

QUESTIONNAIRE FOR SURVEYING UKRAINIAN CITIZENS OF WORKING AGE EMPLOYED IN THE DESTINATION COUNTRY WHO PLAN TO RETURN HOME UNDER CERTAIN CIRCUMSTANCES

INTRODUCTION

Dear respondents!

The State Scientific Institution ‘Institute of Educational Analytics’ is a member of the Consortium consisting of 12 institutions from 11 countries (Lithuania, Norway, United Kingdom, France, Germany, Poland, Italy, North Macedonia, Turkey, Ethiopia, and Ukraine) focused on the implementation in 2023-2026 of the tasks of the Project 101132435 - SKILLS4JUSTICE. Topic: HORIZON-CL2-2023-TRANSFORMATIONS-01-03 “SKILL PARTNERSHIPS FOR SUSTAINABLE AND JUST MIGRATION PATTERNS”. One of the objectives of this Project is to conduct a sociological study of the state, problems and prospects of the development of training and the usage of qualified personnel, their deficit and its components in the wartime and post-war periods, in particular, the impact of migration processes, outflow of refugees due to war, etc. Our partners understand the features and huge resource losses of Ukraine in such a difficult time, so part of the questions was adapted/added to it. The survey is anonymous and does not require any statistical information. Please read the consent form. If you decide to join the questionnaire, please mark the ‘Yes’ box on the paper-based questionnaire during the off-line survey.

Ukrainians who meet all five of the following criteria and/or requirements are invited to participate in this survey, namely:

- Citizenship of Ukraine;
- Age from 18 to 65 years;
- Stay in the destination country (permanent, temporary, episodic) not earlier than 2014;
- having any experience of work or employment with local employers or residents of other countries (without Ukraine) (full-time, temporary, occasional, legal, illegal, self-employment, etc.) for a total duration of more than 3 months during the period of stay in the destination country;
- motivation to return (under certain conditions) to their homeland.

PART I: Personal and motivational (migration/displacement) information

Please indicate one option that suits you, unless it's possible to select several options

Item Nr.	Question	Choices
1	The country where I live now	
2	Region of Ukraine where you lived before arriving in the destination country	_____ (City or oblast)
3	What is your age?	☐ 18–24 years ☐ 25–34 years ☐ 35–44 years ☐ 45–54 years ☐ 55–60 years ☐ 61–65 years
4	What is your present status in this country (it is possible to choose several options)?	☐ Legal migrant ☐ Recipient of temporary protection ☐ Applicant for citizenship of the host country ☐ Other ☐ Prefer not to say



5	Does your legal status allow you to work in the country where you live now?	☐ I am allowed to work ☐ I am not allowed to work ☐ Prefer not to say
6	Are you currently employed in this country?	☐ Yes, I am employed and have a work contract. ☐ Yes, I am working, but without work contract. ☐ I am unemployed now, but I was employed earlier for at least three months. ☐ I am self-employed/a business owner. ☐ I am a refugee/recipient of temporary protection. ☐ Prefer not to say
7	How long have you been in this country?	☐ Less than a year ☐ 1–3 years ☐ 4–5 years ☐ More than 5 years
8	What is your gender?	☐ Male ☐ Female ☐ Prefer not to say
9	What is your marital status?	☐ Single ☐ Married ☐ Divorced ☐ Widowed ☐ In a civil partnership
10	If you are married or in a relationship, is your spouse/partner working in this country?	☐ Yes ☐ No ☐ I am not married or in a relationship.
11	How many children do you have?	☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 or more
12	How many other family members do you live with?	☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 or more
13	A. Do you return to Ukraine from time to time? B. Do you work in Ukraine from time to time, if you return (any form of employment)?	☐ Yes ☐ No ☐ Yes ☐ No
14	Apart from the war in Ukraine, are there any other reasons for your migration? You can select more than one option.	☐ Long-term work in the country where I live now ☐ Temporary work in the country where I live now ☐ Economic crisis in Ukraine ☐ Education in the country where I live now ☐ Fear of persecution in Ukraine ☐ Climate/natural disaster in Ukraine ☐ Family issues ☐ Discrimination in Ukraine ☐ Self-motivation ☐ Other. Please specify:
15	What was your highest level of educational attainment in Ukraine or Ukrainian equivalent of education received abroad (prior to current migration)?	☐ Basic secondary education (9 grades) ☐ Complete secondary education (11 grades) ☐ Vocational education and training ☐ Professional non-tertiary education (vocational upper secondary) education (technical school, college) ☐ Higher education (Bachelor, Master) (please underline)



		☐ No answer ☐ I did not receive any education in my country of origin.
16	What is your highest level of educational attainment in the country where you live now?	☐ Basic secondary education ☐ General upper secondary/high school education ☐ Vocational education and training (Master, Craftsman's/ Technician) ☐ Professional training at the workplace ☐ Higher education (Bachelor, Master) (please underline) ☐ No answer ☐ I did not receive any education in the country where I live now.
17	What is the field of study of your highest level of qualification ? (Please circle one option)	Please indicate your field of study: A Education B Culture, arts and humanities C Social sciences, journalism and information D Business, administration and law E Natural sciences, mathematics and statistics F Information technologies G Engineering, manufacturing and construction H Agriculture, forestry, fisheries and veterinary medicine I Healthcare and social security J Transport and services K Security and defence ☐ Could not be determined. Write in any form
18	If you received your latest vocational education, professional pre-higher or higher education diploma in Ukraine or another country, is this diploma recognized by the employer while hiring in the country where you live now?	☐ Yes, fully ☐ Partly ☐ No ☐ Other. Please explain:
19	If you received any vocational training in the country where you live now, where did you receive this training? You can select more than one option.	☐ Training at the direction of the employment centre (service) ☐ At university (master's, bachelor's or junior bachelor's degree) ☐ At an upper secondary vocational technical school ☐ At a vocational training centre ☐ Apprenticeship (formal system) ☐ Continuous vocational education /course or VET provider ☐ At the workplace ☐ Other. Please specify: ☐ I did not receive any vocational training.
20	What has your employer done for your adaptation to your job in this present country? You can select more than one option.	☐ internal vocational courses ☐ external vocational courses ☐ guided on-the-job training ☐ mentoring/buddying scheme ☐ performance monitoring ☐ providing individual feedback ☐ changing work practices ☐ reallocating work



		☐ workplace/job rotation ☐ exchanges or study visits ☐ conferences/workshops ☐ learning or quality circles ☐ I attended self-directed learning/e-learning, private lessons without an employer's help. ☐ I received lifelong learning education or general adult education without an employer's help. ☐ nothing
21	What is your current occupation (e.g. mechanic, construction worker, nurse, baker, caregiver, engineer, etc.)?	Occupation (you may identify several in free form):
22	Where are you employed now by the type of form and ownership of the company?	☐ Public sector (e.g. the local government or a state hospital) ☐ Private sector (e.g. a company) ☐ A non-profit organisation (e.g. a charity, an organisation) ☐ Self-employed ☐ Other. Please specify: ☐ I don't know.
23	What industry or type of economic activity does your enterprise (institution, establishment, organisation) belong to (circle one option)?	A Agriculture, forestry and fisheries B Mining and quarrying C Manufacturing D Supply of electricity, gas, steam and air conditioning E Water supply; sewerage, waste management F Construction G Wholesale and retail; repair of motor vehicles and motorcycles H Transport, warehousing, postal and courier services I Hospitality and catering J Information and telecommunications K Finance and insurance L Real estate transactions M Professional, scientific and technical activities N Administrative and support services activities O Public administration and defence; compulsory social security P Education Q Healthcare and social support R Arts, sports, entertainment and recreation S Other services T Household activities U Activities of extraterritorial organisations and bodies ☐ Could not be determined. Write in free form
24	How long have you been doing your current job in the country where you live now?	☐ Less than a year ☐ 1–2 years ☐ 3–5 years ☐ More than 5 years



25	In the last 5 years, in how many different workplaces/companies have you worked in the country where you live now?	☐ 1 ☐ 2 ☐ 3 ☐ 4 or more
26	Did you have a different occupation before your present occupation in the country where you live now?	☐ Yes. Please write your previous occupation(s) (in any form you like): _____ _____ _____ _____ _____ _____ ☐ No
27	What is the type of your employment contract in the country where you live now?	☐ Fixed-term (full-time or part-time)//probationary period/permanent (full-time or part-time) ☐ Seasonal/periodic/unstable/temporary contract (e.g. work during the tourism season, seasonal agricultural work, on-call work) ☐ No contract ☐ Other. Please specify: _____ _____ _____ _____
28	A. Do you work full-time or part-time? B. What is your average number of working hours per week? C. If you have additional work, is it paid for by your employer?	☐ full-time employment ☐ part-time employment _____ hours ☐ Yes ☐ No ☐ Not applicable
29	What is the number of employees in the company/organization you are employed?	☐ More than 250 ☐ 10–250 ☐ 1–10 ☐ I am self-employed/working in my own.
30	When did you find your first job in the country where you live now?	☐ Before arriving in this country ☐ After arriving in this country
31	How long did it take to find your first job?	Duration (in years, months, weeks, or days):
32	How did you find your first job in this country?	☐ Official employment agency ☐ Private employment company ☐ Contacting employers ☐ Company invitation ☐ Job advertisements ☐ NGOs ☐ Unions ☐ Acquaintances ☐ I established my own business. ☐ Other. Please specify: _____ _____ _____
33	Overall, how satisfied are you with your current job?	☐ Extremely satisfied ☐ Satisfied ☐ Neither satisfied, nor dissatisfied



		☐ Dissatisfied ☐ Extremely dissatisfied
34	Overall, how satisfied are you with your work conditions?	☐ Extremely satisfied ☐ Satisfied ☐ Neither satisfied, nor dissatisfied ☐ Dissatisfied ☐ Extremely dissatisfied

PART II: Skills, abilities, qualifications and their match with the requirements of employers and/or applicable standards of the country of destination

Please put an X to mark your opinion.

Sphere	Item Nr.	Question	Strongly agree	Agree	Neither agree, nor disagree	Disagree	Strongly disagree
Skill development	1	I speak the language of this country where I live now well enough to carry on my daily life.					
	2	I can communicate sufficiently with the local people to do my job.					
	3	In this country, I can attend local language training courses if needed.					
	4	In this country, I can enrol in the training courses needed for my work if needed.					
	5	In this country, my job needs continuous training to keep up with technological developments.					
	6	In this country, I receive on-the-job training if needed.					
	7	The organization where I am working informs me about the existing possibilities of further training and career planning.					
	8	In this country, I would like to start my own business if I have the opportunity.					
	9	I came to this country to become better in my professional area.					
	10	If I return to the country I come from, I can use what I have learned at work in the country where I live now.					
Skill match/mismatch	11	My current job fits well to my education I received in the country I come from.					
	12	In the country where I live now, I feel competent to do my work.					
	13	I need additional job training to match my skills with my current work.					
	14	In the country where I live now, I can use my knowledge and skills					

		to the fullest extent necessary to successfully perform my current job.					
	15	My job requires a lower level of education and qualification than I have.					

PART III: Justice at work and social participation and civic rights

Please put an X to mark your opinion.

Sphere	Item Nr.	Question	Strongly agree	Agree	Neither agree, nor disagree	Disagree	Strongly disagree
	Please answer all questions in this part according to the country where you live now.						
Justice at work	1	The income I receive for my work is appropriate to the effort I spend for the job.					
	2	I work in high-risk jobs in terms of occupational health.					
	4	I feel adequately informed about occupational safety.					
	5	I am NOT worried about being laid off from my job because of being an immigrant.					
	6	I feel respected in the workplace.					
	7	I feel comfortable when expressing my views on working conditions in the workplace.					
	8	I think my job performance is evaluated objectively.					
	9	I can devote enough time to my everyday life and my family.					
Social participation and civic rights	10	I feel free in the local society where I live.					
	11	I participate in activities organized by people from the country I come from.					
	12	I participate in local social and cultural activities.					
	13	I participate in voluntary work for charity or non-profit organisations at least once a month.					
	14	I have the possibility to invite my family members to come here and live with me.					
	15	Immigrant mothers and fathers can take parental leave here.					
	16	I think that early childhood education/pre-school education available for immigrants are sufficient.					
	17	I think that childcare services provided to immigrants are sufficient.					
	18	I think that care services for elderly family members available for immigrants are sufficient.					
	19	I actively seek my rights as an immigrant.					

	20	I am a member of professional chambers or unions.					
Discrimination	21	I am NOT discriminated against as an immigrant.					
	22	I experience discrimination against my gender.					
	23	I experience discrimination against my cultural (clothing, eating habits, etc.) or religious characteristics.					
	24	I experience discrimination against my ethnicity.					
	25	I experience discrimination because of the country I come from.					
	26	I experience prejudiced attitudes because of historical events between countries.					
	27	I don't feel safe here because of the anti-immigrant attitudes of some people.					
	28	The area where I live has a high concentration of immigrants.					
Overall assessment of your support	29	Please rate the overall level of support for you as a refugee on a 10-point scale, where 1 is the lowest and 10 is the highest.					
		Party of the social protection of refugees	Points				
		Total score					
		Government authorities					
		Regional authorities					
		NGOs and/or volunteers					
		Others (please specify) _____ _____ _____ _____ _____					

PART IV: Motivation to return to the homeland

Please put an X to mark your opinion.

Question	Strongly agree	Agree	Neither agree, nor disagree	Disagree	Strongly disagree
1. Under what conditions do you plan to return to your homeland?					
No threat of war and its consequences. Signing and maintaining a ceasefire, accepting and ensuring other security conditions by partners					
Obtaining dual citizenship					
Having your own home to return to					
Compensation of relocation costs, housing and social arrangements by Ukraine and/or destination country					



Availability of a job in the occupation held before leaving Ukraine					
Availability of a job in the occupation held in the country of displacement					
2. Who should provide you with the most support in Ukraine when you return home?					
Government authorities					
Regional authorities					
NGOs and/or volunteers					
No one					
2. Is it necessary to adopt a separate programme in Ukraine that would provide compensation, financial, material, social, educational support and other measures aimed at rapid adaptation of those returning home?					
3. Should there be a differentiation (categorisation) of citizens returning to their homeland to determine the priority and amount of assistance? For example, by region of the country, by the degree of property loss, etc.					
Do you plan to put into practice the new knowledge, skills and abilities you have acquired in the destination country?					

Thank you very much for your participation!
We are waiting for you at home!