

**ASSESSMENT OF CAPACITY BUILDING NEEDS OF WOMEN
LEADERS FROM DIASPORA ASSOCIATIONS
AND
CAPACITY BUILDING PLAN FOR 2015-2016**

Final Report

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I. METHODOLOGY FOR MAPPING EXERCISE AND ASSESMENT OF CAPACITY BUILDING NEEDS

Migration of women as well as Diaspora's associations' activities has certain peculiarities depending on the destination country and type of migration.¹ *Mapping of Diaspora associations abroad working with women migrants and developing a Capacity Building Plan to increase the capacities of Diaspora associations' women leaders* involved countries with the largest number of female migrants from the Republic of Moldova.²

Mapping includes the following major destination countries:

- Russian Federation (country that have a large number of women involved in labour migration),
- Italy, Portugal, Greece, France, Spain (and other EU countries with a large number of women involved in labour migration),
- Turkey, Israel (Middle East countries, with a large number of women involved in labour migration),
- Germany, Sweden, Denmark, Switzerland and other EU countries (with low number of women involved in labour migration, but also with women seeking permanent residence),
- Canada and USA (North American countries, with a large number of women seeking permanent residence).

Field research comprise the following destinations:

- Russian Federation - Moscow (10 - 12 July 2015),
- Italy - Mestre, Padova, Roma (27 June - 01 July 2015),
- Portugal - Lisbon (19 June - 23 June 2015),
- Greece - Athens (24 - 26 July 2015),
- Turkey - Istanbul (23 - 25 June 2015).

¹ Кеяну-Андрей Д. Формирование молдавской диаспоры: демографическая и профессиональная структура (на примере Российской Федерации и Италии) (<http://demoscope.ru/weekly/2014/0591/analit01.php>)

² According to the data of the Labour Force Survey conducted annually by the National Bureau of Statistics, the largest number of female migrants in 2013, was registered in Russian Federation - 52,8 thousand, Italy - 38,6 thousand, Israel - 5,7 thousand, Turkey - 5,7 thousand, Portugal - 1,1 thousand, Greece - 1, 0 thousand.

<http://statbank.statistica.md/pxweb/Dialog/Saveshow.asp>

Phases of the research and development of Capacity Building Plan

I. Identifying Diaspora associations/communities/initiative groups conducting activities for women abroad

- a) The most active Diaspora associations/communities/initiative groups performing activities for women abroad were identified in the database of the Bureau for Relations with Diaspora (BRD);
- b) The Diaspora associations/communities/initiative groups performing activities for women were also identified, through the medium of Embassies or General Consulates of the Republic of Moldova in the countries where the field research was done (the Moldovan Diaspora associations/initiative groups that have an active collaboration with embassies and consulates).

II. Collecting data about Diaspora associations/ initiative groups and identifying capacity building needs

- a) Analyzing the latest surveys and studies related to migration and Diaspora associations.
- b) The identified Diaspora associations / initiative groups received by e-mail a questionnaire (developed by SocioPolis and approved by UN Women, BRD, etc., **see Annex 1. Questionnaire for Diaspora associations / initiative groups**). The questionnaire collect general and specific information about activities performed by associations/groups and capacity building needs. The data provide an inside overview on organizations' activities and their needs. The questionnaire covers the following aspects:
 - 1. Sociodemographic profile of the respondent,
 - 2. Association/group's background: group members (number and different demographic characteristics), sources of funding, etc.,
 - 3. Activities performed for migrants and specific for female migrants,
 - 4. Collaboration with other Diaspora associations,
 - 5. Collaboration with the authorities from the destination country;
 - 6. Collaboration with authorities from the Republic of Moldova,
 - 7. Future planned activities (general and specific for female migrants),
 - 8. Capacity building needs of associations/groups' leaders (management, communication, marketing, women's rights and needs etc.).

The questionnaires were collected in the electronic format, but also in hard copy during the meetings held with associations in the countries where the field research was carried out.

- c) 5 individual in-depth interviews were conducted with representatives of Embassy or General Consulate of the Republic of Moldova in the countries where the field research

was carried out (**see Annex 2. In-depth interview guide**). The interviews with representatives of the Embassy of the Republic of Moldova in Russian Federation, Italy, Portugal, Greece and Turkey provide an external overview on activities performed by Diaspora associations/communities/initiative groups, their training needs and collaboration between diplomatic missions and Diaspora associations, etc.

d) Consultations were held with active members of Diaspora organizations and female migrants from the countries where the field research was carried out (**see Annex 3. Agenda of consultations with representatives of associations/communities/initiative groups of migrant women from the Republic of Moldova abroad and other materials for consultations**). Because in the Italy stayed the most migrant women from Moldova, there were done 2 consultations: in Mestre (Venice region) and Rome (Lazio region). Were done 6 consultation meetings: 2 in Italy, 1 in Portugal, 1 in Greece, 1 in Turkey and 1 in Russian Federation. Consultations were held with the support of active Diaspora associations identified within the mapping process. Consultations approach subjects related to the needs of female migrants, relations with Diaspora, services provided by Diaspora associations and other support groups, etc.

II. CONSULTATIONS WITH ACTIVE MEMBERS OF DIASPORA ORGANIZATIONS AND FEMALE MIGRANTS

2.1. CONSULTATIONS IN PORTUGAL

General background

Public consultations were held in Lisbon, Portugal at the Embassy of the Republic of Moldova in Lisbon during June 20th -22th, 2015. The consultations with diaspora leaders and migrants held on June 20th and were attended by 22 persons: 18 women and 4 men, including leaders of 7 out of 10 Moldovan Diaspora organizations from Portugal.

Most of the associations offer cultural activities, but there are also media associations targeting children from Diaspora (the magazine “Diaspora kids”) and professional associations (doctors association).

The role of associations is - *“they make us forget our daily problems. We come here to sing, dance and fill our soul with beauty and peace and then go home thinking that we’ll go to work on Monday. We wait for Saturday or Sunday to go again and sing, dance and replenish our energy”*.

Sociodemographic data about the participants to consultations

- Participants’ age - 24-59 years old. Average age - 42 years old.
- Education - higher vocational education and university (including master and doctoral degrees).
- The purpose of their migration abroad: employment (14 persons), family reunification (5 persons), study (3 persons).
- Employment fields are diverse and include: household services, health care and social services, financial activities, manufacturing.
- Frequency of their return to the Republic of Moldova: 15 of 22 participants return in Moldova more rarely than once a year, while the other 7 manage to turn back yearly.

Services they benefited from Diaspora associations

All of them received invitations from the associations to participate in cultural events, but more rarely they received brochures or flyers about Portugal or Moldova or benefited from Portuguese language courses or Romanian language courses for children. The beneficiaries rated the services they received at the highest level.

Some of the participants to consultations appealed to Diaspora associations from Portugal for settling conflicts with co-nationals, locals or migrants from other countries, including issues with local authorities. Help they received got the highest mark.

One woman addressed to the associations, co-nationals and the embassy for financial support to pay for education. Although she didn’t get any support from them, she got

an amount of 730 from representatives of other ethnic groups. Moldovans were less cooperative in comparison to the Czechs, French or Portuguese people etc.

Internal view of leaders of associations/communities/ initiative groups

Issues approached during consultations:

- Conditions were created in Portugal for migrants' integration - to learn Portuguese language, to acquire Portuguese citizenship, family reunification for Moldovan migrants etc. Moldovan migrants along with other migrant groups have benefited from integration policies developed by Portugal and are currently a group of migrants that have a good image in that country and multiple accomplishments - *"We are already the second generation of migrants here ... We have a good image thanks to our women who fought ... But we must not forget the hardships we went through"*.
- Diaspora associations were created to teach migrants' children Romanian language, culture and customs of their country of origin, but also to give them the possibility to meet with co-nationals and promote the traditions of Moldovan people and the image of the Republic of Moldova in Portugal.
- Associations successfully conduct cultural activities, but they should also develop social activities.
- In the last years, Moldovan migrants who violated the visa regime with the European Union address for support to the associations.
- Separation of Moldovan families settled in Portugal/Moldovan men leaving Portugal to work in other European countries (France, Germany, Great Britain etc.) due to the low wages received in this country.
- Lack of affection but also the lack of understanding between parents working in Portugal and children left behind in the Republic of Moldova.
- The belief that corruption in the Republic of Moldova doesn't allow any socio-economic development of the country and no conditions are created for labour migrants to turn back home for good.
- Many migrants address to associations to get help in finding a job.
- Migrants aged over 50 that lost their job cannot find work anymore and this affects their families.
- Activities are necessary for young people that come in Portugal for family reunification as many of them face various psycho-emotional disorders.
- The fact that diplomas obtained in the Republic of Moldova are not recognized abroad and the impossibility to find employment according to their qualification.
- Associations cannot help families where no family member is working because they do not have financial resources.

- Many migrants, though they do not realize, need psychological support from members of the association - *“most people need to hear words of love, understanding, support”*.
- There are Moldovan migrants that didn't find their place in Portugal, but still they do not want to turn back to Moldova. These people choose to migrate to other countries.
- There is no transparency in Moldova, including projects targeting migrants that are being implemented.

Training needs revealed during consultations:

- Identifying sources of funding: projects, local and European grants.
- Developing and writing projects, their implementation, including institutions that launch projects, the specifics of each institution separately.
- Project management (to achieve effective implementation).
- Establishing a partnership between associations.
- Creating a financial fund to help Moldovan migrants who are in desperate situations - *“in cases of disease, death etc.”* How this shall be organized? How this shall be structured? How to build people's confidence in this fund so they would contribute with 1 euro per month?
- Training provided to women migrants to build their confidence, to increase self-esteem etc.
- Women entrepreneurship.
- Making association's website.

It was also discussed about the implementation of a joint project (not necessarily all 10 associations) by Diaspora associations from Portugal based on the needs of Moldovan migrants.

External view of diplomatic missions

An interview was conducted in Portugal with Mr. Valeriu Turea, the ambassador of the Republic of Moldova to Portugal (currently the head of the Bureau for Diaspora Relations within the State Chancellery of the Republic of Moldova). During the interview he reported the following:

- The number of Moldovan migrants to Portugal is decreasing due to socio-economic circumstances. Portugal is affected by the crisis and the wages are small in comparison to other European countries.
- The large majority of Moldovans hold Portuguese citizenship.
- The Moldovan community from Portugal has a good image. Moldovans are highly appreciated due to their education, qualifications, speaking Portuguese language.

- The number of Diaspora associations is increasing, from 4 in 2010 to 10 in 2015. The activities conducted by associations are targeted to identity preservation, learning Romanian language. More recently - professional association of doctors.
- Diaspora associations, including Moldovan migrants do not have any possibility to contribute to the development of their country of origin.
- Training needs should be oriented to:
 - a) writing projects *“to teach them how to apply for a project as here they encounter difficulties. There are resources but you need to know how to get it”*;
 - b) building, improving communication between associations.

2.2. CONSULTATIONS IN TURKEY

General background

Consultations were held in Istanbul, Turkey, at the Consulate General of the Republic of Moldova in Istanbul within June 24th-25th, 2015. During the consultations held in Istanbul it was discussed individually with 11 women and 1 man. Later on, in the Republic of Moldova, we discussed with one student who is attending the university in Turkey and now is back on vacation. Consultations held in Turkey were attended by 13 persons overall.

There are no Diaspora associations in Turkey and in the near future there are no preconditions for them to be created - *„2-3 ago Moldovan embassy from Ankara tried to establish a community of Moldovans in Turkey but no one reacted to this”*. There are some women with initiative but because of their family, job, Turkish culture that assigned women a position of submission to men; there are no conditions for them to develop. Besides, the level of education of Moldovan migrants to Turkey is quite low and in Istanbul there is also the problem with big distances to be covered in order to get to meetings - *„there is no one to work with here. There is a handful of educated people but their life style and the distance in Istanbul make impossible the establishment of associations”*.

To better understand the situation of women living in Turkey, in other regions than Istanbul, we have met in Moscow with Mr. Alexei Turcan, the former consular officer within the Moldovan Embassy in Ankara that currently is working within the diplomatic mission from the Russian Federation.

Sociodemographic data about the participants to consultations

- Participants' age - 25-51 years old. Average age - 39 years old.
- Education - most of them graduated from secondary schools (secondary schools grades 9 - 12 or high schools), only 2 of the participants have higher education (one of them including the Master's degree).

- The purpose of their migration abroad: employment (11 persons), study (1 person), marriage (1 person).
- Regarding work, we note that women married to Turkish citizens are supposed to be housewives and not to have a job. Women that do not have Turkish citizenship but are married to Turkish citizens do not have the possibility to be employed and this fact is also recorded in the residence permit. The fields of work for women who have come to find employment and not have married Turkish citizens refer mostly to selling at the market, shops or providing household services (cleaning, cooking, etc.). If women working in sales, state-run, have employment contracts with some social and legal guarantees then those providing household services don't have any employment contracts or other legal acts.
- Frequency of return to the Republic of Moldova. Women participating to consultations have migrated to Turkey 4-18 years ago. The large majority (8) of those we discussed with hasn't returned to the Republic of Moldova since they left (4-7 years). Women do not turn back to their country of origin as they could be imposed a re-entry ban to Turkey on the ground that they violated residence regulations. However, children come to Turkey once a year to visit their mothers during vacation. The other women stay permanently abroad and return to Moldova either once a year or several times a year or even less than once a year.
- Migrants from the Republic of Moldova to Turkey are in particular representatives of 2 ethnic groups: Gagauz people and Moldovans. Gagauz people represent the large majority of those who migrated to Turkey due to the fact Gagauz language is very similar to Turkish. The number of Moldovan migrants is lower in comparison to that of Gagauz people. We note that during the consultations it was revealed that these 2 ethnic groups of migrants do not communicate and do not help each other in Turkey. Moldovan women were more open about their problems in comparison to Gagauz women who did not want to share their problems and who avoid telling they are citizens of the Republic of Moldova.
- Compared to other countries, the situation when Moldovan migrants, spouses, meet in Turkey (migrated concomitantly or just one of them for family unification) is very rarely. This destination for migration is mostly characteristic to women younger than 35 years old.

Internal view of women working in Turkey regarding problems they experience

Problems mentioned by women during consultations:

- The large majority of Moldovan migrants in Turkey have expired residence permits and are there practically irregular. They do not turn back to Moldova being afraid of the entry ban from Turkish authorities but also from Moldovan ones as their job in Turkey is

currently the source of livelihood for their family left behind in the Republic of Moldova.

- Communication with children left behind in the Republic of Moldova is done just through internet (skype, viber etc.) or by phone. The elder children - aged 12 and more- visit their mother in Turkey during their summer vacation. The employers allow parents to bring their children once a year for a month. Still there are mothers who haven't seen their children for 7 years, leaving them in Moldova at an early age (2-3 years old). This happens either because the mother doesn't have enough sources to bring her child or because the father (living in Moldova) doesn't give his child the permission to travel. (Certain women divorced of their Moldovan husbands and married a Turkish citizen or converted to Islam considered to be a risk for children by the father living in Moldova).

- The large majority of migrants work illegally as shop assistants or housekeepers and more rarely at plants. The number of legally employed migrants is small. Legal employment is possible in the case of highly qualified women (doctors, nurses, translators etc.). However, it is difficult for women to assert themselves at work.

- Some of the women migrants from the Republic of Moldova employed illegally are forced by their employers to provide sexual favors - *„you have a well-paid job, but you have to provide sexual favors to the employer and his friends”, „I think that 40 per cent of women are forced to have sex at the workplace”*.

- The large majority of women working as housekeepers said they work illegally being a *„slave”, „Isaura the slave”, „they pay you and you have to do what they ask to”*. At the same time they noted that it is not advantageous to have an employment contract as in this case their wage would be much less because of the fees deducted from the amount promised by the employer.

- Some of women from the Republic of Moldova provide sexual services in Turkey (work as prostitutes) - *„they are promiscuous women”*.

- Some female migrants from the Republic of Moldova marry Turkish citizens. Most of them accept Islam and Turkish traditions according to which women stay home and have to raise and educate children, taking care of the household - *„until being granted the Turkish citizenship, women from the Republic of Moldova are foreigners and have no right to be employed nor any right on their children”*³. Children born in this kind of marriage do not speak Romanian at all. The large majority of Turks reduces their wives' circle of friends after marriage and do not allow them to communicate with foreign people, to meet with former female friends.

- Turks attitude towards female migrants from Moldova differs. Some of them show respect while the others *„don't see you or talk bad things”*.

³ Women who marry Turkish citizens are granted the Turkish citizenship after 3 years of marriage. Meantime, the couple is visited and monitored by authorities to avoid fictitious marriages.

- We cannot speak about the integration of women into Turkish society but about their assimilation into this one. Women who marry in Turkey accept Islam and Turkish traditions. Women that do not become Muslim after marriage are an exception.
- Diplomatic missions of the Republic of Moldova in Turkey are limited in activities that aim at supporting female migrants in cases of violence. They just give information but cannot interfere in the case of abused woman or when the woman ran away with the child born in the marriage with the Turkish citizen, etc. There is a need for a center hosting women in such situations. Nowadays, in these cases women are forced to return to the offender.
- Female migrants from the Republic of Moldova in Turkey resigned at a certain extent to problems revealed being driven by the following motivation- *„I work illegally, endure what I have to endure but I can send money home. I can afford my child's education or buying him clothes. You can afford all these things and you practically have to suffer. It is a motivation for patience and self-sacrifice”*.

External view of diplomatic mission

An interview was held with Mr. Veceaslav Filip, General Consul in Istanbul, Turkey. The General Consul noted the absence of Diaspora organizations of Moldovans in Turkey but also the fact that Moldovan migrants are dispersed, amorphous, concerned about their daily problems without desire to engage in cultural activities. The consular officer doesn't have data on the number of all Moldovan migrants in Turkey but just regarding those from Istanbul, region which they are accredited to. The number of Moldovan migrants working under an employment contract in the region of Istanbul is of 2500 persons. But he believes the total number of Moldovans employed in this region is much higher - 10000-25000, women representing more than 99 per cent.

Turkish laws do not allow dual citizenship. Women who marry in Turkey should first refuse the citizenship of the Republic of Moldova, but some of them do not want to lose the Moldovan citizenship, so after acquiring Turkish citizenship, they submit documents to diplomatic missions to restore the citizenship of their country of origin.

The image of female migrants from Moldova is a good one but negatively affected due to human trafficking and prostitution that were quite common in the late 90s of the last century-beginning of XXI century. If the problem of human trafficking is partially solved then prostitution still exists - *„almost every day the police brings girls to the Consulate and we send them back to the Republic of Moldova”*.

The specific problems Moldovan women address to the Consulate refer mostly to concluding various documents. Still there are women who address with issues related to physical violence by spouses, sexual violence by employers, death-related issues- *„Many young girls die here. They do not die a violent death but because of various diseases”*.

A large number of Moldovan migrants are in prison in Turkey for having committed various offenses.

Participants to consultations pointed out the following are required to create a community of Moldovans that would be able to support its co-nationals:

- Training to increase women's self-esteem - *„Some women are very active in Istanbul. They have to be motivated to believe that they have the power to do something, change something and something to contribute with. Women do not believe they have the power of contribution, influence. Probably they shall be the first to start with, to boost their self-esteem”.*
- Training in entrepreneurship, including social entrepreneurship - *„Moldovan women living in Turkey are no longer attracted by national values and cannot be involved in projects. National values and their Moldovan origin don't matter anymore. Their children are born to Turkish fathers and speak Turkish language not Romanian... Maybe there is any possibility to involve them on economic conditions that will go in parallel with cultural projects, to involve children born of these mixed marriages in educational activities about the Republic of Moldova”.*
- The need for legal advice - *„Women need legal advice, a court-appointed attorney for matters of divorce, sexual harassment, etc. They cannot pay an independent lawyer. The lawyers charge foreigners a double price”.* Deprived of this legal support women resign and accept the position of total obedience to the spouse, employer etc. - *„if you do not get any help, you prefer to keep quiet and minimize the damage done or otherwise we dig your own grave...You risk a lot, you put your children, your health and life at risk”.*

2.3. CONSULTATIONS IN ITALY

General background

Public consultations in Italy were held in Mestre, region Veneto and in Rome, region Lazio, on 27th of June and consequently 29th of June, 2015. Consultations held in Mestre were attended by 29 persons: 27 women and 2 men, including leaders of 3 Diaspora organizations of Moldovan from the region Veneto and a community councilor of the city Mestre in charge with intercultural issues. Public consultations in Rome took place at the Embassy of the Republic of Moldova in Italy. Consultations were attended by 13 women; including leaders of 3 Diaspora organizations from Rome.

An interview with Mrs. Stela Stîngaci the ambassador of the Republic of Moldova to Italy was conducted within consultations. The ambassador of the Republic of Moldova to Italy informed us that according to the official data presented by Italian authorities, there are 143 thousand migrants from the Republic of Moldova, about 2/3 of which are women (Official report on communities of migrants from Italy). She noted that the real number of Moldovans in Italy is much higher, about 250 thousands. The official number of migrants' children is increasing - 25 thousand. Some children come to Italy for family

reunification but the number of children born by Moldovan women in Italy is much higher - about 800 per year. Around 700 citizens of the Republic of Moldova that migrated to Italy annually are granted the Italian citizenship. Some of them acquire country's citizenship after 10 years of residence and legal employment in Italy the other ones obtain it in 2 years after marriage.

Moldovan migrants said they accomplished much in Italy but at a great cost- „*it is hard to hold country's flag*”. It was reported also that migrants often do not tell the truth to other migrants or when returning home about difficulties they encounter in Italy especially those providing home care services.

Although they managed to integrate into the Italian society, sometimes they miss home - „*when we are in Italy we want to go home, when we are home we want to turn back to Italy as soon as possible!*” Children's presence in Italy facilitates parents' integration into the Italian community, but children that were brought to Italy at the age of 15-18 face challenges in their integration into the host community.

The ambassador told us that according to a recent mapping of communities of migrants from Italy carried out by the Italian Ministry of Labour, there are 70 Moldovan Diaspora associations. The number of associations has almost doubled (40 in 2012), but some of these associations are inactive. Cultural activities prevail in the range of activities provided by associations while the variety of social activities is quite small.

Sociodemographic data about participants to consultations

City Mestre, region Veneto

- Participants' age 31-64 years old. Average age - 49 years old.
- Education - the large majority of participants have a university degree.
- The purpose of their migration abroad: employment (26 persons), study (1 person), „*run away from husband*” (1 person), for a better future (1 person).
- Employment fields of migrants from Italy are diverse and include: home care services, socio-sanitary operator, personal assistant for disable people, dental nurse, quality control operator etc.
- Frequency of their return to the Republic of Moldova: 23 participants return in Moldova once a year, 4 participants return to Moldova more rarely than once a year, 1 participant turns back a few times a year and 1 participant stays permanently abroad and had never returned to Moldova since he left.

Rome, region Lazio

- Participants' age 25-52 years old. Average age - 42 years old.
- Education -the large majority of participants has a university degree, including master degree.

- The purpose of their migration abroad: employment 9 (persons), family reunification (3 persons), study (1 person).
- Employment fields of migrants from Italy are diverse and include: home care services, housekeeping, secretary, translator, real estate agent, lawyer etc.
- Frequency of their return to the Republic of Moldova: 5 participants return in Moldova once a year, 5 participants turn back to Moldova a few times a year and 3 participants do it more rarely than once a year.

Services they benefited from Diaspora associations

Most of associations provide cultural activities but there are also those that conduct social activities for migrants, including migrant women. Problems migrants appeal to Diaspora associations are various and refer to: (i) support in finding employment, (ii) information about children's enrolment to kindergarten/school, (iii) support in communication with public authorities, (iv) support in obtaining the residence and work permits, (v) settlement of conflicts with co-nationals, locals or migrants from other countries, (vi) support in communication with legal bodies; (vii) solving issues with local authorities, (viii) domestic violence, (ix) violence experienced at work, in community, (x) recognition of qualifications, (xi) further education, (xi) issues with dwelling, (xii) information about how to establish an association.

Migrants have benefited from the support requested from Diaspora associations, but also from: invitations to participate to cultural events, brochures/flyers about life in Italy, brochures/flyers about life in Moldova and changes that occurred there, Italian language courses, Romanian language books for children, Romanian language courses for children, support in sending-receiving parcels to/from the Republic of Moldova, computer administration.

There are many Moldovan churches in Italian towns. Some of the churches have children's choirs, organize creative activities for children within the church in order to make children acquainted with Romanian language, traditions and customs but they noted they do not have financial resources to buy the necessary office supplies (notebooks, markers, national costumes etc.).

Internal view of leaders of associations/communities/ initiative groups

Problems discussed during consultations:

- Lack of the agreement on social security benefits and the need of signing one between the Republic of Moldova and Italy. Migrants who have worked on a legal basis Italy may wish to transfer the years of service in Italy for pension accumulation in the Republic of Moldova.
- Lack of a cultural center for Moldovans in Italy. It was suggested to open a Cultural center for Moldovans „Casa Moldovei” that will be supported by authorities from the

Republic of Moldova. The Cultural center should aim at teaching Romanian language to children of migrants, preserving country's traditions and customs.

- Difficulty in finding employment.

- Migrants' health condition, including irregular migrants. There is a cancer screening program implemented in Italy providing no-cost services including for irregular migrants although those do not participate for 2 major reasons: (i) they are not informed; (ii) they do not have time and are afraid of losing their job in the case they provide home care services. There is a need for raising awareness among women and inform them about the need to undergo medical examination in order to reduce cancer-related issues. The number of deaths amongst women caused by cancer has increased and it is necessary to inform women about going to the doctor. Many women address to the doctor when is too late and the cancer course has come to a terminal phase - *„during the last years we had more than 60 cases of cancer death. Most of them were women”*.

- Depression in migrants, in particular in women providing home care services and the need for psychological assistance from Diaspora organizations to migrants experiencing depression.

- Unfamiliarity with Italian legislation regarding employment, possibilities of working on a contract basis, their rights and the need for a lawyer/legal representative that will assist Moldovan migrants at trial.

- Loss of migrants' qualifications. The large majority of Moldovan migrants in Italy have higher education but they perform works below their qualification, usually providing home care services.

- Necessity to open creation centers for children and youth from Italy to maintain their bond with the country of origin, to make them acquainted with customs and teaching them Romanian language.

- Recognition of qualifications obtained in the Republic of Moldova. There is a need for collaboration between the Republic of Moldova and Italy on an agreement regarding the recognition of diplomas. It was mentioned that women over 45 years old who studied in the Republic of Moldova cannot get their academic diplomas recognized.

- Difficulties related to children's enrollment in kindergarten and the desire to have preschool institutions with extended day programs.

- *„Degradation”* of women providing home care services in Italy, their lack of free time and the need for mobilization and involvement of these women in activities conducted by Diaspora organizations - *„they do not really want to communicate, to participate”*.

- *„Detachment”* and loneliness - *„we are foreigners in Italy but we feel the same when returning to Moldova”, „We have no place in our country. The government is satisfied with the money we send and they have no problems since we are left... They have, however, no particular concern about us”*.

- Problems related to return to the Republic of Moldova and their integration into the country of origin.

- Bureaucratic challenges in concluding documents to acquire Italian citizenship.
- Lack of collaboration between associations - „*both associations and migrants are divided*”.
- Custody of children in case of divorce of blended families.
- Difficulty in sending goods and donations to the Republic of Moldova. Ignorance about the mechanism and difficulties in receiving permits for the authorized transport of goods.

Moldovan priest we talked to mentioned the existence of rooms for the organization of pastoral activities for children.

Training needs established during consultations:

- Leadership skill development in raising funds for the establishment of a Cultural center for Moldovans from Italy with different branches in towns with the highest prevalence in Moldovan migrants. Opening a library with books in Romanian language written by Romanian classic authors (I. Creangă, M. Eminescu, M. Sadoveanu etc.).
- Writing projects to various institutions for activities conducted by Diaspora organizations.
- Courses to encourage the creation of associations in Italy and to explain the 11 types of associations that are possible to be created in Italy and their specific activity (the leader of Assomoldave association from Rome said she can do it), including to collaborate with other associations and identify leaders amongst migrants for some regional branches.
- The purpose of collaboration and management of non-profit associations
- Training and education for people providing Romanian language courses for children abroad in order to make their activities more interesting.
- Legal training especially regarding the observance of migrants' rights. Training a specialist from Diaspora organization or appointing a legal representative/lawyer to the Embassy of the Republic of Moldova to Italy.
- Ways of organizing awareness raising activities amongst women to undergo regular medical examination and benefit from appropriate health care services.
- Effective organization of cultural activities for migrants, including those related to Moldovan traditions and customs, to share experience in this regard with Diaspora organizations from other regions of Italy and other destination countries of Moldovans migrants.
- Image promotion and increase of association's visibility regarding its activities.
- Communication methods and institutional promotion to attract migrants in activities conducted by Moldovan Diaspora organizations.

- Training members of associations to provide psychological support to migrants especially to women providing home care services in Italy.
- IT training related to creating web pages, their interactivity.

External view of diplomatic mission

According to Mrs. S. Stângaci, the ambassador of the Republic of Moldova to Italy, training of Diaspora organizations shall include:

- Training in writing projects and applying for local, regional and national sources of funding but also for European projects. Italy implements various project for the integration of migrants.
- Image promotion of association amongst migrants and local public authorities - *„local public authorities are not acquainted with Moldovan Diaspora organizations”*.
- Effective communication with Moldovan migrants that do not want to participate in activities organized by associations.

2.4. CONSULTATIONS IN THE RUSSIAN FEDERATION

The public consultations were held in Moscow, the capital city of the Russian Federation at the Embassy of the Republic of Moldova within July 10th-12th, 2015. Consultations held with women's participation on July the 12th were attended by 20 persons: 14 women and 6 men, including leaders of 5 Diaspora organizations of Moldovans from Moscow. The consultations were held in Russian because a few of participants didn't speak Romanian language.

During local consultations, in-depth interviews were conducted with the next representatives of the diplomatic mission of the Republic of Moldova to the Russian Federation - Mr. Eduard Melnic, minister-councilor, Mr. Andrei Costin, secretary of the embassy in charge with cultural matters, including communication with Diaspora organizations and Mr. Alexei Țurcan, councilor officer.

The Embassy of the Republic of Moldova doesn't have official data regarding the number of Moldovans from the Russian Federation. Unofficially this figure ranges from 350 to 560 thousand - *„the number of flights from Chisinau to Moscow is of 11 per day, 48 per week. Moreover, there are busses, cars, trains”*. During the last 2 years a trend of decrease was recorded in the number of seasonal migrant workers (2-3 months) from the Republic of Moldova to the Russian Federation.

The small number of employees of the diplomatic mission from the Russian Federation (2 consular officers and two persons on an employment contract basis) is insufficient to deal with the large number of Moldovan migrants in this country.

It was also revealed the existence of a large number of Moldovan migrants detained for various offences in prisons of the Russian Federation and subsequently deported to the

Republic of Moldova - „Every week I sign dozens of travel permits for people who were imprisoned and are now back to Moldova. It is a trend that worries me personally. Most of them are aged 20-30, more men, but there are also women”.

There are about 22 Diaspora organizations of Moldovans in the Russian Federation but the large majority of them are not officially registered. Most of them were established 15-20 years ago by people born in the Republic of Moldova but who are now citizens of the Russian Federation (in most of the cases they do no longer have the citizenship of the Republic of Moldova) - „they want to organize concerts, to get some books in Romanian language, some national costumes. This is mostly about their approach - cultural aspect that binds them to their country of origin”. The representatives of the diplomatic mission reported that there are no positive dynamics in activities of Diaspora organizations, in particular of those from Moscow - „I state with regret that currently there is a halt in their activity”. This halt is caused by leaders of Diaspora aged 45-55 that do not want to pass it to the younger, more pro-active - „people are getting old and we need other leaders. The young people shall be trained”.

Some Diaspora associations focus on economic activities and participate in the promotion of Moldovan products in the Russian Federation by organizing forums of business owners.

The representative of the Moldovan Embassy in the Russian Federation responsible for relations with diaspora has regular meetings with most of the leaders and mentioned they need to promote the visibility of the organization and establish relationships with local authorities. Currently, most of Diaspora associations from the Russian Federation do not have any sources of funding except those from local public administration and activities performed for migrants for a certain payment (issuance of the residence permit, license etc.). These associations cannot be funded from external sources because Russian legislation considers the foreign funding of NGOs to be a danger to the state security.

Sociodemographic data about the participants to consultations

- Participants' age- 25-64 years old. Average age - 48 years old.
- Education - vocational education and university degree.
- The purpose of their migration abroad: family reunification (11 persons), employment (7 persons), study (2 persons).
- Employment fields are diverse and include: selling at the market, shops, business, household services, construction, education, legal support services, manufacturing.
- Frequency of their return to the Republic of Moldova: 13 of 20 participants return in Moldova more rarely than once a year, while the other 7 manage to turn back yearly or more often.

Services they benefited from Diaspora associations

The large majority of beneficiaries were invited to participate to cultural events organized during the last years in Moscow with the support of the Embassy of the Republic of Moldova in the Russian Federation, including with the support of some Diaspora organizations.

A few participants to consultations benefited for a certain fee from support in obtaining the work permit, withdrawing the entry ban to the Russian Federation, legal advice, and advice regarding the health care services.

Internal view of the leaders of associations/communities/ initiative groups

The problems of Moldovan migrants is especially obvious in Moscow, the region of Moscow, Saint Petersburg and the region of Saint Petersburg. It was also revealed the poor bond between Diaspora organizations and Moldovan migrants. **Problems** of Moldovan migrants tackled during consultations:

- Unfamiliarity with registration in the Russian Federation, including the ways of obtaining the residence permit and the violation of residence regulations on the territory of the Russian Federation.
- The existence of people making false documents regarding the residence and work permits or high costs paid by migrants for these (migrants are charged by the intermediaries 3-4 times more than the official fee).
- Difficulties in accessing the labour market from the Russian Federation and obtaining the license or paying it as migrants are not acquainted with laws and legislative changes.
- Dual citizenship (of the Republic of Moldova and the Russian Federation). Russian legislation does not allow dual citizenship and during the last 2 years a rigorous control was implemented to find Russian citizens with dual citizenship.
- Lack of the agreement on social security benefits and pension portability for Moldovan migrants employed on a legal basis.
- The entry ban to the Russian Federation and unfamiliarity with the reasons for the interdiction and possibilities to solve this problem.
- Health care problems and lack of migrants' knowledge regarding health care services they can benefit from.
- Younger generations of migrants do not speak Russian language and it's more difficult for them to integrate into the Russian community. Young generations face more obstacles in finding employment.
- Violation of migrants' rights by some police officers by holding them illegally and consequently being fined, etc. - „*they see you are a foreigner, stop you asking for the passport and refusing to give it back*”.
- Offences committed amongst co-nationals like selling false residence and work permits, co-nationals refusing to pay for services provided (they being the intermediaries).

- Concluding documents for children and their enrollment in preschool institutions.

Leaders of Diaspora associations from the Russian Federation think that authorities from the Republic of Moldova shall support them financially because they perform activities for Moldovan migrants. They mostly think they have enough knowledge to conduct activities and need only financial resources. The fact they have never received any internal or outside funds as grants makes them unacquainted with the mechanism of application, implementation and reporting of certain project activities. The following training **needs** were established with great difficulty during consultations:

- Writing projects in order to address to local authorities for funding certain activities. It was proposed to organize some training on this issue that would result in a project that could be consequently submitted to get funding to the authorities from the Russian Federation or that could be financed by authorities from the Republic of Moldova.
- Training of some law school graduates specialized in providing assistance to Moldovan migrants at court in cases when their rights are violated. To collaborate with Russian authorities in the case of violations of migrants' rights.
- Effective communication between leaders of Diaspora organizations and Moldovan migrants. To involve migrants in activities conducted by organizations.
- Training on organizational management, activity planning.
- IT training for leaders of Diaspora organizations, including how to create a web site.
- Training members of associations to provide psychological assistance to migrants.
- Time management for leaders of Diaspora organizations.
- Training on organizing activities for children.
- Preparing and publishing of a newspaper for Moldovan migrants in the Russian Federation.

External view of diplomatic mission

The following training needs were revealed during interviews with representatives of diplomatic missions in the Russian Federation:

- Management of Diaspora organizations. Their goal and objectives, organization of activities. Collaboration with local authorities to support migrants.
- Communication and involvement of businessmen in activities organized by Diaspora associations, including Moldovan migrants.
- Identification of young leaders and training them to establish new Diaspora organizations with fresh views.

Representatives of the diplomatic mission have expressed the need to open Romanian language educational institution in the Russian Federation for Moldovan migrants and a Cultural center in Moscow. They also noted that strengthening Moldovan Diaspora in the

Russian Federation requires a consular officer working within the Embassy of the Republic of Moldova to Russia whose activity will focus only on Diaspora.

2.5. CONSULTATIONS IN GREECE

General background

Public consultations held in the Hellenic Republic were conducted in Athens, the capital of Greece, within July 24th-26th, 2015. The meeting with representatives of the diplomatic mission in Greece took place on the 24th of July involving Mr. Dorina Roman, councilor of the ambassador of the Republic of Moldova to Greece and Mr. Serghei Matcovschi, the second secretary. 25 persons participated to consultation held in Greece: 15 women and 10 men, including leaders of 3 Moldovan Diaspora organizations of the 4 organizations existing in Greece⁴. The public consultations in Athens took place at the Association Migrant Women's Union that during the last year hosted the Diaspora organization "Orpheus" that gives Romanian language classes to children of Romanian origin from Greece.

The representatives of the diplomatic mission of the Republic of Moldova to Greece stated that according to the official data of Greek authorities, there are 8700 Moldovan migrants in Greece, about 65 per cent of which are women. The real number of Moldovans in Greece estimated by representatives of the diplomatic mission, is much higher - about 20 thousand, 80 per cent of which are women (the time before the crisis from June 2015). The large majority of migrants came to Greece before 1998. They settled here. Currently the inflow of Moldovan migrants to Greece is very low (under 1%).

The number of blended families is high. Migrants' children do not always know Romanian - about 20 - 30 per cent of those aged 14-18 do not speak Romanian language and 50 per cent of the youngest ones do not speak it too.

It is very complicated and expensive (app. 800 de euro) to acquire Greek citizenship that is granted after 7 years of legal residence in Greece. Children born in Greece acquire the citizenship of the Hellenic Republic at birth.

The repercussions of the crisis on Moldovan migrants are not currently so obvious. According to the representatives of the diplomatic mission these will be felt in 2 years when Moldovan migrants will run out of the accumulated financial resources.

The Embassy of the Republic of Moldova has a good collaboration with Diaspora organizations. Although cultural activities prevail, Diaspora organizations organize also social activities, flash approaching health care issues, sports, and children. Voting is mandatory in Greece leading to the increase in Moldovans activism during elections

⁴ There are 4 Diaspora organizations in Greece, 3 of which are providing activities in Athens, region of Attica and one on Crete Island. Therefore the organization from the Crete Island could not participate to consultations.

held in the Republic of Moldova. In Greece, the Association “Orpheus” organizes free Romanian language course for children.

Sociodemographic data about the participants to consultations

- Participants’ age - 34-54 years old. Average age - 42 years old.
- Education - university degree but also vocational education.
- The purpose of their migration abroad: employment (24 persons), family reunification (1 person).
- Employment fields of migrants from Greece are diverse and include: home care services, educating children, housekeeping, tourism, construction.
- Frequency of their return to the Republic of Moldova: 19 participants return in Moldova more rarely than once a year, 7 participants return to Moldova once a year and 1 participant turns back a few times a year.

Services they benefited from Diaspora associations

Most of associations provide cultural activities but there are also organizations that conduct social activities targeting migrants (discussions on health care issues, children’s education etc.). Problems migrants appeal to Diaspora associations are various and refer to: (i) help in finding employment, (ii) help in dealing with legal bodies; (iii) problems related to violence/sexual harassment, (iv) recognition of qualifications etc.

Migrants have benefited from the support requested from Diaspora associations, but also from: invitations to participate to cultural events, Romanian language books for children, Romanian language courses for children.

Internal view of the leaders of associations/communities/ initiative groups

Problems discussed during consultations:

- Lack of the agreement on social security benefits and the need of signing one between the Republic of Moldova and Greece. Migrants who have worked on a legal basis in Greece want to be able to receive their pension in the Republic of Moldova.
- Concluding Moldovan documents for children born in the Hellenic Republic. Something characteristic to the Greeks is child’s name that is recorded in the birth certificate and is given when the child is baptized but not at his birth. Moldovan migrants addressed to the Embassy of the Republic of Moldova with birth certificates missing the child’s name. Such documents, however, are not recognized in the Republic of Moldova.
- The Greeks do not acknowledge the electronic Apostille when it comes to the recognition of diplomas.
- The change of the name (surname) in Greece is done only by an application to the court. Changing the name even after marriage is an exception. Usually the name you

are given at birth is the one you have till you pass away. They do not understand changes Moldovans make in their names.

- Stress women providing home care services experience, especially those aged over 45 and the need of providing them psychological support. Some of them even are not given a day off per week.

- The non-observance of migrants' rights by employers of the private sector. Cases of sexual harassment in women.

- Lack of migrants' knowledge regarding the access to justice, health care services.

- Lack of confidence in authorities from the Republic of Moldova, including in the diplomatic mission. Migrants fear to address to the diplomatic mission in Greece.

- Customs corruption when returning to the Republic of Moldova, including difficulty in transferring on-taxable personal belongings.

- Diaspora associations' lack of information.

- High prices for car or air travel that do not allow Moldovan migrants to often return to the Republic of Moldova.

- Negative attitude of Greek authorities towards migrants in general.

- Possibilities to improve the collaboration between Diaspora associations.

Training needs established during consultations:

- Legal training to be able to give legal advice to Moldovan migrants about legalization, rights and responsibilities, employment etc. A legal advisor can be appointed to the Embassy or to train persons from Diaspora associations that have a law degree that could offer legal support. If migrants are acquainted with these aspects then the integration process is easier.

- Training regarding the activity of certain institutions from Greece - IKA, AKMON, OAED in order to be familiar with services these institutions provide. These are the institutions that provide unemployment benefits, compensation for the loss of employment, health care benefits, social security benefits etc.

- Training to advise people on cultural differences to be able to get over the culture shock and overcome xenophobia.

- Courses for further training of leaders of Diaspora associations on organizational management.

- Leadership skill development of leaders of Moldovan associations / communities / initiative groups.

- Training certain people to provide occupational guidance to migrants.

- Training to facilitate the harmonious integration of migrants in the destination country to deal with cultural differences.

- Training members of associations to provide psychological support to migrants (women, men, and children).
- There are cases of physical and sexual exploitation of women in the workplace. Women shall be taught how to behave and avoid such situations, where they can appeal for help.
- Effective communication with the migrants and involving them in activities conducted by associations. Consultations revealed the need of publishing a newspaper reporting on activities organized by Diaspora associations in order to improve Moldovan migrants' participation.
- Collaboration between associations from different countries.

The participants also pointed out the need to meet in Greece with representatives of various relevant institutions from the Republic of Moldova, including politicians in order to discuss problems experienced by migrants in Greece.

It was proposed to organize transparent project competitions by the Bureau for Diaspora Relations that will offer Diaspora organizations the possibility to open Romanian schools for children, to offer spaces for long-term rental for the organization of various cultural activities for migrants.

External view of diplomatic mission

The representatives of the diplomatic mission to the Hellenic Republic believe that training for Diaspora organizations shall comprise:

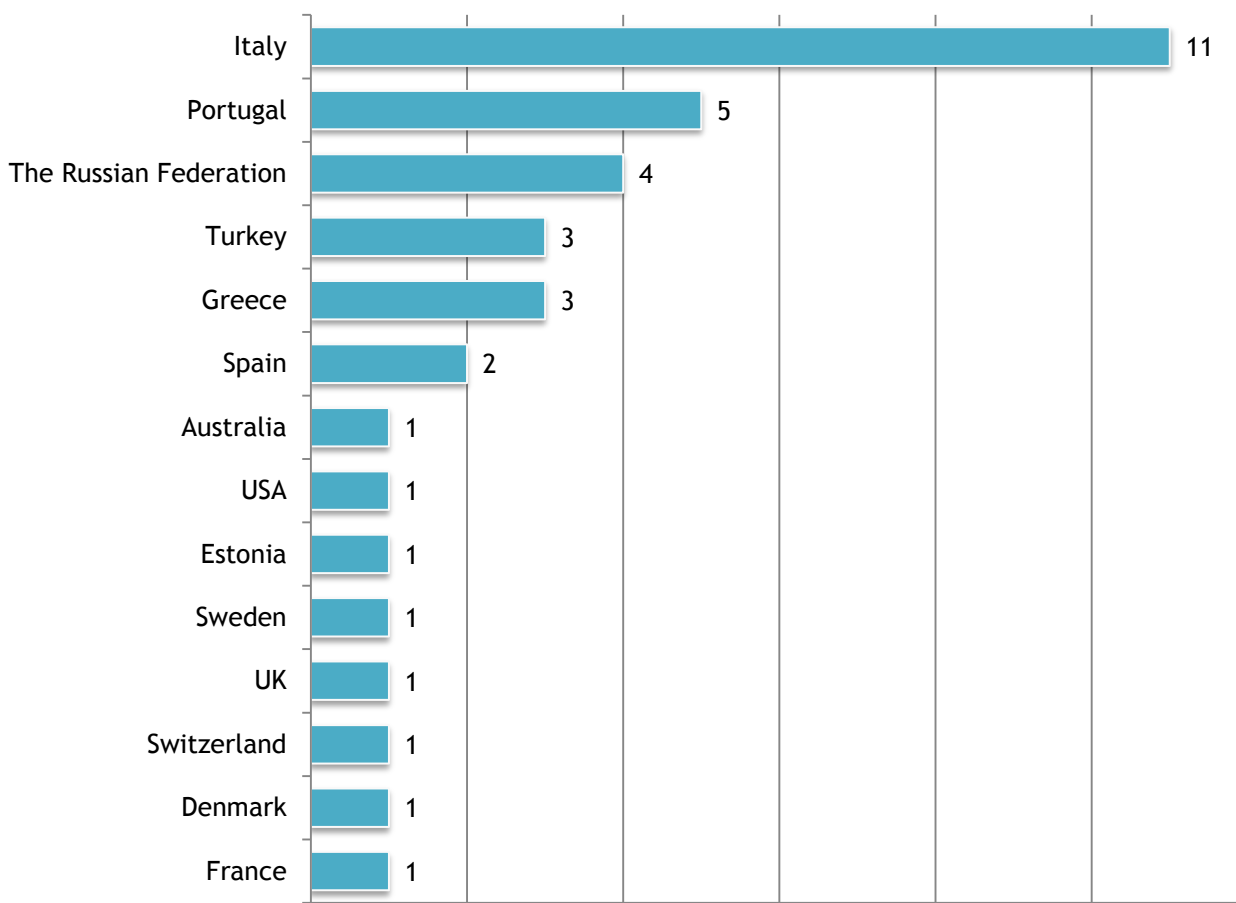
- Training in writing projects and applying for national sources of funding but also for European projects.
- Effective communication with Moldovan migrants and involving them in activities organized by associations.
- Entrepreneurship training to teach Moldovans to start up their own business. A few Moldovans set up businesses in Greece. Moldovan migrants do not give preference to this area.

III. MAPPING OF DIASPORA ASSOCIATIONS/COMMUNITIES AND INITIATIVE GROUPS ABROAD WORKING AND PROVIDING SUPPORT TO WOMEN MIGRANTS

3.1. The profile of leaders and that of associations/communities/initiative groups

In the research „Mapping of Diaspora associations/communities/initiative groups working with women migrants” participated 39 leaders and active members⁵ from 16 countries (see Figure 1) hosting citizens of the Republic of Moldova (see Annex 4. Contact information about participants on Mapping of Diaspora associations/communities/initiative groups abroad working and providing support to women migrants). 20 persons of those 39 respondents are presidents of the associations, 14 persons represent the administration (vice-presidents, founder members etc.) and 5 of them are active members or group leaders from communities of migrants (see Table 1).

Figure 1. The destination country of leaders and active members from Diaspora that participated in the research



⁵ The invitation to participate in the research was sent by the Bureau for Diaspora Relations (BDR) to all Moldovan Diaspora associations/communities/initiative groups existing in the BDR's data base. Periodically, repeated invitation letters were sent by the Centre of Investigations and Consultation SocioPolis. 39 questionnaires were collected in the end.

The large majority of leaders and active members from Diaspora is aged 39-49 and has a university degree. Most of them have migrated abroad to find employment and more rarely to continue their education or to join their spouse for family reunification.

Table 1. The profile of leaders that participated in the research

	Sociodemographic characteristics	Number of persons
Age	20-29 years old	6
	30-39 years old	16
	40-49 years old	11
	Over 50 years old	6
Education	Higher vocational and technical education	4
	University degree (complete and incomplete)	32
	Doctoral degree	3
The purpose of their migration abroad	Study	11
	Employment	20
	Marriage	4
	Family reunification	4
Position held within the association/community/initiative group	President/chairman	20
	Member of the administration	14
	Active member / group leader	5
Holding the citizenship of the host country	Yes	18
	No	21

34 Diaspora associations, 4 active members and 1 group leader participated in the research. The active members are from Turkey and Australia; countries where there are no associations or initiative groups at the moment and the initiative group is operating in Denmark (see Table 2).

Table 2. The profile of associations/communities/initiative groups

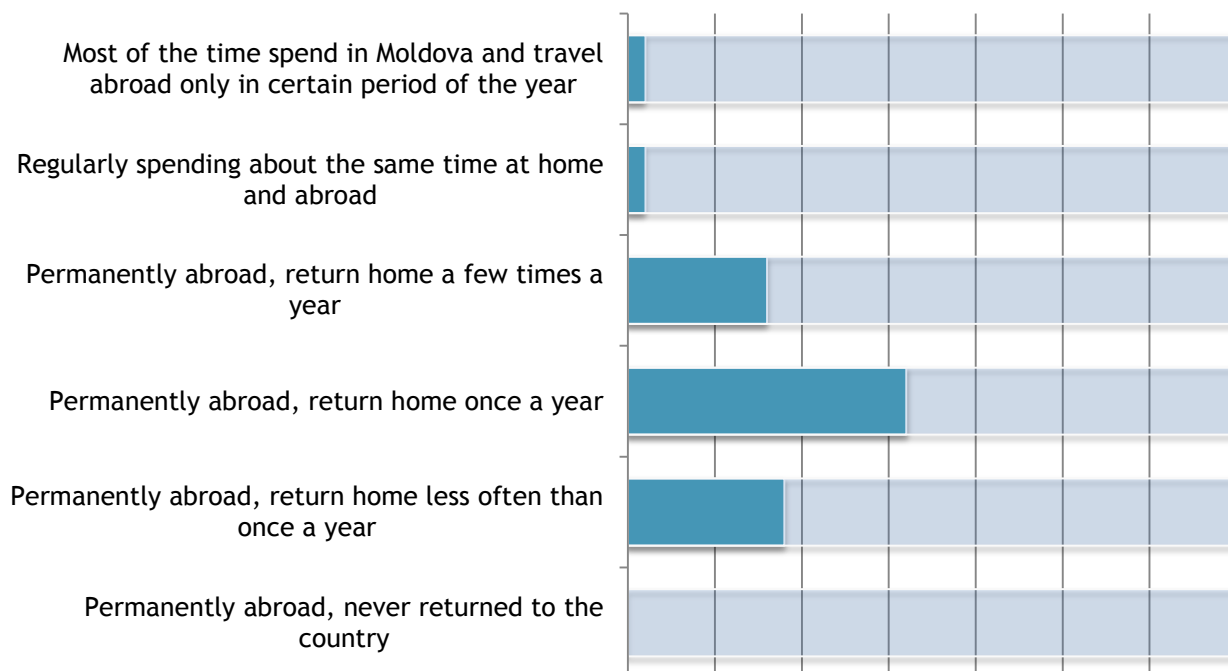
	Characteristics	Number of associations/communities/initiative groups
Entity status	Registered association	34
	Initiative group	1
	Active member	4
Year of establishment	During 1998-2000	3
	During 2004-2009	12
	During 2010-2014	16
	In 2015	3

According to their migration experience, a tendency of settling abroad and returning more rarely to Moldova can be noticed amongst leaders of Diaspora associations; 12 persons are permanently abroad and return to their country of origin less often than once a year, 17

persons are permanently abroad and return to their country of origin once a year, 8 participants are abroad and return to Moldova a few times a year, 1 persons comes to Moldova regularly, spending almost the same time home and abroad and 1 person spends most of his time in the Republic of Moldova, going abroad in certain periods of the year (see Figure 2).

Meantime, a great number of migrants were granted the citizenship of the destination country. All leaders of the associations operating in Portugal hold the citizenship of this country but also some of those who migrated to Italy and Greece were granted the citizenship of these countries.

Figure 2. Migration experience of participants in research



According to the year of establishment, associations can be divided into a few categories:

- (i) Recently created associations (in 2015) - 3,
- (ii) Associations created within 2010-2014 - 16,
- (iii) Associations created within 2004-2009 - 12,
- (iv) Associations operating for 15 years and more (established within 1998-2000) - 3.

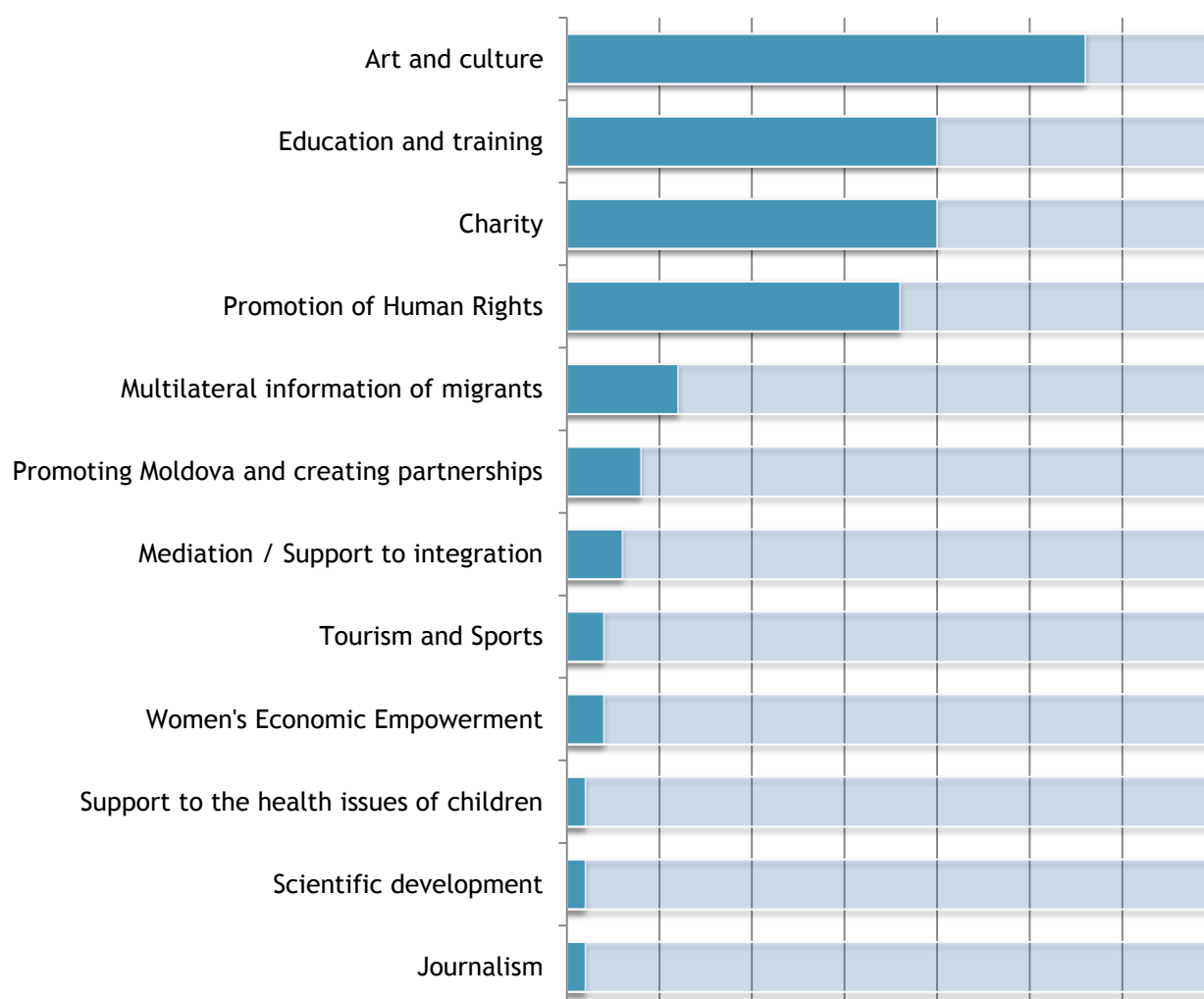
There are various factors that triggered the creation of associations/communities/initiative groups such as: (i) the need to provide migrants with information, legal advice and moral support, especially to the newcomers; (ii) the desire to organize cultural activities; (iii) the desire to unite Moldova Diaspora and to strengthen its economic and spiritual potential (iv) the need to get integrated in the cultural and social space of the host country; (v) the need for socialization and social interaction; (vi) the desire to perpetuate and promote traditions of the country of origin, preserving national values; (vii) to help their community, country of origin and disabled children from the Republic of Moldova; (viii) to promote the image of the Republic of Moldova abroad; (ix) to reunite Moldovan doctors working abroad etc.

Associations are conducting activities predominantly in one locality (27 associations), more rarely in 2-3 localities of the same country (6 associations) and very rarely in a wider area (localities of destination country but also in the Republic of Moldova) (1 association).

3.2. Activities conducted by associations/communities/initiative groups

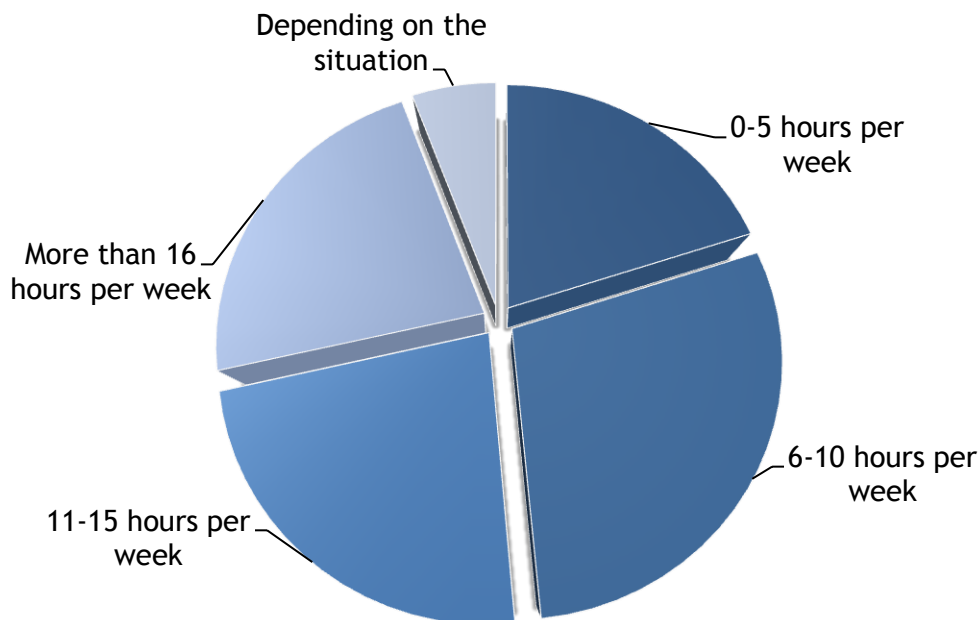
Associations are engaged in diverse fields as: culture and art; education and training; charity; human rights protection and promotion, including migrants' rights; healthcare-related information; integration and psychological support etc. (see Figure 3). One and the same association is frequently engaged in more areas. Most associations have chosen as field culture and art, focusing on organizing cultural events to enable them preserve national traditions and values abroad and to ease the longing for their native country.

Figure 3. Fields of activity of associations/communities



Activities conducted within Diaspora associations are mostly volunteering activities. Participants in the research devote to activities conducted within these associations from 5 to 16 hours per week, most often - 6-10 hours per week (see Figure 4).

Figure 4. Number of hours weekly allocated to activities within association/community/initiative group



12 of those 34 Diaspora associations conduct activities in collaboration with other Diaspora associations/communities/initiative groups and/or institutions from the Republic of Moldova. Moldovan Diaspora associations work in collaboration with the following institutions from the Republic of Moldova: Bureau for Diaspora Relations, Interethnic Relations Bureau, Ministry of Culture and the Ministry of Labour, Social Protection and Family. Some of associations support activities conducted by the NGO „Copil, Comunitate Familie, Moldova” (Child, Community, Family), the Centre for Children and Youth „Artico” from Chisinau, Bubulica Family-Type Home (village Chetrosu, Drochia district), the Small Homes Group and Mojo Hands.

Associations that have established collaborative partnerships with other associations are: „Gazeta Basarabiei”, Padova, Italy; „Dacia”, Venice, Italy; „Dacia”, Rome, Italy; AssoMoldave, Rome, Italy; „Renaştere”, Parma, Italy; „Integrazione in Italia”, Milan, Italy; „Gente Moldova”, Mestre, Italy; Moldovan-Italian association „Plai”, Turin, Italy; „Pro Diaspora”, Lisbon, Portugal; „Alexandru Ipsilantis”, Athens, Greece; „Noroc Olanda”, Maastricht, Holland; „Vatra”, the United Kingdom of Great Britain; Association of Bessarabian doctors and PhD in France, Paris, France; „Baştina”, Nijnevartovsc, the Russian Federation.

Collaboration with institutions from the Republic of Moldova but also with other Diaspora associations is based on the next activities: (i) participation to Diaspora Congresses, Business Forums, conferences; (ii) organization of national holidays, festivals, sports competitions; (iii) promotion of the Republic of Moldova abroad; (iv) collaboration in publishing the newspaper „Gazeta Basarabiei”; (v) book releases; (vi) exchange of experience; (vii) implementation of various programs; (viii) offering humanitarian aid and charity (medical equipment, ambulance for emergency, food, clothing etc.); (ix) collaboration in dealing with desperate cancer cases, transplant, etc.

The total number of Diaspora associations' members (active⁶ and passive⁷) significantly differs from one association to another -from 9 to 645 members. 9 of those 34 organizations have more than 110 members. The average number of association's members is 68. The number of active members is yet much smaller and varies from 8 to 80 persons. With few exceptions, the number of women prevails within associations. 1 of 2 associations has children amongst their members. This is mostly the case of associations operating in Portugal and Italy. Most associations do not keep records of passive members.

Members of associations are mainly migrant workers or those who have settled in the destination countries and less often persons that migrated to continue their studies, circular migrants, businessmen or citizens of the destination country.

Services provided by associations are diverse and can be divided into the following categories:

I. Providing migrants with information, legal advice and moral support:

- Information about the registration procedure and getting the work permit (especially in the Russian Federation where 3887 persons have been provided support during the first half of 2015 by one organization);
- Information/support in communication with legal bodies (especially in the Russian Federation where 1667 persons have been provided support during the first half of 2015 by one organization);
- Information/support in communication with local public authorities,
- Support in finding employment,
- Support in settling conflicts with local authorities,
- Help with the dwelling,
- Advice (communication, psychological support, support provided to the elderly, communication with mass media etc.),
- Help in receiving/sending parcels,
- Information about children's enrolment for kindergarten, school,
- Leaflets, brochures with information about host country,
- Leaflets, brochures, movies about Moldova,
- Support in keeping in touch with authorities from the Republic of Moldova (educational institution attended by children left behind in Moldova, concluding documents, etc.).

II. Organizing cultural events (concerts, traditional holidays, festivals).

III. Organizing language courses:

- Romanian language courses for children living in the host country (Moldovan-Italian Association „Plai” in 2014, Association „Orpheus” Greece),
- Courses to learn the language of the host country (Italy, Estonia),

IV. Charitable activities:

- Medical and material support provided to disabled children from the Republic of Moldova (Germany, Italy),

⁶ Those who participate in all activities conducted by the association/community/initiative group and are involved in the organization of some activities.

⁷ Those who participate only in certain activities and are not involved in the organization of events.

- Donations for people and communities from the Republic of Moldova (Switzerland, Italy, Germany).

The large majority of associations gives information and organize cultural events during different holidays. Special attention is paid by some Diaspora association to cultural activities such as poetry contests for children, dance competitions (Italy, Portugal, and Greece).

Some associations hold periodical meetings with women in order to provide them with information and discuss issues they face (violence, healthcare-related issues, children etc.). The associations/communities/initiative groups of migrants rarely support charities for other migrants, disabled children from the Republic of Moldova or communities from the Republic of Moldova.

Activities characteristic to women refer most often to discussing women's health issues, medical services, human rights, domestic violence and violence in society or certain thematic meetings and more rarely - psychological advice, book releases or plays, making some plans for charitable activities, ensuring women's participation in events organized by international organizations, activities to support the reintegration in the Republic of Moldova after migration (see Table 3).

Table 3. Activities organized by Diaspora associations/communities/initiative groups for women

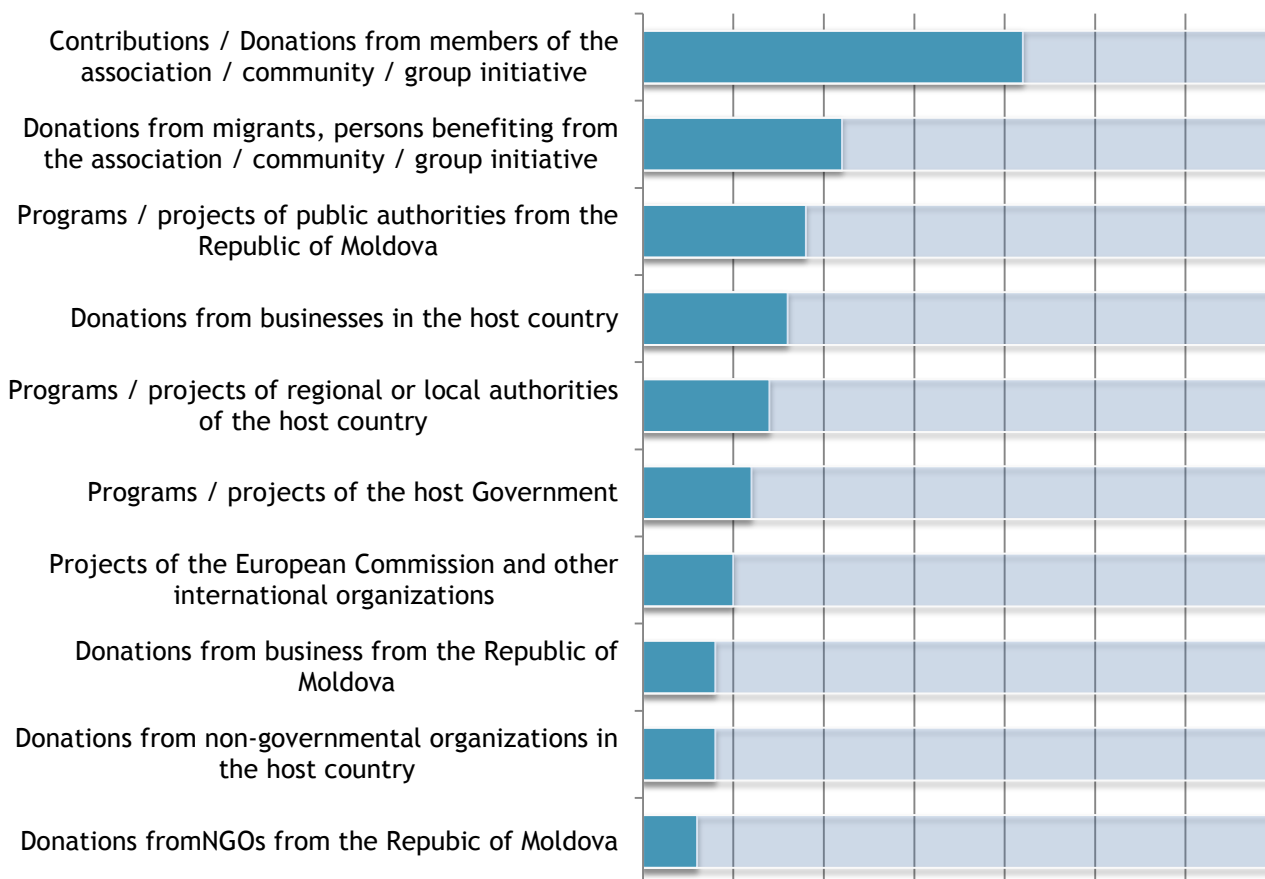
Activity	Place	Funding	Year	Association implementing the activity
Discussions on various topics (human rights, health etc.)	Mestre, Venice	Own resources	2008	Gente Moldava, Italy
Discussions regarding the access to medical services	Barreiro	Own resources	2010	Cultural Association of Moldovan migrants „Miorița”, Portugal
Discussions about domestic violence	Barreiro	Own resources	2012	Cultural Association of Moldovan migrants „Miorița”, Portugal
„Caregivers Celebration”. An informative seminar presenting the practical guidebook for family caregivers „Being a nurse”	Mestre, Venice	Project funded by the municipality of Venice	2012	Gazeta Basarabiei, Italy
Presentation of the play „Abandoned people”	In 12 towns from Italy	IOM and the Ministry of Foreign Affairs of Italy	2012	AssoMoldave, Gazeta Basarabiei, Moldbrixia, Amici, Italy

Meetings to make acquainted the cases of socially vulnerable people from the Republic of Moldova and to develop a plan for helping a motherless child left behind in the country	Stockholm	Own sources	2012	Asociația noastră in Suedia
Seminar „Awareness on migration, development and human rights through local partnerships”	Emilia-Romagna Region	AMITIE Project	2013	Gazeta Basarabiei, Italy
Seminar: Migration, integration and development: Emilia-Romagna in Europe continuously developing	Bologna	Own sources	2013	Gazeta Basarabiei, Italy
Meetings to inform and prevent cervical cancer within communities with the participation of Greek doctors and those from the Republic of Moldova	Athens	Own sources	2013	Alexandru Ipsilantis, Greece
Establishment of an adult book club where the participants after reading the book were discussing the most important issues of the society, information dissemination and solutions to these problem	Stockholm	Own sources	2013-2014	Asociația noastră in Suedia
Psychological consultations	Padova	Own sources	2013-2015	Baștina, Italy
Activities on the reintegration of migrants/migrant women	Moldova	Back2Moldova Project	2014	Gazeta Basarabiei, Italy, Interethnic Relations Bureau
Help to disadvantaged women from Moldova	Moldova	Charity	2014	Regina Maria, Switzerland
Participation of women in cultural events organized by international institutions		Own sources	2014	Regina Maria, Switzerland
Informative seminar „A healthy mind in a healthy body”	Turin	Own sources	2014	Moldovan-Italian Association Plai, Italy
Discussions approaching health issues and domestic violence	Italy	Own sources, projects	2014-2015	AssoMoldave, Italy
Each formal and informal meeting of association’s members provides information on women’s rights, obligations, etc.	Stockholm	Own sources	2014-2015	Asociația noastră in Suedia

Information about domestic violence and violence in society	Venice	Own sources	2014	Waves Centro Studi Donne per la Pace, Italy
Mary - Mother of Jesus in different religious	Venice	Own sources	2014	Waves Centro Studi Donne per la Pace, Italy
Presentation of the book „Totentauz” by C. Partole	Venice	Own sources	2014	Waves Centro Studi Donne per la Pace, Italy
Discussions approaching issues experienced by women from Arizona, including children’s issues.	Arizona	Own sources	2014	Moldovan community from Arizona, Women’s Club from Arizona, USA
Consultations provided by psychologists	Venice	Own sources	2015	Waves Centro Studi Donne per la Pace, Italy
Women poets for peace. Meeting with a Russian women poet	Venice	Own sources	2015	Waves Centro Studi Donne per la Pace, Italy
Women fighting for peace in Ukraine	Venice	Own sources	2015	Waves Centro Studi Donne per la Pace, Italy
Discussions approaching issues experienced by women from Arizona, including children’s issues.	Arizona	Own sources	2015	Moldovan community from Arizona, Women’s Club from Arizona, USA
Informative seminar entitled ”Health above all”	Turin	Own sources	2015	Moldovan-Italian Association Plai, Italy
Discussions about the access to free medical services. Information on getting mandatory health insurance	Moscow	Own sources	2015	„Pravozasitnic”, Russian Federation

The sources of funding/support for associations’ activities involving costs are most often contributions/ donations from members of the association, less often these are donations from migrants, beneficiaries, programs/projects of the Moldovan authorities, donations from businessmen from the host country, programs/projects implemented by the government of the host country, projects of the European Commission or other international organizations etc. (see Figure 5).

Figure 5. Sources of funding for association's activities



Some of associations implemented projects funded with the support of the Bureau for Diaspora Relations, Ministry of Culture, Interethnic Relations Bureau and the International Organization for Migration. However, most leaders agreed that very few projects are supported by authorities from the Republic of Moldova and the events and activities are usually organized from associations' leaders' own sources. Thus, lack of funding sources has a direct impact on associations' activities.

To promote the association/community/initiative group, at the moment, the **majority** of leaders use Facebook social network, local newspapers and Youtube, **more rarely** - local TV channels, newspapers/magazines published by the association, Odnoklassniki social network, blogs, flyers and **very rarely** - local magazines, association's website, web page of the Embassy of the Republic of Moldova to the host country, Twitter or other networks (vkontakte). Social media of host countries is represented by: Migrant (Greece), Omonia (Greece), Dario de Cadiz (Spain), SIC (Portugal), Radio Torino International (Italy), Мурманский вестник (Russian Federation), Вечерний Мурманск (Russian Federation), Мурманская миля (Russian Federation), Миграция (Russian Federation), Огонек (Russian Federation), the Newspaper of the High Commissariat for Immigration (Portugal) etc. Sometimes they use media sources from the Republic of Moldova to provide information about activities conducted by Diaspora associations and namely the Teleradio Moldova, Jurnal TV, Moldova 1, TVM International TV channels.

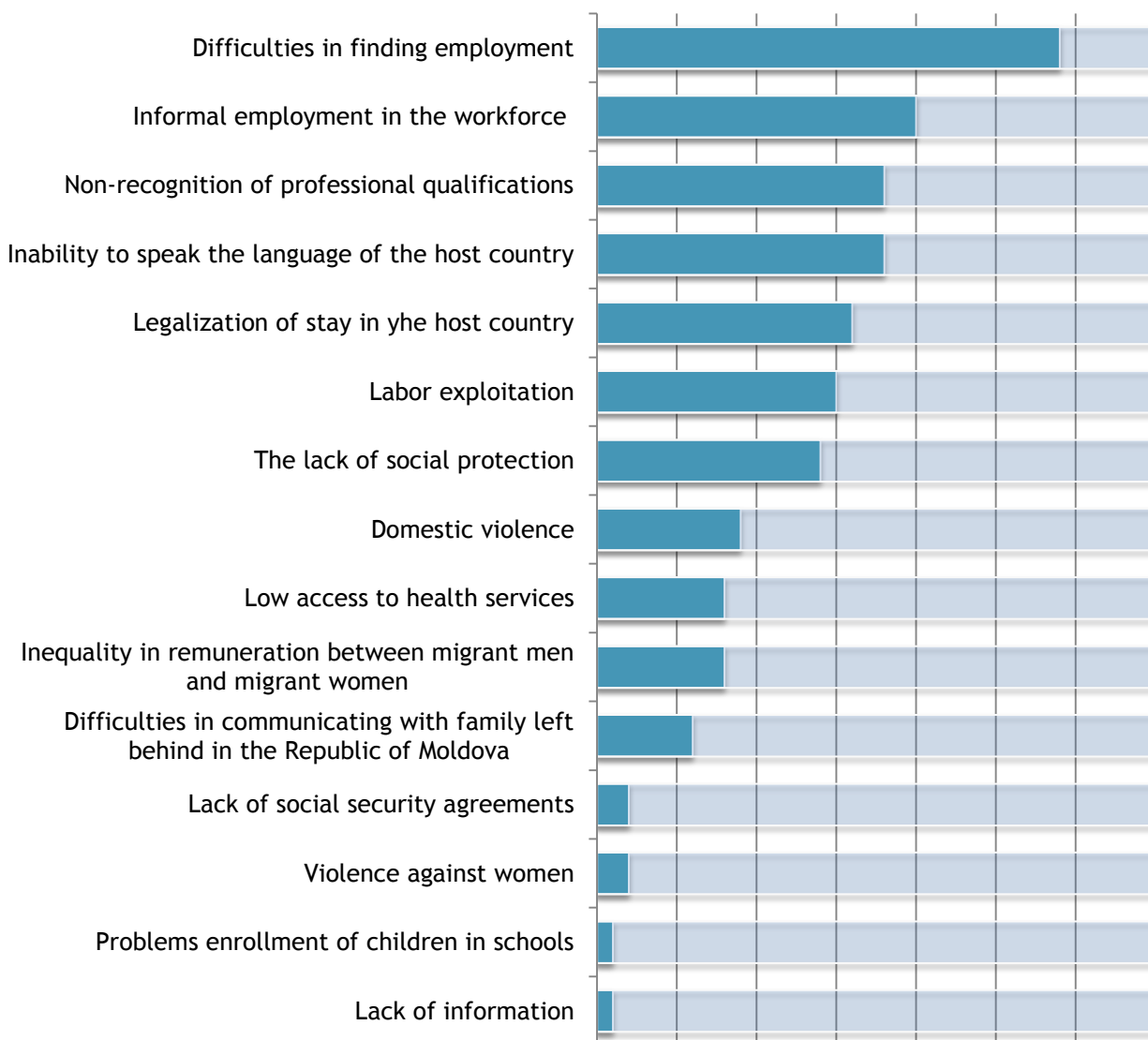
It is important to mention that some Diaspora associations have managed to publish their own newspapers and magazines, most known is the newspaper "Gazeta Basarabiei" and the magazine

"Pro Diaspora Kids". No less significant is the partnership established between associations and the exchange of information for publishing.

Although some actions are taken to promote the association, leaders stressed that the activities conducted need a better presentation in mass media. They pointed out also the need to promote a positive image of migrant women in the countries of destination but also in the Republic of Moldova.

According to participants in the research, the main problems experienced by women in the destination countries refer to: difficulty in finding employment, illegal employment, non-recognition of qualifications, not speaking the host country's language, legalization of stay, lack of social security, labour exploitation and more rarely - domestic violence, pay inequality between men and migrant women, poor access to healthcare services, difficulties in communication with family members left behind in Moldova etc. (see Figure 6). An important issue for Moldovan migrants, including women, refers to the lack of Social Security Agreements with Italy, the Russian Federation, France, etc.

Figure 6. Main problems experienced by female migrants



To respond more effectively to the problems and needs of migrant women, the leaders of Diaspora associations have reported several needs: (i) financial support, grants to encourage initiative; (ii) a place to organize the activities; (iii) free training (communication, organizational management, time management, courses to be able to provide psychological assistance in cases of depression, courses to build women's self-confidence) to develop abilities and to increase the involvement of migrants in associations' activities; (iv) correct information from the Republic of Moldova „when we ask for it” and effective informational support; (v) dedicated human resources; (vi) legal advice provided free of charge in certain circumstances; (vii) Romanian and Russian books for associations' libraries; (viii) free support from a lawyer in certain cases.

Some associations want their own place where they can more efficiently provide support to migrants - *“we are currently collaborating with local authorities and we share space with other associations. But most often this hinders us from providing qualified and immediate assistance to people in need”* (the president of the Moldovan-Italia Association „Plai”).

The necessity to strengthen the knowledge and skills of leaders of Diaspora associations is not less important. The survey data reveals that most leaders of the associations do not have a plan of activities for the next years. Only some associations have been able to speak about the activities they intend to carry out in the next 3 years (see Table 4).

Table 4. Activities planned to be conducted by association within 2016-2018

Year	Activity	Association
2016	Going on with Back2Moldova Project focusing on the return of migrant women and providing them with support (finding employment, recognition of qualifications, training courses etc.)	Gazeta Basarabiei, Italy
2016	Creating association's website	AssoMoldave, Italy
2016	Opening a multicultural library	Waves Centro Studi Donne per la Pace, Italy
2016	Providing Italian language courses	Waves Centro Studi Donne per la Pace, Italia
2016	2nd edition. Health above all. Fighting breast tumors	Plai, Italy
2016	Seminar on domestic violence	Gente Moldava, Italy
2016	Release of the newspaper „Moldbrixia”	Moldbrixia, Italy
2016	Exhibition of painters from the Republic of Moldova	Moldavos et Cataluna, Spain
2016	Mounting a show on their own	Moldavos et Cataluna, Spain
2016	Organizing the celebration of Christmas and Martisor	Moldavos et Cataluna, Spain
2016	Providing information about women's health and the access to medical services	Tezaur, Portugal

2016	The workshop Skilled Hands	Tezaur, Portugal
2016	Seminar on human trafficking	Tezaur, Portugal
2016	Providing information regarding the integration in Denmark	Venling Hilsen Moldova, Denmark
2016	Seminar providing labour market information	Flueraş, Russian Federation
2016	Cultural festival for women from ethnic associations	Flueraş, Russian Federation
2016	Seminars approaching migrant women's rights	Pravozascitnic, Russian Federation
2016	Intercultural festival	Constellation culture, France
2016	The conference: Intercultural mediation	Constellation culture, France
2016	Seminar: Preventing trafficking and sexual exploitation in migrant women from Moldova, Romania and Ukraine	Comunison, Great Britain
2016-2017	Editing the newspaper Gazeta Basarabiei	Gazeta Basarabiei, Italy
2016-2018	Organizing the 2nd edition of the iProsop festival	Gazeta Basarabiei, Italy
2016-2018	Psychological support and consultation regarding women's rights	Baştina, Italy
2016-2018	Organizing the celebration of the 8th of March, Easter, Christmas and New Year	Associazione Carciun, Italy
2016-2018	Implementing the project „Proud of our Moldovans”	Community of Moldovans from Arizona, USA
2017	Publishing the paper „Moldovan women in Italy. Conditions, their role and involvement in associationism” (T.Nogailic)	AssoMoldave, Italy
2017	Seminar on age-appropriate food	Plai, Italy
2017	Migrants school	Flueraş, Russian Federation
2017	Establishing a Medical Centre for migrants	Pravozascitnic, Russian Federation
2017	Creating a center for the temporary placement of migrant women in need	Waves Centro Studi Donne per la Pace, Italy
2017	Seminar: Women and politics	Gente Moldova, Italy
2018	The release of the 5th edition of the Guidebook: Moldovans in Italy	AssoMoldave, Italy

2018	Seminar: Fighting glycemic index: today, tomorrow and always	Plai, Italy
2018	Seminar: Women and their role in the society	Gente Moldova, Italy
2018	Opening a free of charge shelter for the temporary stay of migrants in need	Pravozascitnic, Russian Federation

Still there are possibilities for the improvement of the collaboration between Diaspora associations and local public authorities from the host country. Representatives of only 21 of the 34 associations mentioned about their collaboration with local public authorities. Their collaboration consists in providing information about the conducted events, consultations on various issues, providing information and dissemination of information, participation to training, providing spaces free of charge or at a low cost for the organization of events, participation to events, organization of joint cultural events (festivals, conferences, exhibitions, congresses etc.), support in solving certain problems, financial support for some projects, collaboration in project implementation, providing assistance to migrants, support in concluding documents for disabled children and supporting charity projects.

Some leaders mentioned they have a permanent collaboration and a partnership for many years that even resulted in twinning towns from the destination countries with those from the Republic of Moldova (Portugal, Italy) while the others said they have an insignificant collaboration.

The representatives of the 15 organizations mentioned their collaboration with authorities from the Republic of Moldova, especially with the Bureau for Diaspora Relations, Interethnic Relations Bureau, Ministry of Labour, Social Protection and Family, Ministry of Culture, Organization for Small and Medium-sized Enterprises Sector Development. Collaboration is based on various activities carried out: exchange of information, resources for the organization of cultural activities (national costumes, national symbols, books etc.), participation to events from the Republic of Moldova dedicated to migrants (Congress of Diaspora, Diaspora Days), organization of some on-line events (conferences, debates), organization of joint events (traditional feasts, event of national character), logistic support, financial support, organization of elections, organization of some study visits, collaboration with media, informing migrants about investment opportunities in the Republic of Moldova (Pare 1+1 Program), participation in the development of legislation targeting migrants (Strategy regarding the reintegration of migrants), on-line training courses, project implementation (Back2Moldrova).

Most of the leaders said they would like "*deeper*" cooperation with the authorities from Moldova, but also with representative of the civil society - "*we need the contact information from the Republic of Moldova to receive the necessary information, including information about migrant women, we need the contact details of national and international NGOs*" (president of „Asociatia noastra in Suedia”).

3.3. Training and improvement of Diaspora capacities

Main problems affecting the functioning of Diaspora association include:

- (i) lack of financial support, low possibilities of accessing projects;

- (ii) indifference /migrants' lack of interest in activities conducted by the associations for them;
- (iii) identification of person able to devote their time to the development of the association - *„the biggest challenge is creating the desire for involvement”* (president of the „Asociatia noastra in Suedia”), because volunteering is not characteristic for Moldovans;
- (iv) lack of spaces for the organization of activities;
- (v) lack of training that will result in a better organization and functioning of associations - *„association lack knowledge in writing projects and communication”* (president of „Open Mind made in Moldova”, Italy), *„we need to be trained to be able to capitalize on and promote the image of our country of origin”* (active member, „Trei culori”, Portugal);
- (vi) lack of free time, both, of leaders of associations and migrants;
- (vii) lack of direct communication with government institutions - *„it is necessary to establish a continuous and tangible relationship and communication”* (member, initiative group, Spain).

Diaspora associations in different countries are different, so are their capacities, but also their needs. If somewhere it is necessary to offer informational support and support for the establishment of Diaspora associations (Turkey), other countries have associations conducting activities for more than 15 years. Support provided to associations shall be based on their training needs (see Figure 7). Thus, for example, in Turkey, special attention shall be paid to supporting women with information according their needs and to support diplomatic missions to improve the collaboration with migrant women. Persons with initiative in this community require psychological education in order to assist women that experience depression but also consultancy and legal advice.

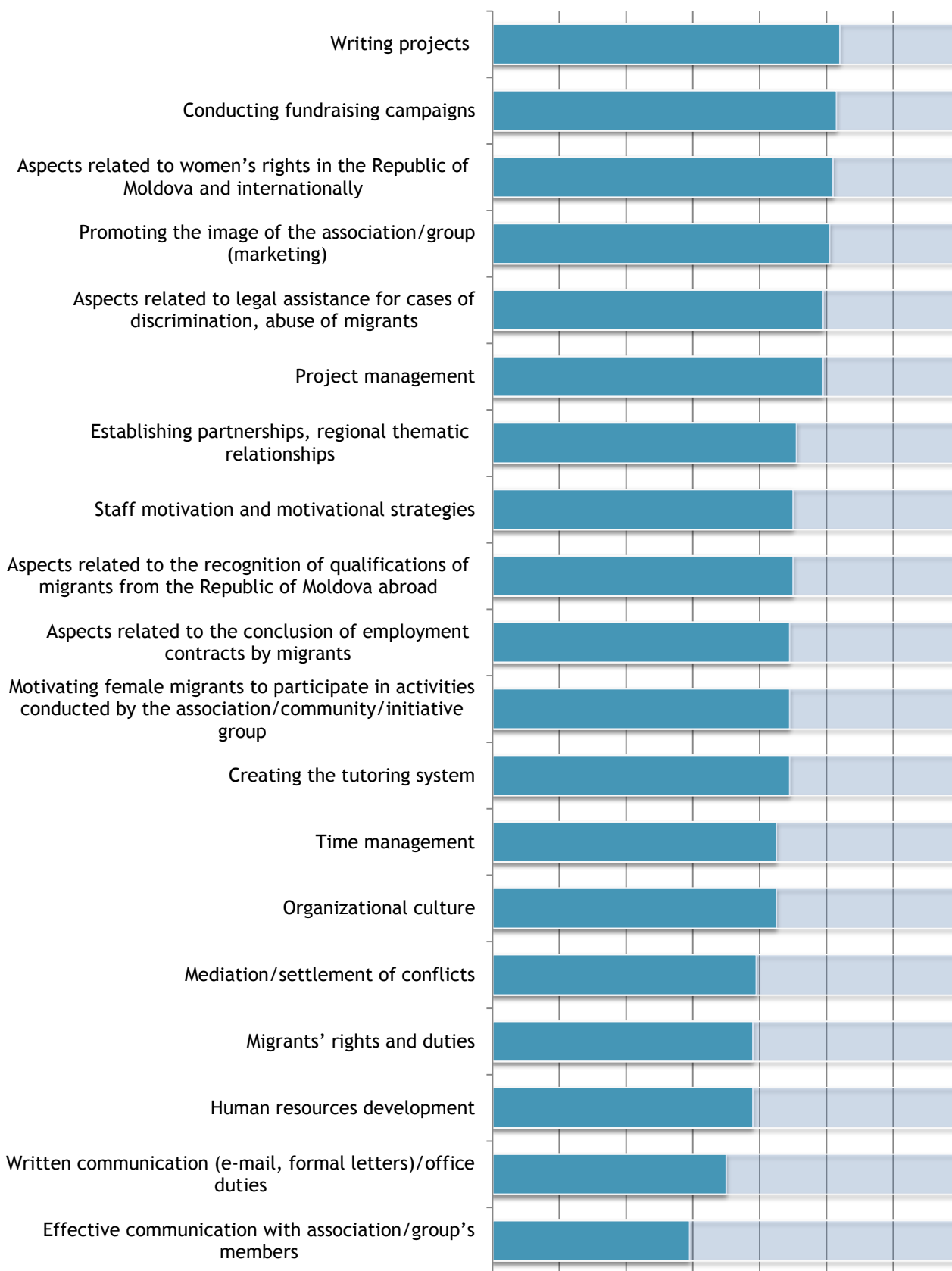
According to leaders' opinion, other training courses required are: (i) courses in informatics (particularly in developing webpages of Diaspora organizations); courses to involve women in business, including social entrepreneurship.

The capacity development plan for leaders of associations /communities/initiative groups should comprise training courses, round tables, exchange of experience, regular meetings, discussion workshops, networking, and meetings with lawyers.

Some of the leaders expressed the need for a „boot camp” for leaders not only to provide them with information but also to develop their abilities and managerial skills. The topic of discussion should be diverse from social entrepreneurship to promotion of the culture of the country of origin abroad, providing information about changes related to Moldovan legislation concerning migrants.

Some activities should be complementary. For example, training in writing projects must foresee also the possibility of financing some projects, the existence of institutions to submit projects to get funding.

Figure 7. Training needs of leaders of associations/communities/initiative groups



However, it should be noted that there is no fair competition between members of the Diaspora associations. Some leaders want the capacity building activities of the association leaders to be directed only to the most emancipated leaders - *"Republic of Moldova should support emancipated members of Diaspora to participate and be involved in various programs of the European Union"*.

To provide support to female migrants from the Republic of Moldova, the leaders of the associations mentioned also other needs besides training: (i) collaboration with authorities from the Republic of Moldova; (ii) meetings with psychologists; (iii) exchange of experience; (iv) establishing a toll-free phone line for psychological support (Green number); (v) meetings with healthcare specialists.

A challenge for the leaders of Diaspora associations is the low level of participation of migrants, including women, in organized activities. A leader of Diaspora mentioned: *"As long as women are adapting and finding itself in a foreign country, they are not interested in the activities of the association. Psychological and financial stability increase the involvement"* (president, AssoMoldave). Leaders believe that migrant women's involvement in activities of associations can be improved through: (i) organization of activities for women together with those designed to children; (ii) dissemination amongst migrants; (iii) organization of courses to learn the language of the host country; (iv) providing free of charge services (in finding employment, legal advice etc.); (v) organization of some recreational activities (tourism, cultural activities); (vi) training in entrepreneurship - *„it is necessary to organize something more than just a meeting... it should be organized something to bring profit"* (active person, Turkey).

Another challenge revealed by the leaders of associations refers to increasing the visibility of the association. To achieve this purpose it is necessary to hold training courses about promotion ways, but also actions for a better dissemination of information in mass media of the destination country, but also in Moldova, to establish cooperation with diplomatic missions, to have available national costumes within the association, to create partnerships and websites.

Public consultations with women and the research „Mapping of Diaspora associations/communities/initiative groups working with women migrants" have helped to the development of the Capacity development plan of leaders of associations/communities/initiative groups for 2015-2016.

IV. THE CAPACITY DEVELOPMENT PLAN FOR DIASPORA ASSOCIATIONS/COMMUNITIES/INITIATIVE GROUPS FOR 2015-2016

FIELD: ORGANIZATIONAL DEVELOPMENT				
<i>Objectives</i>	<i>Results</i>	<i>Training activities</i>	<i>The way of organizing the training</i>	<i>Subjects necessary to be approached during training</i>
1. Strengthening organizational capacity ⁸	Leaders of associations trained in project writing and management	Workshop 1: Organizational culture	Webinar	<ul style="list-style-type: none"> - peculiarities of nongovernmental organizations, - function of nongovernmental organizations, - communication within the organization, - assumed commitment, - organizational culture aspects.
		Training 1: Project writing	Preferably in the destination countries ⁹	<ul style="list-style-type: none"> - key elements of a funding project, - feasibility, - acceptance criteria, - institutions organizing project competitions, - examples of good practice, - practical exercises.
		Training 2: Project management	In the Republic of Moldova	<ul style="list-style-type: none"> - stages of a project, - teamwork, - results,

⁸ The Diaspora associations Capacity Development Plan for 2015-2016 does not target active members from Turkey. Given the situation of migrant women in this country it is recommended to take actions on informing migrant women depending on their needs and to establish a collaborative relationship between the diplomatic missions of the Republic of Moldova to Turkey and active migrant women.

⁹ Such kind of training is necessary to be held in Portugal, Italy and perhaps in the Russian Federation. There is no need for such a training in Greece and Turkey due to the lack of possibility to access projects funded by local, regional and national authorities.

				<ul style="list-style-type: none"> - project monitoring and evaluation, - quality management, - visibility, - examples of good practice.
		Workshop 2: Human resource development	Webinar	<ul style="list-style-type: none"> - the concept of human resources and its significance, - gender dimension, - recruitment and selection of human resources, - personal development, - capacity building in human resources.
		Training 3: Time management	Webinar	<ul style="list-style-type: none"> - effective time management, - organizing, prioritizing and planning the time, - effective time management tools.
		Training 4: Conducting fundraising campaigns	In the Republic of Moldova	<ul style="list-style-type: none"> - sources of funding, - types of funded activities, - types of funding and funders, - fundraising methods, - basics of fundraising, - donations from physical persons, - corporate donations, - skills and motivation of a fundraiser.
		Training 5: Conflict mediation	Webinar	<ul style="list-style-type: none"> - types of conflicts, - structure and conflict stages, - conflict resolution techniques and methods, - conflict mediation,

				<ul style="list-style-type: none"> - conflict management tactics and strategies.
2. Increasing migrants' awareness of Diaspora organizations and improving the relationship with communities of migrants	Diaspora associations are known and they are in permanent contact with 40% of migrants ¹⁰	Workshop 3: Effective communication with the organization's members/ communities of migrants	In the Republic of Moldova	<ul style="list-style-type: none"> - establishing communication with migrants, - communication with different groups of migrants, - informing migrants about their rights and obligations, - explaining aspects related to employment contracts, - migrants' referral to the existing medical and social services, - Providing legal advice or referring them to specialized services, - explaining/referring migrants to institutions dealing with recognition of qualification, - providing psychological first aid.
	Increasing the number of migrants involved in activities conducted by Diaspora organizations	Workshop 4: Motivation and motivational strategies for the involvement of migrants in activities conducted organizations	In the Republic of Moldova	<ul style="list-style-type: none"> - importance of motivation, - motivational process, - motivational techniques (motivation through social status and achievements, individual's inner motivation for performance and acknowledgement, reward-motivated behaviour), - motivational strategies.

¹⁰ Witin the project *Mapping of the diaspora in Italy, Portugal, France and the United Kingdom* it was established that in Italy, where there is the biggest number of these associations, only 11% of respondents were permanently keeping in touch with Diaspora organizations, 16% - were doing it from time to time, 22% knew about the existance of such organizations but did not keep in tocuh with them and 51% of repondents did not know anything about these associations.

		Workshop 5: Entrepreneurship and social entrepreneurship in women	Preferably in the destination countries	<ul style="list-style-type: none"> - development of business skills in migrant women, - specifics of social entrepreneurship, - examples of women entrepreneurs and social entrepreneurs.
3. Promoting organization's image	The organization will be known among migrants but also among other social actors	Workshop 6: Marketing	In the Republic of Moldova	<ul style="list-style-type: none"> - the development of marketing messages, - ways of advertising activities conducted, - using social networking but also mass media.
		Training 6: Creation and maintenance of association's website	Webinar	<ul style="list-style-type: none"> - practical training that should result in the creation of the association's website.

FIELD: IMPROVEMENT OF PARTNERSHIPS AND SOCIAL NETWORKING				
<i>Objectives</i>	<i>Results</i>	<i>Training activities</i>	<i>Organization of training</i>	<i>Subjects necessary to be approached during training</i>
1. Establishing partnerships with public authorities from the destination countries and countries of origin	Improvement of cooperation and collaboration of organizations with public authorities from the destination countries and countries of origin	Workshop 7: Collaboration with public authorities	In the Republic of Moldova	<ul style="list-style-type: none"> - knowledge about activities and functioning of the state institutions, - ways of collaborating with authorities, - projects and programs for migrants, - examples of good practices experienced

				by Diaspora associations.
		Workshop 8: Advocacy for Diaspora associations /communities/active groups	In the Republic of Moldova	<ul style="list-style-type: none"> - types of advocacy, - advocacy plan, - ways of organizing the advocacy process.
2. Strengthening the relationship with Embassies and Consulates	The Embassies and Consulates of the Republic of Moldova together with Diaspora associations/communities/active groups conduct cultural, economic and social activities	Workshop 9: Possibility and opportunities for the collaboration of Diaspora associations /communities/active groups with the diplomatic missions	Preferably in the destination countries	<ul style="list-style-type: none"> - assessment of activities conducted by associations in collaboration with diplomatic missions, - identification of possibilities for economic and social collaboration, - examples of good practice experienced by Diaspora associations.
3. Developing the relationship with Diaspora associations at the international level	Development of certain thematic websites	Workshop 10: Social media and its importance	In the Republic of Moldova	<ul style="list-style-type: none"> - objectives of social networking, - its characteristics, - networking principles, - opportunities provided by social media.
		Workshop 11: Organization of web-based events	Webinar	<ul style="list-style-type: none"> - communication via social networking, - examples of good practice.

4. Improving the relationship between migrants and their communities of origin	Diaspora organizations are involved in the development of communities of origin	Workshop 12: Migration and the development of communities of origin	In the Republic of Moldova	<ul style="list-style-type: none"> - key aspects of migration, - gender dimension of migration, - migration opportunities, - remittances and their use, - support provided to communities of origin: examples of good practices experienced by Diaspora associations.
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The Capacity Development Plan for Diaspora associations is a comprehensive one designed for 2 years of training. There should be a logical consecutive order during training and to achieve multilateral development building. We recommend to involve in training up to 20 people (leaders of associations, representatives of Moldovan institutions when is necessary, women migrants returnees).

We recommend that training shall be organized in 3 ways:

- In the Republic of Moldova. This will enable the participation of leaders from different countries, communication between them and the exchange of good practices. The training courses in the Republic of Moldova could be organized as: (i) Training of trainers (ToT), participants having the mission to share acquired knowledge with leaders of associations when turning back to their country of habitual residence or as (ii) 1-2 training for leaders of associations within the Congress of Diaspora, Diaspora Days or other events attended by leaders of Diaspora associations in the Republic of Moldova.
- In webinar. This way is a good one when participants know each other and are far away one from another. Special books with reading resources can be developed for the leaders of associations.
- In the destination countries. It will ensure a better participation of leaders from these countries and will focus on the peculiarities existing in this country (in writing projects but also in strengthening the relationship with diplomatic missions). Such training courses, depending on particularities, can be organized in Portugal, Italy, Russian Federation and Greece. For example

the training on writing projects can be held in Portugal, Italy and perhaps in Russian Federation while the Workshop 9: Opportunities and possibilities regarding the cooperation between Diaspora associations /communities/initiative groups and the diplomatic missions should involve the above mentioned countries including Greece.

We think that during the first stage of training (2015) it is necessary to organize the following workshops:

<i>Training activities</i>	<i>The organization of training</i>	<i>Argumentation</i>
Workshop 7: Cooperation with public authorities	In the Republic of Moldova	The leaders of associations do not always know how to collaborate with public authorities from the destination countries but also from their country of origin.
Workshop 8: Advocacy for Diaspora associations/communities/active groups	In the Republic of Moldova	Leaders of Diaspora organizations need to be trained in advocacy, developing an advocacy plan, advocacy strategies and techniques.
Training 4: Conducting fundraising campaigns	In the Republic of Moldova	Currently, most of associations rely on volunteering. In order to ensure the sustainability in time, it is necessary to train leaders in conducting fundraising activities.
Workshop 4: Motivation and motivational strategies for the involvement of migrants in activities conducted by organizations	In the Republic of Moldova	The large majority of migrants is not acquainted with Diaspora associations neither are involved in any activities conducted by these and it is necessary to teach leaders to motivate migrants participate in activities.
Workshop 10: Social media and its importance	In the Republic of Moldova	In order to accomplish certain objectives it is necessary to associate and collaborate with others.
Workshop 1: Organizational culture	Webinar	
Workshop 11: Organization of the web-based events	Webinar	

Training 1: Project writing	Preferably in the destination countries ¹¹	It is necessary to hold this training in Portugal, Italy and Russian Federation.
Workshop 9: Possibility and opportunities for the collaboration of Diaspora associations/communities/active groups with diplomatic missions	Preferably in the destination countries	It is necessary to hold this training in Portugal, Italy, Russian Federation and Greece.

¹¹ Such kind of training is necessary to be held in Portugal, Italy and perhaps in the Russian Federation. There is no need for such a training in Greece and Turkey due to the lack of possibility to access projects funded by local, regional and national authorities

ANNEXES

Annex 1. Questionnaire for Diaspora associations / initiative groups

Annex 2. In-depth interview guide for Moldovan embassy representatives

Annex 3. Agenda of consultations with representatives of associations/communities/initiative groups of migrant women from the Republic of Moldova abroad and other materials for consultations

Annex 4. Contact information of people that participated in the research *Mapping of Diaspora associations/communities/initiative groups working with women migrants*