

Information for the 4th Partners Meeting - From Ukrainian partners

Project: SKILLS4JUSTICE

4th-5th September, 2025

Ankara University, Türkiye

I. Implementation of WP4: Refugees from the War

All planned activities were completed on time and in full.

A survey of 90 Ukrainian war refugees across 12 countries was conducted, one-third of them interviewed offline.

An additional 70 refugees in 13 countries were interviewed, including 25 persons (35.7%) offline.

The largest groups of respondents were located in Italy (86 persons – 53.8%), Germany (30 persons – 18.8%), Poland (14 persons – 8.8%), and Lithuania (13 persons – 8.1%).

By the end of September, up to 40 more questionnaires from Ukrainian migrants are expected, particularly from Lithuania and Poland.



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20 Preliminary Findings from the Refugee Survey

- 1. Country of residence:** Most respondents are in Italy (33; 36.7%), Germany (27; 30.0%), and Poland (14; 15.6%).
- 2. Region of origin in Ukraine:** Mainly from Kyiv (34; 37.8%), Kharkiv (11; 12.2%), and Donetsk (10; 11.1%).
- 3. Age & gender:** Majority are aged 35–54 (59; 65.6%) and women (71; 82.6%).
- 4. Legal status:** 58 (64.4%) have temporary protection; 26 (28.9%) are legal labor migrants; 5 (5.6%) are applying for citizenship.
- 5. Right to work:** Almost all (84; 93.3%) are legally entitled to work.



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20 Preliminary Findings from the Refugee Survey

6. Employment: Of 77 employed, 58 work officially, 7 unofficially; 12 are temporarily unemployed.

7. Education (Ukraine): 51 (56.7%) hold a Master's, 17 (18.9%) a Bachelor's; majority are highly educated.

8. Recognition of diplomas: 34 (37.8%) diplomas not recognized, 18 (20.0%) partly, only 19 (21.1%) fully.

9. Duration abroad: 63 (70.0%) have lived abroad for 1–3 years.

10. Employment sector: 54 (60.0%) in private sector, 13 (14.4%) self-employed, 10 (11.1%) in public sector.

11. Job satisfaction: 54 (60.0%) satisfied/very satisfied; 12 (13.3%) dissatisfied.



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20 Preliminary Findings from the Refugee Survey

12. Language adaptation: 54 (60.0%) speak the host country language sufficiently; 21 (23.3%) face difficulties. 44 (48.9%) did not receive any new training.

13. Job–education match: Only 32 (35.6%) say their work matches education; 36 (40.0%) report mismatch.

14. Need for retraining: 37 (41.1%) see a need for upskilling.

15. Salary: 47 (52.2%) find pay fair; 20 (22.2%) dissatisfied.

16. Workplace safety: 68 (75.6%) see no major risks; 69 (76.7%) feel respected by colleagues and management.



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20 Preliminary Findings from the Refugee Survey

17. Discrimination: 54 (60.0%) report no bias; cases mainly **ethnic (40; 44.4%) and cultural (40; 44.4%)**.

18. Social integration: 41 (45.6%) take part in Ukrainian community events and local cultural activities.

19. Support assessment (scale 1–10): Overall – 6.9; state authorities – 6.7; regional – 6.5; NGOs/volunteers – 6.3.

20. Return conditions: End of war threat (64; 71.1%), housing (62; 68.9%), job in specialty (52; 57.8%). 70 (77.8%) support a state return program; 54 (60.0%) willing to use new skills upon return.



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II. Research in Ukraine under WP4: Internally Displaced Persons (IDPs)

- Surveys of IDPs are urgent and important for shaping policies by Ukrainian authorities and international partners.
- A survey of 400 IDPs across 14 **relatively** safe regions, 350 of them (87.5%) offline.
- An additional 115 IDPs in 8 regions, with 20 (17.4%) interviewed offline.
- The largest groups came from Dnipropetrovsk (147; 28.5%), Chernivtsi (82; 15.9%), Kyiv region (64; 12.4%) and Kyiv city (64; 12.4%).



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20 Key Findings on IDPs

1. Most respondents have official IDP status.
2. Most are legally entitled to work; two-thirds are employed.
3. High stability of residence indicates community integration.
4. Many are married/with families, ensuring stronger settlement.
5. Main reason for displacement is war, though family, housing, education also matter.



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20 Key Findings on IDPs

- 6. Education level is high: over half have vocational or higher education.
- 7. Few pursue education in new regions → need for retraining programs.
- 8. Over half report their qualifications recognized by employers.
- 9. Jobs mostly in private sector: services, mining, public service, healthcare, education.
- 10. Employment usually under 2 years → recent adaptation.



20 Key Findings on IDPs

11. Mostly officially employed, full-time, at large enterprises.
12. First job search mainly via employer invitations, contacts, ads, direct applications.
13. Most do not face discrimination, except some linguistic/regional bias.
14. Majority plan to return home under certain conditions.
15. Key return conditions: no war threat, housing, state compensation, job by specialty.



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20 Key Findings on IDPs

16. IDPs expect main support from the state, less from regions.

17. Most support a dedicated state IDP adaptation program.

18. Over half plan to use new skills upon return.

19. NGOs rated highest for support; in Kyiv region, regional authorities lead.

20. **With war frozen, up to half of IDPs may become refugees – a challenge for the EU.**

Detailed results available on the Project platform:
<https://horizon.iea.gov.ua>.



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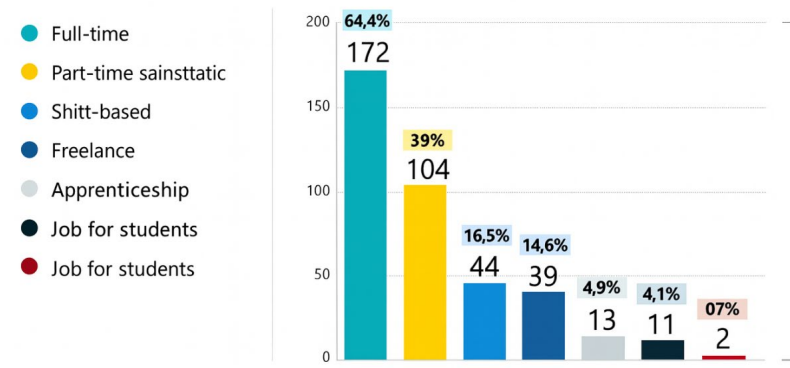
III. Additional Desk Research on Ukrainian Migration to the EU

🔍 Considering dynamic shifts in migration flows and safety-driven motivations, additional analysis was conducted on:

- Levels and directions of support for IDPs and refugees.
- Legislative, institutional, financial, and informational frameworks.
- Policy implications and recommendations.

📌 Results are compiled in the Analytical Note: "Analysis of Migration Processes in Ukraine" (54 pages), available on the Project platform: <https://horizon.iea.gov.ua>.

WHAT TYPE OF JOB YOU NEED?



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IV. Publications of WP3 & WP4 Results

New materials (after the Skopje meeting, North Macedonia, besides those already on the Project website):

- **Monograph:** *Labor Markets and Educational Services in Ukraine under Martial Law* (84 pp., in Ukrainian). Available: [link](#) and [Project platform](#).
- **In print:**
 - Sergii Melnyk, Hanna Tereshchenko, Andrii Lytvynchuk, Vidmantas Tūtlys, Sigitas Daukilas. *Migration Challenges and Government Policies in EU Countries and Ukraine Amid the Russo-Ukrainian War*.
 - S. Melnyk, A. Lytvynchuk, H. Tereshchenko, G. Belinska. *The System of Personnel Training in Ukraine During the War: Experience, International Parallels, and Post-War Guidelines*.



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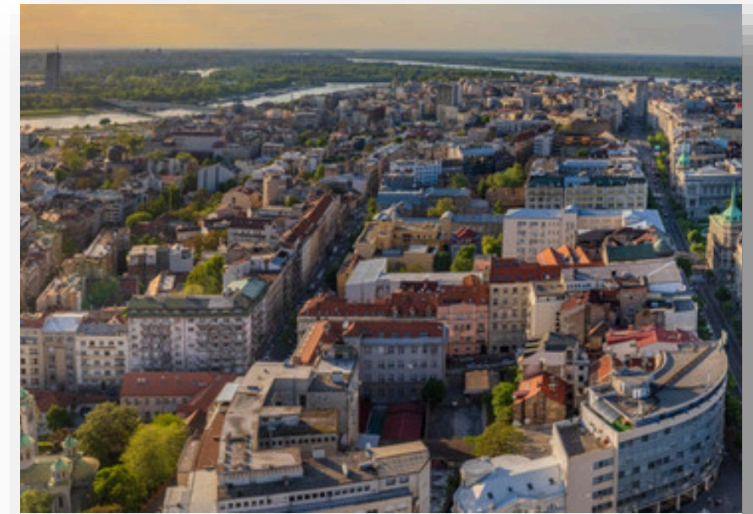
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V. Information on Dissemination & Presentation Events

- Project Platform: Publicly available at <https://horizon.iea.gov.ua>.
- On-site presentation at the 6th International Conference of the European Association for Vocational Education and Training “Vocational Education and Free Border Crossing” (21–23 May 2025, University of the Balearic Islands, Palma, Mallorca, Spain).
- Planned online participation in ECER’25 Conference “Charting the Way Forward: Education, Research, Capacities and Prospects” (9–12 Sept 2025, University of Belgrade, Serbia).



ECER 2025, Belgrade



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V. Information on Dissemination & Presentation Events

- **Planned international scientific-practical seminar** at the Institute of Educational Analytics (Ukraine) based on WP3 and preliminary WP4 results:
 - Tentative date: **5 November 2025**.
 - Format: hybrid (online & offline).
 - Participants: representatives from the Ministry of Education and Science, Ministry of Economy, State Migration Service, State Employment Service, National Qualifications Agency; business associations (Chamber of Commerce, Union of Industrialists and Entrepreneurs, Federation of Trade Unions of Ukraine); universities and VET institutions.
 - **Expected audience:** at least 50 participants.



THANK YOU!