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# Anca Dragu at the Launch of the Women's Entrepreneurship and Leadership Index: Women's participation in the economy is an economic necessity, not just a matter of equity

The Governor of the National Bank of Moldova (NBM), Ms Anca Dragu, attended the launch of the Women's Entrepreneurship and Leadership Index 2026, an event organised in Bucharest as part of the Digital Innovation Summit, at the invitation of the European Businesswomen's Federation (PEFA).

In her speech, the central bank governor emphasised the increasingly important role of women in the economy and the need to harness their potential for the sustainable development of society.

Ms Anca Dragu highlighted the challenges women face in the professional environment, including the persistent imbalances between professional and personal life, as well as the structural barriers that limit their access to leadership positions.

"The financial sector is perhaps the most telling example of gender-based structural inequality in a professional field. Today, in Moldova's financial companies, there are 3.5 times more women than men. Yet, the average salary of a man in this sector significantly exceeds that of a woman. This is the picture described in the academic literature as the glass ceiling: women generously populate the base of the organisational pyramid, but become fewer as you move towards the top," underlined Ms Anca Dragu.

The National Bank of Moldova's response to this phenomenon came with the launch of the "FinanciarELE - Women's Leadership Community" platform, which offers women opportunities for mentoring, training, and professional networking. "Today, we have over 400 participants at our meetings. This is the beginning of an ecosystem," added Ms Anca Dragu.

In this context, the National Bank provides an example of promoting gender balance within financial institutions. At the NBM, 64% of employees are women, and 53% of leadership positions are held by women, placing the institution among the financial organisations with the best gender representation at the European level, according to the evaluations of the Official Monetary and Financial Institutions Forum (OMFIF).

The Governor also mentioned that the National Financial Inclusion Strategy, currently being developed with the support of the World Bank, places particular emphasis on expanding access for vulnerable groups, including women, to modern and secure financial services.

"Our performance reflects institutional commitment and a paradigm shift, where professional excellence, competence, and gender balance are pillars of sustainable development," the Governor underscored.

According to the 2025 Global Gender Gap Index, the Republic of Moldova ranks 7th out of 148 countries, a significant rise compared to 13th place in 2024 and 19th in 2023. This ranking places Moldova among the world's top countries promoting gender equality, alongside Germany, Sweden, and Norway.

"We are making steady progress towards a world in which women and men, boys and girls have equal

opportunities to assert themselves in public and professional life," declared the NBM Governor.

The Women's Entrepreneurship Index represents an analytical tool that tracks the evolution of women's participation in the economy and leadership, contributing to the foundation of public policies and initiatives aimed at reducing gender gaps.

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