UKRAINE RESPONSE

ROMANIA

ECONOMIC INTEGRATION OF REFUGEES FROM UKRAINE

APRIL-JUNE 2024

IOM UN MIGRATION

GLOBAL DATA INSTITUTE
DISPLACEMENT TRACKING MATRIX

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Cover photo: Ukrainian refugees use materials developed by IOM and its partners to teach Romanian as a foreign language in Bucharest, Romania. © IOM 2022

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KEY FINDINGS

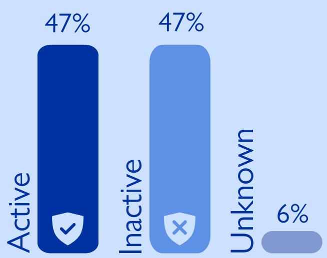
Demographics

233
Ukrainian respondents
(18-64 years old)

Male 22%

Female 78%

Labour force

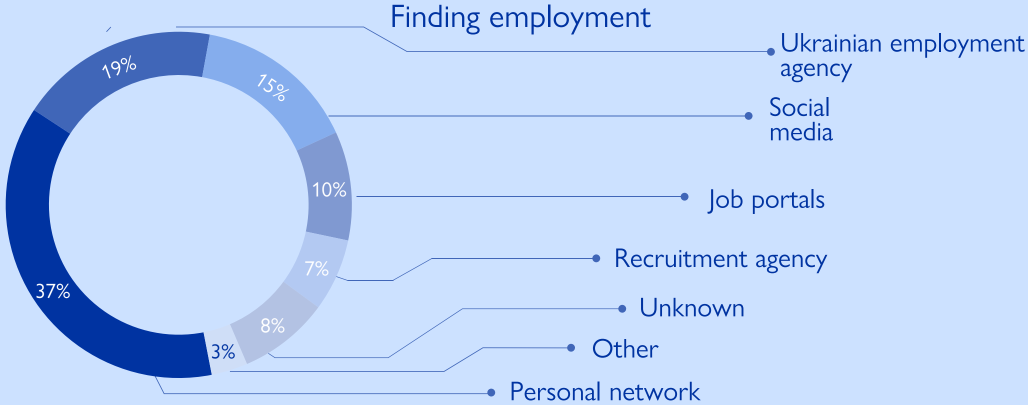


Active population

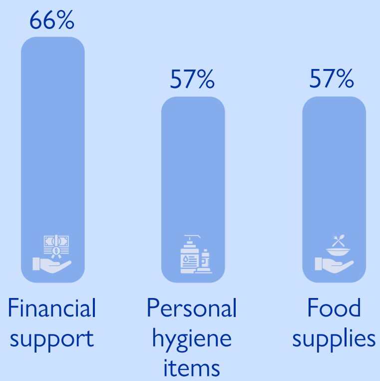
56%
Working

44%
Unemployed
(looking for a job)

Finding employment

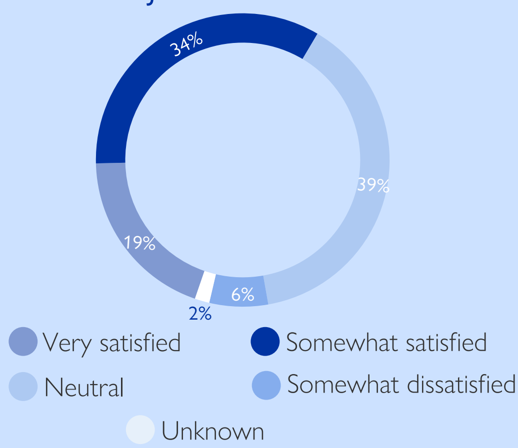


Top needs

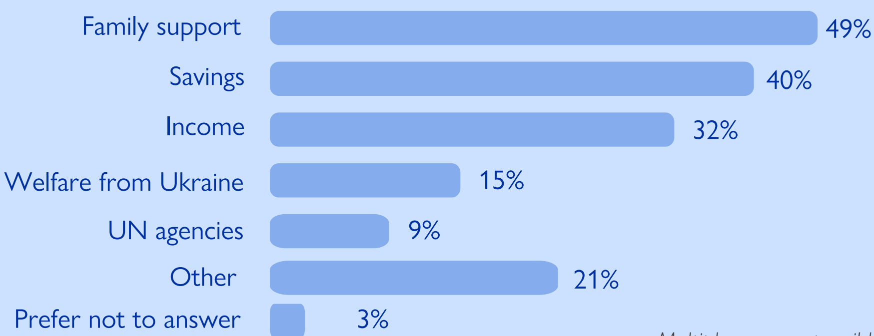


Multiple answers possible

Job satisfaction



Sources for paying expenses



Multiple answers possible

Problems at work

None
66%

Underpaid
7%

Long hours
3%

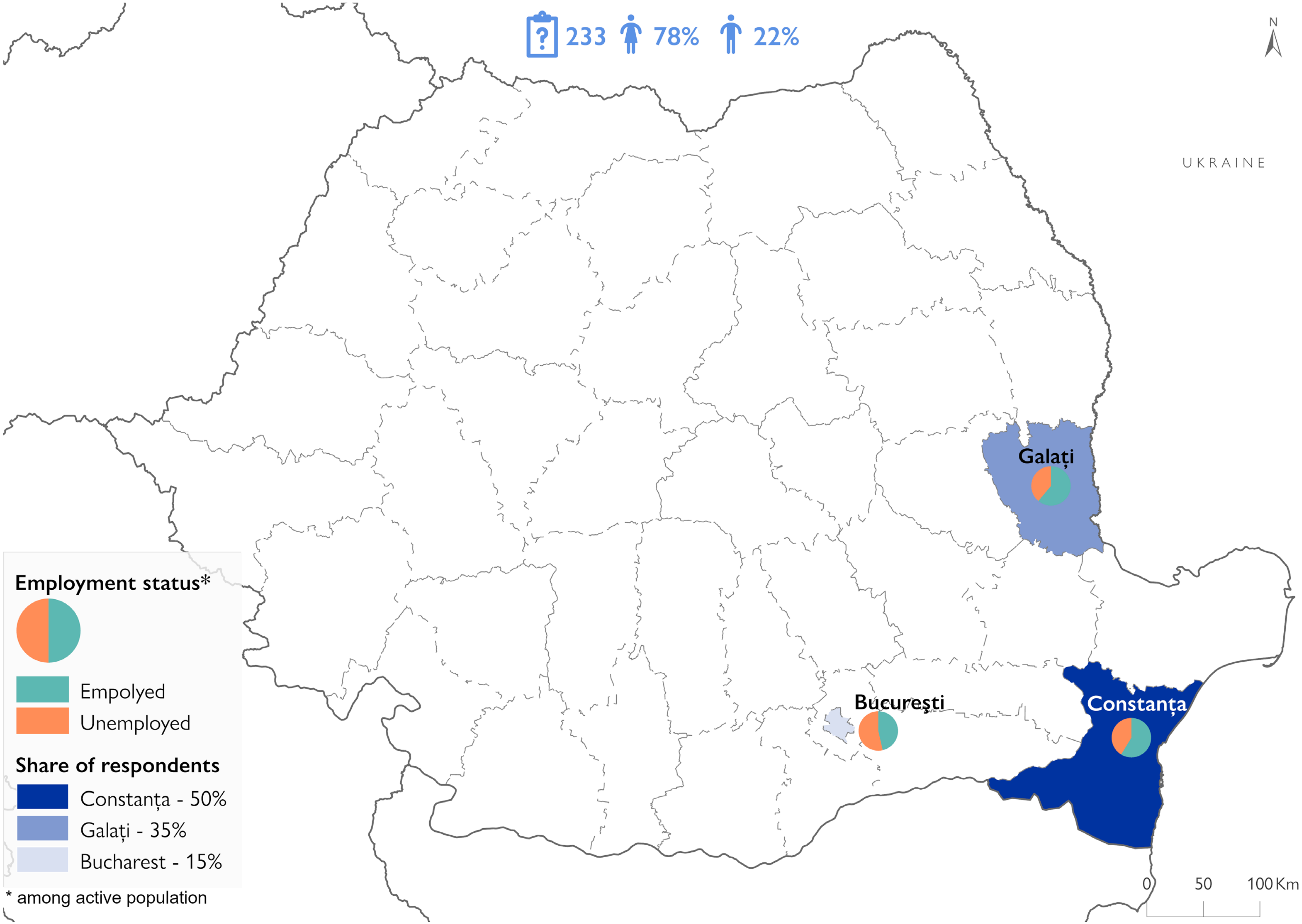
No contract
1%

No breaks
1%

Prefer not to answer
20%

Multiple answers possible

MAP: NUMBER OF SURVEYS AND LOCATIONS OF DATA COLLECTION IN ROMANIA, APRIL-JUNE 2024



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

INTRODUCTION

The IOM's Displacement Tracking Matrix collected data through surveys with refugees in the Ukraine Response region from April to June 2024. During the second quarter of 2024 (April to June), DTM interviewed a total of 247 individuals from Ukraine residing in Romania and who intend to stay in Romania for the foreseeable future. This report focuses on the employment profiles and labour market integration of 233 Ukrainian respondents who fall within the working age bracket (18-64 years old). The report focuses on their experiences, needs and aspirations regarding employment in Romania during their displacement. The working age group is further divided into active (employed or unemployed and looking for a job) and inactive (students, respondents on parental leave, retirees and those unemployed who are not looking for a job). As the report focuses on the 18-64 age group, only retirees who retired before age 65 are considered. Employment and unemployment rates are calculated solely for the active labour force, excluding inactive individuals. It should also be noted that results may not add up to 100 per cent due to rounding or multi-select questions.

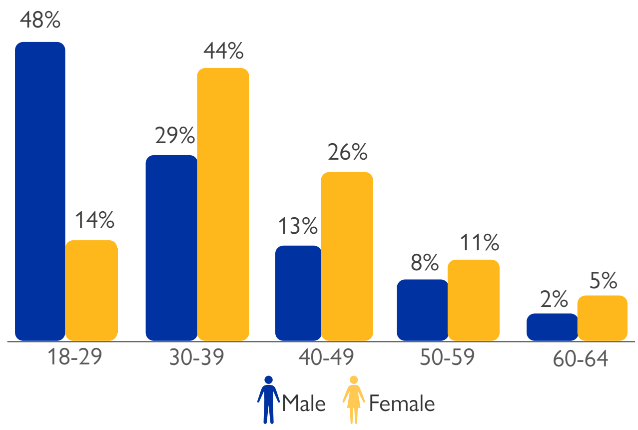
SOCIO-DEMOGRAPHIC PROFILE

AGE AND GENDER

This report focuses on the respondents who have settled or stated that they were intending to settle in Romania for a period ranging from a few months to over a year, aged between 18 and 64 years old.

Most respondents were women, comprising 78 per cent of the sample, while men accounted for 22 per cent. The average age of respondents was 37 years old, with women averaging 39 years and men averaging 32 years. The highest proportions of female respondents were in the age groups of 30 to 39 years (44%), followed by those aged between 40 and 49 years old (26%). Similarly, a significant majority of men were aged 18 to 29 years (48%), followed by those aged between 30 and 39 years old (29%).

Figure 1. Respondent age and gender (%) n=248



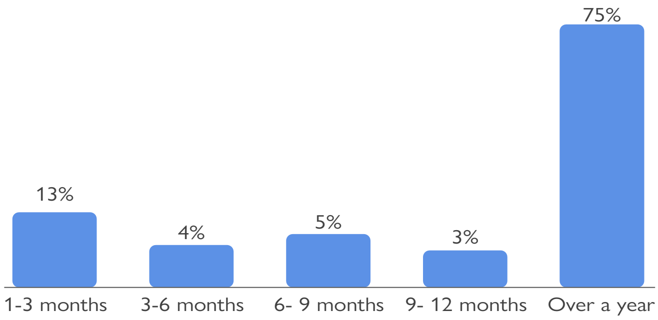
HOUSEHOLD COMPOSITION

On average, households typically consisted of two individuals or more (57%). With regards to dependents, 61 per cent were accompanied by children. Among them, 68 per cent were accompanied by children aged five to 17 years old and 32 per cent had an infant under four years old. In addition, nearly one third of respondents were with people who had serious health conditions or specific needs (31%).

LENGTH OF STAY IN ROMANIA

Most respondents had been residing in Romania for over a year (75%). The second largest share (13%) of respondents had been residing in Romania for a shorter period of time, between one and three months. A total of 12 per cent of the surveyed respondents had been displaced between three months and a year.

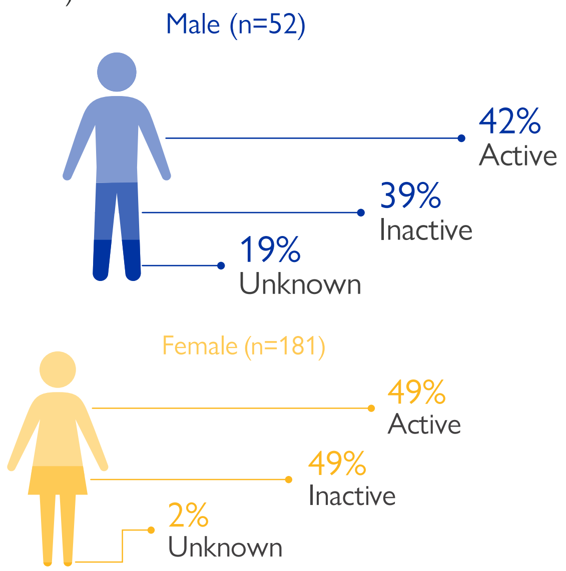
Figure 2. Length of stay of respondents in Romania (%) n=233



ACTIVE POPULATION

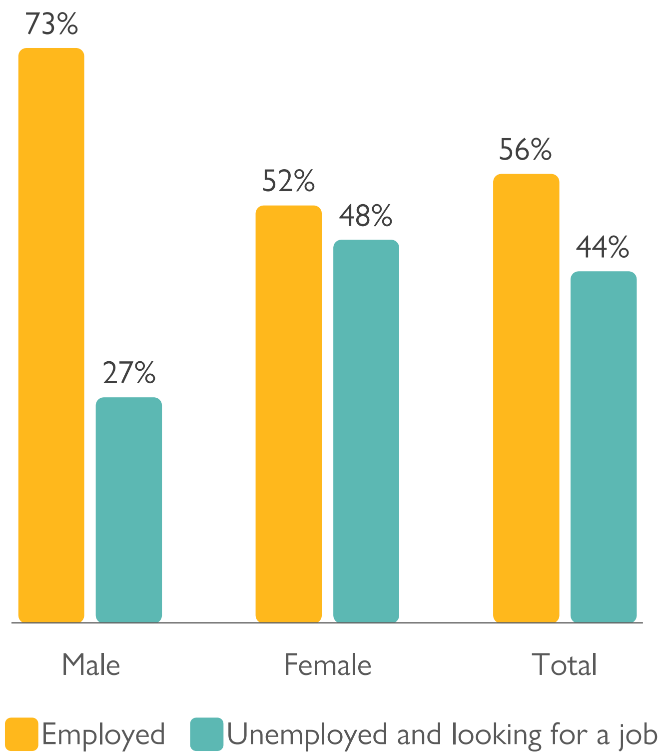
Forty-seven per cent of the surveyed Ukrainian nationals were active in the labour market (employed or looking for work), and an equal share of 47 per cent of the respondents were inactive (not employed, retired, or students and not looking for work). The remaining six per cent did not want to answer the question related to their labour market status. The data shows a similar involvement in the labour market for both men and women, with women (49%) being slightly more involved compared to men (42%). The highest proportion of active respondents was found within the 30-39 age group (43%) and the 40-49 age group (30%). .

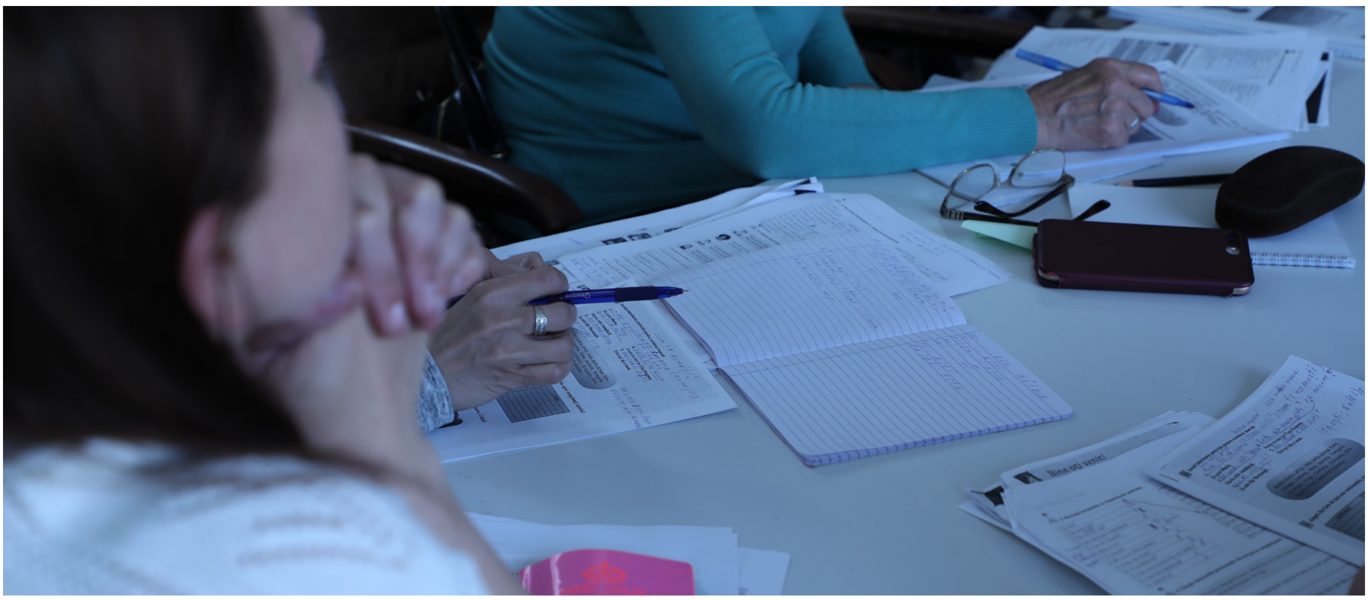
Figure 3. Labour market participation, by gender (%) (n=233)



Among respondents who were part of the labour force (n=110), more than half were employed, including those with a contract (35%), self-employed (14%) or as a daily worker (8%), while 44 per cent were unemployed and looking for a job. The rate of employment was higher among men (73%) than women (52%).

Figure 4. Employment status of active population (n=110)

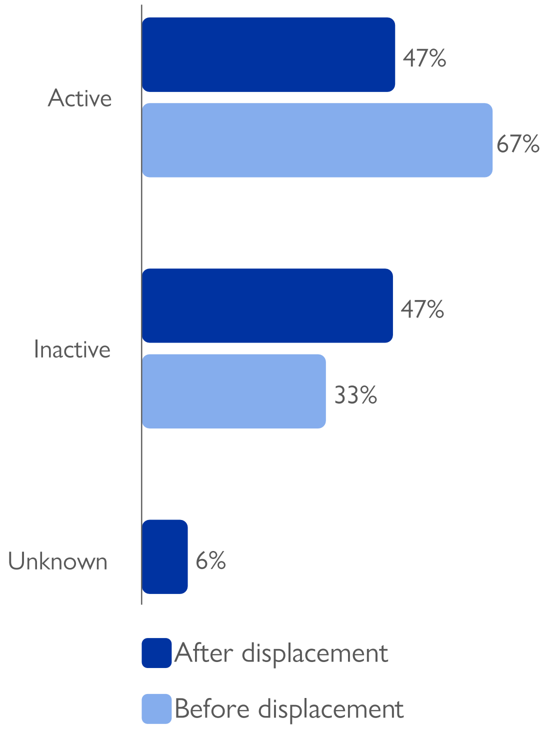




Refugees from Ukraine participate in Romanian language classes in Bucharest, Romania. © IOM 2022

Analysis of the labour market participation of respondents prior to displacement shows that 67 per cent were active and 33 per cent were inactive.The data does show, however, a clear difference in the percentage of respondents who were active prior to displacement (67%) compared to those who were active since being displaced (47%).

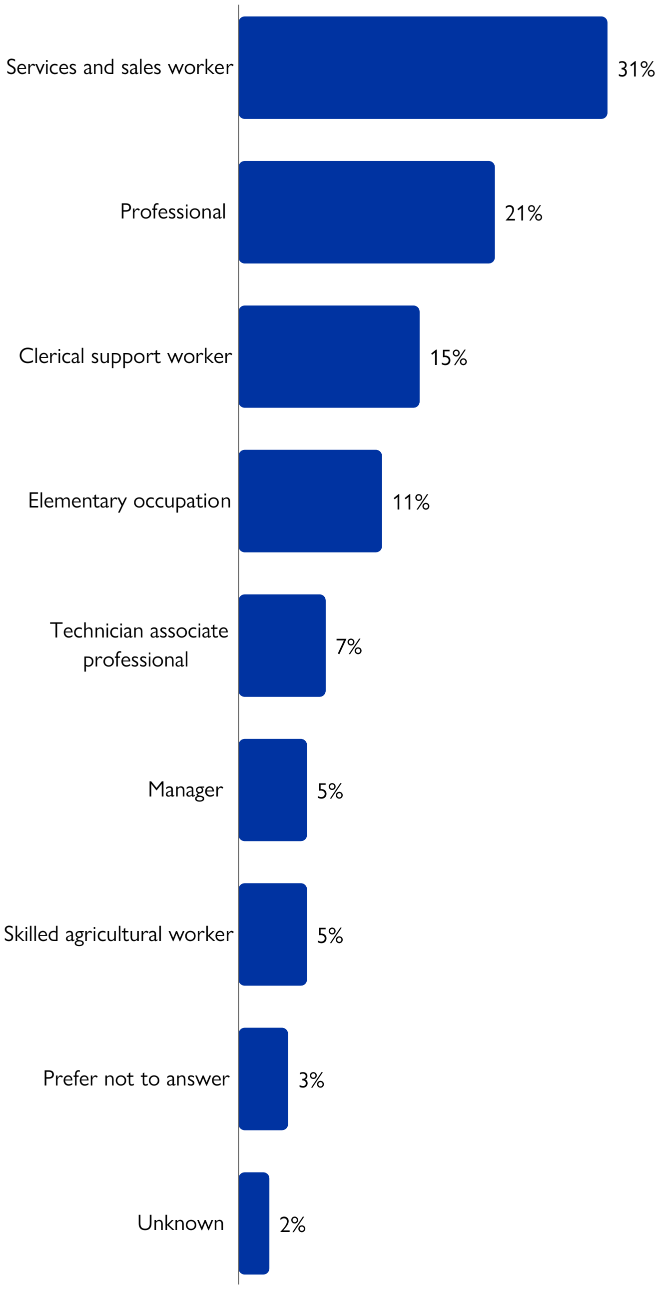
Figure 5. Labour market participation, before and after displacement (n=233)



OCCUPATION

Among respondents disclosing their occupation (n=61), the most common current occupations included services and sales work (31%), professionals (21%), clerical support workers (15%), and entry-level workers (11%). The remaining 30 per cent worked in other sectors, as seen in Figure 6. A more thorough analysis shows that the field of training or experience is not corelated with the actual income-generating occupation that brings money, with the most common fields of training being in engineering (19%), followed by business (16%), services (13%), education (13%), programming(10%) or other fields (23%) such as IT, agriculture and forestry, arts and humanities, social sciences or healthcare. Seven per cent had graduated from secondary or primary education and had no professional expertise.

Figure 6. Share of respondents in most common occupations (%) (n=61)



FINDING EMPLOYMENT

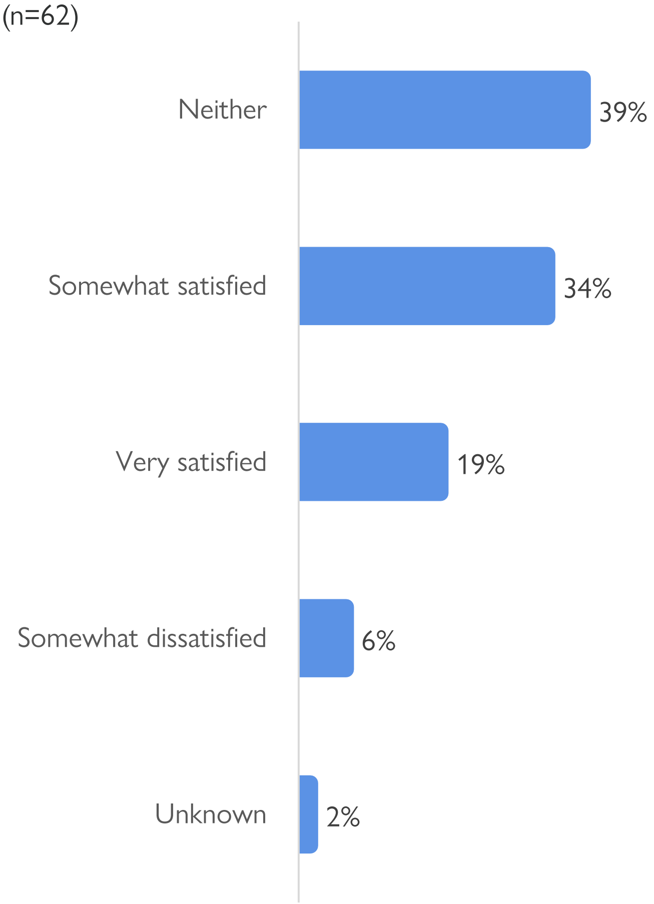
Among those that have had found employment and have had answered this question (n=59), 37 per cent found their current job with the help of their own personal networks, followed by those who found a job throug a Ukrainian employment agency (19%), or social media from Ukraine (10%). An equal share found their actual employment through job portals (10%). Seven per cent mentioned applying through job placement agencies in the host country. Interestingly, more women relied on their personal networks (44% compared to 14%) whereas men relied on Ukrainian employment agencies (29% compared to 16%).

Figure 7. How respondents found their jobs (%) (n=59)

JOB SATISFACTION

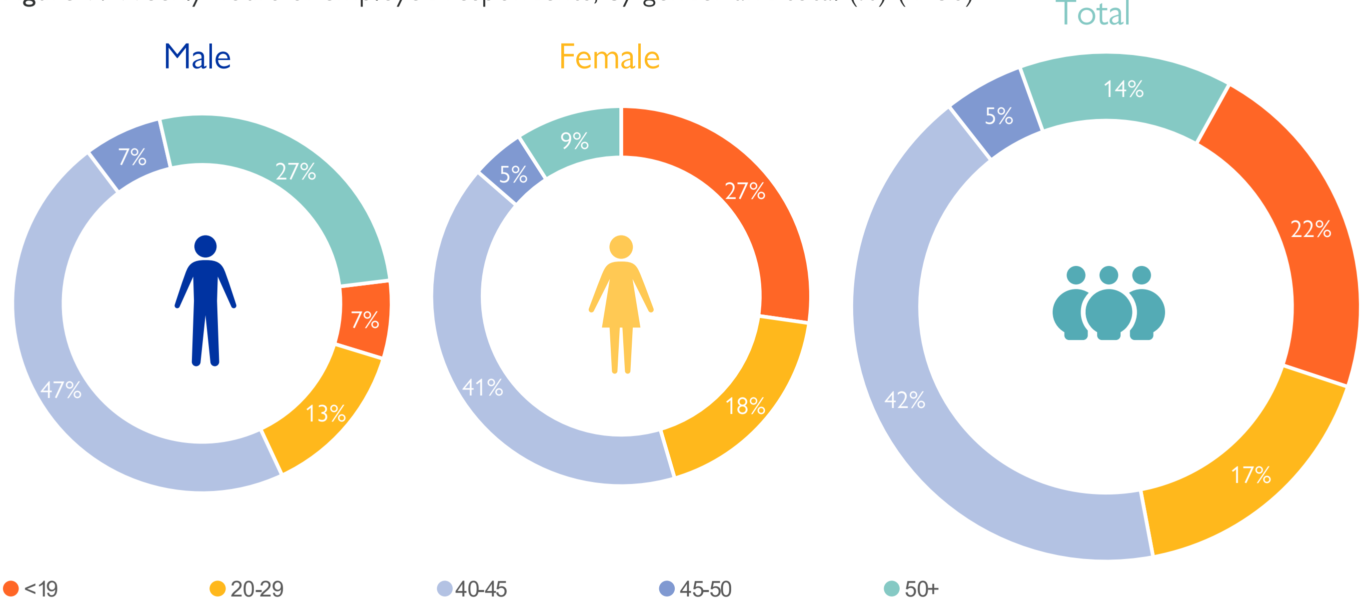
When survey participants were asked about the level of satisfaction regarding their current employment (n=62), nineteen per cent were very satisfied, while another 34 per cent were somewhat satisfied. Significantly, a share of 39 per cent were neither satisfied, nor dissatisfied. Six per cent were somewhat dissatisfied and no respondent stated that they were very dissatisfied with their workplace. Two per cent did not know how to answer this question.

Figure 8. Job satisfaction of employed respondents (%) (n=62)



WORKING HOURS

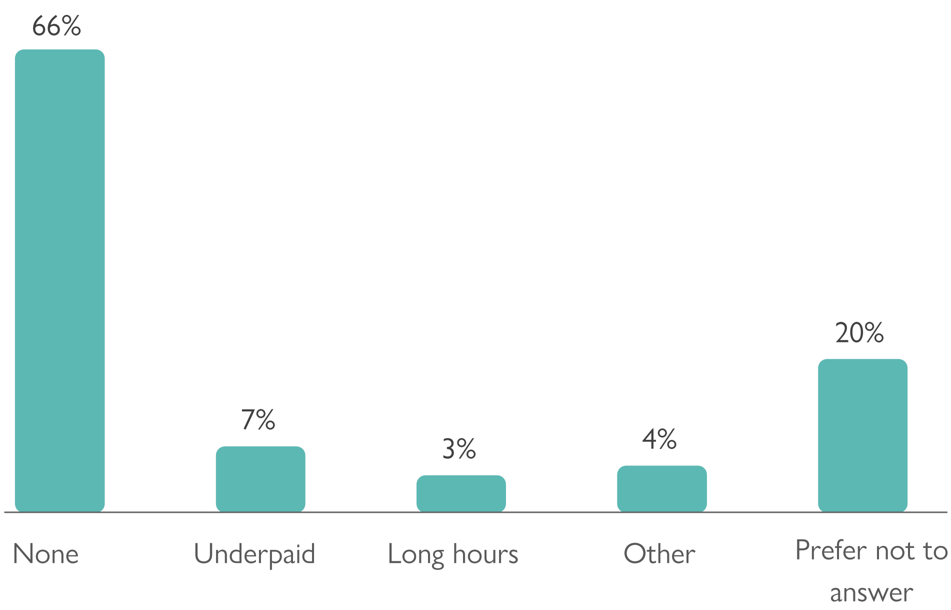
Figure 9. Weekly hours of employed respondents, by gender and total (%) (n=56)



Of those employed who responded regarding their weekly working hours (n=56), the largest share worked between 40 and 45 hours in a week (45%), followed by nearly a quarter of respondents who worked under 19 hours per week (23%). Another 18 per cent worked between 20-29 hours per week, and a small share of 14 per cent worked over 50 hours per week. This shows that close to half of the respondents work with a part-time program. When analysing working hours distribution, by gender, that data shows than women are more likely to work part-time hours compared to their male counterparts (35% compared to 20%). However, a similar share of both men and women work on a normal schedule (46% for men and 41% for women). Men are more likely to work over-time hours (27% compared to 9%).

CHALLENGE

Figure 10. Key problems faced at work for employed respondents (%) (n=70)



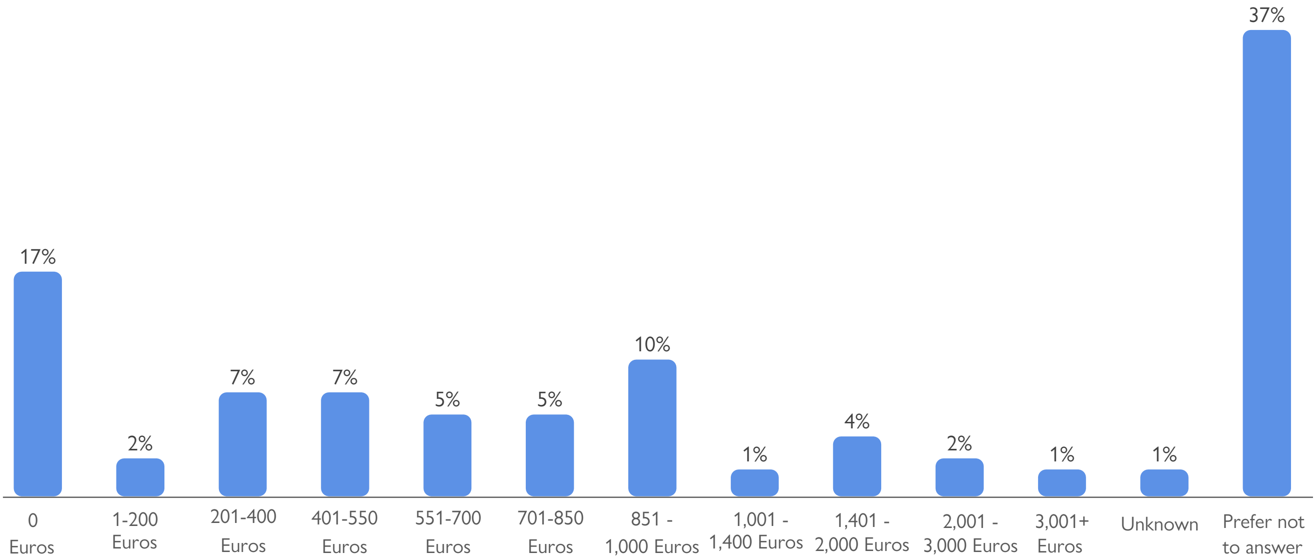
Upon examining the problems in the workplace, more than three quarters of employed respondents did not report any problems (66%), while 20 per cent did not want to give an answer. The top three most common problems were regarding being underpaid (4%), long hours (3%) and other problems (4%) such as the lack of an employment contract or lack of drinking water provided by the employer.

Among all employed respondents, 69 per cent had an official work arrangement, among which 50 per cent had a formal contract in the host country, and 19 per cent had a remote contract with an employer abroad. More than a quarter of respondents (26%) relied on a verbal employment arrangement, while 6 per cent preferred not to share information regarding their work arrangement.

INCOME

When asked about their total income, most respondents did not feel comfortable sharing details on the amount they received (37%). The largest share of respondents who did provide information was earning between 851 – 1000 euros monthly, which was reported by 10 per cent of the respondents. The next most common amounts earned by those active in the labour market (employed and unemployed) were between 401-550 euros reported by seven per cent of the respondents, and 201-400 euros, reported by seven per cent of the respondents.

Figure 11. Monthly income in euros received by employed respondents (%) (n=110)



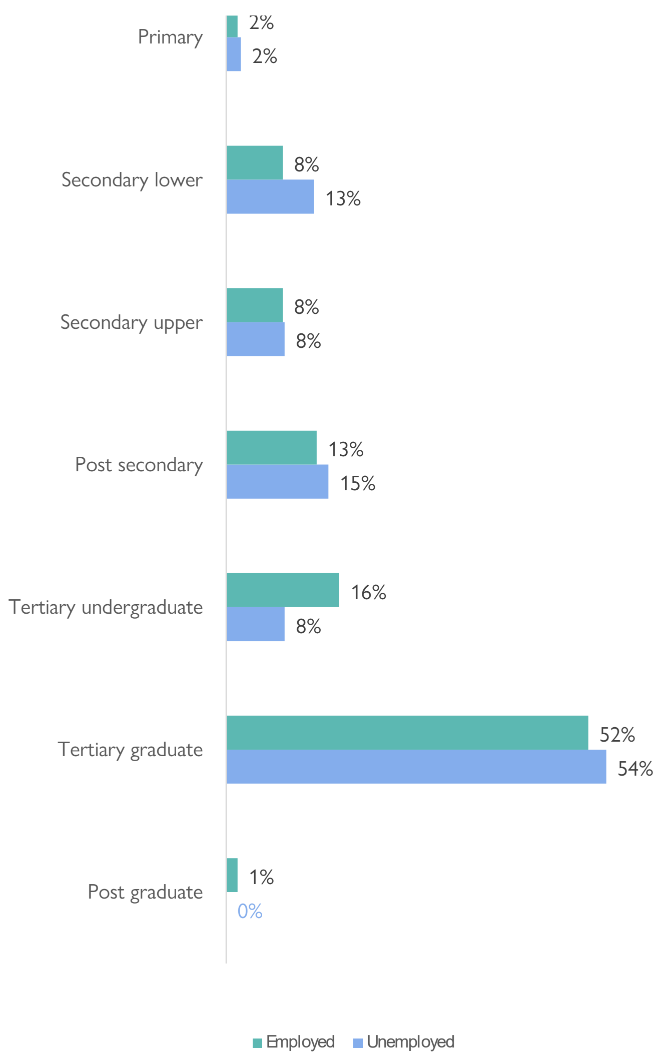
Yoga class held by IOM's MHPSS during a field trip in the Carpathian mountains in Romania . © IOM 2023

ENABLING FACTORS AND BARRIERS TO EMPLOYMENT

LEVEL OF EDUCATION

Most respondents had graduated from tertiary or higher (61%) education. Less than two per cent had completed only their primary school studies, while the remaining respondents had graduated from secondary education (post-secondary education 12%, secondary upper 10% and secondary lower 15%). Both employed and unemployed respondents had similarly high levels of educational attainment. Of employed respondents, 70 per cent had completed tertiary education or higher, while 62 per cent of those unemployed had completed the equivalent.

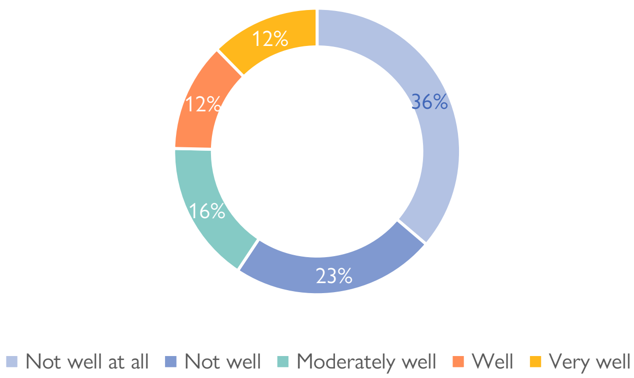
Figure 12. Employed and unemployed respondents by level of education (%) (n=110)



PROFICIENCY IN ROMANIAN

The survey indicates a low level of proficiency in the local language, with only a quarter of the respondents reporting speaking Romanian well or very well. Sixteen per cent rated their Romanian as moderate, while a total of 59 per cent indicated they either have limited proficiency (23%) or no knowledge of the language at all (36%).

Figure 13 .Level of fluency (%) (n=233)



A Ukrainian woman in her new home. © IOM 2023

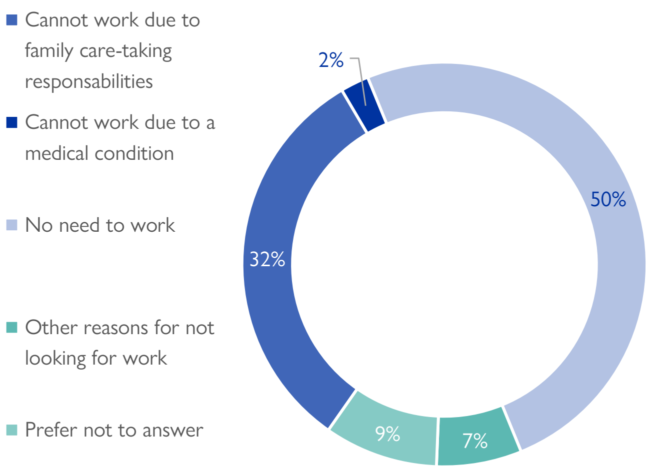
INACTIVE POPULATION

Among respondents who provided information about their employment status (n=233), 47 per cent were inactive. The inactive population (n=109) consisted of respondents who were unemployed and not seeking work (40%), respondents on parental leave (29%), students (23%), and retirees (7%).

Of those who were unemployed and not looking for a job (n=44), 32 per cent were unable to look for a job due to their familial duties.An additional half of this group of respondents did not want to or feel a need to seek employment. Notably, more women were unemployed and not looking for a job compared to their male counterparts (88% versus 12%). This could be attributed to additional barriers related to familial responsibilities, as 64 per cent of those unemployed and not seeking a job had children within their households.

Notably, 35 per cent of the of female respondents within this group were on parental leave, compared to only five per cent of the men. Among students surveyed, 70 per cent identified as men and 12 per cent as women.

Figure 14. Reasons for being unemployed and not looking for a job (%) (n=74)

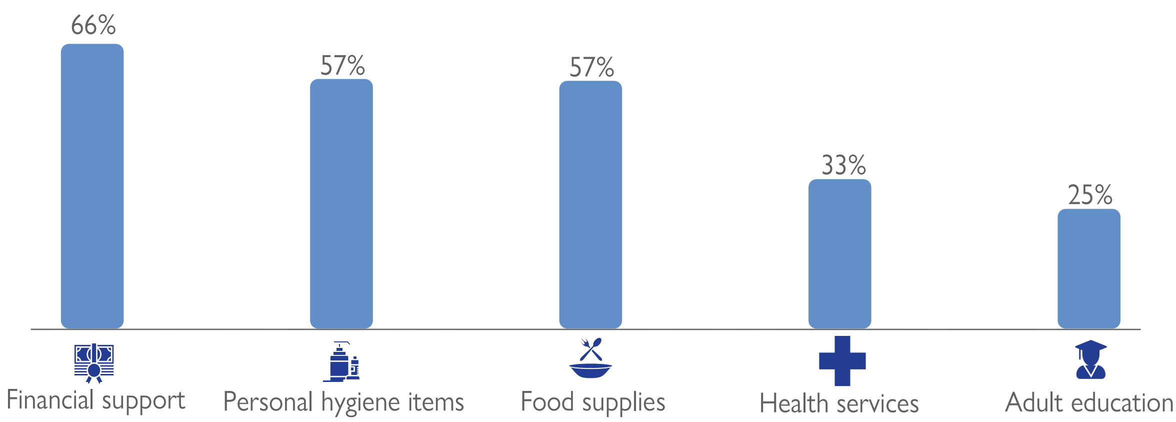


ECONOMIC AND FINANCIAL NEEDS

PRIORITY NEEDS

Financial support ranked among the most pressing needs for 66 per cent of respondents. This was followed by personal hygiene items (57%), food supplies (57%), and health services (33%). Employment support was mentioned by 25 per cent of respondents. Among those who were employed (n=62), financial support (65%) was mentioned less frequently than by unemployed respondents (81%). For unemployed respondents (n=48), the most pressing needs were for general information (81%), financial support (81%), food supplies (77%) and support to start a business (73%), indicating the need to understand how to navigate the local community.

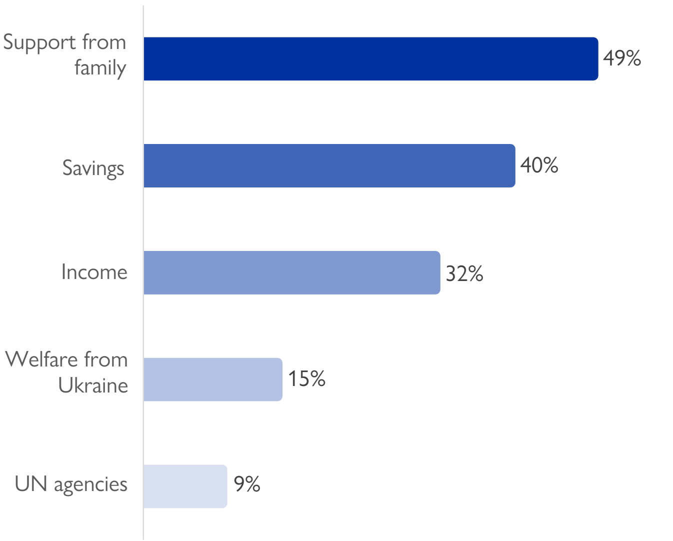
Figure 15. Respondents' top 5 needs (%) (n=233)



FINANCIAL SECURITY (EXPENSES)

Nearly half of all respondents (49%) covered their daily expenses with support from their families. This was closely followed by those covering daily expenses from savings (40%). Another 32 per cent used their income to cover daily expenses, and others received welfare benefits from Ukraine (15%), or from UN agencies (9%). Other sources (21%) included support from authorities, borrowed money, or support from NGO's.

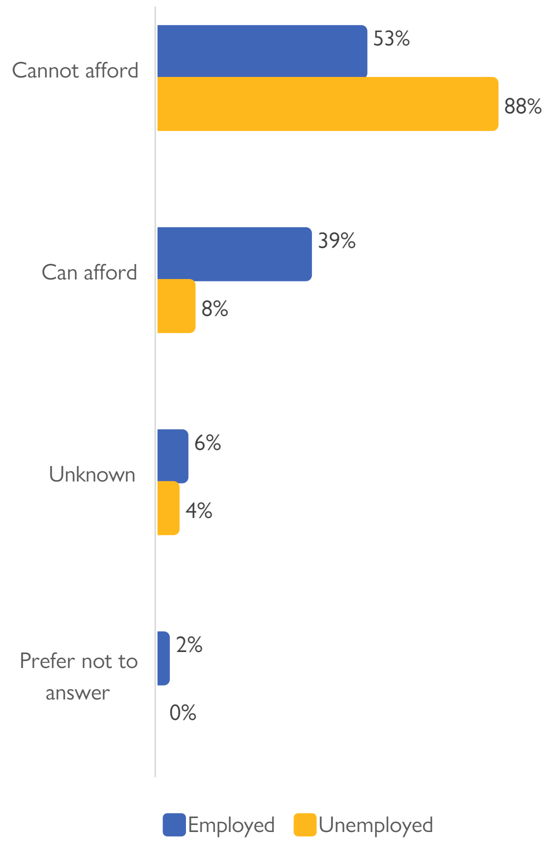
Figure 16. Top 5 sources of income to pay expenses (%) (n=233)



Respondents who were employed had more confidence in being able to cover an unexpected expense of 100 euros. Among those who were employed, a higher share reported being able to cover an unexpected expense (39%), while 53 per cent still could not afford it. Among unemployed respondents, 88 per cent lacked the financial means to afford this expense.

The survey found that most respondents faced financial insecurity. Nearly seven out of ten (67%) respondents would have been unable to cover an unexpected expense of 100 euros. Slightly less than one-quarter (24%) declared that they would have means to do so if an unexpected expense had arisen. A small portion (7%) were uncertain of their financial capacity to cover such an expense and two per cent of respondents preferred not to answer.

Figure 17. Ability to afford an unexpected expense of 100 euros, by employment status (%) (n=110)



CONCLUSION

The data indicates that the labour market partly responds to the expertise and education levels of Ukrainian nationals, yet many still struggle to find employment. The main barrier when looking for employment is the lack of knowledge of the local language, followed by the lack of information on how to navigate the labour market. The most common employment sources are personal connections, followed by Ukrainian employment agencies and job portals. Most respondents face financial insecurity, with over two-thirds (67%) unable to afford an unexpected expense of 100 euros. Ultimately, despite the alignment between Ukrainian nationals' qualifications and the labour market needs, significant challenges such as language barriers and unfamiliarity with local employment processes hinder their full economic integration and financial stability..

METHODOLOGY

IOM's Displacement Tracking Matrix (DTM) is a system to track and monitor displacement and population mobility. It is designed to regularly and systematically capture, process and disseminate information to provide a better understanding of the movements and evolving needs of displaced populations, whether on site or en route.

Since April 2022, IOM Displacement Tracking Matrix has been regularly surveying refugees from Ukraine who are residing in the eleven countries included in the Regional Refugee Response Plan for Ukraine. The aim of the survey is to improve the understanding of their profiles, displacement patterns, intentions, and needs. The survey is deployed in five countries neighbouring Ukraine – Belarus, Hungary, Poland, the Republic of Moldova, and Romania, and an additional five countries in Europe impacted by the arrivals of refugees from Ukraine: Bulgaria, Czechia, Estonia, Latvia, and Lithuania.

Face-to-face surveys were conducted by trained enumerators, with adult refugees from Ukraine (18+ years old). Surveys were collected at selected locations (information centres, humanitarian aid distribution points, accommodation centres, transit points and IOM premises) in Romania. The survey is anonymous and voluntary, administered after obtaining consent from the respondent. Respondents can stop the survey at any time. In Romania, the questionnaire is available in English, Ukrainian and Russian, and the preferred language is determined by the interviewee. Only fully completed surveys are considered for analysis. Prior to the start of the survey, all enumerators were trained by IOM on DTM standards, the use of Kobo application, IOM approach to migrants' protection and assistance, the ethics of data collection and the provision of information and referral mechanism in place

ABOUT THE SURVEY

Aim

To improve the understanding of the profiles of refugees from Ukraine residing in Romania, including their displacement patterns, intentions, and needs

Target Population

The present analysis focuses on the economic integration and employment prospects of working-age (18-64 years-old) refugees from Ukraine.

Location and execution

Face-to-face surveys were conducted by trained enumerators stationed at selected locations in Romania. Surveys are conducted in English, Ukrainian and Russian with the help of a mobile application.

Regional data collection ad analysis:

The survey is deployed in 10 countries: 5 neighbouring countries (Belarus, Hungary, Poland, the Republic of Moldova, Romania), and 5 other countries (Bulgaria, Czechia, Estonia, Latvia, and Lithuania) impacted by the arrival of refugees from Ukraine.

LIMITATIONS

The sampling framework was not based on verified figures of refugees from Ukraine entering through all land border points or staying in the various regions where the surveys are conducted, due to the lack of baseline information.

The geographic spread of enumerators deployed captures a wide range of locations. Whilst the overall results cannot be deemed as representative, the internal consistency of data collection in each country and at the regional level suggests that the current sampling framework produces findings of practical value.

While every attempt was made to capture all types of locations, the operational reality of fieldwork was confronted with diverse levels of accessibility, including the different availability of target individuals to comfortably spend 10-20 minutes responding to the questionnaire depending on a mix of personal conditions. Other factors more related to the conditions at a specific location and period, such as organizational changes in the entry and transit areas from national authorities, or weather conditions, also play a role.

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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 of 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 in the country of displacement; 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 refugees from Ukraine.

For more information, please consult:

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

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