



## International Labour Office

DWT and Country Office for Central and Eastern Europe

Mozsár utca 14, H-1066 Budapest, Hungary

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To whom it may concern

Mr Vitali Popa was a lead consultant for AXA Management Consulting on the project commissioned by the International Labour Organisation (April to July 2016) that focused on internal assessment of ILO's constituent in Moldova - The National Confederation of Employers of the Republic of Moldova (CNPM).

The project included 12 interviews with CNPM staff and BOD members, three focus groups with CNPM members, interviews with government representatives and other stakeholders (media, trade unions, other business organisations etc). The result of the project was a comprehensive and confidential document that described organizational strength, weaknesses and areas for improvement.

This was a very sensitive project in which tact, diplomacy and confidentiality was essential in addition to professionalism and good research skills. The report was very analytical, well written and logically prepared. The results were successfully presented to the "client" – CNPM. The project was executed in time and within the budget. Communications during the project was excellent and I appreciate Mr Popa's openness for cooperation and suggestions

I would recommend him and his organisation for similar research work.

A handwritten signature in blue ink, appearing to read 'D. Radic'.

Dragan Radic  
Senior Specialist, Employers' Activities  
International Labour Office  
DW Team, Budapest