

 **45%**

**OF SURVEYED UKRAINIAN
WOMEN REFUGEES**

possess higher education qualifications

Only

25%

compared to

56%

**OF UKRAINIAN
REFUGEE WOMEN**
are employed in Moldova

**OF UKRAINIAN
REFUGEE WOMEN**
were employed in Ukraine
before displacement.

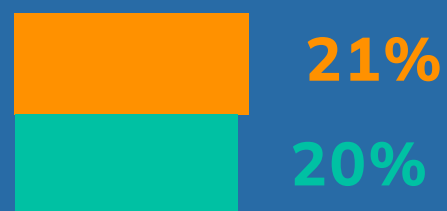
4

BARRIERS THAT WOMEN REFUGEES ENCOUNTER IN INTEGRATING INTO THE LABOR MARKET:

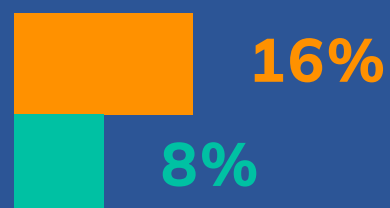
1. LANGUAGE BARRIER



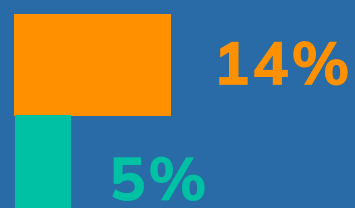
2. LACK OF WORK OPPORTUNITIES



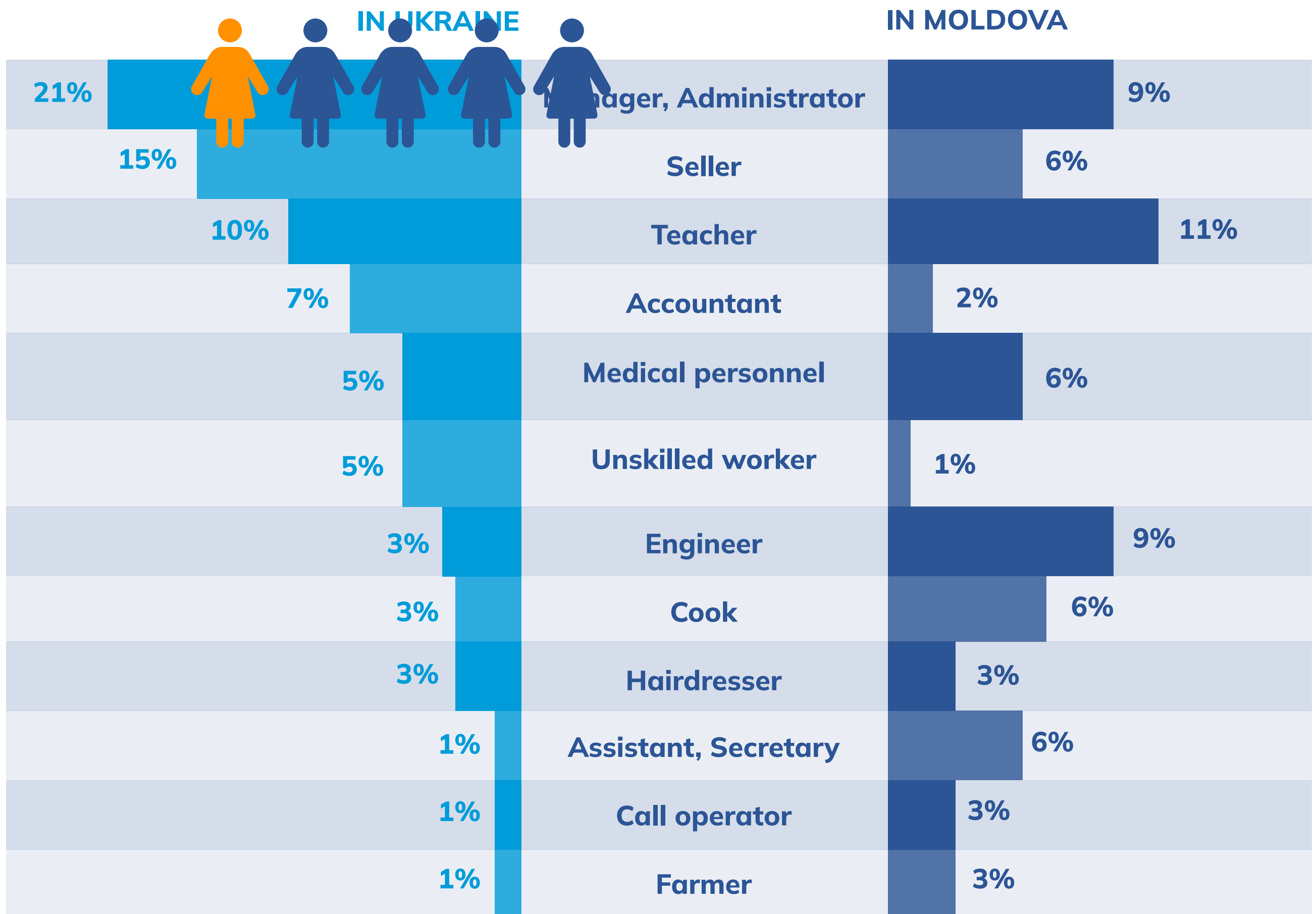
3. LIMITED JOB OPPORTUNITIES MATCHING THEIR SKILLS



4. PRESENCE OF A CHILD IN NEED OF CARE



POSITIONS HELD BY WOMEN REFUGEES IN UKRAINE VS. IN MOLDOVA





65%

OF THE SURVEYED ENTERPRISES

from Moldova confirmed their willingness to employ refugees.

1 OUT OF 5

UNEMPLOYED REFUGEE WOMEN

tried to get employment in Moldova, but did not succeed

COMPARED TO



1 OUT OF 3

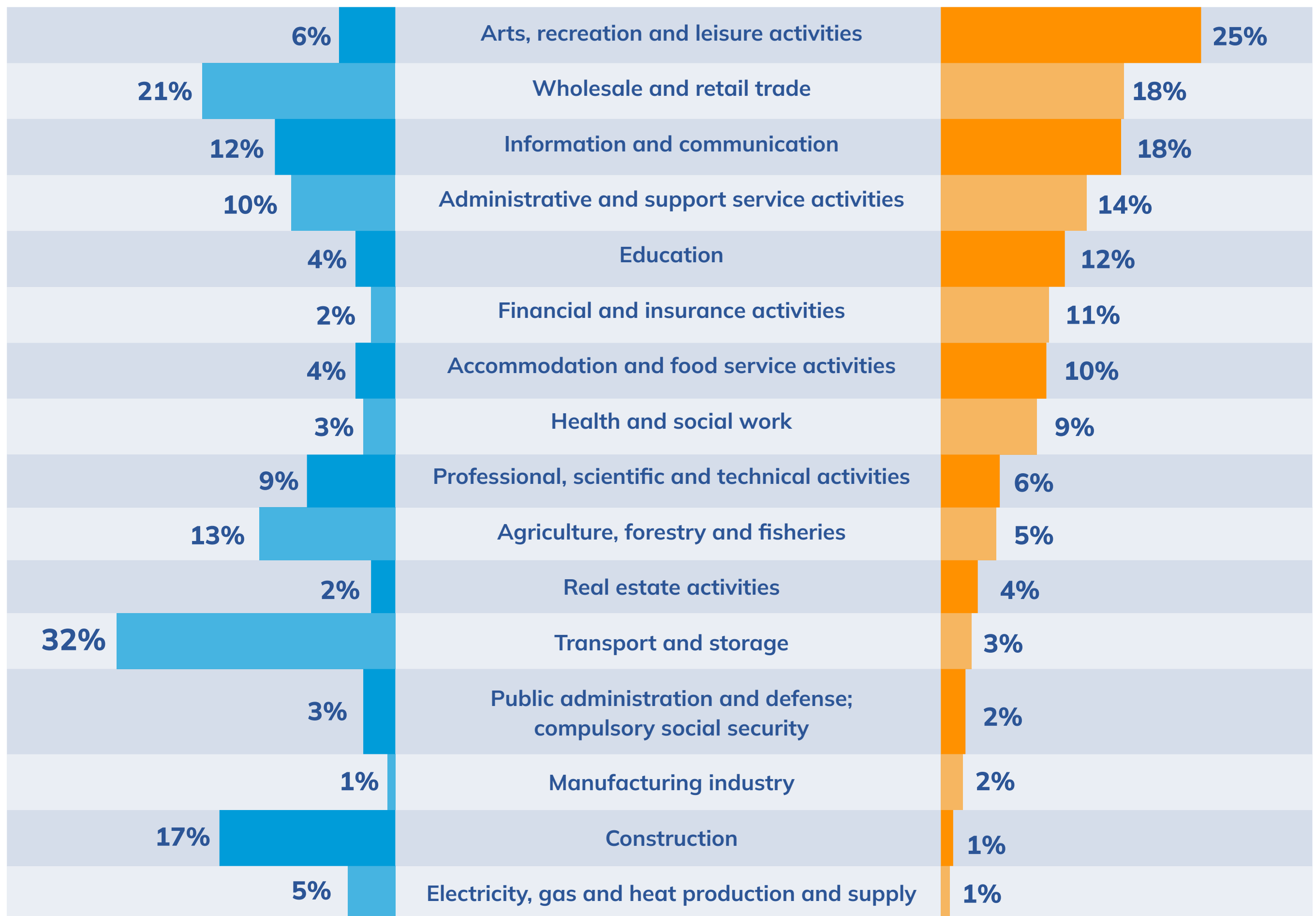
UNEMPLOYED REFUGEE MEN

tried to get employment in Moldova, but did not succeed

AREAS REFUGEES WOULD AGREE TO GET AN OFFER TO WORK IN MOLDOVA (disaggregated by gender)

Male

Female





Welcome the stranger.
Protect the refugee.



**UNEMPLOYMENT RATES
FOR REFUGEE WOMEN
ARE HIGHER THAN FOR MEN**

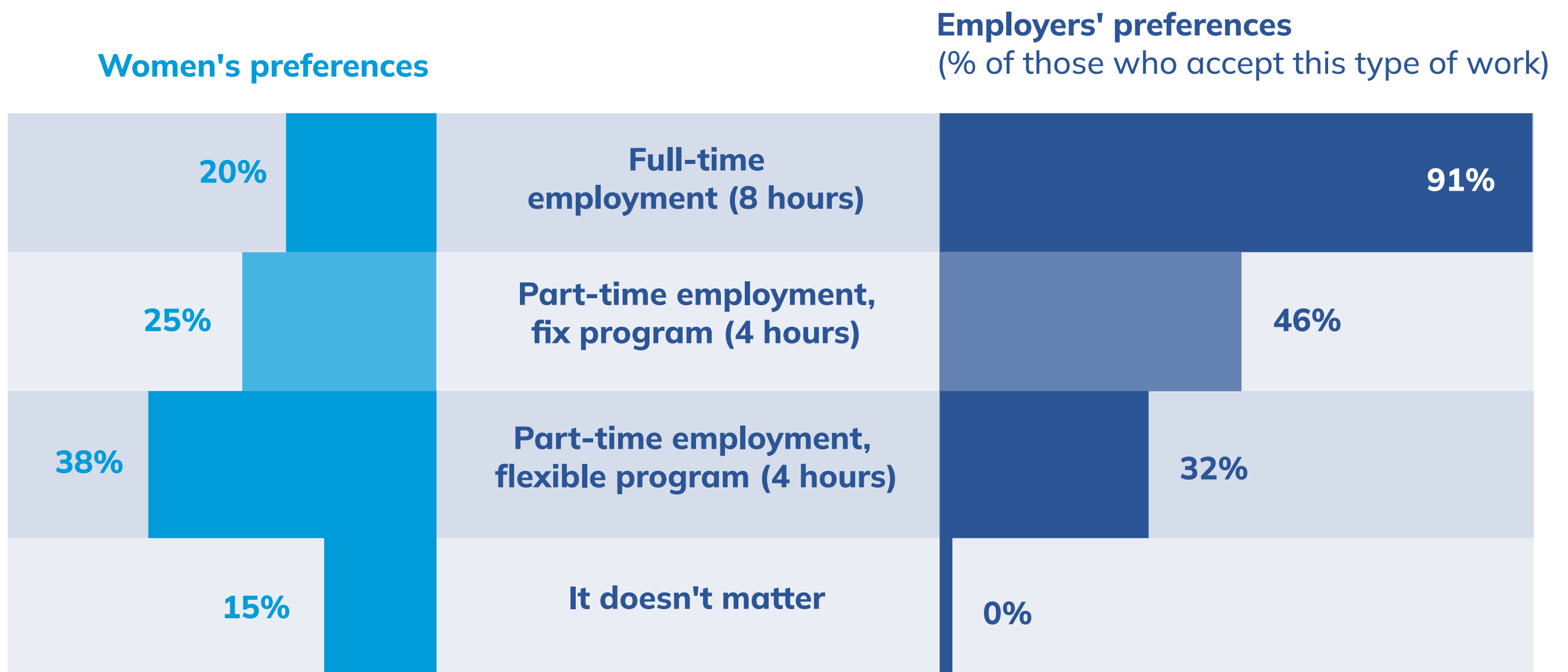
8.9%

5.4%

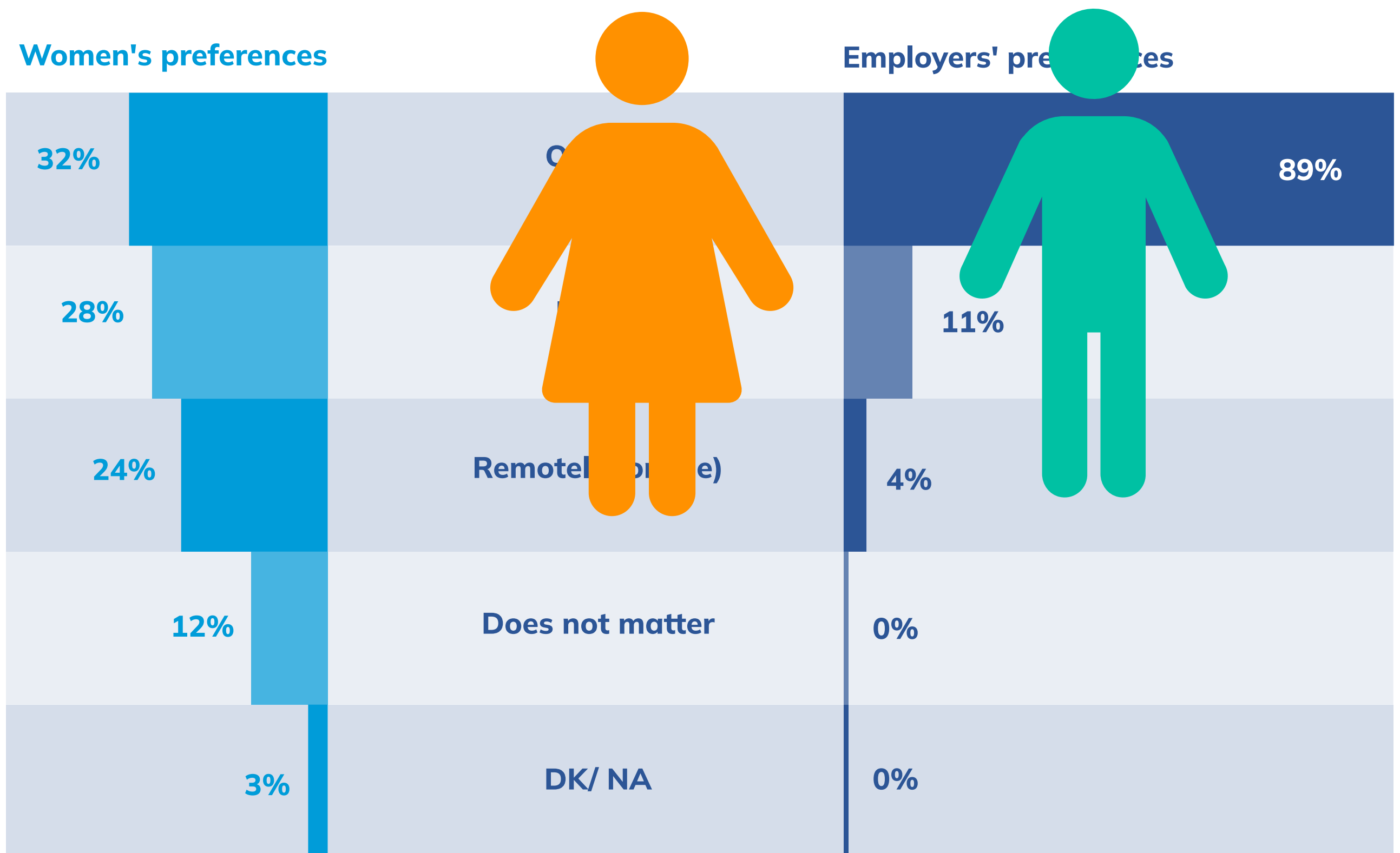
In rural areas, disparities are more pronounced

MANY WOMEN TAKE ON CAREGIVING RESPONSIBILITIES

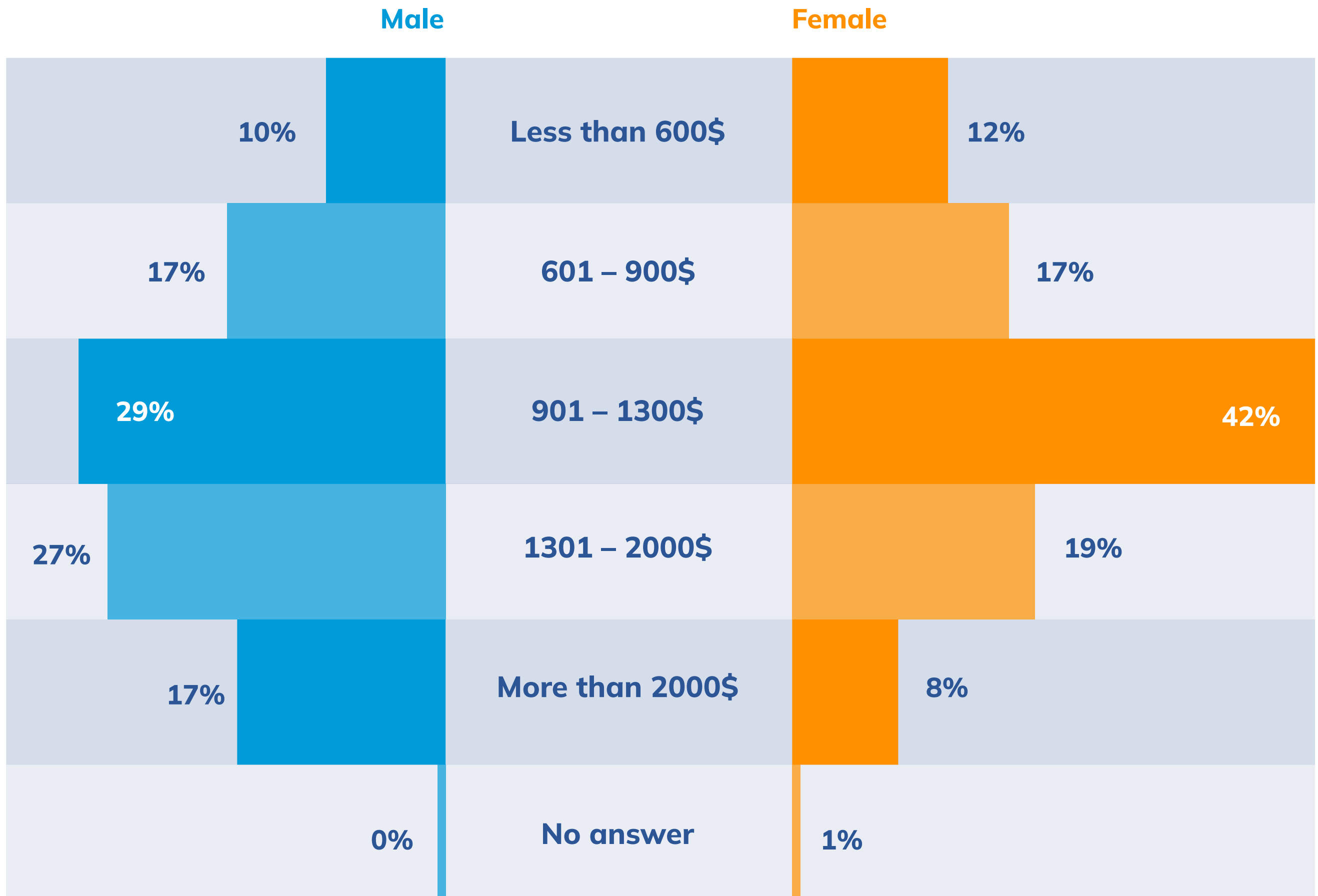
Highlighting the need for work arrangements that support a better balance between professional and personal duties.



PREFERRED FORMAT OF WORK FOR THE WOMEN-JOB SEEKERS VS. EMPLOYERS



REFUGEES' DESIRED SALARY EXPECTATIONS



11%
REFUGEES

from the total sample, who do not have a stable job in Moldova, mentioned that they are interested in self-employment/ opening a business

Of these, 71% are women.



**THE 3 LEADING SECTORS
TO OPEN A BUSINESS ARE:**

Beauty industry

IT sector

Art/ design

**ACCORDING TO THE PARTICIPANTS
IN THE SURVEY, THE MOST COMMON
BARRIER TO OPENING A BUSINESS IS**

Lack of finance

FOLLOWED BY:

Lack of business education

Language difficulties

**Lack of knowledge about
the legislation of Moldova**

RECOMMENDATIONS to promoting more equitable labor market integration for Ukrainian women refugees in Moldova:



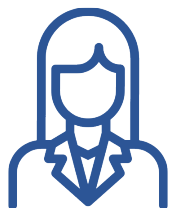
Improve childcare access



Develop flexible and accessible, job-specific Romanian language free of charge courses



Create mechanisms to recognize Ukrainian qualifications and provide tailored trainings adapted to the Moldovan context.



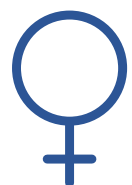
Support entrepreneurship for women.



Combat discrimination in hiring refugee women.



Enhance information access



Implement gender-sensitive employment and integration policies