

# FINAL REPORT

# ANALYSIS OF TENDENCIES, CAUSES, RISKS, VULNERABILITIES AND CAPABILITIES REGARDING WOMEN MIGRATING FOR WORK.



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CONSULTING



UN WOMEN  
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The analyses, findings, interpretations and conclusions expressed in this publication are those of the authors and do not necessarily reflect the opinion of UN Women and project partners. The presentation of the material throughout the paper does not imply the expression of any opinion whatsoever on the part of UN Women or project partners concerning the situation and baseline analysis of women migrant workers in the context of migration and development.

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## SUMMARY

This report is a result of an assessment carried out by Magenta Consulting for *UN Women* in spring-summer 2015. The current research implied several stages: desk review, in-depth interviews with NGOs, Governmental representatives and remittance mediators and survey with women who have migrated in the past (asking for the details of the last travel) and women who only plan to migrate for work in the future. The research had several important objectives: to find information enriching existent migrant profiles, and present aspects that could enhance the understanding and capacities of target groups to better address the gender equality and women's rights dimensions of labour migration. Indeed, there are certain gender differences among men and women migrant workers and the following need to be noted:

- Share of migrant men is higher than share of women migrant workers. The situation in this domain has not changed significantly since 1995.
- Men migrant workers are younger, which is partly explained by the fact that women younger than 30 are raising small children that cannot be left with another family member since they are too small yet.
- Women migrant workers choose Italy, Greece, Israel, and Turkey while men migrant workers more often choose such destinations as Russian Federation, Portugal, Romania, Ukraine.
- Women migrant workers are overall more qualified than men migrant workers (according to their level of education and their past profession), although abroad they often do a job that does not correspond to their skills. Among WMWs there need to be singled out teachers, economists, skilled and highly skilled workers in health care system. There are also quite many WMWs who worked in food and services, trade. Men migrant workers more often have vocational education and prior to migration they have worked as drivers, in construction, as electricians and mechanics. Share of higher education among WMW is higher than among men migrant workers.
- When in migration women more often find a job related to house work, while men – in construction. Women more often are employed in jobs where there is no definite term of the work, while men more often know when their work in a particular job will be finalised. This might be the explanation of the fact that men being often employed seasonally, return to Moldova more often – almost every other man migrant worker returns home three or four times a year, while in case of women this happens less often and half of them return home once or twice a year.
- WMWs more often find longer-term jobs, work in a more formal sector. They more often have a contract, more often have social and labour benefits than men (including medical paid leave, health insurance, pension contributions, annual leave, overtime pay).
- Those WMWs who plan to return in the following 2 years need assistance in securing employment and at the same time in social security – medical insurance and pension

plan. For women these two aspects are almost at the same level of priority (a difference of 10 p.p. between the two), while in case of men employment is significantly more important (a difference of 34 p.p.).

- Men migrant workers are more inclined to investing the money, more inclined to starting a business upon coming back for permanent living in Moldova. A greater share of men migrant workers noted that they need assistance with business start-up (30% of men and 10% of women)
- Women are more concerned about their pension plan and set it as a primary condition for returning back more often than men. Still, the number one priority for both, men and women, is reaching the savings objective followed by securing gainful employment in Moldova. Men slightly more often noted that they need to be confident in starting their own business in Moldova (9% as compared to 6% for women).

## REMITTANCES

- Women are more dependent on the remittances coming from abroad than men. Women more often are staying at home, taking care of children and not working, while men, even in case they have children can at least find an occasional job and work in Moldova. This dependence is even more evident in case of rural population.
- WMWs on average make more money transfers than men: 6.9 as compared to 6 per year. Still the amount that men are transferring is larger – 4699 Euro as compared to 4127 Euro in case of men.
- As the Nexus study shows, both men and women (73% of each segment) sent money preferentially formally. Money transferring systems, such as Western Union, Money Gram are slightly more popular among men 69% as compared to 64% among women), while women slightly more often pass the money via bus drivers, travel agencies (7% as compared to 3%). 45% of each segment also hand-carry the money by themselves and 20% of each use bank transfers. 7% of men and 8% of women trust their friends/ fellow migrant to hand-carry the money.
- Share of women who mainly pass the money for consumption is higher than in case of men (52% as compared to 46%), who slightly more often pass the money for savings (22% as compared to 17%).
- WMWs transfers are to a greater extent directed for family needs (supporting spouse/children, supporting other relatives), while men slightly more often sent money for home improvement and savings, even though the main goal for them remains supporting spouse and children.
- Men are more open to invest the money into infrastructure projects and development of local business in Moldova than women. And also a greater share of men plans to initiate or expand an investment in a business enterprise (47% compared to 32% for women). While men are more inclined to invest into agriculture and construction, women more often choose retail trade, agriculture being their second priority.

The interviews with the remittance mediators also added some useful information to this topic:

- Both interviewees mentioned that remittances mainly come from Russia. The main method is money transfer system – Western Union and Money Gram being the most popular. SWIFT transfers are more rare.
- 2-3 years ago the average sums were larger (about 1000) and were in US dollars, while now roubles are transferred more often and the sums have changed (from 1000 USD to 5000 Roubles). Money coming from EU comes in larger sums than remittances from Russia (about 500 Euro).
- The main receivers are women – either wives or mothers.
- There also are cases when fellow migrants send the money to each other in order to avoid carrying it with them, while travelling home.
- Some make transfers on their own name and since the term of the transfer availability in Moldova is sufficient – migrant men manage to come and get the money they had sent to themselves.
- Rural population is more reluctant to banks and their services and rather prefers to use informal ways.
- Currently more often the receivers are the same people, while before unique receivers were more often met. As the interviewee supposed – the possible explanation is that before the migrants could easily send the money to their friend to congratulate him with his birthday, while now people mainly send money to their relatives.
- The employees intermediating remittances are mainly young people, more often women than men, explanation is low salary, which is not attractive to experienced specialists, to men.
- There is no common practice to keep track or make a demographical representation of the receivers or senders. Sometimes, the bank officer might try to establish or maintain a personal contact with the client and might address him a question about the destination of the money use, but no statistics exists. As this particular inquiries show, not more than 10% of the money is used for business and usually it is men who come to receive this money.

## LEGISLATION

It needs to be emphasized that the first complex legislation document, meant to regulate to a certain extent the situation in the area of migration appeared in 2011. At that point, as the Strategy specifies, number of people migrating for permanent living abroad was about 6-8 thousand persons annually for 10 years in a row. Number of people migrating for work has increased from 138.3 thousand to 311 thousand. Share of remittances in the GDP was 38% up to 2008 and then it decreased to 30%. Political situation in the country lead to the fact that the problem of migration was not reacted upon immediately. Thus, in 2011 the National Strategy in the area of Migration and Asylum (2011-2020) was approved by Government Decision Nr.665 from 08.09.2011. The main document that existed before that – Concept of Migration Policy of Republic of Moldova approved by Government

Decision Nr. 1386 from 11.10.2002 was a general one and mainly singled out the existing problems that needed to be solved.

All mentioned above serve as a logical explanation of the fact that the first complex document in this domain, approved on the Governmental level was a general one with no particular deep analysis of men/ women migrant workers differences and did not imply a particular differential treatment for these two groups.

Still, the Strategy specifies the following aspects:

- Though share of men migrating is larger, share of women is “alarmingly” large – 34%.
- Lack of parents, regardless of the cause and length of absence, “particularly lack of mothers” affects the emotional, psychological and intellectual development of the children that remain in Moldova.
- Men are majority of Moldovan migrants working in CIS - 2/3, they usually work seasonally and stay abroad for shorter terms – up to 12 months, while women represent majority of migrants working in EU – 70% and they stay abroad for longer terms (2.3 years on average for this destination).
- Chapter IV of the Strategy presents priority objectives. The 3rd priority objective sounds as “Counteracting and reducing brain drain, the emigration of young people, women, assuring protection measures for children that are left with no parental care because of the fact that the parents are gone to work abroad, with the help of national programs aimed at these particular categories of people.
- The measures implied by the strategy in response to the objective mentioned above include: “consolidation and development of juridical instruments and national as well as bilateral mechanisms related to the situation of the specific categories of migrants: highly qualified migrants, children of the migrants, migrant women etc.” This particular measure could not be found in the exact formulation in the Action Plan.
- The measures implied by the strategy in response to the objective of reintegration of the returning migrants include: “6) Design of the special programs of reintegration of vulnerable categories, such as: minor children, single women, people with disabilities etc.” This particular measure can be then found in the Action Plan 2011-2015 approved by Government Decision Nr. 1009 from 26.12.2014: action 12.3, referring to the responsibility of the Ministry of Labour, Social Protection and Family, Ministry of Education and Ministry of Health.

The Strategy specifies that among the strong points of Moldova it can be mentioned that the state cooperates with regional and international structures in the area of migration and asylum:

Since the late 90’s Republic of Moldova actively participates in the Budapest Process, Sederkoping Process, Process of Cooperation in the South-Eastern Europe, Central-European Initiative and Multinational Consultative Group of the Centre for Cooperation in the Area of Security (RACVIAC). During years 2008-2009 Moldova has played an active role in the Organization of Economic Cooperation at the Black Sea and in the Regional Council for Cooperation, SECI, GUAM. A particular role belongs to cooperation with the international structures

such as European Council, World Bank, IOM, ILO, ExCom of UNHCR.

Another recent document that also has some reference to women is Action Plan of the Government for the years 2014-2016 approved by Government Decision Nr. 339 from 20.05.2014 regarding support of the reintegration of the citizens who return from abroad. This document specifies the following:

- Action 5: Development of the entrepreneurial abilities of the migrants: 5.1. Implementing program of social and economic empowerment of migrant women and of women who returned into the country. This action was planned for the 3<sup>rd</sup> trimester of 2014 and it was supposed to be implemented by the Ministry of Labour Social Protection and Family and other central public authorities in collaboration with the Ministry of Economy, ODIMM (Organization for Development of Small and Average Enterprises) and local public authorities.

One of the most complex documents presenting various aspects of migration and noting the gender differences is the Extensive Profile of the Migrant which was published by IOM and Ministry of Internal Affairs of Moldova. Several aspects need to be noted:

- Share of women in the number of victims of traffic of human beings: 76,3% women and 23,7% men.
- The fact that emigration figures are significantly higher than immigration and the fact that women in the fertile age leave the country to work abroad leads to worsening demographic indicators as a result of decreasing birth rate.

The in-depth interviews with the government representatives showed the following:

- There are no bodies or policies which would be directed exclusively at women
- When being asked about the approach of the Government in protecting women migrating for work, the respondent concentrated on the issue of human trafficking, which indicates that currently this is the domain where the gender aspect is most observable.
- With no gender specifics, the contact between the working migrants and the job from abroad can only be established based on an agreement between countries. Out of the six existent agreements only one is functional – the agreement with Israel, but it regards construction jobs for men. On the rest of agreements (with Azerbaijan, Poland, Slovenia, Italy, Kyrgyzstan) no jobs are offered. Spain, France and Portugal did not reply to Moldovan letters suggesting to establish similar agreements. In 2008 a new initiative appeared – “Mobility Partnership” – a partnership that includes 15 EU countries and Moldova. As a result of this – a new, improved agreement with Italy was signed in 2011.
- The Government invites the recruitment agencies for collaboration, for participation in Law design. Promoting the rights of migrants, the Government informs the potential migrants about ways of verification if the particular agency is trustworthy via ANOFM.
- The efforts of the Government in the area of information are not differentiated in terms of gender of the applicant. Along with the Government that takes measures of

information via ANOFM, Service Centre of Nexus is also available for this matter.

The following results were obtained after the discussion with the recruiting agencies:

- Because of the difficulty to reach a recruiting agency and motivate its representative to participate in an in-depth interview, all 4 interviews were carried out with recruiting agencies sending people to Israel. These agencies particularly work with women who are invited to take care of the elderly. The Israeli Government pays for this work and the women work abroad absolutely legally.
- The interviewees noted that they work with recruitment agencies from Israel and receive job offers from them. The preferred age of the women for recruitment is 28-53. Women are helped at all stages of migration. They are informed about the country they are migrating to, their rights and obligations at the work place. When the women are already in Israel, they keep in touch with the agency via internet.
- Both – the Governmental representatives and the agency representatives mentioned the fact that the recruiters need to comply with laws that forbid them to charge the migrant and only allow them to charge the employer party.

The interviews with the NGOs revealed, that all three organizations – La Strada, Nexus and IOM, are rendering services to both – men and women. Still, all three organizations make an effort to pay special attention to the segment of women. All three NGOs have foreign headquarters. La Strada has several key areas of competence, while Nexus is mainly an information centre, an example of the centres that are now being developed by the Ministry of Labour and will start to appear in 2016. These centers will be established in all Territorial Agencies for Employment of the Workforce and will aim at integration in the job market of returned migrants and counseling services for all migrants, both those who intend to leave, and those who returned home. IOM is dealing with migration issues all over the world, it can assist Moldovan citizens who have no clear status abroad to get back home, make research on various topics in migration, and always keep to disaggregation on gender. A special attention by La Strada and IOM is paid to the subject of human trafficking and its prevention.

The participants of the survey have mainly worked in one country, a small share worked in several.

- Those respondents who work in Russia return home once in 2-3 months, while those working in Italy – once a year and less often.
- Majority do have official documentation of the country they are working in, and in particular they are permanent residents. One fourth of those with official documentation are citizens of that country.
- The two most popular occupations among the interviewees are “child or elderly care” and working in the “commercial” domain.
- Those who have already been abroad for work, have been paid for their job.
- Great majority were working for an employer and a small share were self-employed (19%).



- 61% of those working for an employer do not have a contract. 24 out of 32 persons have a temporary contract. 27% of those who are employed and have a contract sometimes encounter pay arrears. 52% cannot take a vacation due to work. Share of those working with no protection equipment, those who are not allowed to make part of the trade unions, those whose documents were retained by the employer, those whose right to intimacy is violated are 5% and less. Still, 30% benefitted from employer's help in obtaining permanent residency. In 39% of cases money for social benefits are deducted from the employee's salary.
- Those who benefitted from social protection in the country of destination, received it in the first place from the employer, then from family, as well as church and Government.
- The best rated social benefits received by the respondents were health assistants (implying free or discounted medical examinations and medications), followed by child education and compensation payments for dismissal.
- Pay for rent for the employee as well as preferential loans for housing are less often encountered and less favorably rated. It is alarming that accident insurance exists only in 34% of cases.
- Great majority do not know where they can file a petition in case that some kind of problems happen.
- 1 person out of 101 was aware of the Governmental programs protecting the rights of the migrant workers.
- Majority of the respondents did not confirm that their relationship with their husbands, children or parents has somehow worsened because of the fact that they have left home. Still, significant shares did not provide an answer and there existed 7-12% who did provide a confirmative answer. A more evident situation can be observed in case of the question about the living conditions, thus absolute majority – 92% disagreed with the statement that their situation has worsened.
- 8% confirmed that in the country they are working in, there are names for the jobs they are doing.
- More than half of the respondents are afraid or feel that they can get hurt in the country they are working.
- Every fifth is touched or catcalled and it is bothered by that. 43% consider that they are paid less because they are foreigners and 32% consider that a reason for a lower pay is their gender.
- 35% of the interviewees see themselves as principal income owners and 55% - as caretaker of their family, 74% confirmed that their family depends on the income they are making.
- Great majority has learned many new skills and abilities related and less related to their job since they started to work abroad.
- 61% of the respondents do have children. 15% - have 3 and more children. 45% managed to bring their children close to themselves and 42% - did not, the rest brought some of their children to their place of living. Those who could not bring their children to their place left them with their mother (38%), spouse (19%), father or mother in law (10% for each option) or sister (14%). Mother and spouse are the main care takers of the child, still, spouse now occupies the top of the ranking.
- 52% do support their relatives from Moldova via sending them money. Every other woman sends the money monthly, 11% - twice a month and the rest do it less often than monthly. More than half of the women send no more than 4000 MDL. 60% use money transferring systems for this, 55% address to their friends and they do this for them for free, 49% also bring the money on their own. The main difficulties in sending the money are cost and the working hours – it happens that the service provider is closed when the worker come. When the money arrives, it usually is mother, father or sister who decide how to spend them. The absolute leader being mother.
- Three fourths of the households receiving money use them to purchase more food or pay for electricity bills, 68% - buy clothes, more than 60% use it for medical purposes, 38% pay off debts and 30% - save.
- Aside of money women also pass their families foodstuffs, clothes, medications, electronic devices and household appliances. They equally use all three methods – they pay someone to deliver them, they bring them themselves, they ask their relatives and other close people to deliver them.
- 31% communicates with their family from homeland daily and every fourth women migrant worker does that twice a week, 27% - weekly. Telephone and mobile phone are the most wide spread means of communication.
- Women appreciate their work positively and consider that due to their work their job place is more productive, they help families in the country where they work and their employers get more clients due to their qualitative work.

## INTRODUCTION

The present study was carried out by the company *Magenta Consulting for UN Women*. This study consists of several parts: the first component targeted the overall analysis of the migration phenomenon from the Republic of Moldova based on existing secondary data, the second component was related to the analysis of remittances sent to the Republic of Moldova, being also elaborated based on available secondary data. The third component, was carried out based on primary data - interviews with target segments that interact with migrant women (government representatives, NGOs, recruiting agencies from abroad and the banking institutions that facilitates sending and receiving remittances), and the last component meaning this study is related to the survey of women who have migration experience or plan to go abroad for employment purposes.

### i.1 GOAL AND OBJECTIVES OF THE STUDY AND ALL ITS COMPONENTS

#### The goal of the entire study

- Enriching existing migration profiles from a gender perspective;
- Raise awareness of target groups and beneficiaries through advocacy means on why it is important to address the gender equality and women's rights dimensions of labour migration;
- Enhance the understanding and capacities of target groups to better address the gender equality and women's rights dimensions of labour migration, through international review processes, national oversight, gender sensitive policies and programs; and of women migrant worker's organizations and their support groups to effectively engage with these target groups to be more accountable to them;

#### Objectives of desk research on the situational analysis of migration phenomenon

- Identification of trends, causes, risks, vulnerabilities, capacities, from a gender perspective on migration phenomenon;
- Identification of annual reports of national human rights mechanisms;
- Identification of work programs of national human rights mechanisms, migration policies;
- Identification of programs and initiatives aimed at Moldovan migrant women.

#### Objectives of desk research on remittances available transfer mechanism

- Identification of past Treaty Body;
- Identification of UPR special rapporteur reports;
- Identification of official and NGO reports presented to review mechanisms;

- Identification of parliamentary records;
- Identification of official statistics;
- Identification of remittances available transfer mechanisms;
- Identification of statistics or other sources of data on remittance sending costs and flows.

#### Objectives of the in-depth interviews

- Identification of existing mechanisms (legislation and programs) which protect the rights of migrant women;
- Identification of policies and gaps in policies, services meant for women migrating for work;
- Identification of barriers the women may encounter when trying to benefit of rights, essential services and protection (such as healthcare);
- Understanding of the types of recruitment activities for working abroad;
- Understanding the practices and services for sending and receiving remittances and their differentiation from the point of view of gender.

#### Objectives of the survey

- Identifying migration history of women migrant workers' (WMM) originating from Moldova;
- Identify experiences of receiving and sending of remittances and investments they make in their household;
- Identify the precarity that may be present in the experiences of women migrant workers' occupations and income earning activities;
- Understanding vulnerabilities and personal security issues faced by women migrant workers;
- Understanding the motivations and intentions of WMM.

### i.2 APPLIED METHODOLOGY

The data presented in this report were collected through several methodology: desk research on the situational analysis of migration phenomenon and on remittances available transfer mechanism, in depth interviews based on a semi-structured guide offered by *UN Women*, survey based on questionnaire developed by the *IMRC (International Migration Research Center)* and adapted to the situation of Moldova by *Magenta Consulting*.

Information from this report is presented in four chapters according to four preliminary reports delivered before presenting this final report. First two chapters: A gender based

profile of migration phenomenon in Moldova and Looking at remittances flow from gender perspective was taken and adapted from the first two intermediate reports with the same name, and the last two chapters related to in-depth and survey results are taken from the last two intermediate reports.

### i.2.1 THE SAMPLE AND DATA COLLECTING

11 in depth interviews were carried out: 4 with representatives of agencies for job placement abroad, 2 with representatives of banking institutions, 3 with representatives of NGOs and 2 with government representatives.

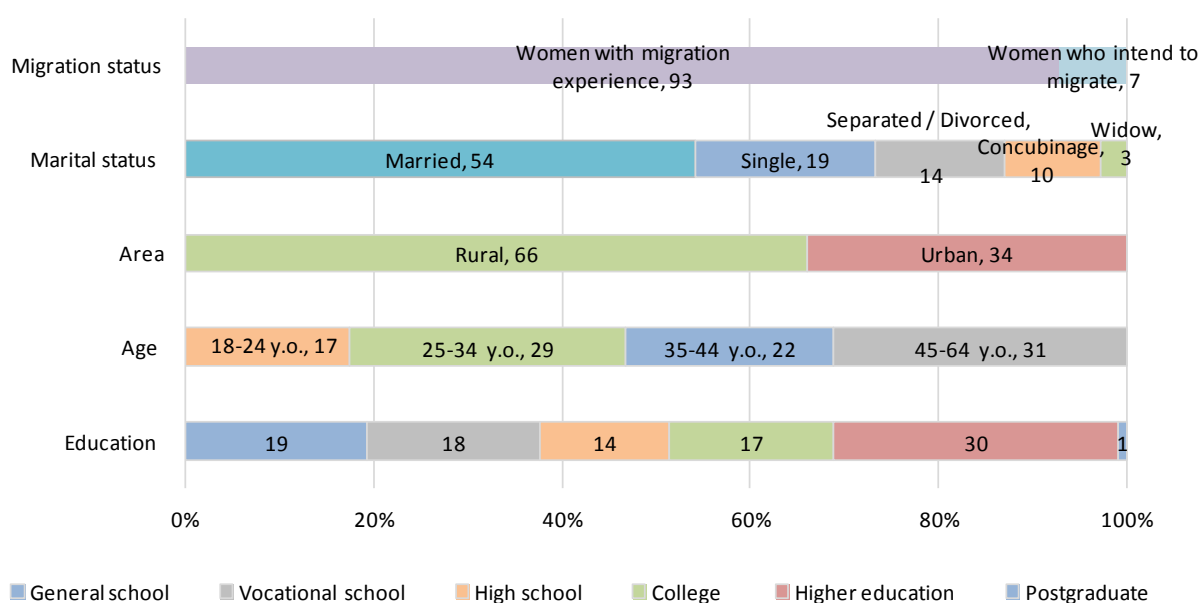
- Representatives of recruitment agencies: all 4 agencies with which was interacted place the women from the Republic of Moldova in employment in Israel, however during the years 2 of these companies facilitated migration for work besides Israel also to Russia and the Czech Republic;
- Representatives of banking institutions: “Victoriabank” and “Moldindconbank”;

- Representatives of NGOs: “La Strada”, “Nexus”, “International Organization for Migration (IOM)”;
- Government representatives: Head of the Department “Migration and demographic policies” from the Ministry of Labor, Social Protection and Family, and Head of the Directorate “International Relations, European Integration and Diaspora”.

109 questionnaires were carried out with women who migrated or who intend to migrate for employment purposes.

- The structure of survey sample

Figure i.2: Sample, N= 109, %



### i.3 LIMITS AND BARRIERS OF THE RESEARCH. LESSONS LEARNED

The current research encountered several barriers:

- Contradicting statistical data on migration
- While trying to find the suitable persons for in depth interviews, those from the segment of recruitment agencies were the most difficult to be found due to their reluctance. Several companies were contacted, but refusals were received. Only those recruitment agencies that offer job opportunities in Israel are more responsive because in this country the state puts at disposal jobs in the field of social assistance and namely taking care of the elderly or persons with a certain degree of disability.

## CHAPTER I: A GENDER BASED PROFILE OF MIGRATION PHENOMENON IN MOLDOVA

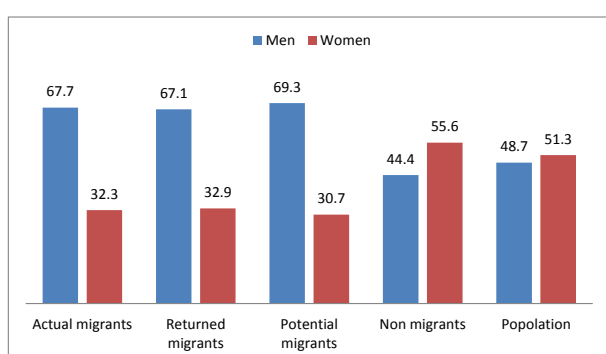
The first chapter presents the particularities of the Women Migrant Workers as compared to men.

### 1.1 TRENDS

**Majority of migrants who leave Moldova are male.** The share of male migrant population is higher than the share of women migrants. The official figure show that majority of all migrants (72,5% in 2012) where from rural areas. Data on poverty shows that about 80% of Moldovan poverty is concentrated in rural areas, poverty being a major cause of migration (half of migrants who decided to leave the country were unemployed, searching for a job and available to start working immediately).

Figure 1: Structure of migrant population, 2012, %

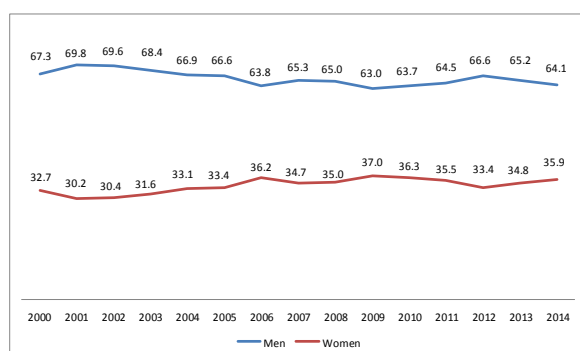
Source: Labour Migration, National Bureau of Statistics



The data on gender profile of migrants over the last decade<sup>1</sup> seems to remain unchanged and confirm the fact that majority of migrants are male.

Figure 2: Male and female aged 15 years and over, working or looking for work abroad, %

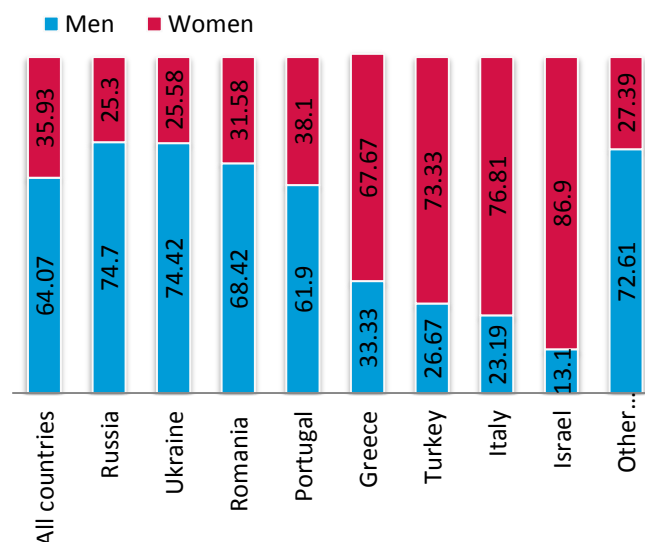
Source: Databank. National Bureau of Statistics



**Country destination is influenced by gender.** The trend of male migrants maintains its leading position in 2014, however it can be seen that the gender distribution of migrants varies by country of destination. While in Portugal, Romania, Russia and Ukraine, migrants from Moldova are mostly men, then in Greece, Israel, Turkey and Italy the situation is reversed - the share of women is higher.

Figure 3: Structure of migrant population by destination country, 2014, %

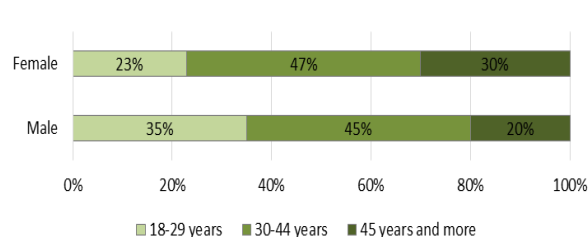
Source: Databank



**Women migrants are older.** As the data collected for the Migration survey 2013, realized for Nexus, shows, a greater share of women migrants are older than 30. Partly this may be explained by the fact that younger women take care of the small children, which are complicated to leave for someone else to take care of.

Figure 4: Age of female and male migrants, 2013

Source: Innovation in circular migration. Migration and development in Moldova, Nexus, 2013

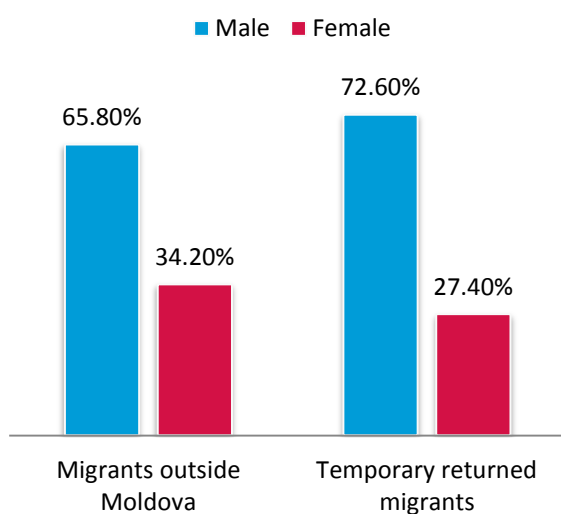


**Women migrants tend to be less mobile as compared to men migrant workers (they travel home less often than men).** Mostly due to: (I) the nature of their work as compared to more season based work flows of men - each year the highest number of emigrants is registered in the third quarter of the year, and the lowest is in the fourth and first. A large number of labour migrants working in Russia return to Moldova during the winter due to low demand for labour in the construction industry, in which the majority of Moldovans are employed, (II) the countries of destination and their status as informal/formal workers, for example the Moldovan men can travel more easily to Russia (lack of visa requirement, the knowledge of language, and the low costs of travel and employment) as compared to a female migrant in a EU country.

<sup>1</sup> The government only started estimating the number of labor migrants from Moldova in the year 2000, through the Labor Force Survey carried out by the National Bureau of Statistics (NBS) on a quarterly basis.

Figure 5: Structure of migrant population, 2012, %

Source: Labour Migration, National Bureau of Statistics



Among women workers share of those unemployed prior to migration is lower than among men. Besides, prior to migration share of women employed in qualified and intellectual, high-skilled labour was higher than in case of men: teachers (12% compared to 2% men), account/economist (6% compared to 1% men), high-skilled worker in health care system (4% compared to 0). Among men migrants there are more people who had more technical jobs that can be executed with prior training but do not need higher education (driver, construction worker, electrician/ mechanic, military).

Figure 7: Employment prior to migration, 2013

Source: Innovation in circular migration. Migration and development in Moldova, Nexus, 2013

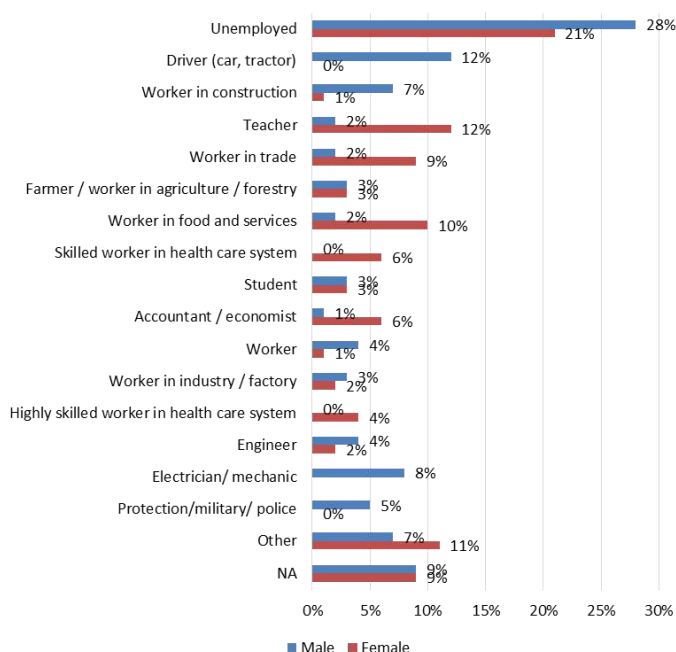
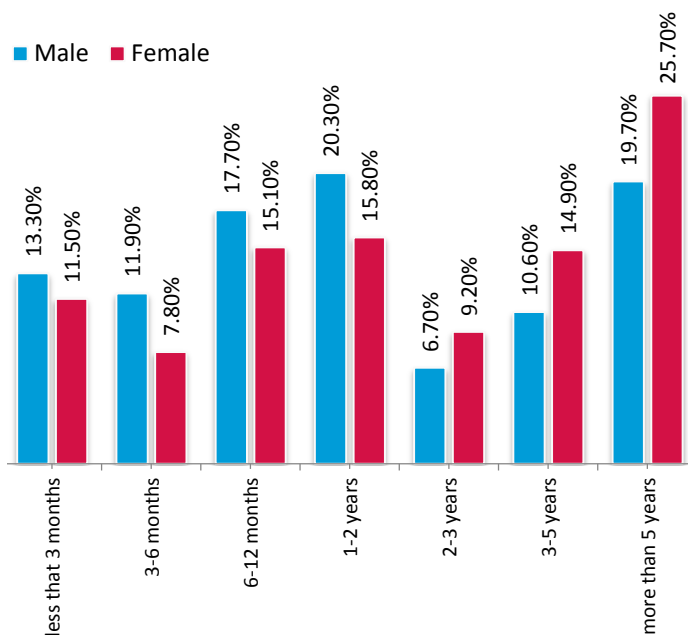


Figure 6: The period of last emigration, 2012

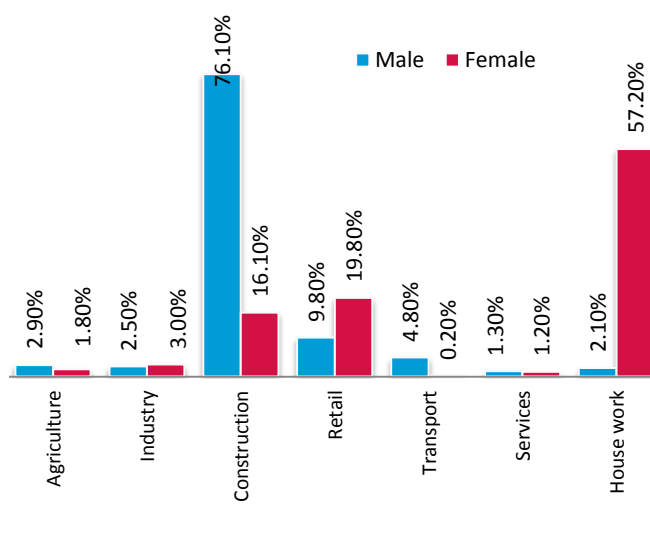
Source: Labour Migration, National Bureau of Statistics



There is a clear gender division of jobs that Moldovan migrants execute. More than half of Moldovan migrants work abroad in the construction sector (68% in CIS and 29% in EU). The second most common occupation abroad is in services provided to private households; this is characteristic for migrants to EU countries (47.3%)<sup>2</sup>. Most of the male migrants work in construction sector and most of the women migrants work in housework. Data on education and occupation of migrant shows that many men working in Russia had the same occupation they used to have in Moldova (ability to work with machinery, being a construction worker). Less skill alignment happened in the case of women, since more EU migrants happen to be more educated and in Moldova they have been employed as doctors, teachers, nurses or public servants.

Figure 8: Gender division of labour done by migrants, 2012

Source: Labour Migration, National Bureau of Statistics

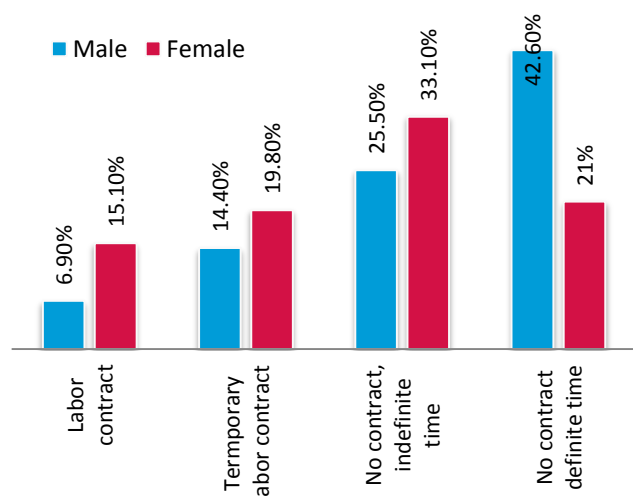


<sup>2</sup> Costs and benefits of Labor Mobility between the EU and Eastern partnership Partners Countries, Country Study Moldova.

**Level of work informality is higher among men.** Due to the nature and sector of their work, men migrants are more exposed to informality as compared to women migrants. There is ample anecdotal evidence where cases have been cited that in CIS countries it is common to not pay migrants for their work, especially in the construction sector. A study (CBS AXA 2013) found that average deception rate of migrants is 13,8% - 15,4% for men and 9,8% for women migrants. Other forms of exploitation has more incidence among male migrants (39,1%) as compared to female migrants (34%).

Figure 9: Informality of work among Moldovan migrants, 2012

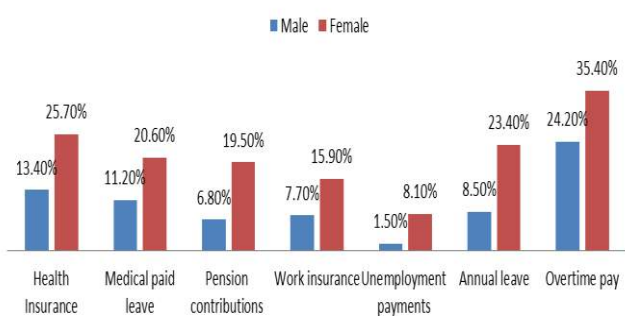
Source: Labour Migration, National Bureau of Statistics



**Women migrants have more access to social protection.** On each type of social and labour protection, women migrants benefit more comparatively to male migrants. In particular, they have more access to health insurance, medical paid leave, unemployment security. A risk profile of migrants (CBS AXA 2013) tends to confirm these findings. Namely, the incidence of *successful* migrants is higher among women (64%) compared to 59% for males and the incidence for *exploited* migrants is higher among men (68,7%) compared to women migrants (31,5%). One explanation of this gender dichotomy is due to the nature of migration patterns outlined above: the nature of seasonal work with less need to formalize labour relationships, the industry construction being a sector with very high informal employment, the country of destination that influences migrant’s propensity to formalize.

Figure 10: Access to social and labour benefits among Moldovan migrants, 2012

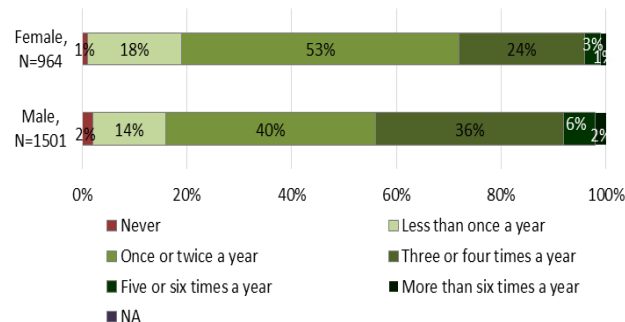
Source: Labour Migration, National Bureau of Statistics



**Women migrant workers overall stay longer periods abroad and come to Moldova less often.** Thus, 53% of female migrants come to Moldova once or twice a year, and 28% - more often. In case of the male segment, share of those who travel to Moldova is larger – 44% return home three or four times a year and more often.

Figure 11: Frequency of returning to Moldova

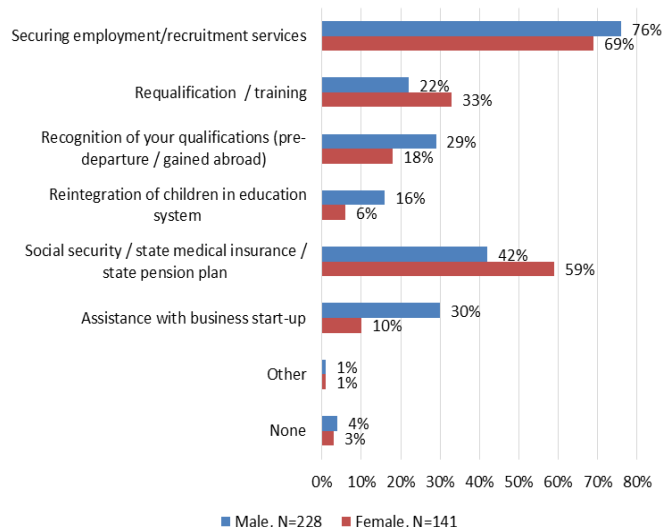
Source: Innovation in circular migration. Migration and development in Moldova, Nexus, 2013



**Women are more interested in assistance related to social security / state medical insurance/ state pension plan as well as assistance in requalification/ retraining, than men, who are rather interested in assistance with business start-up.**

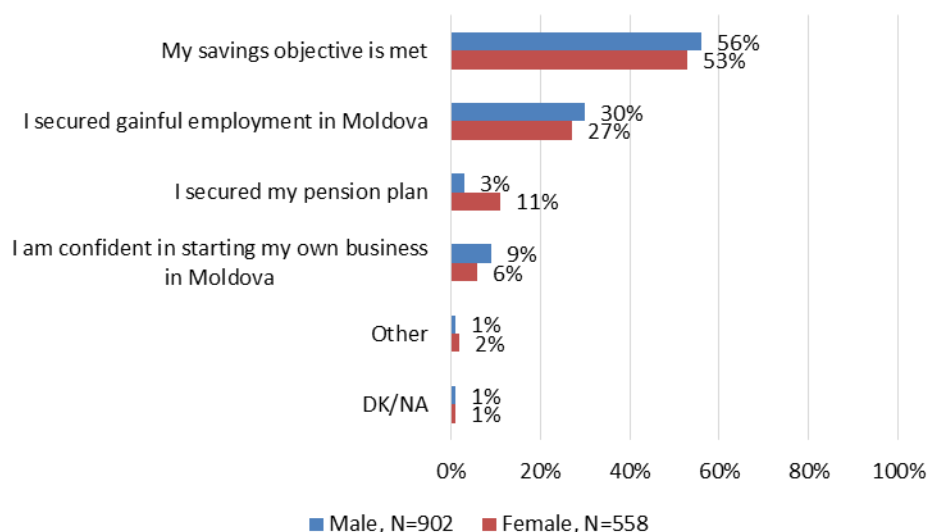
Figure 12: Areas in which assistance is needed by those who intend to return in the following 2 years

Source: Innovation in circular migration. Migration and development in Moldova, Nexus, 2013



**Women are more concerned about their pension plan** than men and they set this as a primary condition for returning back on a permanent basis (11% compared to 3% among men).

Figure 13: Primary condition for returning back for those who intend to return back on a permanent basis



Source: *Innovation in circular migration. Migration and development in Moldova, Nexus, 2013*

## 1.2 INTERNATIONAL TREATY FRAMEWORK ON MIGRATION RELEVANT TO WOMEN

### Past treaty bodies

In 1994 Moldova ratified one of the key treaties in terms of women's rights and gender equality - the Convention on the Elimination of Discrimination against Women (CEDAW). The convention **provides a generic framework for the promotion of women migrant's rights**. Even though it does not refer to migration specifically, CEDAW clearly states that state will enact legislative procedures and policies to ensure equal access of women to labour market and social services. In 2008, CEDAW<sup>3</sup> developed a general recommendation on women migrant workers for the states of origin, transit states and countries of destination:

(a) Formulating a comprehensive gender-sensitive and rights-based policy: States parties should use the Convention and the general recommendations to formulate a gender-sensitive, rights-based policy on the basis of equality and non-discrimination to regulate and administer all aspects and stages of migration, to facilitate access of women migrant workers to work opportunities abroad, promoting safe migration and ensuring the protection of the rights of women migrant workers (articles 2 (a) and 3);

(b) Active involvement of women migrant workers and relevant non-governmental organizations: States parties should seek the active involvement of women migrant workers and relevant non-governmental organizations in policy formulation, implementation, monitoring and evaluation (article 7 (b));

(c) Research, data collection and analysis: States parties should conduct and support quantitative and qualitative research, data collection and analysis to identify the problems and needs faced by women migrant workers in every phase of the migration process in order to promote the rights of women migrant workers and formulate relevant policies (article 3).

### Responsibilities specific to countries of origin:

(a) Lifting of discriminatory bans or restrictions on migration: States parties should repeal sex-specific bans and discriminatory restrictions on women's migration on the basis of age, marital status, pregnancy or maternity status. They should lift restrictions that require women to get permission from their spouse or male guardian to obtain a passport or to travel (article 2 (f));

(b) Education, awareness-raising and training with standardized content: States parties should develop an appropriate education and awareness-raising program in close consultation with concerned non-governmental organizations, gender and migration specialists, women workers with migration experience and reliable recruiting agencies.

(c) Regulations and monitoring systems, as follows: (i) States parties should adopt regulations and design monitoring systems to ensure that recruiting agents and employment agencies respect the rights of all women migrant workers. States parties should include in their legislation a comprehensive definition of irregular recruitment along with a provision on legal sanctions for breaches of the law by recruitment agencies (article 2 (e)); (ii) States parties should also implement accreditation programs to ensure good practices among recruitment agencies (article 2 (e)); (d) Health services: States parties should ensure the provision of standardized and authentic health certificates if required by countries of destination and require prospective employers to purchase medical insurance for women migrant workers. All required pre-departure HIV/AIDS testing or pre-departure health examinations must be respectful of the human rights of women migrants. Special attention should be paid to voluntariness, the provision of free or affordable services and to the problems of stigmatization (articles 2 (f) and 12);

(e) Travel documents: States parties should ensure that women have equal and independent access to travel documents (article 2 (d));

(f) Legal and administrative assistance: States parties should ensure the availability of legal assistance in connection with migration for work. For example, legal reviews should be

<sup>3</sup> General recommendation No. 26 on women migrant workers, [http://www2.ohchr.org/english/bodies/cedaw/docs/GR\\_26\\_on\\_women\\_migrant\\_workers\\_en.pdf](http://www2.ohchr.org/english/bodies/cedaw/docs/GR_26_on_women_migrant_workers_en.pdf)

available to ensure that work contracts are valid and protect women's rights on a basis of equality with men (articles 3 and 11);

(g) Safeguarding remittances of income: States parties should establish measures to safeguard the remittances of women migrant workers and provide information and assistance to women to access formal financial institutions to send money home and to encourage them to participate in savings schemes (articles 3 and 11);

(h) Facilitating the right to return: States parties should ensure that women who wish to return to their countries of origin are able to do so free of coercion and abuse (article 3);

(i) Services to women upon return: States parties should design or oversee comprehensive socio-economic, psychological and legal services aimed at facilitating the reintegration of women who have returned. They should monitor service providers to ensure that they do not take advantage of the vulnerable position of women returning from work abroad, and should have complaint mechanisms to protect the women against reprisals by recruiters, employers or former spouses (articles 2 (c) and 3);

(j) Diplomatic and consular protection: States parties must properly train and supervise their diplomatic and consular staff to ensure that they fulfill their role in protecting the rights of women migrant workers abroad. Such protection should include quality support services available to women migrants, including timely provision of interpreters, medical care, counseling, legal aid and shelter when needed. Where States parties have specific obligations under customary international law or treaties such as the Vienna Convention on Consular Relations, those obligations must be carried out in full in relation to women migrant workers (article 3);

**A second relevant Convention on migrants human rights is not ratified by Moldova.** The Migrants Worker Convention declares

that States parties should respect and ensure the rights contained in the Convention without distinction of any kind such as sex, race, color, language, religion or conviction, political or other opinion, national, ethnic or social origin, nationality, age, economic position, property, marital status, birth or other status. Article 1 also states that the Convention applies to all migrant workers and members of their families without distinction of any kind.

**In general, international instruments ratified by Moldova and national legislation governing labor migration have not focused on the gender perspective.** ILO Migration for Employment Convention, ratified by Moldova is a case to the point.

#### **National Legal system**

**National Legal framework has provisions to protect migrants from discrimination.** The Law no. 180 on Labor Migration of July 10, 2008 regulates the temporary activities of migrant workers, conditions of issuance, extension and revocation of the work permit and the permit for temporary stay for work, as well as the conditions for temporary employment of the citizens of the Republic Moldova abroad. According to this law, the State shall ensure, as required by law, protection of migrant workers without distinction of race, nationality, ethnic origin, language, religion, gender, political affiliation, wealth or social origin (Article 4(2)).

**Other legal provisions are less relevant from gender perspective.** These are Presidential decree on support measures for Moldovan migrants, Governmental Decision on Measure to Support Moldovan Migrants, and Parliament decision on Moldovan Migration Policy.

**Governmental policies are for the most part gender blind.** Two policies reflect this point. The Action Plan to stimulate the return of migrants and National Strategy for Migration and Asylum (2011-2020).



## CHAPTER II: LOOKING AT REMMITANCES FLOW FROM GENDER PERSPECTIVE

This chapter aimed mainly at reviewing of trends, policies and programs on gender perspective of remittance transfer.

**Majority of the studies on migration in Moldova do not fully capture the exact number of migrants.** An emerging consensus among experts is that the number of Moldovans outside of Moldova is somewhere in between 700 000 and 1 000 000. The latest comprehensive study on migration (*Innovation in Circular Migration, Nexus-Moldova 2014*) came up with an estimation of 479 000 of citizens that are working abroad. Majority of them, 370 000, are long term migrants and 109 000 are short term migrants, mostly involved in temporary work. At the same time there are 18 400 Moldovan citizens that are studying abroad and other 18 700 are long term migrants due to the family reintegration<sup>4</sup>.

According to the NEXUS survey, **44% of long term migrants are women.** National Bureau of Statistics estimates (via Labor Force Survey) the number of Moldovan migrants to 341 900, about 10% of Moldova's population. Women migrants make up **36% of all migrants** or 122 800 migrants.

**Given the gender differences in migration patterns, it is important to investigate remittances from gender perspective.** A more complete understanding of remittances from gender perspective will enable policy makers to develop appropriate measures as to enable both men and women migrants to maximize the way they can put to use their earnings. The findings presented in this desk research will rely on previous relevant studies on remittances. A full list of bibliography is provided at the end of the research.

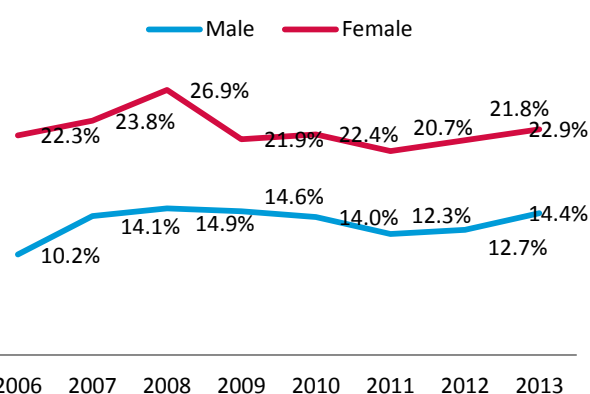
**Data collected on remittances in Moldova is not fully gender disaggregated.** In Moldova, information on remittances is collected within (I) Household Budget Survey (HBS) conducted by National Bureau of Statistics as part of household income (II) the Balance of Payments emitted by The National bank of Moldova and (III) thematic surveys within representative sample of migrants and migrant households. Only the first and the third source of data provide some gender disaggregated statistics.

**In Moldova, women in general and women in migrant households are more dependent on remittances as a revenue source as compared to men in general and men in migrant households.** This statement is confirmed by data collected from HBS, displayed in the figure below (figure 1). Although this aspect was not approached in a specific manner, there are several explanations justifying this statement: (I) majority of migrants from Moldova are men, therefore women staying within the household are more dependent on the remittances, (II) most of the migrant households tend to have lower income (30,7%)<sup>5</sup> as compared to non-migrant households (59,1%) this aspect intensifies since remaining

family members (mostly women) are discouraged to be integrated in the labour force due to family and household responsibilities (majority of migrants are of the reproductive age, presumably many women in a migrant household spend more time caring for their children, thus less integrated in the labour force – what we cannot tell about men from migrant households which tend to be more active on the labour market), (III) in Moldova there is still a persistent gender pay gap (14% in 2012), and gender pension gap (16,7% in 2013) meaning that there are differences in salaries and pensions between men and women.

Figure 14: Remittances as share of the income for men and women in Moldova.

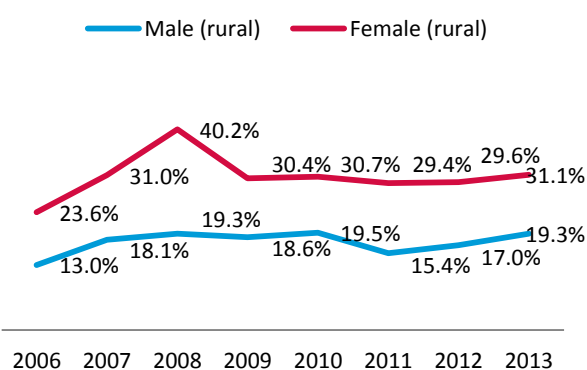
Source: *Labour Migration, National Bureau of Statistics.*



**In rural areas women are even more dependent on remittances as a share of their income.**

Figure 15: Remittances as share of the income for men and women in rural areas of Moldova.

Source: *Labour Migration, National Bureau of Statistics*



**Female migrants do money transfers more often** – 6.9 transfers as compared to 6 in case of men. Still, men transfer more: 4.699 as compared to 4.127 Euro in case of women. Both men and women migrants transfer the money mainly via formal ways.

<sup>4</sup> Zwager, Nicolaas, ., *Innovation in Circular Migration, Migration for Development . Market Survey / NEXUS Moldova, IASCI, CIVIS. – Chişinău: S. n., 2014 (Tipogr. "Elan Poligraf") - 124 p., p.26 // <http://nexusnet.md/pic/uploaded/files/IASCI-CIVIS%20Migratie%20si%20desvoltare%20in%20Moldova%20studiu%20e%20piata%202014.pdf>*

<sup>5</sup> IOM Survey, CBS-AXA, 2008 (The Socio-Economic Impact of the Economic Crisis on Migration and Remittances in the Republic of Moldova)  
Source:[http://iom.md/attachments/110\\_2009\\_06\\_02\\_socio\\_economic\\_impact\\_eng.pdf](http://iom.md/attachments/110_2009_06_02_socio_economic_impact_eng.pdf)

Figure 16: Number of money transfers (in all forms) during the preceding 12 months

Source: *Innovation in circular migration. Migration and development in Moldova, Nexus, 2013*

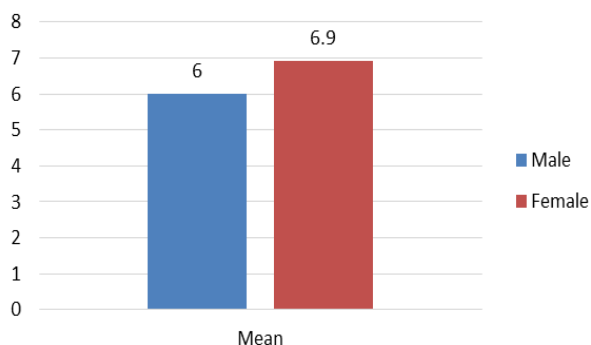


Figure 17: Total amount transferred during the preceding 12 months

Source: *Innovation in circular migration. Migration and development in Moldova, Nexus, 2013*

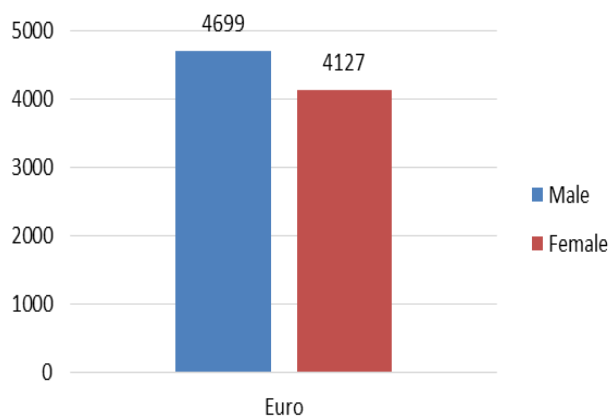
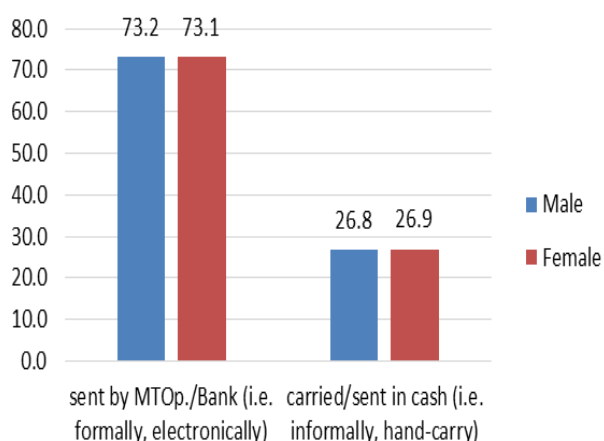


Figure 18: Preferred method of sending money to home

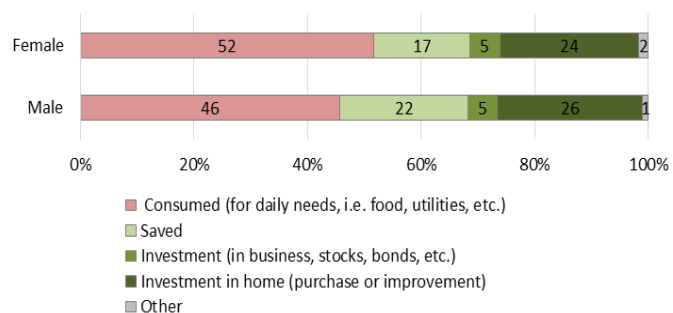
Source: *Innovation in circular migration. Migration and development in Moldova, Nexus, 2013*



**Women migrants more often transfer the money for household consumption, while men – for saving.** The percentages have been calculated from the amounts presented above – 4699 Euro for male migrants and 4127 for women migrants.

Figure 19: Destination of the usage of money transferred by the migrants

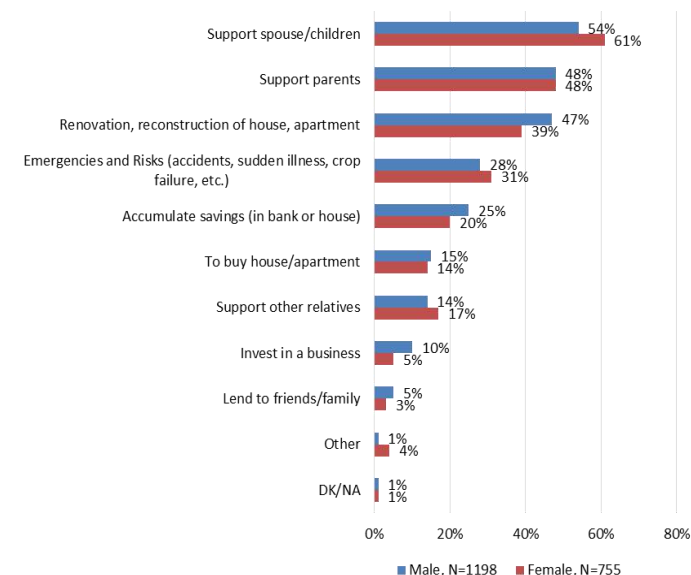
Source: *Innovation in circular migration. Migration and development in Moldova, Nexus, 2013*



While there are no major differences from the point of view of the purposes of money transfer, **women slightly more often transfer money for the following purposes: support spouse/children** (a difference of 7 p.p.), **emergencies and risks** (a difference of 3 p.p.), **supporting other relatives** (a difference of 3 p.p.). Men transfer slightly more often for: renovation, reconstruction of a house or apartment (+8 p.p.), accumulation of savings (+ 5 p.p.), investment in a business (+ 5 p.p.).

Figure 20: Purposes of money transfer

Source: *Innovation in circular migration. Migration and development in Moldova, Nexus, 2013*



**Women are less interested than men into investing the money into a business or an infrastructure project.** Still, upon the condition of a good opportunity a significant share of women would be inclined to do that. A significant share of women migrants prior to migrate had worked in retail trade and this might a reason for the increased interest for investment in this particular area.

Figure 21: Interest in investing the transferred money into a public sector infrastructure project in the community, in Moldova

Source: *Innovation in circular migration. Migration and development in Moldova, Nexus, 2013*

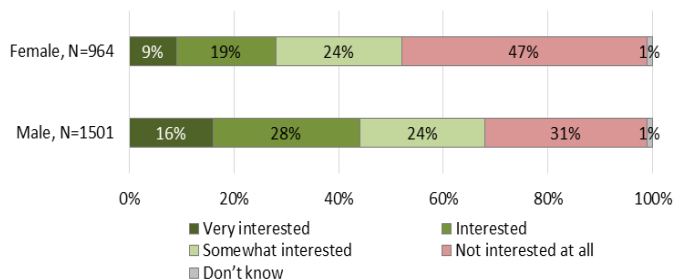


Figure 22: Interest in investment together with local authorities or business people in a private sector enterprise in the community

Source: *Innovation in circular migration. Migration and development in Moldova, Nexus, 2013*

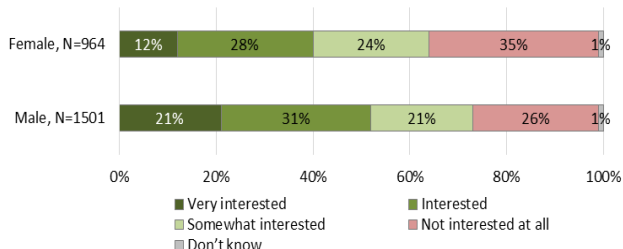


Figure 23: Plans to initiate or expand an investment in a business enterprise

Source: *Innovation in circular migration. Migration and development in Moldova, Nexus, 2013*

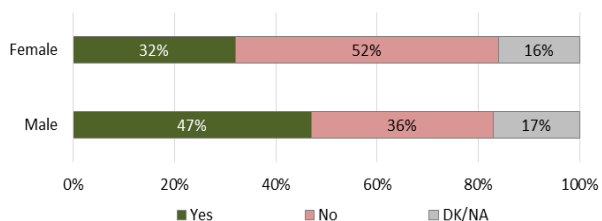


Figure 24: Particular areas of interest for investment

Source: *Innovation in circular migration. Migration and development in Moldova, Nexus, 2013*

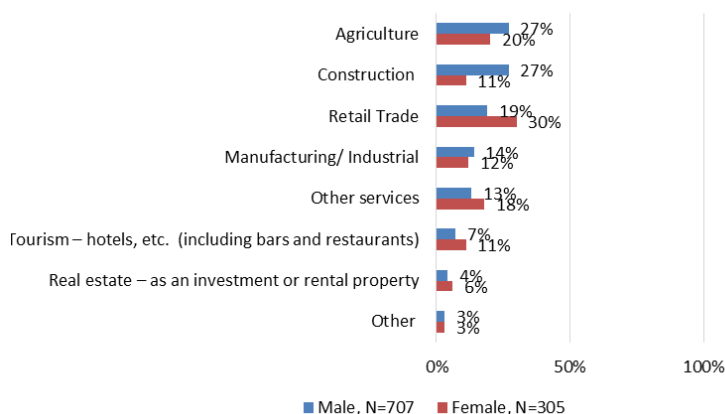


Table 1: Gender differences of consumption of general income, 2013

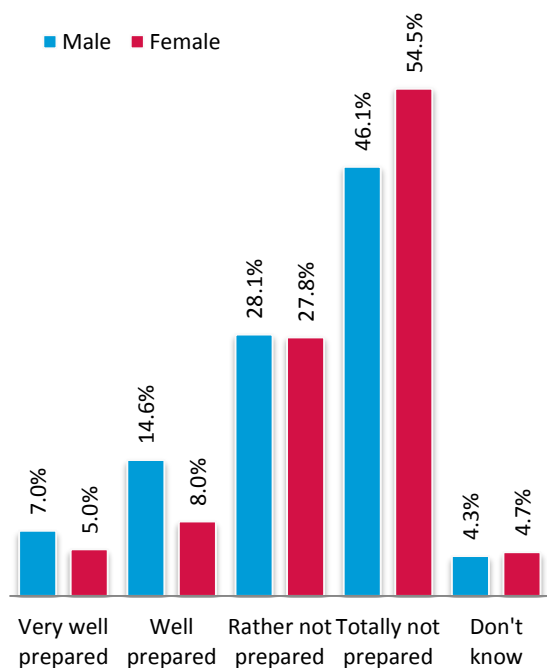
Source: *Household Budget Survey National Bureau of Statistics*

items	Male %	Female %
Food	42,7	43,1
Alcohol, tobacco	1,8	1,1
Clothing, footwear	10,5	10,1
House maintenance	18,8	19,9
Housing facilities	3,6	3,7
Medical care and health	5,4	6,2
Transport	5,2	3,6
Communication	4,2	4,2
Recreation	1,3	1,9
Education	0,8	1
Hotels, restaurants , cafes etc.	1,7	1,3
Other	3,9	4,1

**There is a gender intention gap to start a business among men and women.** In the context of the effort to encourage migrants to put their savings to a more productive use, it is worth mentioning that male are more confident in their abilities to start a business as compared to women (figure 5), we presume that this relationship holds also for migrant men and women.

Figure 25: Confidence gaps among men and women in terms of starting a business

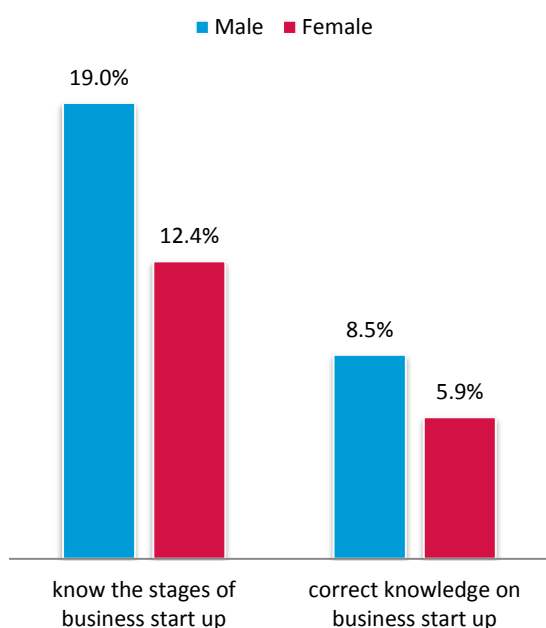
Source: *How Moldovan Households Manage Their Finances, IOM, 2008*



There is a gender knowledge gap, albeit a smaller one, in terms of initiating a business. The available data (figure 6) reproduces a general trend that men are feeling more confident to start a business as compared to women. However the actual knowledge gap on how to start a business is smaller.

Figure 26: Confidence and knowledge on how to start a business among men and women

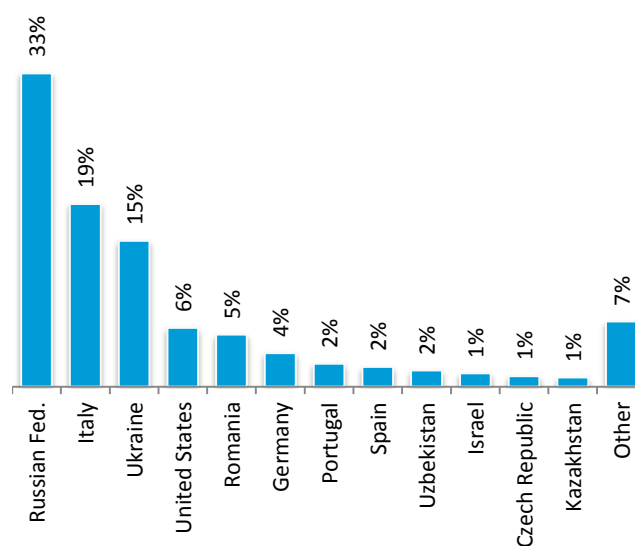
Source: *How Moldovan Households Manage Their Finances, IOM*



Countries from which most remittances come in Moldova are: Russian Federation, Italy and Ukraine. According to Bilateral Remittances Matrices<sup>6</sup>, the total amount of remittances sent to Moldova in 2013 was of 1.985 million dollars, out of which 657 million dollars were sent from Russia. The information about the amount of remittance by sending country is presented in figure 4. According to data from the National Bureau of Statistics, in Russia, most of Moldovan migrants are men (74.69%), while in Italy the situation is different, women migrants are in proportion of 76.84%.

Figure 27: Total amount of remittances by sending country

Source: *World Bank Migration and remittances data, 2013*



Based on the available data, one can conclude that gender perspective in remittances is relevant given the fact that women in general and women in migrant households are more reliant on remittances as an income source and it seems that men migrants would more likely use remittances to productive use (start a business, investments) as compared to women migrants. Accordingly a gender sensitive policy response would have to take these aspects into account when developing measures aiming at sudden declines in remittances flows (such measures should better target women from migrant households since they are the most affected) and measures to stimulate remittance use in a more productive way (for example by starting special entrepreneurship programs for women and women migrants).

<sup>6</sup> World Bank Migration and remittances data  
<http://econ.worldbank.org/WBSITE/EXTERNAL/EXTDEC/EXTDECPROSPEC/0,,contentMDK:22759429~pagePK:64165401~piPK:64165026~theSitePK:476883,00.html>

## CHAPTER III: IN-DEPTH INTERVIEWS RESULTS

### 3.1 SEGMENT OF GOVERNMENT REPRESENTATIVES

The persons with whom was carried out the structured interview for this segment were from the Ministry of Labour Social Protection and Family (MLSPF) – head of the department “Migration and demographic policies” and from the “Bureau of Interethnic Relations” – head of the directorate “International Relations, European Integration and Diaspora”. In both cases the respondents mentioned that recently there was a change regarding their activity. In the case of the Department “Migration and demographic policies” the respondent mentioned that until recently the Department “Migration policies” was an institution independent from the one in the field of demography, after reorganization these two fields which have tangencies but are still different were united in one department.

Regarding the “Bureau of Interethnic Relations” (BIR), which is under the jurisdiction of the government, until recently was the only responsible for migration and relations with the Diaspora, but in 2012 appeared the “Bureau for Relations with the Diaspora” (BRD), which is under the jurisdiction of the State Chancellery and which took over the department of migration and communication with the Diaspora. Since that moment the aspects related to migration and Diaspora are managed by both institutions.

#### **Government bodies involved in the protection and offer of more opportunities for migrant women**

What was clear from the beginning of the discussion with the government representatives, was that there were no bodies or policies which would be directed exclusively at women. When it was discussed about migrants, the following institutions which work with them were mentioned: BRD, BIR, MLPSF, ANOFM, Local Public Administration (LPA), the technical inter-ministry group which supposes the existence of a person from different ministries which deals with migrants (Ministry of Education, Ministry of Foreign Affairs, Ministry of the Environment, Ministry of Economy, Ministry of Regional Development and Constructions, Ministry of the Interior etc.). This group sets meetings where aspects related to the life of migrants are discussed, the issues they encounter and the laws directed at this segment of persons.

#### **The approach of the Government in protecting women migrating for work**

Within the Ministry of the Interior there is the Centre for Fighting Trafficking which according to the representative of the MLPSF is the most representative example which demonstrates the determination of the Republic of Moldova to reduce to minimum the situations of trafficking associated with international migration.

In 2014 the Government approved a project of integrating the migrants who returned to the country, and beginning with 2016 MLPSF will establish several information bureaus which will have as a goal supporting the reintegration of migrants who returned home. These centers will offer support to those who returned to the country and to the citizens of the Republic of Moldova who are abroad and want to return, but also to those who are in Moldova and intend to go abroad. In the case of those who intend to migrate, they will be offered

information support about the safe and legal methods for migration. Overall the bureaus will have the role to shorten the period of reception, processing and waiting for documents, for example if a person from a village wants to include his/her child in the system of education from Moldova after he/she studied a few years in Italy, the parent or the legal tutor must have the agreement of the Ministry of Education. So, in order for the parent not to make 3-4 trips to Chisinau and back, the bureaus will intermediate and ease the process (by establishing the connection with the Ministry of Labour, scanning and sending documents, etc.), finally the said person should only make one trip, when he/she will receive the final document from the ministry.

MLPSF mentioned about an initiative to amend the law regarding tourism because it has certain gaps that make possible to legally cross the border in order to find a job illegally. This initiative was however rejected on the reason that it could restrict access to free movement.

A major problem mentioned by the BIR representative, related to migrants is not related to the lack of support for them, because there are measures, but to the lack of communication about these activities and bodies which support and promote the migrants rights. As a result people don't know where to turn. According to the opinion of the respondent it is not enough to announce on the website about the activities related to migrants, the information must be brought to the migrants in a more efficient way: by distribution of flyers to the Diaspora association from abroad, through newspapers, etc.

#### **Services and policies helping in establishing contact between the women who migrate abroad for work and the job from abroad**

The contact between migrants and the job from abroad may be established only based on an agreement between countries. Moldova has established six agreements with different countries, out of which only one is operating – the one with Israel, but the jobs which are explicitly foreseen are only for men in the field of constructions through ANOFM. The other five agreements were concluded with Italy (2003), Azerbaijan, Poland (1998), Slovenia (2004) and Kyrgyzstan (2004). Regarding the Russian Federation there is a convention between the Government of the Republic of Moldova and the Government of the Russian Federation regarding work activity and social protection of the citizens of RM and RF who are employed outside their countries borders (1993), but it is outdated. With Russia negotiations are complete and Moldova fulfilled all internal procedures, but for political reasons the signing of the agreement is being delayed. With Italy, even if there is an agreement it doesn't work. The first part of the agreement was fulfilled – linguistic and vocational courses were organized, the graduates were given certificates of Italian language knowledge, but there were no job offers based on the agreement.

To the countries where there is a great number of Moldovan citizens such as Spain, France, Portugal were sent intention letters in order to conclude agreements, but no answer was received.

There is a new initiative (launched in 2008) which pursues the global approach of migration and which is named “Mobility

Partnership". The participants are Moldova and 15 EU member countries: Bulgaria, Czech Republic, Cyprus, France, Germany, Greece, Italy, Lithuania, Poland, Portugal, Romania, Slovakia, Slovenia, Sweden and Hungary. As a consequence of this partnership, however until the present, was only renegotiated the agreement with Italy and was signed the improved version in 2011.

### **Collaboration between the Government and private agencies for job placement**

MLSPF collaborates periodically with the agencies for job placement which are open for communication. They are invited for dialogue when laws are being drafted or amended. For example they were invited at the moment when Law 180 regarding work migration was drafted. Presently this law stipulates that recruitment agencies may have as partners both other job placement agencies and employers from the destination country. It is intended that this law would be amended and namely that the agency partner from the destination country is not to be another recruitment agency, but to be the final beneficiary, meaning the employer. Presently the job placing agencies cannot charge fees from the migrants because it is contrary to several conventions. Thus the Geneva Convention 181 regarding private agencies for job placement specify that it is allowed to charge a fee/commission only for the employer or the recruitment agency from the destination country. However agencies ask for the right to charge fees from the migrants, which is contrary to Convention 181 and other conventions.

The supervising mechanisms that would ensure that private organizations operate according to the laws established by the state are applied by the Licensing Chamber, Center for Fighting Trafficking and ANOFM. Until recently there were verifications from the Licensing Chamber when issuing and updating licenses, but once law 451 regarding regulation in licensing the activity of entrepreneurship was amended, this mechanism is no longer valid because licenses are issued based on personal declaration of responsibility and the Licensing Chamber can carry out verifications only in a year or two. Besides this, if there were notices in the press or from certain sources that a company was not operating legally, the Licensing Chamber was taking notice together with the Center for Fighting Trafficking and as a result the economic agents could be held accountable through withdrawal of licenses. Presently the withdrawal of licenses can be done only through trial in court.

The first thing that a potential migrant should do when searching for a job placement agency should be to verify if the entity is registered with the Licensing Chamber, if the agency has a trustworthy partner in the destination country, if the agency puts at disposal the work contract. ANOFM offers information to those who are interested in the methods of verifying if a private agency works in compliance to law.

### **Information offered to the women who migrate for work before leaving**

During the years, through various projects was edited a number of brochures adapted according to the destination countries. They contained information from various fields such as: "How to emigrate to country X?", "What documents do you need in order to emigrate?", "Generalities about country X", "Searching for a job", "Guide for elderly people caretakers", "Guide for family reintegration", "The rights of foreign workers", "Safety", "Access to education and health", "Culture", etc. An example of a project which put at disposal

information brochures is "Consolidation of the migration capability" organized by ANOFM with the support of the Government of Sweden.

The information center Nexus is a nongovernmental organization which exists in several raions of the republic in order to offer information necessary to migrants. These centers offer information support for each case in part, both to those interested in migrating and to those who have migrated or to those who returned to the country. Based on this model of centers MLSPF will implement in 2016 information bureaus which will have approximately the same goals, but will mostly target the Moldovan migrants who returned to the country. Presently the number of Nexus centers is five, two of which are in Chisinau, one in Cahul, one in Edinet and one in Ungheni, so the demand for the services offered by this organization is not covered at national level.

## **3.2 RECRUITING AGENCIES**

While trying to find the suitable persons for in depth interviews, those from the segment of recruitment agencies were the most difficult to find due to their reluctance. Several companies were contacted, but were received refusals. During the discussion with the MLSPF representative the respondent mentioned that more open for communication could be the agencies which deal in job placement in Israel because in this country the state puts at disposal jobs in the field of social assistance and namely taking care of the elderly or persons with degree of invalidity. Thus the persons with which were carried out the in depth interviews for this segment have recruitment agencies which mainly place the women from Moldova in employment in Israel. Out of the 4 companies with which was interacted the representatives of two agencies mentioned that there were periods when persons were placed in employment in Russia and the Czech Republic.

### **Types of offered services and interaction of the organization with women migrating for work**

The organizations with which the interview was carried out place the women from Moldova in employment in Israel. The only field proposed by these organizations is taking care of the elderly or disabled persons. One of the agencies with which was interacted is from Cimislia and the other three are from Chisinau.

To a great extent, the representatives of agencies mentioned that women reach their agencies based on recommendations from relatives and friends who went through the same migration procedure. According to the words of the interviewees nobody practices another method of promotion because the number of applicants is anyway sufficient, excepting the situation from Cimislia where the number of applicants is small because usually when people are interested in going abroad to work they go directly to Chisinau to search for recruiting agencies.

If in the case of the agency from Cimislia the number of annual interactions is approximately 40 women out of whom are selected and get to work in Israel between 1-10 persons, in Chisinau the number of interactions is higher, but anyway it varies from one agency to another from 300 up to 500 interactions per year out of who go to Israel from 15 to 70 women per agency yearly.

### **Interaction between the agency and the foreign country where the women migrating for work are recruited**

All the recruitment agencies with which interviews were carried out emphasized the fact that they don't establish direct connection with the employer from the destination country, but with other job placing agencies from Israel. This method of partnership is more convenient from the perspective of agencies from Moldova because all the families interested in employing a caretaker turn to the recruitment agencies from the foreign country (for example Israel) and submit all the requirements for the employee, and subsequently these requirements are followed by the recruitment agencies from Moldova and from the destination country, and the files prepared and selected by the agencies from Moldova reach Israel and the families select the suitable candidate. Usually the preferred age for the women who are to be employed in the families from Israel is approximately 28-53 years old. In such a way are avoided the young persons with an age up to 28 years old motivating that they be insufficiently dedicated and the women over 53 years because they no longer have the same force as in the case of the younger ones.

The process of temporary migration for work is supported the agencies from both countries. When an interested person turns to the recruiting agency in Moldova, a file is prepared for her which contains also a CV with photo: subsequently the file is sent to the recruitment agency from the destination country (Israel). Finally the employer from Israel selects the suitable candidate and after she was chosen the migrant undergoes several procedures related to preparing the documents in Moldova. Up to the moment when the future migrants go to the destination country, the agency from Moldova supports them and since the moment the migrant reaches Israel, the recruitment agency from that country offers her all the necessary assistance during the entire stay in Israel.

The recruitment agencies from Moldova have a strong connection with the women they help to go abroad, they are supported in all the stages preceding migration. Thus the women who go to Israel are told about the rights and obligations at work, about culture and religion, etc. there are situations when the agencies are informed if the family where they are going to work is religious and in this case the women are offered information regarding the suitable conduct in these families (for example the dishes that must be separated for dairy products and for meat products, etc.). Since the moment the women from Moldova arrive in Israel the agencies from that country offer them the assistance they need (for example juridical assistance). Shelter is offered by the employer, but in case the woman refuses to work for that employer for good reasons, the agency can help her find another job. The recruitment organizations both from Moldova and from Israel don't offer support for the return of women to Moldova, but usually the agencies from Moldova keep in touch (most frequently online) with the migrant women both during the period they are abroad and also when they return (either from the wish to apply again or to recommend someone).

#### **The legal framework in which agencies operate**

The organizations with which interviews were carried out operate in compliance with the law and accordingly their partners from abroad with which they interact also operate within legal norms. There are opinions according to which the status of legality of the job placement agencies from abroad is doubtful, sometimes dominated by illegal activities, and even if in the case of Israel these situations are rare because there are all the prerequisites for the legal activity of the recruitment agencies, anyway there are exceptions. The legal work

conditions in the field of care for the elderly and/or disabled persons in Israel are: it is not allowed for the migrant person to have first degree relatives in Israel, the extension of the work contract in Israel is not allowed for a period longer than 5 years, etc. Due to this and other conditions, there are offers from certain agencies or recruiters which are not entirely legal: the possibility of emigration for work together with the husband/wife, or emigration for a period longer than 5 years, etc.

The interviewees mentioned that there is a number of laws with which the agencies should comply, for example: the Labor Code, Law 180 regarding migration for work, Geneva Convention 181 regarding private agencies for job placement, etc.

The respondents mentioned that the recruitment agencies interact with certain government institutions such as: the Licensing Chamber, National Bureau of Statistics, the Ministry of Labor and with the Directorate for Migration when they prepare the work contracts of the migrants. One of the organizations mentioned they interacted with the International Labor Organization (ILO) in a project, and two of the 4 respondents mentioned that periodically they go to meetings/seminars organized by the Ministry of Labor.

### **3.3 REMITTANCE MEDIATORS**

For this segment were approached two representatives from two different banking institutions (Victoriabank and Moldindconbank) which also have in the provided services portfolio money transfers. One interview was carried out in Chisinau and the second – in Balti.

#### **Operational aspects of the organization**

The banking institutions offer a wide range of services: issuing banking cards and accounts, giving credits and offering deposits, paying bills, intermediation of banking transactions, mediation of money transfers, etc.

Regarding remittance intermediation, most often are accessed the money transfers through the system of quick transfers from a natural person to another only with the ID. The most known systems are Western Union and Money Gram. Besides it transfers are made through unidirectional systems which suppose that the money is sent only from one certain country to Moldova, for example "Strada Italia" which is addressed to natural persons with and without opening accounts to send money from Italy to Moldova, another type of program is the one from account to account – transfer through the SWIFT program.

#### **Amounts of remittances and countries remittances are sent from**

Both respondents mentioned that mainly the remittances come from Russia. Until recently (2-3 years ago) the average amounts sent varied around \$1000, but in the present the amounts are smaller and are usually in roubles (approximately 5000 roubles). Remittances also come from Italy, Spain, France, England, etc. and probably the remitted amounts are a little higher (they begin with €500).

#### **The persons who receive the remittances in Moldova**

The persons who receive here the remittances are mainly women, either the wives of the men who left or their mothers. If men take the remittances, there are situations when they are former migrants who now receive money from their

former colleagues from abroad with whom they possibly want to invest. A separate segment are the migrant men who prefer to transfer on their own name rather than take the money with them when they return from abroad.

A peculiarity of the bank clients from rural areas is that banking services (especially digital ones and those involving information technologies) are accepted with great reluctance. These persons usually have more trust in route drivers or persons through which they can send the money to their families.

Presently the majority of clients who come in order to take remittances are returning clients, compared to the situation from a few years ago when there were many unique clients. The subjective explanation offered by the respondent is that people now value more their job, while in the past they migrated more from one job to another. The respondent from Balti mentioned that she had clients who came monthly during 5 years (since she was working at the counter).

#### **Information necessary to be able to receive and send money**

In order to be able to send money, the sender must have on him/her their own documents (ID) and to indicate the name and surname of the receiver without needing other data from the ID.

In order to receive money the person who receives the remittances must know a code, the amount of money and the name of the receiver (in case it is not a unidirectional transfer type – situation when the code is not necessary but only the amount of money and the name of the receiver). Normally the phone number is not mandatory, but the policy of banks is to know their clients and they are all asked to offer the phone number.

Since recently Moldindconbank implemented the possibility of informing their clients about the amount of money they were transferred through messages on the mobile phone, until this service the clients were called and announced.

#### **Tariffs related to receiving and sending remittances**

Speaking about rapid transfers, there are charged fees only from the sender at the moment the money is sent, instead no fees are charged when taking the money.

If the amounts of money are larger (for example for buying real estate, investments in business), sometimes is also used the transfer through the "SWIFT" program. In this case the person who receives the money will have to open an account if he/she doesn't have it yet and the money will be sent based on the requisites of this account. In this case the expenses incurred by the person who receives the money are only related to opening the account (approximately 20 lei), and the one who sends the money adapts to the requirements of the bank from the country he/she is in.

#### **Description of the employees who intermediate sending/receiving remittances**

Most of the persons from the counters of banks are young women, usually after graduating university, but not necessarily are employed persons who have complete higher education or studies namely in the banking profile, it is pursued that the employees are at least from the economic field. The reason for which young women are usually hired are the low salaries, men usually refuse these jobs, and the young women besides

this income are also supported either by their husbands or parents.

Ethnic affiliation is not a mandatory criterion for selection, but depending on the profile of the bank Russian speakers may be at an advantage (for example in the banks FinComBank and Comertbank) or Romanian speakers (in the case of Mobias Banca).

#### **Investments or businesses launched based on the resources of present or former migrants**

It happens that in certain situations the clients are asked about the way of using the remittances, but this is not a standard policy of the bank but only a manifestation of concern and personalized service of clients. Thus according to the subjective estimations of one of the respondents not more than 10% from all the money transfers she processes are used for business, and most often men receive these amounts of money.

#### **Accessibility of remittance intermediation services**

Even in the smaller rural localities where there are no bank branches there are usually post offices where money transfers can be performed through certain special portals. Besides the authorized intermediation institutions for sending/receiving remittances, also as a means of transporting the remittances to the family can be used the coaches through the drivers.

There are situations when there are errors and the persons cannot receive the amounts of money, most often the name of the person who must take the money is mistaken, sometimes the name of the sender is mixed up with the name of the receiver, but for all these there are solutions. Once the senders often do not pay attention to whom namely in the family is the money sent there are case when another person from the household approaches the counter and in this case the cashier doesn't have the right to say who namely had to come for the money but only for example to suggest that there should have been a man instead of a woman.

In the past, when money transfers were made, the address of the bank branch had to be indicated, but now this is no longer indicated and the money can be taken from any branch of the bank.

#### **Interaction with the Government**

There is a regulation regarding currency operations which foresees the monitoring of sending/receiving remittances and more specifically here is specified the maximum possible amount that can be sent from Moldova.

The banks from the Republic of Moldova cannot influence the directions where the remittances will be used, in the best case some banks at the moment of sending money may ask about the purpose of sending money, but they cannot change or influence where and how the remittances will be spent.



### 3.4 NGO REPRESENTATIVES

As representatives of nongovernmental organizations were selected the organizations “La Strada”, “Nexus” and “International Organization for Migration – IOM”.

#### The role of “La Strada”

The organization “La Strada” is a social organization which promotes the rights of women and which is represented in 8 countries from Central and Eastern Europe. In Moldova it works since May 2001 and has representation only in Chisinau which has a national coverage. “La Strada” is focusing on 4 directions: 1. Preventing human trafficking and informing the population about migration in safety, 2. Assistance to victims of trafficking and in their social (re)integration, 3. Prevention of domestic violence and 4. Prevention of commercial sexual exploitation of children and safety of children on the internet.

Regarding safe migration “La Strada” puts at disposal a hotline which ensures information support by phone or online for the migrant or the potential migrant from the Republic of Moldova and of the foreign migrant located on the territory of the Republic of Moldova about the safe ways of migrating abroad, the legal procedure of leaving abroad and the offer of support and assistance in the case of human trafficking. According to the solicitations of the beneficiary and to the nature of the issue he/she comes with, the person is presented the legal procedures of going abroad according to the goal of the trip: if they go for work, studies, in order to get married abroad, etc. this service is offered to all those interested regardless of gender.

The statistics depending on the preferred destination for migration vary together with the opportunities that appear on the labour market of the destination country. In the last period a higher demand was noticed referring to the following destinations: Poland, United Kingdom, Russia. In 2007-2008 there were many information calls regarding migration to the Czech Republic because then the Czech Republic was encouraging the citizens of the Republic of Moldova to come to the Czech Republic.

Usually the beneficiaries who contact the organization “La Strada” through the hotline are those who have a certain anxiety/uncertainty related to their migration (either regarding the recruitment agency they have interacted with and seemed suspicious to them, or they have not interacted with any agency and would like to emigrate, etc.). If there was interaction with an agency that seems suspicious, during the call to the hotline the persons are suggested a list of steps they can follow to verify the legality of the agency and truthfulness of the offers. Example of steps: verification if the agency is registered with the Licensing Chamber, if there is an intermediation contract, if there is a contract from the employer.

When the representative of the organization “La Strada” was asked if she noticed any difference regarding the number of migrants who solicit the services of the organization, she emphasized the fact that if their services are more solicited or less solicited in the present compared to the past, it does not prove the fact that the phenomenon of migration is increasing or decreasing. This thing may be generated by the fact that these services are more known to the population. Also, this thing may rather prove the response reaction of the citizens regarding the measures or actions of the state. For example the bilateral agreement for employment directed at the men

from Moldova in Israel revealed that the people from Moldova are interested in going abroad for work and in this regard in the last year were registered over 10.000 calls related only to Israel, which is a large number compared to previous years.

The services of the organization “La Strada” are free of charge for all beneficiaries. The highly qualified personnel is employed and the activities of informing and outreach are carried out by volunteers who are subordinated to an employee who monitors the implementation of the project.

#### The role of “Nexus”

“Nexus” is part of the IASCI organization (International Agency for Source Country Information) which is headquartered in Austria. “Nexus” has the goal of offering the necessary support for the persons who are in the pre-migration stage, until post-migration meaning return. In Moldova there are five “Nexus” centers: two in Chisinau and one in Cahul, Edinet and Ungheni. They offer information, assistance and solutions adapted to the necessities of migrants.

The organization Nexus offers support services for the persons who intend to go abroad, are abroad at the moment, intend to return or have returned to the country. The respondent told about an unhappy example which some migrants and their families encounter related to the death of a family member who is abroad and which is one of the hundreds of reasons for which someone could turn to the Nexus center. In this regard there is no clearly established procedure and Nexus may facilitate solving the situation, helping the family of the deceased person. According to the opinion of the respondent the migrants don’t need advice, they need practical support in the things they encounter in the migration process.

At the same time the specific methodology Nexus operates on is that besides individual support offered by Nexus, they also have established partnerships with a number of other companies/organizations from the public and private sector which can offer specific support according to the needs of the migrants. Some services provided by the partners of this organization are free others are charged for. Some of the partners with which Nexus collaborates are: MAIB, Grawe Carat, Air Moldova, etc.

The demand for support services from the migrants is in permanent change according to the country where they are located and according to its situation. For example, lately migration to Russia is no longer so attractive for several reasons: the tensed situation between Moldova and Russia, the economic and financial situation (devaluation of the rouble), etc. Nexus is the type of organization which adjusts the range of its services and conclusion of partnerships according to the demand on the market, if they notice a service the migrants could need but there is no one to offer it Nexus tries to establish partnerships with organizations/companies competent in the field, but which not necessarily address the migrants. From what the respondent mentioned, at the present moment for the segment of migrants there are no offers in general or they are not attractive in the following fields: legal recruitment agencies, financial intermediation products (mortgage, insurance, pensions fund), investments (unattractive investment climate), etc.

Nexus will serve as a prototype of organization which will be applied by the ASCI in other countries, but also as a prototype for several information centers for the migrants who have

returned to Moldova elaborated by the Ministry of Labor, Social Protection and Family. The MLSPF project will be launched in 2016 and Nexus will ensure them with assistance and experience in the field.

In the case of the Nexus center there are no limits or conditions for the type of provided services. As long as they refer to migrants and the questions are of their competence or that of their activity partners, all leave with an answer or a contact of a certain organization, company which could offer that answer.

### **The role of "IOM"**

The organization "IOM" is an international organization established since 1951 headquartered in Geneva. Presently it has 155 member countries. In Moldova "IOM" operates since 2001. The Chisinau representative office has national coverage and cooperates with the Government in order to offer consultancy regarding the phenomenon of migration and assistance in policy making. On the other hand "IOM" collaborates with NGOs, the private sector and as well directly with the migrants. The main goal of this organization is to contribute to the correct management of migration, the benefits are channeled for human development and the rights and interests of the migrants are protected.

The IOM beneficiaries are the citizens and/or former citizens of the Republic of Moldova who migrate (in the future, present or in the past) and their families, but also the foreigners who are in the Republic of Moldova, excepting refugees or those who benefit of asylum (there is no mandate for this segment). As the respondent emphasized, IOM is not a humanitarian organization but one which rather collaborates with the Government in order to elaborate policies in the field of migration.

Even if the organization offers services to both men and women attention is paid to the gender aspect: they take into consideration to target women too in the projects they implement (for example participation in trainings), the researches carried out by IOM are subsequently disaggregated by gender.

The International Organization for Migration has several partners with which they interact. When the field of migration is directed at the Government IOM has the mission to offer consultancy in informing about the process of migration in order to facilitate policy making, also in collaboration with the Government IOM offers services for facilitating legal migration enforcing the rights of migrants. Periodically IOM offers support to the Government of the Republic of Moldova in order to establish agreements between countries with the goal of regulating the rights of migrants. Examples of such agreements are with Italy and with Israel; the involvement of IOM in these projects was related to offering recommendations at level of policies in concluding these agreements, but also the implementation of the agreement through offering linguistic and professional training before leaving (in the case of the agreement with Italy).

When targeting the migrants who returned to the country, since 2006 IOM implements the project "Assisted return and reintegration of Moldovan migrants". This program supposes the fact that Moldovan migrants with undetermined status (political asylum or refugee, who are in administrative detention, those with serious health issues and those who are in irregular conditions) may turn to IOM in the country they

are in order to be sent home voluntarily. Those willing to return home, pass a medical check-up, they receive documents; those who do not have the necessary documents to return home, they are bought a plane ticket and in Moldova they turn to IOM where a personalized plan for reintegration is designed and these persons are offered a reintegration grant in various forms – studies are paid, equipment is bought, only in exceptional cases they are offered material or medical support. Lately the demand for this service has decreased, more exactly after the visa regime liberalization (April 28, 2014). In 2014 there were registered 35 cases but for comparison in 2009 were registered 125 persons who returned to Moldova through this program. For 2015 were registered 11 cases.

Another segment are the victims of trafficking, once this is one of the possible consequences of migration. IOM has implemented the "Counter traffic" project which supposes working with the trafficked persons and support of the Government in realizing the project "National reference system for victims and potential victims of trafficking" and the reference group is larger: 1. victims of domestic violence, 2. migrants in difficulty, 3. children found abroad without their parents or tutors.

A narrower segment are the high qualified migrants (Moldovan graduates from universities from abroad and Moldovan scientists from abroad). This segment receives logistical assistance for job placement or research, academic offers in Moldova (on short or long term). The goal is for these persons to contribute with know-how and techniques in Moldova.

Another segment, just as narrow is that of those who wish to leave to Canada, New Zealand and Australia. In the headquarters of IOM Moldova there is a representation of Canada with which IOM has concluded a contract for providing services (there is a limited mandate) of taking over and pre-consulate processing of the documents which offer assistance in the field of migration and which charge consular fees (visa fee, processing fees, document processing, medical checkups, plane tickets, etc.). Since in Moldova there is no embassy of Canada, the closest one being in Bucharest, this center facilitates the access of Moldovans to migration to Canada.

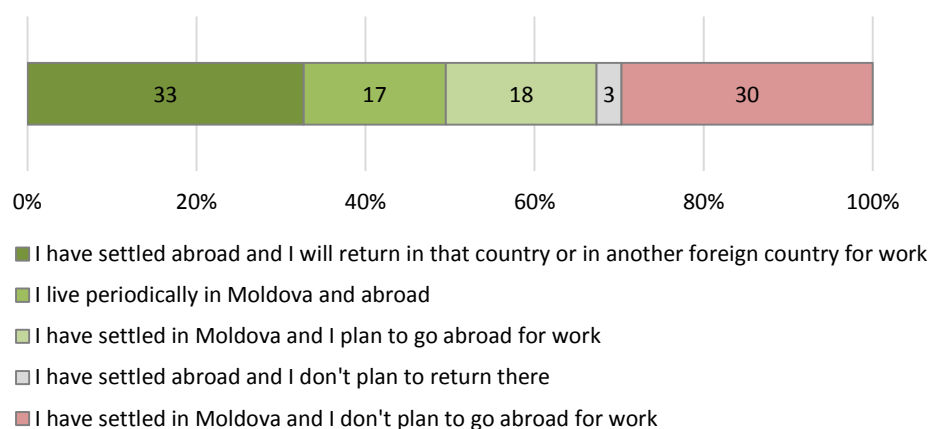
For the services offered to the victims of trafficking or to the migrants willing to return to the country no fees are charged. For the most part IOM has only paid employees and only one volunteer from Italy but even this one is paid by another institution (European Volunteering Service).

## CHAPTER IV: SURVEY RESULTS

### 4.1 HISTORY OF WOMEN MIGRANT WORKERS'

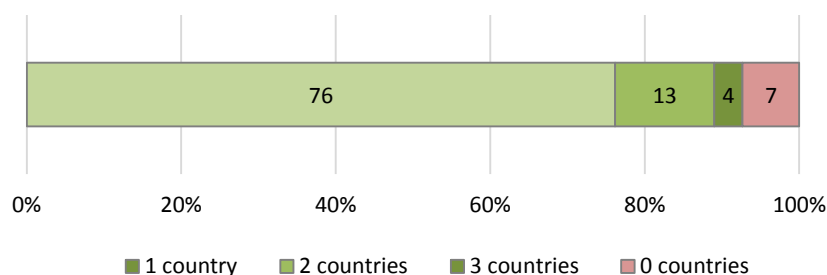
Regarding the migration intention of respondents who were at least once outside the country in order to work, one third have settled abroad and intend to return, and almost another third have settled in Moldova and do not intend to go abroad again.

Figure 28: Intention of women who have migration experience to migrate for work, N= 101, %



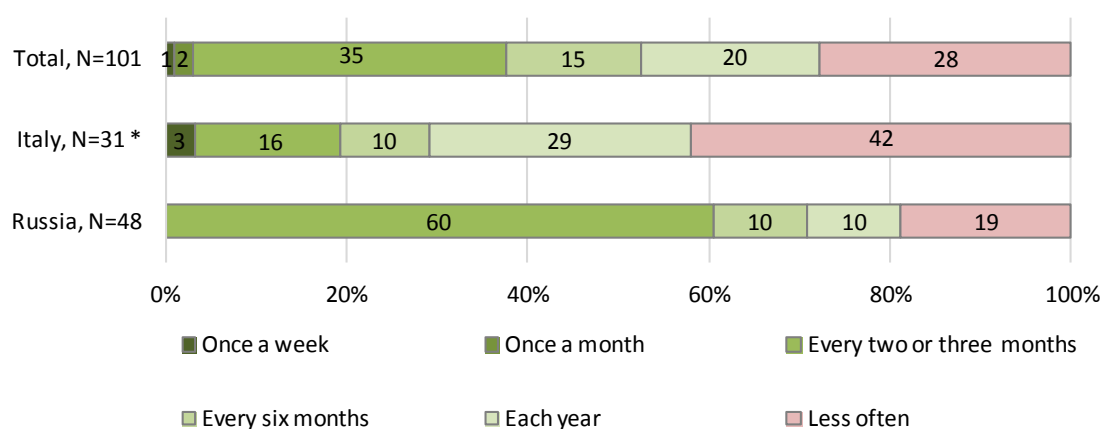
Most of the respondents have the experience of migration to a single foreign country, 13% to 2 countries, 4% to 3 countries and 7% of respondents are in pre-migration stage.

Figure 29: Number of countries in which women migrated for work, N= 109, %



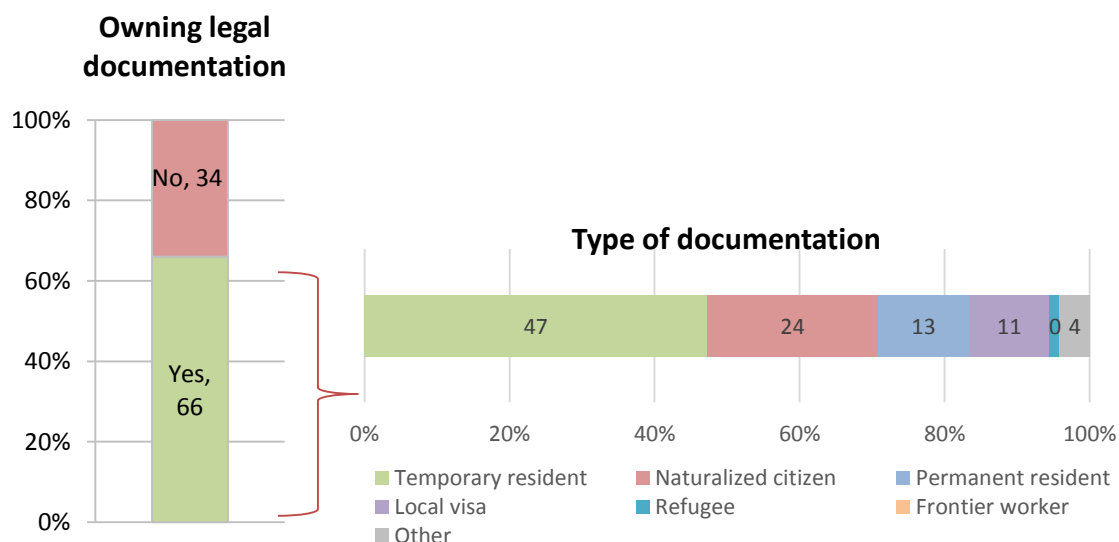
The frequency with which migrant women return home is once in 2-3 months and less often than once a year. When analyzing the frequency of returning home according to the country of destination, it was noticed that most of those working in Italy return home rarer than once a year, instead most of those who left to Russia, return with regularity once in 2-3 months.

Figure 30: The frequency with which women migrant worker come home, %



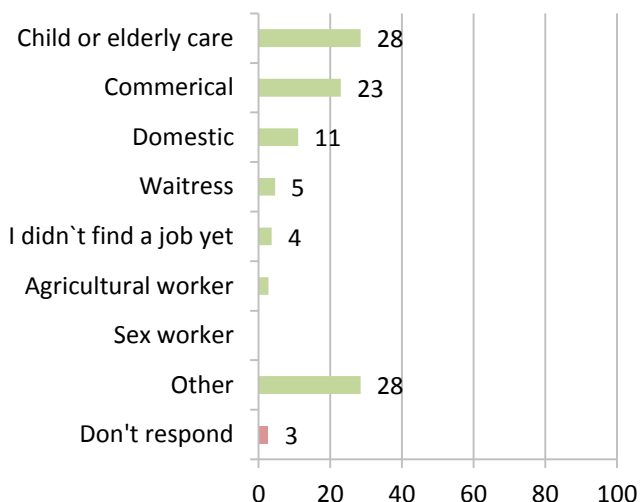
Most participants in the survey have legal documentation in the foreign country where they work and the type of documents that is held is mostly temporary residence, citizenship and permanent residence.

Figure 31: Owning legal documentation in the foreign country and type of documentation, N=109, %



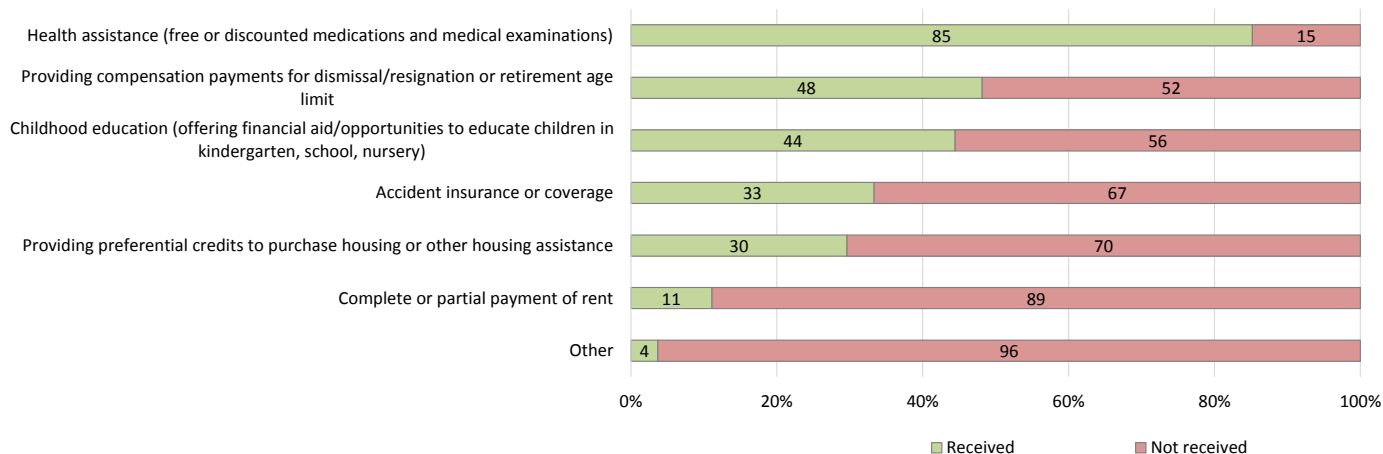
The areas in which the respondents are working or intend to work overseas are taking care of children and the elderly, commercial field, domestic work, etc.

Figure 5: Work that is practiced or intended to be practiced, N=109, %



Out of 101 women who have migration experience, 27 have received some kind of social protection. Out of those who have benefited, most said it was a fair or good one. Most social protection is in the field of health care.

Figure 32: Type of social protection received, N=27, %



## 4.2 EXPERIENCE AT THE WORKPLACE

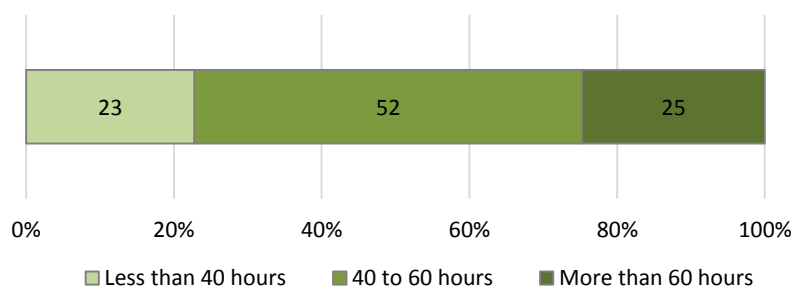
The average salary received by respondents is 901 dollars. In order not to distort the average salary of the participants in the survey, from the calculation has been excluded one case and namely a respondent which receives \$ 15,000 salary and is a head of department at a bank branch in Turkey.

Table 2: The monthly salary of women who have work migration experience

Country	Salary per month (\$)		
	Minimum	Mean	Maximum
Russia, N=48	300	810	2000
Italy, N=31	500	998	2500
Israel, N=6	500	850	1000
Turkey, N=5	600	3720	15000
France, N=3	1000	1500	2000
Ukraine, N=1	800	800	800
Other, N=7	700	900	1100
<b>Total, N=101</b>	300	901*	2500

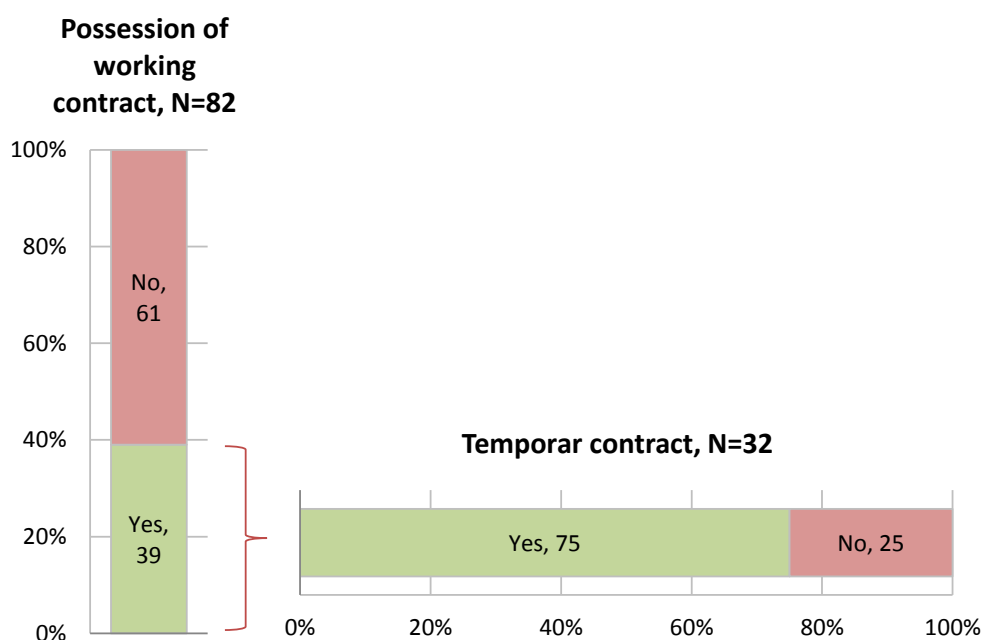
The majority of the participants mentioned they worked between 40 and 60 hours per week, and a quarter of women mentioned they worked more than 60 hours per week.

Figure 34: Worked hours per week of women who have work migration experience, N=101, %



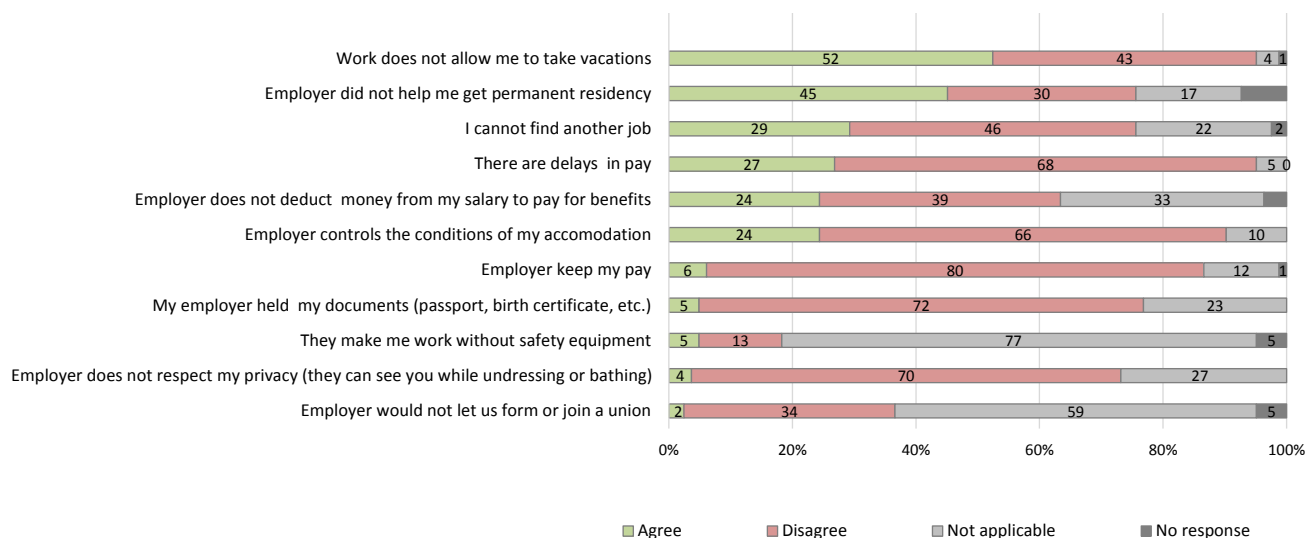
Out of the participants in the survey who said they were employed (N = 82), 61% said they don't have employment contract – this indicates a precarious employment among interviewed persons. Most of them had an employment contract for a fixed-term, the contract being a temporary one.

Figure 35: Possession and type of working contract, %



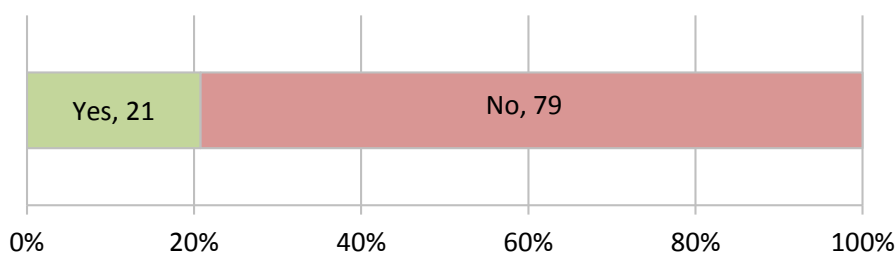
Half of the interviewed women who are employed said they could not take a vacation because of work, and a quarter of respondents specified that there were salary payment delays and that the employer did not deduct money from the salary for taxes/duties, this may be because of the fact that mostly women were working without an employment contract.

Figure 36: Which of the following statements describe you best, N=82, %



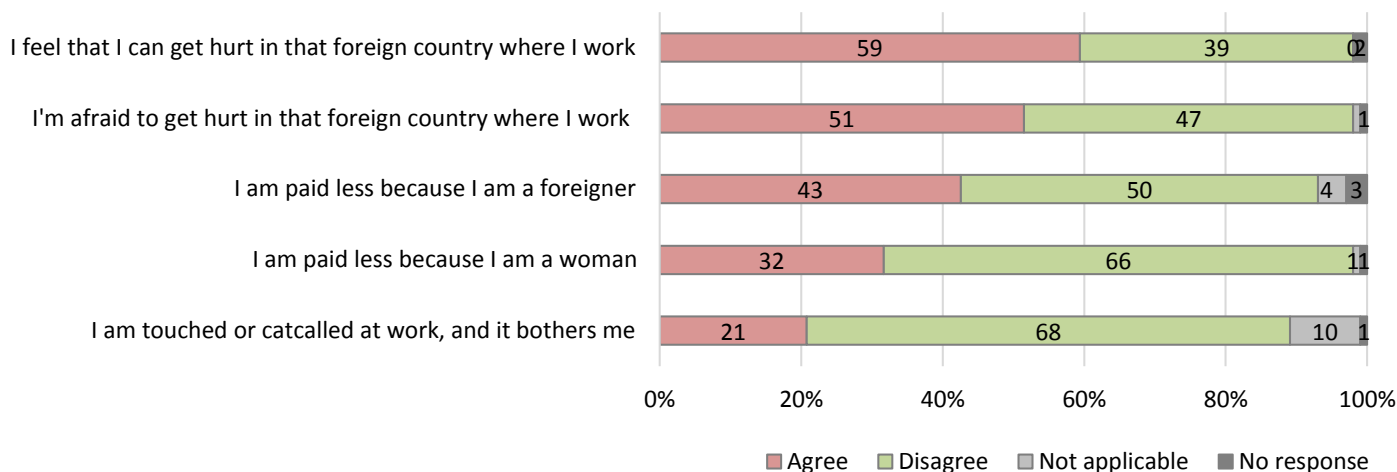
When they were asked if they knew where they could go if they were facing a problem at work, 21% of the respondents with migration experience said they knew, and among their mentions may be listed: trade unions, police, NGOs, embassy, church, etc. And when they were asked if they knew of any government program which would protect the rights of migrant workers, only one woman said "Embassy", without specifying exactly any program.

Figure 37: Places where employees can complain if there is a problem at work, N=101, %



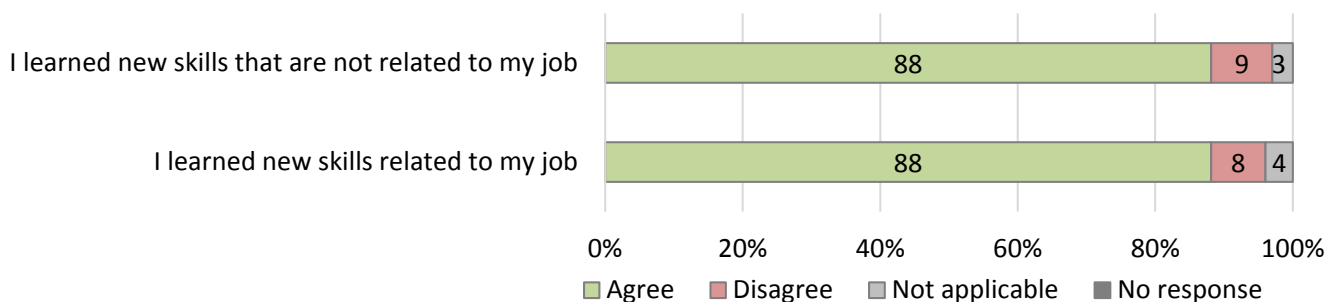
More than half of the migrant women participating in the survey indicated that they felt and feared that they could be hurt in the foreign country where they work. Nearly a half consider that they are paid less because they are foreign, almost a third consider that they are paid less because they are women, and 21% of respondents said they were bothered because they were touched or catcalled at work.

Figure 38: Which of the following statements describe you best, N=101, %



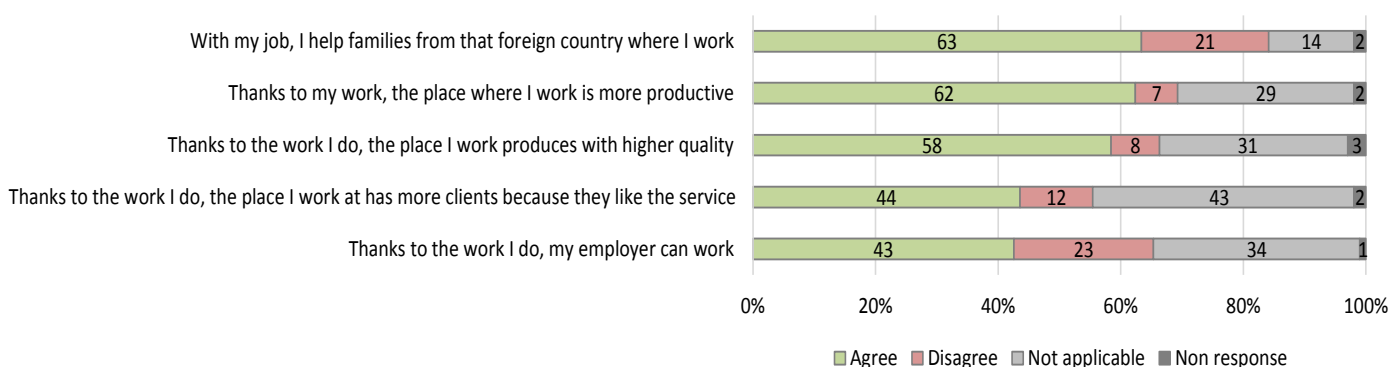
The vast majority of respondents with migration experience indicated that they have acquired new skills related to work and not work related.

Figure 39: Which of the following statements describe you best, N=101, %



More than half of the women participating in the survey believe that with their work, they help families in the foreign country where they work. Also more than half of respondents believe that because of the work they do, the place of work has become more productive and is a higher quality is obtained.

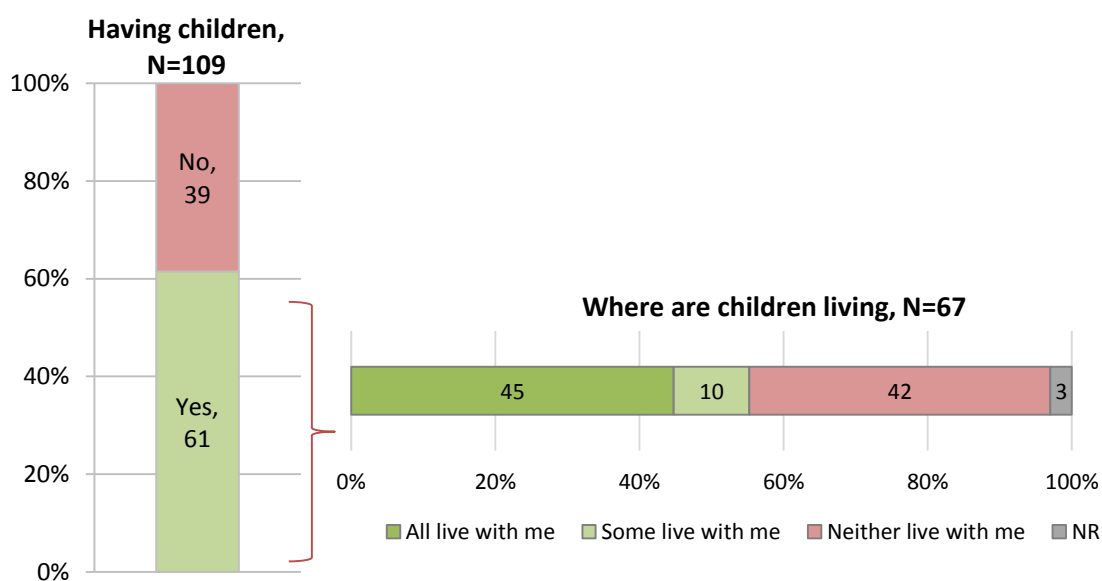
Figure 40: Which of the following statements describe you best, N=101, %



### 4.3 RELATIONSHIP WITH FAMILY

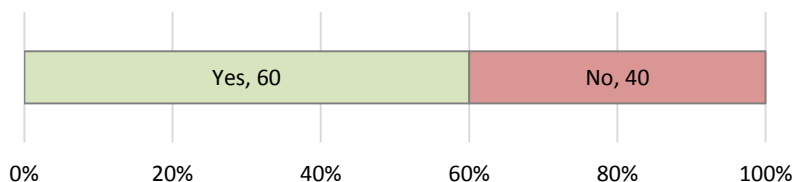
61% of all respondents have children and in almost half of the cases all the children live with them, however 42% of women said that the children don't live with them. Among those who said that they didn't have children who lived with them, there were some cases when the children were over 18 years of age, were independent and lived alone.

Figure 41: Having children and where are they living



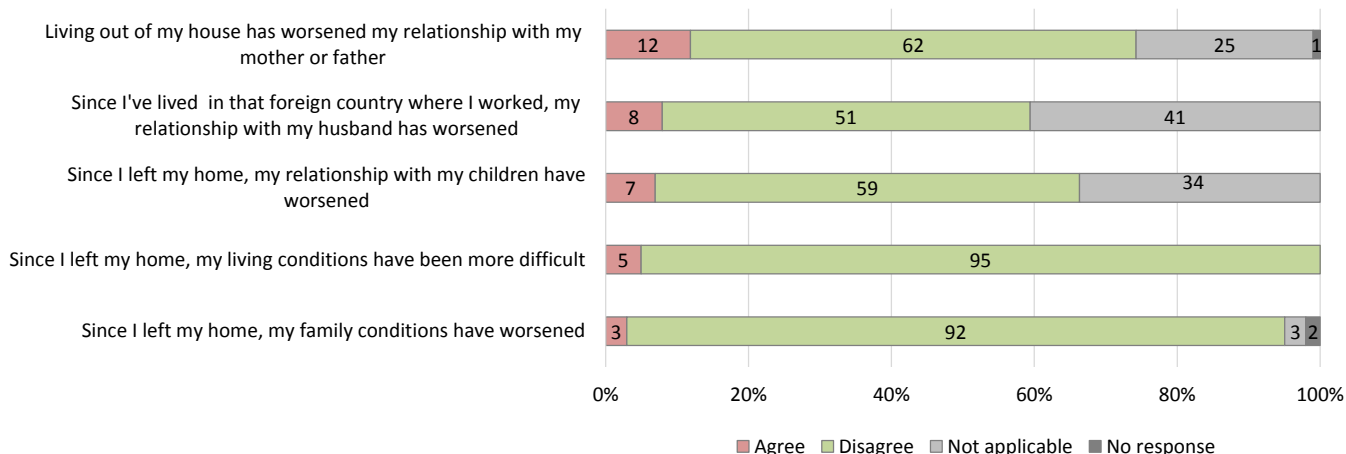
Out of the respondents who said that none of the children lived with them or only some lived with them, 60% mentioned they had children in the home country and those who cared for them were: mother, husband, mother-in-law, father, sister.

Figure 42: Having children back home, N=35, %



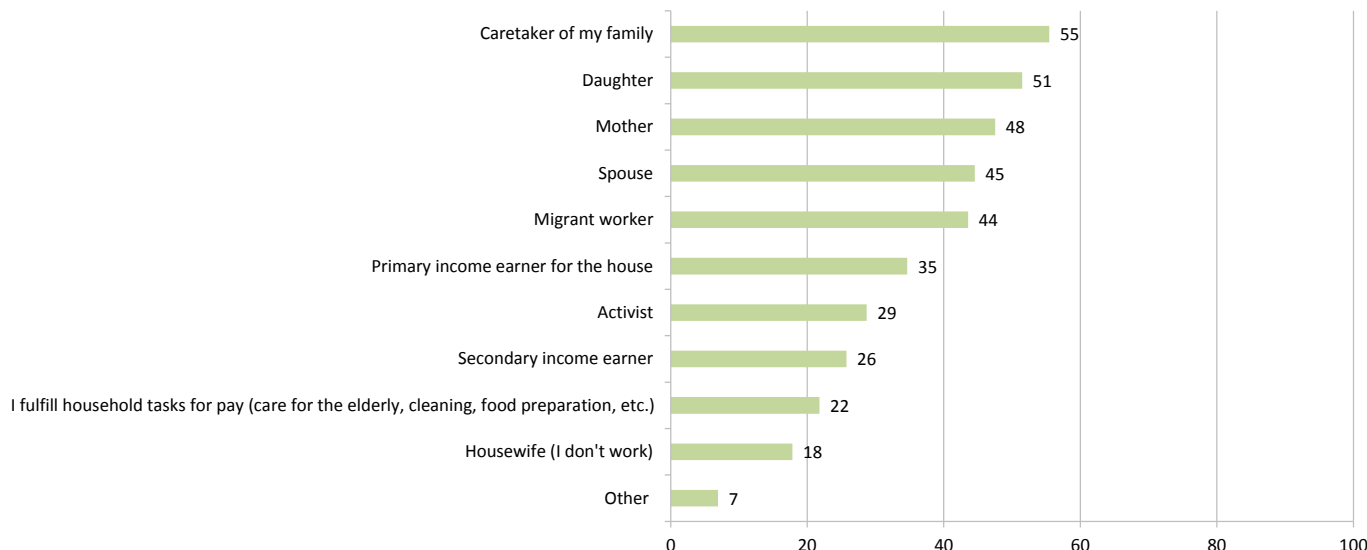
Most of the respondents with migration experience did not agree with the statements that relationships with family members had suffered since they went abroad, nor with the statements that their living conditions and family living conditions have worsened since they went abroad.

Figure 43: Which of the following statements describe you best, N=101, %



Most of the women migrant workers who participated in the survey identified themselves with the role of person who mainly takes care of her family, with the role of daughter and mother, but also the role of migrant worker.

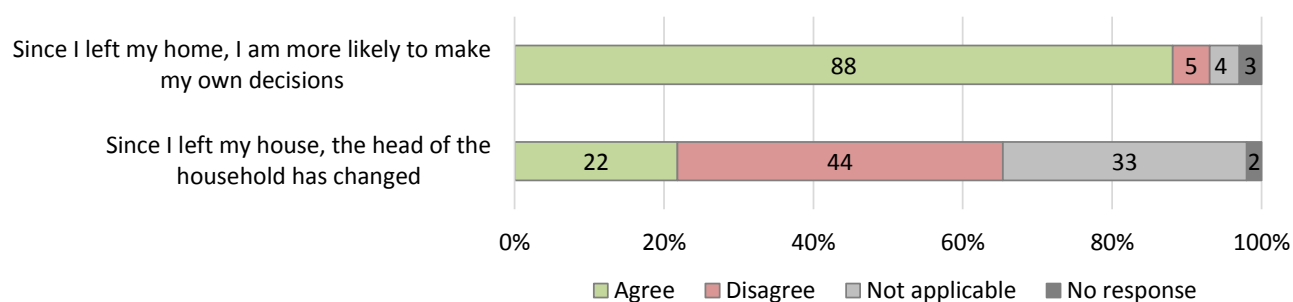
Figure 44: Which of the following statements describe you best, N=101, %



Most respondents with migration experience mentioned that since they left home, they are more likely to take their own decisions, and nearly a quarter of the participants mentioned that since they left home, the head of the household has changed which means that either they became the head of the household, or they are no longer the head of the household.

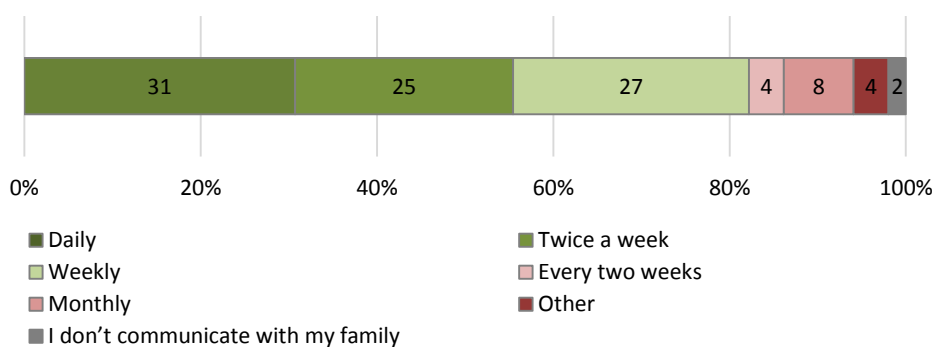


Figure 45: Which of the following statements describe you best, N=101, %



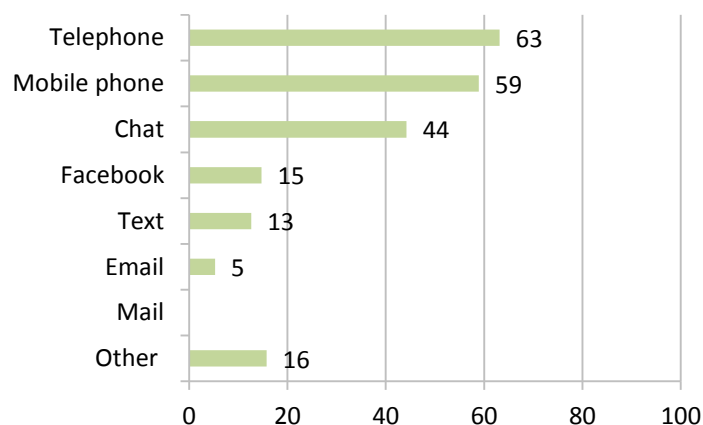
A half of the respondents with migration experience said they communicated at least 2 times a week with their families from their native country and only 2% of women did not communicate with their family at all.

Figure 46: The frequency of communication with family, N=101, %



When asked which methods of communication with the family they use, most often were listed the landlines fixed and mobile phone and chat.

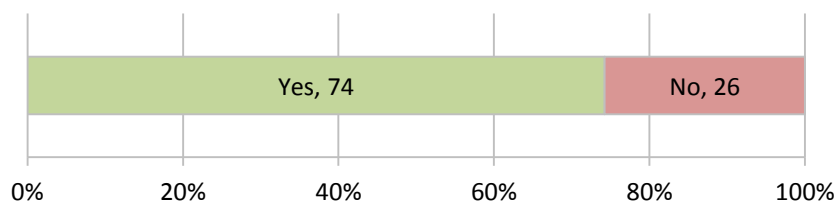
Figure 47: Means of communication with family, N=95, %



### 4.4 SENDING REMITTANCES AND GOODS

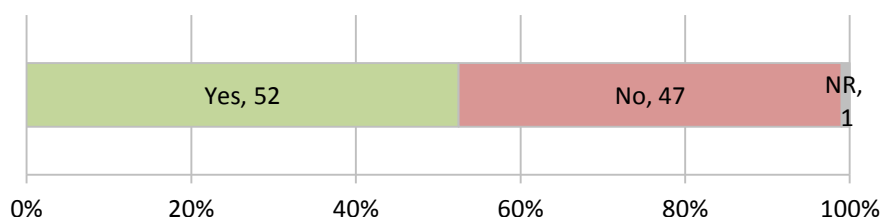
Out of the women who have migration experience for employment purposes, 74% said that their families depended on the income they earned.

Figure 48: Does your family depend upon the income you earn?, N=101, %



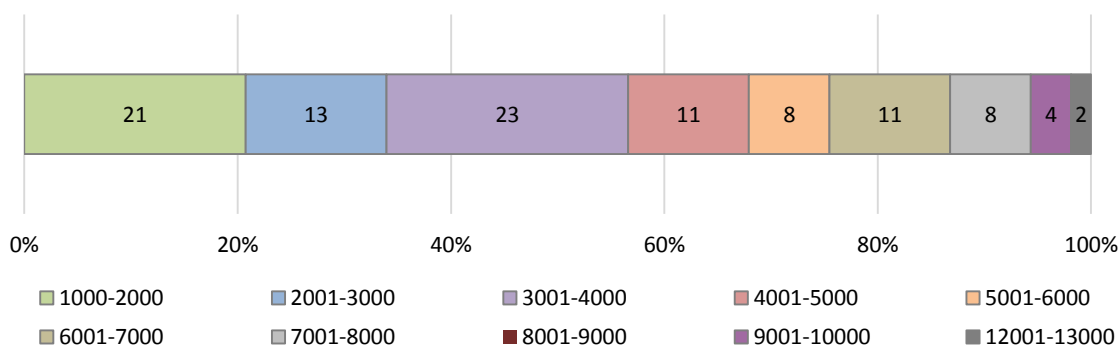
Although about ¾ of women said that their families depended on the income they earned, a half of the women mentioned they sent money home to their native country.

Figure 49: Do you send money to relatives in your country of origin?, N=101, %



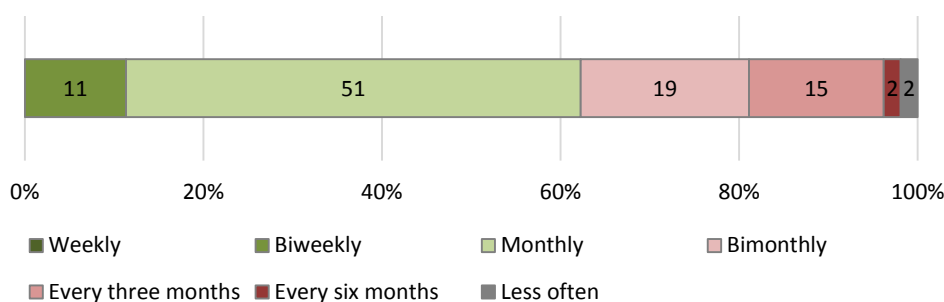
The amount of money that is sent home ranges between the equivalent of 1,000 and 13,000 lei and half of respondents send between 1000 and 4000 lei per one sending. The participants were asked to say in lei the amounts they send or have sent home while they were working abroad but still there were a few cases when they mentioned them either in dollars or in euros and then these amounts were converted into lei. All the amounts mentioned by the respondents should be carefully considered because it is not known when these salaries were received, they may be amounts received in the current year or several years ago when parity between foreign and national currency was different.

Figure 50: What is the amount of money you send per one expedition (Lei)? , N=53, %



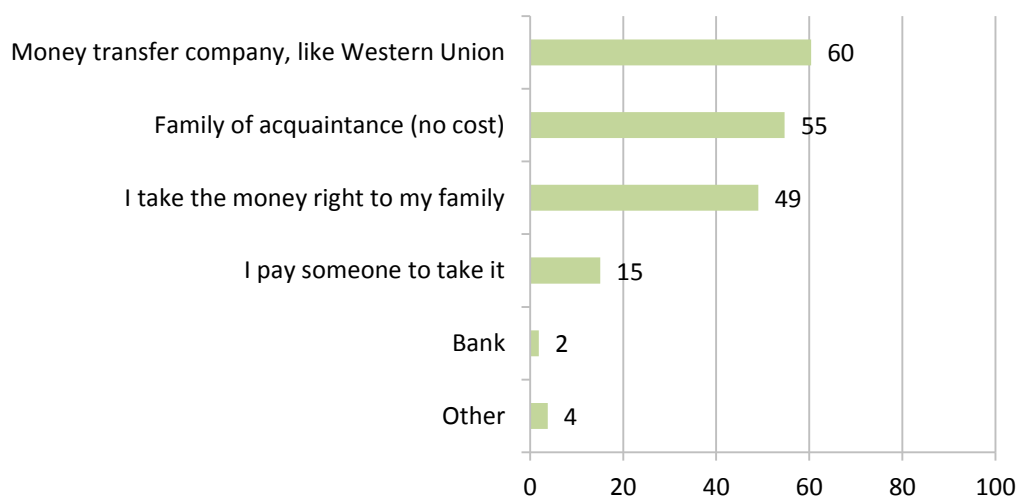
The frequency with which most women send money home is once every two weeks.

Figure 51: The frequency of sending money, N=53, %



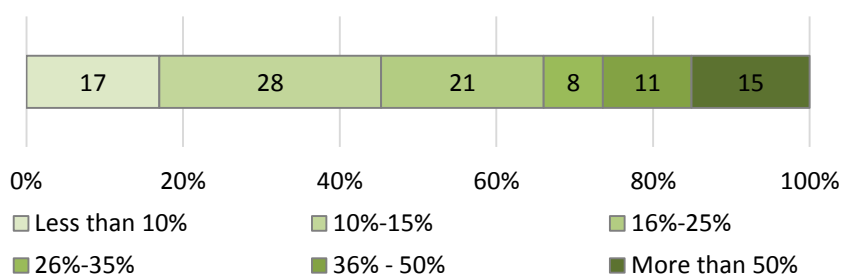
The means by which women most often send money home are money transfer companies such as Western Union, family acquaintances which do not charge fees or the respondents take the money home by themselves, last mentioned is an example for informal remittance transfers.

Figure 52: Means to send money home, N=53, %



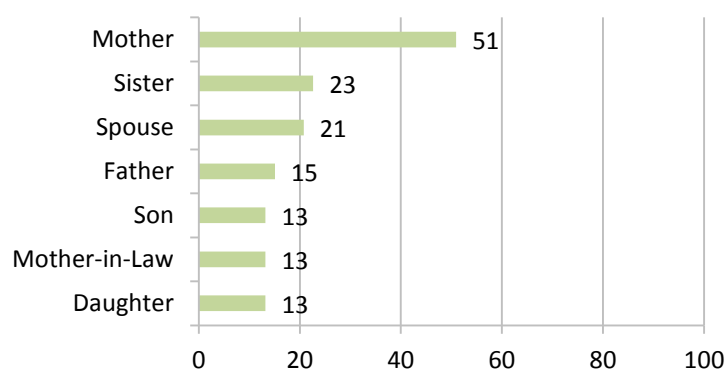
A half of the migrant women participating in the survey indicated that each year they sent between 10% and 25% of their annual income.

Figure 53: Proportion of income sent home each year, N=53, %



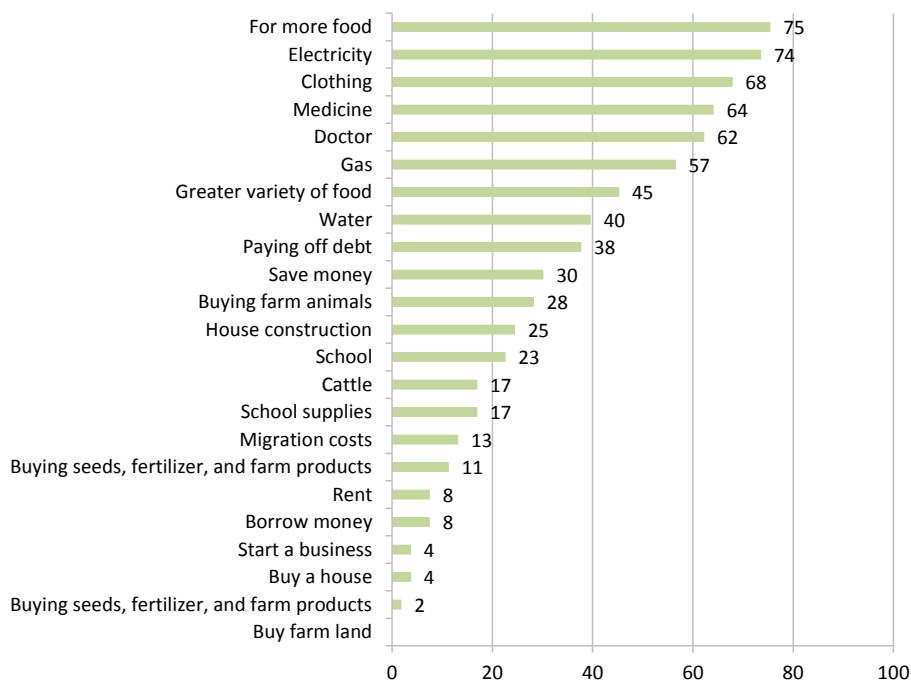
In most cases women migrant workers who participated in the survey send remittances to another women (mother, sister, mother in law, daughter).

Figure 54: Who gets the remittances, N=53, %



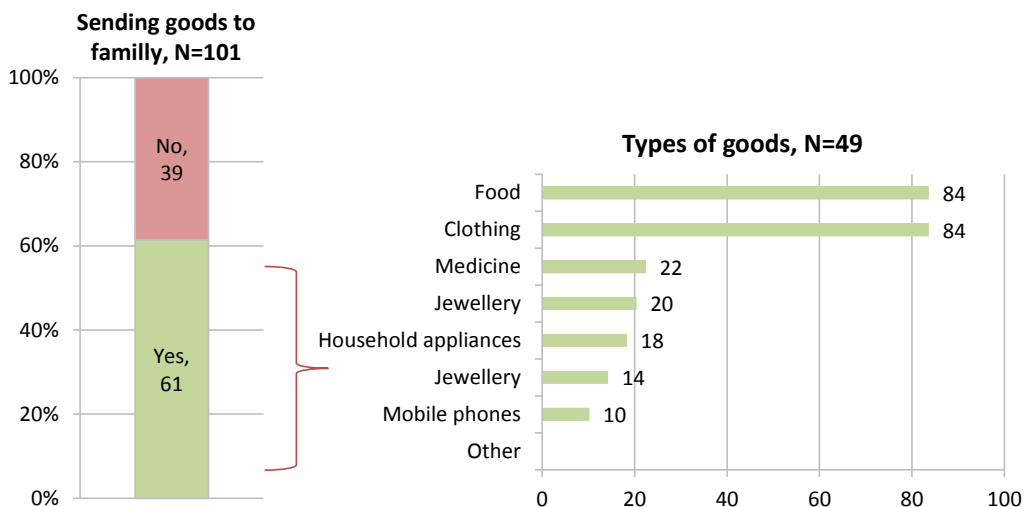
The money sent home is most often used to purchase more foodstuffs, for electricity, clothes, medicines, doctors, gas, etc.

Figure 55: The purpose for sending money, N=53, %



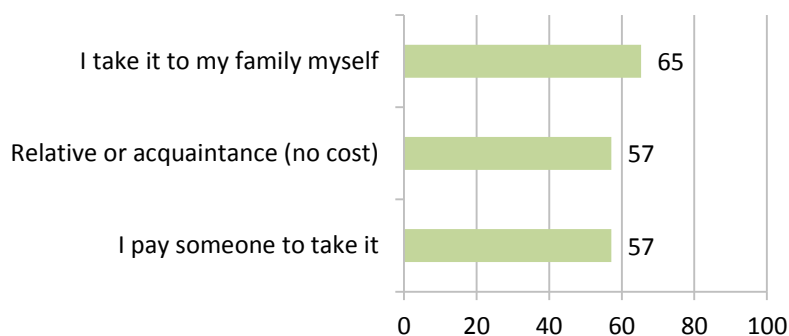
61% of respondents with migration experience send material goods at home, among them the most often mentioned goods shipped are: food, clothes, medicines and jewelry.

Figure 56: Sending goods to family



When they want to send goods home, the respondents either send them alone or with the help of relatives or friends, or pay someone to send them.

Figure 57: Modality of sending goods



## CONCLUSIONS

The present report includes the results of the following research undertaken for situational analysis on women migrant workers from Moldova. This research included the following stages:

- Desk review of the existing reports, policies on migration
- Desk review of remittances available transfer mechanisms
- In-depth interviews with NGOs, Government representatives, remittance mediators, recruiters
- Survey with the women who have been migrant workers, who are migrant workers and those who plan to go abroad in order to work abroad in the future.

The following conclusions can be made.

There indeed are differences among men and women migrant workers. As it has already been presented in the report and summarized in the executive summary, there are some key differences. Women are overall less often migrating to work abroad than men. They migrate at an older age. There are some destinations where there are more WMWs than men: Greece, Italy, Turkey, Israel. Even though Israel is the only country with which a functional agreement on migrant workers exists and it regards men working in construction and not women. Women are more often choosing jobs related to taking care of the house, taking care of the elderly and children, working in trade. A higher percentage of WMWs have higher education as compared to men who usually have vocational training.

Women more often get formal jobs, contract jobs and social benefits than men. Men work is more seasonal and their contracts or their work agreements are usually fixed in time. This is one of the reasons why men migrant workers travel home overall more often than women.

Women are more concerned about social aspects – they are concerned about their pension plan, medical insurance both in the country of destination and upon return.

Both men and women consider that employment guidance is the most important type of assistance they might need upon return to their homeland.

In terms of remittances there are also some differences: women transfer money more often – almost 7 times a year, compared to 6 times a year for men. Still, the men migrant workers transfer larger sums.

Men are more open to investing the money either into infrastructure projects for their own locality or into local businesses. Men more often than women pass the earned money home to be used in renovation or construction, while women most often transfer it for consumption. Still, consumption remains number one purpose for both. Business is rather a purpose of use of the money coming from a man migrant worker than woman. Women are more dependent on the remittances than men, who can go and find a job, while a woman would most likely be involved into household work, taking care of the children.

Money transfer systems are most popular among both segments, still a little more among men, slightly more women

opt for bus drivers and tourism agencies, than men, but for both this method is one of the least used.

The in-depth interviews carried out with the remittance mediators showed that while the banks do not have an obligatory indicator showing the key aspects of money transfer from social or demographical points of view, such information is not collected and the only data is the personal observations of the bank workers. The respondents mentioned that most often the transfers come from Russia, the amount has decreased over the last years, sporadic receivers almost disappeared and now the majority are those who have been receiving such transfers for a while. As one respondent suggested the reason might be tougher working conditions and higher risk of not finding a new job, that motivate people to stay longer and not leave. Migrants now pass the money to their family only, while in the past they could also transfer some money to less closer persons for various occasions. Majority of the money is used for consumption. Transfers for large sums are very rare. For such larger sums SWIFT is used more often.

Another aspect that was supposed to be analyzed in this assessment is legislation. The overall analysis showed that the first clearly directed document appeared some time ago and it was named Concept of Migration Policy of Republic of Moldova approved by Government Decision Nr. 1386 from 11.10.2002. The National Strategy of Migration and Asylum (2011-2020) approved by Government Decision Nr.665 from 08.09.2011 presenting a more concrete and complex document accompanied by an Action Plan for 2011-2015 regarding National Strategy for Migration and Asylum (2011-2020) approved by Government Decision Nr.1009 from 26.12.2011 appeared later and it was the first document that tried to tackle all problems that became evident till that point of time in both areas – incoming flow of migrants and outcoming flow. This detail is very important in understanding the specifics of the document. The gender aspect is not a redline for this Strategy and neither for the Action Plan, still this issue was raised in several articles which is an important beginning. The Action Plan for 2014-2016 regarding reintegration support dealing with the reintegration of the return migrants approved by Government Decision Nr. 339 from 20.05.2014 that was designed a bit later by Ministry of Labour, Social Protection and Family was also aiming at a more general goal. This document was also the first document of such type. The issue of migration was also not the key idea of it, but it appeared in one of the points of the Plan.

While it could be hardly expected that the first documents in this area, trying to deal with the effects of the migration phenomenon in Moldova would clearly separate migrant men and women aiming at each segment separately, it cannot be neglected that the only mentioning that do exist will hardly bring significant results in this domain. Most likely activities of advocacy at the Governmental level, particular informational meetings with the Ministry of Labour, Social Protection and Family might be most appropriate now before the end of the year of 2015, since the first Action Plan approved by Government Decision Nr. 1009 from 26.12.2014 for implementation of the above mentioned Strategy only covers the period up to the year of 2015 and it is time for the following Action Plan to appear. The informational activities

could present the important aspects referring to the actions that need to be included in the plan in order to support WMWs.

At the level of the Priority objective of “Controlled migration” and viewing it through the perspective of sub-objective 3, which is related to counteraction and decrease of women emigration:

- Discourage women who have small children to go abroad and conduce to finding local opportunities for work;
- Inform women who intend to return from abroad about particular opportunities to invest that are close to them – for instance retail commerce. Informing women about opening a business, managing the investment, extending the business;
- Inform the women about the ways how they can apply acquired skills and know-how in Moldova in order for

them to be motivated to stay (this is also applicable at the stage of Reintegration – priority objective b).

- Encourage women to find abroad jobs that are closer to their professional domain so that their skills advancement can be later used in Moldova when they decide to come back home.

Referring to the 3<sup>rd</sup> measure mentioned in the 1<sup>st</sup> priority objective, it can be suggested that raise awareness is needed on social rights for women who intend to return. For this, for instance, the younger generation of WMWs might be informed about the possibility to pay taxes in Moldova while working abroad in order to ensure pension back home. Overall, the particular female fear of lack of social allowances upon return needs to be addressed at the Governmental level. The women need to be informed that upon return they would benefit of a pension and medical insurance.

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