ROMANIA

LABOUR MARKET INTEGRATION OF REFUGEES FROM UKRAINE

2023 ANNUAL REPORT

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KEY FINDINGS IN 2023

DEMOGRAPHICS

3424 Ukrainian respondents

80% **20%**

40% - 30-39 years old
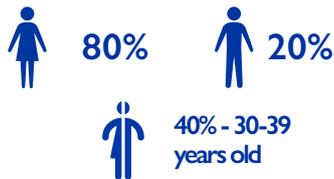
LABOUR MARKET POPULATION

Active (43%), 10% less than in Ukraine

Inactive (46%)

Unknown (11%)

OCCUPATIONS

Services and sales (28%)

Plants and machinery operations (21%)

Education (16%)

Administrative fields (9%)

Other (7%)

EMPLOYMENT STATUS OF ACTIVE POPULATION

54% are employed in the host country, compared to 97% in Ukraine

46% unemployed and still looking for a job

INACTIVE POPULATION

Parental leave (39%)

Help family (15%)

Retired (15%)

No need to work (14%)
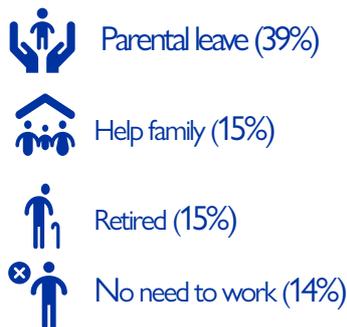
QUALIFICATION BACKGROUND

Business — 19%
Engineering — 18%
Education — 16%
Services — 10%
Arts and Humanities — 8%
Other — 27%

BARRIERS

Language barrier (55%)

Where to find jobs (40%)

Lack of jobs suited to qualifications (40%)
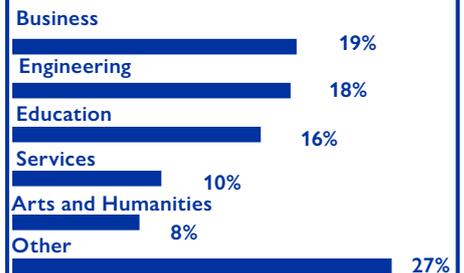
FLUENCY IN ROMANIAN

90% of respondents do not speak Romanian

EDUCATION

Tertiary — 60%
Post secondary — 17%
Secondary upper — 15%
Secondary lower — 6%
Other — 2%

IOM
UN MIGRATION
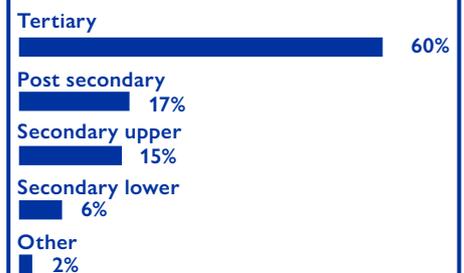
Map disclaimer 1: Share of active population, employment status and top sector of employment, by main counties of residence

UKRAINE

REPUBLIC OF
MOLDOVA

Suceava

HUNGARY

Cluj

**Respondents
(economically active only)**

■	401 - 680
■	201 - 400
■	101 - 200
■	48 - 100

Sibiu

Galati

Tulcea

Top sectors of employment

🎓 Education

� Transportation

SERBIA

Bucharest

🛠 Other services
activities

Employment status*

Unemployed 🔵 Employed

* among active population

Black Sea

Constanta

BULGARIA

0   50   100 Km
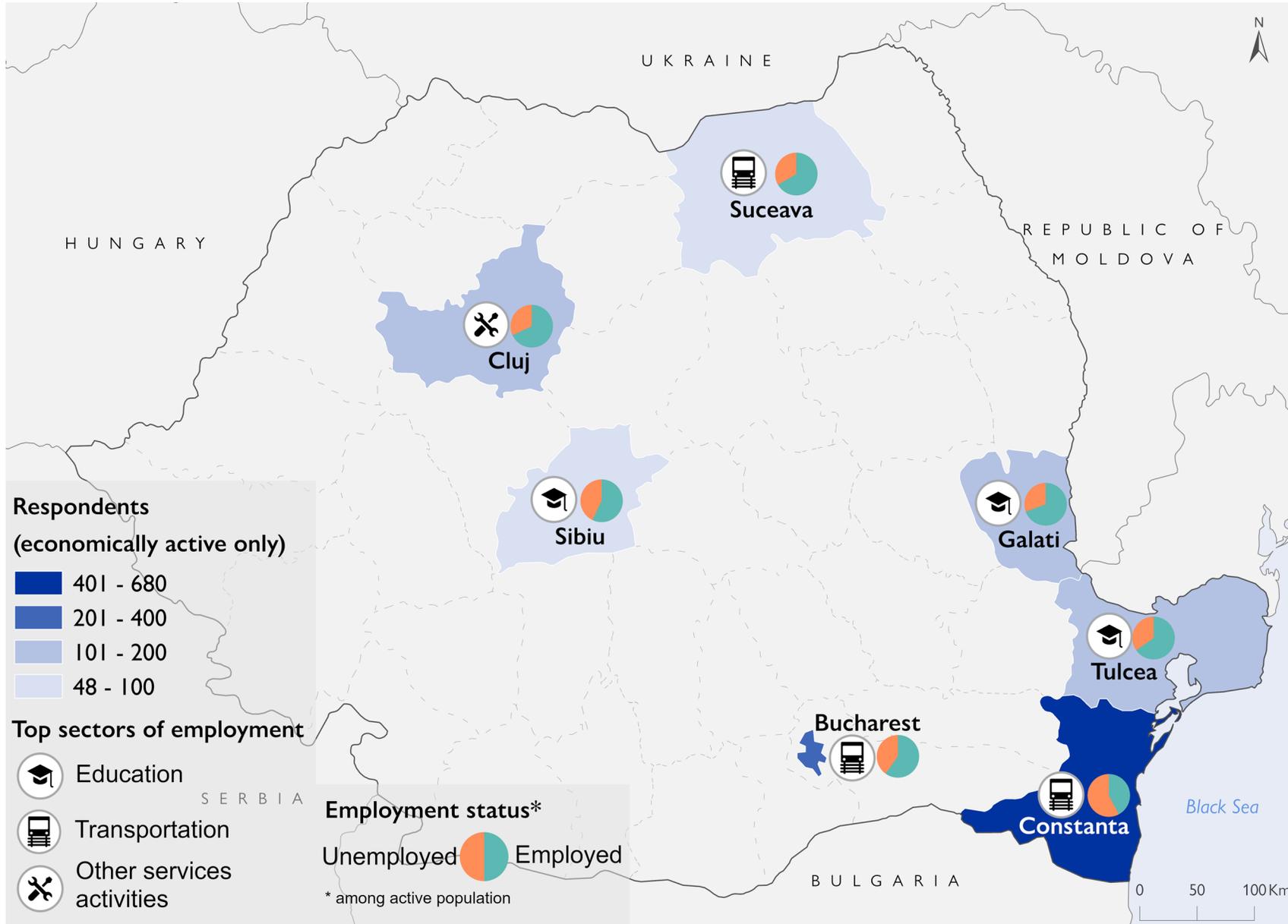
This map is for illustration purposes only. Names and boundaries on this map do not imply official endorsement or acceptance by IOM.

LABOUR MARKET INTEGRATION

The report focuses on "stayers" of working-age, Ukrainian respondents who intend to settle or have settled already and who are between 18 and 64 years of age (61% of the total sample). Stayers who are 65 years old or more (non-working age) (6%) and respondents who are transiting, not intending to stay in the country of the survey (33%), are not the focus of the present analysis. The analysis also focuses on the working status of the respondents, recognising a difference between the active and inactive Ukrainian nationals. The active respondents are physically able to work, of working age (18-64), not on parental leave and have the intention to work (43% of the surveyed population). The inactive population (46% of the surveyed respondents who are stayers) do not want to or are not able to work due to reasons such as medical conditions, parental leave, childcare or household responsibilities, or because they have other sources of income.

Figure 1: Share of Ukrainian nationals transiting, moving soon, staying and undecided by age

Legend: ■ Stayer ■ Transiting ■ Unknown

Bar chart data by age group:
- 65+: Stayer 6%, Unknown 2%
- 60-64: Stayer 4%, Transiting %, Unknown 1%
- 50-59: Stayer 5%, Transiting 1%, Unknown 2%
- 40-49: Stayer 15%, Transiting 2%, Unknown 6%
- 30-39: Stayer 26%, Transiting 2%, Unknown 10%
- 18-29: Stayer 11%, Transiting 1%, Unknown 5%

A total of 5136 surveys were conducted over the year of 2023, out of which 17 were TCN's and 5119 UA nationals. The highest number of su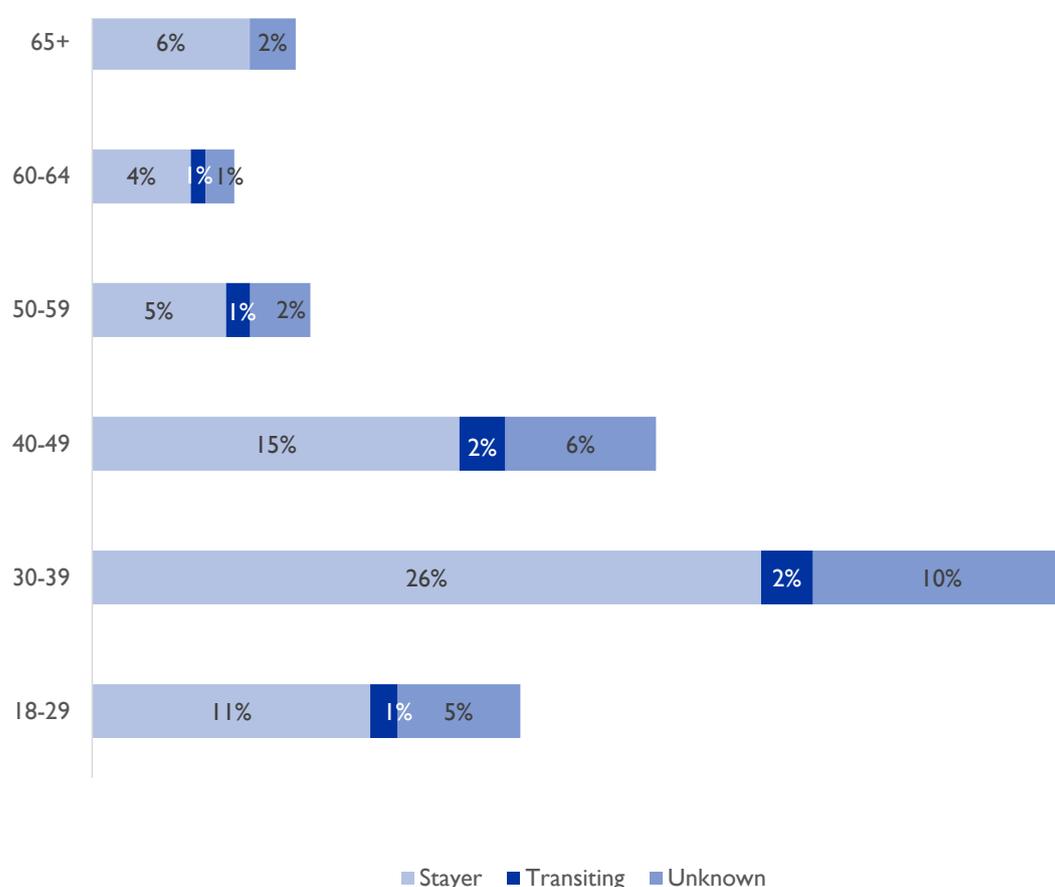rveys were conducted in the first quarter of 2023, between January and March (48% of the entire dataset), with the month of March having the most surveys conducted (19%). This report studies employment with a particular focus on "stayers" who are considered to be investing more human and social resources to fully participate in the life of the communities in their host country. Among the "stayers" (N=3424), this report concentrates only on the 3,105 respondents (61% of the total sample) who are of working-age (18-64 years old) to present findings relative to their participation in the labour market and their sector of employment. It does not address conditions of employment (length, pay, formality, among others). Eleven per cent of the population registered as a "stayer" and has an unknown activity status in the labour market.

LABOUR MARKET PARTICIPATION

Over half of the surveyed population that is of working age was registered as active in the labour market (53%) before leaving Ukraine, one per cent had unknown labour status and 46 per cent had registered as inactive. Out of the persons that were reported as inactive, 39 per cent were on parental leave, 31 per cent were caring for family members, 15 per cent were retired, seven per cent were enrolled in educational facilities and four per cent could

not work due to medical reasons. For 14 per cent of the Ukrainian nationals surveyed, there was no need to work. After their displacement in Romania, the share of active people has dropped to 43 per cent, while the share of respondents that had registered as unknown status on the labour market incresed with 10 per cent. The share of inactive Ukrainian refugees had remained the same after being displaced in Romania.

Figure 2: Labour market participation before and after displacement
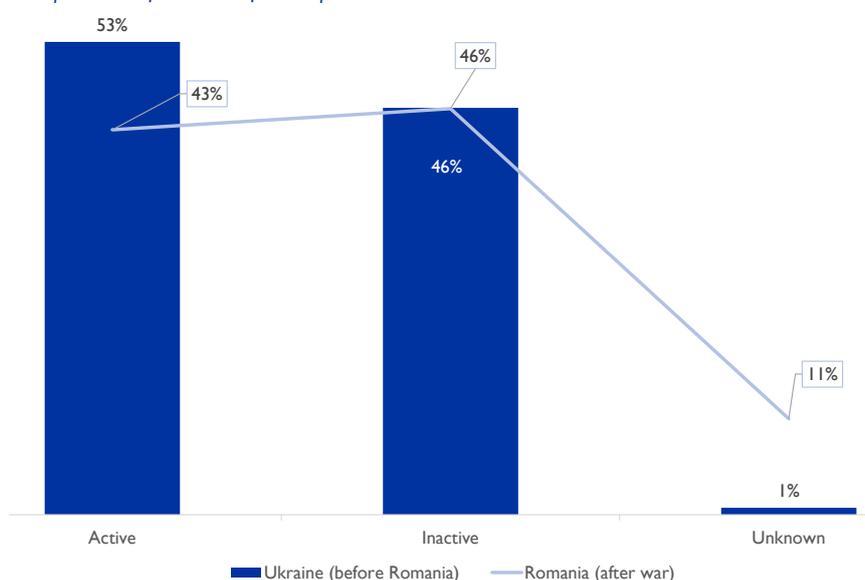
The rate of employment of active persons in the labour market demonstrated a drastic change after displacement in Romania. Ninety-seven per cent of the surveyed Ukrainian citizens were active and employed in the labour

market before displacement which fell to 54 per cent after displacement. All of the Ukrainian nationals that were active and unemployed (46%) were looking for a job at the moment of survey.

Figure 3: Ukrainian population active and employed on the labour market before and after displacement
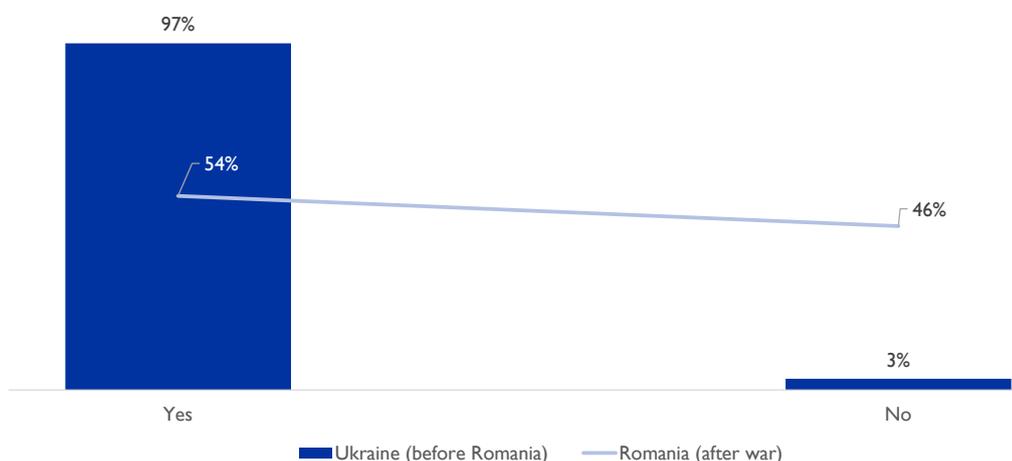
The main difficulty faced by Ukrainian nationals when looking for employment was the language barrier, which was experienced by 55 per cent of the interviewed Ukrainian nationals. When assessing the level of knowledge of Romanian, only 10 per cent mentioned understanding or speaking it. When asked about their perceived language skills in speaking the local language in the country of displacement, most Ukrainian nationals (62%) stated that they cannot speak it at all, 27 per cent mentioned speaking just a little and six per cent mentioned speaking it only when shopping. A small share of only five per cent spoke either on a daily basis (3%) or fluently (2%). Thus, the lack of knowledge of Romanian poses an impediment in a seamless social and economic inclusion in the Romanian community and in the local labour market of the Ukrainian nationals. Other barriers faced by the surveyed UA nationals include the lack of knowledge of where to find available jobs,

faced by 40 per cent of the persons surveyed, the lack of available jobs for their specific field of qualification or experience, reported by 40 per cent of the Ukrainian nationals surveyed, or the wage that cannot guarantee a decent lifestyle, that was reported by 27 per cent of the respondents. In the demographic context, it is clear that among the respondents who reside in the country of displacement and are active in the labour market, women constitute a larger proportion (74%) compared to men (26%). The data shows 54 per cent of the women are employed and 47 per cent are unemployed. In comparison, 57 per cent of the men are employed and 43 per cent are unemployed. This shows that the rate of employment among men and women is relatively close. An analysis of the employment situation, taking into account age, highlights that respondents aged between 30 and 39 years old constitute the age group with the highest likelihood (43%) of securing employment or finding work.

Figure 4: Employment status by age groups
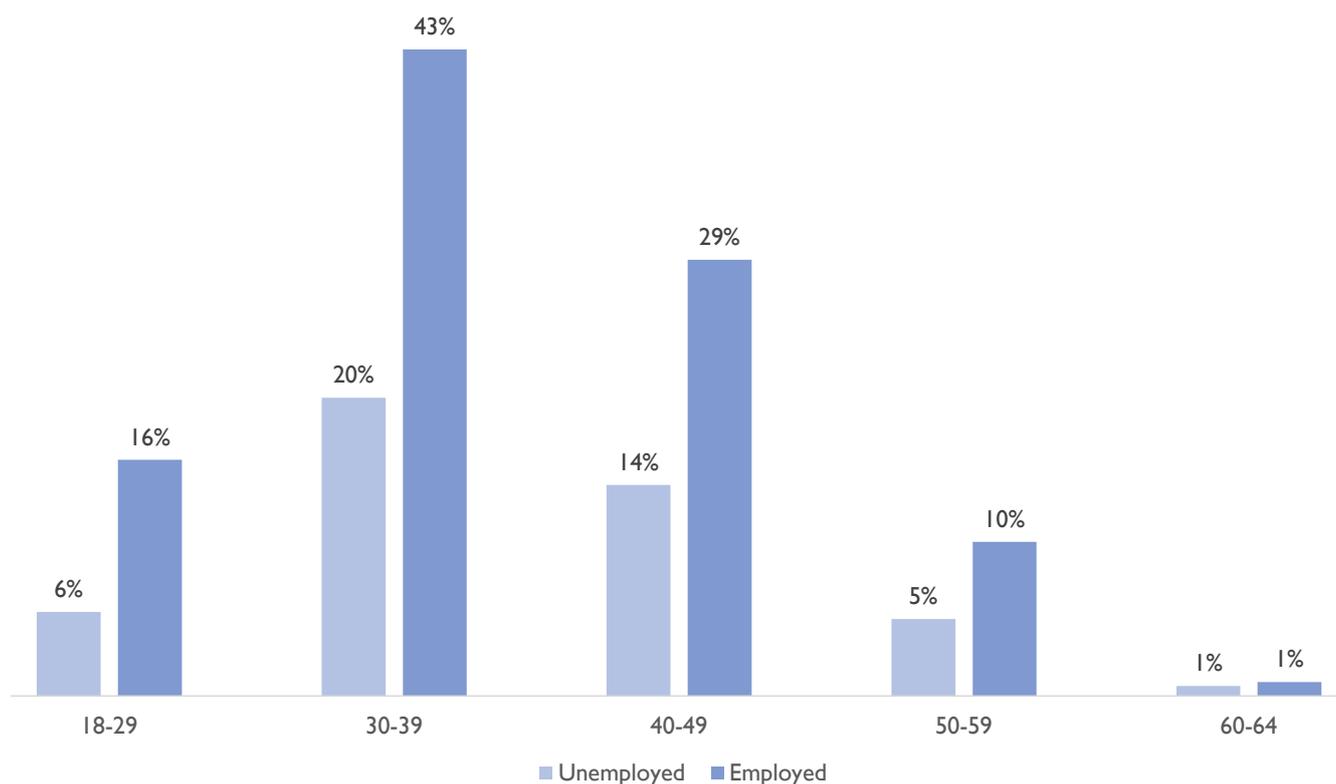
The Ukrainian nationals working in Romania have found jobs in fields such as services and sales (28%), plants and machinery operations (21%), education (16%), administrative fields (9%) and other fields such as maritime industry, housekeeping or cleaning (7%). Other less common fields include healthcare (5%), hospitality (4%),

professional roles (4%) or elementary occupations (4%). A comparison between the actual field of employment and their training or experience demonstrates that the job market in Romania does not align with the abilities and job qualifications or expectations of the Ukrainian nationals.

Figure 5: Sector of actual employment
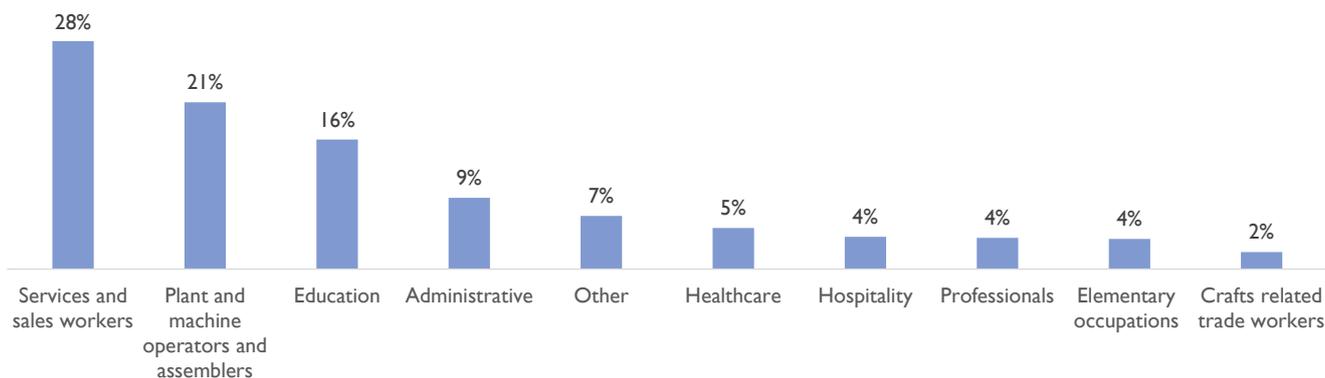
When considering the level of education of the surveyed Ukrainian nationals, it can be concluded that those with higher education degrees had difficulties in finding employment according to their level of expertise, compared to those with lower degrees. Similarly, this can highlighted when comparing their actual sector of employment and their field of experience or training. The only sectors where the field of employment is similar to that of experience are fields within elementary or technical work such as plant workers, machine operators or sales and services. Other fields where the Ukrainian nationals have remained in the same line of work are those employed in fields such as education or healthcare, or that have business related training.

Figure 6: Field of training or experience
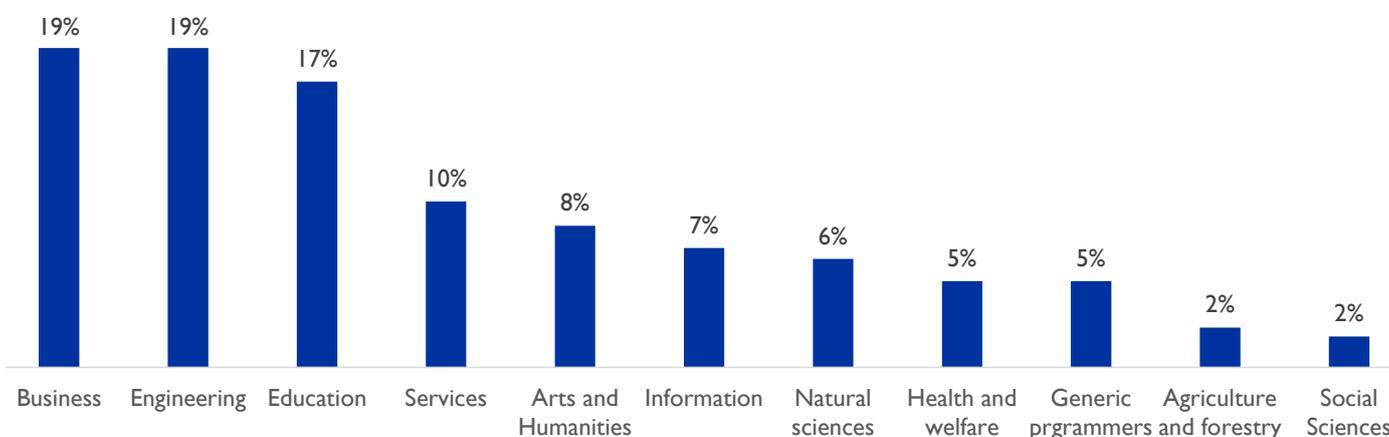
Concluding remarks

The inclusion of Ukrainian nationals in the labour market has been affected by the language barrier, the lack of information on how to find employment, the lack of available job offers that are suited to the level of expertise of the surveyed persons and lastly, by the wage, which in some cases cannot offer a decent lifestyle. A significant share of the population that is not looking for a job does so because of the need to care for family members (39%). This translates into the need to develop care services for both elders and children.

METHODOLOGY

Since 24 February 2022, Ukrainian and Third Country Nationals (TCNs) have been fleeing to neighbouring countries due to the war in Ukraine. More than 25 million crossings where registered from Ukraine to other countries (Statista), while over 3 million and a half have been reported at the borders of neighbouring countries since February 2022. Almost six million refugees from Ukraine were recorded across Europe as of October 2023 (UNHCR).

Since mid-April 2022, IOM has deployed its Displacement Tracking Matrix (DTM) tools to conduct surveys with UA nationals residing in neighboring countries. The surveys aim to understand the main profiles, displacement patterns, intentions and needs of those living in displacement.
This report is based on surveys carried out in Romania in 2023, representing a cumulation of all the data collected during the year.

About the Survey

Aim

IOM designed the survey to capture the main displacement patterns of refugees living in a the countries of displacement following the initial outbreak of war. The survey collects information on the demographic profiles, intentions, and current needs of Ukrainian nationals.

Target population

The present analysis focuses on the labour market integration and employment prospects of working-age Ukrainian refugees who have already settled or intend to settle in Romania.

Location

Surveys were conducted in various locations, including Suceava, Constanta, Bucharest, Iasi and Galati counties. Enumerators surveyed respondents at transit points (such as train and bus stations), the Info and Community Centre (run by IOM and UNHCR), collective accommodations, private accommodations, public spaces, schools and an aid distribution events.

Execution

In Romania, IOM DTM enumerators conducted surveys in Ukrainian, Russian, Romanian, and English. Trained enumerators carried out face-to-face surveys and registered survey data on a mobile application. All surveys were anonymous. Enumerators provided a brief introduction and obtained full consent. The survey only included adults (18+ years-old).

LIMITATIONS

The sampling framework could not be based on verified figures of citizens from Ukraine residing in Romania.

The survey was carried out in diverse settings in order to maximize the number of respondents and obtain diverse profiles of respondents. Enumerators hand-selected respondents in collective accommodation centres, schools, Info or Community Centers. The survey data and analysis are therefore not representative of populations residing in Romania.

Other limitations in the data collection process include time constraints, as well as the limited number of enumerators deployed at certain sites, with the number of enumerators fluctuating throughout the year.

Whilst the overall sample cannot be deemed as representative, the consistency of data collection in each country and at the regional level suggests that the current sampling framework produces findings of practical value.

DTM

Displacement Tracking Matrix (DTM) is a system to track and monitor displacement and population mobility. The survey form was designed to capture the main displacement patterns – origin country and region – for refugees of any nationality fleeing from Ukraine because of the war. It captures the demographic profiles of respondents and of the group they are travelling with, if any; it asks about intentions relative to the intended destinations and prospects of permanence abroad or return; it gathers information regarding a set of main needs that the respondents expressed as more pressing at the moment of the interview.

Since the onset of the war in Ukraine, several IOM's DTM tools were deployed in countries neighbouring Ukraine and in other countries particularly impacted by the new arrivals of migrants and refugees from Ukraine.

For more information, please consult:

https://dtm.iom.int/responses/ukraine-response

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