



PEPA- Peer Empowerment Programme for Achievement of Migrant Women

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INTRODUCTION

The questionnaires applied aim to collect information about the situation of migrants involved or not in volunteering activities, but also organisations working or not with migrants. The target group consisted in four main groups:

- Migrant women volunteering in Romania;
- Migrant women who did not participate in volunteering activities in Romania, but they wish to get involved;
- Organisations carrying out volunteering stages, involving migrant women<
- Organisation that do not have migrant women volunteering, but they are interested to develop such programmes.

The questionnaires were translated into Romanian and sent online to the people that are outside Suceava county, but we also printed some of them, being distributed face-to-face to the people and organisations from our city.

We have collaborators in Suceava, but also in other cities from Romania, working with vulnerable groups, some of them with migrants. The migrant women come from the nearby zones, studying at the University of Suceava. The questionnaires were applied during April-May 2021.

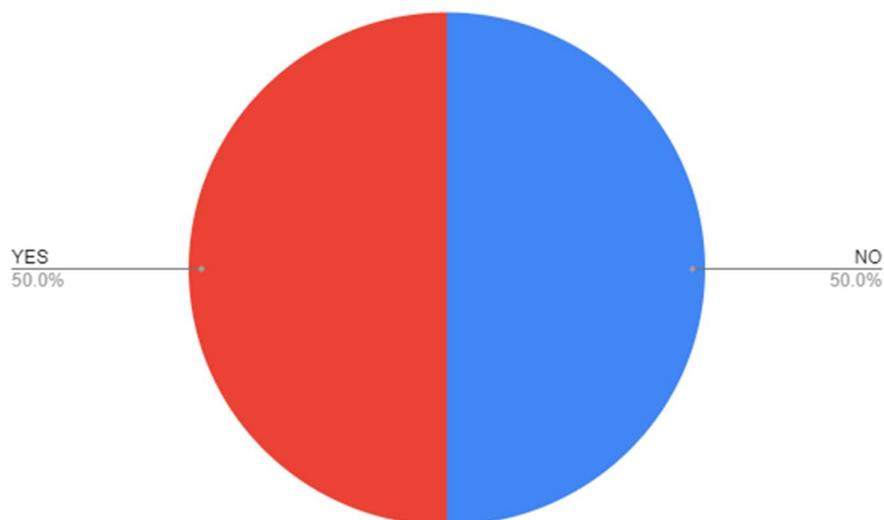
Participants questionnaires

The migrant women participating in our survey come from Republic of Moldova and Ukraine, two of Romania's neighbouring countries. In Suceava, we have a big university and a lot of Young people come here to study and live for a couple of years in our city, or they establish here definitively. Fortunately, the university has associations and organisations intended for these students, involving in a lot of educational activities and in volunteering programmes.

The participants, migrant women attending volunteering programmes come from the following organisations/ associations:

- Grupul de Inițiativă al Românilor din Basarabia;
- Fundatia Soros Moldova;
- Respirația a Doua;
- Asociația obștească „Femeia și copilul – protecție și sprijin”;
- Asociația Națională a Scoutilor din Moldova.

Regarding the difficulty of the migrant women or of the ethnic minority women to Access volunteering opportunities, we obtained the following results from our participants:



Those who answered with “YES” consider that volunteering opportunities are limited for the migrant women, and for migrants in general and more than this there still exists the mentality that women have to take care of the house and of children, not to work.

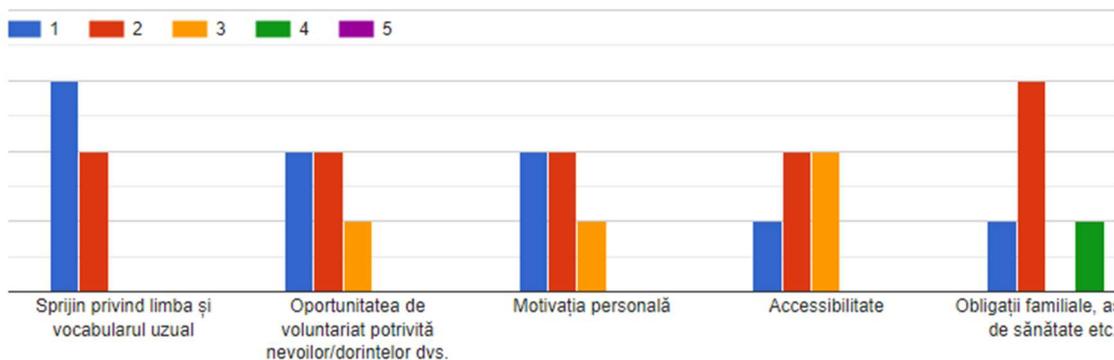
The motivation to access the volunteering opportunities consist in the following reasons:

- Interaction with other people, meet new people;

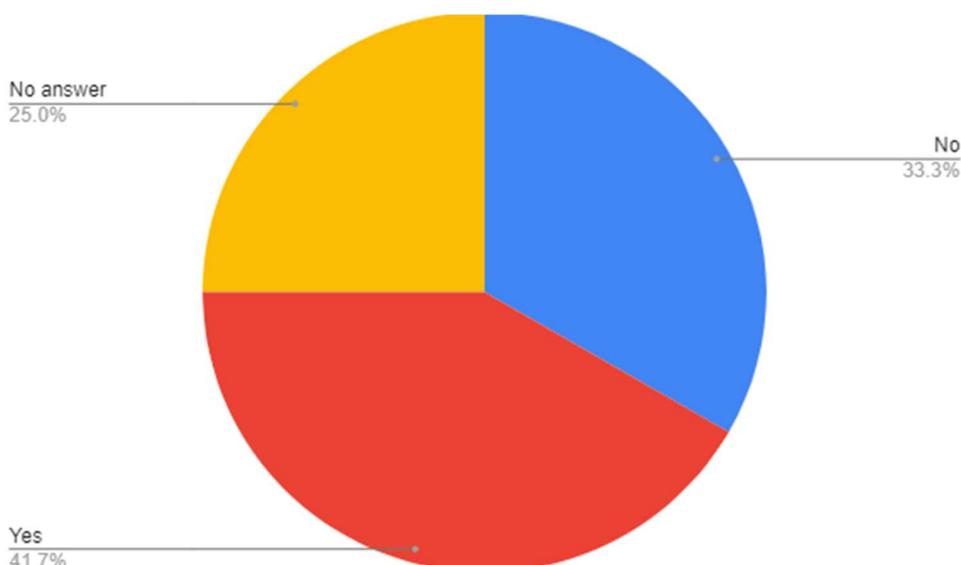
- Gaining experiences (one of the participants affirmed that she wants to gain experience in order to leave her home and to become independent);
- Helping other women needing support;
- Developing skills;
- Socio-professional integration.

Concerning the key-issues that would stop the migrant women from accessing volunteering opportunities, we have the following, accordingly to their incidence:

1. Lack of language support and everyday vocabulary;
2. Family commitments, health, etc.;
3. Personal motivation;
4. Accessibility;
5. Relevance of the opportunity



Regarding the difficulty of the migrant women in accessing volunteering opportunities comparing to men, we obtained the following results:



Those who answered by yes, are considering that:

- women are taught from an early age to work at home and it is difficult to access these opportunities;
- volunteering opportunities are limited.

The most important aspects of volunteering for the participants that are attending volunteers stages or not are the following:

- gaining experience;
- development of new skills;
- workplace learning and qualification;
- communication;
- learning about their rights
- involving in support activities for women who are either forced to have an abortion, are beaten at home or any other kind of abuse;
- learning digital skills, editing in various applications (e.g. Photoshop).

The length of volunteering stages, according to our participants should be as long as possible and minimum 3 months or six months, according to some of them. A couple of our participants are involved in volunteering stages for more than a year. One of them has about 5 years of volunteering in different domains.

They believe that the volunteering should be certified and recognised. In Romania, employers are taking it in consideration as professional experience.

Concerning the good practices, our participants stated the following:

- learning at a possible job, preparing for their professional future;
- the mobilization and involvement of the volunteers, which is a proof of interest and goodwill;
- in many organizations, people are divided into departments according to what they like
- organising awarding galas for volunteers;
- participating in the Good Deeds Day in the Republic of Moldova, the event takes place annually and is organized by RVC (Testimonial: *"I liked it because it's a fantastic opportunity to attract as many people as possible, namely to "taste" volunteering, some*

volunteer for the first time in their lives and didn't even know it was so nice. And it's a good opportunity for everyone that there is no age limit.”).

The ideal opportunity of volunteering is described by our participants below:

- It's a way to get out of your comfort zone;
- Somewhere to learn new things;
- The possibility of learning but also the development of skills necessary for current Jobs;
- visits abroad and the exchange of experience with volunteers from different parts of the world;
- Where you learn a lot and meet people;
- Be as accessible as possible, do what you like, because that's the only way to do a good job, and be sure to be useful.

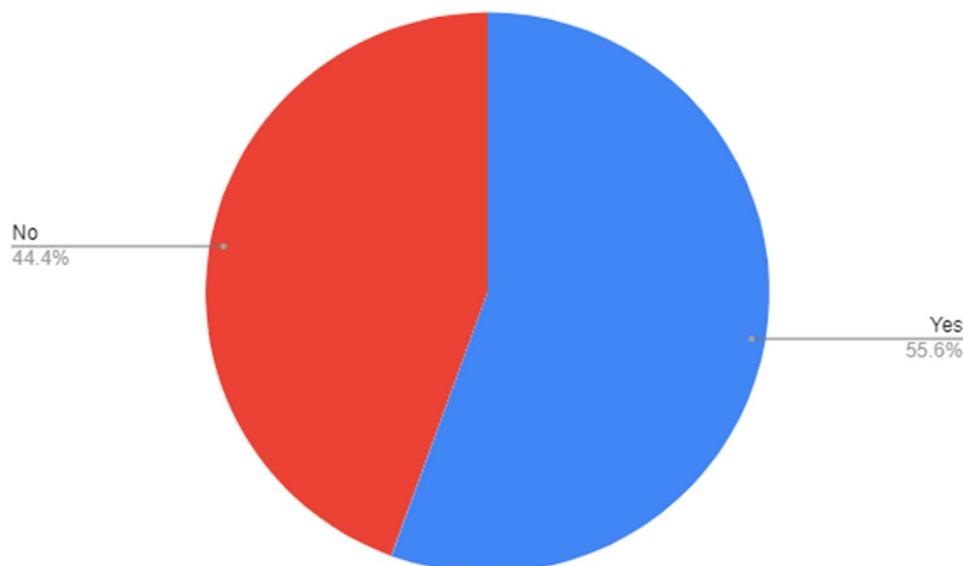
Organizations questionnaires

Bucovina Institute sent the survey in order to be filled in the by organisations/ associations that are carrying out volunteering programmes or that are wishing to develop such programmes.

We obtained answers from the following organisations from Romania:

- Asociația Happy Children;
- AASP Prosocial;
- Health Action Overseas;
- Asociația A.S.F.P.;
- ASSCFDS Asociația De Servicii Sociale, Consultanta si Formare in Domeniul Sociall
- Asociația VR Educational Solutions;
- Asociația SOS Social Solutions;
- Grupul de Inițiativă al Românilor din Basarabia.

Concerning the difficulty for migrants / ethnic minority women to access volunteering opportunities than the general public , we obtained the following answers:



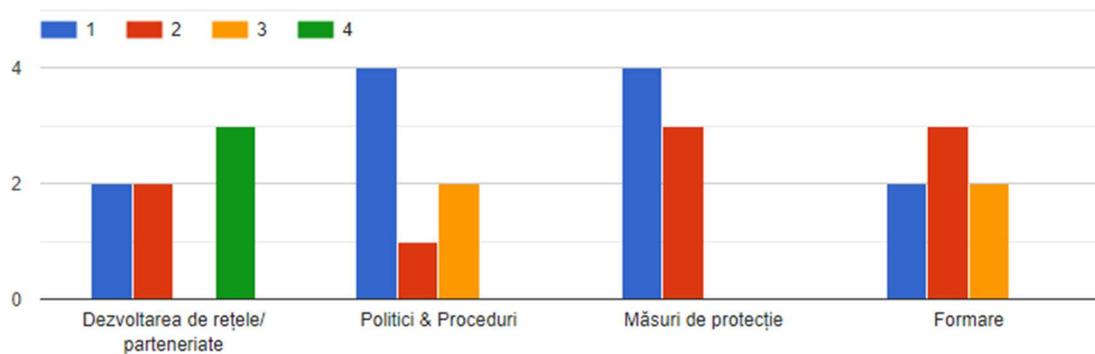
So, 55,6% of the representatives from the organisations mentioned above consider that is more difficult for the migrant women to access volunteering opportunities, stating that:

- It is harder to access volunteering programs based on their needs;
- They are hardly accepted due to the prejudices of others around;
- The reluctance of the local population towards ethnic minorities is an impediment;

- Due to discrimination, lack of access to information sources, lack of equal opportunities.

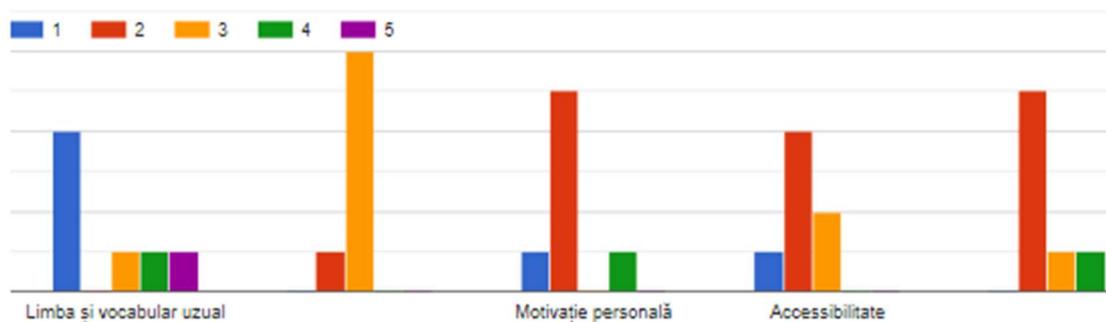
The most helpful aspects to setup a volunteering programme for migrant / ethnic minority women, in order of their importance:

1. Safeguarding
2. Policies and Procedures
3. Developing networks/ partnerships
4. Training



The key-issues that migrant / ethnic minority women face when trying to access volunteering opportunities, in order of their incidence:

1. Language and everyday vocabulary
2. Personal motivation
3. Family commitments, health
4. Accessibility
5. Relevant opportunity



Aspects of volunteering that would be most important to a migrant learner:

- Communication with volunteer partners;
- Language;
- Motivation;

- Be relevant to the student's experience / professional training;
- Be consistent with his choice;
- What he wants to study and deepen;
- The chance to acquire practical knowledge and new information;
- To be carried out according to the specialization on which it is formed;
- Integration into a new environment.

The length a volunteering opportunity should be, according to the representatives of the participating organisations, should be:

- According to the Romanian volunteering law;
- Adapted to the volunteers' needs;
- One respondent said 1-3 months, and the majority minimum 3 or 6 months.

It is very important to be recognized, and ideally if it ends with the acquisition of a qualification.

Best practices, from the organisation's point of view:

- Volunteer activities in the educational field for adolescents and students in order to integrate JRS migrant and refugee children;
- The more volunteering you do, the more experience you gather along the way, the more "thawed" you become, you manage to make new friends, this being a very important aspect being in a new country;
- Complex volunteer programs with the integration of the volunteer in the heart of the organization
- Organizational best practices are those based on values such as accepting and promoting diversity in all its forms and a culture of learning.
- Constructive feedback, teamwork with local people
- In the JRS the center for integration, activities for children and parents;
- Mixed groups both by gender and ethnicity. It is easiest for everyone involved to realize that the differences between us are often artificially created.

Specific skills and competences that PEPA should develop for practitioners to increase the levels of migrants / ethnic minority women in volunteering:

- Communication skills;
- Teamwork;
- Accountability;

- Creative thinking;
- Social adaptability;
- Transparency;
- Curiosity;
- Responsibility
- Staff recruitment and insertion;
- Activities that consider culture, traditions, communication and relationships in an intercultural context
- More active collaboration with local NGOs, for directing volunteers to relevant projects at the local level.

The greatest challenges the participants foresee in setting up or carrying out volunteering / peer support programmes:

- Determining the company's employees to get involved in activities with volunteers
- Ensuring supervision;
- Motivating volunteers;
- Identifying the need for volunteering in accordance with the acceptances of ethnic minorities;
- The lack of financial resources - an obstacle in carrying out a volunteer Project;
- The prejudices of society;
- Maintaining motivation and employability;
- The biggest challenge is teamwork, being very difficult to have your opinion, but having to accept other opinions with which you do not agree;
- Linguistic barrier.

