unemployment rises from 4.3% to 6.6%. It is possible to achieve a minimum unemployment rate of approximately 2.5% to 3% for women with an inflation rate of about 5%, given the current trend of depopulation in Moldova. The reason for the decrease in unemployment is the trend of depopulation in the country (Figure 24).
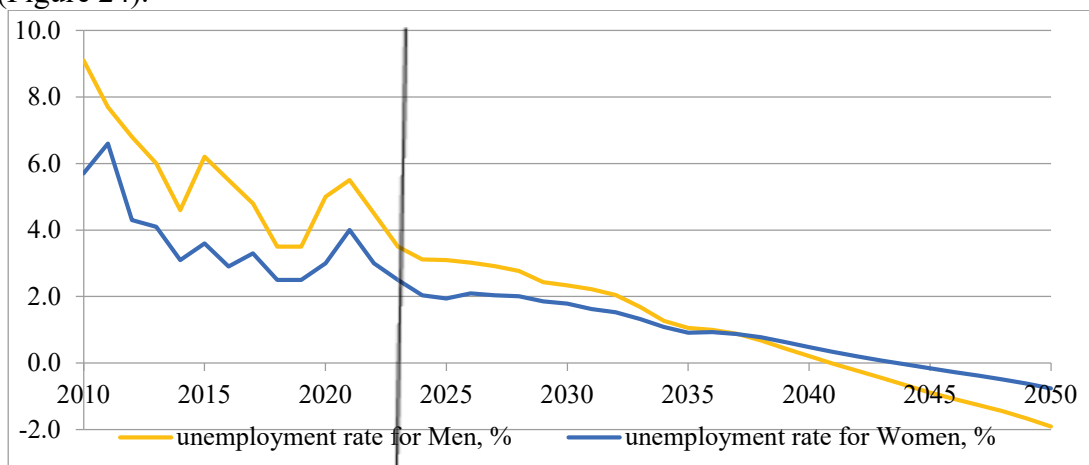

Figure 24: Unemployment Rate Trend from 2010 to 2023 and Forecast for 2024-2050, %
Source: *Elaborated by the author based on data [22]*

In the analysis of the inflation rate separately for men and women from 2010 to 2023, a more rapid decrease in the unemployment rate for men is observed compared to that of women. The unemployment rate for men decreased from 9.1% in 2010 to 5% in 2023, a reduction of 3.1% during this period. For women, the unemployment rate decreased from 5.7% in 2010 to 4.2% in 2023, a reduction of 1.5% over the same period.

The results of the inflation rate forecast for men and women from 2024 to 2050 indicate a concerning trend that serves as a warning for policymaking: during the years 2040-2045, there is a tendency to reach negative values for the inflation rate for both genders. This suggests the emergence of a labor shortage in the labor market of Moldova, attributed to the ongoing population decline described earlier.

The inflation rate has been correlated with the indicators of the Phillips curve, which were identified earlier in this chapter, in order to obtain the trends of inflation, unemployment, and the growth rate of women's wages, as represented in the following figure. The mathematical model for forecasting is developed using regression analysis.
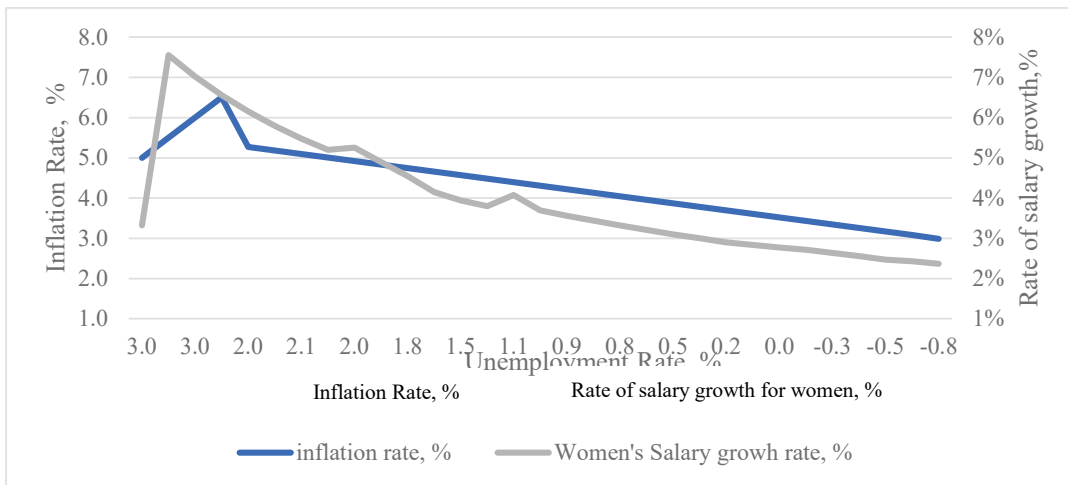

Figure 25 Trend of inflation, unemployment, and the rate of salary growth for women from 2020 to 2050, %
Source: *elaborated by the author based on data [22]*

Figure 25 shows that to reduce the inflation rate by 3 percentage points by 2050 (from 6.5% to 3%), a sacrifice in the form of an increase in women's unemployment from 2.5% to 4% must be accepted, while the annual salary rate decreases from 7.5% per year to 2.5% per year. Conversely, to reduce the unemployment rate from 3% to 0%, a decrease in the annual inflation rate from 6.5% to 3% must be accepted.

The relationship between inflation and unemployment is a real issue. Inflation negatively affects women and men at different rates. As a result of high inflation, women's unemployment will rise, as new job opportunities will need to be identified. During periods of low inflation, women's unemployment will decrease as they accept lower-paying jobs.

The modeling exercise is based on the assumption that the trends in unemployment and inflation will continue as they are currently.
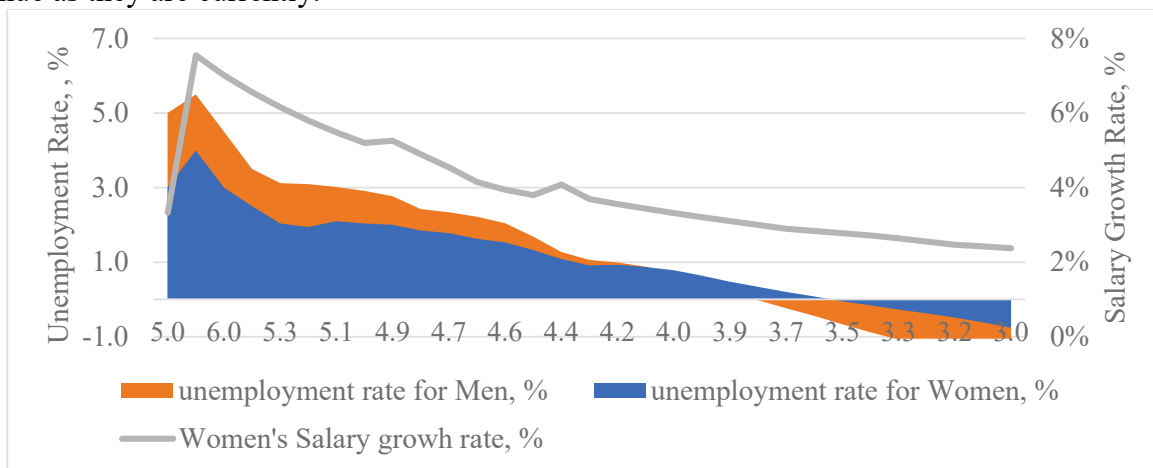

Figure 26 Unemployment Trends for Men and Women Based on Inflation Rate.
Source: *compiled by the author based on [22]*

23

Figure 26 can be interpreted as the annual trend of the inflation rate. This trend will indicate a point where a deficit of men and women will occur in the labor market. The deficit is observed at an inflation rate of 3.8% for men and 3.5% for women. Translating these figures into annual data shows that in 2042, the labor market in Moldova will face a shortage of both women and men, with a salary growth rate of approximately 1% at an inflation rate of 3.8% for men and 3.5% for women. Figure 27 presents the annual trend of unemployment and salary growth rates.
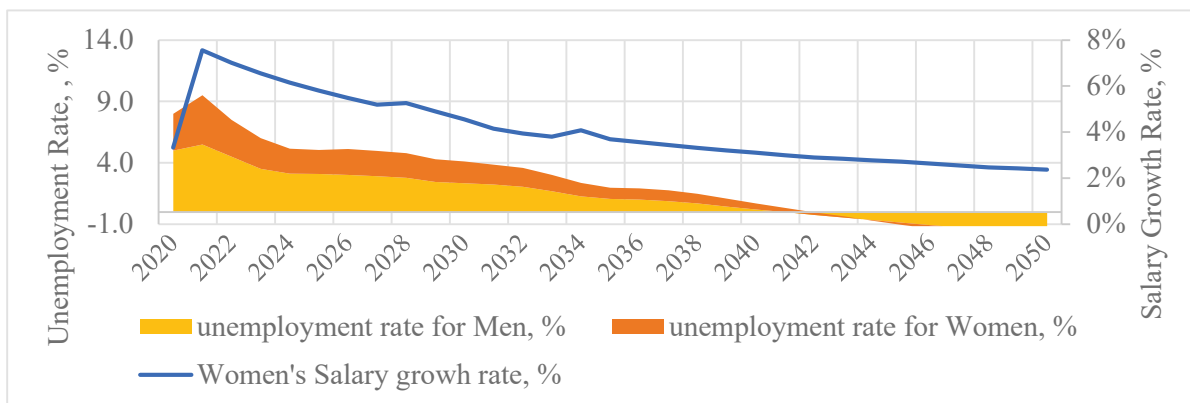

Figure 27 Forecast of the impact of unemployment for men and women based on inflation.
Source: *developed by the author [22]*

Progress towards gender equality through the redistribution of unpaid labor would allow men to benefit from new job opportunities and family responsibility arrangements. By reassessing unpaid work and combating its stigma, pathways can be opened for a fair redistribution of responsibilities and increased male involvement in caregiving, as shown in the methodology presented in Figure 28, which influences women's responsibilities. Thus, the method of four pathways influencing women's unpaid labor responsibilities has been updated: labor market; social protection infrastructure; gender social and cultural norms; legal and institutional framework.
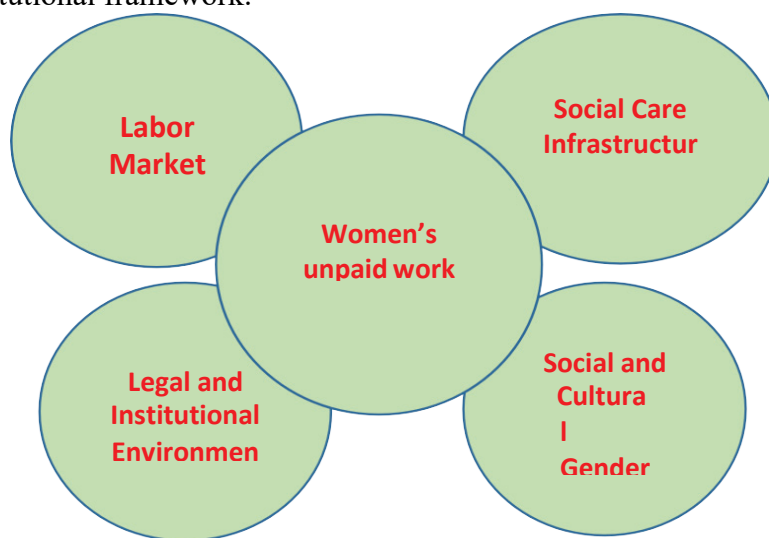
Figure 28 Four pathways influencing women's responsibilities for unpaid labor
**Source*: compiled by the author based on: [25]*

The COVID-19 pandemic has highlighted the importance of unpaid labor in both social and economic contexts. This momentum must now be harnessed to prioritize unpaid work and care in long-term agendas (EIGE, 2020), reevaluating such labor as vital rather than burdensome, deserving fair compensation, and equitably shared between women and men.

Achieving these goals requires changes in at least five general areas:
1. Recognition and representation of unpaid labor in financial policies;
2. Strengthening labor rights and workplace policies;

3. Challenging social and cultural norms;
4. Funding and prioritizing social support infrastructure;
5. Improving the legal and institutional framework of the tax system.

By adopting these measures and developing a comprehensive strategy that encompasses these essential areas, we can significantly enhance women's involvement in the economy, reduce the wage gap, and stimulate long-term economic growth.

GENERAL CONCLUSIONS AND RECOMMENDATIONS

General conclusions and recommendations reflect the most important findings regarding the role of the wage gap between women and men on the socio-economic situation. The formulated recommendations are characterized by proposals and suggestions aimed at optimizing fair financial and economic policies for both women and men.

Conclusions

1. Integration of Gender Dimension: Integrating a gender perspective is essential for achieving gender equality. This involves incorporating gender considerations at all stages of public policy development and implementation. Such an approach ensures that policies are more relevant and effective for all citizens, contributing to the prevention and reduction of gender inequalities. The process includes specific steps, such as international commitments, national mechanisms, gender analyses, the use of gender indicators, and ongoing monitoring and evaluation of policies from a gender equality perspective.

2. Equitable Labor Inclusion: The integration of women into the labor market with fair remuneration is crucial for reducing gender inequalities and building a more just and equitable society.

3. Progress Toward Emancipation: While complete emancipation and the elimination of discrimination have not yet been achieved, the progress made thus far demonstrates the effectiveness of collective efforts and suggests a real potential for a more equitable society. The importance of the concept of intersectionality, introduced by Kimberlé Crenshaw, is vital for understanding the complexity of discrimination experiences. It highlights how racism, sexism, and other forms of oppression intersect to create unique barriers for women. In this context, the Gender-Based Analysis Plus (GBA+) in the Republic of Moldova serves as a positive example of integrating an intersectional perspective into public policy.

4. Following the conducted research and literature review in this field, it has been found that there is a lack of a clear solution regarding the impact of the gender pay gap on the socio-economic situation in the Republic of Moldova.

5. Gender disparity in the labor market and its influence on wages in the current socio-economic context is evidenced by the following:

- The Gini coefficient suggests a significant inequality in the distribution of wage income between the public and real sectors, indicating that wage income is distributed very unevenly across sectors. A nearly double difference has been identified between the public sector (Gini coefficient of 0.65) and the real sector (Gini coefficient of 0.35).

- In the real economy sector, the number of employees, both women and men, is approximately three times greater than in the public sector. In all sectors of the economy, the ratio of women to men is nearly equal, while in the public sector, women outnumber men two to one. This discrepancy highlights the need for gender policy implementation in the public sector.

- It has been determined that in all sectors of the economy, women earn lower salaries than men. The most significant wage disparity between women and men is observed in the public sector.

6. The importance of equal pay in the context of gender diversity in today's workplace is highlighted by analyzing policies and interventions implemented in other countries to address the wage gap, thus providing examples of best practices that could be applied in the Republic of Moldova.

7. Analyses indicate a demand for a new policy to support women in the labor market, as women tend to accept jobs with lower wages and require more support to participate in the workforce.

8. The results obtained confirmed the research hypothesis regarding the benefits of gender wage equity for the national economy, both in terms of GDP growth and greater social equity for the Republic of Moldova. It was concluded that a 1% reduction in the wage gap leads to a 0.5% increase in GDP, while an inflation rate of 3.5% is the threshold at which a labor market deficit for women is observed.

9.   The involvement of women in economic recovery is essential for sustainable and equitable development. By eliminating the gender wage gap and supporting women entrepreneurs, we can create a solid foundation for long-term economic growth. Additionally, the correlation between inflation and gender unemployment highlights the need for a comprehensive approach to ensure an equitable redistribution of economic benefits and a reduction of inequalities in the labor market. Improving women's participation in the workforce and effectively managing inflation are crucial elements for building a more equitable and prosperous society.

Recommendations

The results obtained confirm and demonstrate the potential for optimizing salary policy through the lens of gender equality. In this context, the following recommendations are formulated:

1.   The importance of equal pay in the context of gender diversity in the contemporary workplace is highlighted by analyzing policies and interventions implemented in other countries to address the pay gap, providing examples of best practices that could also be applied in Moldova.

2.   Reevaluating unpaid work and combating its stigmatization contributes to the fair redistribution of responsibilities and increases men's involvement in caregiving. According to the proposed methodology, four pathways influence women's responsibility for unpaid work: the labor market; social protection infrastructure; gender social and cultural norms; and the legal and institutional framework.

3.   To eliminate unpaid work among women, five priority areas have been proposed that address structural issues affecting society as a whole, not just specific groups or sectors:
- Recognition and representation of unpaid work in financial policies;
- Strengthening labor rights and workplace policies;
- Challenging social and cultural norms;
- Financing and prioritizing social assistance infrastructure;
- Improving the legal and institutional framework of the tax system.
- To achieve the objectives set in the five areas, a strategy has been proposed that aims to involve women in the economic recovery process and reduce the gender pay gap, while stimulating economic growth through potential actionable measures.

4.   The influence of inflation, unemployment rates, and gender on wages is a complex process that can vary depending on the economic and social context. For this reason, it is essential to adopt policies and measures that promote gender equity, combat workplace discrimination, and ensure favorable conditions for sustainable and inclusive economic growth, providing equal opportunities for all workers, regardless of gender.

5.   Recommendations have been developed for women-led businesses during the post-COVID recovery that would assist companies in the post-COVID-19 period in considering employment contracts for certain categories of non-key workers. Training existing employees in new areas would contribute to increasing the flexibility of companies and adapting to the new market policies.

6.   Recommendations have been developed for the Government regarding the establishment of financial incentives to support and maintain sustainable development for companies, demonstrating solutions that could help mitigate the economic impact of the COVID-19 pandemic, which also support equal pay for women and men. Recommendations have been developed for the Government regarding the establishment of financial incentives to support and maintain sustainable development for companies, demonstrating solutions that could help mitigate the economic impact of the COVID-19 pandemic, which also support equal pay for women and men.

7.   By adopting measures and developing a comprehensive strategy that covers the essential areas of the analyzed subject, we can significantly contribute to increasing women's involvement in the economy, reducing the wage gap, and stimulating long-term economic growth.

Involvement of women in economic recovery is crucial for sustainable and equitable development. By eliminating the gender pay gap and supporting women entrepreneurs, we can establish a solid foundation for long-term economic growth. Additionally, the correlation between inflation and gendered unemployment highlights the need for a comprehensive approach to ensure fair redistribution of economic benefits and reduce inequalities in the labor market. Increasing women's participation in the workforce and effectively managing inflation are essential elements for building a more equitable and prosperous society.

Suggestions for Potential Future Research Directions Related to the Addressed Theme:

The conducted research and the obtained results have highlighted the correlation between the wage gap as an interdisciplinary dimension of the process of establishing fair wages. In this regard, it should be noted that gender equality is a much more complex issue that requires intricate analyses. In this context, the following opportunities emerge:

- Conducting studies on the relationship between wage differences, gender inequality, and poverty rates, which could help identify ways to address these challenges.
- Investigating the long-term consequences of wage differences on women's financial security, pension savings, and overall well-being.
- Exploring the intersectionality of gender with other identity markers, such as race, ethnicity, and disabilities, in relation to wage disparities. Investigate how multiple dimensions of inequality intersect and exacerbate the wage gap.

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ADNOTARE

la teza pentru obținerea titlului științific de doctor în științe economice cu tema "Impactul decalajului salarial între femei și bărbați asupra situației socio-economice a Republicii Moldova", Robu Mariana, specialitatea: 522.01 – Finanțe, Chișinău, 2024

Structura tezei: introducere, trei capitole, concluzii generale și recomandări, bibliografie compusă din 249 de surse, 32 de figuri, 4 tabele și 8 anexe. Cercetările efectuate au fost reflectate în 11 publicații științifice, 3,79 c.a.

Cuvinte-cheie: diferența salarială, diferența salarială de gen, venitul femeilor, șomaj, dezvoltare economică, echitate de gen și dezvoltarea economică, femeile pentru dezvoltarea economică, implicarea femeilor în dezvoltare, inflație, STEM.

Domeniul de studii: 522.01 Finanțe

Scopul lucrării: măsurarea impactului decalajului salarial între femei și bărbați asupra situației socio-economice a Republicii Moldova precum și propunerea de recomandări privind reducerea decalajului existent.

Obiectivele cercetării constau în: cercetarea impactului decalajului salarial între femei și bărbați asupra situației socio-economice; identificarea modelului de dezvoltare economică în raport cu șomajul în rândul femeilor; evaluarea impactului inflației asupra șomajului femeilor și bărbaților; propunerea de soluții privind minimizarea decalajului salarial între femei și bărbați .

Noutatea și originalitatea științifică rezidă în: constă în furnizarea unor soluții financiare cu privire la optimizarea politicii salariale prin prisma egalității de gen. Originalitatea științifică decurge din accentul actual care se pune pe plan național și internațional marcat de implicația așteptărilor veniturilor salariale pe categorii de gen. În acest context noutatea științifică poate fi dezagregată pe următoarele elemente: conceptualizarea teoretică a necesității unui mecanism salarial echitabil în vederea stabilirii unui model optim de politică salarială; fundamentarea noțiunii de egalitate de gen din perspectiva macro-economică cu identificarea specificațiilor conceptului de politică salarială optimă; definirea unor noi indicatori pentru egalitatea de gen în politica salarială, pe baza analizelor științifice; elaborarea unei metodologii inovative de identificare în 5 etape a decalajului salarial în funcție de gen; elaborarea conceptului unei Platforme inovatoare și de comunicare pentru promovarea feminismului intersecțional și impactul acesteia asupra egalității salariale.

Rezultatele științifice obținute care contribuie la soluționarea problemei științifice importante constă în: determinarea influenței impactului decalajului salarial între femei și bărbați asupra situației socio-economice, precum și în determinarea metodelor și factorilor care influențează decalajul salarial și impactul acestora asupra dezvoltării economice durabile.

Semnificația teoretică a cercetării constă în elaborarea unor metode științifice pentru soluționarea problemei decalajului de gen în societate.

Valoarea teoretică a lucrării se rezumă la: definirea conceptului de egalitate de gen; sistematizarea teoriilor economice în materia egalității de gen cu identificarea raționamentelor și cu aplicarea acestora în Republica Moldova în condițiile actuale; argumentarea necesității eliminării decalajului salarial pentru femei în contextul dezvoltării economice; formularea mecanismului de promovare a salariului echitabil pentru femei.

Valoarea aplicativă constă în: propunerea unui mecanism din 5 pași pentru a determina integrarea dimensiunii de gen; propunerea cuantificării gradului de implementare a eliminării inegalității de gen pentru Republica Moldova în contextul realizării Obiectivelor de Dezvoltare Durabilă; argumentarea economică a necesității eliminării decalajului salarial între femei și bărbați pentru dezvoltarea economică a țării; rezultatele cercetării poartă caracter de recomandare pentru factorii de decizie din Republica Moldova oferind soluții de optimizare a politicii salariale prin promovarea egalității de gen.

.**Implementarea rezultatelor științifice.** Rezultatele obținute în procesul de elaborare a tezei au fost utilizate pentru înaintarea recomandărilor Ministerului Muncii și Protecției Sociale în procesul promovării politicilor de asigurare a egalității de gen pentru a contribui la perfecționarea sistemelor specifice tematicii abordate.

ANNOTATION
to the thesis for obtaining the scientific title of doctor in economic sciences with the theme
"The impact of gender pay on welfare in the Republic of Moldova", Robu Mariana, specialty:
522.01 – Finance, Chisinau, 2024

Thesis structure: The thesis consists of an: introduction, three chapters, general conclusions, bibliography (249 sources). The work contains 140 pages of basic text, 32 figures, 4 tables. The obtained results are published in 11 scientific papers.

Key words: wage gap, gender wage gap, women's income, unemployment, economic development, gender equity and economic development, women for economic development, women's involvement in development, inflation, STEM.

Field of study: 522.01 Finance

The purpose of the work: to measure the impact of the gender wage gap on the socio-economic situation in the Republic of Moldova and to propose recommendations for reducing the existing gap.

Objectives of the research: investigating the impact of the gender wage gap on the socio-economic situation; identifying the economic development model concerning female unemployment; evaluating the impact of inflation on the unemployment of women and men; proposing solutions for minimizing the gender wage gap.

Scientific novelty and originality: it consists of providing financial solutions for optimizing wage policy through the lens of gender equality. The scientific originality arises from the current emphasis placed at both national and international levels, marked by the implications of salary expectations based on gender categories. In this context, the scientific novelty can be broken down into the following elements: the theoretical conceptualization of the necessity for an equitable wage mechanism to establish an optimal wage policy model; the grounding of the concept of gender equality from a macroeconomic perspective, identifying the specifics of optimal wage policy; the definition of new indicators for gender equality in wage policy based on scientific analyses; the development of an innovative five-step methodology for identifying the gender wage gap; and the formulation of a concept for an innovative platform and communication strategy to promote intersectional feminism and its impact on wage equality.

Scientific results obtained that contribute to the solution of an important scientific problem: it consists of determining the influence of the gender wage gap on the socio-economic situation, as well as identifying the methods and factors that influence the wage gap and their impact on sustainable economic development.

The theoretical importance: it involves developing scientific methods to address the issue of the gender gap in society.

Theoretical value: is summarized as follows: defining the concept of gender equality; systematizing economic theories related to gender equality by identifying rationales and applying them in the current context of the Republic of Moldova; arguing the necessity of eliminating the wage gap for women in the context of economic development; and formulating a mechanism to promote equitable wages for women.

Applicative value: consists of proposing a five-step mechanism to determine the integration of gender dimensions; suggesting a quantification of the degree of implementation for eliminating gender inequality in the Republic of Moldova in the context of achieving the Sustainable Development Goals; providing an economic rationale for the necessity of eliminating the wage gap between women and men for the country's economic development; and presenting research results that serve as recommendations for decision-makers in the Republic of Moldova, offering solutions to optimize wage policy through the promotion of gender equality.

Implementation of scientific results: the findings obtained during the thesis development have been used to submit recommendations to the Ministry of Labor and Social Protection, Ministry of Economic Development and Digitalization (MEDD) in the promotion of gender equality policies, contributing to the enhancement of systems related to the addressed topics.

АННОТАЦИЯ

к диссертации на соискание ученого звания доктора экономических наук на тему «Влияние разницы в оплате труда женщин и мужчин на социально-экономическое положение Республики Молдова», Робу Мариана, Кишинев, 2024

Структура диссертации: введение, три главы, общие выводы и рекомендации, библиография из 249 источников, 32 рисунков, 4 таблиц и 8 приложений. Проведенные исследования нашли отражение в 11 научных публикациях, с.а. 3,79

Ключевые слова: разрыв в оплате труда, гендерный разрыв в оплате труда, доход женщин, безработица, экономическое развитие, гендерное равенство и экономическое развитие, женщины за экономическое развитие, участие женщин в развитии, инфляция, STEM.

Направление исследования: 522.01 Финансы

Цель работы: измерение воздействия гендерного разрыва в зарплатах между женщинами и мужчинами на социально-экономическую ситуацию в Республике Молдова, а также предложение рекомендаций по снижению существующего разрыва.

Цели исследования: исследование воздействия гендерного разрыва в зарплатах между женщинами и мужчинами на социально-экономическую ситуацию; определение модели экономического развития в отношении безработицы среди женщин; оценка влияния инфляции на безработицу женщин и мужчин; предложение решений по минимизации разрыва в зарплатах между женщинами и мужчинами.

Научная новизна и оригинальность: изложение научных решений включает предоставление финансовых решений для оптимизации заработной политики с точки зрения гендерного равенства. Научная оригинальность заключается в современном акценте на национальном и международном уровнях, отмеченном последствиями ожиданий зарплат в зависимости от пола. В этом контексте научная новизна может быть разбита на следующие элементы: теоретическая концептуализация необходимости справедливого механизма заработной платы для установления оптимальной модели заработной политики; обоснование понятия гендерного равенства с макроэкономической точки зрения с определением специфики концепции оптимальной заработной политики; определение новых индикаторов для гендерного равенства в заработной политике на основе научных анализов; разработка инновационной методологии для определения гендерного разрыва в заработной плате в 5 этапов; разработка концепции инновационной платформы и коммуникационной стратегии для продвижения интерсекционального феминизма и его влияния на равенство зарплат.

Основной полученный результат: Изложение включает в себя: определение влияния гендерного разрыва в зарплатах между женщинами и мужчинами на социально-экономическую ситуацию, а также определение методов и факторов, влияющих на разрыв в зарплатах и их воздействие на устойчивое экономическое развитие.

Теоретическое значение исследования: заключается в разработке научных методов для решения проблемы гендерного разрыва в обществе.

Теоретическая значимость: определение понятия гендерного равенства; систематизация экономических теорий в области гендерного равенства с выявлением рациональных оснований и их применением в условиях Республики Молдова; обоснование необходимости устранения разрыва в зарплатах для женщин в контексте экономического развития; формулирование механизма продвижения справедливой зарплаты для женщин.

Практическое значение: Результаты, полученные в процессе разработки диссертации, были использованы для представления рекомендаций Министерству труда и социальной защиты Министерство экономического развития и цифровизации (МЭРЦ)в рамках продвижения политики обеспечения гендерного равенства, чтобы способствовать совершенствованию систем, касающихся данной темы.

ROBU MARIANA

IMPACTUL DECALAJULUI SALARIAL ÎNTRE FEMEI ŞI BĂRBAŢI ASUPRA SITUAŢIEI SOCIO-ECONOMICE A REPUBLICII MOLDOVA

Specialitatea: 522.01. FINANŢE

Rezumatul tezei de doctor în ştiinţe economice