

UKRAINE RESPONSE

ROMANIA

ECONOMIC INTEGRATION OF REFUGEES FROM UKRAINE

JANUARY - MARCH 2024



GLOBAL DATA INSTITUTE
DISPLACEMENT
TRACKING MATRIX

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

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TABLE OF CONTENTS

KEY FINDINGS	4
--------------	---

INTRODUCTION	6
--------------	---

SOCIO-DEMOGRAPHIC PROFILE	6
---------------------------	---

ACTIVE POPULATION	7
-------------------	---

ENABLING FACTORS AND BARRIERS TO EMPLOYMENT	12
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INACTIVE POPULATION	13
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ECONOMIC AND FINANCIAL NEEDS	13
------------------------------	----

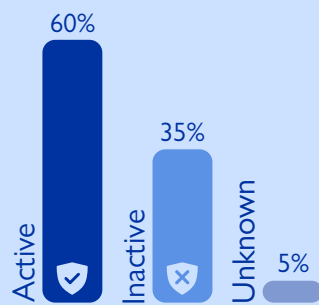
METHODOLOGY	15
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KEY FINDINGS

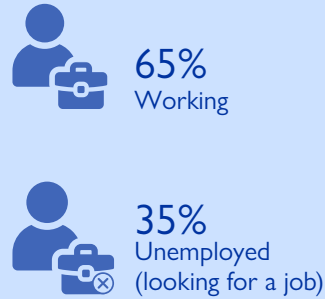
Demographics



Labour force



Active population



Problems at work



None
51%



Underpaid
4%



No contract
4%

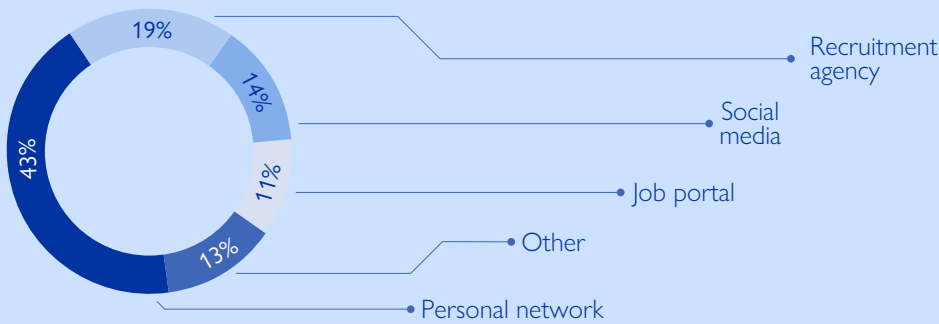


Long hours
4%

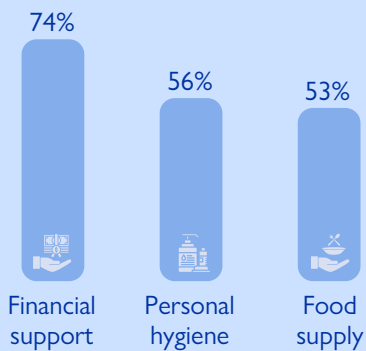


No breaks
3%

Finding employment

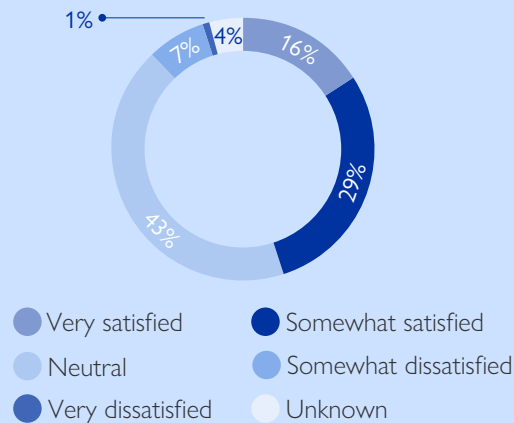


Top needs

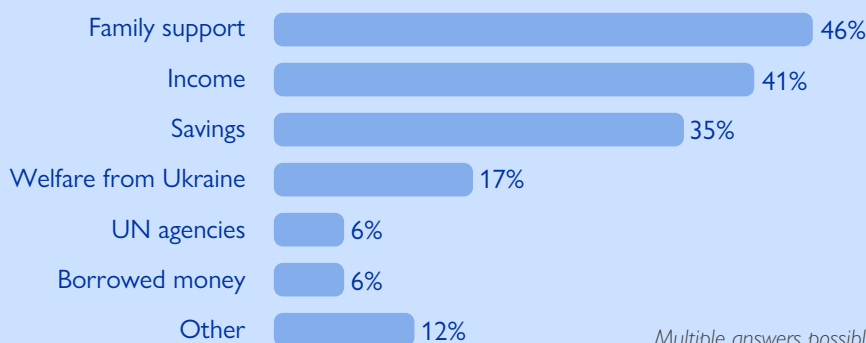


Multiple answers possible

Job satisfaction



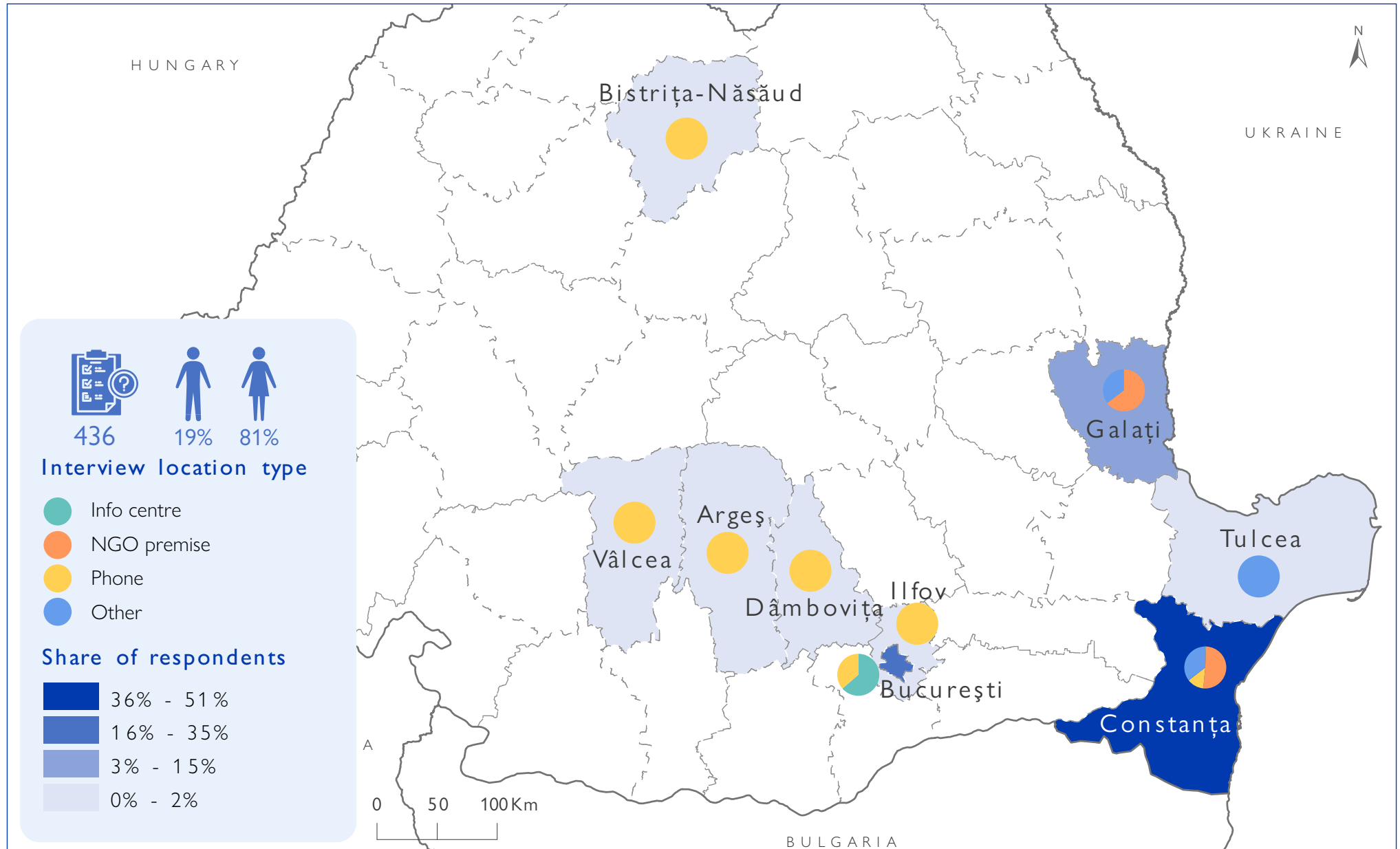
Sources for paying expenses



Multiple answers possible

Multiple answers possible

MAP: NUMBER OF SURVEYS AND LOCATIONS OF DATA COLLECTION IN ROMANIA, 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. During the first quarter of 2024 (Q1, January to March), DTM interviewed a total of 437 individuals from Ukraine residing in Romania and who intend to stay in Romania for the foreseeable future. This report delves into the employment profiles and prospects of 402 Ukrainian respondents who fall within the working age bracket (18-64 years old). It sheds light on their involvement in

the labour market and elaborates 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) respondents. Employment and unemployment rates are calculated only on the active labour force, excluding those who are inactive.

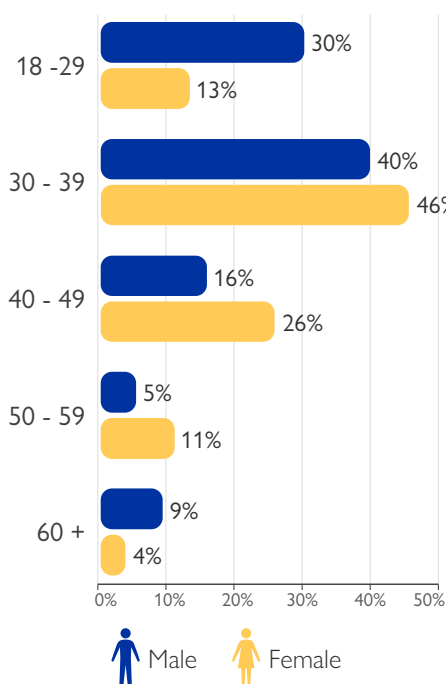
SOCIO-DEMOGRAPHIC PROFILE

AGE AND GENDER

This report focuses on the respondents who have settled or intending to settle in Romania for a period ranging from a few months to over a year, who are aged between 18 and 64 years old (92%)

Most respondents were women, comprising 81 per cent of the sample, while men accounted for 19 per cent. The average age of respondents was 38 years old, with women averaging 39 years and men averaging 35 years. The highest proportions of female respondents were in the age groups of 30 – 39 years (46%), followed by the 40 – 49 age category (26%). Similarly, a significant majority of men were aged 30 – 39 years (40%). Interestingly, however, 30 per cent of male respondents were aged 18 – 29 years, which is significantly higher than the proportion of women in this age group (13%).

Figure 1. Respondent age and gender (%) n=402



HOUSEHOLD COMPOSITION

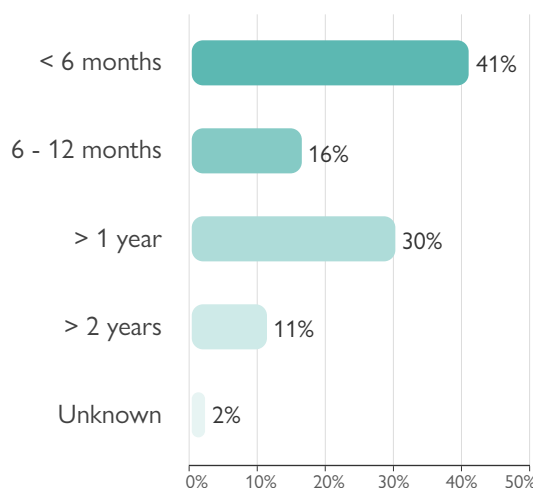
On average, households typically consisted of two (27%) or three (31%) individuals. With regards to dependents, half of the respondents were with children aged 5 – 17 years old and 27 per cent had an infant from 0 – 4 years. In addition, nearly a third of respondents were with people who had serious health conditions or specific needs (31%).

LENGTH OF STAY IN ROMANIA

Forty-one per cent of respondents have resided in Romania for up to 6 months and over a quarter (16%) have been in Romania between 6 months to a year. Notably, a large share of respondents have been in displacement for over a year (30%). However, only 11 per cent of respondents reported being in Romania for over two years.

Among both with men and women, most respondents had been in displacement for up to 6 months (37% and 59% respectively), followed by those who have been displaced for over a year (33% and 20% respectively).

Figure 2. Length of stay of respondents in Romania (%) n=400

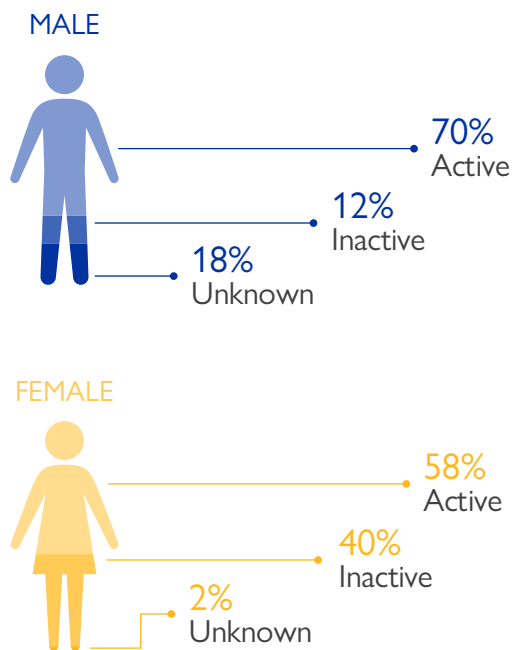


ACTIVE POPULATION

Nearly two thirds of respondents (60%) were active in the labour market (employed or looking for work), while 35 per cent were inactive (not employed, retired, or students and not looking for work), and the status of the remaining 5 per cent was unknown.

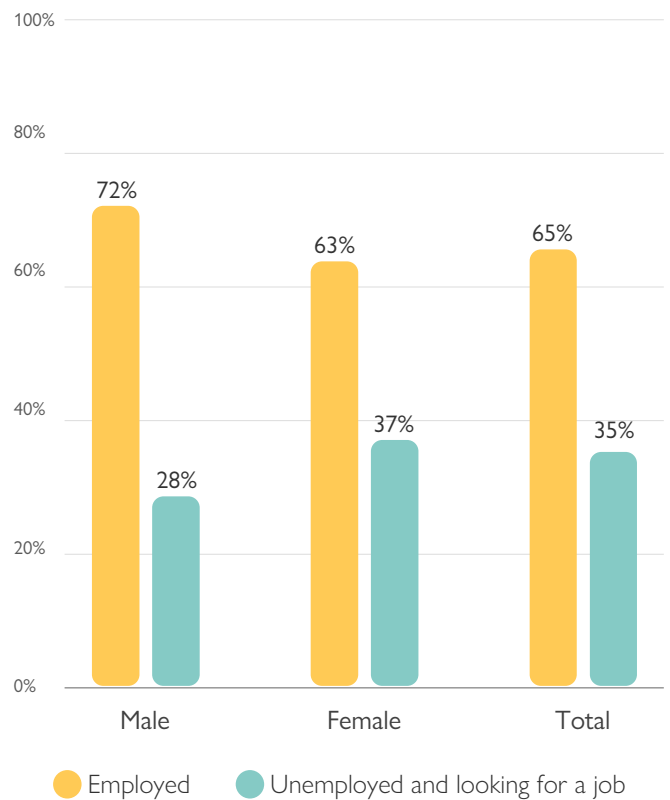
The data shows that men were more active in the labour market compared to women as 70 per cent of the male population were active compared to 58 per cent for their female counterparts. The highest proportion of active respondents was found within the 30 – 39 age group (42%) and the 40-49 age group (27%).

Figure 3. Labour market participation, by gender (%) (n=402)



Among respondents who were part of the labour force (n=241), roughly one third were employed, while 35 per cent were unemployed and looking for a job. The rate of employment was higher among men (72%) than women (63%).

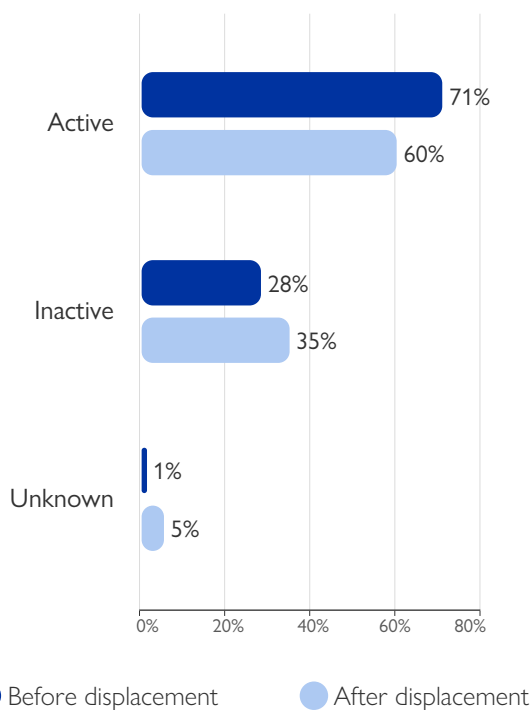
Figure 4. Labour market participation of active population (n=241)



Ukrainian refugees play music on the street in different places across Bucharest, Romania. © IOM 2023

When studying respondents' status before displacement, 71 per cent were active and 28 per cent were inactive. Among women, 68 per cent were active and 31 per cent were active, whereas among men, 83 per cent were active and 16 per cent were active prior to displacement. Evidently, less people are active since being displaced in Romania

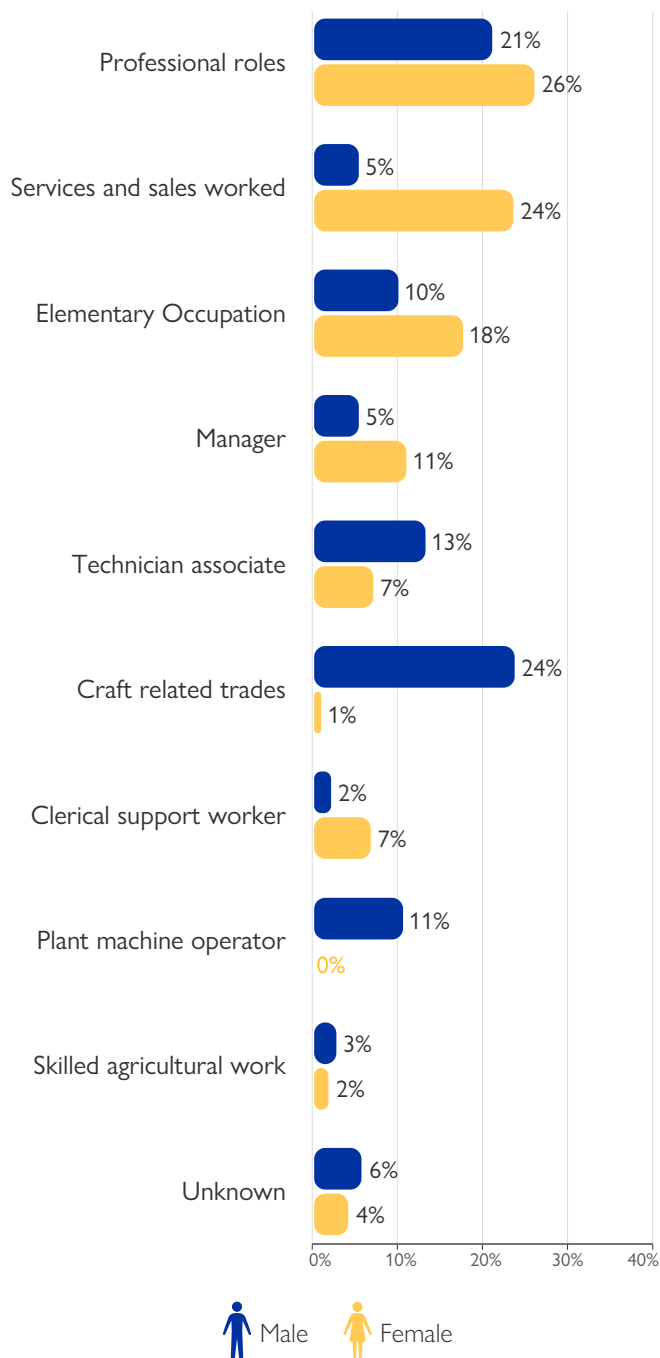
Figure 5. Labour market participation, before and after displacement (n=402)



OCCUPATION

Among respondents disclosing their occupation (n=157), the most common included professional roles¹ (25%), services and sales work (19%), elementary occupations (16%), and managerial roles (10%). The remaining 30 per cent worked in other sectors. Women were found to be more frequently employed in sales and services compared to men (24% versus 5%) while men were more frequently employed in craft related trades work (24% versus 1%).

Figure 6. Share of respondents in most common occupations, by gender (%) (n=157)

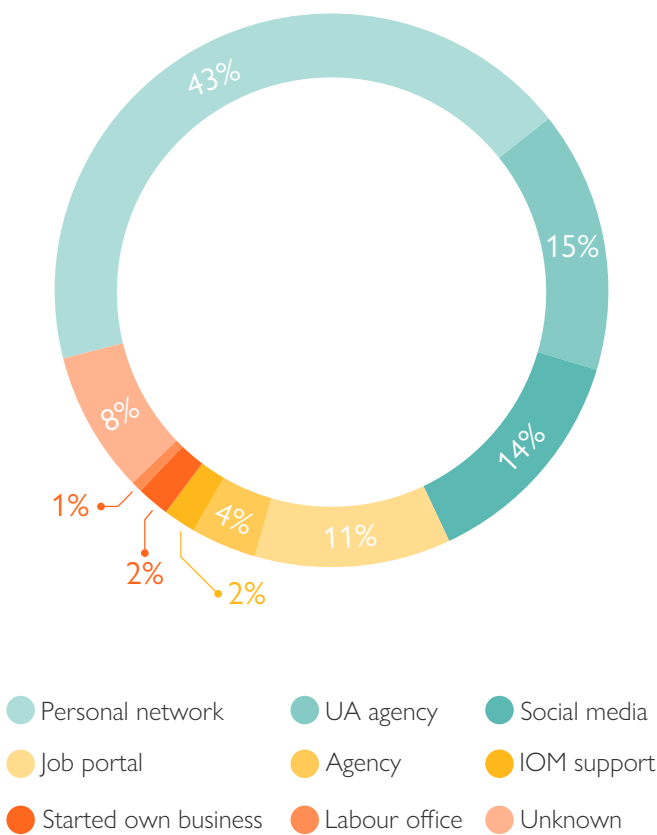


1. Professional roles include those in physical sciences, mathematics, engineering, technology, life sciences, medical and health services, social sciences and humanities, among others.

FINDING EMPLOYMENT

Nearly half of those who were employed (n=157) found employment with the help of their own personal networks (43%), followed by those who found a job through a UA agency (15%), or social media (13%). Eleven per cent mentioned applying through job portals, while other respondents mentioned the use of recruitment agencies from Ukraine (4%), IOM support (2%), started their own business (2%) and a very small proportion relied on the labour office (1%). Interestingly, more women relied on their personal networks (50% versus 21%) whereas men found jobs remotely from Ukraine (29%) and relied on job portals (21%).

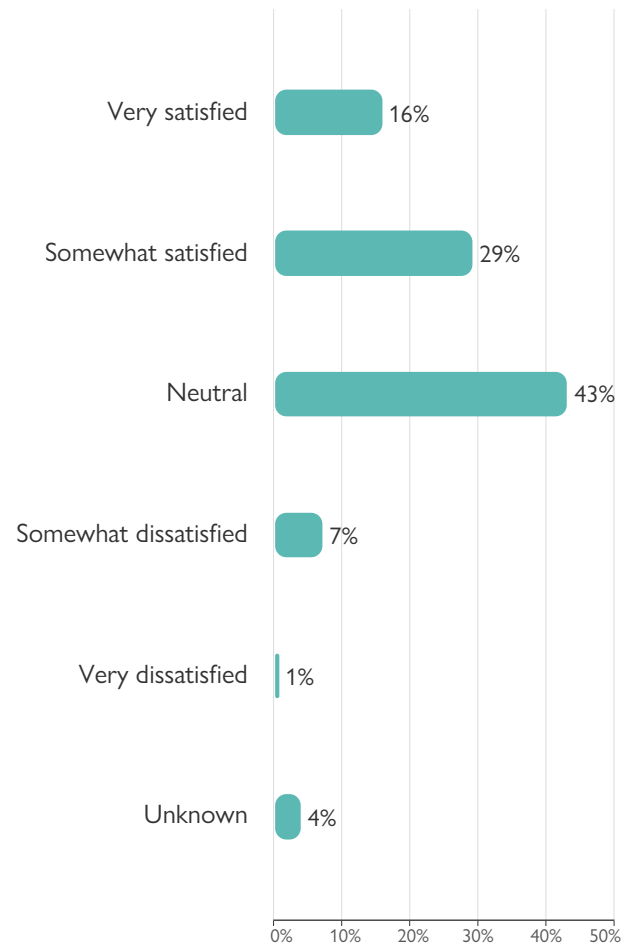
Figure 7. How respondents found their jobs (%) (n=157)



JOB SATISFACTION

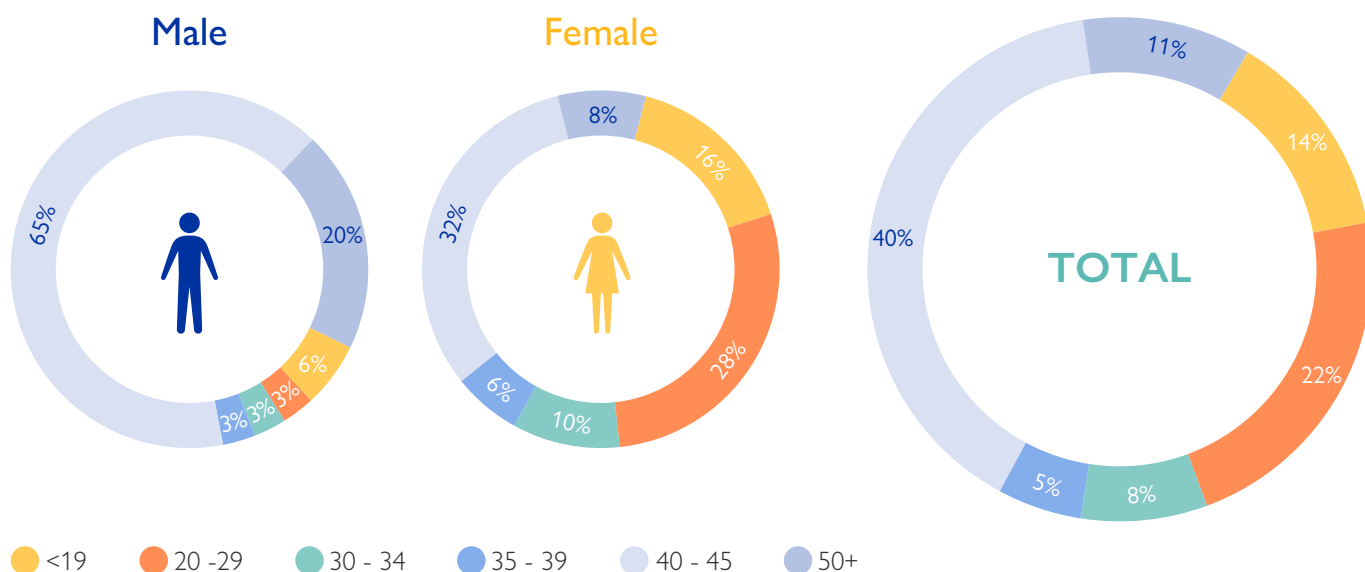
When survey participants were asked about the level of satisfaction regarding their current employment status, nearly half of the employed respondents (n=157) were satisfied (45%), and only eight per cent were dissatisfied. Notably, a significant proportion of respondents (43%) indicated feeling neither satisfied nor dissatisfied.

Figure 8. Job satisfaction of employed respondents (%) (n=157)



WORKING HOURS

Figure 9. Weekly hours of employed respondents, by gender and total (%) (n=157)

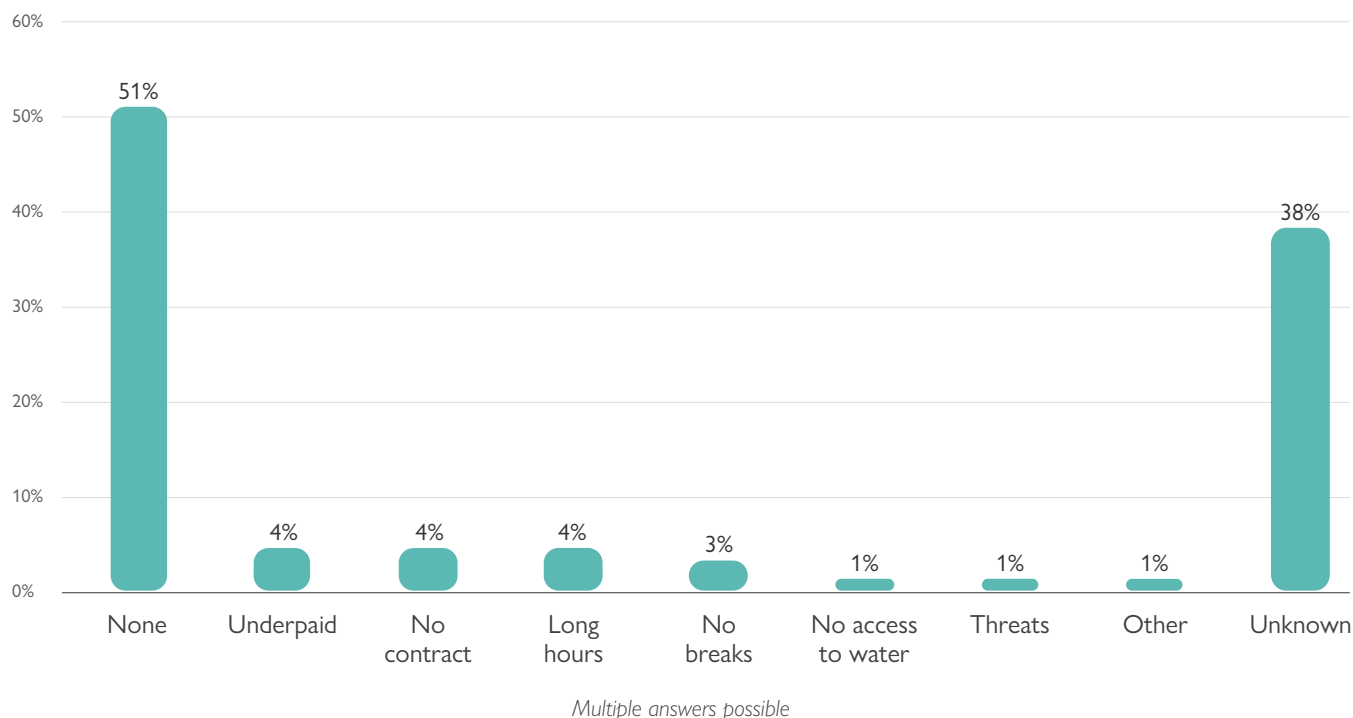


Of those employed who responded regarding their weekly working hours (n=147), the largest share worked between 40 and 45 hours in a week (40%). This was followed by nearly a quarter of respondents (22%) working between 20 and 29 hours. Nearly two thirds of male respondents worked 40 to 45 hours weekly (65%), which is more than double than their

female counterparts (32%). One in ten of respondents worked over 50 hours a week, which was notably more for men than women (8% versus 21%). When single-headed households were assessed, a smaller share of women were found to work overtime compared to men (10% versus 28%).

CHALLENGES

Figure 10. Key problems faced at work for employed respondents (%) (n=157)



Upon examining the problems in the workplace, more than half of employed respondents did not report any problems (51%). The top three most common problems were regarding being underpaid (4%), the lack of employment contracts (4%) and long hours (4%). Among all employed respondents, 66 per cent had an official work arrangement, including nearly

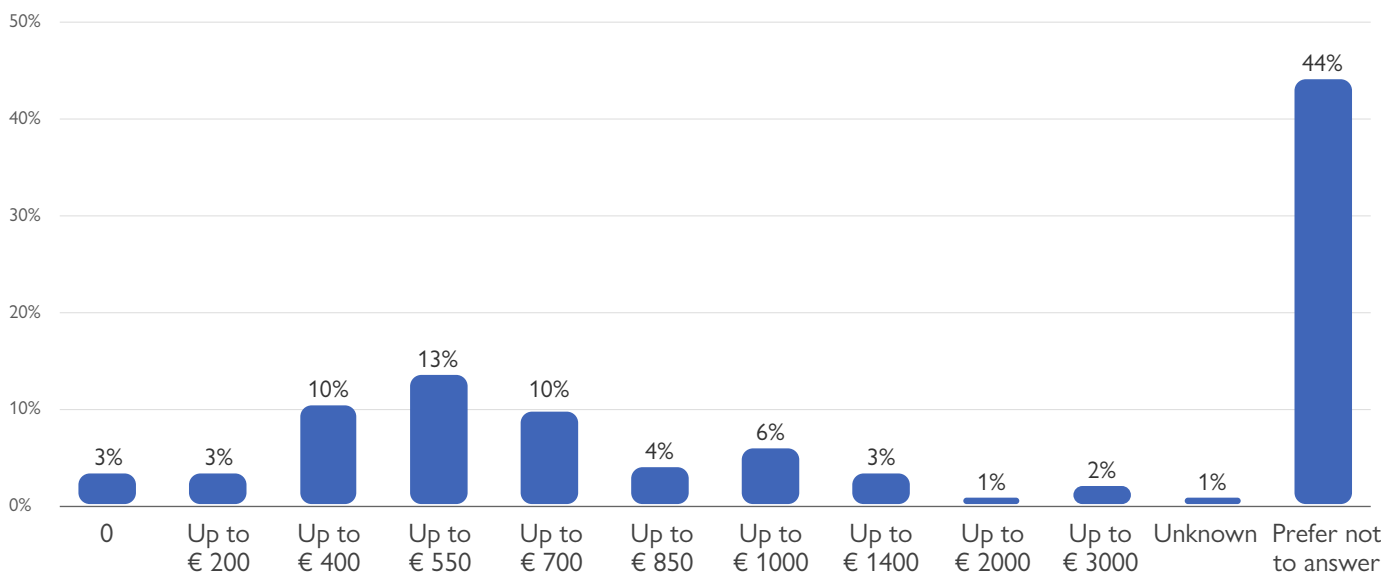
half (48%) who had a formal contract in Romania and 18 per cent who had a remote contract with an employer abroad. More than one-fourth of respondents (26%) relied on a verbal employment arrangement, while 8 per cent preferred not to share information regarding their work arrangement.

INCOME

When asked about their total income, most respondents did not feel comfortable to share details to the amount they received (44%). The largest share of respondents who did provide information was earning between 401 – 550 euros

which was reported by 13 per cent of the respondents. Other common amounts earned by those employed were between 201 – 400 euros and 551 – 700 euros, stated by 10 per cent of respondents each.

Figure 11. Income received by employed respondents (%) (n=157)



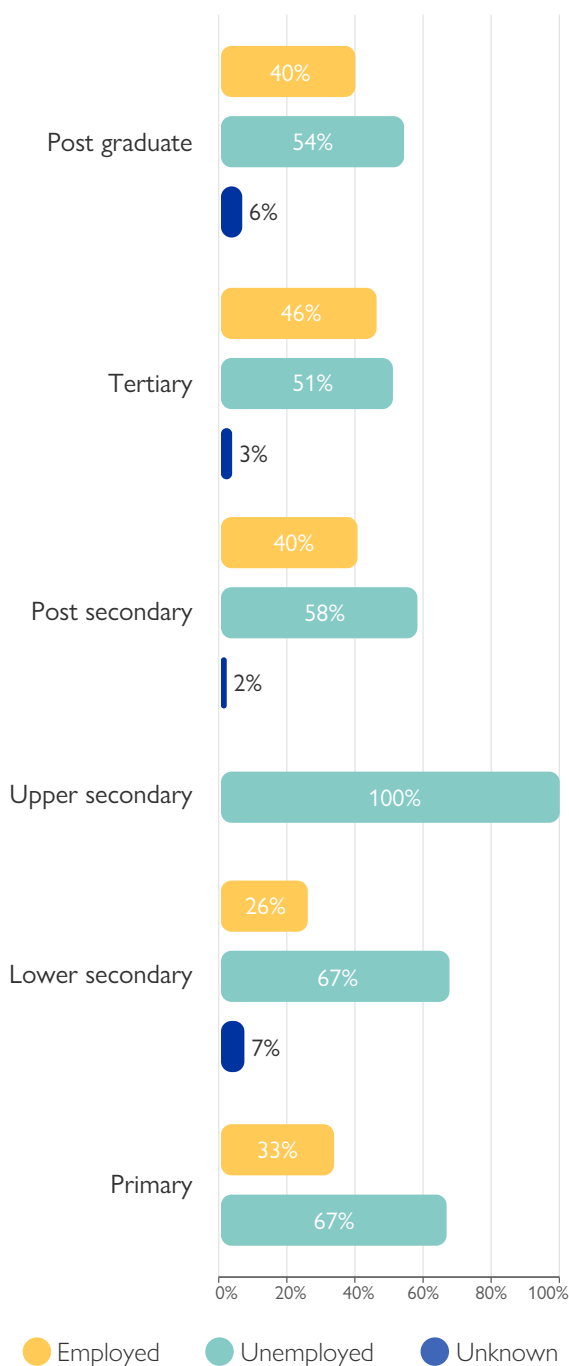
Female Ukrainian refugees engage with games and puzzles in Romanian language lessons in Bucharest, Romania. © IOM 2022

ENABLING FACTORS AND BARRIERS TO EMPLOYMENT

LEVEL OF EDUCATION

According to survey findings, there are more respondents employed who have tertiary level education (undergraduate or master’s degrees) than those with lower levels of education. For example, while 46 per cent of those with tertiary education were employed, only 26% per cent of those with lower secondary education were employed.

Figure 12. Employed and unemployed respondents by level of education (%) (n=402)

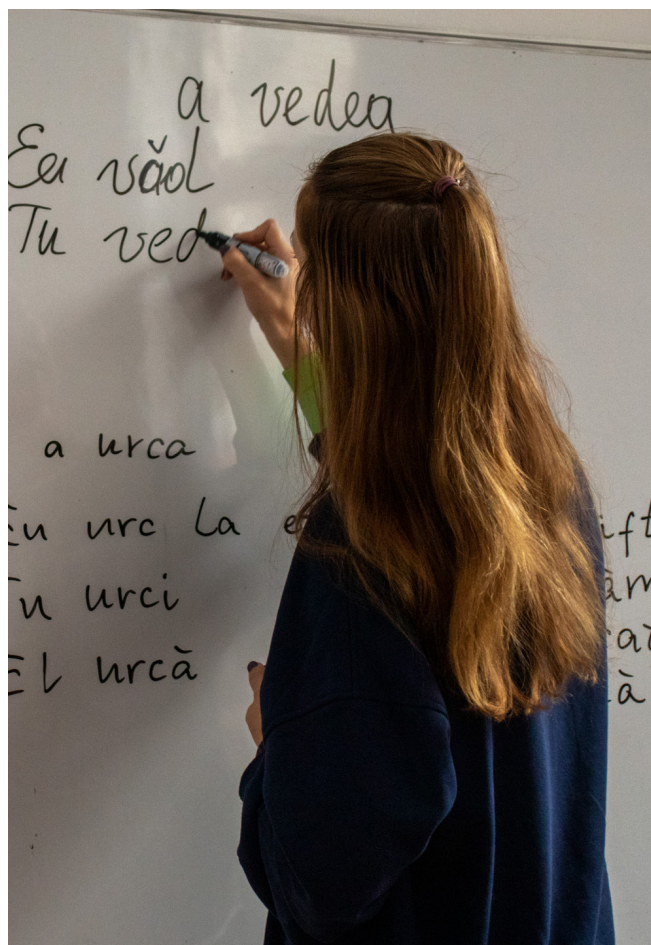


PROFICIENCY IN ROMANIAN

The survey found that proficiency in Romanian language did not necessarily translate into higher employment rates compared to those without Romanian language skills. Among those who speak Romanian (n=47), 47 per cent were employed and 53 per cent were unemployed. The remaining 8 per cent was unknown. Notably, nearly a third (31%) of respondents listed language courses as a priority need.

HOUSEHOLD COMPOSITION

Employment rates varied depending on the household composition. Among those with children aged 0 – 4 years old, a majority of respondents were unemployed (76%). Similarly, for those with a child aged 5 – 17 years, 58 per cent were unemployed. Conversely, among households without children, 48 per cent were employed while 48 per cent were unemployed. This is significantly lower than households with children. Six per cent was unknown as respondents preferred not to answer.



Individual teaching a Romanian language lesson to Ukrainian refugees in Bucharest, Romania. © IOM 2022

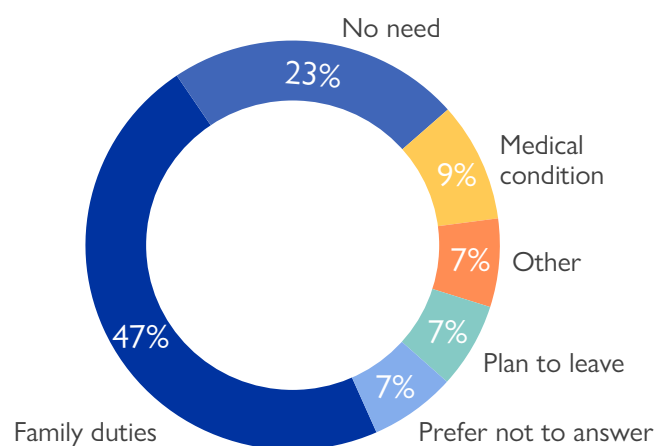
INACTIVE POPULATION

Among respondents who provided information about their employment status (n=402), 35 per cent were inactive. The inactive population (n=140) consisted of respondents who were unemployed and not seeking work (53%), respondents on parental leave (31%), students (10%), and retirees (6%).

Of those who were unemployed and not looking for a job (n=74), nearly half were unable to look for a job due to their familial duties. However, nearly a quarter of respondents believed they didn't need a to look for a job. Notably, more women were unemployed and not looking for a job compared to their male counterparts (53% versus 44%). This could be due to familial duties such as childminding because when analysing the household composition of those unemployed and not looking for a job, 82 per cent had children. Nearly all these respondents were women (95%), with only 5 per cent being men.

Notably, only women in the inactive population were on parental leave (33%). However, there were 56 per cent on men who were students, whereas only 7 per cent of women were studying.

Figure 13. Reasons for being unemployed and not looking for a job (%) (n=74)



ECONOMIC AND FINANCIAL NEEDS

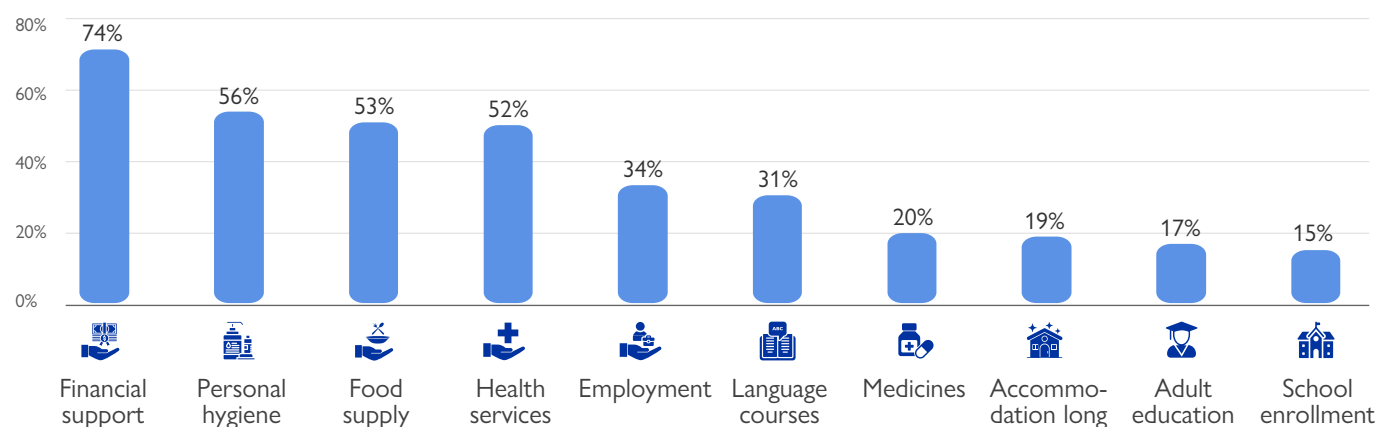
PRIORITY NEEDS

Financial support ranked among the most pressing needs for 74 per cent of respondents. This was followed by personal hygiene (56%), food supply (53%), and health services (52%). Employment support was mentioned by 34 per cent of respondents.

Among those who were employed (n=157), financial support (76%) was mentioned more frequently than by unemployed

respondents (72%). This could imply that those with jobs are not being paid well enough to feel financially stable. However, for unemployed respondents (n=224), employment support (29%) was mentioned more when compared to the average (38% and 34%, respectively).

Figure 14. Respondents' top 10 needs (%) (n=381)

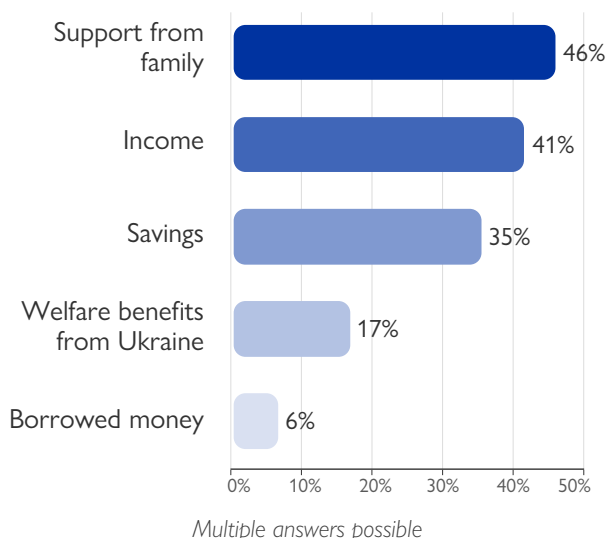


Multiple answers possible

FINANCIAL SECURITY (EXPENSES)

Forty-six per cent of respondents covered their daily expenses with support from their families. This was closely followed by their income from employment for 41 per cent of respondents. Other sources to pay for expenses included their savings, welfare benefits from Ukraine, borrowed money, UN agencies and support from governmental or non-governmental authorities.

Figure 15. Top 5 sources of income to pay expenses (%) (n=381)



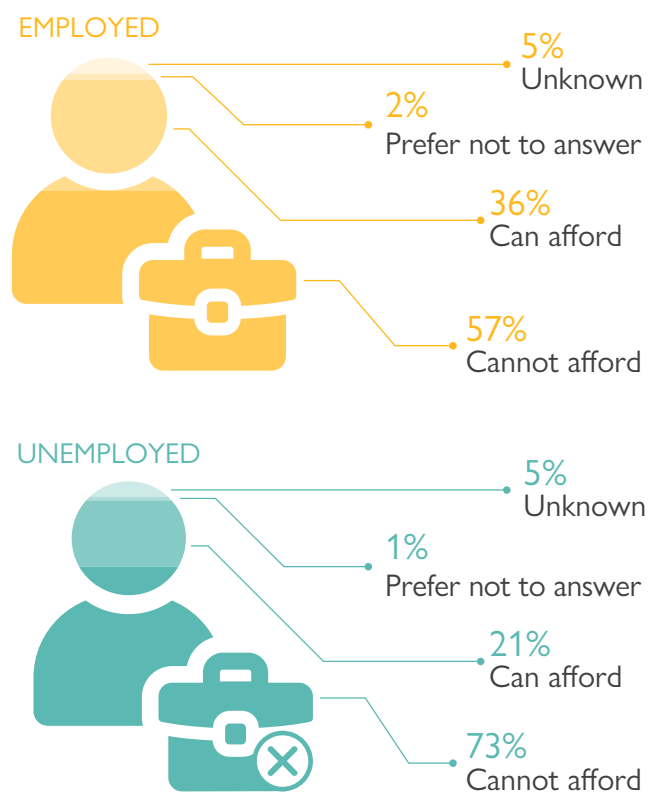
The survey found that most respondents faced financial insecurity. Nearly seven out of ten (67%) respondents would have been unable to cover an unexpected expense of 100 euros. Slightly above one-quarter (27%) declared that they would have means to do so (27%) if an unexpected expense had arisen. A small portion (5%) were uncertain about their financial capability to cover such an expense and one per cent of respondents preferred not to answer.

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 most common employment sources are personal connections, followed by UA agencies and job portals. Most respondents face financial insecurity, with over

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 (36%), while 57 per cent still could not afford it. Among unemployed respondents, nearly three quarters of respondents (73%) lacked the financial means for this expense.

Figure 16. Ability to afford an unexpected expense of 100 euros, by employment status (%) (n=381)



two-thirds (67%) unable to afford an unexpected expense of 100 euros. Employed Ukrainian nationals show the highest rate of social integration, followed by inactive individuals, while the unemployed are the least integrated into the local community.

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 people 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 5 countries neighbouring Ukraine – Belarus, Hungary, Poland, the Republic of Moldova, and Romania, and other 5 countries in Europe, particularly impacted by the arrivals of refugees from Ukraine, including 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 and 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>