

ALHG/gw (PARDEV/CODEV)  
16.11.2012

cc: Ms. A. Le Guével, ILO-BRUSSELS (wa)  
BUD/CT (wa)  
Ms. Farkas, Co-Budapest (wa)  
CO-Budapest (wa)  
MIGRANT (wa)  
RO-Europe (wa)

**TAP 9-7-01**  
**RER/09/04/EEC**

Delegation of the European Union in  
Ukraine  
Attn: Head of Contracts and Finance  
Section, Mr. Holger Rommen  
10 Kruhlo-Universytetska  
012014Kyiv  
Ukraine

**16 NOV 2012**

**Date of the request for payment: 16 November 2012**

*Via DHL (Telephone: +380 (44) 390 8010)*

**Reference number of the Agreement:** DCI-MIGR/2010/229-492

**Title of the Agreement:** Effective government of labour migration and its skills dimensions

**Name and address of the Organization:** International Labour Office, Department of Partnerships and Development Cooperation, Route des Morillons 4, CH – 1211 Geneva 22, Switzerland

**Request for payment number:** 3

**Period covered by the request for payment:** 12 months

Dear Mr. Rommen,

I hereby request payment of the third instalment of prefinancing under the above-mentioned Agreement.

The amount requested is: EUR 402,946.45

Please find attached the following supporting document:

- Narrative and financial progress report

The payment should be made to the following bank account:

Bank Name: UBS SA  
Branch Address: Rue des Noirettes, 35  
Town/city: 1211 Geneva 2  
Country: Switzerland  
Postcode: CH - 1211  
Account Number: 240 C 0991221 4  
IBAN: CH4600240240C09912214

Project reference: RER/09/04/EEC

I hereby certify on honour that the information contained in this request for payment is full, reliable and true, that the costs incurred can be considered eligible in accordance with the Agreement and that this request for payment is substantiated by adequate supporting documents that can be checked.

Yours faithfully,



Jürgen Schwettmann  
Director

Department of Partnerships and Development Cooperation

cc: Delegation of the European Union in Ukraine  
Operations Section 1  
10 Kruhlo-Universytetska  
01204 Kyiv  
Ukraine

Responsible project manager in the EU Delegation: Mr. Karoly Soos

# PROGRESS REPORT

## 1. Description

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### 1.1. Name of beneficiary of grant contract:

International Labour Organization (ILO)

### 1.2. Name and title of the contact persons:

- Contact person for this project:

Ms Natalia Popova, Senior Specialist for Employment and Skills, ILO Decent Work Technical Support Team and Country Office for Central and Eastern Europe

Ms Anita Anna Farkas, Sub-regional Project Coordinator, ILO Decent Work Technical Support Team and Country Office for Central and Eastern Europe

- Focal point, EC portfolio: Ms Anne-Laure Henry-Gréard, Technical Cooperation Officer, Partnership and Development Cooperation Department (PARDEV, [henry-greard@ilo.org](mailto:henry-greard@ilo.org)), ILO Headquarters, Geneva

### 1.3. Names of partners in the Action:

#### Moldova:

Ministry of Labour, Social Protection and Family

Ministry of Education

Ministry of Foreign Affairs

National Employment Service

National Bureau of Statistics

National Trade Union Confederation

National Employers Confederation

#### Ukraine:

Ministry of Social Policy of Ukraine

Ministry of Education and Science, Youth and Sport of Ukraine

Ministry of Foreign Affairs of Ukraine

State Employment Center of Ukraine

State Migration Service of Ukraine

State Statistics Service of Ukraine

Inter-Agency Thematic Council: Council on Labour Migration at the Cabinet of Ministers of Ukraine

Federation of Employers of Ukraine<sup>1</sup>

Federation of Trade Unions of Ukraine

Confederation of Free Trade Unions of Ukraine

All-Ukrainian Union of Workers' Solidarity

#### In both countries:

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<sup>1</sup>As of November 2011, three Confederation of Employers (Federation of Employers' Organization, Confederation of Employers of Ukraine, and Ukrainian Association of All-Ukrainian Associations of Employers Organizations) have merged into one Federation of Employers of Ukraine.

International Organization for Migration  
World Bank

1.4. Title of the Action: “Effective Governance of Labour Migration and its Skill Dimensions”

1.5. Contract number:

EU Reference number of the Agreement: DCI-MIGR/2010/229-492

ILO XB symbol: RER/09/04/EEC

1.6. Start date and end date of the reporting period: 1 March 2012 – 10 October 2012

1.7. Target countries: Moldova and Ukraine

1.8. Final beneficiaries and/or target groups<sup>2</sup> (if different) (including number of women and men):

Main target groups of the project are: relevant Ministries (Ministry of Labour, Ministry of Education, Ministry of Foreign Affairs, and relevant Parliamentary Committees); and implementing bodies (Public and Private Employment Services), Employers’ and Workers’ Organizations

Final beneficiaries of this project are migrant workers and returning migrants.

1.9. Countries in which the activities take place (if different from 1.7):

The study visit of the policy makers group from Moldova and Ukraine took place in Belgium.

## 2. Assessment of implementation of project activities

### 2.1. Executive summary of the project

The overall objective of the project is to strengthen Moldova's and Ukraine's capacity to manage labour migration and promote sustainable return, with particular focus on enhancing human resources capital and preventing skills waste. The project aims to improve capacity of the main actors in the migration process by improving: (i) policy dialogue and policy making, based on sound research and data; (ii) formulation of labour migration policies with particular focus on proper skills matching, vocational training provision for adequate skills development and portability of social security benefits.

With a view toward achieving the overall objective and recognising the multifaceted dimension of international labour migration movements and its employment aspect, the project is designed to achieve four specific objectives:

- 1) Building capacity to analyse skills shortages and oversupply as a result of migration.
- 2) Enhancing the capacity of the migration sending countries to balance migration flow and return with national needs and EU Member states' skills needs.
- 3) Building capacity to negotiate and manage rights-based labour migration schemes, including bilateral agreements on social protection.
- 4) Delivering technical assistance and building capacity to govern labour migration, enact relevant legislation, and engage social partners.

#### Project Management

Continuous project coordination took place over the reporting period. Missions were organized to the two participant countries to participate in various project related events, as well as to discuss project progress of various activities, and to agree on further steps and timelines.

The third meeting of the Project Steering Committee (PSC) in Moldova was held on June 27, 2012. Due to other commitments abroad of *Mr. Sergiu Sainciuc*, Deputy Minister of Labour, Social Protection and Family and Chairman of the Steering Committee, *Ms. Ala Lipciu*, ILO National Coordinator chaired the meeting. Seventeen participants attended the meeting. Activities held in the previous semester were discussed and a plan of activities for the period June - December 2012 was endorsed.

In Ukraine, the third Project Steering Committee was held on July 3, 2012. The PSC was chaired by *Mr. Valerii Bykovets*, Deputy PSC Chair, and Deputy Head of the Federation of Employers of Ukraine in the absence of *Mr. Vasyl Nadruga*,<sup>3</sup> First Deputy Minister. Twenty-one participants attended the PSC meeting. Activities held in the previous semester were discussed and a plan of activities for the period June - December 2012 was endorsed. During the meeting, the first findings of the study on social security coordination were presented and some comments received from PSC members. In addition, Mrs. Anna Olefir, World Bank economist made a presentation of their study on *Internal labour mobility in Ukraine*.

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<sup>3</sup> Mr. Vasyl Nadruga, First Deputy Minister of Social Policy of Ukraine, who is also the Chairman of the Project Steering Committee, resigned from his post on August 20, 2012.

The project has been undergone a Results-Oriented Monitoring (ROM) mission in Ukraine, conducted by an expert of the Consortium led by IBM Belgium, and commissioned by the European Commission on March 19-23, 2012.

The main objective of the monitoring was to gather results-oriented information on the Project in the field and to report on progress in order to maintain and improve the quality of external cooperation activities where possible through timely, independent, well-targeted information on the Project implementation. To ensure that first-hand information is presented to the monitor, the Project organized a number of individual interviews with national stakeholders, project partners and target groups.

The key areas monitored e.g. Relevance, Quality of Design, Effectiveness and Efficiency received "...exceptionally positive feedback and very good marks. Similarly, the potential sustainability and impact was rated high," according to a statement at the PSC meeting on July 3, 2012 by the representative of the EU Delegation in Ukraine. The recommendations of the monitor to pay attention to the stakeholders' ownership issues and to provide the Project beneficiaries of the targeted countries (Ukraine and Moldova) with more opportunities to exchange experience and share expertise have already been taken on board by the Project as well as actions to support exchanging experiences between countries.

## **2.2. Activities**

### **Objective 1: Capacity building to analyse skills shortages and oversupply as a result of migration**

#### ***Output 1.1 Development of knowledge base and tools for data collection and analysis of migration and skills***

##### **1.1/1.2 Pilot migration module in the Labour Force Survey (LFS)**

The migration module in Moldova will be linked to the Labour Force Survey (LFS) of the National Bureau of Statistics (NBS) but it will be conducted independently. The module based on a sample of 12,000 households will be carried out in the last quarter of 2012 using a newly developed questionnaire that includes questions on migration and skills. During the reporting period the ILO provided the NBS with guidance and expert advice in the development of the questionnaire. Since this support did not imply revision of the module's entire methodology, the previously planned workshop with an ILO HQ expert in statistics was replaced with online correspondence. The Service Contract between ILO and NBS was signed in second half of July 2012. During September 10-21, the NBS conducted 6 trainings for 190 interviewers and supervisors. As a result, they became familiar with concepts related to migration and skills and methodological tools to be applied for the migration module. *Ms. Oxana Lipcanu*, the National Project Coordinator participated in the events. The UN Joint Project, "*Strengthening the National Statistical System of Moldova*", managed by UNDP, have contributed to the survey's preparatory activities and covered the costs for the above trainings. The data collection will start in October 2012.

In Ukraine, the labour migration survey is implemented by the State Statistics Service of Ukraine in collaboration with the Ptoukha Institute of Demography and Social Research of National Academy of Sciences and ILO within the period of January 2012 –January 2013.

To ensure that the methodology for the labour migration survey is well understood by the interviewers, a supervisor's training was held by the State Statistics Service of Ukraine on March 13-16, 2012 in Kyiv in a four-day training for trainers (TOT) called, "*Methodology and Organization of the Labour Migration Survey, based on the ILO Labour Migration Module to be linked to the National Labour Force Survey in Ukraine*". The TOT was organized for representatives from 27 regional statistics departments of 24 regions (oblasts), AR Crimea and the cities of Kyiv and Sevastopol. This master training was also attended by *Ms. Natalia Vlasenko*, Deputy Head of the State Statistics Committee of Ukraine, *Mr. Károly Soós*, Sector Manager for Rule of Law and Law Enforcement of the EU Delegation to Ukraine and *Ms. Tetyana Minenko*, National Coordinator of the Project.

The pilot test of the labour migration survey conducted in 11 regions were presented during the seminar, suggesting some fine tuning technical adaptations for the overall survey, in particular on definitions, identification of the main groups of migrant workers, survey reference period, wording and logical sequence of the survey. The training resulted in approval and adoption of the final toolkit for the labour migration survey (questionnaires). In addition, participants conducted field trainings for 970 representatives from regional statistics departments, who in turn carried out the interviews in the field between April–June 2012. The field results were processed at the regional level in July and August 2012 and currently are being processed at the national level, including quality assurance, aggregation and integration with the database of the labour force survey.

### **1.3 Preparation/update of migration briefs**

The Project in Moldova has contributed to the joint IOM- Moldovan Government initiative of drafting the country's Extended Migration Profile Report (EMP). The Profile will be a leading policy document on migration, providing a description of existing migration management and policy frameworks, as well as policy recommendations on how to promote a more effective and rights-based management of migratory flows. The ILO drafted the chapter on migration, employment and the labour market trends and also contributed to all other chapters. On May 15, the ILO contribution to the EMP was discussed with the IOM and the social partners. The validation of the draft report with the Technical Working Group, including the social partners, took place in Chisinau on July 3. As a follow-up, the ILO provided extensive comments on the EMP. The final presentation of the document is scheduled on the 24<sup>th</sup> October 2012. In parallel, the IOM, in agreement with Moldovan Government, put in place an Action Plan for the EMP regular updates over the next 2 years. The ILO has been invited to contribute to it and is in the process of identifying possible areas of research (e.g. statistics on remittances, circular migration, etc.) to be covered.

## *Output 1.2 Improved knowledge of links between education and migration*

### **1.7 Targeted study to analyse the links between education and migration**

#### **1.10 Targeted pilot study focusing on a specific profession particularly affected by migration outflow**

The national consultant in Moldova, hired to analyse the links between education and migration, carried out the data collection by conducting 11 focus groups, 13 in-depth interviews, a survey covering 784 households and a desk research.

Preliminary findings in the report show that there is a demand for skilled workers on the labour market in Moldova. Opportunities for employment are higher among graduates with advanced education and as a consequence determined a preference among young people for university studies instead of vocational or crafts schools.

Young university graduates accept employment in areas far from their speciality (especially for first-time employment), which is either due to the lack of vacant jobs in their qualification (e.g. graduates in law or economy) or to the fact that the young people do not have the necessary knowledge and skills for the job.

Despite the above, almost 80 percent of job vacancies are for candidates with vocational studies, while at the same time the graduates of vocational schools are more subject to the risk of unemployment.

As a preliminary conclusion, the educational system in Moldova seems not adjusted to new economic developments, while the newly generated human capital is not sufficiently well trained for successful integration into the labour market.

The draft report also concludes that students would opt to remain in the country and develop a career in Moldova if attractive employment opportunities were available. In migration Moldovan graduates are forced to embrace unqualified or low-skilled jobs.

Based on international cooperation protocols the number of students who left for studies abroad increased almost two-fold in the last six years (from 2118 persons in 2006-2007 to 4270 in 2011-2012). The share of those who remain abroad is constantly increasing and the number of family reunification cases in the host countries is also growing.

The draft report also concludes that there is a positive correlation between remittances and access to education. Families that benefit from remittances are better equipped with IT technologies and as a result more supported in the medium and higher professional studies compared to children from families that do not receive funds from abroad.

**Another on-going study is aimed at assessing the impact of migration on teaching staff and researchers in Moldova** completed the data collection and analysis by the end of the reporting period. A survey targeting 380 respondents (potential, expatriate and returned migrants), 39 in-depth interviews was conducted.

The preliminary findings of the report show that almost half of the interviewed teachers expressed an intention to go abroad. 40.4 percent of respondents said they wanted to go



abroad for temporary work, 7.9 percent want to stay permanently abroad and 5.4 percent intend to study abroad.

The profile of those who intend to go abroad for work on temporary basis is “married teacher, aged 25-39, without children, living in the countryside, with low income and usually holding double Moldovan and Romanian citizenship”.

The main reasons for migration are: increased income, improving family living conditions, buying a house/flat for the family/children, gaining new experience, qualification and/or accessing the best services and technologies, paying for children’s education, economic, political and social situation in Moldova, or because they do not see a future, for themselves or their children in Moldova.

The top preferences for migration by respondents include: Italy (23.3 percent), Canada (17.4 percent), France (15.1 percent), Russian Federation (10.5 percent), Germany (9.3 percent), USA (9.3 percent), and Great Britain (3.5 percent). Highly-qualified young teachers and researchers tend to migrate to Canada and the USA.

The large majority of those who intend to go abroad attended or intend to attend training courses in Moldova to prepare for life abroad. Most learn the language of the destination country, few attend vocational training courses and even fewer study the culture of the destination country.

According to 40 percent of the teachers and researchers who had been abroad and returned to Moldova, setting up a business or finding a better paying job in fields other than education is the result of experience gained abroad. 34.3 percent of respondents think the improvement is due to money earned abroad; 25.7 percent believe it is due to the knowledge and abilities they developed abroad.

The final reports are scheduled to be validated on the 25<sup>th</sup> of October 2012.

**In Ukraine, the report on education and migration has been completed.** The study focuses on four areas: 1) how education is related to local labour market opportunities; 2) the education system and its recent developments; 3) supply and demand mismatch that may be related to education; 4) whether the lack of local opportunities to improve one’s labour market circumstances through education encourage Ukrainians to migrate.

The study also investigates to what extent education determines major migration decisions including the probability of migration, choice of destination, as well as the migrant’s occupation and legal status in the host country. These decisions determine to a large extent the success of migration for a given individual. It helps to understand whether improvement in education can turn migration into a productivity enhancing experience.

In addition, the report assesses the impact of remittances sent home by migrants on the local demand for education. The final chapter examines existing government policies in the area of migration and education in Ukraine.

Preliminary results from the research show the followings:

In Ukraine, many people share the belief that good education is important for the success in the labour market. The actual situation does reflect this belief: a year of education increases the chance to find a job by about 2 to 3 percent, but the effect of education on wages, however, is small relative to other transition countries (1-5 percent wage premium for a year of education). These results suggest that education is a less powerful tool to improve one's labor market prospects in Ukraine, as compared to the other transition countries. Thus, an effective policy for emigration prevention and attraction of return migrants to Ukraine calls for a very general economic policies aiming at improvement of the business environment, overall investment climate, property rights protection, etc.

The results of the research show that education does not seem to be a major determinant of the decision whether or not to migrate, though education does affect the choice of where to move. This suggests that it is the lack of opportunities for people in Ukraine in general, whether they are educated or not, pushes people to go abroad. It also implies that education-based migration policies are unlikely to stop migration from Ukraine. Instead, they are likely to re-direct migration flows.

Similar to the local labour market, education generates some opportunities for Ukrainian migrants in the destination countries. It is positively related to the probability of finding high-profile positions, such as professionals, technicians or clerks. And education also increases the likelihood of being employed as a white-collar rather than a blue-collar worker. However, the study suggests that only a limited number of educated migrants were able to explore these opportunities: about 80 percent of Ukrainian educated migrants work abroad at blue collar or unskilled occupations.

The study provides evidence that the "brain-waste" hypothesis is particularly acute for white-collar Ukrainian migrants but not that much for blue-collar. A number of factors may lie behind this outcome. Unfortunately, part of the already obtained skills will be inevitably wasted if this mismatch is driven by the current lack of demand on specialists with tertiary education in the source and destination countries combined with the employments and wage differentials for unskilled labour between Ukraine and migration destination countries. This situation calls for a market-driven educational policies. Such policies should put more emphasis on the revival of the professional education system in Ukraine, better cooperation with employers and a more flexible remuneration system able to attract needed specialists.

Brain waste among well-educated migrants in particular may be caused by a low transferability of high level skills. The importance of this factor is partially supported by more evident impact of the previous occupation of Ukrainian migrants rather than education on the migrants' occupation abroad. Thus, any measures that help to increase skills transferability would benefit all parties (Ukraine, destination countries and migrants) involved. These measures may include but are not limited to the following:

- further progress on Bologna process and diploma recognition;
- further efforts on harmonization of qualification framework (at least in the most demanded sectors);
- establishment of the system for recognition of non-formal and informal skills;
- establishment of a system of internships in the migration destination countries for Ukrainians.

Another potential reason for the mismatch may be associated with a lack of basic knowledge and skills which prevent the employability of more advanced professional skills. This includes the knowledge of the language of the destination country and of legislation and every-day routines in the destination country. Orientation and migration-focused language and information courses run by representatives of receiving countries would smoothen this problem.

Existing government policies in the area of migration and education so far have had little influence on the migrants' decisions either at home or abroad. Rather, internal economic conditions play a greater role in determining the extent of labour migration. These findings once again emphasize that Ukraine needs to switch from the migration prevention to the migration regulation policy.

Theoretical models suggest that remittances may stimulate local demand on education. Indeed, such effect has been observed in many developing countries. Empirical studies also point toward important negative consequences of migration on the local demand on education. Such consequences include demotivation effect as well as the lack of proper parental support and supervision. Finally, a proper supply and quality of educational infrastructure is crucial for the positive effect of remittances on education. Thus, the final outcome is a matter of the country- or region-specific factors which play an important role in determining children's education.

The inflow of remittances to Ukraine is substantial but most of this money is consumed. Empirical estimation of the demand for education reveals that after controlling for other factors average expenditures on education among remittance receiving families are larger. However, margin propensity to consume is higher among non-receivers. This finding implies that remittance-receivers tend to spend less from each additional unit of income. Thus, an increase in remittances is unlikely to substantially contribute to the demand for education in Ukraine. This result, however, should be treated with a great caution. Given a quite low share of remittance-receivers in the population a larger sample is needed to make any conclusion with a high degree of confidence.

### **The second report on teachers' staff and migration in Ukraine has been finalized as well.**

This study provides the comprehensive analysis of international migration of Ukrainian teachers, university professors and researchers, including its main reasons, characteristics and the impact on migrants, the delivery of education services and the Ukrainian economy as a whole. It also assesses the proportion of local teachers and researchers who would be willing to leave Ukraine for education, temporary employment or permanent residence abroad. Based on the findings, the study developed policy recommendations.

The study is based on information from targeted surveys of potential, current and return migrants, focus group discussions and in-depth interviews carried out in January-April 2012 as well as on the available administrative statistics.

The preliminary findings are the following:

- Due to the low quality of education and inefficiency in public spending on education along with the ongoing demographic changes, the Ukrainian government initiated education reforms in 2010 including 'optimization' of the network of educational institutions.

- The Ukrainian authorities do not know precisely how many teachers and researchers have migrated, how many of them have returned to Ukraine and what impact migration had on the education system.

- The surveys show that 22 percent of teachers in secondary general and vocational schools visited and 43 percent of university professors and researchers expressed an interest in moving abroad for studies, temporary employment or permanent residence. Nevertheless, only about 7 percent of surveyed teachers and 14.7 percent of surveyed university professors and researchers evaluated their chances of moving abroad in the next 12 months as likely or very likely.

- Economic factors were the main reasons given by teachers and trainee teachers for their interest in migration and realized migration intentions. For university professors and researchers, professional development was the most cited factor mentioned but economic reasons were also important.

- Professors/ researchers and teachers have completely different types of migration. The former migrate for education and professional development, with strong intentions of settling abroad and working in their profession. Teachers belong to typical labour migrants for economic reasons (*zarobitshany*) many of whom stay in the host country irregularly and work in any available job which usually requires a lower level of education and skills.

- Non-recognition of qualifications obtained in Ukraine, language barriers, absence of citizenship or a legal status, low demand for immigrant teachers in the destination country, high housing expenses as opposed to low teacher salary abroad, and substantial differences in the approaches to teaching and children's discipline between the Ukrainian and local education systems are the major reasons why former teachers did not work in their profession abroad.

- Most teachers who already returned to Ukraine did this for family reasons or because of the end of residence/ work permits and employment contract. Homesickness and dissatisfaction with life and work abroad were also important reasons for return. University professors and researchers mentioned also language barriers to comfortable long-term stay abroad, the feeling of own inferiority compared to native people in the host country and increased competitiveness in the job markets abroad.

- There is no significant evidence of damaging shortages and qualitative losses in the education system caused by international migration of teachers and university professors. On the contrary, migration seems to play a critical role in reducing unemployment in the education sector and in improving the living standards of (former) teaching professionals and their families. The positive effects of return migration reflected in diffusion of new approaches and increased productivity were negligible so far.

Both reports will be presented to the national partners for validation in autumn 2012.

**Objective 2: Enhancing the capacity of the migration sending countries to balance migration flow and return with national needs and EU Member states' skills needs**

***Output 2.1 Expanding the knowledge base for policy design***

## **2.1 Research and analysis on vacancies and skills needs in Moldova and Ukraine and the countries of destination**

A comprehensive report encompassing data for Ukraine, Moldova and selected EU countries for analysis on vacancies and skills needs as a result of migration was finalized by an international expert and national experts for Moldova and Ukraine. **The research and skills analysis on vacancies and skills needs in the EU, main destination countries and Ukraine was validated on March 23, 2012 within a round table discussion** with 60 participants, including government officials, representatives of employers' and workers' organizations, NGOs and private employment agencies.

**The main findings of the report concerning EU and Ukraine were as follows:**

The labour market (LM) in Europe has a number of factors which make it challenging to forecast and identify LM needs. As a consequence education and training systems fail to anticipate such needs. One typical factor is the internationalisation of economies that transfer manufacturing to different locations and therefore impose a polarisation in skill demand. Low qualified jobs that cannot be 'off-shored', on the one hand, and highly qualified professional jobs (managers, technical and administrative staff) on the other. In addition, rapid technology change leaves many skills outdated. The situation is further complicated by demographic changes, particularly ageing populations and migration flows. The anticipation of labour market requirements and skills needs is a top priority for the EU. There are two pan-European studies on future skills: a) that conducted by the European Centre for the Development of Vocational Training (CEDEFOP); b) Sector studies.

The forecast prepared by CEDEFOP extends to 2020. It covers EU Member States, Norway and Switzerland and evaluates the impact of the financial crisis and subsequent global recession. The study covers the entire economy: 41 sectors (NACE rev 1.1).

The main indications are:

- In the period 2010-20, employment in agriculture will suffer a loss of around 2.5 million jobs, and a further 2 million will lose work in the manufacturing and production industries.
- Growth will occur in marketed services - around seven million jobs.
- Distribution and transport will see significant job increases.
- Non-marketed services (e.g. healthcare and education) may well be affected by the budgetary constraints of public administration.
- Concerning occupations the tendency is to a "job polarization" due to the increasing demand for high skilled non-manual occupations as well as elementary occupations.
- As regards qualifications, many jobs will require more highly-skilled/qualified personnel than in the past.
- Net employment will increase by seven million in the 2010-20 decade.
- Replacement demand (around 73 million jobs) is projected to be positive across all occupations. Consequently, the total number of job openings may in fact be closer to 80 million over the next decade.

The other pan-European forecast instrument is constituted by the EU sector studies: there are 19 individual sector studies covering approximately 60 percent of total EU employment. Many new skills and competencies emerge from the sector studies, but some are common to all sectors. The most required emerging competencies are within technical (hard) skills and

social/cultural (soft) skills. A tendency towards multi-skilling and the need for new combinations of skills and competencies within many sectors is apparent.

### **Skills forecasting in some EU Member States**

The definition of 'skills' is not uniform. Several EU countries define 'skills' using occupational skills and/or educational attainment. Many countries carry out regular forecasting activities to anticipate labour market needs and skills requirements, using different tools and methodologies. Most long-term forecasts are done at national level, whereas short-term forecasts are undertaken more generally at regional or local level often through Public Employment Services (PES). In some countries information on skill needs is collected through ad-hoc studies.

### **Mobility of workers in Europe**

Freedom of movement and residence for European citizens is important. In particular workers must have the right to move to a different Member State, to look for work and be employed under the same conditions as nationals of that State (with some specific limitations).

This principle does not apply for citizens of non Member States. In these States labour mobility becomes a migration subject to strict rules and conditions or may even be formally forbidden. In order to prevent irregular migration, avoid exploitation and 'brain waste', some EU Member States have promoted information initiatives in conjunction with some migration sending countries.

Managing a labour market of 490 million people (and with an active population of over 238 million people) requires special mechanisms and tools. In response to job matching concerns it was decided to create a network of national Employment Services (EURES). Established in 1993 by the European Commission, EURES is a co-operation network between the Public Employment Services of the 27 Member States of the European Union, plus Norway, Iceland, Liechtenstein and Switzerland, and other partner organisations.

In autumn 2011, there were 1.23 million job vacancies advertised by over 25 000 registered employers. Notwithstanding this, the vacancies notified to national PES and then published on EURES do not give an exact picture of the real labour market dynamics. In each Member State there are differing rules and protocols, and recruitment does not always follow PES channels, with informal channels often preferred. The highest share (35 percent) of all job vacancies posted on EURES is for low-skilled non-manual work.

### **Skill needs and forecasting in Ukraine**

Labour demand in Ukraine is relatively low. At the end of June 2011, the number of vacancies amounted to 90,500, 13.6 percent more than in the corresponding period of 2010. Growth took place in all sectors except finance. The greatest growth in demand for labour was in industry (+ 31.9 percent). The overall picture remains one of a significant number of qualified craftsmen are sought (21.7 percent of the total number of vacancies), low skilled workers in trade, services, industry, construction, transport and others (16 percent). Other vacancies show that specialists in service, operation and control of process equipment, and the making of equipment and machinery, (14.6 percent), are in demand.

Looking at a mid-term perspective (up to 2015), the most required professions will be those related to the development of business services and those required for industrial production (skilled craftsmen). In terms of types of occupations, major changes will occur in the groups

of managers, employees providing services to businesses and individuals, experts in food processing industry, skilled craftsmen, operators and assemblers of equipment. The trend for the less-qualified jobs in key economic sectors (except construction) will be positive.

Looking at future skill needs, it is difficult to make long term forecasts due to: a) a lack of appropriate tools, b) economic uncertainty, c) lack of long-term company development programs and staff development planning. Nonetheless, the skill forecast up to 2020 shows that employment in the service sector will increase by a healthy 35.9 percent; transportation and communication will see a slight reduction (3 percent) and employment in agriculture will dramatically decrease by 51 percent. The most significant reduction by the year 2020 will be for teachers and other specialists in education.

As in the rest of Europe, there is some tendency towards polarization with an increase of elementary occupations and for managers, and those with medium level expertise.

Workers using machines and assemblers of cars will diminish in number.

The professions highly sought after will be:

- Engineers and designers in fields related to the high technologies: IT-services (electronic, high-tech, support); specialists in the processing industry, pharmaceutical industry, and development of technological solutions;
- Experts in biology, agronomy (new modern agricultural technologies, efficient use of soil, etc.) and medicine;
- Municipal managers, food sales and grain food sales managers.

Based upon interviews conducted with employers in IT, Construction and Tourism, it appears that the knowledge and skills provided by the education system do not always correspond to the needs of enterprises.

**The report on vacancies and skills needs in the Moldovan and the European labour markets was validated on May 14, 2012 during a round table discussion with 14 participants representing relevant ministries, the National Employment Agency, social partners and research institutions.**

**The main findings concerning Moldova were as follows:**

Moldova over the last decade has experienced one of the most significant declines in employment in Europe and the region. The employment rate fell from 54.8 percent in 2000 to 39.4 percent in 2011.

A certain degree of skills mismatch exists in the labour market that creates a vicious circle: productivity is low leading to dissatisfaction among employers, and on the other side, wages are low not satisfying employees. Mismatch is also the result of low quality education and the field of studies chosen by prospective workers.

The agricultural sector employs the largest share of the population in Moldova - 27.5 percent in 2011. The sector is characterized by high levels of informality (around 72 percent). Consequently, the number of vacancies registered at the NEA does not reflect the real situation. In the medium term there will be a need for qualified manual workers that currently are scarce. In this respect, in the longer term the number of unskilled workers will shrink significantly; the only sector that will employ unskilled workers will be the technique grapes collection.

Like the agricultural sector, the degree of informality in the construction sector is quite high - 66.3 percent in 2011. Based on the NEA data, there is a shift towards demand for more highly qualified professions such as constructor, designer; quarryer, builder, carpenters with various skills. Construction companies report a deficit of: i) qualified labour force who left the country; ii) unqualified labour force, not willing to work due to low wages; and iii) sometimes of other specialists (economists, lawyers, etc.)

The IT companies have expanded significantly since the introduction of fiscal facilities in 2005. There is still a large component of shadow economy, mainly with the smaller IT companies. Currently IT companies find it difficult to hire talented professionals, especially program managers and QA engineers.

Inputs received during the national validations in both countries were duly incorporated into the final report.

#### **2.4 Design of five up-to-date occupational profiles for each sector**

A special attention was paid in this area in **Moldova** in order to avoid duplication and overlapping with carried out or running initiatives. Therefore, the following interventions have the characteristics of complementarity and proved utility for the country.

Further to consultations with national partners, four occupational standards (OSs) have been agreed to be developed in the agriculture and construction sectors: 1/ pastry cook, 2/ wine grower, 3/ plumber and 4/ house painter. These professions were selected based on the following criteria: 1/ existence of updated occupational profiles to ensure continuity of previous activities; 2/ high demand on the labour market; and 3/ commitment of relevant Sector Committees to sustain and promote the design and approval of OSs. The above process of developing the OSs fully complies with Government Decision No. 952 of 16.12.2011 for the Development and Review of Occupational Standards for Blue-Collar Jobs and represents its piloting. Being the first application of the above-mentioned norms, the project will provide appropriate feedback and suggest recommendations for improving the methodology. In addition, in order to improve the capacity of Sector Committees to lead and participate in the OSs formulation and approval process, a workshop on OSs was held in Chisinau on May 23 with the participation of 15 members of the Sector Committees.

Two draft OSs were designed for plumber and wine-grower. For this purpose, the Sector Committees (SC) in Agriculture and Construction set up specific working groups, including leading practitioners in the related fields. During the months of June-July 2012, three workshops were organized for writing and fine-tuning the content of each draft OS. The same procedures were initiated in September for the other two OSs. The first meeting was dedicated to initial training in occupational content development and methodological aspects of their design. The second workshop focused on identification of relevant key competences, generic and job-specific. The last meeting was targeted at formulating performance indicators for the specific competences and development of the occupational description.

The Sector Committee representatives were present at all of the three workshops and appreciated the opportunity to participate in the process of occupational standard development. Already at this stage, some methodological challenges became evident, which



should be addressed in the recommendations to be provided to the Ministries of Labour and Education.

**In Ukraine**, further to the identification by the project SC of the three economic sectors to be targeted, an ad-hoc Workgroup<sup>4</sup> made a sector skill analysis and selected , fifteen occupations for the development of occupational profiles to be used for piloting the model of validation and recognition of informal and non-formal learning. They are: Electrical Supervisor of Cable Network Tracks, Computer Networks Tester (*IT sector*); Plasterer, Drywall Construction Installer, Concreter, Carpenter, Plumber, Welder, Bricklayer (*Construction sector*); Travel Agent, Cook, Waiter, Receptionist, Doorman, Room Cleaner (*Tourism and catering*).

Due to health-related issues of the core international expert on occupational standards development, the work on occupational profiles, originally scheduled for September 2012, has been rescheduled. The desk-work is on-going, while the field assignments will continue in December, with the help of an additional international expert.

## *Output 2.2 Support to institutional strengthening and capacity building*

### **2.7 Revised activity. Capacity building for NEA staff in Moldova and Workers' Organisations in Ukraine to provide advice to potential migrants and to integrate returnees into the local labour market**

As reported previously, this activity will be reoriented in both countries.

By providing training on counselling and information on migration to 50 job counsellors of the Territorial Employment Agencies the project in Moldova will improve the capacity of the National Employment Agency (NEA). Specifically, the training will focus on:

1. Living and working abroad. Rights and obligations of foreigners in main destination countries for Moldovan migrants. Where can a citizen of Moldova located abroad get assistance? Referral to institutions. Information centers.
2. Return of migrants to their countries of origin and their integration into society. The role of the National Employment Agency (NEA), Local Public Administration (LPA) and NGOs in the social and professional integration of returned migrants. Methods of providing integration assistance to returned migrants, establishing of partnerships and referral to appropriate services.
3. Dangers and risks of irregular migration and human trafficking. How to work with potential migrants to prevent them from travelling irregularly abroad?

A national consultant was hired to prepare training materials and deliver training on migration issues for counsellors of the Territorial Employment Agencies, using existing ILO and IOM methodological approaches, adhering to international standards and best practices in this field. A round table discussion for training needs identification took place on the 7<sup>th</sup> of August with a number of decision makers, representing the Territorial Employment Agencies. Based on

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<sup>4</sup> Ad-hoc Workgroup organized in the framework of the Project, initiated by the Federation of Employers' of Ukraine.

this consultations, the contents of the training materials and the training agenda were fine-tuned. The training is planned for November 2012.

**In Ukraine**, on March 24-25, 2012 the seminar was organized in Lviv for 20 All-Ukrainian Union of Workers' Solidarity (VOST) leaders and members whose mandate and responsibilities cover labour migration issues; VOST leaders with past labour migration experience; VOST youth committee members – working with youth – potential migrants. The seminar was conducted by Mr. *Yuriy Kurylo*, Vice-President of VOST; resource persons were Ms. *Tetyana Minenko*, National Project Coordinator; Mr. *Hrygoriy Seleschuk*, Head of the Migrants Issues Committee of the Ukrainian Greek Catholic Church; Ms. *Oksana Pyatkovska*, Researcher of the International Institute of Education, Culture and Relations with Diaspora, National University "Lviv Politechnika".

As result of the seminar, VOST drafted recommendations on the best channels to disseminate labour migration related issues to potential migrants and to returnees to ensure their integration into the domestic labour market.

A similar proposal was received from the Confederation of Free Trade Unions of Ukraine and a seminar is planned for October 23-24, 2012. The Federation of Trade Unions of Ukraine is considering organizing a similar activity on November 27-28, 2012.

**2.8 Establish a working group on skills recognition**

**2.9 Design and test mechanisms for the recognition of prior learning**

**2.10 Two-day trainings for relevant stakeholders (teachers, trainers, practitioners and representatives from the Ministries of Labour and Education) to disseminate information and guidance on the recognition of skills and qualifications in specific EU countries**

In the area of skill recognition, again with the scope to complement the on-going activities by other international initiatives in **Moldova**, the Project carried out a three-day seminar titled, "*Validation of Non-Formal and Informal Learning*" in Chisinau on June 6-8, 2012. Thirty representatives of government institutions, social partners and vocational education institutions participated in the event. As a result, they increased their level of awareness and built consensus on the validation of non-formal and informal learning. During the seminar, participants discussed the current national context and prerequisites for developing and implementing a national system of validating non-formal and informal learning. Stakeholders also became acquainted with existing European standards, as well as the principles of institutional, legal and financial procedures in this area. The seminar built upon the best practices of countries where a system of recognizing professional competencies obtained informally is already functioning. The event was facilitated by a Romanian expert.

**In Ukraine**, in response to a government request to assist in drafting procedures for recognizing and validating acquired skills, informal and non-formal learning (*as per the Law on Worker's Professional Development № 4312-VI, January 12, 2012*), international experts carried out fact-finding mission on March 19-23, 2012. During the mission the experts met the most relevant stakeholders, including Ministries, the State Employment Center, employers and workers organizations and national and international practitioners.

On March 20, 2012, the international experts carried out a workshop on the methodology of skills identification and best practices in Europe for validation of non-formal and informal learning and suggested a methodology for identifying a suitable model for Ukraine. It was agreed with the national partners that the experts would have drafted a Concept Paper to be presented during mission in April 2012.

On April 23-27, 2012, the Project organized another series of meetings with the national partners to ensure that EU best practices are taken on board and that the proposal for a system for the validation of prior learning, suitable for Ukraine, are in line with OECD and EU guidelines in the field. The experts met with representatives from the Kyiv Vocational and Pedagogical College, British Council, State Employment Regional Center, the High Commercial Vocational College of Kiev at the National Trade and Economic University, EBA IT Committee, Intercontinental Hotel.

On April 24-25, 2012, the ILO experts in collaboration with European Training Foundation (ETF) carried out a 1.5 day seminar, on "*The Accreditation and Validation of Informal and Non-formal learning*" for 27 representatives from the main public and private institutions interested in the subject, where a model for the recognition of non-formal and informal learning was presented and discussed.

As a follow up to the above seminar, the Federation of Employers of Ukraine launched a Workgroup (WG) in order to ensure the validity of the occupational profiles to be designed in the framework of the project. The WG was composed of experts from the Ministry of Social Policy, Ministry of Education and Science, employers' organizations and relevant trade unions. The first meeting of the Working group was held on June, 27, 2012. The second meeting was organized on September 7, 2012 with the Director of High Commercial Vocational College of Kiev at the National Trade and Economic University to ensure preparation of the pilot for the recognition of non-formal and informal learning.

Taking on board the commitment of seminar's participants and to ensure sustainability of the proposed model of non-formal and informal learning, the Project will support a full piloting exercise for the profile of a restaurant waiter, assistant cook and room service, aimed at identifying key components for the accreditation and validation of prior learning (a referral service, an educational institution for initial assessment and provision of learning and an employer-based assessment opportunity). The Federation of Employers of Ukraine has already requested to the ministries concerned, to support this pilot program in order to replicate good practices<sup>5</sup>. The Ministry of Education and Science, Youth and Sports of Ukraine sent the formal letter of support to the National Project Coordinator and to the VET Director on August 27, 2012.

Based on the UK occupational standards, a pilot training programme will be carried out for assessors and internal verifiers, targeting staff from SES, the VET College and staff from the Intercontinental Hotel. The above two seminars scheduled for 10-12 and 17-18, September, 2012 are postponed till December, 2012 due to health related issues of the international expert.

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<sup>5</sup> Formal letter # 01-1-450 as of July 4, 2012 was sent by the Federation of Employers to Mr. Tyhypko, Deputy Prime Minister - Minister of Social Policy and Mr. Tabachnyk, Minister of Education, Youth and Sports

## **2.14 Support for the development of a law on occupations and professions in Moldova**

In addition to the design of occupational standards in Moldova, the project is supporting the government in drafting a law on professions, which aims to ensure a sustainable and systemic approach in the area of OSs. A national consultant was hired for this purpose. The first draft of the law was submitted to ILO for comments in September. The law is expected to be completed through a participatory approach by the end of the year 2012.

### **Objective 3: Capacity building to negotiate and manage rights-based labour migration schemes, including bilateral agreements on social protection**

*Output 3.1: Development of the knowledge base and tools for the preparation, negotiation and implementation of labour migration agreements.*

#### **3.1 Review and assessment of existing labour agreements (original activity)**

##### **3.1 Study on best practices worldwide in the area of temporary migration, with particular focus on practices applicable to Moldova (revised activity)**

Based upon a specific request by the Moldovan Ministry of Labour, Social Protection and Family (MLSPF) and other stakeholders, working in the area of migration management, the Project organized a one-day workshop (4 October, 2012) on temporary/circular migration. The workshop focused on the main definition of temporary and circular migration, implications of circular migration on migrant workers, employers, countries of origin and destination. Historical and current examples of circular migration schemes were presented as well as various EU approaches on them. There was a specific focus on the ILO rights-based approach to migration. The Italian Labour Attaché made a presentation on the Labour Migration Agreement between Moldova and Italy. The MLSPF presented in details the draft Agreement between Moldova and Israel for temporary employment of workers in specific sectors in Israel (at the moment in construction and involving only male workers). At the workshop, the ILO discussed and disseminated the translated in Romanian recent ILO discussion paper on “*Circular Migration: A Triple Win or a Dead End*”. As a result, no additional studies will be conducted by the Project on circular migration. The seminar was conducted by *Ms. Gloria Moreno-Fontes Chammartin*, ILO senior specialist on migration policy, and *Mr. Francesco Panzica*, international expert on migration and skills, with the participation of the relevant government bodies, social partners, international agencies and research institutions.

In addition, an awareness raising session on circular migration was conducted for the National Commission for Population and Development, which represents a high level inter-institutional body made up of representatives from Government, social partners and civil society and is responsible for the analysis and coordination of policies on demographic issues, including migration (for more details on this activity please refer to Activity 4.4 Support for the creation of a tripartite consultative body as a permanent forum on migration). The event was held on October 5 2012.

In Ukraine, based on extensive discussions with the project partners, the review of existing labour agreements has been cancelled since the Government now gives priority to conclusion of bilateral agreements on social security.

### **3.2 Manual and targeted training materials on the implementation and monitoring of labour migration agreements (original activity)**

#### **3.2 Information tools to promote the implementation of Social Security Agreements in Moldova (revised activity)**

In addition, the project responded to the request of the Ministry of Labour, Social Protection and Family and contributed to covering the costs for the first round of consultations on the Draft Agreement between the Government of the State of Israel and the Government of the Republic of Moldova on the regulation of labour migration flows between the two countries. The delegations exchanged information related to the legislation regulating labour migration. The Israeli delegation presented the latest Government resolutions and relevant legislation in this area, focusing on the employment of foreign workers in the construction sector. The texts of the draft Agreement and Implementation Procedure were analysed. It was agreed, upon the proposal of the Moldova Party, on the addition of an article on social protection for workers from the Republic of Moldova, as well as an article on the Implementation Procedure. It was decided that the Parties will finalise the texts and proceed with the signing.

In Moldova, in order to raise awareness on social security agreements and the potential benefits for migrants, the Project will produce a video spot and a leaflet on the issue by the end of 2012. These publicity and communication materials will be disseminated by the Ministry of Labour and its partners, as part of their information campaign starting from January 2013. The procedure of selecting the company to produce the leaflet and video-spot was already initiated in September.

*Output 3.2: Development of a knowledge base and tools for the preparation, negotiation and implementation of social security agreements.*

### **3.3 Comparative research on the main feature of social security programmes in the European countries**

The first draft of the report "*Social Security Coordination for non-EU countries in South and Eastern Europe - A legal analysis -*" was prepared by an international expert and is currently under review by ILO DWT/CO Budapest and Social Security Department of the ILO. The report presents information on social security agreements of the EU and non-EU countries, and serves as the knowledge base for developing the national strategy for social security agreements for non-EU states.

### **3.4 Elaborate technical reports for social security coordination**

A draft report "*International Coordination of Social Security for Labour Migrants in Ukraine*" was prepared by a national consultant. The purpose of the report is to review the development of national labour migration policy in Ukraine. It analyses Ukraine's migration situation and migration policy in light of recent social and economic developments, summarizes the main features of social security benefits, reviews Ukraine's multilateral and

bilateral agreements, and discusses challenges and options for improving the social security coverage of migrant workers. The below main conclusions and recommendations of the draft report were presented at the PSC meeting on July 3, 2012 and at the Council on Labour Migration meeting at the Cabinet of Ministers of Ukraine on July 6, 2012:

Ensuring the right to social security for migrant workers through the coordination of social security systems is one of the priorities of Ukraine's national migration policy. Ukraine is a party to the multilateral agreements within the CIS and has recently concluded a number of bilateral social security agreements with European countries.

Nevertheless, the level of social security protection for Ukrainian migrants remains low.

- First, there is a problem with informal labour migration. A number of migrant workers do not have employment contracts or are seasonal migrant workers (in particular Ukrainians who work on a rotational basis in Russia).
- Second, there is a gap in the existing coordination instruments. Agreements based on the territorial principle, such as the multilateral agreements concluded with the CIS countries, are no longer adequate. In addition, despite efforts made by the Ukrainian authorities, bilateral social security agreements have still not been signed with some of the major destination countries such as Italy and Greece. The recent Communication of the European Commission, which urges Member States to further develop social security coordination with non-EU countries, could further this process.
- Third, the implementation of the social security agreements in Ukraine has faced setbacks due to insufficient administrative mechanisms and a lack of human and financial resources for capacity-building.

Based on the analysis made in this assessment, the Ukrainian government should consider the following strategic measures to improve its current situation:

- Negotiate further social security agreements with the major countries of destination of Ukrainian migrant workers.
- Evaluate the effectiveness of the bilateral agreements concluded with the CIS States based on the territorial principle; conduct analyses on the effect of applying this principle to persons who worked in the USSR period, but applying the reciprocity principle to persons who started working after the USSR break-up.
- Develop possible options for providing social security for temporary migrant workers, particularly Ukrainians employed in the Russian Federation for periods of less than six months.
- Review the implementation of existing agreements, and take the measures necessary to improve their implementation abroad and in Ukraine (e.g., through improved legislation).
- Strengthen the cooperation on data exchange between the Ukrainian ministries and the liaison bodies in Ukraine and in other countries.
- Provide technical assistance for the implementation of the existing social security agreements; in particular, strengthen the capacity of the social security institutions which are in charge of implementing social security agreements.

- Improve the work of the diplomatic and consular missions of Ukraine on the protection of migrants' rights; for example, assign staff who provide migrant workers with assistance on issues related to employment and social security within the diplomatic and consular missions of Ukraine in the main destination countries.
- For Ukrainian migrant workers in countries that have signed social security agreements with Ukraine: disseminate information on migrant workers' rights arising out of the labour migration and social security agreements.
- For Ukrainian workers in countries that have not yet signed social security agreements with Ukraine: encourage participation in the voluntary pension insurance schemes and distribute information on its application and benefits.
- Remove the limitations on the retrospective payment of pension contributions for migrants who have returned and found employment in Ukraine.
- Amend the pension legislation on the payment of pensions abroad, so that the costs of transferring pension payments abroad are not charged to the Pension Fund.
- Consider ratifying the ILO conventions in the field of labour migration and social security of migrants (in particular Conventions Nos. 97, 143, 102, 118 and 157) and the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families.

The report is finalized and is being prepared for publication in English and Ukrainian.

***Output 3.3: Capacity building for the preparation, negotiation and implementation of social security agreements.***

**3.6 Design and delivery of a national training course on the preparation and negotiation of social security agreements**

**3.7 Design and delivery of a national training course on the administration of social security agreements (this activity is to be merged with the previous one)**

**3.7 Training of Trainers (ToT) workshop on bilateral agreements on social security in Moldova**

The ILO organized an Experts' Training on Social Security Agreements on March 20-22, 2012 in Kyiv. The training targeted key officials responsible for coordination of social security in the relevant ministries and social security institutions in Ukraine (Ministry of Foreign Affairs, Ministry of Social Policy, State Employment Centre of Ukraine, Pension Fund of Ukraine, Social Insurance Fund for Temporary Disability, Social Insurance Fund against Accidents at Work and Occupational Diseases). The resource persons were *Mr. Edward Tamagno*, Specialist in Social Security Coordination, Policy Associate, Caledon Institute of Social Policy, Canada, *Mr. Milos Nikac*, Assistant Director, Institute for Social Insurance, Republic of Serbia, *Mr. Albrecht Otting*, Federal Ministry of Labour and Social Affairs- Co-ordination of social security schemes, Germany and *Mr. Kenichi Hirose*, Senior Specialist in Social Security, ILO Budapest. The training focused on the practical aspects of planning, negotiating, and implementation of bilateral and multilateral social security agreements, discussed key issues and problems that arise during the negotiations on social security between countries. Participants also learned a new system of EU social security coordination through the main provisions of current EU regulations. The evaluation results of

the training shows that participants find the training highly relevant and really appreciated the trainers' input and high professionalism.

In consideration of the needs expressed by national partners, a two-day Training of Trainers workshop on bilateral agreements on social security was organized on May 23-24, 2012 in Moldova. The training was attended by 24 participants, representing the Ministry of Labour, Social Protection and Family, Ministry of Health, National House of Social Insurance, National Company on Health Insurance and the Republican Council of Medical Expertise of Vitality. The participants will serve as resource persons for capacity building in the implementation of social security agreements at the territorial unit level.

### **3.8 Organisation of specific "Speaking Days"**

The Project supported the missions of the Moldovan and Ukrainian delegation to negotiate and conclude further social security agreements with the selected destination countries in Europe.

For the Republic of Moldova, the speaking days to *Lithuania* were conducted during 25-27 September 2012<sup>6</sup>. The agenda included 1) briefing on the recent developments in the Lithuanian legislation on social security and pensions, 2) negotiation over the draft Agreement and its Administrative Arrangement. Further speaking days to *Spain* and *Hungary* are planned tentatively for November 2012.

For Ukraine, the speaking days with *Portugal* were conducted in the period 19-21 September, 2012<sup>7</sup>. The agenda included 1) brief exchange of information regarding the major changes in social security legislation of both countries occurred in the recent years; 2) analysis and approval of the forms for the application of the Agreement and its Administrative Arrangement; 3) analysis and discussion of practical issues of implementation after the Agreement on Social Security between Portugal and Ukraine entered into force. Further speaking days with *Estonia* are tentatively scheduled for November 2012.

#### **Objective 4: Technical assistance and capacity building to govern labour migration, enact relevant legislation and engage social partners**

##### ***Output 4.1 Capacity building on labour migration management***

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<sup>6</sup>The Moldovan delegation consisted of Mrs. Laura Grecu – chief of the Social Insurance Policies Department, Ministry of Labor, Social Protection and Family, Mrs. Carina Turcin – chief of the International Relations, Bilateral Agreements and Communication Department, National Office of Social Insurance (NOSI), Mrs. Svetlana Vecvert – deputy-director of the General Direction for control and enforcement of the legislation for social rights, NOSI, and Mrs. Valeria Baraliuc - chief, Service of Management Development, consultant physician, the Republican Council of Medical Expertise of Vitality.

<sup>7</sup> The Ukrainian delegation consisted of Iryna Rozka – Head of International Agreements Division, Department of International Relations and Protocol (Ministry of Social Policy of Ukraine), Head of the delegation; Valentyna Nykytenko – Deputy Head of Pension Fund of Ukraine ; Volodymyr Marunych – Chief Doctor of Medical and Social Examination (Ministry of Healthcare of Ukraine); Ruslan Levshun – Head of Legal Department, Fund of Social Insurance Against Accidents at Work and Occupational Diseases



**4.2 Organise a study visit for policy makers, including members of the relevant Parliamentary Committees dealing with migration issues, to Brussels for meetings with the relevant Commission Services (e.g. DG JLS, DG Relex, DG EAC, DG EMPL), the European Parliament, and the European Economic and Social Committee (EESC), etc. The study visit will be a follow up to the training delivered under sub-activity 4.1.1. The total number of participants will be 10. This activity is implemented in partnership with IOM.**

### **IOM Moldova**

The Study Visit took place from April 17 -20, 2012 in Brussels, Belgium. The overall scope was to enhance the capacities of the national stakeholders to design and implement rights-based labour migration laws, policies and programmes, through increased understanding of the EU institutions and counterparts, presenting and exchanging views on important priority areas for cooperation, and discussing possible policy options to cater for the needs of their constituencies.

The project identified the following participants for the Study Visit:

1. Mr. Sergiu Sainciuc – Vice-minister of Labour, Social Protection and Family, Ministry of Labour, Social Protection and Family;
2. Ms. Maria Nasu – Member of “Social Protection, Health and Family” Parliamentary Commission, Parliament of Republic of Moldova;
3. Ms. Loretta Handrabura – Vice-minister of Education, Ministry of Education;
4. Ms. Valentina Ungureanu – Head of Migration Policy Unit, Ministry of Labour, Social Protection and Family;
5. Ms. Daria Gonciarova – Secretary I, EU Political Cooperation Unit, European Integration Department, Ministry of Foreign Affairs and European Integration;

In addition two ILO-IOM "Effective governance of labour migration management and its skills dimension" project representatives took part in the delegation:

1. Mr. Ghenadie Crețu – “Migration and Development” Programme Coordinator, IOM Mission to Moldova;
2. Ms. Oxana Lipcanu – ILO Project Coordinator, Moldova;

The Moldovan delegation had meetings with the following EU institutions and officials:

#### **European Commission’s Directorate General for Home Affairs (DG Home)**

- During this meeting Mr. Robertus Rozenburg, Deputy Head of Unit, International Affairs presented an Introduction to external aspects of migration policy. A particular focus was placed on the implementation of circular migration within the Mobility Partnership, Republic of Moldova’s interest being mentioned with view to extending the scope of this activity. There was also an exchange of views on strengthening cooperation in the area of labour migration between the EU and Moldova after the presentation “Current and Future EU Labour Migration Policies”, delivered by Ms. Maria Luisa Casado Lopez, Policy Specialist, Department of Integration and

Immigration. A big emphasis has been put on the transposition of provisions contained in the European Commission Directives into Moldovan migration legislation pertaining to the equal treatment of foreigners, migrants' family reunion, studies and research, etc. Due to the timeliness and implementation opportunities of such programmes / schemes, the concept of circular migration produced increased interest and engaged participants in constructive discussions.

#### **European Commission's Directorate General for Education and Culture (DG EAC)**

- DG EAC was represented by Mr. Joao Delgado, Head of Unit, Vocational Training, Ms. Claire Morel, Deputy Head of Unit, International Cooperation and Programmes, Mr. Risto Raivio, Head of Sector, Vocational Education and Training Policy and other specialists from DG EAC. Discussions focused on identifying ways for policy makers and teachers to promote entrepreneurial skills, on better understanding of the recognition, evaluation and certification of competencies and skills obtained by migrants abroad and the development of a National Skills Framework for vocational education.

#### **European Economic and Social Committee (EESC)**

- The Moldovan Delegation was familiarized with the mandate and duties of the EESC as well as the priorities of the Committee's President. Mr. Cristian Pirvulescu, member of the Committee on behalf of Romania, talked about the way endorsements are drawn up per country in various fields, the role of civil society and social dialogue and how to achieve consensus.

#### **European External Action Service (EEAS)**

- On behalf of the EEAS were present Mr. John Kjaer, Head of Division, Eastern Partnership - Bilateral Relations, Mr. Remi Duflot, Policy Officer Eastern Partnership - Bilateral Relations and Mr. Giovanni Cremonini - Policy Officer, European Neighbourhood Policy - Bilateral Relations. During this meeting there were discussions on the negotiations for a deep and comprehensive free trade agreement; the existence of discrepancies in the area of labour migration were highlighted and action will be taken to eliminate them, as the common goal is to complete the text by the end of February, 2013. The National Implementation Program of the Moldova - European Union Action Plan in the Area of Visa Liberalization was also discussed. Particular emphasis was placed on the need to expand and diversify cooperation activities within the Republic of Moldova - European Union Mobility Partnership. Next steps and actions were also defined in order to take cooperation to a higher level. Furthermore, Mr Giovanni Cremonini presented the initial results of the implementation of a regional project titled, "Costs and Benefits of Labour Migration between EU and Eastern Partnership", including Moldova's participation in developing a comprehensive and comparative study in this respect. He said that the first report would be presented by June 30, and in September the study would be published. Moreover, In October 2012, a report, "Equivalence Mechanisms of Demand and Supply of Labour", will be developed and presented which will include the labour market situation in Moldova.

All meetings with European institution officials fulfilled their purpose, by consolidating knowledge of inter-connections between EU policies and programs on migration and development / recognition of skills.

## **IOM Ukraine**

From 2-5 May, 2012, IOM collaborated to the project by organizing a study trip to Brussels for a high-level delegation of Government of Ukraine officials including First Deputy Minister of Social Policy, Mr. Vasyl Nadraha, Head of the Verkhovna Rada Committee on Human Rights, National Minorities and Interethnic Relations, Mr. Oleg Zarubinskyi, First Deputy Head of the State Migration Service, Mr. Viktor Sheibut, Director of the State Employment Service, Mr. Petro Petrashko and Third Secretary of the Unit on Consular and Legal Issues of the Ministry of Foreign Affairs, Ms. Yulia Pomazan.

The aim of the trip was to familiarize participants with the comprehensive European practices of labour migration management, and to foster the ability of Ukrainian stakeholders to design and implement rights-based labour migration laws, policies and programmes.

In order to tailor the study trip to the specific needs of participants a questionnaire was developed, and shared with participants. The questionnaire split areas of interest into four sections allowing for a more successful targeting of the study trip contents.

Based on the results of the questionnaires, a 'Concept Note' was drafted and shared with the participants. This document provided background on the migration situation in Ukraine (external labour migration, immigration and migration and development issues), areas of interest of the participants.

### **IOM and ILO Briefing for the Study Visit**

- This meeting served to welcome the participants to Brussels, discuss the agenda and provide an initial briefing on the mandate of each of the EU institutions.

### **European Commission's Directorate General for Home Affairs (DG Home)**

- DG Home opened the meeting by briefing participants on their mandate and then going into detail on two topics, which were identified by the Ukrainian delegation members in the filled in questionnaires as 'Priority Areas'.
  - These were (1) circular migration and migration & development (Mobility Partnerships) and (2) current and future EU policy on labour migration and integration, which included an overview of conditions of entry and residence for certain categories of immigrants, such as highly qualified workers (Blue Card Directive), students, researchers and the benefits / challenges of immigration for the EU.
  - The resulting discussions focused around immigration, expulsion procedures and the comparison between individual member states' policies regarding integration and the EU's policies.
  - Immigration and integration policies are of particular interest to the GoU as they recently adopted an Action Plan for the Integration of Migrants.

### **European External Action Service (EEAS)**

- EEAS commenced with a presentation of the history of relations between the EU and Ukraine. They then went on to outline their understanding of the current status of this cooperation and how it could be improved in order to maximize the benefits of this cooperation for both sides – i.e. through a deep and comprehensive Trade Agreement and an Association Agreement.

- Subsequent discussions focused around EU integration and the steps, which are necessary in order to continue in this direction.

#### **European Parliament Delegation**

- Discussions were initiated by the European Parliament Delegation who briefed the participants on their duties and functions, as well as activities over the recent period with relation to Ukraine.

#### **European Commission's Directorate General for Education and Culture (DGEAC)**

- DGEAC opened the meeting by presenting EU policies and activities in the sphere of recognition of skills and vocational education and training.
- As Ukraine is in the process of elaborating a programme for the recognition of skills this generated particular interest and was the focus of discussions.
- In addition, information was transferred on higher education, specifically on programmes such as Erasmus Mundus and TEMPUS. EU representatives praised highly Ukraine's active participation in both programmes and expressed their hope that Ukraine would continue participating in educational programs and initiatives which allow further opportunities for Ukrainian youth.

#### **European Commission's Directorate General for Employment, Social Affairs and Inclusion (DG ESI)**

- DG ESI started the meeting by detailing the issues facing the EU with regard to demography and the relationship to skills and immigration.
- Following this, a comprehensive presentation was delivered on the EU's skills policies including enhancing workforce mobility (European Qualifications Framework and European Skills Passport) and monitoring skills shortages (Panorama).
- As Ukraine is also experiencing demographic decline and there is the potential that this phenomenon will induce skills shortages this presentation was of particular interest to the delegation.

Through increased understanding of EU institutions and counterparts, the study trip engendered further cooperation and understanding between the EU and Ukraine, allowing both sides to work towards maximizing the benefits and minimizing the challenges of labour migration. One immediate example of the study trip's impact is the invitation from DG EAC to the State Employment Service of Ukraine to participate in a European Training Foundation conference on vocational training held in June 2012. Further cooperation has also been facilitated through the sharing of contact details between the two sides, allowing them to continue discussions on an *ad hoc* basis.

#### *Output 4.2 Support for social dialogue on migration issues*

##### **4.3 Study visit for a tripartite group made of government and social partners' representatives to Italy**

##### **4.4 Support for the creation of a tripartite consultative body as a permanent forum involving relevant members of civil society that promote the rights and welfare of migrant workers. Organise meetings twice a year to discuss migrant rights issues and establish a permanent network for information sharing.**

Organisation of the tripartite study visit to Rome/Italy on 2-7 December 2012 is ongoing, in cooperation with the ILO's Office in Rome.

At the suggestion of the Project Steering Committee in December, 2011, the Project in Moldova delivered capacity building support on circular migration to the National Committee on Population and Development, a high level inter-institutional body made up of representatives from government, social partners and civil society, responsible for the analysis and coordination of policies on demographic issues, including migration. The support consisted of an awareness-raising presentation and discussion for members of the committee on temporary/circular migration, which took place on the 5<sup>th</sup> of October. The support was due to the high level of interest by policy makers on the issue of circular migration pursuant to the international commitments of the country, including the Declaration on Mobility Partnership in 2008 with the European Union. A targeted workshop was carried out on the 4<sup>th</sup> of October 2012 (please refer to Activity 3.1).

In Ukraine, the tripartite Migration Council held its' first meeting in Kiev on 6 July 2012. During this meeting the report on "*International Coordination of Social Security for Labour Migrants in Ukraine*" produced by the project, was presented and discussed.

#### *Output 4.3 Legal environment on labour migration*

##### **4.8 Review and updating studies on private employment agencies and collect detailed information on their functioning and assess existing regulatory framework.**

##### **4.9 Awareness-raising seminars promoting ILO Convention 181 on Private Employment Agencies**

##### **4.10 Working group to discuss the results of the studies and make proposals for mechanisms and sanctions to deter unethical recruitment.**

A study on private employment agencies in Moldova has been carried out by a national consultant. The methodology included desk research and in-depth field interviews. The draft analytical report is in the process of revision and will be validated in December 2012.

According to preliminary results of the study, 85 authorized private employment agencies are in operation in Moldova, primarily working with are Israel, USA, UK, Italy, Czech Republic, Russian Federation and others.

The draft report shows that despite the large number of registered private employment agencies their activity is very limited. In 2011 only 36 agencies submitted the mandatory quarterly reports to the National Employment Agency (NEA) and some reported no activity.

The number of concluded agreements with foreign employers is also quite small: only 44, while the number of persons employed through private agencies only reached 414.

The author concludes that the modest role of private employment agencies in international employment has many causes, including but not limited to a lack of trust toward these institutions, insufficient information about their mission, poor ability of private employment agencies to provide attractive employment opportunities, legislative obstacles, public authorities' reluctance towards the agencies, etc. In addition, there is increasing competition from illegal intermediaries operating without a license.

As specified in the previous report, in agreement with the beneficiary the above two activities were combined in a workshop discussing preliminary conclusions and recommendations from the study, as well as using the occasion to improve awareness of ILO Convention 181 on Private Employment Agencies, ratified by Moldova through Law No.482-XV of 28.09.2001.

As a result the Project organized a workshop held in Chisinau on April 26–27 on ILO Convention No. 181 on Private Employment Agencies, targeting forty representatives from private employment agencies, the National Confederation of Trade Unions of Moldova, National Confederation of Employers' Organizations, Ministry of Labour, Social Protection and Family, Ministry of Economy, Ministry of Justice, Ministry of Interior Affairs, Ministry of Foreign Affairs and European Integration, as well as the Parliament of the Republic of Moldova.

Participants increased their understanding of the provisions of Convention No. 181 in the area of licensing and functioning of private employment agencies, monitoring mechanisms, cooperation between private and public employment services, etc. They also became acquainted with the operations of private employment agencies in Moldova, presented in the preliminary results of the study on private employment agencies, described above.

In Ukraine, the proposed review and update of the study on private employment agencies was initially questioned by the Ministry of Social Policy and consequently cancelled. However, at the PSC meeting on July 3, 2012, the Federation of Trade Unions of Ukraine insisted on the review with particular focus on the temporary employment agencies. The Project will involve the FTU in drafting the TOR for this review.

Ukraine has not yet ratified Convention 88 on Public Employment Services and Convention 181 on Private Employment Agencies. However, the government in collaboration with social partners has prepared the New Draft Law On Employment, which was adopted in its second reading on July 5, 2012. Prior to the second reading, the Project organized meetings with key drafters of the law, in particular with officials from the Department of Employment, Ministry of Social Policy, and the Public Employment Service. The law was verbally commented by the ILO expert. It contains, *inter alia*, a separate chapter on the Private Employment Agencies that provide services for employment abroad.

On July 4, 2012 a training for Private Employment Agencies was organized by the Project in Kiev for 35 participants (Ministry of Social Policy, Ministry of Foreign Affairs, Ministry of Economy, State Regulatory Committee, Ombudsman representative, Parliamentary Committee on Social Policy and 15 Private Employment Agencies). The agenda included a comprehensive overview of ILO Convention 181 on Private Employment Agencies; overview

of ILO Employment Service Convention 88; lessons learned and good practices in implementation of ILO Convention 181 and 88; as well as a comparative analysis of ILO Convention 181 and other international instruments, including the European Convention on Legal Status of Migrants; Directive 2008/104/EC Temporary Agency Work; and National Law of Ukraine on Employment.

In both countries, the training on ILO Convention 181 and related topics were facilitated by *Ms. Donna Koeltz, ILO Senior Specialist in Employment Services, Skills and Employability Department, ILO Geneva*. Based on the evaluation results, this activity was highly appreciated by all participants. As a follow-up on the 5th of September, 2012, the Association of the Labour Market experts of Ukraine in partnership with Personnel Corporation of Ukraine and Royal Hospitality Group organized on their own funds the same activity for 25 Private Employment Agencies from various regions of the country. The following issues were discussed: licensing conditions were outlined by *Vasyl Gusechko, Ministry of Social Policy*, ILO Convention 181 on Private Employment Agencies and good practices for its implementation were presented by *Tetyana Minenko, ILO National, Project Coordinator*.

### 2.3 Outputs achieved versus work plan (as per inception report)

The strategic changes described in the report are included for information as per contractual procedures requirements. If requested by the Donor, the project will formally submit those changes (revised Project Document, Logical Framework and budget, as appropriate) via a request for Addendum.

	Complete	On track	Delayed	Comments
<b>Immediate Objective 1/ Project Outcome 1</b>				
<b>To build capacity to analyse skills shortages and oversupply as a result of migration</b>				
Output 1.1: Analyse human capital and effects of migration on skills oversupply and shortages		✓		<p><b>MOLDOVA</b> Data collection on migration and skills by the National Bureau of Statistics is scheduled to take place during the last quarter of 2012, while data processing and analysis is due by the end of June, 2013.</p> <p>The validation of the country Extended Migration Profile (EMP) Report, incorporating the chapter on migration, labour market and employment drafted by the project took place on July 3, 2012, while the final version is planned for October, 2012.</p> <p><b>UKRAINE</b> Labour Migration Survey is on-going (January 13, 2012- January 2013) To be achieved in January 2013</p>
Output 1.2: Propose and adopt policy recommendations to capitalise on skills that migrants acquire abroad			✓	<p><b>MOLDOVA</b> Finalisation of the two studies is delayed due to unforeseen difficulties with data collection. The studies need to be further fine-tuned. The national tripartite validation event is rescheduled for the 4<sup>th</sup> quarter of 2012.</p> <p>✓ <b>UKRAINE</b> Presentation of the finalized reports delayed till September- November 2012. Finalization is on-going.</p>



<b>Immediate Objective 2/Project Outcome 2</b> <b>To enhance the capacity of the migration sending countries to balance migration flow and return with national needs and EU Member states' skills needs</b>				
<p>Output 2.1 Expanded knowledge base on how skills oversupply and shortages impact migration to support better migration management and ethical recruitment policies and programmes</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>	<p><b>MOLDOVA</b> Skills/vacancies analysis was drafted and validated in tripartite forum.</p> <p>2 occupational standards in construction and agriculture, out of 4 planned have been developed by the contracted NGO "Institute for Professional Capacity Building". Related capacity building for the members of the Sector Committees in Constructions and Agriculture was held in May.</p> <p>The development of the Law on Professions is on-going. The first draft was submitted to the ILO for comments in September. The Law is planned to be finalised by the end of 2012.</p> <p><b>UKRAINE</b> Skills/vacancies analysis was drafted and validated in tripartite forum.</p> <p>Further to the identification by the project SC of the three economic sectors to be targeted, an ad-hoc Workgroup<sup>8</sup> made a sector skill analysis and selected fifteen occupations for the development of occupational profiles to be used for piloting the model of validation and recognition of informal and non-formal learning: Electrical Supervisor of Cable Network Tracks, Computer Networks Tester (<i>IT sector</i>); Plasterer, Drywall Construction Installer, Concrete, Carpenter, Plumber, Welder, Bricklayer (<i>Construction sector</i>); Travel Agent, Cook, Waiter, Receptionist, Doorman, Room Cleaner (<i>Tourism and catering</i>). The development process is delayed due to health related issues with the core international expert.</p>
<p>Output 2.2 Improved capacity to design and adopt concrete measures for a more systematic recognition of qualification</p>	<p>✓</p>	<p></p>	<p></p>	<p><b>MOLDOVA</b> Thirty representatives of governmental organizations, social partners and vocational education institutions were trained on Recognition of Non-Formal</p>

<sup>8</sup> Ad-hoc Workgroup organized in the framework of the Project, initiated by the Federation of Employers' of Ukraine.

				and Informal Learning, due to participation in a three-day seminar held between June 6-8, 2012 in Chisinau.
		✓		<p><b>UKRAINE</b></p> <p>IOM: Diaspora Research on-going, to be presented at the Diaspora Conference in February- March 2013.</p> <p>Model of recognition of NFL to be pilot tested till December 2012</p>
		✓		<p><b>MOLDOVA and UKRAINE</b></p> <p>Activity 2.7 <i>Revised activity</i>. Capacity building for NEA staff in Moldova and Workers' Organisations in Ukraine to provide advice to potential migrants and to integrate returnees into the local labour market.</p> <p><u>Moldova</u>: Training for 50 job counsellors of the Territorial Employment Agencies of NEA on counselling and information regarding legal migration to job seekers. A national consultant was hired in August and proceeded with the preparation of training materials. The trainings will be carried out in November 2012.</p> <p><u>Ukraine</u>: Training for members of VOST (20 participants) was organised in Lviv on 24-25 March, 2012 to protect labour migrants rights and increased information coverage on labour migration issues through the TU's information centres. A similar proposal was received from the Confederation of Free Trade Unions of Ukraine and a seminar is planned for the fall of 2012. The Federation of Trade Unions of Ukraine is considering organizing a similar activity; negotiations are on-going.</p>

**Immediate Objective 3/Project Outcome 3**  
**To build capacity to negotiate and manage rights-based labour migration schemes, including bilateral agreements on social protection**

Output 3.1 Development of the knowledge base and tools for the preparation, negotiation and implementation of labour migration agreements.		✓		<p><b>MOLDOVA (revised activity as per previous report)</b></p> <p>An awareness raising workshop and session on temporary/ circular migration was organized in October, 2012. The events targeted a group of partners working in the area of migration management and the National</p>
<u>Revised output as per previous report for Moldova:</u>				

<p>The knowledge base and possible policy options on temporary migration developed</p>				<p>Commission for Population and Development, respectively.</p>
				<p>The project contributed to covering the costs for the first round of consultations on Draft Agreement Between the Government of the State of Israel and the Government of the Republic of Moldova regarding the regulation of labour migration flows between both countries.</p> <p><b>UKRAINE</b> n. Since the Government concentrates now a on social security agreements, activities <b>cancelled</b></p>
<p>Output 3.2: Development of the knowledge base and tools for the preparation, negotiation and implementation of social security agreements.</p> <p><u>Revision of output for Moldova:</u> Information tools to foster the implementation of social security agreements produced</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>	<p><b>MOLDOVA</b></p> <p>The process of selection of a company to produce information products on social security agreements (video spot and leaflet) was initiated in September and the products are planned to be produced by the end of 2012.</p> <p><b>UKRAINE</b> A study and report on “<i>International Coordination of Social Security for Labour Migrants in Ukraine</i>” was prepared by national consultant.</p> <p><b>MOLDOVA and UKRAINE</b> A comparative research on the main features of social security programmes in countries of Europe has been prepared and will be finalised by the 4<sup>th</sup> quarter of 2012.</p>
<p>Output 3.3: Capacity building for the preparation, negotiation and implementation of social security agreements.</p> <p><u>Revision of output for Moldova:</u> Tools and capacities to implement social security agreements developed</p>	<p>✓</p>	<p>✓</p>	<p>✓</p>	<p><b>MOLDOVA</b></p> <p>A total of 24 participants representing the Ministry of Labour, Social Protection and Family (MLSPF); Ministry of Health; National House of Social Insurance; National Company on Health Insurance; and the Republican Council of Medical Expertise of Vitality were trained in a two-day Training of Trainers workshop on implementation of agreements on social security, conducted between May 23-24, 2012.</p> <p><b>UKRAINE</b> Experts training on social security agreements carried out, targeting 18 key officials responsible for coordination of</p>

				social security in the relevant ministries and social security institutions in Ukraine on 20-22 March 2012.
<b>Immediate Objective 4/Project Outcome 4</b> <b>To deliver technical assistance and building capacity to govern labour migration, enact relevant legislation and engage social partners</b>				
Output 4.1 Improved capacities of national stakeholders to design and implement rights-based labour migration laws, policies and programmes		✓		<b>MOLDOVA and UKRAINE</b> IOM prepared and carried out the study visit to Brussels for 5-5 representatives of the Parliament and Government of the Republic of Moldova on April 17-20, 2012 and on 2-5 May 2012 for representatives of Ukraine.
Output 4.2 A space for social dialogue has been opened and is available to social partners to discuss labour migration issues and monitor progresses toward the effective implementation of rights-based migration policies and programmes			✓	<b>MOLDOVA and UKRAINE</b> Collaboration with Trade Unions, Employers' organizations and the Government is on-going. To be achieved as planned  An awareness raising session on temporary/ circular migration was organized on the 5 <sup>th</sup> of October, 2012 for the National Commission for Population and Development in Moldova.  The study visit for a tripartite group made of government and social partners' representatives from Moldova and Ukraine to Italy is planned for December 2012.  A meeting with representatives of the two countries' Workers' organizations and those from the main destination countries for Moldovan and Ukrainian migrants will be organized next year in Moldova.
Output 4.3 Legal environment on labour migration assessed		✓		<b>MOLDOVA</b> Around 40 representatives of the Parliament, Ministry of Labour, Social Protection and Family, Ministry of Economy, Ministry of Justice, National Employment Agency, National Confederation of Employers' Organizations, and private employment agencies raised their awareness on ILO Convention 181 on Private Employment Agencies, due to participation in a workshop on April 26-27, 2012.

		✓	<p>The study on functioning of private employment agencies in Moldova has to be revised based on comments received from ILO. The initial timeframe for the finalisation of the study (April 2012) is proposed to be postponed to October, to allow integration of inputs from the validation event, planned for the 4<sup>th</sup> quarter of 2012.</p>
		✓	<p><b>UKRAINE</b></p> <p>Support to the Council on LM meeting on July 6, 2012 has been provided.</p> <p>Study on Private Employment Agencies is postponed till October-November 2012.</p> <p>Training for Private Employment Agencies was organized by the Project in Kiev on 4 July for 35 participants.</p>

**Likelihood of outputs to be delivered by the end date:**

- Highly probable
- Probable
- Low probability

2.4 Outcomes attained versus work plan (as per inception report)

	Completed	On track	Delayed	Comments
<b>Objective/Outcome 1: Capacity building to analyse the skills shortages and oversupply as a result of migration/The capacity of institutions dealing with labour market in terms of data collection and analysis is improved , with specific reference to workers' skills</b>				
<i>Indicator 1.1.1:</i> By the end of the fourth semester, a manual on the methodology for data collection and analysis on the skill levels of potential and returning migrants produced			✓	Producing a manual proved to be difficult due to the variety of existing methodologies and techniques. Therefore, as a result of the workshop held in November 2011 in Kiev, the minutes were elaborated in order to offer to the interested stakeholders indications on the methodologies used in European countries and at EUROSTAT.
<i>Indicator 1.1.2:</i> By the end of fifth semester, a survey on potential and returning migrants is conducted on a sample of at least 2000 interviews per country.			✓	On-going since January 2012 in Ukraine, data collection planned for last quarter of 2012 in Moldova. Since in Moldova the only possibility for holding the survey is last quarter of the 2012, the data analysis and publication of data in this country will be completed by the end of June 2013.
<i>Indicator 1.1.3:</i> Updated migration briefs on Moldova and Ukraine published		✓		To be prepared after data received from the labour migration survey in Ukraine in 2013; in Moldova it is on-going under the preparation of the Extended Migration Profile, coordinated by IOM.
<i>Indicator 1.2.1:</i> Two studies published on the links between education and migration;			✓	Data collection and analysis is completed. Finalisation is however postponed by the end of 2012 to

				allow fine-tuning and integration of inputs from the validation events-planned for October – November, 2012. Publication of studies planned for last quarter of 2012/first quarter of 2013.
<i>Indicator 1.2.2:</i> Two studies published on specific professions affected by migration outflow			✓	As above
<b>Objective/Outcome 2:Enhancing the capacity of the migration sending countries to balance migration flow and return with national needs and EU Member states' skills needs/Reduction of skill mismatch and valorisation of competences acquired abroad</b>				
<i>Indicator 2.1.1:</i> A research is carried out in Moldova and Ukraine and in three destination countries on vacancies and skill needs;	✓			Completed
<i>Indicator 2.1.2:</i> At least five occupational profiles will be updated in 3 selected economic sectors absorbing most of the migrants in Ukraine			✓	Fifteen occupations for the development of occupational profiles had been approved by the Workgroup from IT, construction and tourism and catering sectors. The development process is delayed due to health related issues with the core international expert.
<i>Indicator 2.1.3:</i> Draft law on professions designed in Moldova		✓		The national consultant is working on the draft Law on Professions. The first draft was submitted to ILO for comments in September 2012. Support for setting legislation on occupational standards in Moldova has been requested by the Ministry of Labour and corresponds to the need to give sustainability to the new system.

<p><i>Indicator 2.1.4:</i> The identified profiles in Ukraine, at least five per sector, are compared with those of main European migration countries</p>		✓		<p>The process is delayed (see 2.1.2) and will be achieved by the end of December 2012 – March 2013</p>
<p><i>Indicator 2.1.5:</i> At least 4 occupational standards updated and validated in Moldova</p>		✓		<p>2, out of 4 planned occupational standards, were designed. The work on the development of the other 2 OS is on-going.</p>
<p><i>Indicator 2.2.1:</i> Number of users of the migration advising services from the territorial employment agencies in Moldova</p>		✓		<p>Original concept of information and referral centres needed to be adapted to the effective reality of the country and ensure sustainable approach beyond the donor's intervention. In Moldova, the capacity building for the territorial employment agencies is scheduled for November 2012.</p>
<p><i>Indicator 2.2.2:</i> Number of trained TU staff to provide labour migration related counselling services and number of users of the migration advising services from TU in Ukraine</p>		✓		<p>A first training for TU dealing with migration was already held in March 2012. Two more are on going and be completed by the end of the year 2012</p>
<p><i>Indicator 2.2.3:</i> By the end of the project, at least 30 stakeholders will be trained on skill recognition in both countries</p>		✓		<p>In Moldova, thirty representatives of governmental organizations, social partners and vocational education institutions were trained on Recognition of Non-Formal and Informal Learning, due to participation in a three-day seminar held between June 6-8, 2012 in Chisinau</p>



		✓		In Ukraine, twenty four stakeholders already received the 1 <sup>st</sup> training on Accreditation and Validation of Informal and Non-formal Learning on April 24-25, 2012, jointly organized with ETF.  To be achieved by the end of the project.
<i>Indicator 2.2.4:</i> By the end of fourth semester 120 national stakeholders will be trained on the use of transparency tools in skill development.		✓		Planned on Spring 2013
<i>Indicator 2.2.5:</i> A Guide on mechanisms for the recognition of prior learning designed.		✓		The guide will be developed in Ukraine, as in Moldova the process is on-going with intervention of other donors. The Guide will be anyhow disseminated in Moldova as well for knowledge sharing
<b>Objective/Outcome 3: Capacity building to negotiate and manage rights based labour migration schemes, including bilateral agreements on social protection/Social protection is improved, through improved negotiation and monitoring capacity of national stakeholders at all levels</b>				
<i>Indicator 3.1.1:</i> In the third quarter of the project time span, capacity building in the area of temporary migration schemes is carried out in Moldova ( <i>new indicator</i> )		✓		A capacity building workshop on circular/temporary migration schemes took place on the 4 <sup>th</sup> of October 2012
<i>Indicator 3.2.1:</i> In the third 2quarter of the project time span, a comparative research on portability of social security benefits in the EU is published and disseminated;		✓		The comparative research on the main features of social security programmes in countries of Europe has been prepared and will be finalised by the 4 <sup>th</sup> quarter of 2012.
<i>Indicator 3.2.2:</i> In the third quarter of the project time span, a guide on social security agreements is	✓			In Ukraine, the guide was published and disseminated

published and disseminated				
<b>MOLDOVA</b>				In Moldova work to be completed as planned
In the forth semester one video spot and information leaflets on social security agreements produced and disseminated ( <i>revised with the previous report</i> )		✓		
<i>Indicator 3.3.1: By the end of second semester of the project time span, at least 20 experts are trained in both countries on the negotiation and implementation of social security agreements (revised and merged with indicator 3.4 as per previous report);</i>	✓			In Moldova, 24 experts were trained in a two-day Training of Trainers workshop on implementation of agreements on social security, conducted on May 23-24, 2012. In Ukraine the training was organised in March 2012 with 18 experts trained. The lower number of trained persons is due to the very specific area
<i>Indicator 3.3.2: At least 4 persons per country take part to the missions on social security agreements (speaking days) (revised with previous report).</i>			✓	The original design envisaged to invite delegation from EU countries to Moldova and Ukraine. Upon request of the beneficiary and as a concrete contribution to the on-going bilateral negotiations on social security agreements, the participants in the missions will be restricted to the officials directly participating in the negotiation teams. To be achieved in both countries by the end of June 2013
<b>Outcome 4: Technical assistance and capacity building to govern labour migration enact relevant legislation and engage social partners/Governments policies related to labour migration improved, legislation enhanced and involvement of social partners strengthened</b>				

<p><i>Indicator 4.1.1:</i> By the end of the third semester, 10 decision makers will participate to a study visit to Brussels</p>	<p>✓</p>			<p>Study visit carried out to Brussels for 5-5 representatives of the Parliament and Government of the Republic of Moldova (April 17-20, 2012) and Ukraine (2-5 May 2012).</p>
<p><i>Indicator 4.1.2:</i> By the end of the second semester, at least 100 stakeholders will be trained on different aspects of labour migration in 6 workshops in each country. <i>(revised indicator with previous report)</i></p>	<p>✓</p>			<p>The number of stakeholders to be involved in this capacity building exercise proved to be no more than 100 per country.</p> <p>In Moldova, 86 persons were trained on different aspects of labour migration due to participation in the migration management trainings carried out by IOM. Additional 35 persons trained on PEAs training on 26-27 April 2012. In Ukraine, 86 stakeholders trained within the IOM organized seminars in 2011. Additional 15 Private Employment agencies representatives trained on July 4, 2012.</p>
<p><i>Indicator 4.2.1:</i> By the end of the second semester, 20 tripartite stakeholders will participate to a study visit to Italy;</p>		<p>✓</p>		<p>To be achieved in December 2012</p>
<p><i>Indicator 4.2.2:</i> Capacity building to members of the tripartite advisory body on migration delivered in both country <i>(revised indicator)</i></p>		<p>✓</p>		<p>The councils already exist and support is provided throughout the whole project span.</p> <p>In Moldova, an awareness raising session on circular/temporary migration was carried</p>

				out on the 5 <sup>th</sup> of October 2012) for the National Commission for Population and Development.
				In Ukraine, the tripartite Labour Migration Council meeting was supported by the project on July 6, 2012
<i>Indicator 4.2.3</i> : Meetings of TU representatives from Ukraine and Moldova and at least three main receiving countries take place		✓		To be achieved at the beginning 2013
<i>Indicator 4.3.1</i> : An updated comparative study on private employment agencies is published and disseminated.			✓	In Moldova, the study finalisation is on-going.  In Ukraine, the study postponed till November 2012

**Likelihood of outcomes to be attained by the end date:**

Highly probable

Probable

Low probability

## 2.5. Difficulties encountered and measures taken to overcome problems

### MOLDOVA

#### A. Implementation (technical as well as management issues)

Problem/Issues	Proposed solutions and action(s) taken or to be taken
<ul style="list-style-type: none"> <li>Delays linked to the identification of respondents for the studies on migration and education and migration and teaching staff/researches that would match the selection criteria.</li> </ul>	<ul style="list-style-type: none"> <li>Additional time allocated for the data collection.</li> </ul>

### UKRAINE

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>Project assistant resignation after maternity leave in May 2012</li> </ul> | <ul style="list-style-type: none"> <li>Start selection procedure through Vacancy Announcement at the UNDP website<br/>Hire a new PA (PA's hired on July 16, 2012)<br/>Temporary support staff hired for the PA maternity leave period and further</li> </ul> |
|---|--|

#### B External factors (include particularly those external factors identified as being assumptions in the project document and/or emerging critical external factors)

Problem/Issues	Proposed solutions and action(s) taken or to be taken

#### C Other major issues/problems

Problem/Issues	Proposed solutions and action(s) taken or to be taken

### MOLDOVA

Strong need for capacity building of the Sectorial Committees in Agriculture and Construction over the process of design of occupational standards, covered under the project, that can serve as a model for other sectors.	Continuous capacity building of the representatives of the Sectorial Committees in Agriculture and Construction and a more active involvement in the process of occupational standards design.
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### UKRAINE

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|--|--|
| <ul style="list-style-type: none"> <li>Lack of occupational profiles/standards in Ukraine, usage of old-type Nomenclature</li> </ul> | <ul style="list-style-type: none"> <li>Development of occupational standards is a pre-condition for the validation of non-formal education. Thus, the Project</li> </ul> |
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will support the development of 15 occupational profiles to be further validated by the Workgroup

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- Vertical subordination of the public VET colleges to the Ministry of Education, Science, Youth and Sports impedes launching of the pilot of the model of recognition of prior learning (NFL and IFL) without formal Ministry permit to the VET officials
  - The Project already coordinated with the Federation of Employers of Ukraine that had sent the formal letter to the Ministry of Education, Science, Youth and Sports and the Ministry of Social Policy to support the pilot testing and ensure the good practices are replicated after the project exit
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### Others

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#### A. Implementation (technical as well as management issues)

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##### Problem/Issues

In Moldova and Ukraine, the Interim salary surveys carried out by the UN and effective from 1 Nov (introduced in March 2012) and 1 July 2011 (introduced in Feb 2012) resulted in increase of salaries for local UN staff (including project staff).

##### Proposed solutions and action(s) taken or to be taken

Savings will have to be made within the project to finance the salary increase; budget revision will be presented in due time.

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#### B External factors (include particularly those external factors identified as being assumptions in the project document and/or emerging critical external factors)

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##### Problem/Issues

- n/a

##### Proposed solutions and action(s) taken or to be taken

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#### C Other major issues/problems

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##### Problem/Issues

- n/a

##### Proposed solutions and action(s) taken or to be taken

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2.3. Please provide an updated work plan

Activity	Year 2012-2013													
	2012						2013							
	07	08	09	10	11	12	01	02	03	04	05	06	07	08
<b>Project management</b>														
Activity 0.9 (Monthly reports)														
Activity 0.10 (Mid-term reviews)														
Activity 0.11 (PSCs meetings)														
Activity 0.12 (External evaluation)														
Activity 0.13 (Final conference)														
Activity 0.14 (Draft final report)														
<b>Specific Objective 1. Building capacity to analyse the skills shortages and oversupply as a result of migration</b>														
Activity 1.2 (Pilot migration module in the LFS in Moldova)														
(Pilot migration module in the LFS in Ukraine)														
Activity 1.3 (Prepare or update migration briefs in Moldova)														
Prepare or update migration briefs in Ukraine														
Activity 1.4 (Validation seminars on country briefs)														
Activity 1.5 (Country migration briefs published in the project website)														
Activity 1.7 (Targeted study to analyse the links between education and migration in Moldova and Ukraine)														
Activity 1.8 (National workshops in each country to provide evidence-based policy recommendations for targeting of external assistance)														
Activity 1.9 (The study is published in the project website and in hard copy, as appropriate)														
Activity 1.10 (Targeted pilot study focusing on a specific profession)														

Year 2012-2013														
Activity	2012						2013							
	07	08	09	10	11	12	01	02	03	04	05	06	07	08
particularly affected by migration outflow in Moldova and Ukraine)														
Activity 1.11 (National workshops in order to see how methodological approach and conclusions can feed into policy action targeting other occupational profiles affected by brain drain and brain waste)														
Activity 1.12 (The study is published in the project websites and in hard copy, as appropriate)														
<b>Specific Objective 2. Enhancing the capacity of the migration sending countries to balance migration flow and return with national needs and EU Member states' skills needs</b>														
Activity 2.1 (Research and analysis on vacancies and skills needs in Moldova and Ukraine and countries of destination)	COMPLETED													
Activity 2.2 (Occupational skill analysis in selected economic sectors in Moldova) - <i>Cancelled activity linked to revised Activity 2.3</i>														
(Occupational skill analysis in selected economic sectors in Ukraine) - <i>Completed as part of Activity 2.3 in Ukraine</i>	COMPLETED													
Activity 2.3 (Up-to-date occupational profiles / standards will be updated/ validated in Moldova) - <i>Revised activity integrating what carried out by other donors</i>														
(Five up-to-date occupational profiles will be designed for each sector in Ukraine)														
Activity 2.4 (A Guide on Skills Matching and Qualification Recognition Processes for migration purposes issued, translated into national languages and disseminated)														
Activity 2.5 (The results of the occupational skill analysis and the designed profiles presented and discussed in a tripartite seminar in each country)														
Activity 2.6 (Capacity building for NEA staff in Moldova and Workers' Organisations in Ukraine to provide advice to potential migrants and integrate returnees into local labour market) - <i>revised activity</i>														
Activity 2.7 (Establish a working group on skills recognition in Ukraine) - <i>in Moldova cancelled</i>														



Year 2012-2013														
Activity	2012						2013							
	07	08	09	10	11	12	01	02	03	04	05	06	07	08
Activity 2.8 (Design and test mechanisms for the recognition of Informal and Non Formal learning in Moldova) - Revised activity integrating what carried out by other donors	COMPLETED													
(Design and test mechanisms for the recognition of prior learning in Ukraine)														
Activity 2.9 (2-day training for the relevant stakeholders (teachers, trainers, practitioners and representatives of the Ministries of Labour and Education) to disseminate information and guidance on the recognition of skills and qualifications in specific EU countries in Ukraine )														
Activity 2.10 (Thematic workshops to promote the use of transparency tools in education in both countries)														
Activity 2.12/2.13 (Conduct an assessment, in collaboration with Diaspora's associations, on the best ways and channels to distribute information on job and business opportunities in Ukraine among migrant workers' abroad) - in Moldova completed by IOM														
Activity 2.14 Support for the development of the law on occupations and professions in Moldova (new activity, linked to Activity 2.8)														
<b>Specific Objective 3. Building capacity to negotiate and manage rights based labour migration schemes, including bilateral agreements on social protection</b>														
Activity 3.1 (Information sharing and capacity building in the area of temporary/circular migration, with particular focus on practices applicable to Moldova) - (new activity, replacing original review and assessment of labour agreements)														
Activity 3.2 (Information tools to promote the implementation of Social Security Agreements in Moldova) - (new activity, replacing original manual and targeted training materials on labour migration agreements)														
Activity 3.3 (Comparative research on the main feature of social security programmes in the European countries)														
Activity 3.4 (Technical reports for social security coordination (Review of														

Year 2012-2013

Activity	2012						2013							
	07	08	09	10	11	12	01	02	03	04	05	06	07	08
national legislation; Explanatory guide of EC regulation; National strategy) in Ukraine – <i>cancelled in Moldova</i>														
Activity 3.5 Technical guide for social security agreements in Ukraine – <i>cancelled in Moldova</i>	COMPLETED													
Activity 3.6 Training course on the preparation and negotiation of social security agreements – <i>cancelled in Moldova, merged with original Activity 3.7 in Ukraine</i>	COMPLETED													
Activity 3.7 (ToT workshop on bilateral agreements on social security in Moldova)	COMPLETED													
Activity 3.8 (“Speaking days”) for Moldova (“Speaking days”) for Ukraine														
Activity 3.9 (Regional conference on coordination of social security) <i>Subject to availability of funds and needs</i>														
<b>Specific Objective 4. Technical assistance and building capacity to govern labour migration, enact relevant legislation and engage social partners</b>														
Activity 4.1 (Workshops for policy makers and other relevant stakeholders to disseminate best practices in labour migration)	COMPLETED													
Activity 4.2 (Study visit for policy makers, including members of the relevant Parliamentary Committees dealing with migration issues, to Brussels for meetings with the relevant Commission Services)/Moldova and Ukraine	COMPLETED													
Activity 4.3 (Study visit for a tripartite group made of government and social partners’ representatives to Italy)														
Activity 4.4 (Tripartite consultative body as a permanent forum, involving also relevant members of civil society). <i>Technical advice and training as appropriate</i>														
Activity 4.5 (Meeting with representatives of the two countries’ Workers’ organizations and those from the main destination countries)														
Activity 4.6 (Facilitate and assist the conclusion of agreements that help migrants transfer their union membership to a sister organization abroad) <i>To be</i>														

Year 2012-2013

Activity	2012							2013						
	07	08	09	10	11	12	01	02	03	04	05	06	07	08
<i>merged with the previous Activity 4.5</i>														
Activity 4.7 (All Workers' organizations participating in the Project will establish a permanent cooperation network) - <i>To be merged with the previous Activity 4.5 and 4.6</i>														
Activity 4.8 (Review and updating studies on the private employment agencies in Moldova and Ukraine)														
Activity 4.9 (Awareness raising seminars promoting ILO Convention 181 on Private Employment Agencies)	COMPLETED													
<b>Visibility</b>														
Activity 5.03 (Press office operations)														
Activity 5.06 (Production and dissemination of electronic newsletters)														

### 3. Partners and other Co-operation

#### 3.1. How do you assess the relationship between the formal partners of this Action (i.e. those partners which have signed a partnership statement)? Please specify for each partner organisation

The International Organization for Migration (IOM) has the role of implementing partner along with ILO, being responsible for the implementation of four Project activities (details already provided in description of activities). A formal partnership agreement was signed with IOM, represented by the IOM Mission to Ukraine. The agreement set the formal ways of cooperation, in addition to the latter effective informal communications is in place between ILO and IOM. The planning meetings between the ILO and IOM Project Coordinators are on a regular basis, the interaction between the offices is very effective. ILO is involved in planning of the IOM project activities and vice-versa. Additionally, ILO Project National Coordinators are invited as resource persons to the IOM trainings within the project. The mutual coordination on planning and implementation phases represents a value added of this partnership. The ILO National Project Coordinators were involved in the preparation of the study trips to Brussels and actively participated in all meetings in Brussels.

In Ukraine, to ensure better outreach to the Private Employment Agencies, it was decided to merge two trainings for this target group and to organize *jointly* training on ILO Convention 181 on Private Employment Agencies (Activity 4.9). ILO expertise in this field was highly appreciated by all training participants, thus this cooperation is beneficial to the project beneficiaries.

#### 3.2. How would you assess the relationship between your organisation and State authorities and in the Action countries? How has this relationship affected the Action? MOLDOVA

In Moldova the relationship of the Project with the State authorities, both Government and social partners, is close and positive.

All Project activities are coordinated with the PSC members through the PSC meetings and if the case, ad-hoc bi-lateral discussions are held for specific project related topics. In addition, members of the PSC participated as respondents in the data collection and analysis works conducted during the reporting period.

The Ministry of Labour, Social Protection and Family, being the main State body that develops policies on migration management and employment, plays an important role in the project activities, both as a beneficiary and contributor.

The Ministry of Education is actively involved in project implementation, by participating in the SC meetings, but also by supporting the activities related to the data collection and analysis on migration and education/ teaching staff, design of occupational standards, recognition of informal and non-formal learning, etc.

National Bureau of Statistics (NBS) of Moldova was very committed in finding the slot for conducting labour migration survey of which is a lead actor. The NBS also co-operates with the project through an active participation to the Project Steering Committee.

The National Employment Agency is actively contributing in developing a sustainable information system for potential and returning migrants. It is also actively participating to the Project Steering Committee.

The social partners are active members of the PSC and as such they convey the workers' and employers' view to the Project.

## UKRAINE

The ILO has a long lasting cooperation with state authorities in Ukraine. The Ministry of Social Policy is the lead partner agency in cooperation with the project. The Project Steering Committee is chaired by the First Deputy Minister of Social Policy of Ukraine – Mr. Vasyl Nadraga, and comprised of the representatives of the Ministry of Social Policy, Ministry of Education and Science, Youth and Sport, Ministry of Foreign Affairs, Ministry of Economic Development and Trade, State Statistics Service of Ukraine, the State Employment Service, employers' and workers' organizations. The international community in the PSC is represented by the EU Delegation to Ukraine, ILO, IOM and World Bank.

The Ministry of Social Policy provides an overall support to the project initiatives, in particular to the policy and legislation related initiatives. Ministry of Education and Science, Youth and Sport officially supports education-related studies.

State Statistics Service of Ukraine is a lead actor in the labour migration survey, cooperates with the project in a very efficient manner to develop methodology to measure labour migration in the country, and to carry out the survey. State Statistics Service is committed to mainstream labour migration module into the LFS.

State Employment Service is a lead state actor in development of the recognition of non-formal and informal learning system and the project closely collaborates with SES.

Employers' organizations, in particular the Federation of Employers of Ukraine is a key player in development of the mechanism of recognition of non-formal and informal education in Ukraine. Thus, the Federation already initiated the ad-hoc Workgroup for occupational profiles set up, and promote piloting the model of recognition of prior learning of labour migrants within the project.

Workers' organizations (trade unions) effectively promote their role in informing migrant workers on their rights, and protecting project beneficiaries, namely migrant workers and returning migrant workers. The VOST (All-Ukrainian Organization of Workers' Solidarity) organised a training to inform labour migrants on their rights and issued recommendations to its regional organization how to inform labour migrants to ensure they are protected from exploitation.

Federation of Trade Unions as well as Confederation of Free Trade Unions are planning similar activities for their Information Centers, created within other EU funded project "*Safe Bridges for Labour Migrants.*"

### **3.3. Where applicable, describe your relationship with any other organisations involved in implementing the Action:**

World Bank is an associate partner of this Action and member of the project Steering Committee.

### **3.4. Where applicable, outline any links you have developed with other actions.**

**In Moldova**, the Project has established good cooperation with the following EU funded projects:

- "*Strengthening Moldovan capacity to manage labour and return migration*", implemented by the Swedish Public Employment Service and the European Training Foundation, as part of the EU-Moldova Mobility Partnership. The collaboration with these two organisations revolves around the activities on design of occupational standards, recognition of prior learning, social dialogue, etc.
- "*Health Sector Budget Support Related Technical Assistance*", implemented by the World Health Organisation (WHO). The activities on data collection in the area of specific professions affected by migration will be a particular focus of coordination with the above organisation. The project Coordinator was invited to be a member of the WHO project Steering Committee.
- "*Supporting the Implementation of the Migration and Development Component of the EU-Moldova Mobility Partnership*", implemented by the IOM.

- „*Strengthening the Vocational Training System in Moldova (CONSEPT)*”, implemented by the Liechtenstein Development Service (LED). The development of occupational standards is one of the activities supported by LED and is closely coordinated with ILO.
- “*Joint Pilot Programme on Mainstreaming Migration into Development in Moldova*”, implemented by UNDP, IOM and UNWOMEN and funded by the Swiss Development Cooperation. The Project Coordinator is member of the Mainstreaming Migration group of the UN, created with the support of the above joint programme.
- “*Strengthening the National Statistical System of RM*”, implemented jointly by UNDP, UNICEF, ILO, UNWOMEN, UNFPA. Collaboration with this project revolves around the migration and skills survey to be conducted by the National Bureau of Statistics in the 4th quarter of 2012.
- “*EU High Level Policy Advice Mission to the Republic of Moldova*”, implemented with UNDP. This Mission provides assistance for democratic reforms and acceleration of association and further economic integration between EU and Moldova. In the area of migration, it delivers support on Migration and Asylum policies and EU-Moldova visa liberalization dialogue. The project has been continuously sharing knowledge and information on migration policy issues and events.

**The objectives of the current Project are integrated into the new cycle of ILO the Decent Work Country Programmes for 2012-2015 in Moldova and Ukraine, concluded recently between the ILO, the Governments of Moldova and Ukraine and social partners.**

**In Ukraine, the European Training Foundation** continues its support to the development and implementation of policies for building the Ukraine’s National Qualification System, improving the transparency and portability of skills, as well as ensuring the efficiency of VET system’s financing and sustainable development. The Project already successfully collaborated with ETF in carrying out the training “*The accreditation and validation of informal and non-formal learning*” and continues this cooperation within the Project Component 2.

A British Council programme “*Skills for Employability*” addresses the demand for skills in a global economy so that national educational and training systems are better able to respond to labour market demands and learner needs. The Project liaises with the above programme, in particular within Component 2.

The Project continues its coordination with private sector initiative (*System Capital Management*) and its *Bureau of Economic and Social Technologies (BEST)*, aimed at the development of professional qualifications and occupational standards.

On June 12, 2012 the new *ILO Decent Work Country Programme (DWCP) 2012-2015* was signed by *Mr. Tyhypko*, the Vice Prime Minister - Minister of Social Policy, *Mr. Firtas*, the Head of the Joint Representative Body on behalf of Employers’ organizations, *Mr. Kulik*, the Head of the Joint Representative Body on behalf of Workers’ organizations and *Ms. Hoffmann*, Regional Director of the ILO Regional Office for Europe and Central Asia in Geneva. The issue of labour migration as well as social protection of migrant workers are reflected in specific DWCP outcomes.

The Memorandum of Understanding of the third “*Decent Work Country Programme*” of Moldova for the 2012 – 2015 was signed on 12 June in Geneva by the Moldovan Minister of Labour, Social Protection and Family *Ms. Valentina Buliga*, the ILO Regional Director for Europe and Central Asia *Ms. Susanne Hoffmann*, President of National Employers’ Confederation *Mr. Leonid Cerescu* and President of National Trade Union Confederation *Mr. Oleg Budza*. An official launch of the new DWCP was organized in Chisinau on 24 July 2012. The objectives of the Project are integrated into the new DWCP.

Additionally, in Moldova the Project objectives are part of the UN-Moldova partnership agreement for 2013-2017. In Ukraine, the Project objectives are linked to the United Nations Partnership Frameworks for 2012-2016, Thematic area 2: Social Development.

**3.5. If your organisation has received previous EC grants in view of strengthening the same target group, in how far has this Action been able to build upon/complement the previous one(s)? (List all previous relevant EC grants).**

ILO has implemented an EU funded project "*Elimination of Human Trafficking from Moldova and Ukraine through labour market measures*" in 2006-2009.

In both countries, the contacts with Government institutions dealing with migration issues are strengthened within the on-going Project. Several studies and publications, available from the previous project are utilized for further analysis in the on-going initiatives in both countries.

Knowledge base component of the current Project, e.g. nationwide labour migration survey, skills/vacancies analysis, links between education and migration; and social security component are complementary to the previous Project, and thus very much appreciated by the partners.

#### **4. Visibility**

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**How is the visibility of the EU contribution being ensured in the Action?**

The Project team and its partners ensured the visibility of the EU, as well as the EU funding in all project activities.

All printed materials contain information on the EU and the EU logo, and the disclaimer is inserted in all publication as per the EU guidance.

All press releases include information about the project and EU as a funding source. Banner with EU and other party's logo, as well as flags of EU, ILO and Ukraine and Moldova are used at all the project related meetings.

All equipment purchased from project funds for project office bear the EU flag, including the comment "With funding by the European Union".

Media have been invited to the project activities which were broadly covered by national newspapers, TV and radio.

The representative of the EU Delegation to Ukraine and Moldova (*Mr. Károly Soós and Mr. Cornel Riscanu*) are invited to all project related activities, trainings and PSC meetings.

**In Moldova**, the seminar on Recognition of informal and non-formal learning was reflected on the "Jurnal.md" news portal<sup>9</sup>.

Also, the first project newsletter /June 2012 issue, approved by the EU Delegation in Moldova (*Mr. Cornel Riscanu*) was printed and distributed in Romanian and English. Its electronic version was uploaded on the web site of the Ministry of Labour, Social Protection and Family<sup>10</sup> and a web portal on press releases and related information<sup>11</sup>. Short information on project objectives and

<sup>9</sup> Available at <http://www.jurnal.md/ro/news/europa-este-a-celor-care-invata-permanent-222098/>

<sup>10</sup> Available at <http://mmpsf.gov.md/en/publicatii-ilo/>

<sup>11</sup> Available at [http://comunicate.md/index.php?task=articles&action=view&article\\_id=5614](http://comunicate.md/index.php?task=articles&action=view&article_id=5614)

activities is presented in the 5<sup>th</sup> issue of the newsletter "European Union – Republic of Moldova Mobility Partnership"<sup>12</sup>.

In addition, on May 12 the Project participated in the celebration of Europe Day in Chisinau, Moldova, organized by the Delegation of the European Union to Moldova. The event promoted European values, cultural diversity and EU assistance in Moldova. Leaflets reflecting the Project objectives, activities, etc., as well as other information material produced by ILO were distributed during the event.

In Ukraine, the project activities, e.g. study trip to Brussels<sup>13</sup>, core trainings and seminars are covered on the Ministry of Social Policy, State Employment Service and State Migration Service web pages, as well as core project activities are outlined at the ILO page for Ukraine both in English and Ukrainian and the IOM webpage.

The first project newsletter /August 2012 issue was designed as per the EU visibility requirements and sent to EU Delegation in Ukraine (Mr. Károly Soós and Ms. Blanca Baumler) for approval in September 2012.

**The European Commission may wish to publicise the results of Actions. Do you have any objection to this report being published on EuropeAid Development Co-operation Office website? If so, please state your objections here.**

- No objections.

Name of the contact persons for the Action:

- Ms Natalia Popova, Senior Specialist for Employment and Skills, ILO Decent Work Technical Support Team and Country Office for Central and Eastern Europe
- Ms Anita Anna Farkas, Sub-regional Project Coordinator, ILO Decent Work Technical Support Team and Country Office for Central and Eastern Europe

Name of the ILO responsible official: Mr. Mark Levin

- Director, ILO Decent Work Technical Support Team and Country Office for Central and Eastern Europe, Budapest

Signature: .....

Location: Budapest

<sup>12</sup> Available at <http://www.mfa.gov.md/img/docs/buletin-parteneriat-mobilitate-V-eng.pdf>

<sup>13</sup> Available at: Ministry of Social Policy

[http://www.mlsp.gov.ua/control/uk/publish/article?art\\_id=140538&cat\\_id=107177](http://www.mlsp.gov.ua/control/uk/publish/article?art_id=140538&cat_id=107177)

State Employment Center: [http://www.dcz.gov.ua/control/uk/publish/article?art\\_id=239631&cat\\_id=366755](http://www.dcz.gov.ua/control/uk/publish/article?art_id=239631&cat_id=366755)

State Migration Service of Ukraine: <http://www.dmsu.gov.ua/uk/home/799-vizit-pershogo-zastupnika-golovi-dms-ukrajini-shejbuta-v-v-do-korolivstva-belgija.html>

ILO: <http://www.ilo.org.ua/News/BrusselsStudyUkr.aspx>

<http://www.ilo.org.ua/eng/News/BrusselsStudyEng.aspx>

IOM: <http://iom.org.ua/en/home-page/news/ukrainian-officials-studied-european-labour-migration-practices.html>