

# REPUBLIC OF MOLDOVA

## ECONOMIC INTEGRATION OF REFUGEES FROM UKRAINE



JANUARY – MARCH 2024

The opinions expressed in this publication are those of the authors and do not necessarily reflect the views of the International Organization for Migration (IOM). The designations employed and the presentation of material throughout the report do not imply expression of any opinion whatsoever on the part of IOM concerning the legal status of any country, territory, city or area, or of its authorities, or concerning its frontiers or boundaries.

IOM is committed to the principle that humane and orderly migration benefits migrants and society. As an intergovernmental organization, IOM acts with its partners in the international community to: assist in meeting the operational challenges of migration; advance understanding of migration issues; encourage social and economic development through migration; and uphold the human dignity and well-being of migrants.

This publication was made possible through the support provided by the U.S Department of State: Bureau of Population, Refugees and Migration (PRM).

## PUBLISHER

International Organization for Migration  
Regional Office for South-Eastern Europe,  
Eastern Europe and Central Asia  
Dampfschiffstrasse 4/10-11, 1030 Vienna  
Austria  
+43 1 581 22 22  
Website: <https://rovienna.iom.int/>  
Contact: [roviennadataresearch-newsletter@iom.int](mailto:roviennadataresearch-newsletter@iom.int)

International Organization for Migration Country Office in  
the Republic of Moldova  
Le Roi Business Center, Strada Sfatul Tarii 29, 9th floor,  
Republic of Moldova  
+373 (6) 800 33 11  
Website: <https://moldova.iom.int/>  
Contact: [IOMMoldovaDTM@iom.int](mailto:IOMMoldovaDTM@iom.int)

This report was issued without formal editing by IOM.

**Cover photo:** A DTM enumerator interviews participants at the inauguration of a playground renovated by IOM in the border city of Otaci, Republic of Moldova. © IOM 2024

**Citation:** International Organization for Migration (IOM), May 2024. "DTM Republic of Moldova: Economic integration of refugees from Ukraine". January-March 2024. IOM, Republic of Moldova.

**Layout design:** Crimson – [itscrimson.com](http://itscrimson.com)

For more information on terms and conditions of DTM reports and information products, please refer to: <https://dtm.iom.int/terms-and-conditions>

**Release date:** June 2024

© IOM 2024

Some rights reserved. This work is made available under the Creative Commons Attribution-NonCommercial-NoDerivs 3.0 IGO License (CC BY-NC-ND 3.0 IGO).\*

For further specifications please see the Copyright and Terms of Use.

This publication should not be used, published, or redistributed for purposes primarily intended for or directed towards commercial advantage or monetary compensation, with the exception of educational purposes, e.g. to be included in textbooks.

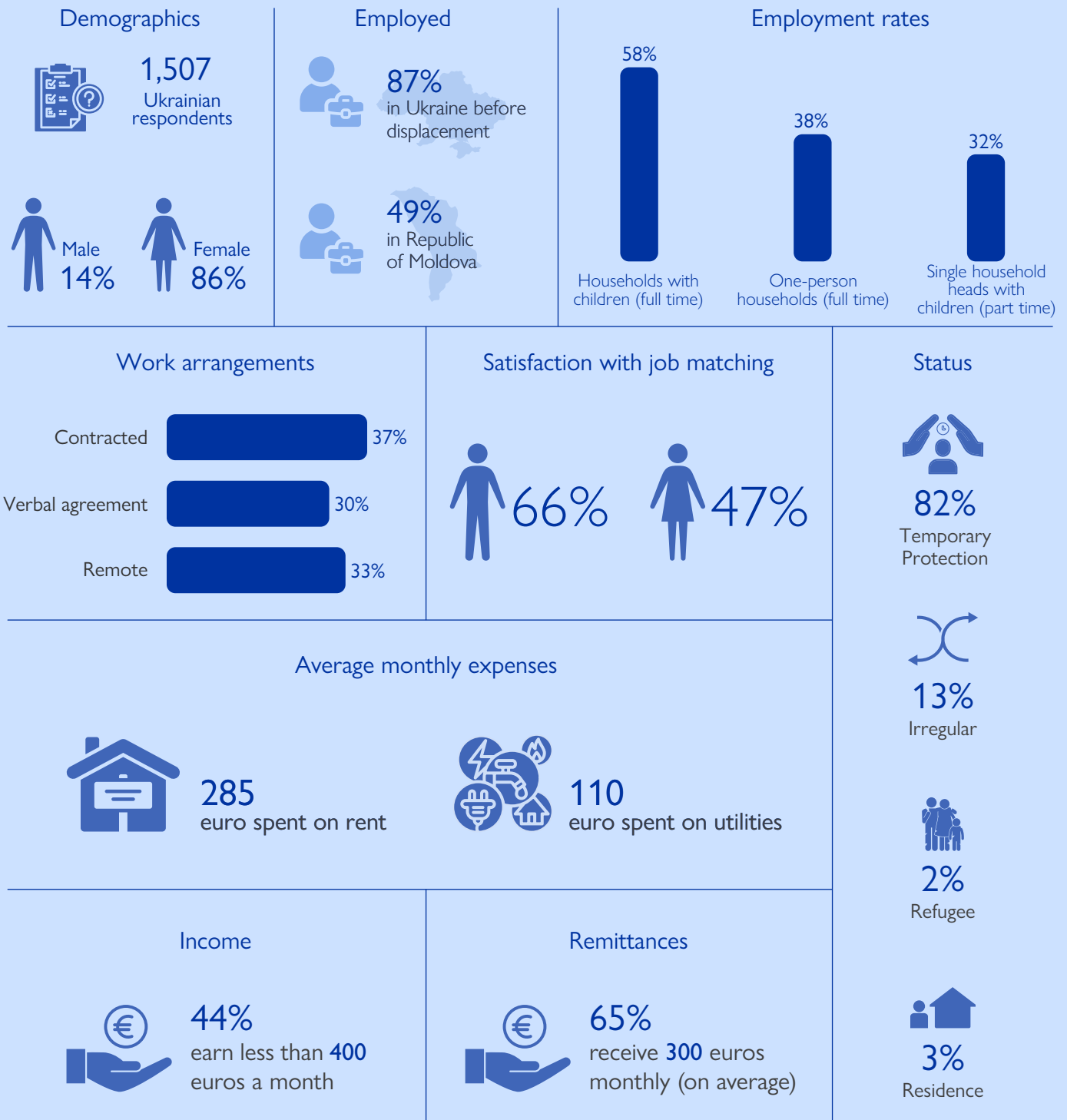
Permissions: Requests for commercial use or further rights and licensing should be submitted to [publications@iom.int](mailto:publications@iom.int).

\* <https://creativecommons.org/licenses/by-nc-nd/3.0/igo/legalcode>

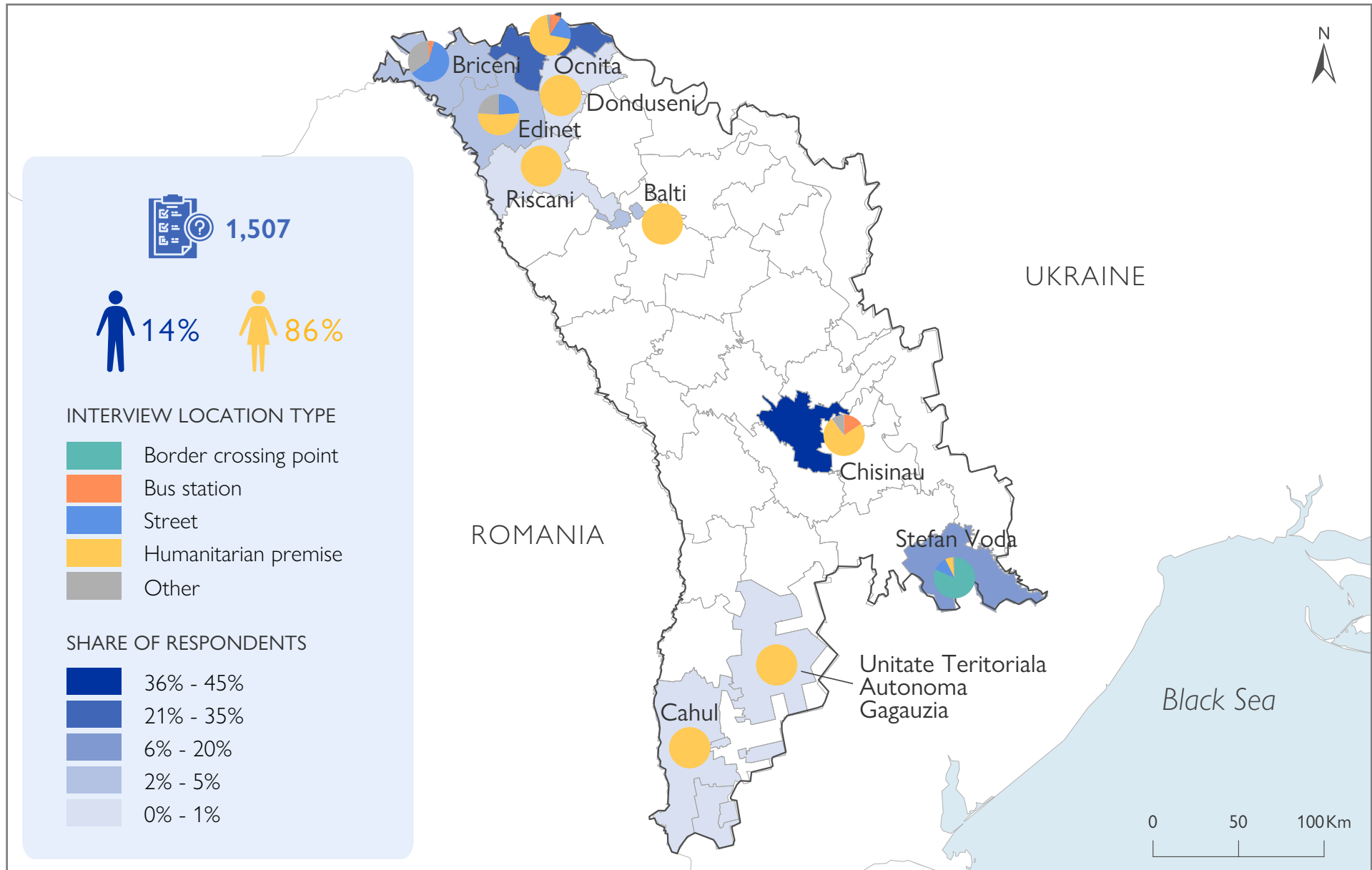
# TABLE OF CONTENTS

KEY FINDINGS	4
INTRODUCTION	6
ACTIVE POPULATION	8
INACTIVE POPULATION	12
INCOME	12
ENABLING FACTORS AND BARRIERS TO EMPLOYMENT	15
FUTURE PROSPECTS, ASPIRATIONS, AND NEEDS	17
METHODOLOGY	20

# KEY FINDINGS



**Map:** Number of surveys and locations of data collection in the Republic of Moldova, January - March 2024



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

## INTRODUCTION

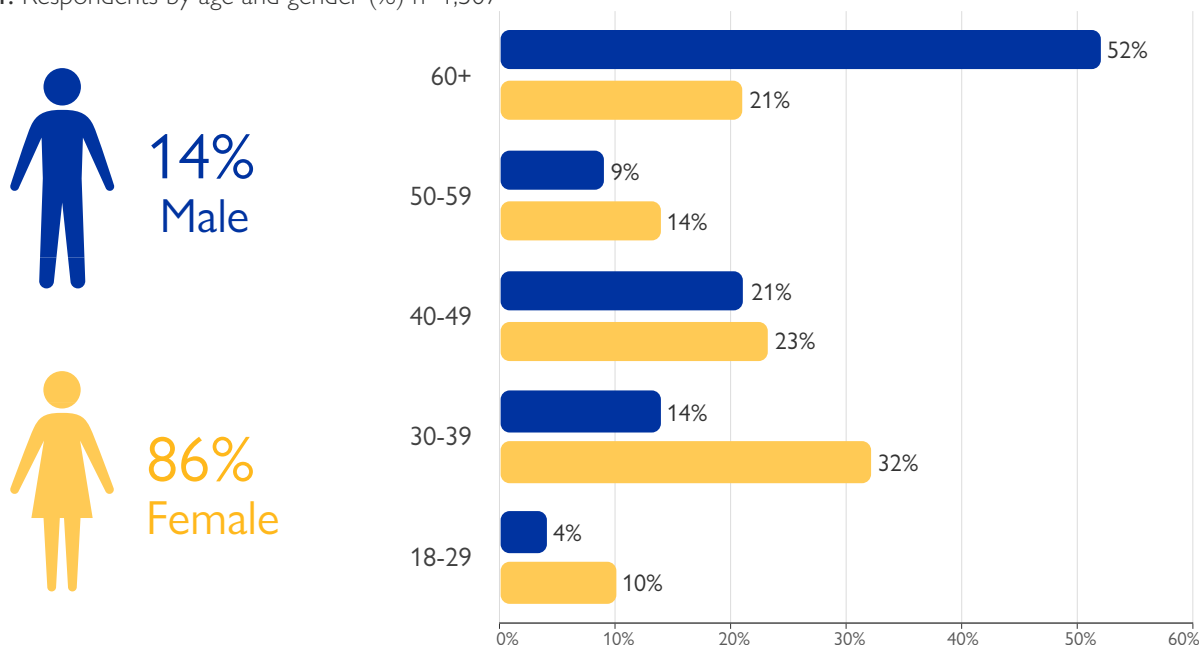
The IOM’s Displacement Tracking Matrix collected data through Surveys with Refugees in the Ukraine Response region from January to March 2024. In the Republic of Moldova, they interviewed a total of 1,507 individuals. This report focuses on the economic integration of the respondents, delving deeper into their employment profiles, skills, and prospects for participation in the local labour market.

The top three regions where data from interviews were collected were Chisinau (45%), Ocnita (30 %), and Stefan Voda (16 %). The remaining nine per cent were collected in Edinet (3%), Balti (2%), Briceni (2%), Cahul (1%), and Donduseni (1%). These interviews were mainly conducted at NGOs premises

(31%), IOM premises (17%), bus and train stations (17%), border crossing points (13%), and on the street (9%).

Among respondents (n=1,507), women constituted 86 per cent, while men accounted for the remaining 14 per cent. The majority of women were distributed across the 30-39 age group (32%) and the 40-49 age group (23%). Similarly, among men, the largest proportion fell within the 30-39 age group, comprising 52% per cent. A total of 1,250 (83%) respondents were of working age (aged between 18 and 64 years old). The share of working age female respondents was of 86 per cent, compared to 64 per cent for male respondents.

Figure 1. Respondents by age and gender (%) n=1,507



## STATUS

In order to better understand the economic integration of refugees from Ukraine into the Republic of Moldova, it is important to examine their legal status.

The majority of participants possessed Temporary Protection Status (82%).<sup>1</sup> Only two per cent of respondents each had refugee status (2%), or long-term residence permits (2%). An even smaller proportion held Moldovan citizenship as their

second citizenship (1%). Notably, 13 per cent reported having irregular status at the time of the interview.<sup>2</sup>

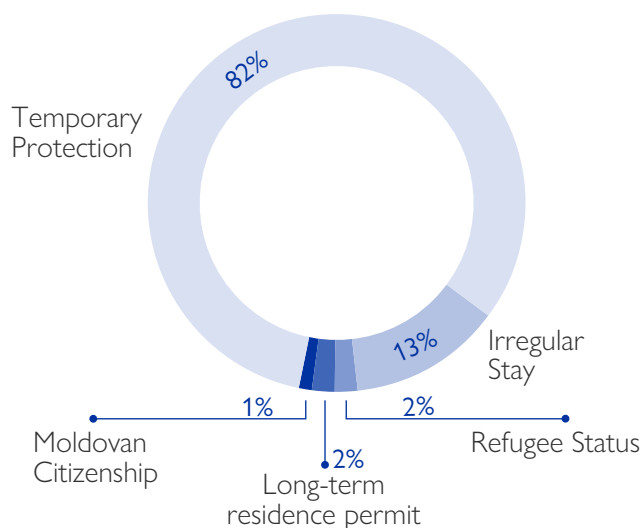
It should be noted, the data regarding respondents’ legal status may be limited due to potential reluctance to divulge their true legal status. The high percentage of respondents reporting legalized status in the Republic of Moldova is a positive development, nonetheless. According to Law no.105 from 2018 on the promotion of employment, individuals residing in

1. Since March 2023, the Government of the Republic of Moldova has granted Temporary Protection (TP) Status to persons displaced from Ukraine as a form of immediate protection, granting them access to essential services in the Republic of Moldova. TP has been extended until 1 March 2025. Source: General Inspectorate for Migration (Chisinau, 2024). “The temporary protection for Ukrainians on the territory of the Republic of Moldova is to be extended”, accessed 15 May 2024.

2. According to Law No. 200 of 2010 and its subsequent amendment on December 28, 2023, a person with irregular status is defined as a foreigner who does not meet or no longer meets the conditions for entry, stay, or residence in the Republic of Moldova. Source: Parliament of the Republic of Moldova, (Chisinau, 2024). <<https://www.refworld.org/legal/legislation/natlegbod/2010/en/104333>>, accessed 15 May 2024.

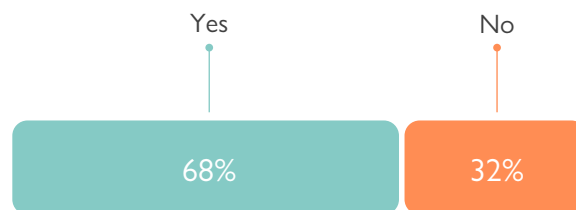
the Republic of Moldova with recognized statelessness, asylum, and temporary protection (TP) are entitled to access labour markets and social services the same way citizens do.<sup>3</sup> This grants refugees from Ukraine legally residing in the Republic of Moldova the opportunity to participate in the labour market and access services such as registering as job seekers with the National Employment Agency (NEA), thereby facilitating their effective participation in the economy.

**Figure 2.** Legal status in the Republic of Moldova (%), n=1,507



A potential proxy indicator for assessing the level of economic integration of refugees from Ukraine could be the establishment of a personal bank account in the host country. This is frequently a requirement set by employers before formalizing an employment agreement. As illustrated in the chart below, a majority of respondents (68%) reported not having a bank account, while almost one-third (32%) reported having opened an account since their arrival. A noticeable disparity emerged between respondents who were employed at the time of the interview and those who were unemployed and seeking work. Indeed, the majority of those employed (69%) possessed a bank account, nearly four times more than the proportion of unemployed respondents who also had a bank account (17%). The absence of a bank account was primarily attributed by respondents to the lack of necessity (57%), ineligibility (24%), or unfamiliarity with the process (4%). Another 10 per cent of respondents expressed the intention to open an account in the near future, while the remaining five per cent preferred not to respond.

**Figure 3.** Bank account holders (%), n=1,507

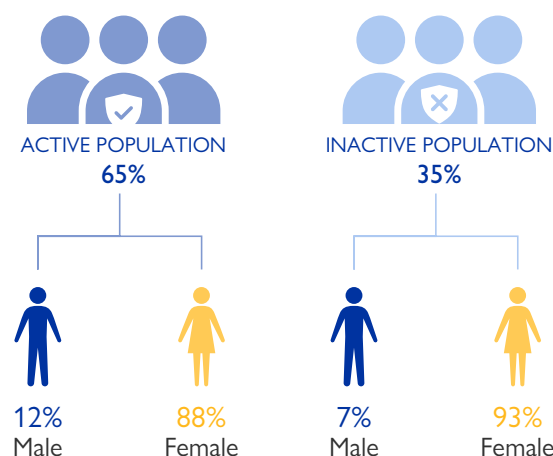


### TRENDS IN UKRAINE

Within the working-age bracket (n=1,250), 811 respondents (65%) reported that they were actively involved in the labour market before leaving Ukraine. This includes those employed and those unemployed and looking for a job. This is a higher share compared to the labour market participation after being displaced in the Republic of Moldova which is 59 per cent. The remaining 35 per cent were part of the inactive population as they were retired, students, on parental leave, or unemployed and not looking for a job.

For the active population in Ukraine, 87 per cent were employed, while 13 per cent were unemployed and looking for a job. This highlights considerably higher levels of employment before being displaced from Ukraine. Among those who were previously employed, 76 per cent were in regular employment, eight per cent were informal or daily workers, and three per cent were self-employed.

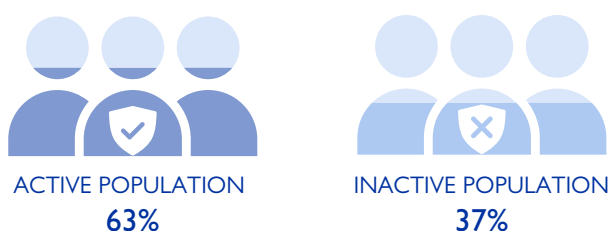
**Figure 4.** Labour market participation in Ukraine before displacement, by gender (%), n=1,250



3. National Employment Agency, (Chisinau, 2021). "LAW no. 105 from 14-06-2018 on the promotion of employment and unemployment insurance", accessed 15 May 2024.

## ACTIVE POPULATION

Migrant participation in the labour market exhibited a decrease among working-age refugees from Ukraine after their displacement in the Republic of Moldova. At the time of the interview, 59 per cent of the respondents were actively engaged in the labour market, while the remaining 41 per cent were inactive. This decrease could be attributed mostly to less women being a part of the labour force which fell from 64 per cent in Ukraine to 57 per cent in the Republic of Moldova. On the other hand, the proportion of active male respondents remained unchanged at 75 per cent.



A higher share of working-age male respondents (75%) was active compared to female respondents (57%). Among the active respondents, the majority were aged between 30 and 39 (35%) and 40 and 49 (37%) years. The highest percentage of inactive individuals (38%) were aged between 30 and 39 years.

Figure 5. Labour market participation by gender (%) n=1,250

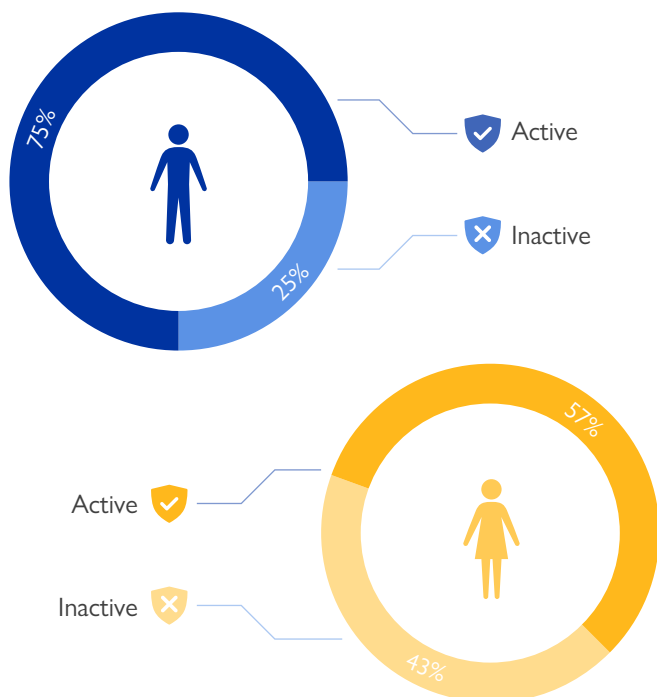
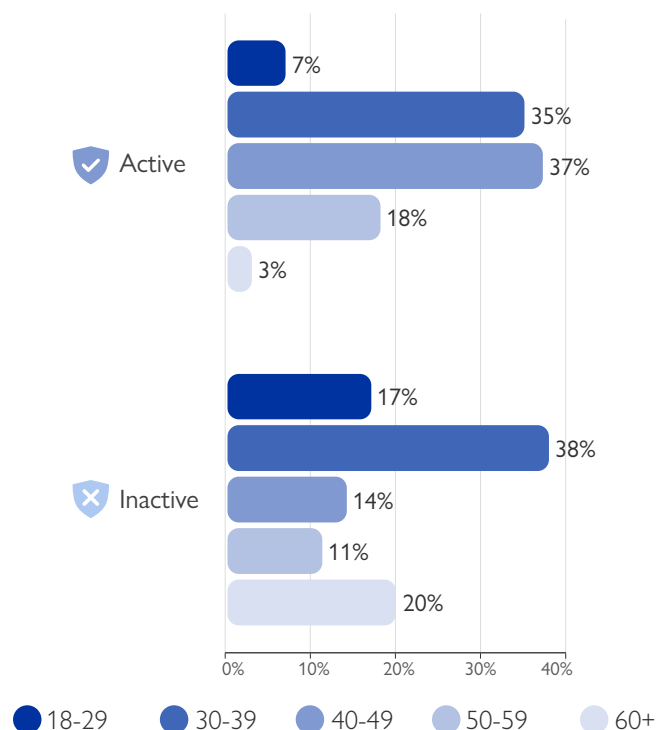
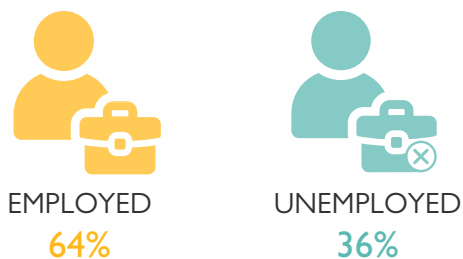


Figure 6. Labour market participation by age (%) n=1,250



## EMPLOYMENT

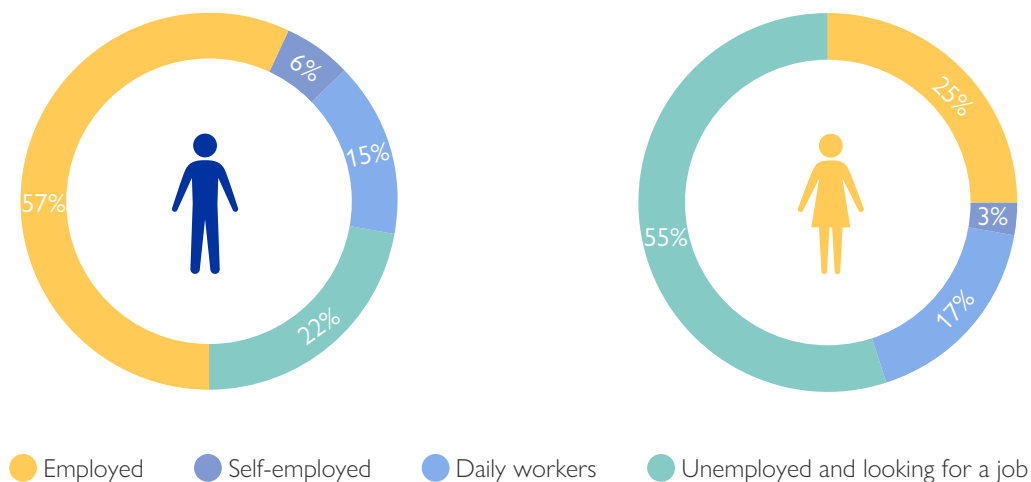
At the time of the interview, a slightly higher proportion of respondents were unemployed and looking for a job (51%), than those who were employed (49%). Among them, 87 per cent of those employed were women and 13 per cent were men.



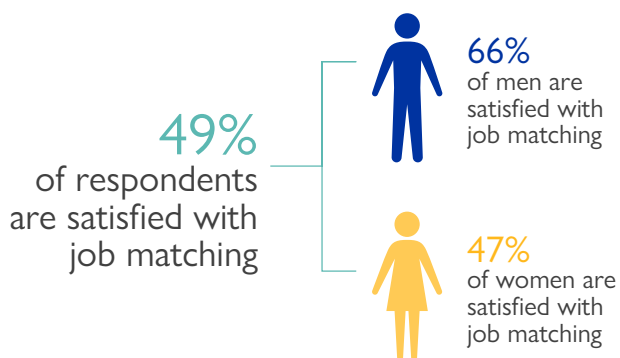
Twenty-nine per cent of the active population was in regular employment, followed by informal and daily workers at 17 per cent. A small proportion were self-employed (3%). More men were in regular employment compared to women at the time of interviews (57% versus 25%). Conversely, the share of unemployed women (55%) was more than double that of men (22%).



Figure 7. Employment status within active population, by gender (%), n= 732



### JOB MATCHING



Overall, almost half of the respondents (49%) reported being either somewhat satisfied or very satisfied with their working arrangement. Men exhibited higher satisfaction levels than women (66% versus 47%). On the other hand, the share of respondents that were either somewhat or very dissatisfied was considerably lower, with seven per cent of the respondents reporting it. Among women only eight per cent were either somewhat or very dissatisfied, while no men reported any level of dissatisfaction.

While dissatisfaction with working conditions was high among the active population, 12 per cent of those inactive were also dissatisfied regarding their situation. Of the active population, 11 per cent were unemployed and currently looking for a job, while one per cent were informal and daily workers.

Almost all the respondents mentioned the reasoning for their dissatisfaction included limited employment opportunities in the Republic of Moldova and difficulties they have encountered while looking for a job. Several respondents could not find appropriate work to match their higher education level (35%).

A small percentage of participants (4%) indicated that their challenges were exacerbated by their limited proficiency in Romanian. Additionally, a few highlighted the scarcity of job opportunities in their localities (3%) and unappealing work conditions (5%).

Regarding the working conditions and problems faced while working in the Republic of Moldova, eight per cent of the respondents' employers did not want to offer a registered working contract, seven per cent stated that the working hours were longer than agreed, and six per cent were being underpaid.

“I have a business degree, and higher education, yet the only job I found is as an office cleaner. It is difficult to find a job in the Republic of Moldova.”

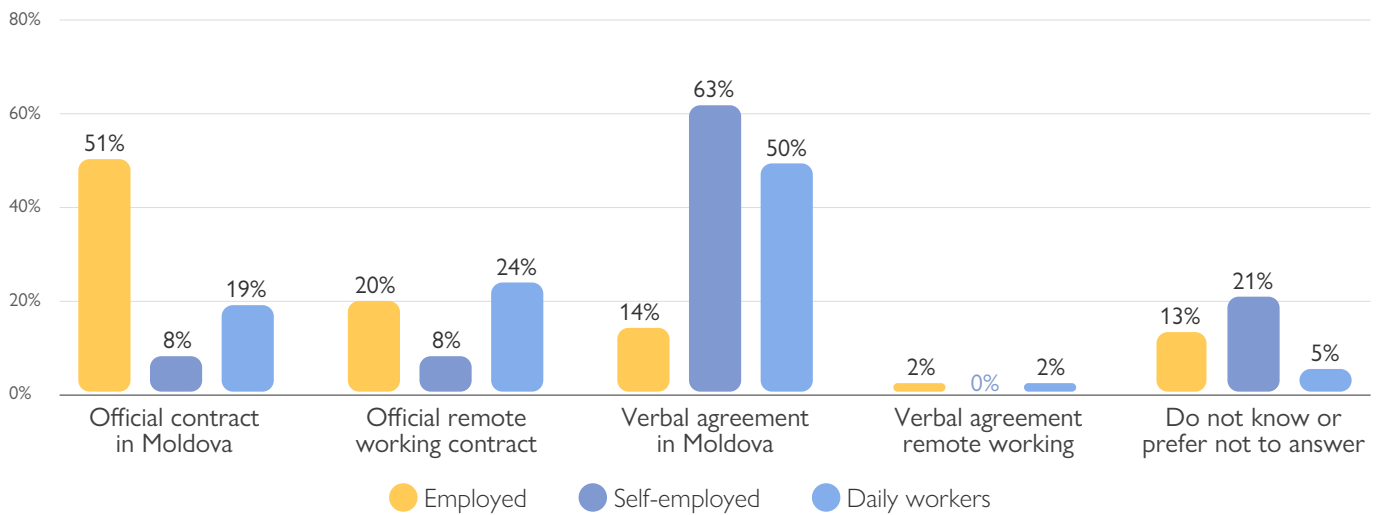
*Forty-nine-year-old woman, originally from Kyiv, residing in Chisinau, Romania*

## ARRANGEMENT

Those who reported having regular employment had a higher share of official working contracts than respondents in other employment categories. Fifty-one per cent of the employed respondents had an official contract, while 20 per cent had a remote working contract in another country. On the other hand,

the majority (63%) of those self-employed were working based on a verbal agreement. Half of the informal and daily workers had a working arrangement based on a verbal agreement in the Republic of Moldova (50%) or in another country (2%).

**Figure 8.** Working arrangement, by employment status (%), n=359

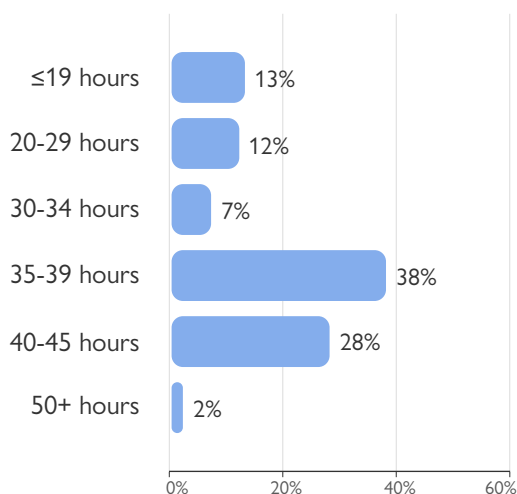


## WORKING HOURS

Two thirds of the respondents (66%) worked between 35 and 45 hours per week. A smaller proportion reported having a part-time type of arrangement and working up to 29 hours per week (12%), or less than 19 hours weekly (13%). More women were working less than 29 hours weekly than men (27% versus 16%).

One-third (32%) of the single-headed households with children, or households where only one adult was caring for one or more minors, worked less than 19 hours per week. This was considerably higher than the proportion reported by other households with children (7%).

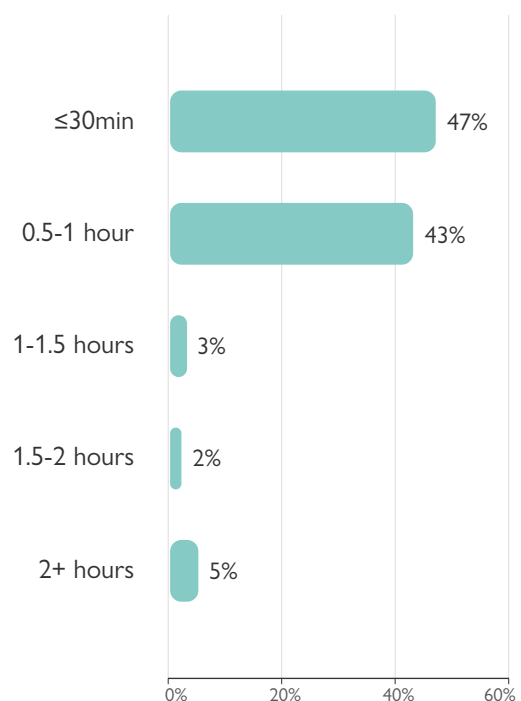
**Figure 9.** Hours worked in a week (%) n=301



## COMMUTE

Almost all the working-age respondents who were being employed were commuting less than 30 minutes per day to work (47%) or between half an hour and one hour per day (43%). This might indicate that the majority of the respondents found employment in close proximity to their place of residence.

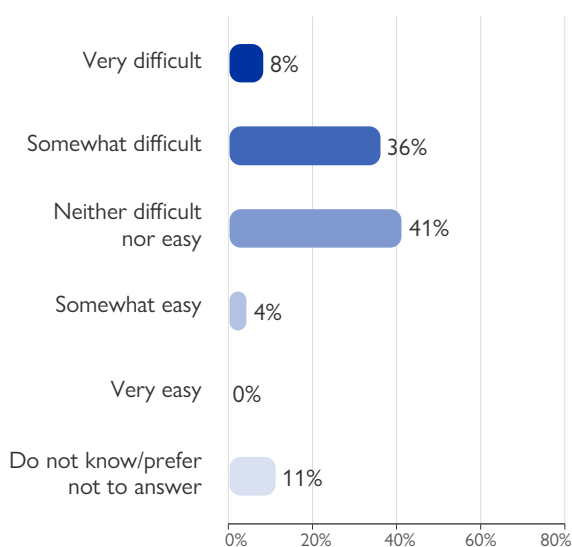
**Figure 10.** Hours spent commuting daily (%) n=323



## JOB SEEKING CHALLENGES AND STRATEGIES

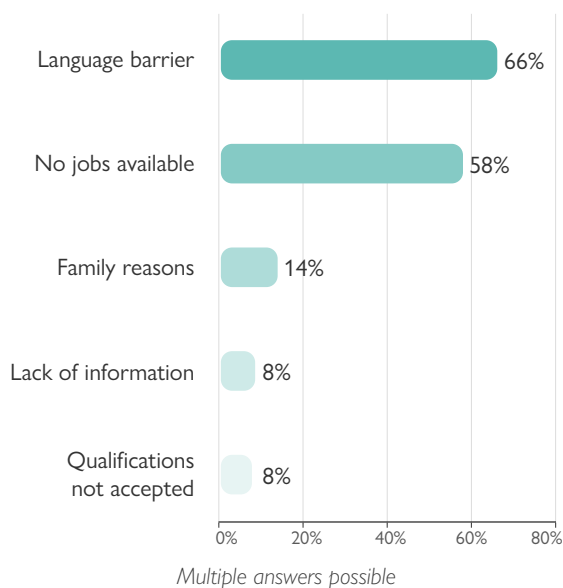
Nearly half of the respondents (44%) encountered difficulties when looking for a job whereas only four per cent reported job seeking a somewhat easy task. This highlights the difficulties refugees from Ukraine might face when trying to integrate in the local labour market.

**Figure 11.** Difficulty finding employment (%) n=732



According to most respondents, a series of barriers complicate the process of economic integration. In the first place, a significant majority (66%) identified the language barrier as a difficulty. While almost all the respondents reported knowing Russian, which is a well-known language across the Republic of Moldova, the lack of knowledge of Romanian was still a significant barrier in their integration. Another barrier mentioned by more than half of the respondents was the lack of available jobs in the host community (58%).

**Figure 12.** Top 5 barriers encountered looking for employment



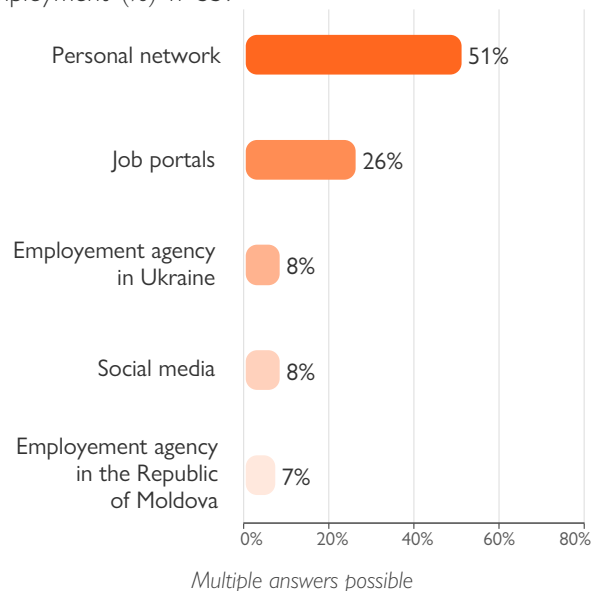
While the language barrier was identified as the primary obstacle in job hunting by most respondents, only 28% of those unemployed have begun a language course to enhance their employment prospects. Strategies used to find employment were through social media (50%), consulting job portals (39%), sharing their curriculum vitae (36%), and asking their personal networks. This highlights the importance of online outlets and spaces as a source of information for refugees from Ukraine, but also their importance in the process of their economic integration.

**Figure 13.** Actions taken to find employment (%) n=373



Among employed respondents, half (51%) found a job through word of mouth and personal connections. One quarter (26%) used varying types of job portals. The remaining respondents utilized employment agencies in Ukraine (8%) and in the Republic of Moldova (7%), as well as social media (8%).

**Figure 14.** Top 5 strategies that helped the respondent find employment (%) n=359



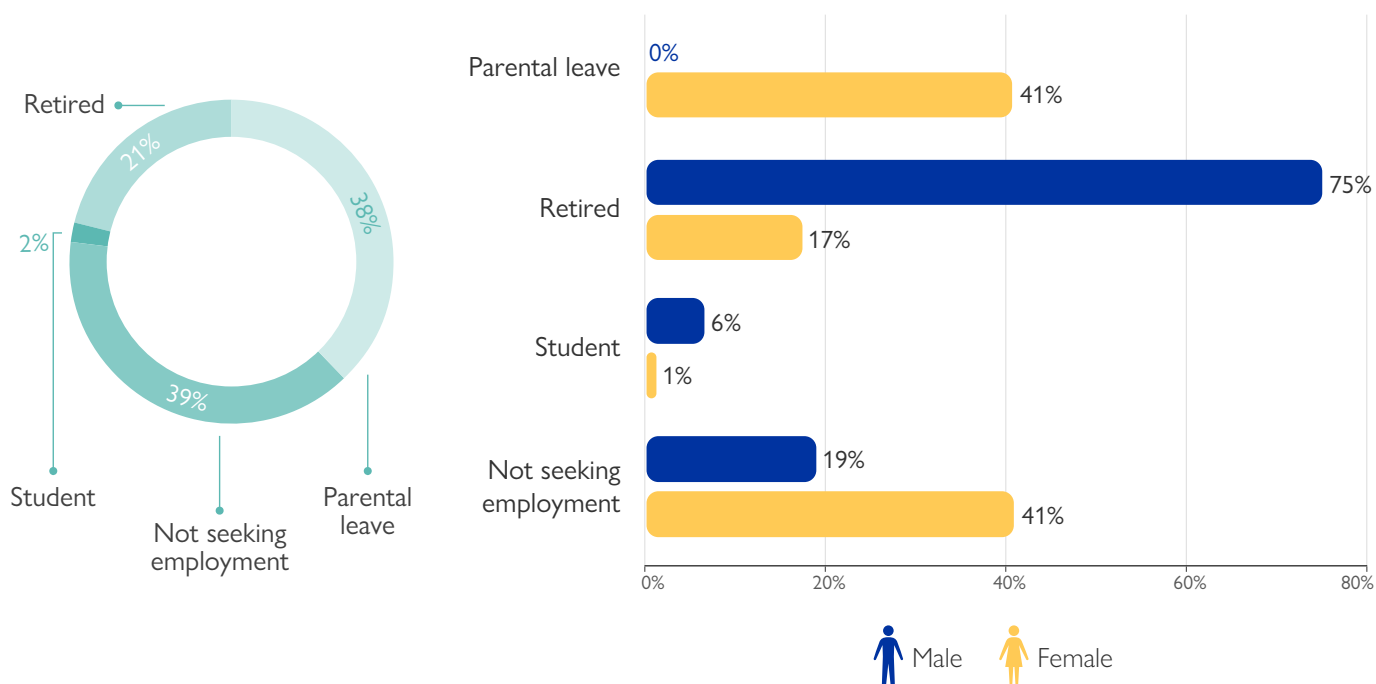
## INACTIVE POPULATION

The inactive population comprises working-age individuals that were not an active part of the labour market, this includes students (2%), retirees (21%), those on parental leave (38%), and those unemployed but not looking for a job (39%).

Three-quarters (75%) of male respondents of working age in the inactive category were retired. This was more than four

times the proportion of retired female respondents (17%). The majority of women were on maternity leave or not looking for a job (41% each). In contrast, no men were on paternity leave and 19 per cent were not seeking employment. Also, more male respondents were students (6%) compared to female respondents (1%).

Figure 15. Status within inactive population by gender and total (%) n=510



## UNEMPLOYED AND NOT LOOKING FOR A JOB

The majority of working-age respondents who were unemployed and not looking for a job indicated this was because of their familial responsibilities (53%), such as caring for children, elderly family members, or persons with disabilities. Personal medical

conditions, and not needing employment were each mentioned by 19 per cent of the respondents. The remaining participants mentioned they either had plans to return to Ukraine soon (3%) or chose not to disclose their reasons (6%).

## INCOME

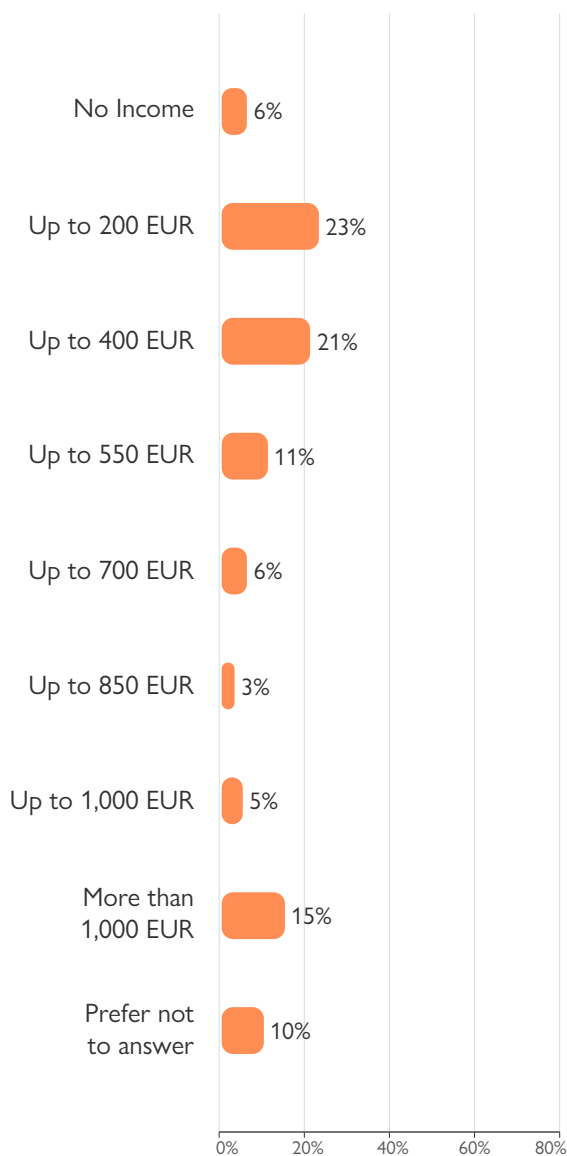
A majority of respondents (55%) indicated earning less than 550 euros per month, while up to nearly half of the surveyed households (44%) had a total monthly income of less than 400 euros. Consequently, the income reported by more than half of the participants (59%) in the survey falls below the average income as reported by the National Bureau of Statistics in the

Republic of Moldova which, in the year 2023, amounted to approximately 600 euros per month (12,354.70 Moldovan Lei).<sup>4</sup>

Notably, almost one quarter (23%) had an income of less than 200 euros per month and 22 per cent earned between 201 and 400 euros. The remaining six per cent reported not having any income.

4. National Bureau of Statistics of the Republic of Moldova, (Chisinau, 2024). "Câștigul salarial și costul forței de muncă - Wage earnings and labour costs", accessed 15 May 2024.

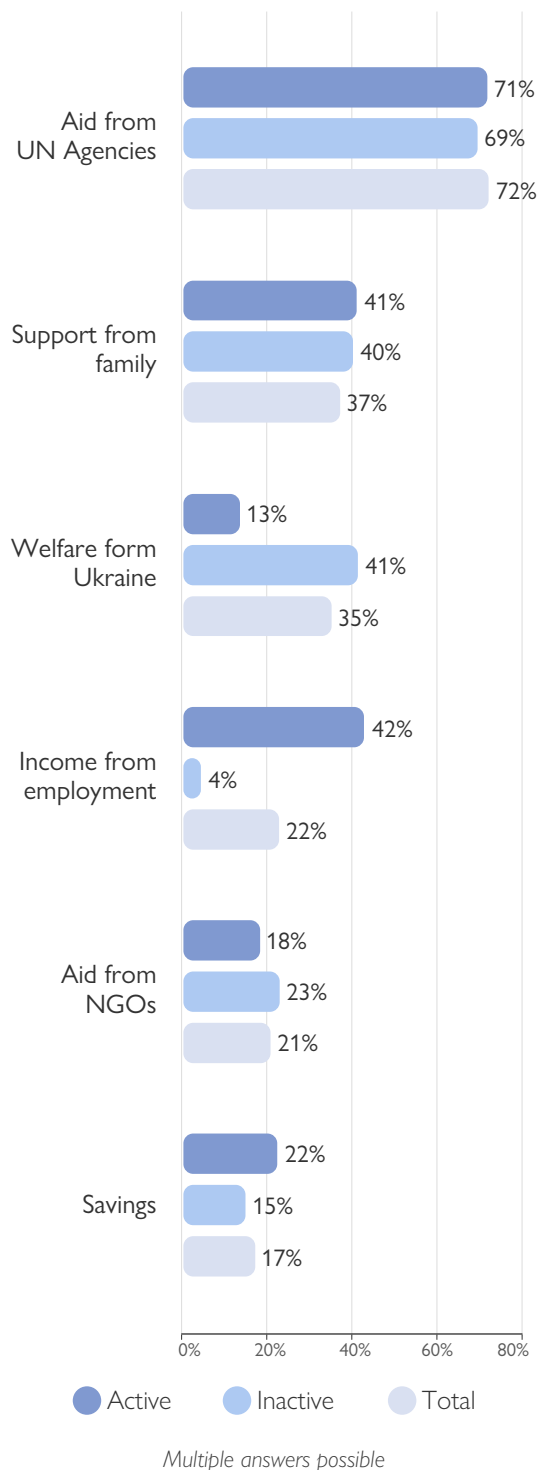
**Figure 16.** Household net monthly income (%) n=1,507



The sources of respondents' income varied. A vast majority (72%) received aid from United Nations (UN) agencies. Income support from family members was cited by 37 per cent of households, which was followed by welfare and social aid from Ukraine (35%). Only 22 per cent of respondents mentioned employment as a source of income. In almost all categories, no significant differences were present between respondents being active and inactive part of the labour market. Employment was reported as a source of household income by 42 per cent of those active. Conversely, welfare from Ukraine was reported as a source of income by 41 per cent of those inactive, which could be because a large majority of those in the inactive population are either retired or on parental leave.

In general, the importance of humanitarian aid as a source of household income might indicate a possible vulnerability as it is linked with dependency from aid.

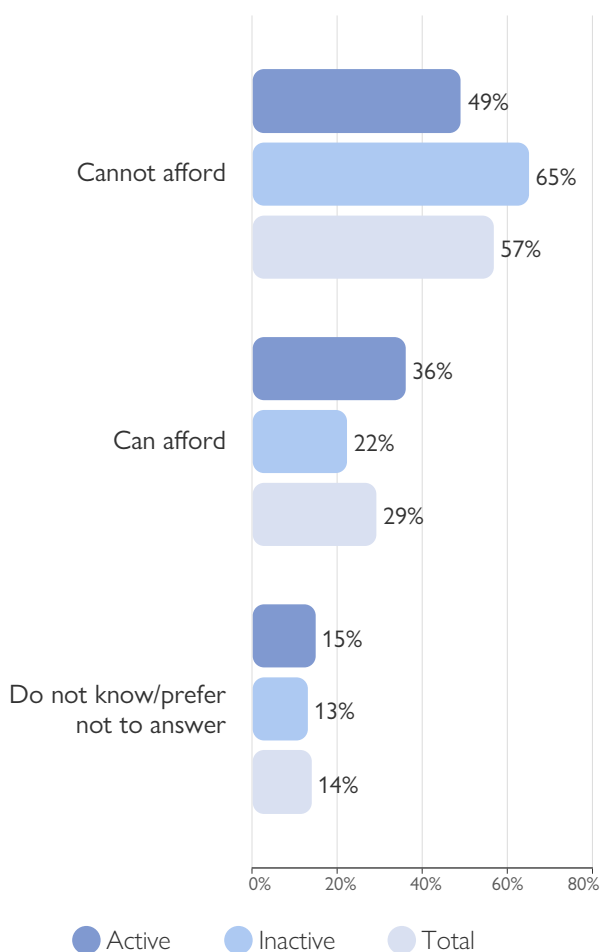
**Figure 17.** Sources of household income, by participation in the labour market and total (%) n=1,507



## EXPENSES

The potential vulnerability of the respondents is further highlighted when analyzing their reported capacity to cover emergency expenses up to 100 euros. Most of the inactive population (65%) would not be able to cover such an unexpected expense while among the active population this proportion was lower (49%). Given that over half of the respondents (57%) stated they could not afford such an expense, this could suggest limited economic resilience and, overall, a potentially high level of vulnerability among respondents.

**Figure 18.** Household’s ability to afford an unexpected expense of 100 euros (%) n=1,507




## ACCOMMODATION AND UTILITIES

Among the respondents that agreed to share the amount their household spent on accommodation in the thirty days before the interview (n=1,236), 41 per cent reported paying nothing for accommodation. This proportion was lower among respondents actively engaged in the labour market (32%) compared to the inactive population (50%). A total of 730

respondents paid an average of 5,700 Moldovan Lei (MDL) for their accommodation, approximately equivalent to 285 EUR. On average, the active population spent 6,300 MDL (315 EUR), considerably more than the inactive population, who reported spending 4,700 MDL (235 EUR). While not all households interviewed reported paying for their accommodation, the majority (88%) reported paying for utilities and bills. Among them (n=1,082), the average reported expenditure was 2,200 MDL or 110 EUR.


**RENT**



**Average**  
5,700 MDL (285 EUR)

**Maximum**  
20,000 MDL (1,000 EUR)

**UTILITIES**



**Average**  
2,200 MDL (110 EUR)

**Maximum**  
8,000 MDL (400 EUR)

Significantly, the combined average household expenditure on accommodation and utilities amounted to 400 EUR. As mentioned previously, this exceeds the net monthly income reported by almost half of respondents. This suggests a high level of vulnerability among households with lower incomes, underscoring the likely importance of remittances from Ukraine for these households.

## REMITTANCES

A total of 1,137 respondents agreed to disclose whether they received any remittances from Ukraine in the 30 days prior to the interview. Among them, 35 per cent did not receive any remittances, while the remaining 65 per cent received an average of 300 euros during the month preceding the interview. The amount varied considerably, ranging from 20 euros to 2,500 euros.

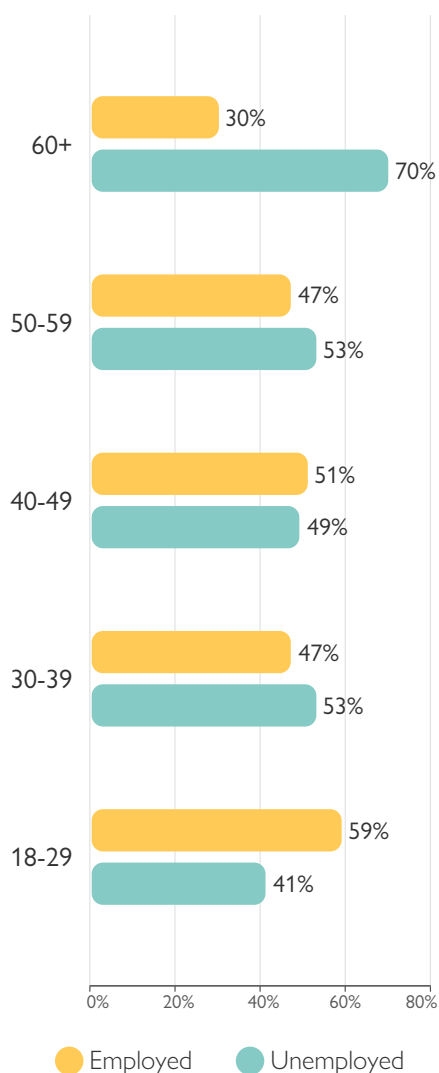
A significantly higher proportion of inactive respondents reported receiving remittances compared to the active population (78% versus 48%). However, the average sum received by active respondents, totaling 350 euros, was higher than what respondents not participating in the labour market reported receiving (260 EUR). This might suggest that the income earned by the active population is insufficient to cover their monthly expenses.

# ENABLING FACTORS AND BARRIERS TO EMPLOYMENT

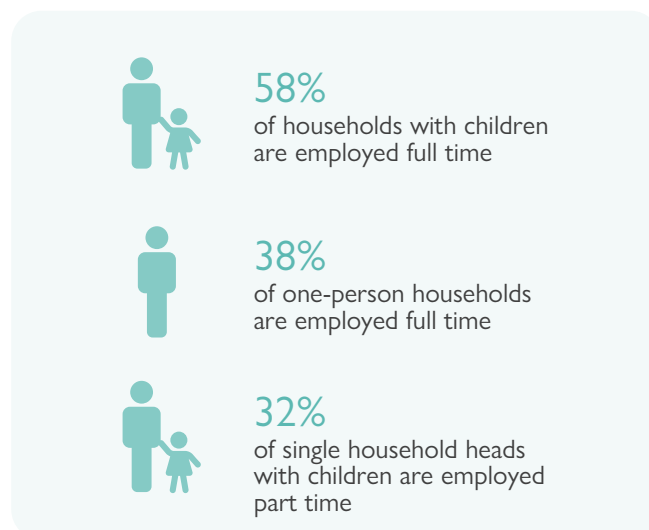
## GENDER AND AGE

During the analysis, certain factors were identified as more or less favorable preconditions for those trying to secure employment in the Republic of Moldova. During this round of data collection, the proportion of working-age active men who were employed, was almost double that of women (78% versus 45%). Besides gender, age as well seems to be an enabling factor to employment. As highlighted in the chart below, the share of employed respondents is higher among younger age groups, with 59 per cent of those aged 18 to 29 years reportedly being employed. Conversely, it decreases among older respondents, halving to 30 per cent for those aged 60 or older.

Figure 19. Employment status by age group (%) n=732



## HOUSEHOLD COMPOSITION AND EMPLOYMENT

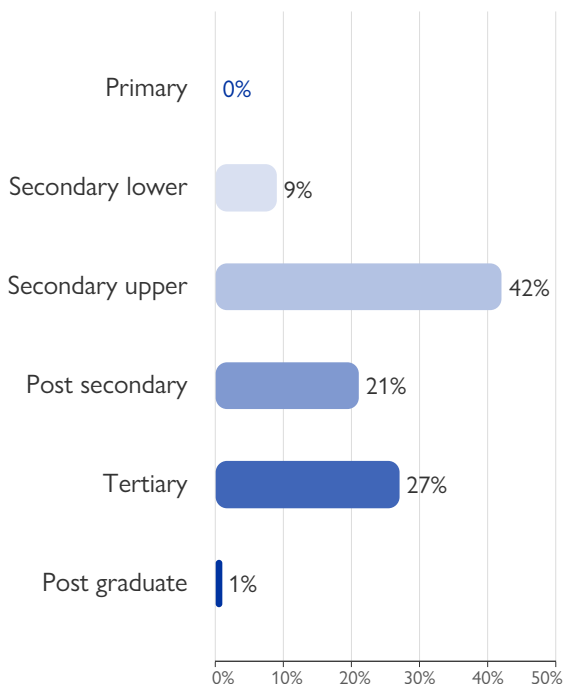


The household composition of the respondents also influenced respondents' capacity to secure an employment in the Republic of Moldova. In particular, differences were noticeable between the employment status of households with children and single person households. Fifty-eight per cent of the active working-age respondents that reported to be part of a household that included children reported being employed, this is considerably higher than the employment rate among single-person households.

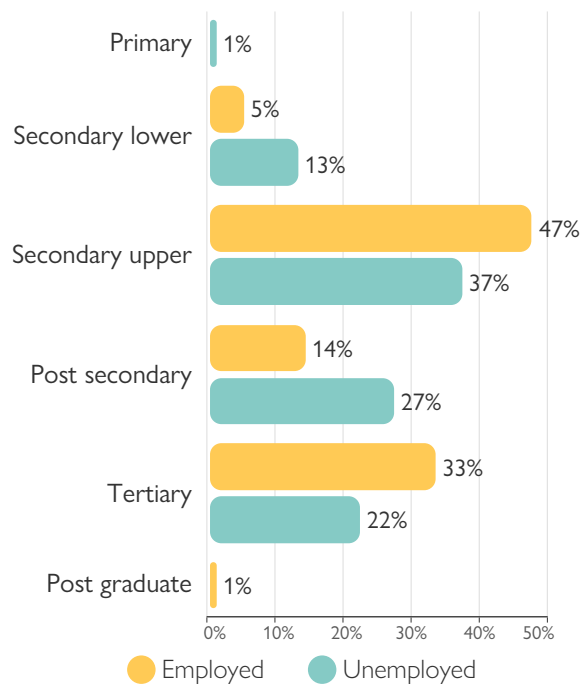
## EDUCATION

Another crucial element to comprehend the obstacles Ukrainian refugees face in assimilating into the local workforce is their educational background. Among the active population, the majority (51%) had achieved a secondary level of education. Notably, almost one-third (27%) of the respondents had completed tertiary education and no respondent reported having no type of formal education. Some discrepancies were identified when disaggregating by gender, with considerably more women completed tertiary level of education than men (30% versus 12%). Conversely, the vast majority (68%) of male respondents had an upper secondary level of education, compared to 38 per cent of female respondents. One third of those employed had a tertiary (33%) or post graduate education (1%), compared to 22 per cent of those unemployed. On the contrary, a higher level of unemployed respondents had lower level of education: secondary.

**Figure 20.** Highest level of education of the active population (%), n= 732



**Figure 21.** Highest level of education of the active population, employed vs unemployed (%), n=732

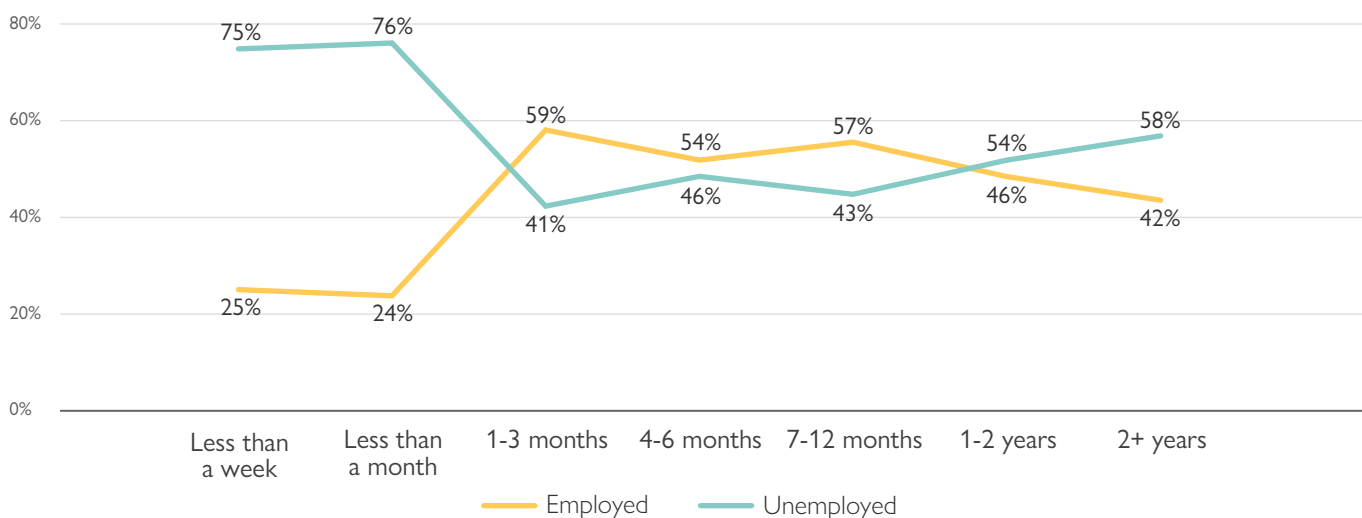


This highlights the presence of a higher likelihood of finding employment for those with higher levels of education. This is further confirmed when disaggregating based on employment status. Notably, the only respondents that have only primary level of education were unemployed and looking for a job (1%). Conversely, the share of respondents with at least a

tertiary education were lower among those unemployed when compared to those employed (31%), self-employed (42%), and daily workers (38%). Those employed and the daily workers were the only groups with respondents reporting a postgraduate level of education (1%).

## DURATION OF DISPLACEMENT

**Figure 22.** Employment rate by length of stay (%), n=732



An overall increase in employment rates of the active population is evident for individuals that have spent more time in the country. For example, one quarter of those that have spent less than 30 days in the Republic of Moldova are employed which increases to 42 per cent among those that have been in the

country between one year and a half and two years. Notably, the highest share of employed respondents among the active population were reported by those that resided in the Republic of Moldova between one month and one year.



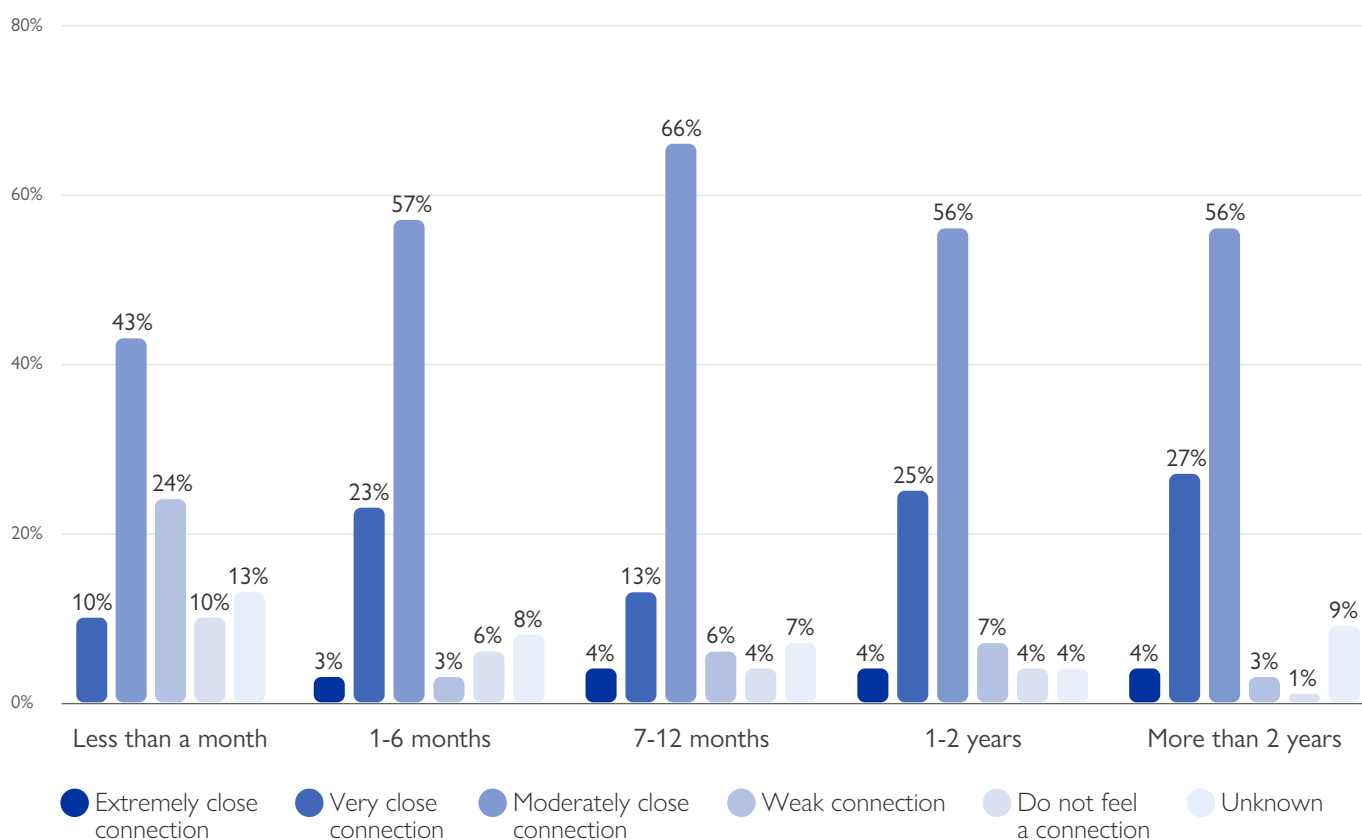
## FUTURE PROSPECTS, ASPIRATIONS, AND NEEDS

### INTENTIONS

The majority of respondents (88%) reported no intention to move to another country in the six months following their interview. Among the remaining, 10 per cent were uncertain, while only two per cent expressed a definite intention to move abroad. Similarly, respondents reported a low degree of mobility within the Republic of Moldova, with one per cent expressing an intention to relocate to another locality, while the majority either had no intention to move (92%) or were undecided (7%).

One factor possibly related to the low mobility intentions of individuals could be due to a personal connection with the Republic of Moldova. Indeed, most survey participants cited feelings of some degree of connection with the country. For the majority, this connection was moderate (56%), very close (25%), or extremely close (4%). The remaining 15 per cent either did not feel any connection at all (4%), reported a weak connection (6%), or chose not to answer.

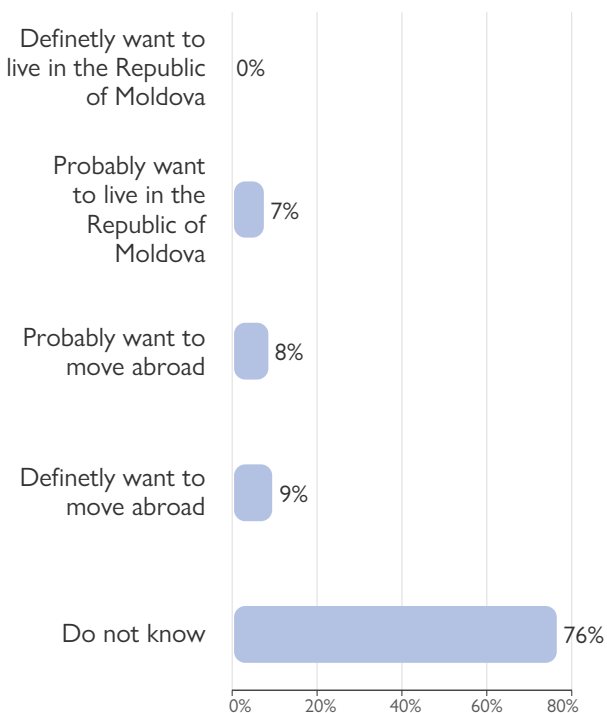
**Figure 23.** Connection with the Republic of Moldova by length of stay (%), n=1,507



As illustrated in Figure 23, the level of perceived connection of respondents with the Republic of Moldova increased with the duration of their stay in the country. For instance, the proportion of those who had a very close connection rose from 10 per cent among those who stayed less than one month to 27 per cent for those who spent more than two years in the Republic of Moldova. Notably, there were no significant differences between the active and inactive segments of the population, while the perceived connection was higher

among women, with four per cent reporting an extremely close connection compared to two per cent of men. Despite the overall strong level of connection with the Republic of Moldova, only a minority (seven per cent) reported that they would probably want to stay in the country. A slightly higher share (17%) reported intending to move abroad, while the vast majority of respondents were unsure about their future plans. This underscores a significant level of uncertainty among respondents regarding their future.

Figure 24. Intentions for the future (%), n=1,507



### NEEDS

The most commonly cited need was financial aid, reported by 79 per cent of all respondents. This was followed by needs such as food (48%), medicines (43%), personal hygiene items (41%), and health services (36%).

Overall, the needs varied noticeably between the active and inactive populations, with respondents engaged in the labour market more frequently expressing the need for services to facilitate their economic integration. Nearly one-third of the active population reported a need for language courses, compared to six per cent of the inactive population. Similarly, 20 per cent of the active population expressed a need for employment, while one per cent of the working-age active population reported needing help to support a business.

### ENTREPRENEURIAL ATTITUDES AND PERSONAL DEVELOPMENT

As shown in Figure 27, there was a high interest of the active population in developing their personal skills and knowledge. In fact, the proportion of respondents interested in investing to develop their skills was double among those engaged in the labour market (16%) compared to those currently inactive (7%). Four per cent of the self-employed expressed a willingness to actively invest in developing new skills, while another 21 per cent mentioned they would do so if they had the necessary resources.

Among those willing to invest in their personal development and possessing the necessary resources (n=20), the average amount mentioned for investment was up to 700 euros. The majority (75%) were willing to spend between 50 and 500 euros, while 25 per cent were willing to invest from 1,000 to up to 5,000 euros.

Figure 25. Willingness to invest in professional skills development, by active and inactive population (%), n=1,250

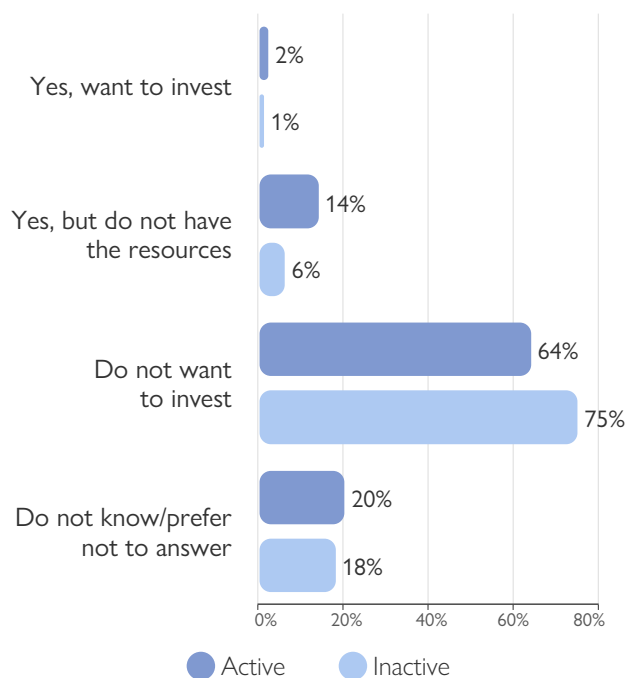
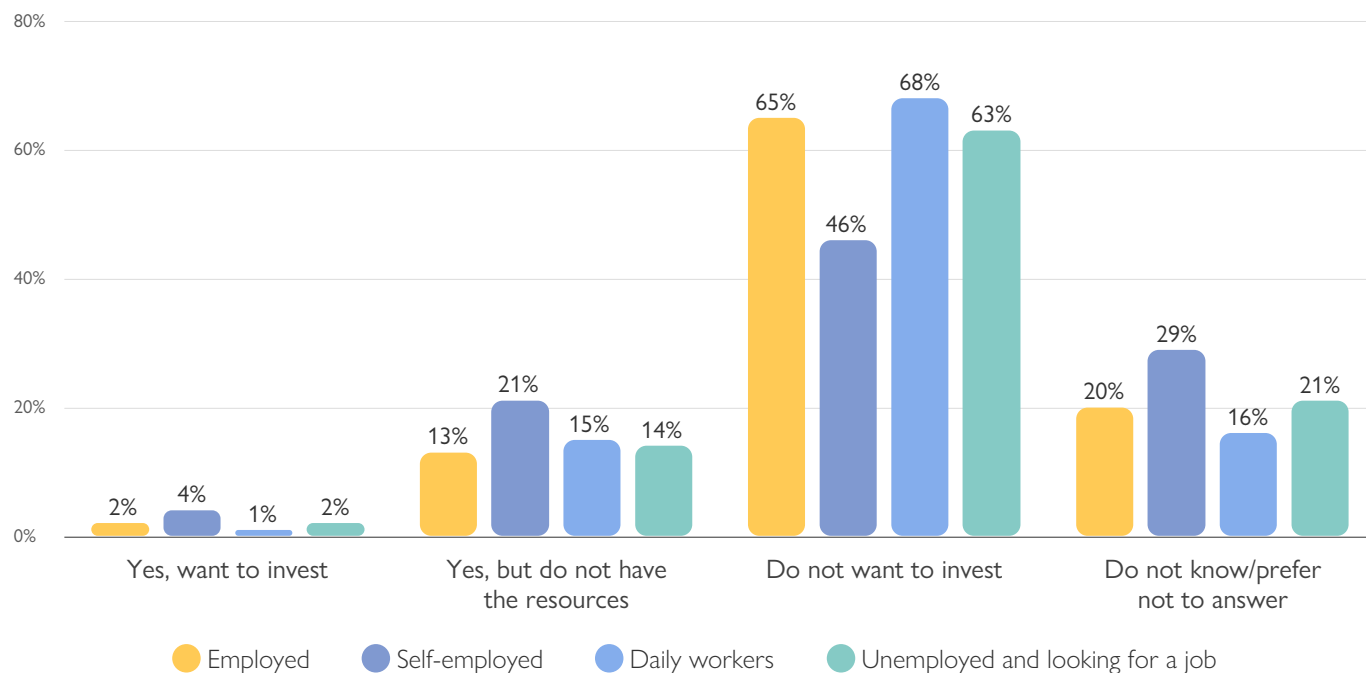


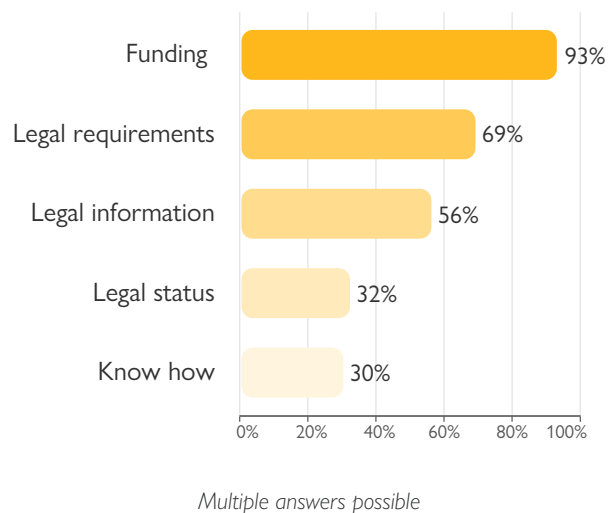
Figure 26. Willingness to invest in professional skills development, by employment status (%), n=732



In terms of willingness to open a business, 13 per cent of the total working-age active population (n=732) reported already having or being interested in opening their own business. The inclination towards entrepreneurship was significantly greater in female respondents, with twice as many working-age active women expressing a desire to start a business compared to men. (14% versus 7%).

Those reporting to be interested in opening their own activity in the Republic of Moldova (n=81) mentioned a series of barriers that were stopping them from doing so. The vast majority (93%) reported lack of funding. This was followed by issues related to the legal domain such as legal requirements (69%), lack of legal information (56%), issues with their legal status (56%), and, finally, by the lack of knowledge (30%).

Figure 27. Top 5 barriers to opening a business (%), n=732



## 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, DTM has been surveying people who are residing in the 11 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 6 countries neighbouring Ukraine – Belarus, Hungary, Poland, the Republic of Moldova, Romania, and Slovakia, and other 5 European Union's countries particularly impacted by the arrivals of refugees from Ukraine, including Bulgaria, Czechia, Estonia, Latvia, and Lithuania.

In the Republic of Moldova, face-to-face surveys were conducted by 9 trained enumerators with adult refugees from Ukraine (18+ years old). Surveys were collected in various

locations and regions across the Republic of Moldova, with the top three regions where data was collected being in Chisinau (45%), Ocnita (30 %), and Stefan Voda (16 %). The remaining nine per cent was collected in Edinet (3%), Balti (2%), Briceni (2%), Cahul (1%), and Donduseni (1%). Respondents were approached in a simple random sample by enumerators at selected entry, exit, transit points and accommodation centres. In border crossing point areas, both persons entering/exiting by car, by bus, by foot and by train were interviewed.

The survey is anonymous and voluntary, administered only if consent from the respondent was given. The respondent could stop the survey at any time. In the Republic of Moldova, the questionnaire is available in Ukrainian, Russian, English, and Romanian, and the preferred language is determined by the interviewee. Only fully completed surveys were considered for this report. 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 Ukrainian refugees residing or transiting through the Republic of Moldova, including their displacement patterns, intentions, and needs.

#### Target Population

The present analysis focuses on the labour market integration and employment prospects of working-age (18-64 years-old) refugees from Ukraine who have already settled or intend to settle in the Republic of Moldova.

#### Location and execution

Face-to-face surveys were conducted by 6 trained enumerators stationed at selected locations in 3 regions of the Republic of Moldova. Surveys were conducted in Ukrainian, Russian, English, and Romanian using the KoBo application.

#### Data collection period:

In the Republic of Moldova data was collected between 2 February and 30 March 2024.

## 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 different levels of accessibility of BCPs and other transit and stay locations, including the different availability of possible 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.

IOM REGIONAL OFFICE  
FOR SOUTH-EASTERN EUROPE, EASTERN  
EUROPE AND CENTRAL ASIA

 rovienna.iom.int  
 roviennadataresearch  
-newsletter@iom.int

Dampfschiffstrasse  
4/10-11, 1030  
Vienna, Austria

    
@iomrovienna

## 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>