UNDP-IOM Multi-Year Roadmap for Cooperation on Migration and Sustainable Development in Moldova

Foreword

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Nowadays it is of utmost importance to place migration at the centre of policy discussions and recovery efforts related to the on-going pandemic and beyond given the close interlinkages with livelihoods, poverty eradication, economic development, employment and other vital development sectors.

The current crisis is an equally important opportunity for change, reform and enhanced inclusion requiring collabourative approaches, a genuine engagement with citizens, and exploration of the new opportunities to support the recovery and development of the country.

With a strong commitment for a holistic, SDGs and people-centred approach to address migration issues, UNDP and IOM Moldova embarked on a joint exercise of developing a multi-year Roadmap for Cooperation on Migration and Sustainable Development. A roadmap that also aims at framing and guiding the strategic partnership with other national and development partners as well as other UN agencies in support of Moldova's response and recovery efforts and the advancement of the 2030 Agenda for Sustainable Development.

Our common vision covers a broad range of priority areas, from addressing the root causes of emigration – to engaging diaspora in the development of the country, including economic development, enhancing labour migration and ensuring opportunities for reintegration.

We believe that our collective support can meaningfully contribute to these processes through well-established partnerships, consolidated methodologies, sustainable interventions and thought leadership.

Lars Johan Lönnback,
IOM Moldova Chief of Mission

IOM - UN Migration has for decades studied the relationships and dynamics between migration and development and indeed has a remit on this embedded in its constitution. At the forefront has often been a striving for a more nuanced picture of the migrants through a better understanding of their contribution to countries of reception. The last decade with an emergence of migration as a megatrend has driven the organization and its partners in the UN family to understand the ever deepening impacts of migration on national economies and demographics for both the countries of origin and reception.

The Republic of Moldova, similar to other countries on the rim of the European Union's internal market, has in its three decades of existence been heavily affected by outward migration. The country leads the league of countries receiving remittances and stands out when it comes to the ratio between citizens residing at home and abroad; at any given moment between a quarter and one third of Moldova's citizenry reside overseas or generate their main incomes abroad. Meanwhile, the Moldovan diaspora is obviously not a historical one but rather one that remains highly relevant, especially for family members left behind as well as political campaigns.

The partnership we are presenting here on migration and development intends to first and foremost to put the Moldovan diaspora and our understanding of it as a primary consideration. As modern pioneers on diaspora affairs like Kathleen Newland have noted, diaspora mapping and engagement is the foundation for the work on migration and development moving forward. IOM with its partners will through its networks and presence on the ground will be key in this regard.

As mentioned in this roadmap on migration and sustainable development, IOM and UNDP will also be working with the private sector to understand where there are opportunities for the diaspora to play a role, in particular on supporting the Green economy. Finally, we will most of all rely on a deep and sustained partnership with the government of Moldova to make this multi-annual program a reality.

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1.
Introduction and Objective

IOM and UNDP Moldova country offices' received seed funding for a joint submission titled *"UNDP–IOM Seed Funding to fast-track joint response to the socio-economic impacts of COVID-19."* Its main objective is to strengthen UNDP and IOM's strategic partnership in Moldova to support national government efforts on COVID-19 response and socio-economic recovery through outlining a roadmap and costed joint programme for enhanced coordination and cooperation.

This will serve to enable migrants and diaspora to benefit from the opportunities of human mobility and contribute to the sustainable development and climate action in Moldova, including to the recovery efforts from the COVID-19 pandemic, while addressing the drivers of migration, specific vulnerabilities and climate change impacts.

The objective of the project is to support UNDP Moldova and IOM Mission in Moldova teams to map and analyze migration and development practices and collabouration on migration and development in order to establish an enhanced framework for UNDP and IOM cooperation in the area of human mobility, including reintegration, sustainable

development and climate action in Moldova, which enhances the capacities of key national stakeholders to integrate migration into COVID-19 socio-economic recovery plans and actions.

The Roadmap has been elabourated by an expert team in close collabouration with UNDP and IOM Moldova, and is based on an extensive review of reports, documents, data, both with regard to programmes in Moldova, as well as to global practices. The current document is meant as an input for discussion with stakeholders. It is hoped that the elabourations reflect the priorities of the Government of Moldova, as well as the comparative advantage of UNDP and the IOM and provide a valuable basis for discussion.

2.
Process leading up to the Roadmap

An expert team supported UNDP and IOM Moldova in a co-design process to draw this Roadmap. The draft roadmap is based on in-depth consultations held in January and February of 2021 with UNDP and IOM at the country, regional and headquarters level, involving a broad range of clusters and areas of work, as well as consultations with the Bureau for Diaspora Relations (BRD), the Moldovan State Chancellery, and the Labour Migration Department in the Ministry of Health, Labour and Social Protection (MHLSP), and the Organization for Small and Medium Enterprise Sector Development (ODIMM, as per Romanian acronym). All consultations were conducted remotely, using the video conference software Zoom.

The expert team consisted of the International Consultant team at Columbia University's School of International and Public Affairs (Daniel Naujoks, Leselle Vincent, Nathan Edwards) and the National Consultant team at Expert-Grup, Moldova (Adrian Lupusor, Dumitru Pintea, Stas Madan). In addition to consultations, the

Roadmap is based on in-depth analysis of over 80 strategies, plans, project documents, and evaluations, statistical profiles and surveys, as well as analysis of pertinent scholarship on migration, diaspora and development, remittances, environmental migration, and related public policies. In particular the recent reports on IOM's Migration Governance Indicators (MGI) in Moldova, and the prepared follow-up activities in this regard.[1]

In April 2021, six meetings with various stakeholder groups were carried out to receive feedback on the Roadmap. The suggestions from public authorities, Moldovan civil society organizations and academia, diaspora members and hometown associations, members of the UN Migration Taskforce, as well as select development partners have been incorporated into the revised Roadmap.

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[1] IOM and Economist Intelligence Unit. 2020. Migration Governance Snapshot: The Republic of Moldova.

3.
Baseline and Situation Analysis

This section summarizes the current migration scenario, including on the impact of COVID-19 and the pandemic's economic, social and policy impacts to ground the planning of distinct joint programming components.

Key Trends in the Moldova Migration Scenario

Emigration became a massive problem for the Republic of Moldova from the second half of the 1990s to the beginning of the 2000s. The aggravation of economic problems in Moldova, especially after the 1998 Russian financial crisis, sped up emigration. Poverty turned into the key push factor of the migration, as typically, the main purpose of departure was to obtain higher incomes abroad. During these periods, many persons emigrated illegally.

Between 2000 and 2009, migration flows crystallized, and the state took the first steps to regulate migration. The main destinations for migrants became Russia (male-dominated seasonal migration for construction) and Italy (long-term migration for construction or female-dominated cleaning services). The Republic of Moldova signed bilateral labour migration agreements and opened consulates in the main states in which Moldovans emigrated. After 2007, due to Romania's accession to the EU, many Moldovan emigrants solved the problem of staying in EU countries by obtaining Romanian citizenship.

After 2009, the level of migration remained high, and labour emigration predominated. In addition to the labour migration, there had been an increased number of departures related to reunification of families abroad. Besides this, emigration for studies has also turned out to be important as many young people wanted to study in other countries in order to facilitate their future employment abroad. As a result, in many host countries, communities of Moldovans emerged, including the first diaspora organizations.

Migration poses a significant challenge to Moldova due to the high emigration rates of young people, people of reproductive age and qualified professionals. The general characteristics of migration in Moldova prior to the onset of the COVID-19 pandemic include the following:

- **Emigration is the primary contributor to national depopulation rates (more than 1.7% per year).**[2] 21.2 to 49.5 thousand persons migrate annually.

- **More than one third (~1 million) of the national labour force live abroad**[3]. Citizens living abroad have temporary or permanent residential status in over 30 countries including Portugal, Spain, France, Italy, Germany, Ireland, United Kingdom, Poland, Russian Federation, and Israel. On average, more than half of Moldovan migrants are women (54%), three-quarter of migrants are between the ages of 15-59 years (73%) and two-thirds are originally from rural communities (69%).[4]

- **A sizable proportion of migrants have lived abroad for more than a year (approximately 860,000 as of January 1, 2020.**[5] When considering former Moldovan nationals who are permanently residing abroad, the IOM estimates that approximately 55% - 60% migrants are long-term migrants and about 63% of these long-term migrants are of working age (15-59 years).

- **Many Moldovans who study abroad do not return.** 5,566 Moldovans were studying abroad in 2018 in countries including Romania (90%), the Russian Federation (6.6%) and Bulgaria (2.6%).[6]

- **Most migrants are employed in construction, agriculture, services, and domestic care.**

- **Short-term labour migrants are vulnerable to "precarious legal status" due to under-regulated labour recruitment activities by private agencies.** There were approximately 346,400 temporary labour migrants at the end of 2018, the majority of whom were men (68%)[7]. The major countries of destination for privately recruited and contract-based short-term labour migrants include Poland, Israel, United Kingdom, Bulgaria and the Russian Federation[8]. Further, short-term labour migration to EU countries is facilitated by the relationship between Moldova and the EU.

- **Moldovan migrants experience de-skilling/de-qualification/brain-waste.** 50% migrants possess a secondary level of education, 36% have medium and secondary professional level qualifications and 13% possess higher education levels. About 55% of migrants with higher levels of education are young people between the ages of 25-34.[9] This proportion has increased by 29% between 2014 and 2018. However, Moldovan migrants are mainly employed as unskilled workers and informal employment persists.

- **Moldovan migrant workers earn between EUR 500 and more than EUR 2000.** The highest wages are received by migrant workers in the United Kingdom, France, and Germany, while migrants in Poland, and female migrants in Israel and Spain earn less[10].

- **Remittances from migrants corresponded to 16% of Moldova's GDP in 2019.**[11] 237,000 households (25%) received remittances in 2018 and 118,000 households relied on remittances for more than 50% of their disposable income.[12] A higher share of households in rural areas receive remittances with 30.5% rural households dependent on this support to remain above the poverty line.

- **Returned migrants experience challenges with reintegration into the labour market.** Challenges include unattractive wages, insufficient jobs to match skills and competences acquired abroad, lack of recognition of non-formal and informal learning, hostile investment environment and insufficient knowledge to start a business.[13]

- **Moldova has few immigrants within its borders.** At the beginning of 2020, 23,830 foreigners (including stateless persons) lived in the Republic of Moldova, of which 54% - men and 46% - women, from over 115 states, representing 0.7% of the country's total population. The distribution of the number of foreigners residing in the Republic of Moldova by sex and age groups shows that most men are aged 20-24 years, and the largest number of women are in the age group 40-44 years. This discrepancy is due to the reason why foreigners are / live in the country, namely, more men arrive at studies, and women - for family reunification[14]. The countries of origin of these populations include Ukraine (30%), Russia (25%), Israel (10%), Romania (4%) and Turkey (4%). Immigrants in Moldova have relocated for purposes which include (family re-

2 National Bureau of Statistics (NBS). 2020. "Population with usual residence in the Republic of Moldova by sex and age groups at 1st January 2020". Available online at https://statistica.gov.md/newsview.php?l=en&id=6695&idc=168.
3 United Nations Department of Economic and Social Affairs (UN DESA). "National population data". Available online at https://population.un.org/wpp/.
4 Biroul Migrație și Azil (BMA). 2019. "Extended Migration Profile of the Republic of Moldova". Available online at http://bma.gov.md/sites/default/files/media/ra_pme_2014-2018_0.pdf
5 Data based on NBS border crossing data.
6 Information on Moldovans studying abroad is based on figures provided by the Ministry of Education, Culture and Research.
7 BMA. 2019. "Extended Migration Profile of the Republic of Moldova".
8 National Employment Agency data on short-term labour migrants is based on contracts registered and facilitated by private recruitment agencies.
9 Mosneaga, Valeriu. 2017. "Mapping Moldovan Diaspora in Germany, UK, Israel, Italy, Portugal and Russia". IOM Mission to Moldova - Research Series: Diaspora Mapping, III. Available at https://moldova.iom.int/sites/moldova/files/documents/Raport%20ENG_0.pdf.
10 IOM. 2020. "Profile and Current Challenges of Moldovan Migrant Workers, (Main Findings)".
11 World Bank. "Personal remittances, received (% of GDP) - Moldova". Available at https://data.worldbank.org/indicator/BX.TRF.PWKR.DT.GD.ZS?locations=MD
12 BMA. 2019. "Extended Migration Profile of the Republic of Moldova".
13 Government of the Republic of Moldova. "National Development Strategy Moldova - 2030".
14 Compendiul Statistic al Profilului Migrațional Extins al Republicii Moldova pentru anii 2017-2019.

unification (37%), work (30%), education (19%), and other purposes (14%). The key economic sectors reliant on migrants in Moldova include commerce, construction, food production/processing, manufacturing, and transport.

- **Foreign workers in Moldova have equal access to labour markets.** Based on information obtained during consultations with the BDR and the Ministry of Labour, the Government of Moldova has eased entry to their labour markets by foreign workers in order to fill gaps in the labour force.[15] More information is needed to assess the impact on access of foreign citizens to the labour market.

Drivers/root causes

- **The primary drivers of migration from Moldova include poverty, lack of adequate and relevant employment opportunities, low salaries, and low living standards.** These drivers are compounded by the intensifying effects of climate change which are contributing to increased competition for arable land and dwindling resources.[16] Furthermore, higher incomes, better standards of living, opportunities for personal development, existing social networks, and incentives put in place by destination countries to attract a foreign labour force are the pull factors which attract migrants, particularly young people from rural areas. Labour migration is driven by a combination of push and pull factors both of economic and social nature. These are expressed through dissatisfaction with the salary offered in Moldova, difficulty to find a job in Moldova, accumulation of debts/credits, job opportunities/ higher incomes abroad, dissatisfactions how things are going in Moldova, dissatisfaction with the quality of public services in Moldova (medicine, education), family reunification and access to more qualitative studies, including abroad.

- **The key motives for labour migration abroad remain the economic objectives.** Approximately 80% of respondents[17] mentioned job opportunities and/or higher incomes in the destination country as a reason for leaving the home country.

- **More than half of persons involved in the migration process have children under 14 years.** This leads to the conclusion that the willingness of parents to ensure support and education of children from financial points of view continues to be a factor that fosters labour migration.[18]

COVID-19 Implications

The COVID-19 pandemic is an ongoing issue that is impacting global migration in unprecedented and unpredictable ways. International mobility restrictions, such as border closures, have led to an increase in irregular migration globally.[19] Irregular migration, however, can limit access to COVID-19 relief services for irregular migrants, make it more difficult to track the spread of COVID-19 and to move medical equipment across borders, and can also trap asylum seekers.[20] Closures have also had an impact on remittances, as they have made it more difficult for remittances to be transferred through key avenues such as individuals traveling back to countries of origin, or informal couriers (minibus drivers etc.).[21]

At the national level, the pandemic has restricted in-country mobility within countries of destinations which has had negative social and economic impacts on migrants and other vulnerable communities. Impacts include unemployment, wage loss and greater economic insecurity among some migrant populations[22], as well as increasing reliance on migrant workers in sectors that provide essential goods and services.[23] Migrant essential workers often experience limited COVID-19 safety support and access to personal protective equipment, and are therefore at higher risk of exposure to COVID-19.[24]

The COVID-19 pandemic did not cause major migratory flow movements in Moldova although cross-border traffic fell sharply in March and April due to the restrictions imposed during emergency measures.[25] The pandemic has greatly affected the ability of Moldovan migrants to move, however, remittances were estimated to have remained rel-

[15] IOM and Economist Intelligence Unit. 2020. Migration Governance Snapshot: The Republic of Moldova.
[16] Government of the Republic of Moldova. 2014. "The Republic of Moldova's Climate Change Adaptation Strategy by 2020".
[17] IOM. Profile and Current Challenges of Moldovan Migrant Workers, (main findings).
[18] Ibid.
[19] Sirkeci, Ibrahim and Cohen, Jeffrey H. 2020. "Introduction." In: Ibrahim Sirkeci and Jeffrey H. Cohen (eds.), COVID-19 and Migration: Understanding the Pandemic and Human Mobility. London: Transnational Press.; Rao, Smriti et al. 2020. "Human Mobility, COVID-19 and Policy Responses: The Rights and Claims-Making of Migrant Domestic Workers." In: Ibrahim Sirkeci and Jeffrey H. Cohen (eds.), COVID-19 and Migration: Understanding the Pandemic and Human Mobility. London: Transnational Press.; Zard, Monette and San Lau, Ling. 2020. "The Future of Mobility in a Post Pandemic World: Forced Migration and Health." In: Ibrahim Sirkeci and Jeffrey H. Cohen (eds.), COVID-19 and Migration: Understanding the Pandemic and Human Mobility. London: Transnational Press.
[20] Zard, Monette and San Lau, Ling. 2020. "The Future of Mobility in a Post Pandemic World: Forced Migration and Health." In: Ibrahim Sirkeci and Jeffrey H. Cohen (eds.), COVID-19 and Migration: Understanding the Pandemic and Human Mobility. London: Transnational Press.
[21] Siegel, Melissa. 2020. "COVID-19, Remittances and Repercussions." In: Ibrahim Sirkeci and Jeffrey H. Cohen (eds.), COVID-19 and Migration: Understanding the Pandemic and Human Mobility. London: Transnational Press.
[22] Sirkeci, Ibrahim and Cohen, Jeffrey H. 2020. "Introduction." In: Ibrahim Sirkeci and Jeffrey H. Cohen (eds.), COVID-19 and Migration: Understanding the Pandemic and Human Mobility. London: Transnational Press.
[23] Rao, Smriti et al. 2020. "Human Mobility, COVID-19 and Policy Responses: The Rights and Claims-Making of Migrant Domestic Workers." In: Ibrahim Sirkeci and Jeffrey H. Cohen (eds.), COVID-19 and Migration: Understanding the Pandemic and Human Mobility. London: Transnational Press.
[24] Zard, Monette and San Lau, Ling. 2020. "The Future of Mobility in a Post Pandemic World: Forced Migration and Health." In: Ibrahim Sirkeci and Jeffrey H. Cohen (eds.), COVID-19 and Migration: Understanding the Pandemic and Human Mobility. London: Transnational Press.
[25] IOM. June 2020. "IOM Rapid Field Assessment of the Impact of COVID-19 on the Wellbeing of the Moldovan Diaspora: An Evidence Base Regarding Migrants' Coping Strategies and Contributions"

atively stable. The COVID-19 pandemic has lowered the desire of Moldovans to emigrate in the short- and medium-term, and 30% surveyed migrants planned to return to Moldova due to loss of jobs or homes.[26] Moldovans abroad are being impacted by COVID-19 with varying degrees of support from host countries.[27] For example, migrants working in the informal sector abroad regularly do not have access to COVID-19 support programs in their respective countries of destination.

There are a number of socio-economic impacts of the COVID-19 pandemic that have implications for migration and sustainable development planning in Moldova. Unemployment, poverty, inequality, food insufficiency and malnutrition, decreased health and wellbeing, and gender inequality have all been exacerbated by the pandemic.[28] Existing vulnerable groups, including migrant populations, poor households and women, have been disproportionately affected by COVID-19 and face thematic challenges in the areas of income loss, increase in energy spending, food poverty, and mobility poverty. The mid- and long-term impacts of these will be important to understand in order to reconcile changing push and pull factors of migration. Additionally, as reintegration becomes a key priority moving forward, it will be important to situate new or expanded program ideas in a changing domestic socio-economic landscape.

COVID-19 has highlighted existing challenges and created new problems, all of which will need to be considered in the development of strategies for migration in Moldova. Alongside the challenges, there are some concerted efforts and trends that could lead to more positive outcomes for migrants. For example, non-government organizations and civil society have taken on a large role when it comes to advocacy and fighting for migrant rights to services in both countries of origin and host countries.[29] The pandemic has emphasized the importance of cooperation and partnerships between international organizations, some of which have highlighted the impacts on

vulnerable migrant communities with a focus on mainstreaming human mobility and increasing collaborative integrated projects.

Where possible, programmatic strategies developed during this project will address mid- and long-term goals in relation to the rebounding from the pandemic, and be grounded in the available socioeconomic information in Moldova and key destination countries for Moldovan migrants.

Projected Trends
With regard to mobility, experts anticipate a number of increased barriers to travel. There is a possibility of tightening regulations, visa and admission regimes, and increased airport security.[30] Additionally, there is anticipation that health screenings or tests may become part of traveling which could lead to unequal access to mobility depending on how accessible these processes are and who is responsible to bear the costs of them.[31] The idea of immunity passports has been floated in a number of locations around the world with strong push-back from the World Health Organization.[32] On the positive side, there are also discussions about bilateral and regional mobility corridors, "to allow continuous transit between countries that have already established trading, travel and cultural ties".[33] Such formal pathways for mobility could represent positive trends towards increasing opportunity for safe and regular migration.

Experts have made a number of key economic projections, particularly around remittances. Remittances' relative importance to foreign money flows is projected to increase as foreign direct investments decrease.[34] However, global economic contraction and recession will hurt major sending countries and result in a slow return of prior remittance levels.[35] Countries with large reliance on remittances will likely see compounding effects on income and tax revenue just when they need it the most.[36] Alongside this, financial sectors will see costs increase, but the ability to lend money decrease.[37] Particularly, small and medium sized business will be hard hit

[26] IOM. June 2020. "IOM Rapid Field Assessment of the Impact of COVID-19 on the Wellbeing of the Moldovan Diaspora: An Evidence Base Regarding Migrants' Coping Strategies and Contributions".

[27] UNDP Moldova. November 2020. "Social and Economic Impact Assessment of the COVID-19 Pandemic on Vulnerable Groups and Economic Sectors in the Republic of Moldova".

[28] UNDP Moldova. November 2020. "Social and Economic Impact Assessment of the COVID-19 Pandemic on Vulnerable Groups and Economic Sectors in the Republic of Moldova".

[29] Sirkeci, Ibrahim and Cohen, Jeffrey H. 2020. "Introduction." In: Ibrahim Sirkeci and Jeffrey H. Cohen (eds.), COVID-19 and Migration: Understanding the Pandemic and Human Mobility. London: Transnational Press.; Zard, Monette and San Lau, Ling. 2020. "The Future of Mobility in a Post Pandemic World: Forced Migration and Health." In: Ibrahim Sirkeci and Jeffrey H. Cohen (eds.), COVID-19 and Migration: Understanding the Pandemic and Human Mobility. London: Transnational Press

[30] Sirkeci, Ibrahim and Cohen, Jeffrey H. 2020. "Introduction." In: Ibrahim Sirkeci and Jeffrey H. Cohen (eds.), COVID-19 and Migration: Understanding the Pandemic and Human Mobility. London: Transnational Press.

[31] Zard, Monette and San Lau, Ling. 2020. "The Future of Mobility in a Post Pandemic World: Forced Migration and Health." In: Ibrahim Sirkeci and Jeffrey H. Cohen (eds.), COVID-19 and Migration: Understanding the Pandemic and Human Mobility. London: Transnational Press.

[32] Ibid.

[33] International Organization for Migration, 2020 in Zard, Monette and San Lau, Ling. 2020. "The Future of Mobility in a Post Pandemic World: Forced Migration and Health." In: Ibrahim Sirkeci and Jeffrey H. Cohen (eds.), COVID-19 and Migration: Understanding the Pandemic and Human Mobility. London: Transnational Press.

[34] Siegel, Melissa. 2020. "COVID-19, Remittances and Repercussions." In: Ibrahim Sirkeci and Jeffrey H. Cohen (eds.), COVID-19 and Migration: Understanding the Pandemic and Human Mobility. London: Transnational Press.

[35] Ibid.

[36] Ibid.

[37] Ibid.

with fewer remittances and limited access to financial institutions.[38] Regionally, Europe and Central Asia face additional compounding effects with the drop in oil processes, alongside loss of jobs and the economic downturn, which will lead to shortfalls and currency devaluation.[39] These regional trends are important to note as they will have implications both for Moldova's national economy as well as its diaspora abroad.

Migrant employment opportunities could also take a long-term hit even after COVID-19 is resolved. For example, COVID-19 is expected to add to rising farm labour costs which could encourage farm owners to increase mechanization and the government to increase trade in labour-intensive commodities from developing countries with lower labour costs, thus creating less need for migrant labour in developing countries.[40] The food and beverage industry could also see a decreased demand for migrant workers with continued machine substitution and trends of more at-home consumption even after stay-at-home orders are lifted.[41] Movements towards greater mechanization, sometimes supported by governments (see the agricultural sector) could broadly impact migrant job opportunities.[42] However, at the same time, government support to farmers for accessing migrant farm workers and reduced produce imports could lead to an increase in those same jobs.[43]

As seen across sectors, COVID impacts have also presented some openings for positive policy implementation and change. However, each of these opportunities is caveated by considerations for current trends in intersectional issues. For example, there is a growing global conversation about the idea of universal health care.[44] However, issues of xenophobia and discrimination could hinder its positive impacts for the migrant community as such anti-immigrant sentiments may cause migrants to fear seeking needed services.[45] One of the biggest positive storylines has been the increased rights and opportunities for migrants during the pandemic.[46] However, there is concern that these will not become codified as long-term standards.[47]

Post-pandemic policies should recognize the benefits of inclusion, ensure that protecting the rights of migrants is included in the COVID-19 response,

recognize that migrant safety is necessary for full community safety and incorporate migrants as part of the solution.[48] Ultimately, evidence suggests future migration policy design needs to do three key things:

1. Address new challenges to migration brought about by the COVID-19 pandemic, especially those with lasting implications.

2. Capitalize on the opportunities that the pandemic has presented for improved rights, safety, support, and social integration of migrants in the countries of destination, and valorization of their human and material resources upon return to the countries of origin.

3. Design policy with an awareness that COVID-19 impacts have interdependencies which need to be addressed with parallel intersectional policy design.

As Monette Zard and Ling San Lau state, "Pandemics, like other calamities, are fertile grounds for innovation, potentially disrupting power structures and unlocking new political will".[49] There is an opportunity to truly "build back better" in the face of the pandemic. Along these lines, migration experts have already begun to present specific policy solutions that, if not directly actionable for Moldova itself, are worth consideration as the State, UNDP, and IOM integrate national solutions with global trends or form bilateral agreements with the countries of destination in which the Moldovan diaspora resides.

Data Limitations
IOM's input to the UNCT's Common Country Assessment (CCA) provides the most comprehensive and up-to-date synopsis of the challenges and opportunities Moldova faces in regard to migration. However, the available data also have limitations which should be considered when designing data collection strategies moving forward.

Existing levels of data are not sufficient for supporting evidence-based policy development and programming. As such, solutions are typically conceptual and/or representative. Collecting data to support evidence-based programs is time consum-

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[38] Ibid.
[39] Siegel, Melissa. 2020. "COVID-19, Remittances and Repercussions." In: Ibrahim Sirkeci and Jeffrey H. Cohen (eds.), COVID-19 and Migration: Understanding the Pandemic and Human Mobility. London: Transnational Press.
[40] Martin, Philip L. 2020. "COVID-19 and International Labour Migration in Agriculture" In Ibrahim Sirkeci and Jeffrey H. Cohen (eds.), COVID-19 and Migration: Understanding the Pandemic and Human Mobility. London: Transnational Press.
[41] Ibid.
[42] Martin, Philip L. 2020. "COVID-19 and International Labour Migration in Agriculture" In Ibrahim Sirkeci and Jeffrey H. Cohen (eds.), COVID-19 and Migration: Understanding the Pandemic and Human Mobility. London: Transnational Press.
[43] Ibid.
[44] Zard, Monette and San Lau, Ling. 2020. "The Future of Mobility in a Post Pandemic World: Forced Migration and Health." In: Ibrahim Sirkeci and Jeffrey H. Cohen (eds.), COVID-19 and Migration: Understanding the Pandemic and Human Mobility. London: Transnational Press.
[45] Ibid.
[46] Ibid.
[47] Ibid.
[48] United Nations. 2020. Policy Brief: COVID and People on the Move.
[49] Ibid.

ing and costly, and given the rapidly changing nature of the situation on the ground due to the COVID-19 pandemic, collected information could quickly become inapplicable. Any study that attempts to project what is happening with migrants within or beyond a year will be inherently limited. It might be difficult to make projections on how countries will build back, and therefore, it would be difficult to create accurate action plans for the future. Therefore, there is a need for consistent and institutionalized data collection that can continuously inform programming as well as evaluations of that program over time.

As researchers at the European Asylum Support Office state with regard to forecasting migration trends post-COVID:

"No matter how sophisticated the technology or how insightful the participants, neither of these approaches […] can […] be invoked to simulate the post-COVID-19 world. All forecasting techniques depend on reliable data to feed into quantitative systems, but at the moment, such data are lacking".[50]

Another key limitation is that research performed to assess COVID-19 impacts on migration was conducted in April and May of 2020, while the broader UNDP impact assessment on COVID-19 was published in November 2020. The landscape of the pandemic has and continues to change rapidly, along with its impacts. An updated assessment of the trends outlined above, alongside an evaluation of additional impacts of COVID-19 on migration, disaggregated also by rayon levels (based on inter alia, border crossing data, but also on IOM's DTM methodology[51] and Big Data), would better inform targeted program design. Without this updated assessment, program proposals need to maintain flexibility in their ability to adapt to a changing landscape and still-unfolding trends.

While these two data limitations stand out as needing consideration moving forward, additional data limitations may present themselves during the course of a comprehensive material review.

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[50] Constantinos Melachrinos, Marcello Carammia, Teddy Wilkin. 2020. Using big data to estimate migration "push factors" from Africa. In: Migration in West and North Africa and across the Mediterranean. Trends, Risks, Development and Governance. Geneva: IOM. Available at https://gmdac.iom.int/section/trends.
[51] See https://dtm.iom.int/.

4.
UNDP-IOM Cooperation Roadmap in Moldova

The global pandemic has reversed decades of progress on poverty, healthcare and education and the knock-on effects are most devastating for the most vulnerable. The scale of the effects has prompted wide-ranging discussions on how to rebuild economies, education, health, and social protection systems the world over. Each crisis also provides an opportunity and the global development community is thus faced with the question: How to build back better? How to use the rupture of the pandemic to create more equitable, effective, and environmentally-sound systems and thus "recover forward"? In fact, UN Secretary-General Antonio Guterres urges all stakeholders "to learn from this crisis and build back better" and encourages the global community to "seize the opportunity of this crisis to strengthen our commitment to implement the 2030 Agenda and the 17 Sustainable Development Goals".[52]

With a focus on joint UNDP-IOM interventions, this Roadmap contains suggested key elements for programmatic activities through which UNDP and IOM can support the Government of Moldova to reach its objectives vis-à-vis migration and diaspora engagement and to recover forward. The elements in this Roadmap are meant as the starting point for more thorough and participatory programme development.

The overarching priorities for UNDP and IOM's engagement are:

1) **Create a sound understanding of the drivers, impacts, and conditions of migration and related programming.** This includes supporting meaningful impact assessments of existing public policies and exploring new methods and sources of data.

2) **Further strengthen the capacities of the Government of Moldova to devise, implement**

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[52] United Nations. 2020. Shared Responsibility, Global Solidarity: Responding to the socio-economic impacts of COVID-19, March 2020, p. 1-2.

and assess programming on migration, diaspora and development issues. Recognizing the existing capacities of key government institutions, such as the Bureau for Diaspora Relations, the Ministry of Labour, the Bureau for Migration and Asylum and other public authorities, UNDP and IOM will work to further enhance the capacities at the national and municipal level, including for institutions that have traditionally been less involved in migration governance.

3) **Improve and expand existing programs.** The Republic of Moldova has established a broad range of policies and programmes. While these are often successful, there may be room for scaling these processes up or improving on their impacts, reach, and effectiveness.

4) **Create new programs.** New programs and program components may further enhance the migration-related programming and support existing programs.

5) **Enhance synergies between different programmatic activities.** Dedicated measures should ensure cross-fertilization between different policies and programmes. New elements, but also existing endeavors, should be designed to complement each other and create synergies.

In his *Policy Brief on COVID-19 and People on the Move*, UN Secretary-General Antonio Guterres stressed four elements of the response to pandemic that are key for governments and UN agencies alike: (1) Exclusion is costly in the long-run whereas inclusion pays off for everyone; (2) The response to COVID-19 and protecting the human rights of people on the move are not mutually exclusive; (3) No-one is safe until everyone is safe; and (4) People on the move are part of the solution.[53] These elements are at the heart of the Roadmap. Policy interventions are related to all major elements of migration and diaspora programming and are structured in five pillars.

Pillar 1: Thought leadership on Data/ Evidence, Drivers and Root Causes and Regional engagement

Pillar 2: Consolidation of Diaspora Networks and Institutionalized Diaspora outreach, Civic Engagement and Enfranchisement

Pillar 3: Opportunities for Diaspora SME Development and Financial Investment in Moldova's economy

Pillar 4: Labour Mobility and Skills Development Governance and Promoting Return and Reintegration of Migrants

Pillar 5: Migration and Climate Change in resilience and adaptation

Gender mainstreaming and the inclusion of vulnerable and marginalized communities are recognized as cross-cutting themes throughout the Roadmap. UNDP and IOM will ensure that gender perspectives and social inequalities are central in the development, implementation and monitoring of activities. Gender-responsive and human rights-based approaches will support the empowerment of female migrants, women and children who have remained in Moldova and other marginalized Moldovans including low-income and rural populations.[54]

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[53] United Nations. 2020. Policy Brief: COVID-19 and People on the Move.
[54] UN Women. 2016. "Mainstreaming Migration into Development Planning from a Gender Perspective". Policy Brief No. 5. Available at www.unwomen. org/-/media/headquarters/attachments/sections/library/publications/2017/policy-brief-mainstreaming-migration-from-gender-perspective-en. pdf?la=en&vs=5208

Pillar 1

Thought leadership on Data/Evidence Drivers and Root causes and regional engagement

Under Pillar 1 on *Thought leadership on Data/Evidence Drivers and Root causes and regional engagement*, UNDP and IOM support the creation and dissemination of critical and cutting-edge knowledge by channeling the expertise from the breadth of UNDP's and IOMs work, as well as the work by the Government of Moldova; actively creating new knowledge; and widely disseminating the knowledge to ensure it informs policy and programming activities in a wide range of contexts. The activities under this pillar will also consider the impacts of the COVID-19 pandemic on migration in Moldova and on the diaspora, migrants and their families.

This pillar is connected to activities under Pillar 4 the UN's *Moldova: COVID-19 - Socio-Economic Response and Recovery Plan* (SERRP) and it responds to the first objective of the Global Compact for Migration asks all stakeholders to "[collect and utilize accurate and disaggregated data as a basis for evidence-based policies". Similarly, the Global Compact on Refugees emphasizes that "[i]improving data and evidence will also support efforts to achieve solutions. Data and evidence will assist in the development of policies, investments and programmes'' and the need to share good practices and lessons learned (para 47).

Data collection and evidence gathering to support effective policy and programme development and monitoring were highlighted by stakeholders as priority areas for Moldova. The *National Development Strategy Moldova-2030* mentions that significant

progress has been made with respect to the measurement of external migration, and that complex data is available, as well as information on the impact on different areas of society. At the same time, the Moldova-2030 strategy states that the data used in development planning did not always ensure sufficient detail of the analyzed phenomena, including "due to the disaggregation limited by gender, age, region, ethnicity, disability, etc." This has not made it possible to identify existing inequalities and how vulnerable groups benefit from development outcomes, as well as what policy measures are in place to improve the situation of more vulnerable groups. Having good and reliable data on migration is also a constant concern of IOM and UNDP in Moldova. For instance, the first Pillar of the *UN Partnership Framework for Sustainable Development for the Republic of Moldova (2018-2022)* emphasizes that "innovative, disaggregated and data-informed policymaking, including through testing and scaling-up alternative and/or citizen-generated data, will strengthen the foundation for effective and accessible public service delivery".

- *Component 1: Creating new knowledge on the impacts of migration and diaspora programmes in Moldova*
  UNDP and IOM will forge new partnerships with research institutions and other stakeholders to create relevant knowledge. By commissioning studies, granting researchers access to project information, and establishing collaborations, this component will produce research notes, new datasets, and enhanced understandings of the human mobility-development nexus and the implications of policy and programming. UNDP and IOM have engaged in many such activities before. However, this overarching programme component will allow UNDP and IOM to be particularly strategic, ensure that the knowledge is created in conjunction with other programming activities, and create longer-term partnerships that will create multiplier effects for both, knowledge production and dissemination.

  ▷ **Result 1: Develop methodologies to evaluate the outcomes and impacts of existing policies and programmes.** The Government of Moldova is implementing a range of innovative policies and programmes that are often viewed as international best-practices. However, only a few meaningful analyses exist on the outcomes and impacts of such policies. For example, it would be important to understand the direct and multiplier effects of the PARE 1+1 impacts and establish longitudinal data collection methods that show the long-term development impacts in different scenarios. Similarly, while there is anecdotal evidence on the impacts of creating hometown associations for the Moldovan diaspora on diaspora engagement, capacities and local projects, there is no

systematic knowledge about the intended and unintended effects. This in turn makes it challenging to revise, adapt and expand policies and develop new programmes.

Collaborating with Moldovan research institutions and government partners, UNDP and IOM will support the development of adequate methodologies to identify and address the impacts of programs implemented by the agencies as well as the Government of Moldova and its partners. The methods used will acknowledge that assessing the effects often requires more long-term observations that go beyond short snapshots and the traditional tools of programme evaluation. Going beyond project specific monitoring and evaluation, this component will produce critical synthesis and analyses of the broad range of UNDP and IOM programming, as well as the Government' policies and programmes. Methodologies will also consider the extent to which vulnerable communities were included in the development and implementation of programming and the impacts of programming on these communities. These activities aim at creating lasting mechanisms that ensure the sustainability of data collection rather than standalone studies.

- *Component 2: Crafting new data on migration and improving existing data*
  In addition to assessing the impact of programmes and policies covered under the previous point, the UNDP-IOM programme will create new data on migration, diaspora and development. This includes commissioning studies and working with Government and research partners to achieve the following results:
  ▷ **Result 1: Improved existing data collection and analysis.** The Government of Moldova has created several important data sources on migration. UNDP and IOM will work with other stakeholders to support NBS, GIBP, and other entities to further improve data, analytical capacities and interinstitutional collaboration. This may include:

    ▫ Building on the use of individual data on border crossing that has been started in the first Extended Migration Profile in 2013, UNDP and IOM will work on cooperation between NBS and the GIBP to transfer all data variables in order to link GIBP data with NBS databases, such as the State Population Register and traditional NBS operations.

    ▫ As the official provider of statistical data in Moldova, UNDP and IOM will support NBS to reinforce its leadership position to ensure the availability, consistency, reliability, and international comparability of data related

to international migration. This may include the increased usage of administrative databases. UNDP and IOM will work with NBS and external donors to provide technical assistance, equipment and competence to innovate in new fields of investigation.

☐ UNDP and IOM will provide technical, financial, and methodological support to reform PSA's SRP system, so as to improve the accuracy and relevance of data on registration/de-registration of residence/domicile; this will allow an enhanced estimation of international migration, based on administrative data. Technical, financial, and methodological support equally aims at improving the accuracy of estimations of Moldovan emigrants is the improvement of migration data collected through the LFS, HBS and Generations and Gender Survey (GGS). The linkage of data from these three surveys with information extracted from administrative data sources would further support this estimation. And UNDP and IOM will support NBS to develop ad hoc methodologies requested for using administrative databases and for the implementation of innovative instruments, especially for better measuring the emigration abroad.

☐ UNDP and IOM will provide technical, financial, and methodological support for the development of an Integrated Migration Information System that would centralize data on individual basis for both foreign immigrants and Moldovan emigrants is highly recommended. Such integrated database would cover the different procedures for foreign immigrants (e.g., visas, border crossing, residence permits, asylum procedures, naturalisation) and for Moldovan emigrants (search for a job abroad, deregistration, border crossing, registration in consulates, repatriation procedures, and need for support). SIIAMA needs to be reviewed and re-assessed towards eventual full implementation, as a comprehensive mechanism for inter-agency data exchange and data integration.

▷ **Result 2: Enhanced understanding of the drivers of migration.** In spite of years of research, our understanding of the specific drivers and root causes of migration is limited. While it is known that drivers include economic, demographic, and environmental factors, as well as social and political dynamics,[55] the interplay of these factors and how adaptation strate-

gies and changes in the economic and political system affect different migration strategies are unclear as are the gendered determinants. To enable support for the Government of Moldova to enable those who wish to remain and to predict future determinants, such as the impact of climate change,[56] IOM and UNDP will work with partners to establish new evidence and ensure that data collection efforts will be institutionalized to ensure the sustainability of the interventions.

▷ **Result 3: The Government of Moldova has a detailed understanding of diaspora composition, preferences and capacities.** Building on the experience of previous diaspora mappings,[57] UNDP and IOM will work with BDR, CSO and research institutions to conduct deeper and more representative diaspora mappings. These will include (a) representative surveys, (b) targeted surveys of diaspora individuals with specific skills and experiences that can be connected to policy and economic processes in Moldova; (c) in-depth analysis of the composition, structure and capacity of diaspora associations. Acknowledging that high quality data on these issues requires building trust and longer timelines than short-term mappings, the activities seek to provide sustained and more ambitious engagement than endeavors in the past. Results under Pillar 3 will utilise information obtained from this activity to support capacity building for diaspora associations and strengthening of partnerships and diaspora engagement.

▷ **Result 4: In-depth, ongoing analysis of remittance flows and modalities, including diaspora savings.** In Moldova there exist gaps in data and knowledge related to migration and remittance flows, remittances as a proportion of savings, senders and receivers, and the impact of remittances in the communities that are involved. UNDP and IOM will provide technical support for an in-depth analysis of remittance flows from countries of destination to Moldova, usage and impact of these flows and the composition, location and use of diaspora savings. The analysis will build upon existing efforts in order to identify opportunities to improve policy and innovation for digitalization of remittance flows, particularly for low-income persons, rural populations, women and youth; and will ensure that solutions support increased financial inclusion and resilience of migrant communities and their families. In alignment with existing IOM goals, improved

[55] A. Geddes, W. Neil Adger, N. W. Arnell, R. Black, and D. SG Thomas. 2012. 'Migration, environmental change, and the 'challenges of governance'. Environment and Planning C. Government and Policy 30(6):951-967.
[56] For the link on climate change and migration in Moldova, see Pillar 5 below.
[57] A total of three mappings were commissioned by IOM in 2007, 2010 and 2016, using a quantitative and qualitative research methodology to assess the socio-economic profile of Moldovan diaspora, degree of integration, self-organization/cohesion, plans/relations with homeland; one edition produced covering Diaspora originating from Transnistria.

data on senders and remittance channels will also support efforts of addressing investment valorization, efficiencies, and accessibility, improving entrepreneurial culture, social ties, and economic empowerment, and improving transfer mechanisms.[58] Based on a 2020 IOM analysis, one quarter of total households receive remittances of which for one half (118,000), they constitute 50% of disposable income.[59] The impact of the COVID-19 pandemic on remittance flows and on receiving households must be assessed. The IOM has already acknowledged that any forward-looking assessment of remittances also must consider the existing decline in transfers over the last five years.[60] Information gathered through this analysis will be used to support the results of Pillar 3.

▷ **Result 5: The impact of diaspora contributions beyond remittances are assessed.** Activities focused on remittances are highlighted under Pillar 3. While a focus on remittances is understandable, it is important to acknowledge that diaspora actors contribute in many more ways to their country of origin's economy. Following IOM's recent methodology, UNDP and IOM will work with the Government of Moldova to develop the *Diaspora Economic Contributions Data Framework* (DECDF) and an associated Phased Implementation Plan.[61] This may seek to understand the contributions of diaspora actors to foreign direct investment, portfolio investment, trade (in goods and in services), tourism and philanthropy. Data collection methods include the design and implementation of new surveys, as well as adding migration-related questions to existing surveys in the field of investment, tourism, trade, or philanthropy. In addition to assessing the scale of the contributions, the data collection efforts will seek to understand the broader impacts. For example, research on diaspora investment highlights existing gaps in specific information and understanding of the impact on wages, technological advancement and other key dimensions.[62]

In addition to assessing the economic impact of diaspora contributions, UNDP and IOM will support analysis of diaspora contributions shaping values, culture, often framed as 'social remittances.'

▷ **Result 6: Big data provides insights on migration.** Big and innovative data can supplement traditional data collection mechanisms. UNDP and IOM will work with the Government of Moldova to establish the recurring analysis of publicly available data, such as Facebook's user data, to estimate emigrant stock.[63] Aggregated and anonymized **mobile positioning data** (Location Based Service or Call Detailed Record) have been used in the past for understanding human mobility in the context of the Ebola outbreak in West Africa,[64] the swine flu in Mexico,[65] and internal migration in China.[66] UNDP and IOM will explore with government partners, private telecommunication companies and key stakeholders, the potential, feasibility and limitations of obtaining and using this data, while also addressing issues on the representativeness of the data and privacy and data protection.

Studies employing **models with climate data** and other factors can be used to develop scenarios and link different determinants of future migration. UNDP and IOM will support the Government of Moldova to hold discussions with research institutions in Moldova and abroad to explore the use, methodology and relevance of such studies.

For the case of stranded migrants, UNDP and IOM will assess if IOM's ***Displacement Tracking Matrix*** (DTM)[67] can be deployed to track flows of stranded Moldovan migrants en route to Moldova, so as to capture, process and disseminate relevant information – flagging urgent concerns. Through these mobility mapping efforts, UNDP and IOM strive to address a major knowledge gap: mobility and its related spaces/pockets of vulnerabilities, vis-à-vis COVID-19 transmission and its socio-economic obility-driven impact.

[58] IOM. 2020. IOM Input to UN Country Team Common Country Analysis 2020.

[59] Ibid.

[60] Ibid.

[61] IOM. 2020. Contributions and Counting: Guidance on Measuring the Economic Impact of your Diaspora beyond Remittances. Available at: https://publications.iom.int/books/contributions-and-counting-guidance-measuring-economic-impact-your-diaspora-beyond-remittances.

[62] Daniel Naujoks and Mohamed Kriaa. 2016. Assessing the Impact of Diaspora Investments in Tunisia. New York: United Nations Development Programme and International Organization for Migration; Daniel Naujoks. 2018. "Paradigms, Policies and Patterns of Indian Diaspora Investments", in Radha S. Hegde and Ajaya K. Sahoo (eds), Routledge Handbook of the Indian Diaspora, Milton Park and New York: Routledge, pp. 90-103.

[63] Zagheni, E., Weber, I. and Gummadi, K. 2017. Leveraging Facebook's Advertising Platform to Monitor Stocks of Migrants. Population and Development Review, 43: 721-734; Francesco Rampazzo and Ingmar Weber. 2020. Facebook Advertising Data in Africa. In: IOM, Migration in West and North Africa and across the Mediterranean – Trends, risks, development and governance, IOM Report, pages 32-40.

[64] Wesolowski A, Buckee CO, Bengtsson L, Wetter E, Lu X, Tatem AJ. 2014. Commentary: Containing the Ebola outbreak - the potential and challenge of mobile network data. PLoS Curr. Available at: www.ncbi.nlm.nih.gov/pmc/articles/PMC4205120.

[65] Nuria Oliver. 2013. Combating global epidemics with big mobile data. The Guardian. Available at: www.theguardian.com/media-network/media-network-blog/2013/sep/05/combating-epidemics-big-mobile-data

[66] Yuxia Wang, Lei Dong, Ye Liu, Zhou Huang, Yu Liu. 2019. Migration patterns in China extracted from mobile positioning data. Habitat International 86:71-80.

[67] For more information on the DTM, see https://dtm.iom.int/about.

▷ **Result 7: Moldovan authorities have access to migration data in key countries of destination.** UNDP and IOM facilitate the establishment oof cooperation agreements between Moldovan authorities, such as NBS, and statistical offices in select countries of destination that will allow Moldovan authorities to analyze data regarding Moldovan migrants.

- ***Component 3: Understand how development outcomes affect drivers & causes of mobility***
  UNDP and IOM support the Government to address development shortcomings that are regularly viewed as root causes of displacement and adverse drivers and structural factors that compel people to leave their homes. The primary drivers of migration from Moldova include poverty, lack of adequate and relevant employment opportunities, education for children and health services, low salaries, and low living standards are major concerns of people from Moldova, residents or migrants as well. These drivers are compounded by the intensifying effects of climate change which are contributing to increased competition for arable land and dwindling resources.[68] Furthermore, higher incomes, better standards of living, opportunities for personal development, existing social networks, and incentives put in place by destination countries to attract a foreign labour force are the pull factors which attract migrants, particularly young people from rural areas. Labour migration is driven by a combination of push and pull factors both of economic and social nature. These are expressed through dissatisfaction with the salary offered in Moldova, difficulty to find a job in Moldova, accumulation of debts/credits, job opportunities/ higher incomes abroad, dissatisfactions how things are going in Moldova, dissatisfaction with the quality of public services in Moldova (medicine, education), family reunification and access to more qualitative studies, including abroad.

  Going beyond single aspects, UNDP and IOM will support the Republic of Moldova to bring about structural transformations and "mitigate the adverse drivers and structural factors that hinder people from building and maintaining sustainable livelihoods in their countries of origin, and so compel them to seek a future elsewhere", as highlighted in the Global Compact for Safe, Orderly and Regular Migration (para 12).[69] As stressed since the 1990 Human Development Report, "Human development is a process of enlarging people's choices."[70] Thus, the UNDP and IOM's work on the drivers and causes aims at enabling people to say home, if they wish to do so. The Roadmap will integrate work on the adverse drivers of mobility.

▷ **Result 1: Improved understanding and production of knowledge on the relationship between development outcomes and human mobility in Moldova.** Often the approach toward addressing the drivers and root causes of mobility is based on simplistic assumptions. UNDP and IOM, in cooperation with the Government of Moldova and research partners, will conduct and commission studies to shed light on the link between development outcomes and human mobility. In fact, the impact of sustainable development on mobility manifests in at least four scenarios. The lack of development (1) drives outflows and on-migration; (2) leads to less favorable mobility; (3) traps populations, and (4) positive development attracts immigrants and returnees.[71] Thus, UNDP and IOM will investigate how development outcomes and specific interventions affect mobility patterns (who, how, where and with what vulnerabilities). A key result of this component includes assessments of how UNDP and IOM programming affects human mobility options for people. UNDP and IOM will develop a methodology with a complex set of measures and indicators to test the success of development projects on migration. UNDP and IOM will work with the Government of Moldova, migrants and prospective migrants, local communities, and other stakeholders to measure the impact of key programming activities on human mobility from the viewpoint of human development and people's own aspirations.

▷ **Result 2: Adaptive interventions for communities facing significant emigration.** UNDP and IOM will support the Government of Moldova to devise interventions for the communities that face significant emigration to adapt to the demographic circumstances and their implications for economic and social development endeavors. Such structural transformations aim at enabling individuals to build sustainable livelihoods in Moldova if they so choose.

- ***Component 4: Infusing policy and programming processes with new knowledge***
  Beyond creating knowledge and innovative solutions, the programme will infuse lessons and ideas into local, national, regional, and global discourses, policy, planning and programming processes. Thus, the programme will ensure that the knowledge created under components 1-2 above has impact beyond Moldova and serves to facilitate evidence-based policy-making.

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[68] Government of the Republic of Moldova. 2014. "The Republic of Moldova's Climate Change Adaptation Strategy by 2020".
[69] The GCM has dedicated objective 2 to addressing the adverse drivers, see paragraph 18 of the compact.
[70] UNDP (1990) Human Development Report: Concept and Measurement of Human Development, p. 10.
[71] Daniel Naujoks (2019) The Mobility Mandala: Conceptualizing Human Mobility in the Sustainable Development Framework, paper presented at the Annual Meeting of the International Studies Association, Toronto.

▷ **Result 1: Knowledge products are produced on key outcomes and lessons.** Based on the studies, data and assessments generated under components 1, 2 and 3 above, produce knowledge products (incl. briefs, blogs posts, videos, and multimedia content).

▷ **Result 2: Dissemination strategies** include sharing key outcomes with other UN agencies and governments, e.g., through the UN Migration Network, through webinars and workshops, social **media**, through presentations and side events at global and regional fora, such as the Global Forum on Migration and Development, the Global Compact for Migration's International Migration Review Forum, the Global Compact on Refugees' Global Refugee Forum, Regional Consultative Processes, the Global Mayoral Forum on Human Mobility, Migration and Development, or the meetings of the G20.

▷ **Result 3: Knowledge on the drivers of migration informs national and local planning processes, and UNDP and IOM's general programming.** The knowledge generated under component 4 is integrated both in process of development planning that UNDP is involved in. This also leads to adjustments of specific programming: UNDP and IOM will support tweaks (upscaling, targeting, synergies with other programmes, etc.) to affect programme impacts that are aligned with Moldova's local and national development priorities, processes and resources and to devise how programmes can lead to more comprehensive structural transformations.

Pillar 2

Consolidation of diaspora networks and institutionalized diaspora outreach, civic engagement and enfranchisement

As noted in the situational analysis above, more than one third of Moldova's national labour force live abroad. Diaspora engagement figures as the most important priority of the Government of Moldova and the country has established a wide-array of institutions, platforms, policies and programs vis-a-vis the diaspora. Diaspora engagement is critical to recover forward because migrants are part of the solution to build back better.[72] This is connected to activities under Pillar 5 the UN Moldova's SERRP.

While remittances have remained a key resource for Moldovan families during the pandemic, COVID-19 has largely impacted means by which remittances find their way into the country, and a global recession will likely impact remittance inflows. Remittance's relative importance to foreign money flows is projected to increase as foreign direct investments decrease.[73] However, global economic contraction and recession will hurt major sending countries and result in a slow return of prior remittance levels.[74] Countries like Moldova, with large reliance on remittances will likely see compounding effects on income and tax revenue just when they need it the most.[75]

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[72] United Nations. 2020. Policy Brief: COVID-19 and People on the Move.
[73] Siegel, Melissa. 2020. "COVID-19, Remittances and Repercussions." In: Ibrahim Sirkeci and Jeffrey H. Cohen (eds.), COVID-19 and Migration: Understanding the Pandemic and Human Mobility. London: Transnational Press.
[74] Ibid.
[75] Ibid.

- ***Component 1: Increase meaningful and diverse diaspora engagement***

Moldova's public authorities have a long history of engaging with emigrant and diaspora communities. A broad range of platforms and institutions have been established. However, consultations with BDR and other stakeholders reveal that in spite of these endeavors, there remains room to create stronger and more meaningful interactions. Knowledge about the actual capacities of many diaspora associations and actors is limited and the Government of Moldova sees challenges in expanding partnerships beyond known partners. In order to increase meaningful and diverse diaspora engagement, the scale and depth of the engagement matter for and foremost.

▷ **Result 1: Strengthened and Effective Diaspora Participatory Mechanisms** - Moldova's experiments with diaspora engagement bodies, include the

- Diaspora Excellence Groups: Highly qualified diaspora representatives, who share knowledge with the Government on particular thematic policy development areas.
- Diaspora Council: Convened until 2012, the council served: as a representative body with consultative function by the Prime Minister, advising the Government on relevant policy matters; dissolved in 2012, with the commitment that a new consultative body would be established, though this has not yet occurred.

- Congress of the Moldovan Diaspora: Held in Chisinau since 2004 every other year, the Diaspora Congress aims to strengthen and institutionalize the communication between the Government and the diaspora by bringing together representatives of diaspora association (and is some cases also independent diaspora members) and the Government to discuss diaspora policies, the impact of migration on economic, social, academic and political processes in the country.

- Diaspora Coordinating Council: Established in 2005 under the aegis of the Prime Minister of the Republic of Moldova, the Council included officials of the Republic of Moldova and leaders (or representatives) of public associations of the Moldovan diaspora; this body is not in place anymore, the expectation being that a new consultative body would be established.

- Academy of Science's (ASM) Council of Moldovan Scientists and Reputed Persons: Although this platform was officially created in 2008/2009 at the initiative of the President of the ASM, it became never operational.

Meaningful participation not only creates trust between the government and diaspora communities but it also provides government agencies with important information on the capacities of specific associations and communities. After a careful evaluation of existing mechanisms UNDP and IOM will support the development of engagement structures at the national and local level that include long-term partnerships, reporting back to diaspora associations, and on creating partnerships between different diaspora associations, and diaspora associations and local CSOs. In addition to the bodies listed above, important platforms for engaging with Moldovans abroad equally include the six iterations of annual Diaspora Days conceptualized and organized by the Government-owned, as well as specific Diaspora Business and Diaspora Investments Fora.

UNDP and IOM will also support BDR to explore the use of mobile-phone based and other participatory mechanisms, including based on blockchain technology.[76] The push toward remote and video-based conference tools has enabled a more barrier-free and cost-free participation. UNDP and IOM may support BDR to understand how technology-based participation can be used to include communities, groups, and persons, who were formerly less likely to participate. This may focus on women, senior executives of Moldovan descent, who might have been too busy to come to Moldova for certain consultations, or migrants in areas that don't have established diaspora associations.

▷ **Result 2: Capacity building for diaspora associations** - To increase the capacities of diaspora associations, UNDP and IOM support BDR to devise, disseminate, and implement capacity-building activities for diaspora associations. These may include remote modules, be based on specific projects and fields of intervention, include mentorship programs between diaspora leaders and involve LGAs and Hometown Associations. This may include:

- Information network trainings - social media platforms, outreach, and others

- Information sharing about local development challenges in Moldova to increase connections to communities of origin and spur investment in local development.

- Information sharing regarding PAR 1+1 and DAR 1+3 including trainings referenced in the prior sections

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[76] Blockchain and UNDP. 2018. The Future is Decentralised. White Paper, available at www.undp.org/content/undp/en/home/librarypage/corporate/the-future-is-decentralised.html.

- Organisation management, fundraising, project development and management

- Strategic communication and outreach

- Investment trainings

- Support for community building activities and networking amongst diaspora communities

- Workshops (both as a means of community building and those skills-oriented)

The European Union Global Diaspora Facility (EUDiF) Capacity Development Lab supports diaspora engagement through Europe. This lab offers examples of capacity building that could be applicable for the Moldovan diaspora community including:[77]

- Supporting legislation, by-laws or other diaspora organization policies

- Creation of training manuals and curricula

- Needs assessments and policy or legal analyses

- Trainings

- Data collection guidance and resources

- Communications support or campaigns

UNDP and IOM could provide support of a similar nature or facilitate contracts for diaspora engagement organizations with consulting services like those offered by the Capacity Development Lab.

- **Component 2: Capacity building and improved mechanisms for coordinating with the diaspora at central and local levels**
Whereas Moldovan government institutions have a deep understanding of migration issues and developed expertise in many of the related aspects, consultations with various institutions reveal additional needs to improve the institutional capacities of public authorities at the central and local levels. BDR and SDC are in the process of conducting a normative framework analysis and would need assistance in implementing the recommendations of the analysis, particularly regarding the modification of the legal framework and creation of a diaspora law which could support the effective integration of diaspora resources into national development. Capacity-building activities will also be based on the results of said analysis.

▷ **Result 1: Enhanced capacities of key national institutions,** such as BDR and the Ministry of Labour. This includes supporting a consultant that advises BDR on writing project proposals and training staff in proposal writing, accessing international project opportunities and databases, project monitoring and evaluation. In addition, training will enhance social media capacities to informing diaspora communities about new programming including remittance programming or other engagement activities

▷ **Result 2: Enhanced capacities of key local governments.** Continuing capacity building activities at the municipal level, UNDP and IOM will bring together LGA with more and less migration experiences, facilitate meaningful exchanges, and establish mentor-mentee mechanisms between municipalities with different levels of engagement experience.

▷ **Result 3: Enhanced capacities of national institutions that have traditionally been less involved in migration and diaspora governance**, such as MARDE, Ministry of Education and others.

- *Component 3: Improving access to information for diaspora and migrants*
In recent years, more and more information has become accessible to the diaspora and migrants, whether it is about opportunities for reintegration, investment or access to public services. However, the information seems to be scattered and without a credible, streamlined source that promotes it. In this context, there is a need to strengthen the information mechanisms available for diaspora and migrants, improve access to relevant information, and to use information to connect the diaspora to Moldova.

▷ **Result 1: Improved digital diaspora hub.** The BRD is in the process of developing an online platform that aims to serve as a communication and information platform in the field of Diaspora, Migration and Development, which will provide easily accessible information to diaspora members and returnees and will help strengthen the diaspora-Government and diaspora-diaspora dialogue.[78] Building on the BRD's experience with the platform www.din.md, the new platform will not replace public authorities' web pages, but will serve as a "one-stop shop" for accessing information of interest by target groups and communicating with home institutions, providing effective and fast access to content. The new digital platform will facilitate information sharing with the diaspora and potential returning migrants,

[77] European Union Global Diaspora Facility. Capacity Development Lab. Accessed at: https://diasporafordevelopment.eu/capacity-development/#:~:text=Capacity%20Development%20Lab%20%E2%80%93%20EUDiF&text=The%20Capacity%20Development%20Lab%20(CDL,to%20enhance%20collabouration%20for%20development

[78] Bureau for Diaspora Relations. 2020. Activity Plan for 2020, activity no. 2.1.7. Creating a digital communication and information platform with diaspora, available at https://brd.gov.md/sites/default/files/document/attachments/plan_de_actiuni_brd_2020.pdf.

and provide access to e-learning programs and opportunities to engage with their home communities. The platform should also provide information on legal aspects for labour migrants and diaspora in various countries of destination, marketing for cultural events within and outside of Moldova, investment opportunities, and employment opportunities and services that could be accessed by returning migrants.

UNDP and IOM will support the further development of this dedicated platform by advising BDR on best practices used to communicate with migrants and diasporas globally, collating relevant information gathered under Pillar 1 and contributing to the development of capacity building, skills training and professional development modules which could be accessed by migrants and diaspora communities. This includes support for a PR/media specialist to assist BRD for the first year on how to present, design and organize information on the platform.

The involvement of different stakeholders (e.g. donors, state agencies and diaspora) is critical to ensuring that relevant, up-to-date information and opportunities are available on the platform and spreading awareness of the platform to migrant and diaspora communities.

▷ **Result 2: Meaningful information campaigns inform migrants and returnees.** Support the Government of Moldova to establish meaningful information campaigns on government programs, migrants' rights, opportunities and the most important legislative amendments which affect migrants (e.g. pension reform, social security agreements, First House program). These activities also improve the access to information provided by the Public Service Agency, namely the establishment of a dedicated module targeting the needs of migrants within the One-Stop Shop policy (Ghișeul unic) that is already available in different areas. A new module may be dedicated to specific needs of diaspora and migrants (e.g. civil status documents). And such campaigns may share stories of successful (re) integration of the citizens returned from abroad. These activities are done in collaboration with authorities in countries of destinations, diaspora associations, consular offices, CSO, and other stakeholders. They may use the digital diaspora hub (see above) but also other means. UNDP and IOM may equally support the Government to collaborate with Facebook and other relevant social media platforms to use geolocated social media activity to prompt ads for Moldo-

vans abroad with information about specific financial services or investment opportunities to users arriving in the country.

- **Component 4: Channeling diaspora's contribution into local development projects**
  ▷ **Result 1: Adapted and expanded DAR 1+3 program.** The DAR1+3 program is a social remittances program that channels diaspora and local donations into public works projects in Moldova and matches donations with a 3:1 ratio (3 lei from the international donors/government/local authorities for each 1 lei of funds donated by the diaspora). It is a new flagship program of the Republic of Moldova. In fact, collective remittances are a key potential tool for local development in Moldova. Such programs have the potential to support public services for migrants alongside non-migrants who remain in communities of origin.[79] Migrants who use collective remittances to support local development in their countries of origin represent key non-state actors for the provision of goods and services.[80] Furthermore, "transnational coproduction, since it is enabled by complementary resources of each public and private agent, allows local officials with development and electoral aspirations to overcome budget constraints and provide collective goods in conjunction with interested, capital-holding investors, who happen to be migrants."[81] This can be especially important in contexts where local governments have varying degrees of resource capacity.

There has yet to be a comprehensive assessment of the DAR 1+3 program in Moldova. Based on the overall enhanced diaspora outreach, UNDP and IOM will support the Government of Moldova to upscale and adjust the DAR 1+3 programme by promoting the programme among migrants, safeguard and document the development impacts, and possibly conceive of a specific programme component on climate change and the environment, as will be discussed in Pillar 5.

A greater understanding of the impacts of current programs as well as the addition of key institutional mechanisms will be important to ensuring their full benefit. This is particularly important around the areas of equitable application of the program's benefits and the efficient use of resources.

A review of Mexico's 3x1 remittance program found that such programs tend to asymmetrically benefit wealthier municipalities whose

[79] Duquette-Rury, Lauren. 2015. "Collective Remittances and Transnational Coproduction: The 3x1 Program for Migrants and Household Access to Public Goods in Mexico." UCLA: International Institute. Accessed February 28, 2021 at https://escholarship.org/uc/item/9pj9489x.
[80] Ibid.
[81] Ibid.

residents have the financial means to migrate that those in poorer areas do not.[82] 3x1 programs benefit communities in which migration levels are high and thus if localities with strong emigration patterns are not correlated to poverty, then a collective remittance program such as 3x1 is not likely to reduce poverty or support those most vulnerable.[83] The DAR 1+3 and PAR 1+1 programs need to be understood as to who is most benefitting and if it is working in favor of addressing socioeconomic inequalities.

Learnings from a review of the Mexican 3x1 program offer two key policy recommendations that could have applicability in an assessment of the 3x1 program in Moldova. First, the government could limit the DAR 1+3 program to localities that sit below a certain poverty threshold.[84] In fact, in Moldova, medium to large size communities are more prone to apply for the DAR 1+3, as they have the capacity to meet the requirements, including have a significant migrants/diaspora base that can contribute financially and otherwise to those projects. In order for the DAR 1+3 program to target the poorest communities, the configuration of the program would have to be revised, not only the size of the governmental subsidy/contribution. Based on discussions with the government and key stakeholders, UNDP and IOM can assist the Government to consider changes to the current program, establishing a subprogram, or creating a new program altogether.

This could ensure that matching resources coming from the government are targeting the most vulnerable and least resourced communities and closing regional inequality gaps within the country. Alternatively, localities with medium or low levels of poverty could receive smaller subsidies from the government than those with higher-poverty levels.[85] To build upon this variation, matching rates could be tiered based upon need in order to ensure equitable and effective use of resources.

Research on social remittance programs shows that there is a substitution effect between the use of family remittances for public goods and the presence of transnational coproduction through collective remittance programs.[86] Households are not likely to duplicate their spending of remittances in areas that are supported by collective remittances.[87] When a collective remittance program is present, remittance spending on hometown improvement decreases, whereas in its absence, it increases.[88] This implies that depending on participation in the DAR 1+3 program at a given locale, in comparison to the rate of private remittances spent on public goods, DAR 1+3 could cannibalize informal private remittance spending activities on public goods. This would represent an inefficiency that needs to be addressed through administration efforts, should it occur.

Within such programs municipalities act as a key broker who have the skills to implement programs that would be approved by their national counterparts.[89] Therefore, this is the most appropriate place for capacity building to be targeted. Moving forward, it is important capacity building for municipal governments in relation to collective remittance facilitation and use be an ongoing component of the DAR 1+3 program.

- *Component 5: Out of country voting*
Out-of-country voting "increases political participation, promotes good governance and contributes to legitimacy and accountability of government."[90] With a large share of its citizens residing abroad, Moldova is facing inherent obstacles to a more inclusive out-of-country voting.

Electoral support and capacity development are part of UN's democratic governance assistance worldwide, through which UNDP helps nations build democratic frameworks to improve representation, accountability, and transparency for the benefit of citizens. Over the past 25 years, the IOM has supported the inclusion of migrant communities into democratic electoral processes in their countries or territories of origin in many countries.[91]

From 2008-2013, IOM and UNDP supported the Republic of Moldova to improve voter turnout abroad, highlighting three areas of intervention:

[82] Aparicio, Francisco Javier and Covadonga Meseguer. 2012. "Collective Remittances and the State: The 3x1 Program in Mexican Municipalities." World Development 40 (1): 206–222.

[83] Ibid.

[84] Ibid.

[85] Ibid.

[86] Duquette-Rury, Lauren. (2015). "Collective Remittances and Transnational Coproduction: The 3x1 Program for Migrants and Household Access to Public Goods in Mexico." UCLA: International Institute. Accessed February 28, 2021 at https://escholarship.org/uc/item/9pj9489x.

[87] Ibid.

[85] Ibid.

[88] Aparicio, Francisco Javier and Covadonga Meseguer. 2012. "Collective Remittances and the State: The 3x1 Program in Mexican Municipalities." World Development 40 (1): 206–222.

[89] IOM. 2007. "Capacity Building poor the Moldovan Ministry of Foreign Affairs to Strengthen the Ties between Moldovan Migrants and Their Homeland". Bidding Form Section A: Project Concept.

[90] IOM. 2007. "Capacity Building for the Moldovan Ministry of Foreign Affairs to Strengthen the Ties between Moldovan Migrants and Their Homeland". Bidding Form Section A: Project Concept.

[91] See, www.iom.int/jahia/webdav/shared/shared/mainsite/activities/mepmm/op_support/esu_ocv_080107.pdf

- Improving transparency by developing information networks and exchanges alongside voter education initiatives;

- Building institutional capacities through direct technical assistance and development of sustainable training programs for Moldovan institutions abroad;

- Improved voting accessibility and ease via the implementation of mail-in voting, en route to the development of a centralized online registration and voting system.

UNDP Moldova has a long-standing partnership with the Central Electoral Commission (CEC) and the Center for Continuous Electoral Training (CCET) aiming at advancing the democratic electoral processes in Moldova by consolidating the transparency and efficiency of elections' management, modernization of electoral IT solutions and enhancing the inclusiveness and participation of voters.[92] This partnership, which spans over 10 years (starting with 2010), resulted in the establishment of strong professional institutions, development of a modern State Automated Information System "Elections" (SAISE) and the implementation of effective long-term civic and voter education instruments. With the continuous UNDP assistance, the CEC demonstrated a high capacity of carrying out transparent, safe and "well-administered" elections (as attested by OSCE/ODIHR Observation Missions) throughout challenging electoral cycles, including the 2020 Presidential Elections, organized in the context of the COVID-19 pandemic.

Building on the successful changes that led to a record participation in the 2020 Presidential Elections of more than 262,000 Moldovan citizens residing abroad, or 15% of the total number of voters,[93] UNDP and IOM will support the Moldovan authorities, including the CEC, Ministry of Foreign Affairs and European Integration and the State Chancellery (Diaspora Relations Bureau) through technical assistance, expertise, and coordination to further improve services and processes with regard to out-of-country voting.

▷ **Result 1: Enhance the informational support on elections available to the Moldovan citizens abroad,** which will presume (but is not limited to):

■ Conducting voter information and civic education programs tailored to the specific needs of the Moldovan diaspora;

■ Developing accessible and innovative informational tools that facilitate and enable the participation of the Moldovan diaspora in the national democratic processes;

■ Supporting the strategic communication and outreach of the CEC, MFAEI and BRD in the field of democratic participation of citizens abroad.

▷ **Result 2: Increase the transparency and inclusiveness of the electoral processes** through comprehensive and fact-based decision-making, enhanced institutional capacities for interacting with the Moldovan citizens abroad and higher engagement of the diaspora throughout the electoral cycle (e.g. preliminary registration).

▷ **Result 3: Establish a regulatory framework for alternative voting options** based on adapted international best practices and extensive consensus of governmental, political and civil society stakeholders.

▷ **Result 4: Develop and pilot a practical and secure mechanism for alternative / remote voting** that will facilitate and increase diaspora's participation in democratic elections.

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[92] UNDP Moldova. 2020. "Project Document - Enhancing Democracy in Moldova through inclusive and transparent elections (phase II)", available at: https://www.md.undp.org/content/moldova/en/home/projects/enhancing-democracy-in-moldova-through-inclusive-and-transparent-2.html

[93] UN Country Team Moldova, Common Country Assessment 2020, p.10.

Pillar 3

Opportunities for diaspora SME development and financial investment in MD economy

Diaspora and migrants are known to bring economic development benefits to their countries or communities of origin, not only through remittances channels, but also through investment, trade, tourism and philanthropy. This is also a characteristic of the Republic of Moldova, especially as the diaspora has accumulated savings and investment resources that are ready to be channeled into Moldova's real economy. However, although there are certain initiatives, such as PARE 1+1, which aim to attract diaspora resources for business development, most of the transferred financial resources from Moldova's diaspora and migrants appear in the form of remittances, and only a small part could be qualified as investments.[94] This situation is due to several factors, such as low trust in government institutions, inadequate financial skills, rudimentary financial instruments or lack of proper incentives. This is connected to activities under Pillars 3 and 4 of the UN Moldova's SERRP.

- *Component 1: Channeling remittances and diaspora investment into economic and social development*
  Given the domestic reliance on remittances and support from the diaspora abroad, it is important to proactively adapt remittance programs and diaspora engagement to align with current and

[94] The main migration characteristics influencing the long-term development of the Republic of Moldova, national Strategy "Diaspora-2025", https://brd.gov.md/sites/default/files/sn_diaspora_2025_web.pdf

projected trends. The pandemic and the shift to remote platforms of interaction, including an increase in mobile applications for financial services, provide important windows of opportunities to include in the recovery and ongoing development strategies for Moldova. Some activities in the area need to be coordinated with the efforts already made by the regulatory authorities in the field - National Bank of Moldova and National Commission for Financial Market). Based on the assessment of diaspora willingness and ability to invest in Moldova, potential investment areas, and the first round of rigorous impact analysis of existing programs under the knowledge generation component of Pillar 1, this component will include the following results:

▷ **Result 1: Innovative financial instruments target remittances, savings and diaspora investments.** A new approach is needed to stimulate the involvement of financial resources from the diaspora and migrants in the real economy of Moldova. This can be done by developing and promoting investment instruments such as municipal bonds, crowdlending platforms, voluntary pension funds, and government bonds, while simultaneously increasing financial knowledge and skills. The Government of Moldova would need assistance to create economic policies that support the creation and regulation of financial instruments targeting the diaspora and migrants. Support can also be provided for the development of a crowdlending platform to serve MSMEs,[95] entrepreneurs and migrants as well as a package of subsidies for migrants and their families' investments.[96] An outreach strategy should be developed and implemented to raise awareness of opportunities and to incentivize the diaspora to invest.

▷ **Result 2: Develop and incentivize mobile money and mobile banking services to facilitate the transfer of remittances.** Mobile money and mobile banking could facilitate transfers of remittances from migrants to their families in Moldova, thus providing greater control and convenient access to money sent from relatives abroad, and increasing resilience to negative shocks.[97] This could also encourage increased access, adoption and usage of financial services in rural communities of Moldova and financial empowerment for women, thus promoting additional economic benefits, nationally. Mobile banking partnerships could enable easier financial access to Moldovans in periods of hardships, such as those experienced as a result of the COVID-19 pandemic.[98] Considerations for the development of such programs include the regulatory framework of the banking sector to facilitate digital remittance channels, Moldovan citizens' and migrants' access to mobile phones with the capacity to set up mobile banking, access to formal bank accounts, and the ease of technology adaptation. Additional considerations should be made regarding the reduced income for intermediaries. UNDP and IOM could use an Innovation Lab Model to research and test the viability of using digital platforms for the transfer of remittances, and to support the design of low-cost, secure human-centered payment products and opportunities to drive use of the platforms.[99] The feasibility of using blockchain technologies for remittances and support needed for the government and private sector to be able to incentivize mobile-phone based mechanisms that use blockchain for remittances should also be assessed.[100] The activities may also aim at strengthening the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for migrants.

There is an opportunity for telecommunication companies to partner with financial institutions in Moldova for the development of mobile money and mobile banking services to facilitate the transfer of remittances. Economic policies that support migrants and remittance service providers will enable these partnerships and help to scale up availability and access to digital remittance channels.[101] Furthermore, guidance should be offered to service providers to help them understand the needs of their customers, reduce remittance

[95] The Ministry of Economy and Infrastructure is in the process of drafting the law on Crowdfunding in order to address one of the main barriers of MSMEs - access to finance (Law no. 179 of 21 July 2016 on small and medium-sized enterprises), see www.legis.md/cautare/getResults?doc_id=120932&lang=ro#. UNDP and IOM will also analyze the experience of recent private sector initiatives to understand to what extent they could capture remittances.

[96] Certain subsidy schemes are already in place for various vulnerable groups, including migrants, e.g. for agriculture for SMEs. This workstream may require more attention in the future to ensure a real impact on migrants and their involvement in the real economy, see www.legis.md/cautare/getResults?doc_id=123857&lang=ro#.

[97] Pacific Financial Inclusion Programme. 2018. "NBS and Digicel Partner to Offer Remittance Linked Savings Product in Samoa". www.pfip.org/newsroom/programme-update/2018-2/nbs-digicel-partner-offer-remittance-linked-savings-product-samoa/. Seth Garz. 2020. "The Impact of Mobile Money on Poverty." Bill and Melinda Gates Foundation. https://docs.gatesfoundation.org/Documents/ImpactofMobileMoneyonPoverty_ResearchBrief.pdf.

[98] Pacific Financial Inclusion Programme. 2020. "Vodafone partners with UN's Pacific Financial Inclusion Programme to offer fee-free remittances to help Fijians". Available at www.pfip.org/latest-updates/vodafone-partners-with-uns-pacific-financial-inclusion-programme-to-offer-fee-free-remittances-to-help-fijians/.

[99] Pacific Financial Inclusion Programme. 2018. "NBS and Digicel Partner to Offer Remittance Linked Savings Product in Samoa". Available at www.pfip.org/newsroom/programme-update/2018-2/nbs-digicel-partner-offer-remittance-linked-savings-product-samoa/.

[100] Blockchain and UNDP. 2018. The Future is Decentralised. White Paper, available at www.undp.org/content/undp/en/home/librarypage/corporate/the-future-is-decentralised.html.

[101] Siegel, Melissa. 2020. "COVID-19, Remittances and Repercussions." In: Ibrahim Sirkeci and Jeffrey H. Cohen (eds.), COVID-19 and Migration: Understanding the Pandemic and Human Mobility. London: Transnational Press.

transaction costs, create free cash pick-up and delivery services, invest in financial education for staff and customers, and support interoperable open systems.[102] These efforts respond directly to projected global impacts on remittances due to the COVID-19 pandemic.

Support the Government to collaborate with Facebook or other relevant social media platforms to use geolocated social media activity to prompt ads for Moldovans abroad with information about specific financial services or investment opportunities to users arriving in the country.

▷ **Result 3: Increase financial literacy of migrants, returnees, and their families.** In recent years the number of financial literacy activities in Moldova has increased, some within well-defined campaigns, others in a narrower setting focused on certain topics or financial products. Until the banking crisis of 2014-2015, financial literacy practically was not seen as a priority of the financial system' actors, including regulatory authorities. Only in recent years, with an increased level of interaction of the population with the financial system and financial products, the National Bank of Moldova (NBM) and the National Commission for Financial Market (NCFM) tend to focus more and more on financial literacy. Moreover, starting with 2018, Moldovan authorities benefit from the OECD technical assistance in order to develop a National Financial Literacy Strategy.[103] Hence, the "*financial literacy*" term used in public speaking by regulatory authorities tend to transpose the OECD definition and concept.[104] So far, the responsibility for promoting financial literacy is not directly attributed to a certain state institution. State authorities such as the NBM, the NCFM, the Agency for Consumer Protection and Market Surveillance or the Ministry of Education, Culture and Research (MECR) perform some actions in the area according to their specific attributions conferred by the legal framework. Even so, the NBM owns the initiative, both in terms of dialogue between state authorities and activities performed in the field (especially once it has launched a national financial literacy campaign focused on young people[105]).

Financial literacy activities so far do not have a specific target group, being rather intended for young people in order to prepare them for interaction with the financial system and financial products. Thus, the specific and concrete needs and interests of migrants and their family members are not covered, while the financial literacy and access to financial services remains low, not reaching the optimal potential.

Addressing financial needs of migrants can lead to solving the core problem of sub-optimal use of remittances and diaspora savings for productive investments in Moldova. Thus IOM and UNDP can join the efforts toward a financial literacy program dedicated to a specific group – *diaspora, migrants and remittances beneficiaries*. In this sense, the realization of some activities in the area needs to be coordinated with the effort already made by the regulatory authorities in the field.

Implementing digital mobile banking infrastructure should be supported by digital financial literacy training for migrants and receiving families in Moldova, and awareness raising campaigns to increase the reach of such technologies.[106] Training programs could include learning modules on the benefits of transitioning from cash to digital methods for transferring money home, how to sign up and use mobile money, how to sign up for a bank account, and how to make mobile deposits, payments, withdrawals, cash exchanges and transfers using the mobile phone.[107]

The United Nations Capital Development Fund (UNCDF) is undertaking research that will support development of a migrant-centric financial education and digital literacy toolkit for migrants and their families.[108] Developed modules are being designed such that they can be readily adapted and customized by remittance services providers. UNDP and IOM could partner with UNCDF to provide training support on the adoption and usage of the completed Toolkit to remittance services providers in Moldova as well as to migrants, returnees and their families.

▷ **Result 4: Adapted and expanded PARE 1+1 program.** Moldova currently operates two key programs that aim to support diaspora invest-

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[102] Siegel, Melissa. 2020. "COVID-19, Remittances and Repercussions." In: Ibrahim Sirkeci and Jeffrey H. Cohen (eds.), COVID-19 and Migration: Understanding the Pandemic and Human Mobility. London: Transnational Press.; see also World Bank - KNOMAD (20201). Call to Action: Remittances in Crisis: How to Keep them Flowing. Available at www.knomad.org/covid-19-remittances-call-to-action/documents/call_to_action_switzerland-uk_covid-19_and_remittances_may_2020.pdf

[103] OECD, Financial Education in South East Europe, available at www.oecd.org/financial/education/south-east-europe-financial-education.htm.

[104] A combination of awareness, knowledge, skill, attitude and behaviour necessary to make sound financial decisions and ultimately achieve individual financial wellbeing, OECD/INFE toolkit to measure financial literacy and inclusion, https://www.oecd.org/daf/fin/financial-education/TrustFund2013_OECD_INFE_toolkit_to_measure_fin_lit_and_fin_incl.pdf

[105] National financial literacy Campaign "Dă sens banilor" Campaign (Give sense to money), available at www.bnm.md/ro/content/educatie-financiara.

[106] Robin Gravesteijn, UNCDF. 2021. "Data and Research, Migration and Remittances."

[107] Seth Garz. 2020. "The Impact of Mobile Money on Poverty." Bill and Melinda Gates Foundation. https://docs.gatesfoundation.org/Documents/ImpactofMobileMoneyonPoverty_ResearchBrief.pdf.

[108] UNCDF. 2021. "Request for Applications - Demand Side Research on Migrant Remittances." www.uncdf.org/article/6435/rfa-demand-side-research-on-migrant-remittances.

ment in Moldova: PARE 1+1 and DAR 1+3. Both are flagship programmes of the Government that have served as best practices in other regions. However, consultations with the Government of Moldova reveal that the government is interested in further expanding and adjusting these programs. Based on the impact evaluations envisioned in Pillar 1 and considering recommendations on similar programmes by migration scholarship, UNDP and IOM will support the Government of Moldova to further improve on the reach, impacts, and effectiveness of these programs.

Program for Attracting Remittances in the Economy "PARE 1+1" is intended for migrant workers or their first-degree relatives, who want to invest the money obtained abroad within Moldova for starting or expanding a business. The purpose of PARE1+1 is to mobilize the human and financial resources of migrant workers for the sustainable development of the Republic of Moldova. PARE 1 + 1 tends to facilitate access to finance for migrants and reintegrate them into society, while contributing to the stimulation of remittances through official channels, the takeover and implementation of good practices in migrant host states, thus creating a lever for the introduction of innovations. and new technologies in Moldova.[109] Under the "PARE 1 + 1" Program, entrepreneurs have the opportunity to benefit from a grant in the amount of up to 250 thousand lei, based on the rule "1 + 1", which provides that each leu invested in remittances will be supplemented by one leu within the Program. In addition to financing, the program also offers entrepreneurial training and support. The program has yielded positive results by successfully channeling more than a 1 billion lei investments in the economy through almost 1,700 funded projects and connecting 633 migrants to return home.[110]

Discussions with PARE 1+1 beneficiaries reveal a range of challenges[111] that can be addressed with the support from UNDP and IOM.

1. **Include skills matching elements to the program.** Four out of five of PARE 1+1 beneficiaries state that labour shortages and low skills are the main obstacle they face.[112] To address this challenge, the Government of Moldova may offer support and collaborations with business associations and chambers of commerce to help match skills shortages.

2. **Adjust entrepreneurship training.** Beneficiaries claim a lack of entrepreneurial culture; and lack of knowledge about possibilities for accessing external markets, as well as insufficient training of entrepreneurs in the field of efficient business development and management, labour law or customs and export and import procedures or generally on changes of the legal framework. In addition, some entrepreneurs have encountered bureaucratic problems, such as granting authorizations, licenses, etc. and specific components of the training sessions may focus on these.[113]

3. **Conceptualize remote training opportunities.** In light of the increased availability and use of remote learning opportunities, UNDP and IOM will support ODIMM to conceptualize meaningful and engaging online and other remote training plans that include both synchronous and asynchronous elements.[114]

4. **Increase the geographic scope of the beneficiaries.** Most of the training applicants under the "PARE 1 + 1" program are from rural areas. However, the majority of those who receive funding are from Chisinau and the central area of the Republic (55-60%).[115] This shows that most enterprises managed by beneficiaries are located near the capital, where infrastructure is more developed and access to financial and advisory resources are more accessible. In addition, with increased capacities of remote interaction, the programme could also target migrants, who are still abroad. Overall, the programme's outreach and promotion among the diaspora could be further scaled up to reach more beneficiaries. UNDP and IOM will support ODIMM to expand the program to underserved areas of the country and consider effective outreach and promotion strategies.

5. **Increase share of women-led firms.** In 2018, only a quarter of all enterprises that received funding (26%) were created or managed by women,[116] showing a need for a gender-responsive approach to providing information, partnerships, and training.

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[109] PARE 1+1 Program, for more information, see www.odimm.md/ro/pare.
[110] Ibid.
[111] ODIMM. 2019. Annual Report 2019, available at: http://odimm.md/files/ro/pdf/rapoarte/RAPORT%20ODIMM%202019.pdf
[112] Ibid.
[113] Ibid.
[114] Synchronous learning is in-person, online or distance education that happens in real time, often with a set class schedule and required login times. Asynchronous learning does not require real-time interaction; instead, content is available online for participants to access when it best suits their schedules, and assignments are completed to deadlines.
[115] ODIMM. 2018. Annual report on the implementation of the Program for Attracting Remittances in the Economy "PARE 1 + 1" for the years 2010-2021 (in Romanian), www.odimm.md/files/rapoarte/Raport%20anual%20PARE%202018.pdf.
[116] Ibid. On the other hand, 41% were created or managed by young people.

6. Develop a module for more mature companies. In its current form, PARE 1+1, is an important programme to support micro-businesses, mainly in agriculture. However, it appears that it has limited effects on innovation and competitiveness. Innovative ideas and businesses with high growth potential are less represented in the program because of the relatively low ceiling of the amount co-financed by the state (250 thousand MDL) and because training modules within the program provide only basic knowledge that, though valuable for micro business are of limited value to more mature firms. Based on these considerations, UNDP and IOM will support the Government of Moldova to establish a new component within the PARE 1+1 for innovative ideas and businesses with growth potential, which will involve two essential elements of differentiation:

- The ceiling of the amount co-financed by the state is substantially increased (at least doubled to 500 thousand MDL)

- The training modules will include topics with increased added value and an advanced level of entrepreneurial knowledge.

7. Establish a mentoring component (from 3 to 12 months) at the post-financing stage. As the results of the monitoring of financed businesses show, in addition to problems related to the general environment, such as labour shortages, frequent changes in legislation or bureaucracy, companies frequently invoke obstacles related to lack of business knowledge. The presence of the mentoring phase, both for businesses funded under the existing mechanism and for those in the program component proposed above, could lead to a lower failure rate and improved performance among companies. Such mentorship programs could also include diaspora companies that do not yet participate in the PARE 1+1 program.

8. Connect to specific incentives with regard to sustainable/climate-resilient agriculture or energy. In 2018, more than half of PARE 1+1 participants were Peasant Farms (54%) and two thirds of funds supported agricultural activities (67%).[117] Such activities could be key for climate-change resilient agriculture. As discussed more in detail in Pillar 5, UNDP and IOM may work with the Government of Moldova and other stakeholders to develop specific incentives and programs to link business development with energy or climate mitigation or adaptation objectives and connect them to ongoing national programmes on agriculture and energy.

▷ **Result 4: Diaspora tourism and trade are enhanced.** UNDP and IOM will provide technical support to further engaging diaspora actors as a vector for promotion of trade, tourism and foreign investment to Moldova. Building on the past experiences with iterations of the Diaspora Business Forum in Moldova and Diaspora Investments Forums, UNDP and IOM support the GoM to create platforms with greater outreach, meaningful interactions and follow-up activities, including business-to-business networks (B2B).

To promote trade, UNDP and IOM support the GoM to organize events, fairs, and forums for promoting Moldova's investment, trade and business potential in collabouration with diaspora associations. The events will bring together Moldovan public agencies, private business, diaspora-owned businesses, Moldovan producers, foreign businesses possibly interested to engage Moldovan counterparts etc. Also, creating and capacitating a one-stop shop unit within the Investment Agency of Moldova – to deal with diaspora outreach and contact, possibly operating a specialized platform for matching interest from diaspora and the Moldovan businesses.

UNDP and IOM will equally provide support to the Moldovan Investment Agency to establish programs that tap into Moldovans abroad to engage in tourism in Moldova, building on experiences with Moldova's "Tourist Passport" project that was launched in 2018 within the "Longing for Moldova" program.[118]

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117 Ibid.
118 See https://cancelaria.gov.md/ro/content/pasaportul-turistului-cartea-de-vizita-moldovenilor-din-diaspora-care-revin-acasa and www.turism.gov.md/index.php?pag=noutati&opa=view&id=993&start=30&l=.

Pillar 4

Labour Mobility and Skills Development Governance and Promoting Return and Reintegration of Migrants

SUB-PILLAR 4.1

Labour Mobility and Skills Development

UNDP and IOM can play key roles in facilitating safe and effective labour mobility pathways and multilateral governance. COVID-19 has demonstrated the particular vulnerabilities faced by migrants, only exacerbated by job insecurity, irregular migration status, and varied support from countries of destination. Migrant domestic workers, in particular, are significantly vulnerable to the health, social and economic impacts of the pandemic.[119] To compound upon these vulnerabilities, there has also been an increase in xenophobia, anti-immigration sentiment, and stigma faced by migrants in general.[120] In the face of COVID, migrants are the least likely population to receive domestic policy responses.[121] However, these challenges are not uniquely new phenomena for migrant populations. COVID-19 has only magnified existing challenges.

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[119] Rao, Smriti et al. 2020. "Human Mobility, COVID-19 and Policy Responses: The Rights and Claims-Making of Migrant Domestic Workers" In: Ibrahim Sirkeci and Jeffrey H. Cohen (eds.), COVID-19 and Migration: Understanding the Pandemic and Human Mobility. London: Transnational Press.

[120] Sirkeci, Ibrahim and Cohen, Jeffrey H. 2020. "Introduction" In: Ibrahim Sirkeci and Jeffrey H. Cohen (eds.), COVID-19 and Migration: Understanding the Pandemic and Human Mobility. London: Transnational Press.; Zard, Monette and San Lau, Ling. 2020. "The Future of Mobility in a Post Pandemic World: Forced Migration and Health" In: Ibrahim Sirkeci and Jeffrey H. Cohen (eds.), COVID-19 and Migration: Understanding the Pandemic and Human Mobility. London: Transnational Press.

[121] Rao, Smriti et al. 2020. "Human Mobility, COVID-19 and Policy Responses: The Rights and Claims-Making of Migrant Domestic Workers" In: Ibrahim Sirkeci and Jeffrey H. Cohen (eds.), COVID-19 and Migration: Understanding the Pandemic and Human Mobility. London: Transnational Press.

COVID-19 could be a critical juncture that enables new efforts in multilateral migration governance. However, new solutions need to be integrated to address negative trends and capitalize on those positive. Focusing on labour mobility and governance is an opportunity to address the many vulnerabilities that migrants face due to irregular status or limited rights in countries of destination. At the same time, support will have impacts on local economic development and well-being back in Moldova itself. There is an opportunity for UNDP and IOM to improve governance structures, between Moldova and countries of destination, for safe migration that facilitates improved opportunities for Moldovan migrants and Moldova itself.

- ### *Component 1: Provide capacity building on labour migration*
  UNDP and IOM provide capacity-building to BDR, Ministry of Labour, Ministry of Foreign Affairs and other key authorities, including on:

  - Programming and policies on migration intermediaries (recruitment agencies); temporary migration; human rights & labour issues, programs on immigration & asylum (see component 5 below).

  - Bilateral labour migration agreements: Capacity building for Moldovan negotiators and on expanding legal employment opportunities for Moldovans abroad through developing and implementing circular migration schemes and temporary work programmes.

  - Capacity building Moldovan embassies and consulates;

  - Act as a convener of non-government, civil society, and government agencies working towards common aims around migrant advocacy and rights

  - As the Government of Moldova plans to appoint a designated migrant labour attaché at Consular Offices in major countries of destination to advise Moldovan migrants on issues of labour migration and legal frameworks within the countries of destination to Moldovan migrants, UNDP and IOM will provide technical assistance, financial support and information to support capacity building on immigration and labour, consular advice on legal frameworks of countries of destination to Moldovan migrants and how to give timely support to diaspora and migrant populations.

- ### *Component 2: Advocate for better migrant protections*
  The aftermath of the pandemic is likely to further increase vulnerabilities for migrants and displaced populations. The focus of the global response on those on the move and a push to include all migrants into health systems because exclusion is costly in the long run whereas inclusion pays off for everyone and because no-one is safe until everyone is safe,[122] provides an opportunity for countries of origin, such as Moldova to advocate for better protections for migrants' rights. UNDP and IOM can support the Government of Moldova to hold consultations with key countries of destination, strengthen the negotiation skills and facts of Moldovan representatives, and advocate, among others, for:

  - Healthcare and Social Safety Net Policy: Most of temporary migrants – more than 300 000 have no medical insurance coverage – abroad and upon return in Moldova – large group, disadvantaged compared with general population – mostly covered by the compulsory public medical insurance system. Thus, countries of destination should ensure migrants have access to health services and social safety nets while remaining lenient when it comes to visas and residency. At the same time, Moldova should also consider expanding meaningful healthcare and social safety net in Moldova (for migrants and their families).[123]

  - Employment policy: Expand social protections to include all migrants regardless of immigration or employment status. And require employers to formalize wages and employment and provide verifiable wages and payments.[124]

- ### *Component 3: Support the Government to develop a program that uses telework as an alternative to migration*
  In the light of Covid-19 and the new significant trend on digitalization and working from distance, developing opportunities for remote work (through digital connections), allowing Moldovan migrants to physically return and work remotely for foreign employers.

  Since the beginning of the pandemic in early 2020, traditional work environments first shifted to work-from-home strategies and subsequently to "work-from-anywhere." There was an urgent need to move foreign national employees to their home country to avoid COVID-19 travel bans on both sides of travel, and to allow them to main-

[122] United Nations. 2020. Policy Brief: COVID-19 and People on the Move.
[123] This is also a recommendation of the Migration Governance Indicators report for Moldova, IOM and Economist Intelligence Unit. 2020. Migration Governance Snapshot: The Republic of Moldova. For a comparative view on social welfare for diaspora populations, see Jean-Michel Lafleur and Daniela Vintila (eds). 2020. Migration and Social Protection in Europe and beyond. Springer Open Access, IMISCOE Research Series.
[124] Rao, Smriti et al. 2020. "Human Mobility, COVID-19 and Policy Responses: The Rights and Claims-Making of Migrant Domestic Workers." In: Ibrahim Sirkeci and Jeffrey H. Cohen (eds.), COVID-19 and Migration: Understanding the Pandemic and Human Mobility. London: Transnational Press.

tain their work from any country in which they ended up since in many cases, they could not (due to exit or entry bans) or did not want to (due to high COVID-19 rates) return to their home country.[125] During the second quarter of 2020, employers moved almost every conceivable employee for whom it was possible to remote work. In April 2020, two out of every five employees were able to work remotely across the 37 OECD countries.[126]

The full impact of COVID-19 on labour markets remains to be determined. However, it is likely that rates of telework will remain significantly higher than they were prior to the onset of the pandemic.[127] While many Moldovan migrants do not hold jobs that can be easily done remotely, it needs consideration if this will change in the near future. Through a targeted policy, UNDP and IOM can support the Government to Moldova to convert this context into an opportunity and create the chance for more Moldovans to return to Moldova or remain in Moldova by teleworking, but also contribute to Moldova's labour market with skills and participation from abroad (virtual return). The synergy between teleworking and skills mobility partnership (see below) may increase the benefits for the country of origin like also for the destination country (of the employer) in the same measure. Specifically, UNDP and IOM will provide targeted technical assistance, including through comparative examples on the modalities and impacts of existing telework arrangements in other parts of the world.

A survey about Moldovan migrants revealed that respondents returned from abroad mentioned that the main reason to return home was the emotional factor of missing home.[128] Homesickness was followed by the completion of a contract/expiration of a work permit. Furthermore, one out of five returned because of the insistence of family, but also due to the respondents or a family members' health. These figures confirm there is a potential of returning home of Moldovans in the situation they would have the opportunity for a decent pay (80% of Moldovans are leaving the country because of the economic conditions).

At first stage, the government may support teleworking by:[129]

- **Introducing new teleworking regulations, as appropriate, which may include improved protection standards for all workers working remotely;** references to flexibility in work schedules; the ability to disconnect from work at times specified for rest and personal life; the proper use of ICT tools; hygiene and safety measures; and collective rights. At the same time, in terms of regulations; Moldova could follow the examples of other countries which already are implementing new conventions on teleworking[130].

- **Reimbursing (fully or partially) the costs of electricity, communication,** heating and/or air conditioning, and other telework-specific costs for workers working from home.

- **Offering teleworkers additional flexibility around working hours and control of their work** schedules (e.g., the teleworker's working day may start earlier or finish later based on individual needs, such as care responsibilities and home-schooling obligations).

- **Introducing tax measures for workers who are teleworking from countries other than the country in which their employer's premises are located**, in order to prevent them from having to pay double income tax.

Fiscal challenges are of particular importance. Personal and employment taxes always need to be considered where a person is working in a different country or territory from where they are employed.[131] These same tax issues arise at this time, especially with large numbers of employees moving quickly without time to prepare. These exposures need to be reviewed together with the local emergency measures that countries and territories are adopting to address the financial fall-out.

Besides the above-mentioned issues, Moldova could make an analysis of the existent skills which could be capitalized on and the sectors where they suit. After that, the Government could try to seek to find interested countries in a skills mobility partnership based on teleworking.

[125] Is the Immigration World Ready for Remote Work as the New Normal? www.worldwideerc.org/news/is-the-immigration-world-ready-for-remote-work-as-the-new-normal-sp

[126] OECD. 2020. OECD Employment Outlook 2020. Worker Security and the Covid-19 Crisis. Highlights, available at https://read.oecd-ilibrary.org/view/?ref=134_134992-5cqpaak6j3&title=Employment-Outlook-2020-Highlights.

[127] ILO, Teleworking during the COVID-19 pandemic and beyond, https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---travail/documents/instructionalmaterial/wcms_751232.pdf

[128] IOM. 2020. Profile and Current Challenges of Moldovan Migrant Workers (main findings).

[129] These activities draw on: ILO, Teleworking during the COVID-19 pandemic and beyond, www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---travail/documents/instructionalmaterial/wcms_751232.pdf

[130] International Law Office, New convention on teleworking enters into force, www.internationallawoffice.com/Newsletters/Employment-Immigration/Luxembourg/Castegnaro/New-convention-on-teleworking-enters-into-force

[131] KPMG. 2020. Closed borders and workplaces open immigration, tax and legal issues, available at https://home.kpmg/xx/en/home/insights/2020/04/closed-borders-and-workplaces-open-immigration-tax-and-legal-issues.html

- **_Component 4: Enhance preparedness and response plans to crisis-related population mobility_**

  UNDP and IOM support the Government of Moldova to increase authorities preparedness and response plans for population mobility and cross-border dynamics. This may include establishing establish mobility tracking systems and scaling up the use of big data to track vulnerable mobile groups (e.g., cooperating with mobile phone companies in the EU to e.g., track Italian/Spanish phone numbers once they get close to borders of countries which closed up, so as to send them sms-es on travel restrictions; and in general tracking mobile phone users of certain profiles and send them mass distribution KAP (knowledge attitude and practice) text messages.

- **_Component 5: Use immigration policy to support development_**

  Given the relatively small scale of immigration, it needs to be seen to what extent the GoM sees immigration or asylum-related issues as a priority. In addition to general assistance to the GoM related to regulatory, legal, and incentive aspects on immigration governance, UNDP and IOM may support the Government of Moldova to promote Moldova as a destination for medical tourism, so as to retain a part of the medical personnel in the country or as destination for foreign students. This includes supporting the GoM to conduct studies on labour market sectors that experience shortage of personnel, which can be supplemented via (skilled) immigration. In addition, UNDP and IOM may supporting the GoM to develop of services facilitating the integration of foreigners and recognizing and promoting the development role and rights of immigrants. Moldova has only recently started hosting foreign immigrants, and in-depth analysis of public services should reveal to what extent these are or are not adapted to the new target group. UNDP and IOM will also draw on programming experience with regard to social cohesion and intergroup dialogue to foster the immigrant integration capacities of the general public and the private sector.

SUB-PILLAR 4.2:
Return and Socio-economic Reintegration of returning migrants

Many of the returning migrants, especially those staying longer periods abroad, encounter accommodation and reintegration difficulties upon their return caused by difficulties in employment, enrolling children in educational institutions or reduced opportunities for business development. Most often, returning migrants are not aware of the changes that may have taken place in educational and health protection sectors, on the labour market, in the banking sector and so on. In this context, creation of better conditions for returning migrants that would smooth their reintegration and maximize the migration benefits is an objective mentioned in several strategies.[132] At the same time, the Government has prioritized the reintegration activities in the last national Action Plan to support the reintegration of Moldovan nationals returning from abroad, which covers the period 2017–2020.[133]

The plan aimed to develop programs and services for Moldovans returning from abroad by providing multidimensional support for reintegration (e.g., school reintegration, youth and elderly programs, and economic integration through employment measures and entrepreneurial initiatives). Most of the proposed actions have been carried out as presented in the 2019 evaluation report[134], however some core initiatives such as: (i) the assessment of the interests of returned citizens; (ii) diversification of school reintegration services; as well as (iii) diversification programs for young and elderly have not been completed. More than that, the economic integration activities require continuous implementation since it is about programs attracting remittances in economic development such as Pare 1+1 or co-financing of agricultural business in rural areas based on subsidies.

There is relatively little data on the number of migrants returning home to Moldova. According to the official data on unemployment compiled by National Employment Agency[135] starting 2012 there has been in average, a number between 1500 and 2000 of returned migrants registered with the Agency. As distribution by countries from which they return, Russian Federation is in the top with more than 60% of all returning migrant. These data corroborate with evidence on the changes in preferred destinations for migrants, from CIS countries (Russia) to EU countries. The data of the Employment Agency probably adequately reflect the prevalent trend, but they significantly underestimate the real number of migrants returning home. According to a 2014

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[132] The Strategy on Migration and Asylum and Diaspora Strategy 2025, National Development Strategy „Moldova 2020"

[133] Government Decision no. 724 of 08.09.2017 on the adoption of the national Action Plan to support the reintegration of Moldovan nationals returning from abroad, which covers the period 2017–2020, http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=371432

[134] 2019 Progress report on the implementation of the national Action Plan to support the reintegration of Moldovan nationals returning from abroad, which covers the period 2017–2020, https://brd.gov.md/sites/default/files/document/attachments/2019_raport_plan_724_11_mai_2020.pdf

[135] National Employment Agency of the Republic of Moldova, unemployment statistic reports, https://www.anofm.md/ro/rapoarte-lunare

study on returning migrants, only 10% of the returning migrants register with the National Agency.[136] The same study confirms that most of the migrants come home with the intention to re-emigrate. 40% of the men and 47% of the women chose this option. More than 70 percent of those willing to re-emigrate again mentioned that they would go again to the country from which they recently came.

A comprehensive survey about Moldovan migrants reveal that circa 44% of the returnees to Moldova have a paid job, among them circa 35% are men and 63% are women.[137] Half of the former migrants found a job upon return with the help of their relatives/friends. Circa 16% returned to their previous workplace, and circa 14% were assisted by NEA and its territorial subdivisions. Circa 1/4 of the returnees indicated that the qualifications/working experience obtained abroad helped them to find a job in Moldova. This mainly refers to men.

One out of four returnees benefited from reintegration support provided by National Employment Agency (NEA), relatives, friends, as well as by programs designated for this purpose. A particularly low awareness about state policies on return and reintegration of the Moldovan migrants was observed among returnees. Only 10% fully or to a large extent know about these state measures.

Return in Moldova is a challenge for the majority of migrants who lived outside the country for a longer period of time. Perceptions on the degree of protection of returnees are quite low. Circa one out of ten Moldovan returnees mentioned that they were to a large extent or totally protected at home. Consequently, re-adapting to the situation at home is challenging. As a result, a significant share, almost a half, of those returned home does not work. More than half of the unemployed intend to leave abroad to work again.

The same survey gets the perceptions on what the negative consequences of migration are in general for Moldova, are perceived as clear among migrants returned from work abroad. More than 70% of the respondents respond that one negative consequence is that young people leave Moldova. Furthermore, circa 2/3 of the respondents are concerned by the fact that children remain without parental care, and circa 60% consider that families are destroyed as a negative consequence. 55% of the respondents acknowledge that elderly remain without help, and 46% of the respondents consider the important impact of brain drain on the country as another negative consequence of migration.

In the short run the returning migration will be define by COVID-19 pandemic and its implication. According to the latest surveys the pandemic did not cause major migratory flow movements up to now but may have more implications considering the size of the shock and involved economic uncertainties.[138] The temporary Moldovan migrants that were caught at home when the COVID-19 pandemic started will probably stay in Moldova in the near future. However, most probably, they will leave immediately when the international travel barriers are removed. Even though the economic situation in the host countries (Italy, Russia) may worsen following the COVID-19 pandemic, Moldovan economy does not look for them more hopeful. In the longer term, the temporary migrants will either turn into permanent ones or will eventually settle to Moldova. That decision will be influenced by a set of economic, social, and personal factors which manifests both in Moldova and in the host countries.

Considering the above mentioned, the Government must continue to focus on the goal of reintegration of returning migrants beyond the challenges reveled by COVID-19 pandemic. A new National Program to support the reintegration is currently being developed, and UNDP and IOM will support the incentives to return and services for returnees that include the following components:

- *Component 1: Establishing a favorable environment for returned migrants*
  Reintegration of returning migrants has become a more stringent objective, especially in the context of Covid-19 pandemic. Even if the anticipations regarding the number of Moldovans coming home did not come true in full, the need to establish a favorable environment remains a priority. Firstly, a favorable environment for returning migrants suppose lack of barriers in continuing working for foreign employers while returning in the home country, and if possible, even benefiting of some kind of facilities. Secondly, the returning migrants must be able to apply the knowledge/skills gained over time, thus the validation of non-formal and informal learning it is critical to be functional as soon as possible. Lastly, their specific needs should adequately addressed through specialized information and services regarding the social and economic opportunities, as well as guaranteed through a legal framework (e.g., needs to benefit from social security).

  ▷ **Result 1: Socio-economic reintegration services for returning migrants.** Developing and implementing socio-economic reintegration servic-

[136] Vremiş, M., Cantarji, V., Vlădicescu, N., Toartă, V., Popova, N., Panzica, F., & Lipcanu, O. 2014. The return of migrant workers and the socio-economic development of the Republic of Moldova. Chisinau: International Labour Organization. https://brd.gov.md/sites/default/files/document/attachments/06_studiu_ilo_reintoarcerea_lucratorilor_migranti_si_desvoltarea_rm_2014_rom.pdf
[137] IOM. 2020. Profile and Current Challenges of Moldovan Migrant Workers, (main findings), Chisinau. (unpublished).
[138] 2020, Impact of the COVID-19 pandemic on migration: mobility, number and profile of returned migrants, specific vulnerabilities of groups affected by declining remittances (Internal study).

es for returning migrants, multiplying offers of professional (re-)qualification, vocational training, employment counselling and grants for small business start-ups, as well as supporting the educational re-insertion of the returning school-age children and social reintegration. Particular attention will also be given to specific needs of mixed families who return to Moldova, i.e., families in which one person is not originally from Moldova. UNDP and IOM will support the Government of Moldova to provide concrete services and opportunities, that may focus on expanding the range, quality and accessibility of socio-economic reintegration services for returning migrants and multiplying offers of professional (re-)qualification, vocational training, employment counselling and grants for small business start-ups; this will foster the return of Moldovan migrants, bringing skills, knowledge and partnerships, and filling up the job vacancies in the domestic economy.

▷ **Result 2: Programs and incentives on telework promote return migration.** In the light of Covid-19 and the new significant trend on digitalization and working from distance, developing opportunities for remote work (through digital connections), allowing Moldovan migrants to physically return and work remotely for foreign employers. The programming options draw on the conceptualizations for telework in Pillar 4.

▷ **Result 3: Experiences and qualifications obtained abroad by returning migrants are recognized.** This will be achieved by extending the mechanisms of skills recognition and of professional qualifications accumulated abroad,[139] supporting the newly established recognition /validation mechanism of informal and non-formal competences acquired abroad by Moldovan migrants, by developing and pilot-testing practical guidelines on specific procedures to support the actual implementation of the recognition and validation mechanism and by providing capacity building support to relevant stakeholders in Moldova[140]. In the last years Moldova made notable progress in term of Validation of Non-formal and Informal Learning. Thus, in 2019 Ministry of Education approved the Regulation on the validation of non-formal and informal education.[141] UNDP is one of the important stakeholders which is doing efforts to make the framework being oper-

ational. To this regard, at the end of 2020 UNDP and IOM supported the Ministry of Education in developing and publishing a Practical guide for validating the competences acquired in non-formal and informal education contexts[142], intended for technical vocational education institutions that intend to provide or already provide services for the validation of non-formal and informal education.

▷ **Result 4: Extend the information support to returning migrants.** To increase the information level of migrants returned to the country about the services and opportunities offered of state, the capacities of info-points within territorial subdivisions of the Labour Agency will be improved. The info-points will be able to provide different information on a wide range of aspects, such as social, financial, legal and employment issues, becoming the main connecting link between returned migrants and the realities in the home country.

▷ **Result 5: Promote the portability of pension rights as incentives to return.** Portability of social benefits across professions and countries is an increasing concern for individuals and policy makers. Lacking or incomplete transfers of acquired social rights are feared to negatively impact individual labour market decisions as well as capacity to address social risks with consequences for economic and social outcomes.[143] In this sense, the national authorities should extend the number of bilateral agreements with host countries with a large presence of Moldovan diaspora. Such agreements are imperative, for the sake of providing that returning migrants are entitled to benefit of the social insurance payments. At the same time, the agreements in force and the newly established should be complemented with provisions related to the portability of pension rights and other resent migration issues. Once the legal framework is provided, the implementation of these agreements will be crucial in order to stimulate migrants to come back to their origin country.

[139] IOM. 2020. Profile and Current Challenges of Moldovan Migrant Workers, (main findings), Chisinau.
[140] For more information, see IOM. 2013. Recognition of Qualifications and Competences of Migrants, available at https://publications.iom.int/system/files/pdf/recognition_qualifications_competencesofmigrants.pdf.
[141] The regulation is available at https://mecc.gov.md/sites/default/files/regulament_privind_educatia_nonformala.pdf.
[142] UNDP, Ghid practic de validare a competenţelor dobândite în contexte de educaţie nonformală şi informală (nivelurile 3, 4, 5 ale CNCRM) 2020, available at www.md.undp.org/content/moldova/ro/home/library/inclusive_growth/ghid-practice-de-validare-a-competenelor-dobandite-in-contexte-d.html.
[143] Robert Holzmann, Johannes Koett. 2011. Portability of Pension, Health, and Other Social Benefits: Facts, Concepts, Issues, available at http://ftp.iza.org/dp5715.pdf.

SUB-PILLAR 4.3:

Targeted skills retention in MD and skills replenishment from diaspora in essential public sectors

This is connected to activities under pillars 4 and 5 of the UN Moldova's SERRP, the Roadmap envisions to promote the retention of skills and replenishment of skills from the diaspora.

- ***Component 1: Developing a model skills partnership between Moldova and selected countries of reception***

  Policies that facilitate emigration, legal recognition, and job placement abroad increase remittance flows.[144] Given Moldova's high level of remittance use by private households as well as targeted collective remittance programs, any policy that increases these resources would have knock-effects on local development. Furthermore, policies that formally facilitate migration can also improve regular and safe migration pathways for individual migrants in turn supporting individual protection and human development. One such type of policy that both supports increased remittance flows while also improving support and protection of Moldovan migrants is a skill mobility partnership.[145]

  In such partnerships, the country of destination facilitates skills training in the country of origin for individuals who then migrate to their country with skills that can contribute to labour market needs.[146] While the programs enable a pathway for trainees to migrate and work in countries of destination, some trainees choose to remain and contribute their skills to the country of origin.[147] Objective 18 of the UN Global Compact for Safe, Orderly and Regular Migration recognizes skills partnerships as an opportunity to strengthen labour force capacity and employability in both countries of origin and destination. Such initiatives can create a legal pathway to migration and effective skills mobility[148] and align with SDG targets 4.3, 4.4, 4.7, 8.8, and 10.7.[149]

  - Mobility partnerships expand opportunities for regular migration that are skills-led and mutually beneficial, in turn, helping to address skills shortages and create greater integration and in-

tercultural exchange between countries.[150] They have the potential to create more inclusive skills training systems, demand-driven opportunities for migration, increased protection, and opportunities to utilize skills.[151] They also improve capacity-building for labour market information, skills development initiatives, and recognition of qualifications.[152] The protections offered by formal migration pathways, which mobility partnerships help facilitate, have proven to be extremely important in the face of COVID-19. Furthermore, skill development also empowers migrants to pursue desirable opportunities abroad. With developed skills and more selectivity in job opportunities, migrants may be able to access greater earnings abroad. For migrants intending to return, continued skill development domestically or abroad creates pathways for enhanced human capital in Moldova.

- **Result 1: Survey potential mobility agreement partners among highest emigration countries** - In developing bilateral skills partnerships, Moldova and potential partners should consider the target work sectors, skills needed, and capacity of and alignment with existing education and training systems.[153] There should be bilateral benefit in these partnerships which will only evolve from locating synergistic needs. Ultimately, developed training systems should be adaptable and able to accommodate changing demands.[154] However, the foundation of these systems should be grounded in common needs.

  To start, UNDP and IOM will facilitate bilateral consultations with the top five countries of destination with the highest emigration of Moldovans. Key barriers facing labour migration broadly include the under-utilization of workers' skills (a recognition of certifications issue) and limited access to education and training.[155] This can lead to increased low-skill and irregular labour opportunities. Irregular migration is more common among low-skilled migrants which can also increase vulnerabilities and the chance of being exploited.[156] This is a concern for the large portion of Moldovan mi-

[144] Aparicio, Francisco Javier and Covadonga Meseguer. 2012. "Collective Remittances and the State: The 3x1 Program in Mexican Municipalities." World Development 40 (1): 206–222.

[145] This is not to be confused with the EU's "mobility partnerships" that use a similar terminology but are substantially different.

[146] Center for Global Development. "Global Skills Partnerships" Accessed February 17, 2020. Available at www.cgdev.org/page/global-skill-partnerships.

[147] Ibid.

[148] Stefanescu, Diana. "Partnerships for Mobility at the Crossroads: Lessons Learnt From 18 Months of Implementation of EU Pilot Projects on Legal Migration." International Centre for Migration Policy Development Mobility Partnership Facility.

[149] ILO, IOM. and UNESCO. 2020. "Global Skills Partnerships on Migration: key messages from partners." available at www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_653993.pdf.

[150] ILO. 2018. "Skills for Employment Policy Brief: Skills for Migration and Employment." Available at www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_651238.pdf.

[151] Ibid.

[152] Ibid.

[153] Helen Dempster and Michael Clemens. 2020. "The EU Migration Pact: Putting Talent Partnerships into Practice." Center for Global Development. Available at www.cgdev.org/blog/eu-migration-pact-putting-talent-partnerships-practice.

[154] Ibid.

[155] ILO. 2018. "Skills for Employment Policy Brief: Skills for Migration and Employment." Available at www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_651238.pdf.

[156] Ibid.

grants abroad working in irregular labour situations. Meanwhile there is also a lack of data on market needs and skill shortages which would support matching labour market needs with available skills.[157] This is a global lack of information, not one limited to Moldova. Part of evaluating mobility partner countries should be mapping skill shortages abroad that may also align with skill needs domestically. Partnerships could engage in both of these issues in order to facilitate better labour migration opportunities.

▷ **Result 2: Map key stakeholders, evaluate interests, and develop deep relationships** - Mobility schemes always involve numerous stakeholders from varying national contexts or sectors, and with different capacities, levels of experience and interests. To ensure effective programming, stakeholders should be involved in the design and development phases; for example, the private sector can give insight into the skills needed, and can support development and implementation of training.[158] Additionally, labour, migration, and diaspora associations should be involved to ensure respective rights are upheld and advocated for.[159] In this regard, key factors in the success of these schemes are effective communication and mediation by project leads, high-level political buy-in, and institutional support.[160]

It is important to establish trust between stakeholders involved in design and implementation processes in order to effectively plan and prepare, including skills mapping and research exercises, to ensure an enabling environment to facilitate effective stakeholder coordination, and to ensure cooperation between actors at all levels.[161] Such a design process also prevents issues of state legibility which can unintentionally cause more harm than good when local nuances and voices are not accounted for.[162] Dynamic and adaptable projects are ul-

timately more successful. Furthermore, this practice is also supported by a 2018 evaluation of the Moldovan-EU mobility partnership that called for future partnerships to include a certification of shared interest among stakeholders and ongoing expectation management.[163] There should be a verified agreement on the partnership framework.[164] An example of an effective stakeholder coordination mechanism is the establishment of formal advisory boards consisting of relevant stakeholders from public and private sectors from partnering countries as evidenced in the Lithuanian project, Digital Explorers under the EU-funded Pilot Projects on Legal Migration.[165]

One key role for IOM and UNDP in this context is to manage stakeholder engagement. One recommendation that emerged from the previous Moldova-EU partnership is to "encourage international organisations and EU agencies, as well as NGOs and universities in Member States to play a larger role in implementing the MPs and addressing the self-identified needs of partner countries."[166] It is also important that civil society is represented in these agreements, which includes migrants themselves.[167] Uniquely positioned in the region and holding expert knowledge on mobility partnership, IOM and UNDP should ensure effective stakeholder engagement in both design and implementation processes. This is particularly important as high turnover in Moldovan institutions affected sustainable capacity building in a past attempt at mobility partnerships.[168]

▷ **Result 3: Develop key stipulations for mobility agreements that prioritize migrant protections and ensure bilateral benefit.**[169] Given the ability for mobility partnerships to support formal migration pathways and regular work status for migrants, one key focus of mobility agreements should be migrant protections. A focus on migrants and vulnerable groups is linked

[157] Ibid.
[158] Helen Dempster and Michael Clemens. 2020. "The EU Migration Pact: Putting Talent Partnerships into Practice." Center for Global Development. Available at www.cgdev.org/blog/eu-migration-pact-putting-talent-partnerships-practice.
[159] Ibid.
[160] Stefanescu, Diana. "Partnerships for Mobility at the Crossroads: Lessons Learnt From 18 Months of Implementation of EU Pilot Projects on Legal Migration". International Centre for Migration Policy Development Mobility Partnership Facility.
[161] Ibid.
[162] Scott, James. 1998. Seeing Like a State. New Haven and London: Yale University Press.
[163] Langley, Sarah and Clara Alberola. April 2018. "Independent Evaluation of the Mobility Partnerships between the European Union and Cape Verde, Georgia and Moldova". Maastricht Graduate School of Governance (MGSoG).
[164] Langley, Sarah and Clara Alberola. April 2018. "Independent Evaluation of the Mobility Partnerships between the European Union and Cape Verde, Georgia and Moldova". Maastricht Graduate School of Governance (MGSoG).
[165] Stefanescu, Diana. "Partnerships for Mobility at the Crossroads: Lessons Learnt From 18 Months of Implementation of EU Pilot Projects on Legal Migration". International Centre for Migration Policy Development Mobility Partnership Facility.
[166] Langley, Sarah and Clara Alberola. April 2018. "Independent Evaluation of the Mobility Partnerships between the European Union and Cape Verde, Georgia and Moldova". Maastricht Graduate School of Governance (MGSoG).
[167] 2012. "The European Union-Republic of Moldova Mobility Partnership 2008-2011: Evaluation Report".
[168] 2012. "The European Union-Republic of Moldova Mobility Partnership 2008-2011: Evaluation Report".
[169] Some specific partnership scenarios that may be worth considering include:
  • Tripartite agreements between Moldova, a foreign state and a multinational private company that exists within both nations to support skills training that leads to employment in the firm's offices in both Moldova and the partnering nation.
  • Bidirectional agreements for skills training and placement that target high-skilled foreign entrepreneurs who may come to Moldova with new business ventures.
  • Skills development for virtual work opportunities in which individuals can contribute to foreign sectors while remaining in Moldova.

to rights and welfare. With the EU-Moldova partnership, questions were raised as to if a mobility partnership could include additional legal agreements (i.e., an Association Agreement).[170] Such opportunities should be considered when discerning desired stipulations for future partnerships. Regulatory agreements should also include assurances around healthcare and social safety net access for all Moldovan migrants.

Furthermore, it is imperative that such agreements have formal mechanisms that ensure mutual benefits for Moldova. For instance, Moldova should receive support to train non-migrants alongside those who intend to migrate in order to increase human capital and development opportunities in both countries with implications for taxation and social safety net contributions.[171] This stipulation can address the potential for asymmetric benefits,[172] and will be important in the Moldova context. Such agreements that include training opportunities for non-migrant workers alongside intended migrants to support some trainees to remain in the country contribute to the enhancement of local skills development. Added costs of domestic training components could be funded by Moldova as a cost-sharing incentive for foreign partners. Alongside this, partnerships should also target skills needed in both Moldova and the partnering country to ensure domestic human capital needs are met in the mid- and long-term. A key economic development opportunity for Moldova, alongside the potential increase of remittances as a byproduct of higher earnings abroad, is the brain gain from trainees who stay or return to the country after developing new skills.

UNDP and IOM plan to provide technical assistance and guidance in the development of such stipulations based on intersectional insights about the many challenges facing Moldova and its migrants.

Lastly, evaluations of Moldova's prior mobility partnership with the EU noted a lack of facilitation of mobility pathways for circular migration.[173] [174] This form of migration should garner attention in future agreements. Additionally, while impacts on irregular migration did occur in the EU-Moldova mobility partnership,[175] they were less than desired.[176] Targeting regularization should have primacy in future partnerships.

▷ **Result 4: Provide ongoing guidance and support as a mobility partnership broker.** The Center for Global Development, in assessing the EU Talent Partnership program, recommends a few key roles for the EU to play in coordinating partnership efforts such as providing funding, aligning curriculum and training requirements, acting as a matchmaker between countries, and promoting migration benefits.[177] UNDP and IOM, particularly in Moldova, occupy a unique space in which they could wear many hats in support of mobility partnerships. On a smaller scale, they could mimic the role recommended of the EU for Moldova. With regional knowledge of both migration and labour challenges, these agencies could be effective matchmakers and support transnational recognition of certifications and curriculum. They could also support coordination efforts more broadly, build national capacity through knowledge-sharing on best practices, help to formulate policies, and recommend new partnership opportunities. Furthermore, UNDP and IOM can support local adaptations of "monitoring and implementation tools such as High Level Meetings, Local Cooperation Platforms and Scoreboards."[178] With adequate financial and human resources, UNDP and IOM could also house institutional memory, coordinate information, locate key synergies with other migration tools, create new knowledge, and help to scope the direction of each partnership.[179] Uniquely, UNDP and IOM sit across a number of interconnected development goals and could identify cross-sector opportunities for skills partnerships.

UNDP and IOM might choose to involve the ILO into this support structure, as the ILO is supporting such partnerships in the following

170 Langley, Sarah and Clara Alberola. April 2018. "Independent Evaluation of the Mobility Partnerships between the European Union and Cape Verde, Georgia and Moldova". Maastricht Graduate School of Governance (MGSoG).

171 Dempster, Helen and Michael Clemens. 2020. "The EU Migration Pact: Putting Talent Partnerships into Practice." Center for Global Development. Available at www.cdev.org/blog/eu-migration-pact-putting-talent-partnerships-practice.

172 Ibid.

173 Langley, Sarah and Clara Alberola. April 2018. "Independent Evaluation of the Mobility Partnerships between the European Union and Cape Verde, Georgia and Moldova". Maastricht Graduate School of Governance (MGSoG).

174 2012. "The European Union-Republic of Moldova Mobility Partnership 2008-2011: Evaluation Report".

175 2012. "The European Union-Republic of Moldova Mobility Partnership 2008-2011: Evaluation Report".

176 Langley, Sarah and Clara Alberola. April 2018. "Independent Evaluation of the Mobility Partnerships between the European Union and Cape Verde, Georgia and Moldova". Maastricht Graduate School of Governance (MGSoG).

177 Ibid.

178 Langley, Sarah and Clara Alberola. April 2018. "Independent Evaluation of the Mobility Partnerships between the European Union and Cape Verde, Georgia and Moldova". Maastricht Graduate School of Governance (MGSoG).

179 Langley, Sarah and Clara Alberola. April 2018. "Independent Evaluation of the Mobility Partnerships between the European Union and Cape Verde, Georgia and Moldova". Maastricht Graduate School of Governance (MGSoG).

180 ILO. 2018. "Skills for Employment Policy Brief: Skills for Migration and Employment." Accessed February 17, 2021. Available at www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_651238.pdf.

ways:[180]

- Ensure policy coherence across stakeholders

- Offer technical assistance for skills and training policy reform

- Improve information systems to reflect skills demand

- Conduct capacity building for future skills demand

- Facilitating skills recognition agreements between countries for both skills and education

- **Component 2: Skills retention and replenishment in the Health and Education sectors and other essential public sectors**
  UNDP and IOM will support the Government of Moldova to address brain drain and brain-waste challenges, by creating incentives for the return of highly-skilled migrants, developing retraining programmes for health and education professionals. Activities will contribute to their reintegration and implement larger scale professional placement programmes for Moldovan students graduating from overseas universities, and engaging Moldovan diaspora-based scientists through temporary return programs, tutoring/mentoring programs to the benefit of the research and development community of Moldova.

  ▷ **Result 1: Retraining programmes for returning health and education professionals.** UNDP and IOM will support the development and implementation of retraining programmes for health and education professionals contributing to their professional reintegration upon return to Moldova.

  ▷ **Result 2: Joint research and development projects and innovative business start-ups by the returning highly-skilled migrants**

  ▷ **Result 3: Special support for Moldovan graduates from overseas universities.** Developing and implementing larger scale professional placement programmes for returning Moldovan students graduating from overseas universities.

- **Component 3: Attracting migrants' expertise through temporary return and matching programs**
  Approximately 25% of the Moldovan population and over one third of the labour force are migrants in other countries (estimated 850,000)[181] and according to surveys almost 1/3 of the Moldo-

vans from the destination countries have higher education.[182] Returned migrants can be an important resource for improving the administration of public affairs in the Republic of Moldova by providing qualified expertise or by engaging with public companies. UNDP and IOM can support the Government of Moldova to incentivize the transfer of knowledge and expertise. This component will contribute to human resource development and good governance, public and private sector development, social and cultural sectors to achieve sustainable human development and build the national capacity of Moldovan institutions. The program will recruit highly skilled expatriate female and male Moldovan professionals to serve as short-term (1 to 3 months), thereby providing top-level technical expertise, policy advice and research to Moldovan central and local public authorities, universities, research centers, as well as the private sector.

The management of the program may be assured by development partners – UNDP and IOM, in partnership with the State Chancellery. The duration of the programme may be established for a period of 3 years, with the possibility of extension, considering the impact and the interest. The activities will be financed by development partners. The programme may consider several options: i) full payment for the experts (consultant fee, transport, living), as well as ii) partial payment of the costs (transport, living), while some costs are borne by the participant. Also, other options would imply online mentoring, in the context of migrating in online mode of a lot of activities.

Many diaspora members feel a strong commitment to the country where they live and work, but also to their country of origin. Their expertise, cultural affinity, and strong commitment can make them humanitarian actors in crisis situations, entrepreneurs in business, trade and innovation, as well as excellent agents for development.

The program development can be based on international experience, such as IOM Netherlands' diaspora return programme 'Connecting Diaspora for Development' (CD4D) that is now in its second phase.[183] Since 2016, the project has linked diaspora members in the Netherlands to institutions in their countries of origin via assignments with organisations in the countries of origin, including in Afghanistan, Ethiopia, Ghana, Iraq, Morocco, Sierra Leone and Somalia, Nigeria and Somalia. The programme focuses on capacity development through knowledge transfer and the creation of connections. Also, the TOKTEN concept, a global

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[181] IOM, UNDP and SDC. 2020. Country Approach, Moldova - Making Migration Work for Sustainable Development (Phase III), Inception Phase.
[182] IOM. 2020. Profile and Current Challenges of Moldovan Migrant Workers, (main findings), Chisinau.
[183] See: www.connectingdiaspora.org/about-cd4d2/.

UNDP mechanism for tapping into expatriate nationals, who had migrated to other countries and achieved professional success abroad, and mobilizing them to undertake short-term consultancies in their countries of origin, under UN aegis, is another example successfully implemented in different countries.[184]

▷ **Result 1: A database for the interaction of diaspora members interested in offering expertise and knowledge to public or private institutions in Moldova with domestic institutions seeking support.** In order to catalyze knowledge sharing from diaspora members who may want to contribute to domestic institutions and said institutions seeking support, UNDP and IOM could help create an online tool for partnership facilitation. On one side, domestic institutions, public or private, could publicize their specific needs. On the other side, the online tool would include a platform for diaspora members to submit profiles that highlight their expertise and availability or interest in supporting domestic institutions. Agreements could range in scope and time commitment based on the respective interests of each party. COVID-19 has greatly improved global teleworking which creates an opportunity for greater international collabouration on this front. The site could include both in-person as well as online opportunities to support Moldova as a diaspora member.

▷ **Result 2: Partnership agreements are created between returnees and public authorities.** UNDP and IOM could help to guide the formation of this site and offer technical assistance for the types of inputs that would be necessary for fruitful partnerships. UNDP and IOM would support both diaspora professionals and institutions to achieve realistic goals and expectations for these partnerships. Furthermore, UNDP and IOM would continue to develop the functionality of this site to meet the changing needs of the labour market as well as the diaspora workforce.

▷ **Result 3: Potential returnees gain knowledge about programme.** To this end, UNDP and IOM will support outreach campaign to popularize knowledge sharing mechanisms. The need to deepen diaspora engagement and create awareness campaigns about opportunities in Moldova remains as necessary in this tool as others mentioned in this report. There will need to be concerted outreach and marketing efforts to popularize this platform, once built, and normalize it as a meaningful and available means of volunteering and supporting one's country of origin.

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[184] See: www.toktenlebanon.org/.

Pillar 5

Migration and Climate Change in resilience and adaptation

This section spells out specific programming options that link climate change and migration in Moldova and that could be incorporated into the UNDP-IOM Roadmap for Cooperation on Migration and Sustainable Development. This section first highlights Moldova's climate change scenarios and priorities, as they result from official documents, flags the link between climate change and environmental objectives and human mobility, as well as highlights short reflections on institutional considerations, funding, and connections to planning documents.

The *National Development Strategy Moldova 2030* defines climate change as a new challenge, the relevance of which will be heighted in the near future, including with regard to production costs in agriculture. Moldova is highly vulnerable to climate change and variability, and the socio-economic costs of climate change related to hazards such as droughts, floods and hail are significant.[185]

While the Government of Moldova is currently in the process of drafting its second National Adaptation Strategy, the recently expired *Moldova's Climate Change Adaptation Strategy by 2020 and Action Plan* foresaw that until 2039, different emission scenarios are not expected to produce different temperatures and only beginning around the 2050s, different scenarios produced different temperature and impact

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[185] UNDP. 2018. National Adaptation Plans in focus: Lessons from Moldova. Available at https://bit.ly/378EjHt.

patterns.[186] The Strategy expects that Moldova's dry or sub-humid climate will experience a degree of aridisation, which leads to increased incidence of drought. This is predicted to intensify noticeably as early as by the 2040s as compared and will be more pronounced during June to October during the plant vegetation period.[187] The severe droughts of 2003, 2007 and 2012 have negatively affected agricultural production and it is predicted that these conditions will persist and intensify even without climatic change and also other extreme weather events are likely to have an impact.[188] The most vulnerable regions for climate change-induced effects on agricultural production are South (the Plain of Southern Moldova, terraces of the inferior Prut and Nistru Rivers) and partly Centre (Sub-zone II-a, the Plain of Central Moldova and Codrii region, and Sub-zone II, Terraces of the Nistru, Prut, Raut, Prut, Bic, Botna, etc. Rivers).[189]

In March 2020, Moldova was the fourth country in the world to submit an *updated Nationally Determined Contribution* (NDC).[190] In its submission to the UNFCCC, the Government of Moldova stresses its full commitment to the Paris Agreement's objectives, namely on holding the increase in the global average temperature to well below 2°C above pre-industrial levels and pursuing efforts to limit the increase to 1.5 °C; and increasing the ability to adapt to the adverse impacts of climate change. The country's new economy-wide unconditional target is to reduce its GHG emissions by 70% below its 1990 level in 2030, instead of 64-67% previously committed.[191] As the new economy-wide conditional target, Moldova committed to reduce GHF to 88% below 1990 level, provided a global agreement addressing important topics including low-cost financial resources, technology transfer, and technical cooperation, accessible to all at a scale commensurate to the challenge of global climate change, is insured.[192] Moldova considers its responsibility in terms of GHG emissions as "low," less than 0.026% of current world's emissions, with historic emissions of about 0.04-0.05% of the world's emissions since 1990.[193]

The Republic of Moldova's climate change adaptation vision incorporates the concept of integrating climate adaptation into medium- and long-term development planning to foster adaptation action, enhancing climate risks into investment decision- making and business planning with the aim of increasing the resilience of economic sectors, land use and ecosystems and accelerating country's transition towards low carbon and resilient development.[194]

The National Adaptation Plan (NAP) process promotes gradual mainstreaming of adaptation into planning, budgeting and decision-making of Agriculture, Human Health, Water Resources, Forestry, Energy and Transport sectors. Although the technical and financial requirements to build climate change resilience across economic sectors are still being assessed, it is already clear, that it will require significant effort and mobilization of innovative solutions, financial resources, institutional capacity and political will for effective adaptation action.[195]

Promoting the "green'' economy program in the Republic of Moldova for the years 2018-2020 and the Action Plan[196] for its implementation ensures the development of the necessary capacities of all those involved in the planned activities in order to achieve the following specific targets by 2020: 17% of gross final energy consumption from renewable sources and improvement of energy efficiency by 8.2%; promoting organic farming by implementing green economy principles and expanding the area of agricultural land used for organic farming by about 20%; reducing air pollution by 30% by developing sustainable transport, etc. Importantly, going forward Moldova plans to promote a green recovery from the socio-economic impacts of the COVID-19 crisis.

As of now, Moldova's climate change-related plans and strategies do not consider human mobility in a meaningful way.[197] The 2020 updated NDC only mentions when discussing the transport sector, that "population migration from adjacent communities to aquatic basins is seen as a challenge that may hinder the further development of shipping (passenger and freight)."[198] Moldova's Climate Change Adaptation Strategy by 2020 and of the Action Plan refers to a WHO study,[199] according to which the increasing competition for arable land may eventual-

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[186] Moldova's Climate Change Adaptation Strategy by 2020 and of the Action Plan, para 8.
[187] Ibid., para 14.
[188] Ibid., para 19.
[189] Moldova's Climate Change Adaptation Strategy by 2020 and of the Action Plan, para 31.
[190] Government of Moldova. 2020. Updated Nationally Determined Contribution of the Republic of Moldova. Available at https://bit.ly/3q9pKe7.
[191] NDC's unconditional target is foreseen to be implemented only based on the country efforts and budget. While for the conditional scenario is expected the support of development partners.
[192] Government of Moldova. 2020. Updated Nationally Determined Contribution of the Republic of Moldova. Available at https://bit.ly/3q9pKe7.
[193] Government of Moldova. 2020. Updated Nationally Determined Contribution of the Republic of Moldova. Available at https://bit.ly/3q9pKe7. According to Moldova's latest Moldova's Biennial Update Report (BUR2) to the UNDCCC) the Moldova's contribution is 0.04%, available at www.clima.md/lib.php?l=ro&idc=82&.
[194] Ibid., p. 15.
[195] Ibid., p. 15.
[196] Government Decision No. 160 of 21.02.2018 on Approval of Program for Promoting Green Economy in the Republic of Moldova for 2018-2020: pub: 02.03.2018 in Monitorul Oficial Nr.68-76. Art No: 208. Available at http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=374523.
[197] This analysis is based on keyword searches including migra*, displac*, relocat*, mobility, refuge*, resettle*, remit*, diaspor* - the asterisk denotes stem or truncated search that includes all words with the letters, thus, migra* includes immigrant, emigrant, migration, migrate, etc.
[198] Government of Moldova. 2020. Updated Nationally Determined Contribution of the Republic of Moldova, p. 26. Available at https://bit.ly/3q9pKe7.
[199] WHO. 2008. Assessment of health security and crisis management capacity, The Republic of Moldova.

ly result in migration to cities and abroad and population displacement is foreseen as a socio-economic impact of climate change on health.[200]

There are seven components of programming to link mobility and climate change in Moldova.

- **Component 1: Create a knowledge-base around the climate change/mobility nexus**
  At present, little is known about the impacts of environmental factors related to air, soil and water on the determinants of internal and international migration or of human mobility on environmental outcomes. It is expected that in the next decades, environmental factors will affect agricultural production, water availability and consequently, economic and social context that affect mobility

  ▷ **Result 1: Reliable data exists on the nexus between mobility and environmental factors.** To better understand the direct and indirect effects of climatic factors, UNDP and IOM may support the GoM to conduct studies and to include meaningful questions in exiting household or migration surveys. Studies will shed light on the environmental effects on internal and external mobility, as well as on the environmental impacts of mobility patterns and remittance receipts.

  ▷ **Result 2: Reliable information exists on the environmental impact of key diaspora engagement programs.** In addition, in-depth analysis of the environmental impacts of programs, such as PARE 1+1, DAR 1+3, and others, or the effects of remittance receipts, would provide important insights into the adaptation impacts of diaspora contributions.

- **Component 2: Integrate mobility into climate change plans and strategies**
  ▷ **Result 1: Mobility and is considered in key planning processes on the environment and climate change.** UNDP and IOM support the GoM to hold expert workshops, consultations with different public authorities, LGAs, members of the UNCT, and civil society to consider the inclusion of mobility into NAP2 could facilitate inclusion of migration aspects into the policy documents under development with support of NAP2, the National Environment Strategy, and specific programming by public authorities, UNCT members, and other development partners. This programming component also includes capacity-building measures for MARDE, BRD, Ministry of Health,

Labour and Social Protection, Ministry of Economy and Infrastructure and Ministry of Finance and other national and local public authorities.[201] UNDP and IOM will plan and implement a thorough assessment strategy to monitor the impact of the mainstreaming results.

Provide capacity-building on the nexus between mobility and climate change for MARDE, BRD, Ministry of Health, Labour and Social Protection, Ministry of Economy and Infrastructure and Ministry of Finance and other national and local public authorities.

Support the GoM to hold expert workshops, consultations with different public authorities, LGAs, members of the UNCT, and civil society to consider the inclusion of mobility into (1) the NAP2-related policy documents (2) National Environment Strategy; (3) return and reintegration plan; (4) specific programming by public authorities, UNCT members, and other development partners. UNDP and IOM will also implement an assessment strategy to monitor the impact of the mainstreaming results.

  ▷ **Result 2: Concrete programs follow from the planning exercises to link mobility and climate change.** As policy planning processes that are not associated with funding face the danger of not leading to tangible results, the mainstreaming exercise could be combined with a funding perspective. Thus, a certain, budget would be earmarked to fund a range of programmatic activities, as they result from the participatory planning exercise. And an assessment strategy will monitor the impact of the results. The concrete programs depend on the outcomes of the above Result 1 and will only be determined after its completion.

- **Component 3: Participation of diaspora and migrant communities in planning and programming**
  ▷ **Result 1: Participatory platforms allow for meaningful cooperation between the government and migrants on climate change issues.** Meaningful participation of diaspora groups in the above-mentioned planning exercises, but also with regard to specific programs that will be designed and implemented. This may draw on broader participatory processes and outreach toward the diaspora strengthened under Pillar 2 above. UNDP and IOM support the GoM to provide for meaningful participation of dias-

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[200] Moldova's Climate Change Adaptation Strategy by 2020 and of the Action Plan, para 47 and Table 10.
[201] Training in Migration, Environment and Climate Change (MECC) for key government officials from will be undertaken in collaboration with a national partner, preferably one that deals with government staff training, engagement with the key experts from Moldova and abroad in the field through in-person interviews, podcasts or webinars. For more information on MECC training, see, IOM. 2016. Migration, Environment and Climate Change: Training Manual. Facilitator's Guide, available at https://bit.ly/3qmHuTG.

pora groups in planning exercises and in specific programs and ensure that climate-related topics are integrated into general diaspora engagement mechanisms. UNDP and IOM will equally implement an assessment strategy to monitor the impact of the participatory activities.

▷ **Result 2: Diaspora experts with expertise in environment, agriculture, energy, transport and other related sectors connect with the government and other stakeholders.** Through communication via the BDR, Moldova's Academy of Science, UNDPs and IOMs communications channels, as well as using diaspora associations, online communities and specific outreach to business and academic associations, create a database and network of diaspora experts with expertise in environment, agriculture, energy, transport and other related sectors and connect these individuals to government and other stakeholders.

- *Component 4: Address climate-related drivers of mobility and Mobility as Adaptation*
  - ▷ **Result 1: Specific development interventions target areas that are expected to be particularly affected by future droughts.** Based on the planned research on the climate-related drivers of migration under Pillar 1, devise specific development interventions that target areas that are expected to be particularly affected by future droughts. As the causal link between environmental factors and mobility is unclear (see component 1 above), designing meaningful interventions on addressing the climate specific drivers of mobility is challenging. In order to enable people to remain in their hometowns and villages if they so desire, specific development interventions may target areas that are expected to be particularly affected by future droughts. However, it would remain to be explored in what ways a specific mobility lens would help to conceptualize specific interventions.

  - ▷ **Result 2: Enhanced disaster preparedness.** To enhance disaster preparedness, UNDP and IOM will provide capacity building to institutions and organize consultations with a broad range of stakeholders. Better preparedness can prevent displacements and enable resilient communities that are able to adapt to the consequences of natural disasters.

  - ▷ **Result 3: Communities affected by environmental factors have access to specific mobility opportunities.** Migration can be a powerful adaptation strategy to environmental threats. UNDP and IOM may consider supporting the GoM to plan and support such movements.

As it is not expected that Moldova will experience large-scale displacement of populations, it does not seem necessary to draft relocation guidelines.[202] However, labour mobility programs could target communities affected by environmental factors with specific opportunities. Often it is only a few people from a household who will choose to migrate and their remittances back home increase the resilience of their home communities. While the facilitation of migration may at first be viewed with skepticism, it may provide an important additional avenue for securing the resilience of vulnerable communities.

▷ **Result 4: Student-mobility and short-term assignments provide incentives to obtain skills connected to adaptation or mitigation efforts.** Plans to manage student-mobility and short-term assignments, such as under the France-Moldova bilateral labour migration agreement, could encourage obtaining skills connected to adaptation or mitigation efforts.

- *Component 5: Support an Adaptation strategy through skills retention and replenishment, and through immigration policies, mainly in rural areas*
  - ▷ **Result 1: Immigration policies support climate change adaptation and mitigation.** Support the GoM to create specific programs to attract immigrants with expertise in organic farming, renewable energies, or other relevant sectors could enhance the national expertise in issues emphasized in the NAS2 and the updated NDC. UNDP and IOM will assist the GoM to hold consultations with the private sector, immigrants, civil society, as well as solicit case studies on other non-traditional immigration countries.

In case of Health and Education sectors and other essential public sectors – at least from IOM perspective, we are speaking of three main axes of intervention: i) re-qualification of doctors and teachers who got de-skilled following brain waste process; ii) incentives to retain the young professionals; iii) skills partnerships with countries of destination which would invest in educational and professional areas losing the most staff.

  - ▷ **Result 2: Returnees are retrained to support adaptation.** UNDP and IOM provided technical and financial support to the GoM to training returning migrants to develop green business, carry out resilient agriculture and apply more efficient technologies (water saving/management, waste management, green energy, etc.); incl. to apply the skills and resources they gained abroad.

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[202] As indicated by UNDP Moldova's Environmental Cluster in a meeting on February 9, 2021.

- *Component 6: Diaspora engagement programs and enabling institutional framework to address climate change*

  Diaspora resources, both financial (remittances, savings, investments, donations), as well as skills, knowledge and ideas can support adaptation and mitigation efforts. These can be linked to existing migration or climate programmes or conceptualized in a new way. Overall, migration components can be added to climate programmes or climate aspects can be integrated into migration-related programmes.

With regard to mitigation efforts, the energy sector accounts for 68% of Moldova's CO2 emissions, followed by agriculture (17%) and waste (10%).[203] Thus, channeling diaspora contributions to reduce emissions in any of these sectors, especially in energy, would contribute to the Government's efforts to reduce GHG emissions. Or contributions could be connected to Moldova's adaptation priorities (Box 1).

Box 1: Moldova's adaptation priorities

Agriculture: sustainable soil management (conservation, precision, organic agriculture, etc.); promoting efficient irrigation systems; promoting diversity and resilience of agricultural crops; increased food security; promoting integrated food, water, and energy systems in a smart and climate change resilient agriculture.

Water Resources: assessment of resources evaluation, increasing supply and efficient management of water demand, taking into account social and gender issues; management of extreme events (floods, droughts); effective water treatment and reuse.

Forestry: afforestation/reforestation, promoting the ecosystem approach in adaptation of forests to climate change; promoting agroforestry and silvo-pastoral practices; sustainable management of forests and ecosystem services; organic matter restoration in degraded pastures.

Human Health: Improving health services for vulnerable groups of the population; Improving the infrastructure of hospitals for operationalization to "green" standards; Prevention, early warning, management and overcoming the impact of extreme weather events (heat and cold waves, floods).

Transport: resilient urban infrastructure to reduce exposure to climate risks; increasing climate resilience of transport infrastructure (roads, bridges, viaducts, railways, tracks); adoption of climate resilience codes and standards; access of the rural population to a climate-resilient road system that takes into account social, age and gender issues.

Energy: promoting water-energy-land interaction with renewable energy sources; climate protection of the energy system infrastructure; ensure operation of energy infrastructure in any climatic conditions.

Source: Government of Moldova. 2020. Updated Nationally Determined Contribution of the Republic of Moldova, p. 10. Available at https://bit.ly/3q9pKe7.

▷ **Result 1: Enhanced dialogues reveal diaspora capacities and priorities.** Conduct mapping survey of diaspora entrepreneurs and experts with key skills on environmental protection, climate change mitigation and adaptation, including the green economy. Facilitate dialogues on partnerships and investments with diaspora entrepreneurs and experts with key skills on environmental protection, climate change mitigation and adaptation, including the green economy. Conduct survey among key diaspora communities to what extent environmental protection, climate change mitigation and adaptation, are promising priorities that motivate significant elements in the diaspora to engage.

▷ **Result 2: Specific components of existing diaspora programmes address climate change.** UNDP's Country Programme for Moldova envisions promoting resilient, green urban development, inter alia through establishing a "green city" innovation lab to advance low-carbon development alternatives in municipal infrastructures.[204] These endeavors could be linked to existing or new programs on diaspora donations (DAR 1+3), remittances (PARE 1+1) or new programmes on diaspora entrepreneurship, crowdfunding, municipal or sovereign bonds marketed to the diaspora.

Thus, UNDP and IOM may support the GoM to include a component into the DAR 1+3 programme that solicits contributions that foster environmental, climate change adaptation or mitigation objectives. Include a component into the PARE 1+1 that provides information on how investments and small business activities may foster environmental, climate change adaptation or mitigation objectives. Create a special (additional) funding mechanism under PARE 1+1 that targets investments into business activities that foster environmental, climate

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[203] Authors' calculations, based on Government of Moldova. 2020. Updated Nationally Determined Contribution of the Republic of Moldova, p. 10. Available at https://bit.ly/3q9pKe7. Also see Moldova's Biennial Update Report (BUR2) (1990-2016) to the UNFCCC Secretariat.
[204] UNDP Country Programme Document 2018-2022, pillar 3, para 22.

change adaptation or mitigation objectives. Target diaspora contributions toward financing or supporting social protection schemes that are responsive to shocks, including climate shocks.

▷ **Result 3: New instruments target diaspora contributions to climate change programming.** As Moldova's updated NDC foresees to engage the private sector in climate investment and establish a set of measures to provide capacity building and technical assistance to the private sector of Moldova,[205] a specific diaspora engagement strategy should map diaspora entrepreneurs and experts with key skills and facilitate dialogues on partnerships and investments in Moldova. As to channeling donations or bond-based savings into programmes connected to the environment- or green-economy, a survey among key diaspora communities may reveal to what extent such objectives are promising priorities that motivate significant elements in the diaspora to engage. Diaspora's investments and migrants' remittances could be channeled into planned and autonomous initiatives on clean energy, sustainable building and renovation, water and waste management, climate-resilient agriculture through supportive regulatory mechanisms, innovative financial mechanisms, improved institutional coordination, customized information campaigns and access to advisory services for the diaspora members and remittance-recipients.[206]

The UNCT's 2020 Moldova COVID-19 Socio-Economic Response and Recovery Plan[207] stresses that recovering better should focus on strengthening progress towards **redesigning social protection systems**, so they are more responsive to shocks, including climate shocks. Activities in this regard could envision targeting diaspora contributions toward financing or supporting such social protection schemes.

- • *Component 7: Enhanced access to information and opportunities to support climate-relevant activities by returned migrants*

  ▷ **Result 1: Returnees and prospective returnees have information on opportunities of state and private funding programs about climate-resilient livelihood activities.** Moldova's *UNCT Migration Taskforce's 2020 Proposed joint actions for updating the UN Moldova Covid-19 Socio-Economic Response and Recovery Plan* proposes to utilize the knowledge and expertise of returning migrants to enhance agricultural production, climate resilient livelihoods and sustainable rural development. This may include facilitating returnees' access to information on opportunities of state and private funding programs or using the Farmer Field School learning approach[208] to integrate migrants in rural communities and perform agriculture activities. In this line, planning about return, reintegration, including through the diaspora engagement hub and other channels to provide prospective returnees with information about return options, may integrate a climate and environmental component to suggest activities that foster adaptation and mitigation objectives.

[205] Government of Moldova. 2020. Updated Nationally Determined Contribution of the Republic of Moldova, p. 10. Available at https://bit.ly/3q9pKe7.
[206] IOM. 2021. Brief note in support of development of the EU's Multiannual Indicative Programme for Moldova, Summary analysis of Moldova's migration context and development implications.
[207] United Nations. 2020. Moldova COVID-19 Socio-Economic Response and Recovery Plan.
[208] Farmer Field School (FFS) is an approach based on people-centered learning. Participatory methods to create an environment conducive to learning: the participants can exchange knowledge and experience in a risk-free setting. Practical field exercises using direct observation, discussion and decision making encourage learning-by-doing. The field is the space where local knowledge and outside scientific insights are tested, validated and integrated, in the context of local ecosystem and socio-economic settings (FAO (no date), Global Farmer Field School Platform available at www.fao.org/farmer-field-schools/overview/en/).

5.
Meta results: Deepened UNDP and IOM cooperation

Apart from the intended outcomes for migrants, their families and communities and the Republic of Moldova, the Roadmap also aims at further enhancing cooperation between UNDP and IOM. Scaling up join programming in depth and breath, the Roadmap will periodically report on key indicators of cooperation, including the number of:
- Joint Applications
- Joint Initiatives
- Joint Policy Papers
- Joint Assessments
- Jointly Organized Events
- Co-chairing of coordination structures

To enhance synergies between different programmatic activities, UNDP and IOM will establish an advisory committee at the technical level that meets biannually to examine and ensure that cross-fertilization between different policies and programmes and the Roadmap and if new elements complement each other and existing programs and create synergies.

While the Roadmap focuses on activities by UNDP and IOM to support the Republic of Moldova, many of the planned activities will involve other members of the UN Country Team and the UNCT's Migration Task Force will be an important platform to coordinate and integrate the endeavors. In addition, coordination and collaboration with civil society, private sector and other development partners will ensure that the activities avoid duplication and foster synergies between different initiatives.[209]

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[209] For more on interagency cooperation, see Daniel Naujoks. 2020. "Multilateralism for Mobility: Interagency Cooperation in a Post-pandemic World." In: Ibrahim Sirkeci and Jeffrey H. Cohen (eds.), Human Mobility and Pandemic: Understanding the Pandemic and Human Mobility. London: Transnational Press, pp. 183-193.

6.
Theory of Change

The UNDP-IOM Roadmap on Migration and Sustainable Development in Moldova intends to provide a conceptual basis for UNDP and IOM's joint engagement with the Government Moldova to create better outcomes for migrants, their families and communities, as well as connecting human mobility to sustainable development in Moldova more broadly, and in particular to post-COVID 19 recovery.

The Roadmap's overarching goal is to enhance the capacities of every person impacted by migration, of the community and society in general to adapt to negative challenges of migration and to make pro-active and positive use of the opportunities offered by migration to reach a higher standard of living. Moldova, as a country that has limited resources can achieve a higher development level only by ensuring equal chances and opportunities for all Moldovans to use resources and services of the society and to empower positively and engage in development action all the Moldovans, be they residing in the country, planning or not to migrate; residing abroad, planning or not to return to Moldova; having returned from abroad, either planning or not to stay in the longer run in the country. For this reason, policies and programmes need to take into account the populations impacted by migration, either positively or negatively.

The Roadmap's **Theory of Change logic** is based on the following summarizing statements.

Migrants will be better protected against vulnerabilities, able to contribute to sustainable development in Moldova, and Moldova's sustainable development outcomes with regard to the economy, infrastructure, welfare, healthcare, governance, and climate change will be strengthened (Impact)

1. *If* public policies and programmes affecting migrants and diaspora actors are meaningful, well-designed and operate at scale (Outcome 1);

2. *If* migrants have the ability to contribute, are empowered with knowledge about rights and services, and decide to trust in government-run programs (Outcome 2).

3. *If* UNDP and IOM bring their complementary expertise, global networks, joint convening power and credibility to support Outcomes 1 and 2 (Outcome 3).

The three outcomes in turn depend on the following factors:

▶ Outcome 1: Public policies and programmes affecting migrants and diaspora actors are meaningful, well-designed and operate at scale

   1.1. *If* the understanding is advanced of the drivers of migration; the composition, capabilities, and preferences of migrants; and the impacts of migration-related programmes and policies;

   1.2. *If* the capacities of different public institutions are strengthened to analyze migration data; design, implement and evaluate general and sectoral policies and programmes;

   1.3. *If* relevant strategic plans and sectoral strategies meaningfully consider the implications of and for migration;

   1.4. *If* meaningful public policy proposals receive the political will and funding to be adopted and implemented at a scale that generates impacts; and are sustained over time;

   1.5. *If* policies and programmes have the target population at their center, follow a human-rights based approach and all relevant stakeholders, including migrants and diaspora actors, are effectively tapped into the design processes.

▶ Outcome 2: Migrants have the ability to contribute, are empowered with knowledge about rights and services, and decide to trust in government-run programs

   2.1. *If* migrants' and diaspora actors' capacities are strengthened; and their information and knowledge about rights, services, and opportunities is enhanced;

   2.2. *If* meaningful participatory processes allow for migrants to be effectively tapped into the decision-making;

   2.3. *If* the capacities of different public institutions are strengthened and this is perceived by target populations, which further increases trust.

▶ Outcome 3: UNDP and IOM bring their complementary expertise, global networks, joint convening power and credibility to support Outcomes 1 and 2

   3.1. *If* there are appropriate and meaningful mechanisms to engage and coordinate at national, regional and HQ level, including cost-sharing agreements that allow for meaningful buy-in from each agency;

   3.2. *If* UNDP and IOM draw in meaningful contributions from the UNCT in areas relevant for cooperation in particular through inter-agency coordination through the local UN Migration Network;

   3.3. *If* the Roadmap's processes ensure that it creates integrated and interconnected programmes that considers the spillover effects between distinct programmatic activities.

Threats and assumptions
As with any, especially large-scale programme, the impacts depend on several assumptions and there exist several threats to the successful implementation and completion.

It is important to stress that for all elements in this Roadmap, UNDP and IOM envision a **participatory programme development with all key stakeholders.** Although the drafting of this Roadmap has benefitted from extensive inputs from various Moldovan public authorities, diaspora actors, and civil society, each of the planned interventions will see a rigorous participatory planning process that will take into account the perspectives, considerations and concerns of key stakeholders. The Indicative Results Framework in Annex 1 provides initial suggestions for results and indicators measuring the implementation of expanded and new programmatic activities. Beyond what the Roadmap with its many elements can accomplish here, the individual consultations and join planning sessions will reveal in greater detail the current needs, potentials and the exact shape of the concrete interventions.

One key determinant for the feasibility of the activities here is **sufficient funding.** The threat of insufficient funding pertains both to the larger array of activities under the Roadmap and the question what interventions may be funded, but also to individual programme elements: an activity that is funded but does not receive sufficient funding may not reach the threshold of significant results. Past experiences, including in Moldova, suggest that programmes need to reach a certain scale and that too little funding may jeopardize the effectiveness of an endeavor. To mitigate this threat, UNDP and IOM will work with the GoM to access a variety of funding streams and communicate the medium-term needs and priorities. Another key determinant of the activities' success

is **political will.** The Moldovan political system has been very proactive and supportive on policies and programmes in the past. This holds true for a variety of political parties, governments, and political constellations, which makes it plausible that migration-related programming will remain high on the political agenda, making long-term programs and engagement on the issue relatively secure. As migration is a transborder issue that spans more than one jurisdiction, some of the activities in the Roadmap require specific actions and partnership by countries of destination, especially for a mobility skills partnership or more health and other rights in host countries foreseen in Pillar 4.

Whereas the Roadmap has been designed based on the latest data on the current and estimated future **impacts of the COVID-19 pandemic** and its economic, social and political knock-on effects, many future developments with regard to needs, socio-economic contexts, available funding and other factors are unknown at the present.[210] However, the Roadmap considers key guidance by the UN system on recovering forward and the suggested programmatic activities are designed as structural improvements that will be useful regardless of the detailed developments in the future. However, all programming will remain flexible to consider adjustments to new developments in the years to come.

[210] Daniel Naujoks. 2020. "Multilateralism for Mobility: Interagency Cooperation in a Post-pandemic World." In: Ibrahim Sirkeci and Jeffrey H. Cohen (eds.), Human Mobility and Pandemic: Understanding the Pandemic and Human Mobility. London: Transnational Press, pp. 183-193.

Annex 1:
Indicative Results Framework

RESULTS	OUTPUTS	INDICATORS
Pillar 1: Thought leadership, knowledge and data/evidence drivers and root causes and regional engagement		
Component 1: Creating new knowledge on the impacts of migration and diaspora programmes in Moldova		
• Result 1: Develop methodologies to evaluate the outcomes and impacts of existing policies and programmes.	• Systemic approach for evaluations • Partnerships with Moldovan research institutions and government partners • Methodological toolkit	• 1.1.1 White paper on systemic approach for evaluations • 1.1.2 Partnerships formed • 1.1.3 Methodological toolkit developed
Component 2: Crafting new data on migration and improving existing data		
• Result 1: Improved existing data collection and analysis. • Result 2: Enhanced understanding of the drivers of migration. • Result 3: The Government of Moldova has a detailed understanding of diaspora composition, preferences and capacities. • Result 4: In-depth ongoing analysis of remittance flows and modalities, including diaspora savings. • Result 5: The impact of diaspora contributions beyond remittances are assessed. • Result 6: Big data provides insights on migration. • Result 7: Moldovan authorities have access to migration data in key countries of destination.	• Report on key drivers of migration and their interdependencies • Surveys: representative, skill targeted, non-remittance contributions • Addition of migration questions to existing surveys on investment, tourism, trade, or philanthropy • Diaspora association review • Analysis of remittance flows • Policy suggestions for improved remittance governance and innovation for digitization • A Diaspora Economic Contributions Data Framework (DECDF) and phased implementation plan • Scheduled recurring analysis of publicly available data (i.e. Facebook user data, mobile positioning data) to estimate emigrant stock • Border Crossing data used for effectively estimating the number of international migrants and of population with usual residence, incl. disaggregated by rayon level. • Identified partners for provision of big data, and big data deployed to track international and internal human mobility, trends, impact, socio-economic profile of returning migrants and situation of the vulnerable families dependent on remittances • Policy guidance on representative data, privacy, and data protection • Convenings on use, methodology, and relevance of data studies • Assessment and systematic deployment of IOM's Displacement Tracking Matrix for use for tracking stranded Moldovan migrants but also number and socio-economic profile of returning migrants and situation of the vulnerable families dependent on remittances.• • Facilitate the establishment of cooperation agreements between Moldovan authorities, such as NBS, and statistical offices in select countries of destination.	• 1.2.1 Completion of referenced reports, assessments and studies • 1.2.2 Completion of surveys and data analysis • 1.2.3 Number of convenings held/year • 1.2.4 Identification of partners • 1.2.5 Longitudinal assessment of improved access for low-income persons, rural populations, women and youth and improved financial inclusion and resilience generally
Component 3: Understand how development outcomes affect drivers & causes of mobility		
• Result 1: Improved understanding and production of knowledge on the relationship between development outcomes and human mobility in Moldova	• Assessment of how UNDP and IOM programming affects human mobility options for people • Development of methodology to test the success of development projects on migration • Impact assessment of key programming activities on human mobility from the viewpoint of human development and people's own aspirations	• 1.3.1 Completed assessments • 1.3.2 Number of methodological tools produced to test development projects impact on migration

RESULTS	OUTPUTS	INDICATORS
• Result 2: Adaptive interventions for communities facing significant emigration	• Policy guidance based on impact assessments • Mapping and situational analysis of key regions facing differential emigration implications • Clear policy and program interventions that Moldova might institute to support communities that face significant emigration and must adapt to demographic circumstances and their implications.	• 1.3.3 Map and situational analysis with bi-annual updates • 1.3.4 Number of policy and program proposals • 1.3.5 Rate of emigration from differentially affected demographic locations

Component 4: Infusing policy and programming processes with new knowledge		
• Result 1: Knowledge products are produced on key outcomes and lessons. • Result 2: Dissemination strategies. • Result 3: Knowledge on the drivers of migration informs national and local planning processes, and UNDP and IOM's general programming.	• Knowledge products disseminated online • Social media strategy and outreach • Presentation of findings at global/regional and national events (GFMD, GCR Refugee Forum, GCM Review Forum, G20, UNGA events, RCPs, etc.) • Workshops and side-events at country level and conferences • Submission of special policy notes to key events • Workshops and conference calls	• 1.4.1 Number of documents uploaded to website • 1.4.2 Page views/viewers of website • 1.4.3 Document downloads from website • 1.4.4 Social media reach of content • 1.4.5 Number of fora with UNDP/IOM/GoM presentations on findings from the programme • 1.4.6 Number of workshops and side events on human mobility (co)organized by the global project/year, alongside qualitative satisfaction survey analyses of participants

Pillar 2: Consolidation of diaspora networks and institutionalized diaspora outreach, civic engagement and enfranchisement		
Component 1: Increase meaningful and diverse diaspora engagement		
• Result 1: Strengthened and Effective Diaspora Participatory Mechanisms. • Result 2: Capacity building for diaspora associations.	• Analysis of existing diaspora engagement platforms. • Support the development of engagement structures at the national and local level that include long-term partnerships, reporting back to diaspora associations, • Explore the use of mobile phone based participatory mechanisms, including based on blockchain technology. • Remote and video-based conference tools used, incl by LPAs for coordination/consulting diaspora/ensuring co-decision modalities. • Devise, disseminate, and implement capacity-building activities for diaspora associations. Include remote modules. • Mentorship programs between diaspora leaders • Investment trainings • Support for community building activities and networking amongst diaspora communities • Workshops • Explore scope for establishing diaspora capacity development lab.	• 2.1.1 Evaluative review of existing diaspora engagement platforms including recommendations for changes • 2.1.2 Number of partnerships at national and local level for diaspora engagement/year • 2.1.3 Written white paper on mobile phone based participatory mechanism applicability in Moldova • 2.1.4 Purchase and implementation of new conference tools • 2.1.5 Number of capacity-building activities implemented/year • 2.1.6 Customer satisfaction survey of mentorship program participants/year • 2.1.7 Number of investment trainings/year • 2.1.8 Number of community building and networking events/year • 2.1.9 Number of workshops/years • 2.1.10 Participatory evaluation (customer satisfaction survey/interviews) of capacity-building, investment, and training activities with diaspora • 2.1.11 Market assessment for diaspora capacity development lab

RESULTS	OUTPUTS	INDICATORS
Component 2: Capacity building and improved mechanisms for coordinating with the diaspora at central and local levels		
• Result 1: Enhanced capacities of key national institutions. • Result 2: Enhanced capacities of key local governments. • Result 3: Enhanced capacities of national institutions that have traditionally been less involved in migration and diaspora governance.	• Consultant that advises BDR on writing project proposals and building their staff capacity • Training staff in proposal writing, accessing international project opportunities and databases, project monitoring and evaluation. • Social media capacities to informing diaspora communities • Support for normative framework analysis recommendations, with legal guidance, to support diaspora resources in development • Social media guidance materials developed and technical assistance provided • Convenings and facilitation of dialogue with LGA • Mentorship partnerships among municipalities • Capacity building activities at the municipal level. • Meaningful exchanges. • Mentor-mentee mechanisms between municipalities with different levels of engagement experience.	• 2.2.1 Development of recommendations and legal guidance around diaspora resources • 2.2.2 Number of consultations or trainings/year • 2.2.3 Number of convenings with LGA/year • 2.2.4 Number of consultations or trainings/year • 2.2.5 Percent of municipalities receiving mentorship from UNDP/IOM/year • 2.2.6 Number of consultations or trainings/year
Component 3: Improving access to information for diaspora and migrants		
• Result 1: Improved digital diaspora hub. • Result 2: Meaningful information campaigns inform migrants and returnees.	• Added functionality of BRD's existing platform • Information sharing mechanisms on digital platform including, but not limited to: Legal guidance; Marketing channels; Investment information; Employment opportunities; Financial products and services; Health services; Job skills; Housing; Personal documentation. • E-learning curricula and modules • Marketing products and information of new platform • Ad development through social media • Information campaigns on migrant rights, opportunities, legislative amendments, and reintegration stories • Best practices used to communicate with migrants and diasporas globally. • Collating relevant information gathered under Pillar 1 • Capacity building, skills training and professional development modules for migrants and diaspora communities. • PR/media specialist to assist BRD on how to present, design and organize information. • Explore how a digital service platform could enable migrants and their families to access one-stop shop services that will reduce vulnerability and enable them to live safe, healthy, and economically secure lives. • Information campaigns on government programs, migrants' rights, opportunities and the most important legislative amendments which affect migrants • Collabouration with relevant social media platforms to use geolocated social media activity.	• 2.3.1 Completion of BRD platform buildout • 2.3.2 Creation of referenced guidance • 2.3.3 Development of e-learning curricula • 2.3.4 Annual increase awareness among diaspora • 2.3.5 Number of ads published through social media/fiscal quarter • 2.3.6 Number of and survey results about effectiveness of information campaigns/fiscal quarter
Component 4: Channeling diaspora's contribution into local development projects		
• Result 1: Adapted and expanded DAR 1+3 program.	• Evaluation of DAR 1+3 development impacts • Policy guidance on DAR 1+3 • Equitable distribution of resources	• 2.4.1 Evaluation report on DAR 1+3 including an assessment of equitable resource distribution and policy proposals
Component 5: Out of country voting		
• Result 1: Enhance the informational support on elections available to the Moldovan citizens abroad. • Result 2: Increase the transparency and inclusiveness of the electoral processes through	• Voter information and civic education programs tailored to the specific needs of the Moldovan diaspora • Accessible and innovative informational tools that facilitate and enable the participation in elections and democratic processes • Support of strategic communication and outreach of the CEC, MFAEI and BRD. • Support of comprehensive and fact-based decision-making by diaspora	• 2.5.1 Number of voter civic engagement programs • 2.5.2 Annual survey of diaspora voting engagement • 2.5.3 Number of informational tools • 2.5.4 Degree of engagement with informational tools and programs (participants and site visits/year)

RESULTS	OUTPUTS	INDICATORS
• Result 3: Establish a regulatory framework for alternative voting options • Result 4: Develop and pilot a practical and secure mechanism for alternative / remote voting that will facilitate diaspora's participation in democratic elections.	• Enhanced institutional capacities for interacting with the Moldovan citizens abroad • Higher engagement of the diaspora throughout the electoral cycle (e.g. preliminary registration) • Policy guidance for regulatory framework for alternative voting options adapted from international best practices and extensive consensus of governmental, political and civil society stakeholders. • Prototype new voting mechanism that facilitates diaspora voting participation in democratic elections	• 2.5.5 Number of trainings held with Moldovan institutions abroad • 2.5.6 Institutional assessment of Moldovan institutions abroad • 2.5.7 Number of diaspora and new diaspora registered to vote/election cycle • 2.5.8 Number of diaspora who voted/election • 2.5.9 Development of policy guidance • 2.5.10 Completion of new voting mechanism • 2.5.11 Evaluation report of new voting mechanism
Pillar 3: Opportunities for diaspora SME development and financial investment in MD economy		
Component: 1: Channeling remittances and diaspora investment into economic and social development		
• Result 1: Innovative financial instruments target remittances, savings and diaspora investments. • Result 2: Develop and incentivize mobile money and mobile banking services to facilitate the transfer of remittances. • Result 3: Increase financial literacy of migrants, returnees, and their families. • Result 4: Adapted and expanded PARE 1+1 program	• Guidance on development of municipal bonds, crowd-lending platforms, voluntary pension funds, and government bonds as well as corresponding regulation • Regulatory guidance for banking sector on digital remittance channels • Guidance for service providers on remittance policies • Outreach strategy and information campaign for existing and new remittance opportunities, mobile banking, and technology adaptation • Guidance on use of social media platforms for targeted ads • Financial literacy toolkits and curricula targeted for diaspora, migrants, and remittance beneficiaries • Assessment of viability of digital platforms for remittances, and blockchain technology • TA for municipalities on collective remittance strategies • Consultations on changes to PARE 1+1, including skills matching elements, entrepreneurship training, remote training opportunities, geographic scope of the beneficiaries, share of women-led firms, module for more mature companies, mentoring component at the post-financing stage, connect to specific incentives with regard to sustainable/climate-resilient agriculture or energy.	• 3.1.1 Number of guidance documents published • 3.1.2 Rate of use of new collective remittances strategies and tools/fiscal quarter • 3.1.3 Change in bank and provider policies on remittances • 3.1.4 Engagement rate in outreach strategy • 3.1.5 Production of financial literacy toolkit • 3.1.6 Completion of assessments and evaluations • 3.1.7 Number of municipal developments using collective remittances/year
Pillar 4: Labour Mobility and Skills Development Governance and Promoting Return and Reintegration of Migrants		
Sub-pillar 4.1. Labour Mobility and Skills Development		
Component 1: Provide capacity building on labour migration		
• Result 1: Key national institutions have enhanced capacities on labour mobility governance.	• Capacity-building to BDR, Ministry of Labour, Ministry of Foreign Affairs and other key authorities, including on Programming and policies on migration intermediaries (recruitment agencies); temporary migration; human rights & labour issues, programs on immigration & asylum. • Capacity building for Moldovan negotiators on bilateral labour migration agreements. • Multi-stakeholder consultations on working towards common aims around migrant advocacy and rights • Capacity building for Moldovan embassies and consulates; • Training designed and delivered for migrant labour attaché at Consular Offices in major countries of destination on immigration and labour, consular advice on legal frameworks of countries of destination to Moldovan migrants and how to give timely support to diaspora and migrant populations.	• 4.1.1.1 Documentation of capacity building activities • 4.1.1.2 Stakeholder assessment of capacity-building effectiveness • 4.1.1.3 Number of consultations/year • 4.1.1.4 Number of new or reformed labour migration policies • 4.1.1.5 Training materials developed

RESULTS	OUTPUTS	INDICATORS
Component 2: Advocate for better migrant protections		
• Result 1: consider expanding meaningful healthcare and social safety net in Moldova (for migrants and their families) • Result 2: consider expanding social protections to include all migrants regardless of immigration or employment status.	• Situational analysis of healthcare, social services, and social protections for temporary and long-term migrants and different legal situations • Stakeholder convenings to discuss healthcare, social safety net, and social protection reforms • Policy guidance on potential healthcare, social safety net, and social protection reforms	• 4.1.2.1 Report on healthcare, social services, and social protections for migrants • 4.1.2.2 Number of policy proposals for reformed healthcare, social safety programs, and social protections for migrants • 4.1.2.3 Number of total returnees on adequate healthcare coverage within one-year of return • 4.1.2.4 Number of reforms proposed • 4.1.2.5 Number of reforms adopted • 4.1.2.6 posterior assessment of migrant health and social service coverage
Component 3: Support the Government to develop a program that uses telework as an alternative to migration		
• Result 1: Support design of teleworking regulations including improving protections for remote workers and reimbursements • Result 2: Guide tax regulation for transnational remote workers	• Policy guidance on teleworking regulations and protections • Policy guidance on tax regulations for transnational remote workers	• 4.1.3.1 Number of policy proposals for teleworking regulations and protections • 4.1.3.2 Establishment of teleworking regulations and protections • 4.1.3.3 Number of policy proposals on tax regulation for transnational remote workers • 4.1.3.4 Establishment of tax regulations for transnational remote workers
Component 4: Enhance preparedness and response plans to crisis-related population mobility		
• Result 1: Establish mobility tracking systems and scaling up the use of big data to track vulnerable mobile groups	• Institution of mobility tracking system with useful data output • Guidance for data protection and privacy policy for tracking system • Guidance for best data analysis practices for tracking system • Establishment of key mobility tracking indicators	• 4.1.4.1 Establishment of mobility tracking system • 4.1.4.2 Regulatory guidance documents for protection and privacy policy • 4.1.4.3 Training materials for best data analysis practices for mobility tracking • 4.1.4.4 List of mobility tracking indicators • 4.1.4.5 Evaluation of tracking system and data use
Component 5: Use immigration policy to support development		
• Result 1: Provide general assistance to the GoM on regulatory, legal, and incentive aspects of improved immigration governance	• Policy and regulatory guidance to the GoM on immigration governance • Policy and public relations guidance to make Moldova a medical tourism destination • Support for the GoM to conduct studies on labour market sectors that experience shortage of personnel, which can be supplemented via (skilled) immigration	• 4.1.5.1 Number of new immigration policies related to protections, rights, and integration • 4.1.5.2 Proportion of immigrants covered by Moldovan protections and laws • 4.1.5.3 Number of studies on labour market sectors with skill shortages

RESULTS	OUTPUTS	INDICATORS
• Result 2: Support the Government of Moldova to make Moldova as a destination for medical tourism, retain medical personnel, and attract foreign students to Moldova • Result 3: Services facilitating the integration and support of foreigners and promoting the role and rights of immigrants • Result 4: Improved integration capacities of the general public and private sectors	• Support for the GoM to develop of integration services of foreigners • Policy guidance on immigrant rights protection • Evaluation of public service provisions for immigrants • Evaluation of social cohesion challenges • Program and policy guidance on social cohesion and integration	• 4.1.5.4 Complete repository of skills identified as in-demand • 4.1.5.5 Completed evaluations of public service provisions for immigrants • 4.1.5.6 Rate of immigration (overall and per labour sector)

Sub-pillar 4.2: Return and Socio-economic Reintegration of returning migrants

Component 1: Establishing a favorable environment for returned migrants

RESULTS	OUTPUTS	INDICATORS
• Result 1: Socio-economic reintegration services for returning migrants. • Result 2: Programs and incentives on telework promote return migration. • Result 3: Experiences and qualifications obtained abroad by returning migrants are recognized. • Result 4: Extend the information support to returning migrants. • Result 5: Promote the portability of pension rights as incentives to return.	• Appropriate teleworking regulations • Adequate incentives for teleworking • Avoiding double taxation for local employees working from Moldova for foreign employers • Support for technical vocational education institutions to become Centers for skills recognition and validation • Analysis and identification of the most common skills of migrants returned to Moldova for which there would be a request for recognition and validation • Support in the elaboration of the programs for the validation exams of the professional competences acquired in contexts of non-formal and informal education • Promoting among migrants the opportunity to recognize and validate the skills acquired non-formally or informally • Info materials on social, financial and employment opportunities • Capacity building program for info-points personal • Existence of a legal framework for the portability of the pension rights	• 4.2.1.1 Regulation on telework adopted • 4.2.1.2 Number of technical vocational education institutions involved in skills recognition and validation for returnees • 4.2.1.3 Study based on survey among returned migrants for identification the most common skills acquired non-formally or informally • 4.2.1.4 Number of programs developed for the validation exams of the professional competences acquired in contexts of non-formal and informal education. • 4.2.1.5 Number of migrants' professional competences validated acquired in contexts of non-formal and informal education • 4.2.1.6 Number of info-points capacitated to provided information to returnees • 4.2.1.7 Different types of services provided to returning migrants • 4.2.1.8 Share of returning migrants consulted through info-points • 4.2.1.9 Number of new agreements negotiated and signed on the portability of the pension rights

RESULTS	OUTPUTS	INDICATORS
Sub-pillar 4.3: Targeted skills retention in MD and skills replenishment from diaspora in essential public sectors		
Component 1: Developing a model skills partnership between Moldova and selected countries of reception		
• Result 1: Survey potential mobility agreement partners among highest emigration countries. • Result 2: Map key stakeholders, evaluate interests, and develop deep relationships. • Result 3: Develop key stipulations for mobility agreements that prioritize migrant protections and ensure bilateral benefit. • Result 4: Develop key stipulations for mobility agreements that prioritize migrant protections and ensure bilateral benefit.	• Report on potential mobility partners and market needs (both abroad and domestically) • Mobility skills partnership stakeholder map • Regulatory guide on partnership agreement stipulations Ongoing technical assistance	• 4.3.1.1 Completion of mobility partner and market assessment report • 4.3.1.2 Completion of stakeholder map (ongoing) • 4.3.1.3 Publication of key partnership agreement stipulations • 4.3.1.4 Meetings • 4.3.1.5 Agreements formed • 4.3.1.6 (Long-term) Assessment of mobility partnership outcomes
Component 2: Skills retention and replenishment in the Health and Education sectors and other essential public sectors		
• Result 1: Retraining programmes for returning health and education professionals. • Result 2: Joint research and development projects and innovative business start-ups by the returning highly skilled migrants. • Result 3: Special support for Moldovan graduates from overseas universities • Result 4: Established incentives for the retention of young professionals	• Facilitate discussions with partner countries, provide technical assistance on the set-up and running of such partnerships. • Develop and implement retraining programmes for health and education professionals reintegrating into Moldova. • Develop and implement professional placement programmes for returning Moldova students graduating overseas. • Establish skill-matching database accessible to returnees in health, education, and other essential public sectors • Design mentorship and networking program for Moldovan graduates from overseas universities • Map research and development and start-ups of returnees • Support research and development projects and start-ups of return migrants through guidance, networks, and resource mapping • Conduct assessment (surveys and interviews) of young professionals to identify key incentives for retention and motivations for emigration • Develop communication and outreach materials for new programs	• 4.3.2.1 Completion of program proposals for retraining and reintegrating returnees, professional placement for returning students, and mentorship and networking initiatives • 4.3.2.2 Completion of database • 4.3.2.3 Completion of mentorship and networking program • 4.3.2.4 Completion of R&D and start-up mapping with quarterly updates • 4.3.2.5 Completed study on young professionals' retention incentives and departure motivations • 4.3.2.6 Number of communication and outreach materials and strategies developed for new programs • 4.3.2.7 Number of retained returnees in education, health, and essential public sectors/year • 4.3.2.7 Number of retained graduates in joining the Moldovan workforce/year
Component 3: Attracting migrants' expertise through temporary return and matching programs		
• Result 1: A database for the interaction of diaspora members interested in offering expertise and knowledge to public or private institutions in Moldova with domestic institutions seeking support.	• Creation of online exchange network attracting increasing participation for diaspora and domestic institutions alike • Partnerships established with domestic institutions • Documentation on guidance for effective partnership practices • Consultation instituted with returnees and matching program participants	• 4.3.3.1 Creation of an online exchange network attracting increasing participation for diaspora and domestic institutions. • 4.3.3.2 Number of partnerships/fiscal quarter between returnees and public authorities

RESULTS	OUTPUTS	INDICATORS
• Result 2: Partnership agreements are created between returnees and public authorities. • Result 3: Potential returnees gain knowledge about programme.	• Ongoing website development for matching programs • Ramp-up outreach campaign for the new site and ongoing, low capacity, outreach • Collection of feedback from diaspora and institutions to iterate upon for new program	• 4.3.3.3 Churn rate of new versus existing diaspora members and institutions/fiscal quarter • 4.3.3.4 White papers on effective partnership parameters • 4.3.3.5 Number of consultations performed/fiscal quarter • 4.3.3.6 Outreach campaign and rate of campaign engagement/fiscal quarter • 4.3.3.7 1-year program evaluation followed by institutions of ongoing process evaluation mechanisms

Pillar 5: Migration and Climate Change in resilience and adaptation

Component 1: Create a knowledge base around the climate change/mobility nexus

• Result 1: Reliable data exists on the nexus between mobility and environmental factors. • Result 2: Reliable information exists on the environmental impact of key diaspora engagement programs.	• Study on the environmental effects on internal and external mobility. • Support the GoM to include meaningful climate-related questions in exiting household or migration surveys. • Analysis of the environmental impacts of remittance receipts. • Analysis of the environmental impacts of programs, such as PARE 1+1, DAR 1+3, and others.	• 5.1.1 Evaluation of environmental effects on internal and external mobility • 5.1.2 Number of revised surveys that include questions on mobility and climate change • 5.1.3 Assessment of environmental impacts remittances and remittance programs

Component 2: Integrate mobility into climate change plans and strategies

• Result 1: Mobility is considered in key planning processes on the environment and climate change. • Result 2: Concrete programs follow from the planning exercises to link mobility and climate change.	• Provide capacity-building on the link between mobility and climate change for MARDE, BRD, Ministry of Health, Labour and Social Protection, Ministry of Economy and Ministry of Finance and other national and local public authorities. • Support the GoM/NCCC to hold expert workshops, consultations with different public authorities, LGAs, members of the UNCT, and civil society to consider the inclusion of mobility into (1) the NAP2 (2) National Environment Strategy; (3) return and reintegration plan; (4) specific programming by public authorities, UNCT members, and other development partners. • Implement an assessment strategy to monitor the impact of the mainstreaming results. • Earmark funding for range of programmatic activities, as they result from the participatory planning exercises to ensure impact.	• 5.2.1 Number of capacity-building engagements and activities on mobility and climate change • 5.2.2 Inclusion of mobility into environmental plans • 5.2.3 Impact evaluation on mainstreaming climate and mobility results • 5.2.4 Amount of funding for programmatic activities linking mobility and climate change • 5.2.5 Number of programs linking mobility and climate change/year

Component 3: Participation of diaspora and migrant communities in planning and programming

• Result 1: Participatory platforms allow for meaningful cooperation between the government and migrants on climate change issues. • Result 2: Diaspora experts with expertise in environment, agriculture, energy, transport and other related sectors connect with the government and other stakeholders	• Meaningful participation of diaspora groups in planning exercises. • Meaningful participation of diaspora groups in specific programs. • Climate-related topics are integrated into general diaspora engagement mechanisms. • Implement an assessment strategy to monitor the impact of the participatory activities • Specific outreach to diaspora experts with expertise in environment, agriculture, energy, transport and other related sectors.	• 5.3.1 Number of migrants participating in planning exercises and specific programs/year on climate change issues • 5.3.2 Number of climate-related diaspora engagement materials • 5.3.3 Evaluation of participatory activities on climate change issues • 5.3.4 Number of diaspora climate experts recruited for engagement

RESULTS	OUTPUTS	INDICATORS
Component 4: Address climate-related drivers of mobility and Mobility as Adaptation		
• Result 1: Specific development interventions target areas that are expected to be particularly affected by future droughts. • Result 2: Enhanced disaster preparedness. • Result 3: Communities affected by environmental factors have access to specific mobility opportunities. • Result 4: Student-mobility and short-term assignments provide incentives to obtain skills connected to adaptation or mitigation efforts.	• Based on the planned research on the climate-related drivers of migration, devise specific development interventions that target areas that are expected to be particularly affected by future droughts. • Capacity building • Consultations with a broad range of stakeholders • Target communities affected by environmental factors with specific mobility opportunities. • Specific programmes and MoUs/Agreements • Train returnees to develop green businesses, carry out resilient agricultural practices and apply environmentally efficient technologies including the application of skills and resources gained abroad.	• 5.4.1 Number of complete development intervention proposals • 5.4.2 Minimum 1:1 ratio of development proposals per targeted areas projected to be affected by future droughts • 5.4.3 Number of capacity building engagements • 5.4.4 Number of stakeholders engaged on mobility and adaptation. • 5.4.5 Development of map of affected communities with specific mobilities opportunities • 5.4.5 Number of programs and MoUs • 5.4.6 Number of new and recurring green business practice trainings for returnees/year • 5.4.7 Mapping of scalable environmentally friendly practices among returnees
Component 5: Support an Adaptation strategy through skills retention and replenishment, and through immigration policies, mainly in rural areas		
• Result 1: Immigration policies support climate change adaptation and mitigation. • Result 2: Returnees are retrained to support adaptation.	• Support the GoM to create specific programs to attract immigrants with expertise in organic farming, renewable energies, or other relevant sectors could enhance the national expertise in these questions. • Technical and financial support to the GoM to training returning migrants to develop green business, carry out resilient agriculture and apply more efficient technologies (water saving/management, waste management, green energy, etc.); incl. to apply the skills and resources they gained abroad.	• 5.5.1 Number of programs developed for attracting immigrants with applicable expertise • 5.5.2 Number of immigrants attracted with climate-change-relevant expertise/year • 5.5.3 Number of training programs/components to train returnees for adaptation established • 5.5.4 Number of returnees trained to develop green business, carry out resilient agriculture and apply more efficient technologies

RESULTS	OUTPUTS	INDICATORS
Component 6: Diaspora engagement programs and enabling institutional framework to address climate change		
• Result 1: Enhanced dialogues reveal diaspora capacities and priorities. • Result 2: Specific components of existing diaspora programmes address climate change. • Result 3: New instruments target diaspora contributions to climate change programming.	• Conduct mapping survey of diaspora entrepreneurs and experts with key skills on environmental protection, climate change mitigation and adaptation, including the green economy. • Facilitate dialogues on partnerships and investments with diaspora entrepreneurs and experts with key skills on environmental protection, climate change mitigation and adaptation, including the green economy. • Conduct survey among key diaspora communities to what extent environmental protection, climate change mitigation and adaptation, are promising priorities that motivate significant elements in the diaspora to engage. • Include a component into the DAR1+3 programme that solicits contributions that foster environmental, climate change adaptation or mitigation objectives. • Include a component into the PARE1+1 that provides information on how investments and small business activities may foster environmental, climate change adaptation or mitigation objectives. • Create a special (additional) funding mechanism under PARE1+1 that targets investments into business activities that foster environmental, climate change adaptation or mitigation objectives. • Target diaspora contributions toward financing or supporting social protection schemes that are responsive to shocks, including climate shocks. • Create a crowd-funding mechanism that channels investments into the green economy, especially with regard to energy. • Support the GoM to create municipal or sovereign bond-schemes that target diaspora savings to foster environmental, climate change adaptation or mitigation objectives.	• 5.6.1 Map of diaspora entrepreneurs and experts with key environmental protection, and climate change mitigation and adaptation skills • 5.6.2 Number of dialogues facilitated/year • 5.6.3 Survey of key diaspora communities on regard climate change-related motivation • 5.6.4 Inclusion of climate change aspects into DAR 1+3 • 5.6.5 Inclusion of climate change aspects into PARE 1+1 • 5.6.6 Investments in environmentally friendly, climate change adaptation/mitigation, and climate shock social protection/fiscal year • 5.6.7 Green economy diaspora investments/fiscal year
Component 7: Enhanced access to information and opportunities to support climate-relevant activities by returned migrants		
• Result 1: Returnees and prospective returnees have information on opportunities of state and private funding programs about climate-resilient livelihood activities.	• Provide returnees and prospective returnees with information on opportunities of state and private funding programs about climate-resilient livelihood activities	• 5.7.1 Number of returnees accessing state and private funding programs for climate-resilient livelihood activities/year

Annex 2:
Questions for Semi-structured Stakeholder Interviews

The following questions will be used as a guide for interviews with expert organizations and institutions in Moldova, including UNDP Moldova and regional headquarters, IOM Moldova and regional headquarters, BDR, BMA and the Ministry of Health, Labour and Social Protection. It will be used in a flexible way depending on the level of the person interviewed, their knowledge of and involvement in the initiative, their availability, etc.

Organization role and priorities
▶ What is your role in the migration and development sector in Moldova?
▶ What are your key priorities?
  ▷ Can you tell us about the key activities your organization performs to address these priorities?
  ▷ Who are the primary beneficiaries of these activities?
  ▷ Apart from current priorities, what do you see as the long-term priorities? Can you expand a little bit on your strategic vision for the future?
▶ What key challenges or barriers does your organization face in fulfilling these priorities?
▶ What would be required by your organization to address these challenges and barriers?

Assessing programs and gaps
▶ What existing programs on migration and development in Moldova do you see as the most effective?
  ▷ How might these programs inform new or expanded initiatives?
▶ Interview prompts: specifically, we'd be interested to hear about key programs in the area of
  ▷ **Collecting new data/evidence** (migration-specific surveys, general surveys, statistics, big data, administrative data)
  ▷ **Programs that aim at addressing the Drivers/Root causes**
  ▷ **Diaspora engagement,** including remittances/savings/financial literacy, investments, entrepreneurship, democratic/political participation, social remittances (expertise, skills, ideas) and other contributions to Moldova's development
  ▷ **Labour Mobility/Governance**, including Skills (skills partnerships mentioned in GCM; skills recognition, ...), Intermediaries/agents/recruitment, Temporary migration, Human rights & labour issues
  ▷ **Programs on immigration & asylum**
  ▷ **Return/Reintegration,** including social services, labour/economic

▷ In addition, to these overarching categories, we would be interested to hear about programs that
  • address the link between **Climate Change** and migration (for example, as a driver for mobility; enhancing the Adaptation/Resilience of potential migrants or facilitating diaspora engagement to address climate change)
  • include **Innovation & technology** components
  • included meaningful **Gender** components

▶ What gaps or scope for expanding or improving existing programs do you see?

▶ What challenges or barriers should new programs on migration and diaspora in Moldova address and how?

▶ What would be needed to address these challenges and barriers (human and financial resources, data collection, capacity building, regulatory guidance, etc.)?

▶ What programs or initiatives have you seen elsewhere that you believe could be adapted to the context in Moldova?

Stakeholder Mapping
▶ Who do you see as key stakeholders or potential partners engaging in these issues?
  ▷ In what thematic areas are these stakeholders working?
  ▷ Who are their target populations?
▶ What synergies exist between the existing efforts of these stakeholders?
▶ What degree of capacity is there among these stakeholders for additional programming?

Additional Resources
  ▶ What other data or inputs would you recommend be reviewed?

Annex 3:
Questions for Semi-structured Initiative Interviews on Specific Practices

The following questions will be used as a guide for interviews regarding existing initiatives. It will also be used in a flexible way depending on the level of the person interviewed, their knowledge of and involvement in the initiative, their availability, etc.

Identification
▶ Name, gender, country, and affiliation of the interviewee.
▶ Could you explain briefly, what your initiative is about?
▶ What exactly is your/your institution's role in the planning and implementation of the initiative?
▶ What was the general and specific objective of your initiative?
▶ What is the target group and who are the beneficiaries of the initiative?
▶ What activities have been done within the initiative?

History and development of the initiative
▶ How was the initiative started?
▶ Who took the initiative forward? Why? How was the final project designed?
▶ What were the main obstacles when starting and planning the initiative? (administrative, financial and managerial)
▶ How were they overcome?

Implementation
▶ What is the main implementing institution? (local authority, domestic CSO, international CSO, business, or other [such as, international organizations, social partners]?
▶ What is your institution's role in the implementation?
▶ How many staff did you start the project with? Did the number change? If yes, how and why?
▶ How did the number of staff affect the planning and implementation of the initiative?
▶ What were the major obstacles during the implementation phase? (e.g., identifying target population, finding matching partners)?
▶ What budget was available and what were the budget sources? Did the budget change, if yes, how, when and why?

▶ What institutions or institutional processes were created? (E.g., a special organization, council, weekly meetings, etc.). Describe!
▶ When you started, how long did you think the initiative would be in place? And now, has your assessment changed? If yes, why?

Development goals
▶ In what ways does the initiative attempt to contribute to development? What need(s) does it address?
▶ Are there other, secondary objectives the initiative is set to achieve?
▶ How did you decide what development goals and needs to address?
▶ Are there other needs that the initiative has addressed unintentionally?

Results and impact
▶ Has the initiative already achieved some of its goals? If yes, which and why would you say so? What are tangible results?
▶ How long will it take to make an impact on those goals?
▶ How many people benefit directly from the initiative and how?
▶ Do you observe that the initiative has led also to results other than those you initially aimed at?
▶ How important is the initiative for the community, and why?
▶ Are there monitoring and evaluation systems in place to assess the results/progress?
   ▷ If yes, what are the performance standards and measurable targets for development? What is their time frame? What was the baseline condition at the beginning of the project? How was it established? If not, why not?

▶ Does the initiative follow an integrated approach including social and environmental, as well as rights and economic issues?
▶ In particular, what is the effect on:
  ▷ Employment, job creation, importance for SMEs;
  ▷ Environment sustainability and green growth;
  ▷ Empowerment of vulnerable groups (such as women, children and youth, extreme poor, etc.) and using a rights-based approach to development. To what extent did the joint programme contributed to further promoting
    • Social protection,
    • Poverty reduction,
    • Gender equality?
  ▷ Multiplier effects in the community;
  ▷ Participation and governance:
    • To what extent did the initiative help to increase stakeholder/citizen dialogue and or engagement on development issues and policies?
    • What is the effect of the initiative on local governance?
  ▷ Are you aware what are the effects of the project on the value chain, i.e., on companies and persons in the supply chains and distribution networks? Did you consider and try to address these effects when designing the initiative? If yes, how?

Partnerships, collaborations and exchanges
▶ Was there a formal participatory process?
  ▷ If yes, please explain the process and who participated? What participation was there apart from this formal process?
  ▷ If no, what informal participation was there?
▶ In particular, was there any participation by the beneficiaries/local users/counterparts (i.e., not authorities)?
▶ To what extent and in what ways has ownership or the lack of it, impacted the effectiveness of the initiative?[211]

Public-private partnerships
▶ Do you conduct the initiative with partners, such as domestic or international NGOs, businesses, unions or other partners?
▶ How did you choose civil society organizations/businesses to partner with? What were your main challenges in this regard?

▶ To what extent did the implementing partners and partnerships with other local authorities and CSOs provide an added value to solve the development challenges?

Organization of partnerships
▶ How is the collabouration of many stakeholders organized? Is it institutionalized? Who coordinates their inputs? What are the major challenges and problems?

Other, non-realized partnerships
▶ Did you consider including other partners into the project, such as private enterprises, unions, other (domestic or international) NGOs or other authorities? If yes, why did you decide to not include them in the end?

Context and regulatory framework
▶ What is the acceptance and support of the initiative by the local population?
▶ Is the initiative part of a larger strategy or accompanied by trust building/capacity building measures? If yes, what measures?
▶ Were there special conditions that enabled the initiatives?
▶ Is there an integrated strategy providing a facilitative local business environment?

Up-scalability and replicability
▶ What are the factors that made the initiative successful?
▶ Have any good practices, success stories, lessons learned or transferable examples been identified?
▶ If you had more funds, what groups could be included? This is not just about how to cover larger groups of the population but how could the project be improved? Are there groups that are left behind that could be included?
▶ If you were to scale the project up, what would be critical partners to do this?
▶ If you had to repeat the project from the beginning or if you were to consult on the implementation of this project in a different city or country, would you change something? If yes, what and why?
▶ If you had more resources, what do you think would be the ideal size of the project? What would be the economic, political and administrative constraints for scaling up?
▶ What additional knowledge would be required to widen the scope of the initiative or to replicate it elsewhere?

Other information and additional contacts
▶ What documentation can you share with us?
  ▷ Project proposal/document;
  ▷ Annual report;
  ▷ Monitoring report(s);
  ▷ Action plan;
  ▷ Evaluation report(s);
  ▷ Internal memoranda;
  ▷ Press clippings and releases;
  ▷ Other.
▶ Who else should I talk to with regard to this initiative?

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[211] **Effectiveness:** Extent to which the objectives of the development intervention have been achieved.