

**ANALYTICAL REPORT ON THE RESULTS OF THE  
SURVEY OF INTERNALLY/FORCEDLY DISPLACED  
CITIZENS OF UKRAINE OF WORKING AGE (IDPs)**



**KYIV — SSI “INSTITUTE OF EDUCATIONAL ANALYTICS” — 2025**

**Project 101132435 — SKILLS4JUSTICE Topic: HORIZON-CL2-2023-  
TRANSFORMATIONS-01-03 "SKILL PARTNERSHIPS FOR SUSTAINABLE  
AND JUST MIGRATION PATTERNS"**

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## INTRODUCTION AND RESEARCH METHODOLOGY

The survey of IDPs in Ukraine was carried out within the framework of the WP4 of the Project 101132435 — SKILLS4JUSTICE Topic: HORIZON-CL2-2023-TRANSFORMATIONS-01-03"SKILL PARTNERSHIPS FOR SUSTAINABLE AND JUST MIGRATION PATTERNS". It is a component of a more comprehensive sociological study we conducted, which also included interviews with IDPs, questionnaires, and interviews with refugees and external migrants.

The methodological basis for surveying IDPs includes the general approaches to respondent sampling, a standard questionnaire, ethical standards, and feedback, developed and adopted by 13 member institutions of the Project Consortium from 12 countries. Along with this, given the state of war in Ukraine, significant differences in migration during the war period, the importance of studying the situation with IDPs, etc., we were allowed to adapt the standard questionnaire and survey to Ukrainian realities, conduct a separate sociological study dedicated to the problems of internal migration, and select a block of questions focused on respondents' assessment of the level of their support from key stakeholders and studying the motivation of IDPs to return to their small homeland and under what conditions.

Ukrainians who meet all four of the following criteria and/or requirements were allowed to participate in the IDP survey, namely:

- Citizenship of Ukraine;
- Age from 18 to 65 years;
- Being recognised as an internally displaced person (IDP) (permanently, temporarily, occasionally) during a period since 2014 to the present;
- having any work or employment (full-time, temporary, occasional, official, unofficial, self-employment, etc.) with a total duration of more than 3 months during the period of being recognised as an IDP.

The study of the socio-economic situation of IDPs in Ukraine is based on the principles of scientific objectivity, systematicity, and reliability of the data obtained. It is based on the belief that processes associated with forced population displacement are

multidimensional in nature – social, economic, psychological, and cultural. Therefore, analyzing the situation required not only statistical measurements, but also a deep understanding of the context in which this population group lives and adapts.

The research methodology was built on a combination of quantitative and qualitative approaches, which allowed us to simultaneously see the overall picture and understand the individual dimension of the problem. The research is based on the idea that the integration of IDPs is not only a social need, but also a condition for the restoration of national unity and the development of communities. Each indicator recorded within the survey had not only statistical, but also social weight - behind the numbers were human stories, experiences and aspirations.

The main tool for collecting primary information was the questionnaire method, which allowed us to obtain a generalized idea of the situation of IDPs in many regions of Ukraine. The survey covered 388 respondents of different ages, gender, region of residence, level of education, social status and the presence of official IDP status from 18 regions of Ukraine. Despite the martial law in Ukraine, the IDP survey was conducted mainly offline (290 respondents or 74.7%), which ensured a wide geographical coverage, objectivity, efficiency and reliability of the results, and feedback from respondents. The average duration of this "in-depth" survey was 70 minutes. The questionnaire consisted of 75 questions, divided into 3 thematic parts, namely:

- I. Personal and motivational (migration/displacement) information;
- II. Justice at work and social participation and civic rights;
- III. The level of protection of IDPs and their motivation to return home.

Based on the results of the sociological survey, this Analytical Report was prepared, covering 235 pages, and consisting of an Introduction and research methodology, 3 Parts, and General Conclusions. The Analytical Report included 18 tables and 251 figures.

Primary information was processed using descriptive statistics methods - calculating percentages, averages, coefficients of variation. The results are presented in the form of graphs, tables and diagrams, which help to better visualize key trends. This approach

allows you to identify patterns - regional, gender and age differences, as well as features of employment and social integration.

To assess subjective attitudes and the level of satisfaction, a Likert scale (from 1 to 5 points) was used, which made it possible to quantitatively measure the degree of agreement or disagreement with individual statements. This approach allowed the emotional assessments of respondents to be transformed into generalized social indicators suitable for further analysis.

The comparative-analytical method made it possible to identify regional disparities and identify differences between socio-demographic groups. This made it possible to trace how the living conditions of IDPs depend on the economic potential of the regions, the state of local infrastructure, and the availability of social programs.

Along with quantitative methods, a sociological approach to data interpretation was used, which involved understanding the results through the prism of theories of integration, social mobility, and adaptation. This made it possible to see behind the statistics not only numbers, but also a living social process - the gradual restoration of ties and the formation of new identities.

The respondents' open-ended answers were analyzed using the content analysis method, which helped to identify the most frequently mentioned problems: housing difficulties, lack of stable work, psychological challenges, lack of social support. This qualitative component became the basis for a deeper understanding of the needs of IDPs and clarification of analytical conclusions.

The results obtained were generalized taking into account a systemic approach that considers IDPs as part of a broader social ecosystem, interconnected with economic, cultural and political factors. This approach allowed for the formulation of comprehensive conclusions regarding the relationship between IDPs' personal strategies and state support policies.

At the same time, the study has certain limitations. Due to military operations, not all territories of Ukraine were available for the survey, which partially affected the geographical completeness of the sample. In addition, the results are based on self-

assessments of respondents, which may reflect subjective perceptions of reality. However, the combination of quantitative and qualitative data allows for a holistic picture of the situation of IDPs and to draw informed conclusions for the formation of further state and public decisions.

The Project team worked on the Analytical Report, namely:

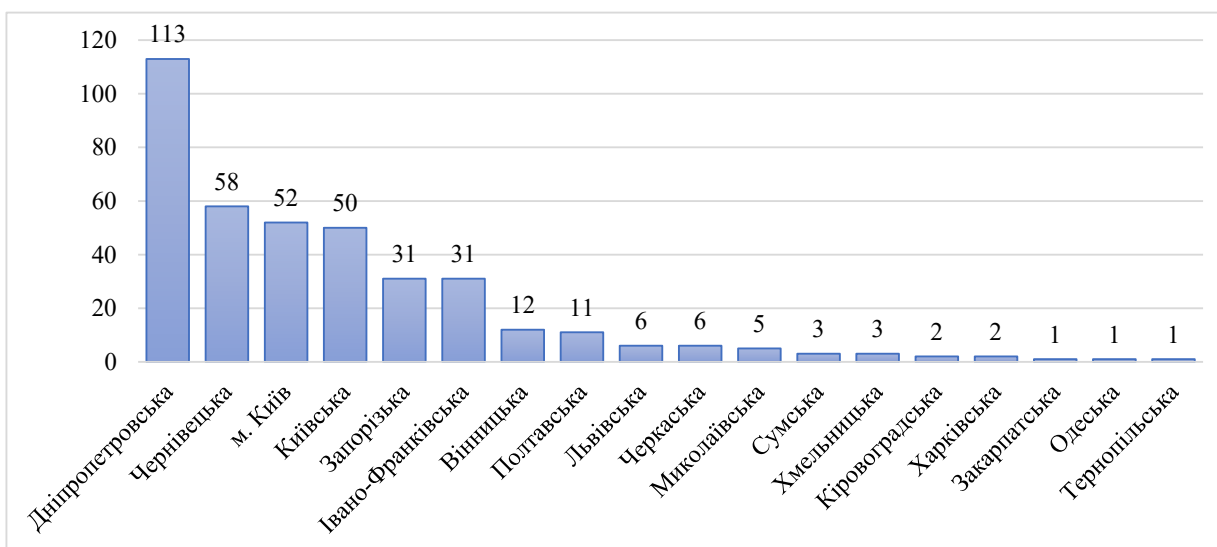
Serhiy Melnyk (conducting the questionnaire, preparing the methodology for the IDP questionnaire, coordinating the sociological research, participating in writing the Analytical Report), Yulia Irynevych (conducting the questionnaire, processing the questionnaires, analytical support and writing the Analytical Report), Olga Anisimova (analytical support and writing the Analytical Report), Hanna Belinska, Valentyna Tkachenko (conducting the questionnaire, processing the questionnaires, participating in writing the Analytical Report), Hanna Tereshchenko, Andriy Lytvynchuk, Nataliya Pron, Maksym Romanov (conducting the questionnaire), Andriy Kiryanov (publication of the research results).

## **PART I: PERSONAL AND MOTIVATIONAL DIMENSION (FOR MIGRATION PROCESSES AND INTERNAL DISPLACEMENT)**

A total of 388 citizens of Ukraine – forcibly displaced persons (hereinafter referred to as IDPs) who were forced to change their place of residence due to the war – participated in the survey.

### Region of residence of IDPs – study participants

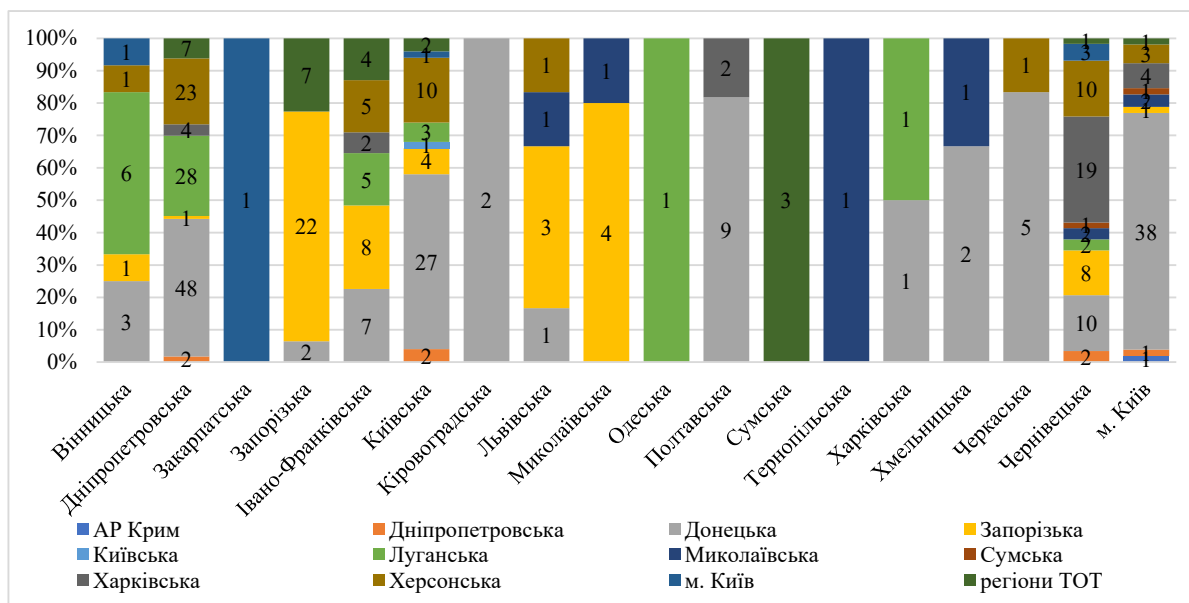
According to the results of the study, more than 67.5% of respondents live in the central and eastern regions of Ukraine. Among these regions, the leading ones are Dnipropetrovsk region (29.1%), Kyiv city (13.4%) and Zaporizhia region (8.0%). The western regions received about 25.8% of the surveyed IDPs, mainly Chernivtsi (14.9%), Ivano-Frankivsk (8.0%) and Lviv (1.5%) regions. This distribution may be related to the logic of migration processes: IDPs strive to remain in relative geographical proximity to their homes, but at the same time choose regions with more developed infrastructure and employment opportunities. Fig. 1 shows the distribution of study participants by region of residence after displacement.



**Fig. 1. Distribution of respondents by region of current residence, persons Territorial affiliation in Ukraine before displacement**

About 51.2% of respondents are from Donetsk (39.9%) and Luhansk regions (11.3%), another 35.3% - from Zaporizhia (13.4%), Kherson (13.9%) and Kharkiv (8.0%) regions. Also, 6.4% of respondents were forced to move from two or more areas of hostilities. In the remaining regions, a total of 7.1% of the survey respondents lived before

displacement. Thus, it was from the frontline and occupied regions that the main share of IDPs came. Generalized data on the distribution of survey respondents by region of displacement and previous residence are presented in Fig. 2.



**Fig. 2. Distribution of respondents by region of displacement and region of previous residence, persons**

### Age characteristics of respondents

The age structure of respondents turned out to be quite telling. The most numerous group of respondents was the group of respondents aged 35–54, which can be conditionally attributed to middle-aged people (51.4%). This is the generation that usually bears the main socio-economic burden: works, raises children, and at the same time supports older relatives.

Along with this, almost every fourth respondent belongs to the older working-age group (55–65 years old), and only every tenth to the group of young people under the age of 24. This distribution gives grounds to state the fact that migration processes caused by the war cover not only young mobile people, but also representatives of more mature age groups, as well as people of retirement age.

Among the survey respondents living in the Dnipropetrovsk region, slightly more than half of IDPs are of middle age (35-54 years old), and there are also almost equal shares of respondents aged 18-24 (19.8%) and 55-65 (20.7%). IDPs aged 25-34 make up

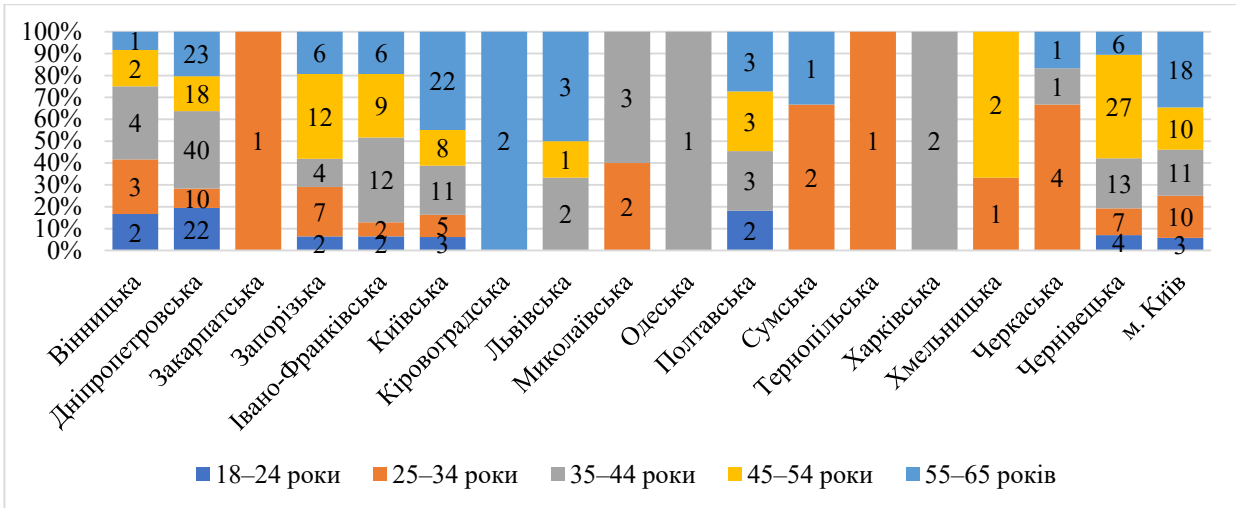
the smallest share of respondents from the Dnipropetrovsk region. This distribution seems logical, because the region has a strong economy, developed infrastructure, and therefore attracts both those looking for work and those seeking stability and needing access to medical care.

The contingent of IDPs living in the city of Kyiv is distinguished by a more “balanced” age composition: almost equal shares of study participants aged 25-34 and 45-54 (19.2% each) and 35-44 years (21.2%). At the same time, the largest share of IDPs (34.6%) is made up of respondents aged 55-65, and the smallest (5.8%) is made up of those aged 18-24. Such a balanced age distribution may indicate that the capital attracts IDPs of different age categories, including older and able-bodied people who are looking for a safe environment, stability and employment opportunities.

IDPs currently living in Chernivtsi region are characterized by a predominance of the older age group: the largest share is made up of respondents aged 45-54 (46.6%). The shares of representatives of other age categories are significantly smaller: 35–44 years old – 22.4%, 25–34 years old – 12.1%, 55–65 years old – 10.3%, and the smallest group is young people aged 18–24 (6.9%). Also, 1.7% of respondents did not indicate their age. Such a distribution may indicate that Bukovina attracts mainly older and middle-aged migrants, which is probably due to their desire for a safe environment, a quiet life and opportunities for a stable life.

In other regions, the number of migrants we surveyed is smaller, but their age structure also has its own specifics. For example, in Kyiv region, there is a clear predominance of representatives of the oldest age group (55-65 years old – 44.0%), while in Ivano-Frankivsk region, the largest share of respondents is IDPs aged 35-44 years old (38.7%).

Generalized data on the age composition of respondents by region of displacement are presented in Fig. 3.



**Fig. 3. Distribution of respondents by age and region of current residence, people**

The next step is to analyze the age distribution of respondents by region from which they moved. The focus is on regions with the largest share of study participants, which allows us to trace the most pronounced patterns.

Among the study participants, the largest group is made up of displaced persons from Donetsk region. This category of respondents is characterized by a relatively balanced age composition: the most numerous is the group of 35–44 years old (29.0%), the shares of middle-aged people (45–54 years old) and the older age category (55 years old and older) are comparable (21.9%), while young people aged 18–24 make up a small share (13.5%). Such a more balanced structure can be explained by the duration of forced displacement, which began in 2014, and during this time stable communities of displaced persons of different generations have formed.

In contrast, older people predominate among IDPs from Kherson region. The largest group is made up of respondents aged 55–65 (35.2%), while the shares of middle-aged people (45–54 years old – 20.4%, 35–44 years old – 18.5%) are noticeably lower. Younger categories (up to 34 years old) are represented the least – 13.0% each. Such a structure may indicate that the wave of forced displacement from Kherson region, which began after the full-scale invasion of 2022, was more characteristic of older people who

sought a safer environment and stability, while younger people more often stayed closer to the region or went abroad, and were also able to return home after the liberation of the region by the Armed Forces of Ukraine in September-November 2022.

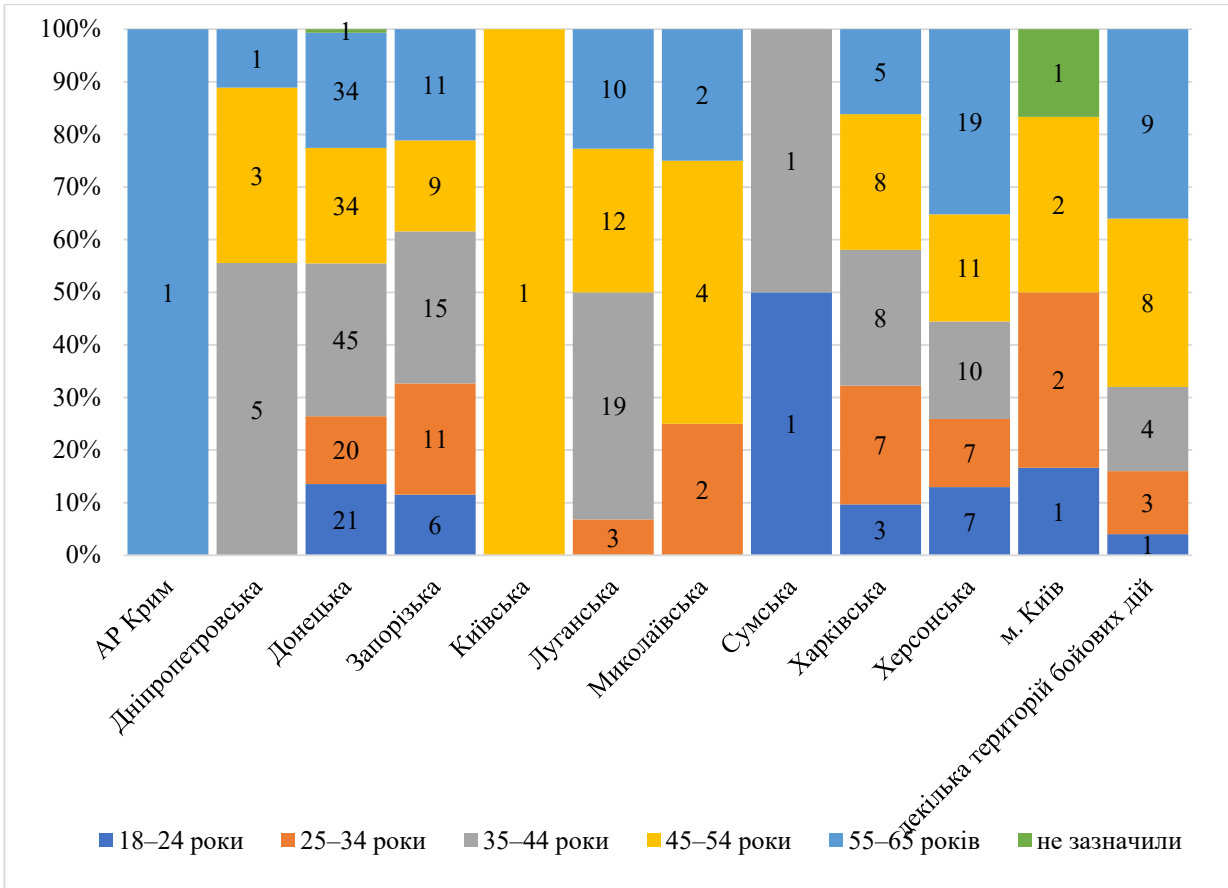
Among the study participants – IDPs from Zaporizhzhia region – a relatively balanced age distribution is observed. The largest group of respondents is aged 35–44 (28.8%), but the shares of younger (25–34 years – 21.2%, 18–24 years – 11.5%) and older participants (45–54 years – 17.3%, 55–65 years – 21.2%) also remain significant. This structure indicates the gradual nature of internal displacement, which has covered representatives of different generations without a pronounced dominance of a certain age cohort.

Among IDPs from Luhansk region – survey participants – respondents of middle age (35–44 years – 43.2%) and older age groups (45–54 years – 27.3%, 55–65 years – 22.7%) prevail, while there are virtually no representatives of youth. This distribution reflects the long-term nature of the armed conflict in the region: younger cohorts of the population mostly left in the initial stages, while in subsequent years the displacement was carried out mainly by older individuals.

More details on the age distribution of respondents by region of residence before displacement are presented in Fig. 4.

### **Current socio-economic status**

The survey results showed that about 93.3% of respondents have official IDP status, 4.1% of respondents do not have status, 0.8% of IDPs indicated the option “other”, and 1.0% refused to answer the question about their status. Thus, segmentation is observed among IDPs: on the one hand, a group of IDPs integrated into official state support programs, on the other hand, a category of persons who remain “outside the system” and, accordingly, are not covered by the full range of social and legal guarantees. A detailed distribution of study participants regarding the presence of IDP status by region of current residence is presented in Table 1.



**Fig. 4. Distribution of respondents by age and region of previous residence, persons**

In terms of region of current residence, the largest share of the study participants is made up of IDPs living in the Dnipropetrovsk region. Among them, 107 respondents have official IDP status, which is about 29.6% of all study participants who confirmed the presence of such status. Another 4 people remain without it. Despite the developed infrastructure of the region, the presence of a certain share of unregistered IDPs indicates the existence of a group that, for various reasons, is not integrated into the state support system.

In Chernivtsi region, all 58 survey participants have official IDP status. Such full registration may indicate the effective organization of the work of local authorities, even given the border nature of the region, which at the same time receives external migration flows.

*Table 1.*
**Distribution of survey respondents by IDP status and region of current residence, persons**

<b>Region</b>	<b>Internally displaced person (IDP)</b>	<b>Displaced person without IDP status</b>	<b>Other</b>	<b>Prefer not to say</b>	<b>Overall summary</b>
<i>Vinnytska region</i>	11	–	1	–	12
<i>Dnipropetrovska region</i>	107	4	–	2	113
<i>Zakarpatska region</i>	1	–	–	–	1
<i>Zaporizhzhska region</i>	26	3	–	2	31
<i>Ivano-Frankivska region</i>	31	–	–	–	31
<i>Kyivska region</i>	44	3	1	2	50
<i>Kirovohradska region</i>	2	–	–	–	2
<i>Lvivska region</i>	5	1	–	–	6
<i>Mykolaivska region</i>	5	–	–	–	5
<i>Odeska region</i>	1	–	–	–	1
<i>Poltavska region</i>	9	2	–	–	11
<i>Sumska region</i>	3	–	–	–	3
<i>Ternopil'ska region</i>	1	–	–	–	1
<i>Kharkivska region</i>	–	2	–	–	2
<i>Khmelnyska region</i>	2	1	–	–	3
<i>Cherkaska region</i>	5	–	–	1	6
<i>Chernivetska region</i>	58	–	–	–	58
<i>City of Kyiv</i>	51	–	1	–	52
<b>TOTAL</b>	<b>361</b>	<b>16</b>	<b>3</b>	<b>7</b>	<b>388</b>

Vinnytsia, Ivano-Frankivsk, Poltava and Cherkasy regions are also characterized by full or almost full registration of displaced persons. This demonstrates the appropriate level of administrative support and established mechanisms for the social integration of IDPs at the regional level.

A high level of administration is also demonstrated by the city of Kyiv: among 52 survey participants, 51 people confirmed the presence of official IDP status. This situation reflects the efficiency of the capital's management system, where the phenomenon of "life outside of status" is practically absent.

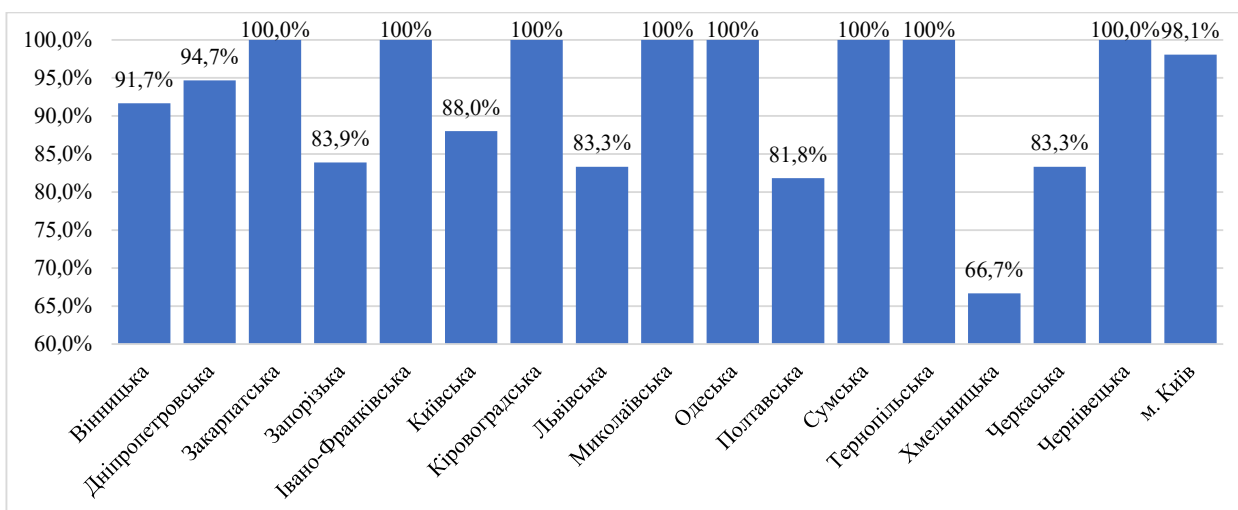
In Zaporizhia region, the largest share of people without official status was recorded - 3 out of 29 respondents (10.3%). This may be a consequence of proximity to the zone

of active hostilities, which complicates the procedures for issuing documents and access to administrative services.

In Kyiv region, among 47 participants, 44 have IDP status, and 3 remain without it. The relatively higher level of “unregistered” IDPs may be due to the temporary nature of the stay of some respondents or a change of residence after registration.

In the Kharkiv region, neither of the two study participants confirmed the presence of official IDP status. Due to the small number of observations, this indicator is not representative and cannot be used for generalizations.

In general, the results of the study indicate a predominantly high level of official registration of IDPs in most regions, which may be an indicator of the effectiveness of local administration mechanisms and their social support. At the same time, the presence of individual cases of lack of status indicates the need to improve the procedures for recording and supporting persons who remain outside the official assistance system. Fig. 5 presents data on the regional distribution of study respondents who have IDP status.



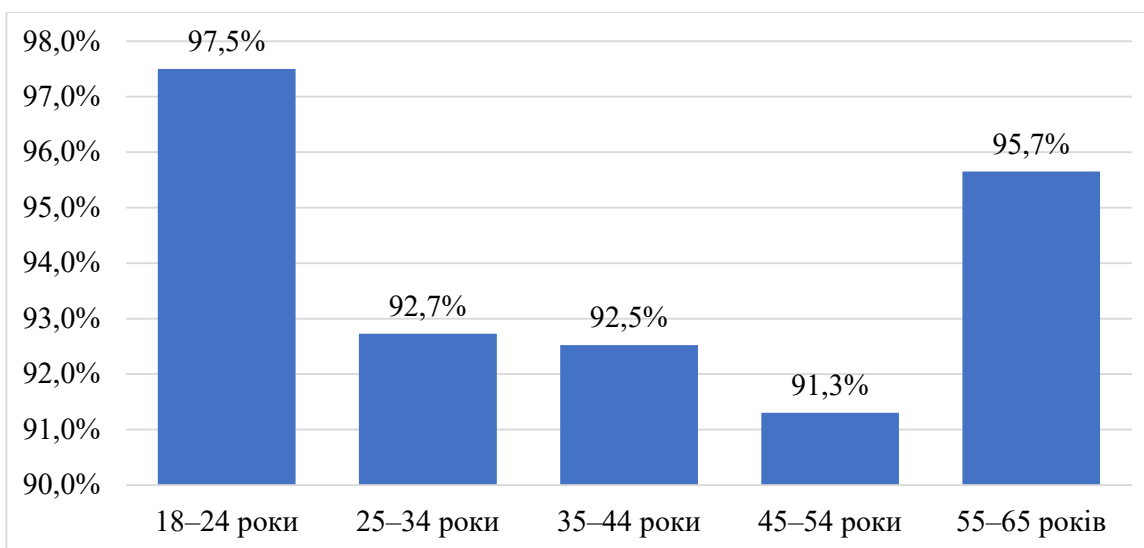
**Fig. 5. Share of respondents with IDP status in the region of displacement**

According to the survey results, the highest level of formalization of IDP status (95–100%) was recorded among young people and people of older age groups. In contrast, displaced persons aged 35–54 most often do not have official status. A similar pattern is explained by the special socio-economic situation of this group: it combines

responsibility for children and elderly parents, as well as maintaining professional or business obligations. In such conditions, some representatives of this age group deliberately avoid official registration, perhaps considering it as an additional administrative burden or a risk of losing economic stability.

At the same time, a trust factor was also revealed: some respondents, particularly in the 25–34 age group, avoided answering directly to questions about status. This may be explained by certain prejudices towards institutions or sociological surveys, as well as fears about disclosing personal data.

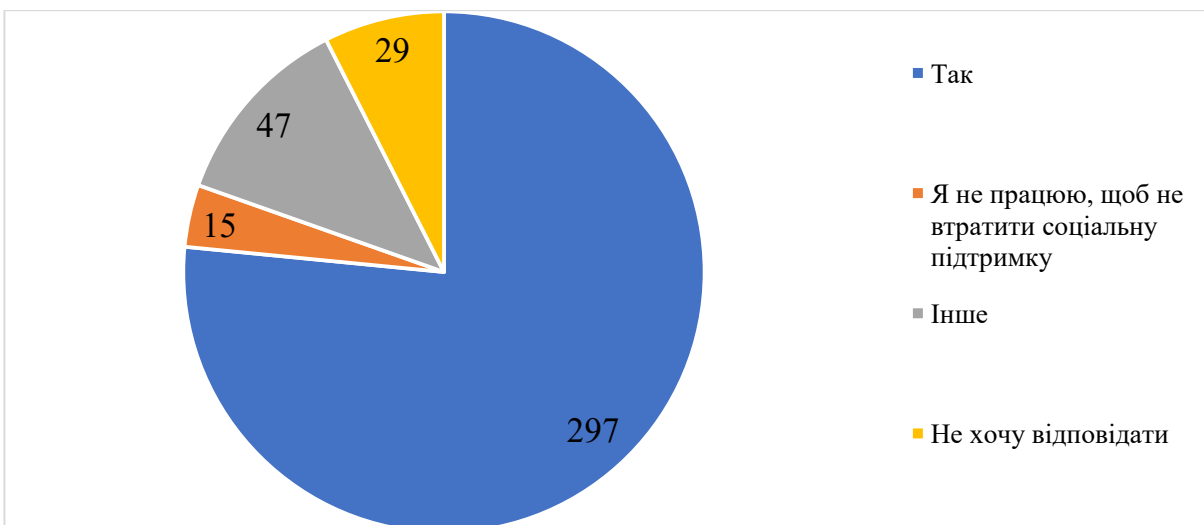
The summarized data on the age distribution of respondents with IDP status are presented in Fig. 6.



**Fig. 6. Age distribution of respondents with IDP status**

### **Legal status as a factor in employment at a new place of residence**

The highest rates of positive answers (“yes”) to the question “Does your legal status allow you to work at a new place without problems?” were recorded among IDPs from the following regions: City of Kyiv – 86.5%, Dnipropetrovsk region – 83.8%, Vinnytsia region – 83.3%, Cherkasy region – 83.3%. Fig. 7 presents generalized data on the distribution of responses of survey respondents to questions regarding the possibility of employment with IDP status.



**Fig. 7. Distribution of respondents' answers to the question: "Does your legal status allow you to work in a new place without problems?", persons**

In most regions, the surveyed IDPs do not experience significant difficulties in finding a job related to the legal status of IDPs. In general, 76.7% of respondents believe that obtaining this status does not create additional obstacles to employment. At the same time, the results of the study demonstrate significant regional characteristics.

In particular, IDPs living in Kyiv and certain central regions (Vinnytsia, Dnipropetrovsk, Cherkasy) demonstrate the highest rates of positive responses - from 83% to 86.5%, which indicates the effectiveness of administrative support and a high level of institutional support in these regions.

In contrast, in the western regions, the level of positive responses is significantly lower. Thus, in Ivano-Frankivsk region, only 58.1% of respondents indicated that legal status does not create problems, and in Lviv region – only 50.0%. However, it is worth noting that in Lviv region, the sample is statistically limited (6 people), and therefore, this does not allow us to state that this trend is characteristic of the entire region.

In Chernivtsi and Khmelnytsky regions, these indicators are lower than the average level – about 66–70%.

Respondents' responses demonstrated that the following trends are characteristic of IDPs:

- high level of employment – 76.5% of the surveyed IDPs are integrated into the economy, which indicates their active adaptation and willingness to participate in the country’s recovery processes;
- adherence to the strategy of preserving social benefits primarily in certain regions (Kyiv city and Ivano-Frankivsk region), where almost 10.0% and 16.0% of respondents, respectively, report that they do not work due to fears of losing state assistance;
- a high percentage of answers “other reasons” – 47 people (12.1%). This factor includes both personal circumstances (care for children or the sick) and uncertainty about the changing labor market situation;
- a fairly high distrust factor – 29 people (7.5%) refused to provide an answer, which indicates the increased sensitivity of the topic of employment and potential fear of losing benefits or official status.

Generalized data on respondents’ answers to this question by region of current residence are presented in Table. 2.

Among the group of respondents who indicated several regions of displacement (“several areas of hostilities”) (number of respondents – 25 people), the share of respondents who answered “yes” to the question whether the legal status of IDPs allows them to work in a new place is only 52.0% (13 out of 25).

*Table 2.*

**Respondents’ answers to the question: “Does your legal status allow you to work in a new place without any problems?” by region of current residence, persons**

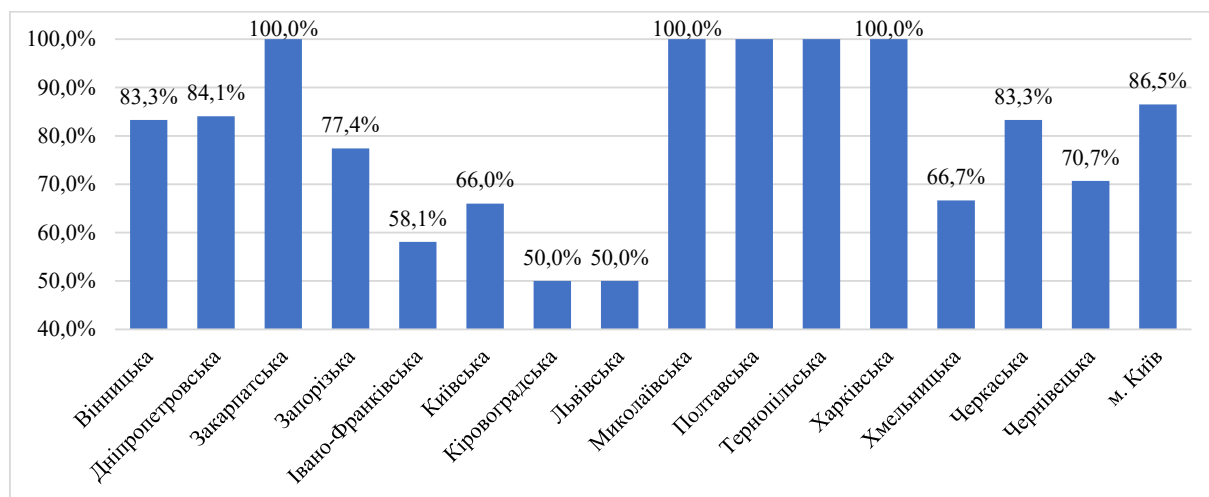
<b>Region</b>	<b>Yes</b>	<b>I do not work to avoid losing social support</b>	<b>Other</b>	<b>Prefer not to say</b>
<i>Vinnytska region</i>	10	1	1	–
<i>Dnipropetrovska region</i>	95	–	10	8
<i>Zakarpatska region</i>	1	–	–	–
<i>Zaporizhzhska region</i>	24	1	2	4
<i>Ivano-Frankivska region</i>	18	5	5	3
<i>Kyivska region</i>	33	–	13	4
<i>Kirovohradska region</i>	1	–	1	–
<i>Lvivska region</i>	3	1	1	1
<i>Mykolaivska region</i>	5	–	–	–
<i>Odeska region</i>	–	–	–	1

<i>Poltavska region</i>	11	–	–	–
<i>Sumska region</i>	–	1	1	1
<i>Ternopilska region</i>	1	–	–	–
<i>Kharkivska region</i>	2	–	–	–
<i>Khmelnyska region</i>	2	–	–	1
<i>Cherkaska region</i>	5	–	–	1
<i>Chernivetska region</i>	41	1	11	5
<i>City of Kyiv</i>	45	5	2	–
<b>Overall summary</b>	<b>297</b>	<b>15</b>	<b>47</b>	<b>29</b>

This is the lowest indicator among all categories, which emphasizes the presence of additional difficulties for those who have repeatedly been forced to move from dangerous territories. It can be assumed that such forced “mobility” can often be associated with loss of documents, termination of employment relationships, loss of social ties and other negative factors. Therefore, this group is the most vulnerable in the labor market even in the absence of formal legal restrictions.

Fig. 8 presents generalized data on the share of respondents whose legal status provides the opportunity to work without obstacles, by region of their current residence.

Analysis of respondents’ answers to the question “Does your legal status allow you to work in a new place without problems?” by region of origin (Fig. 9) allows us to state the following regional trends. 85.8% of respondents from Donetsk, 79.5% from Luhansk, and 74.2% from Kharkiv regions answered this question in the affirmative, respectively.



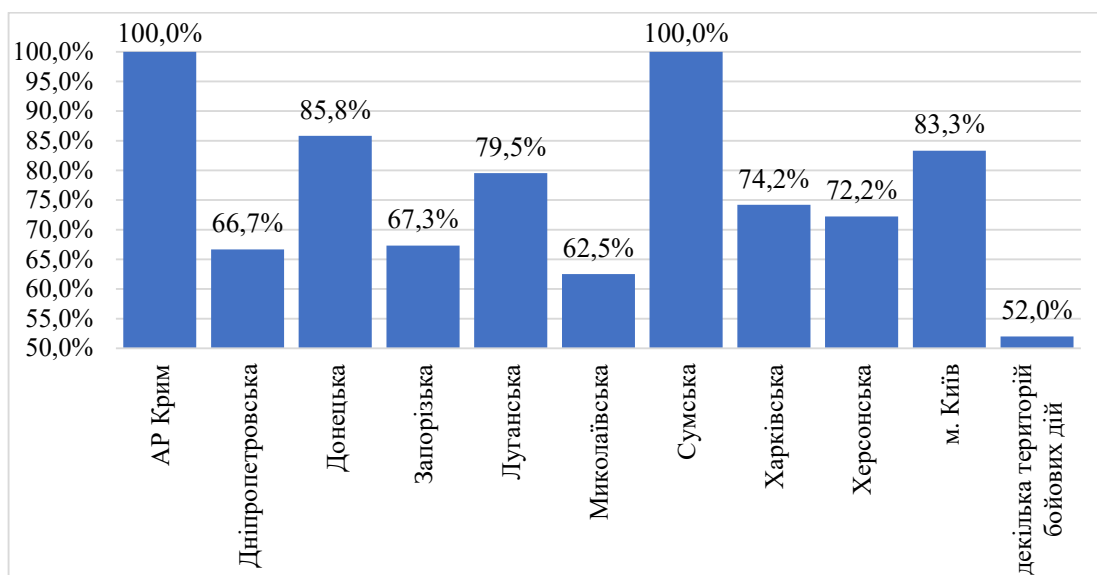
**Fig. 8. Share of respondents whose legal status allows them to work in a new place without problems, by region of current residence**

Among respondents from the southern regions, the following results of the “yes” answer were recorded: from Kherson (72.2%), Zaporizhia (67.3%), Mykolaiv (62.5%) regions. The results obtained indicate certain differences in the perception of employment opportunities by region of origin, which may reflect different integration experiences and duration of stay in IDP status.

Other regions include the Autonomous Republic of Crimea (one respondent) and Sumy region (two respondents), in which the share of positive answers is 100.0%, but the sample sizes are small. In Kyiv region, one respondent refused to answer, so the data is not informative.

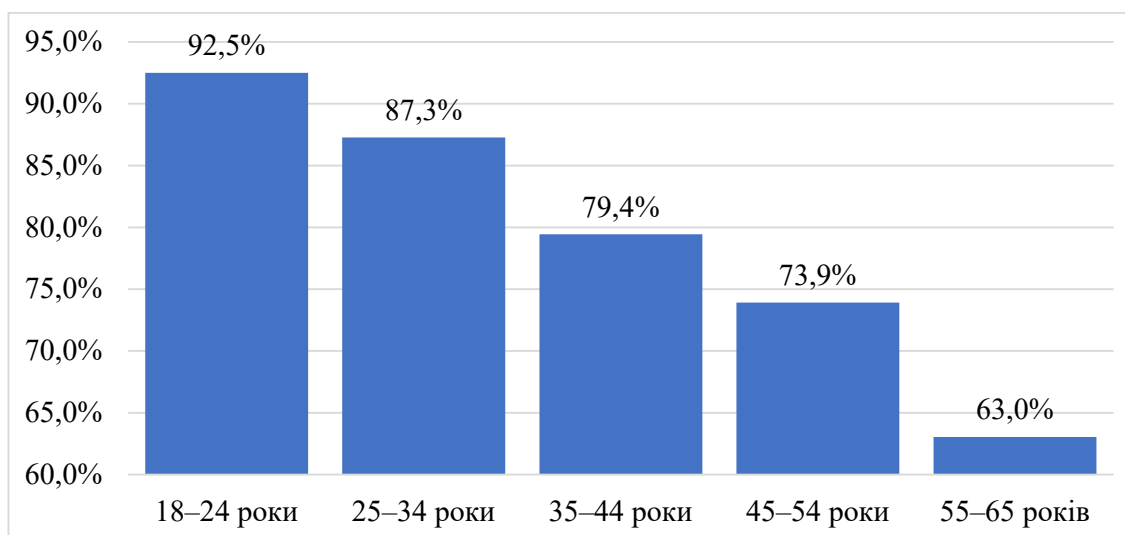
An analysis of respondents’ answers to this question by age categories (Fig. 10) demonstrates the following trends. Among people aged 18–24, 92.5% (37 out of 40) do not experience any obstacles in finding employment. In the 25–34 age group, 87.3% of respondents (48 out of 55) answered in the affirmative.

For the 35–44 age group, the share of “yes” is 79.4% (85 out of 107), which indicates that almost every fifth respondent of this age group faces legal or organizational obstacles. Among people aged 45–54, 73.9% (68 out of 92) are able to work without problems, and in the 55–65 age group, 63.0% (58 out of 92) are able to work without problems.



**Fig. 9. Share of respondents whose legal status allows them to work in a new place without problems, by region of origin**

Therefore, younger IDPs (up to 34 years old) integrate into the labor market relatively easily, while older respondents are more likely to encounter bureaucratic barriers or manifestations of discrimination.



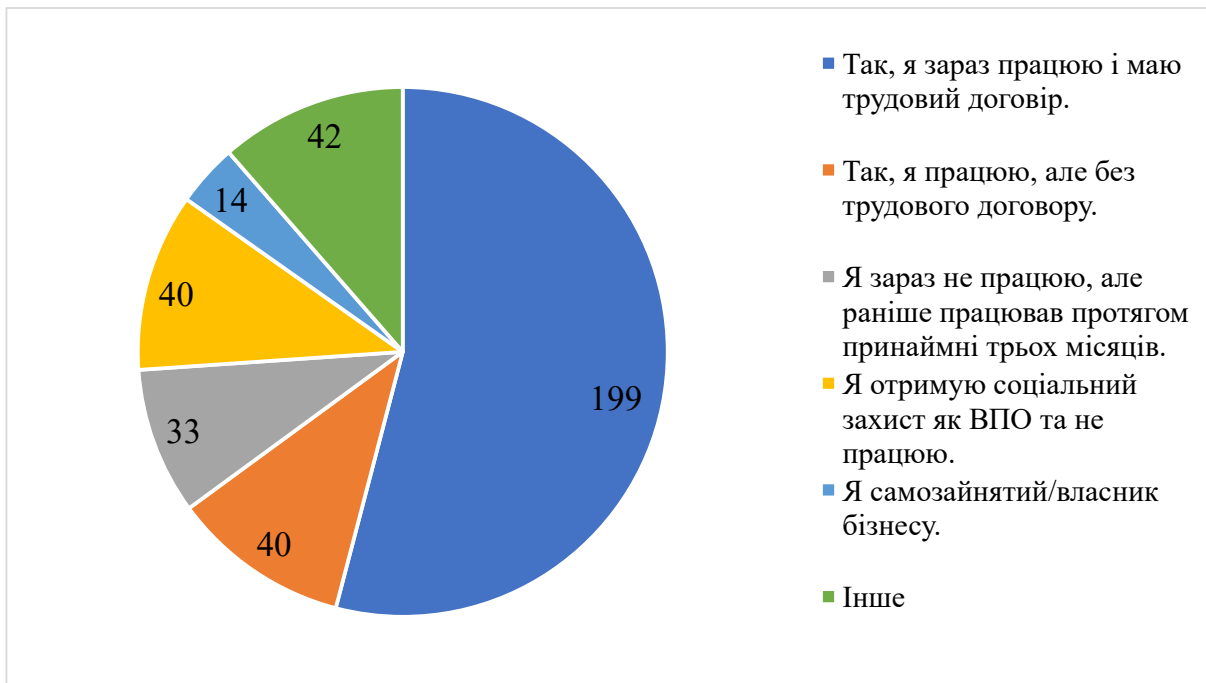
**Fig. 10. Share of respondents whose legal status allows them to work in a new place without problems, by age**

#### Availability of work in the new location

The issue of employment is one of the key factors in the integration of IDPs in new communities. While the data from the previous analytical block showed that the majority of IDPs can formally work without legal obstacles, this block provides actual data on the availability or absence of work. The data obtained make it possible to compare the normative “opportunity” of IDPs to find employment with the actual socio-economic status of respondents.

According to the respondents, a total of 65.2% of IDPs have a job (officially, unofficially or as self-employed). This figure is 11.5% lower than the share of respondents who indicate the absence of legal obstacles to employment. Such results indicate the

influence of additional factors (economic, social and demographic) that limit the integration of IDPs in the labor market. The summarized data on the availability of work among the respondents of the study are presented in Fig. 11.



\* out of 388 respondents, only 368 answered the specified question.

**Fig. 11. Availability of work among the surveyed IDPs at their new place of residence\*,  
persons**

The analysis by regions of current residence of the respondents reveals significant differences in the employment opportunities of IDPs. Thus, the highest employment rates are observed in Poltava, Mykolaiv, Khmelnytskyi and Ternopil regions (100.0% among the respondents; however, the samples are very small). A high level of integration was also recorded in Dnipropetrovsk (84.7%), Zaporizhia (80.6%) and Vinnytsia (75.0%) regions.

In Lviv (33.3%), Ivano-Frankivsk (38.7%) and Kyiv (42.0%) regions, the share of employed IDPs is slightly higher than in regions with a small sample, but a significant part of the surveyed IDPs still remain unemployed. In Kyiv, 65.4% of respondents have a job, which is slightly higher than the national average, but not a record, despite the

availability of economic opportunities in the capital. The summarized data are presented in Table 3 and Fig. 12, which visualize regional differences in the employment levels of internally displaced persons.

Analysis of the survey results by region of origin of respondents does not reflect a direct relationship between the territory from which a person moved and their current employment status, but allows us to outline certain patterns.

Among IDPs from Donetsk (69.0%) and Luhansk (84.1%) regions, a relatively high level of employment was recorded, which may be a consequence of a longer experience of adaptation and integration into new communities. Respondents who moved from Zaporizhia (61.5%) and Kherson (63.0%) regions are characterized by lower employment rates, which is likely due to long-term security risks and economic instability in the regions from which they moved. In contrast, among participants from Kharkiv region (45.2%) and those who indicated “several areas of hostilities” (48.0%), the employment rate is the lowest, which may indicate difficulties in readaptation due to multiple displacements and loss of socio-economic ties (Fig. 13).

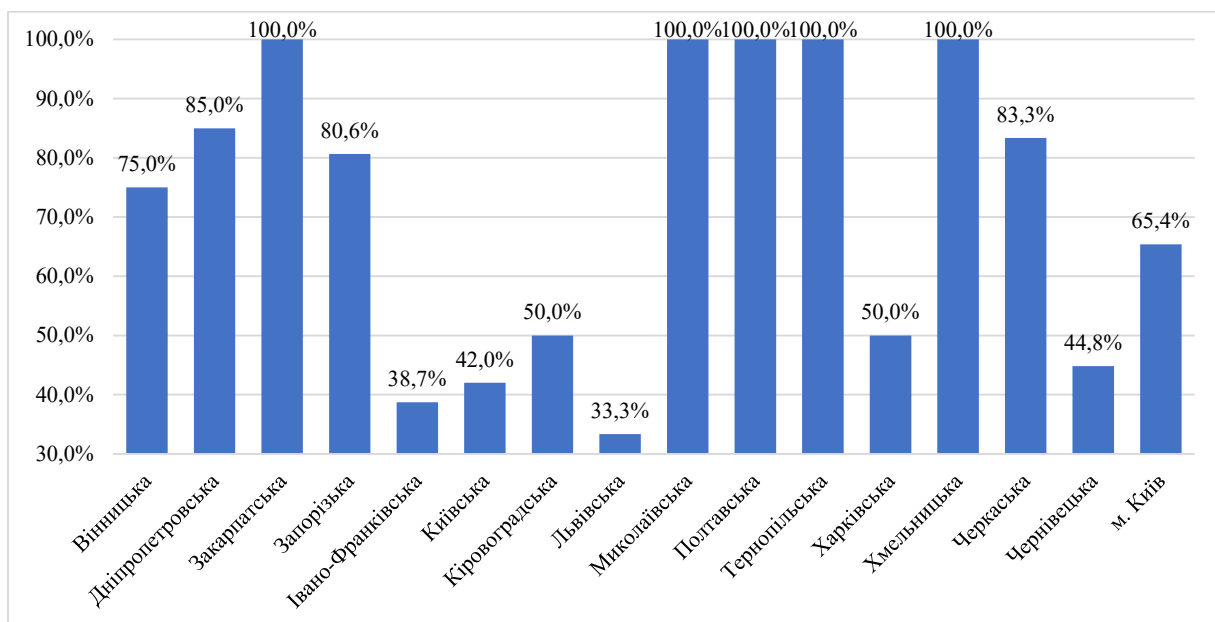
*Table 3.*

**Availability of work among surveyed IDPs at their new place of residence by region of residence, persons\***

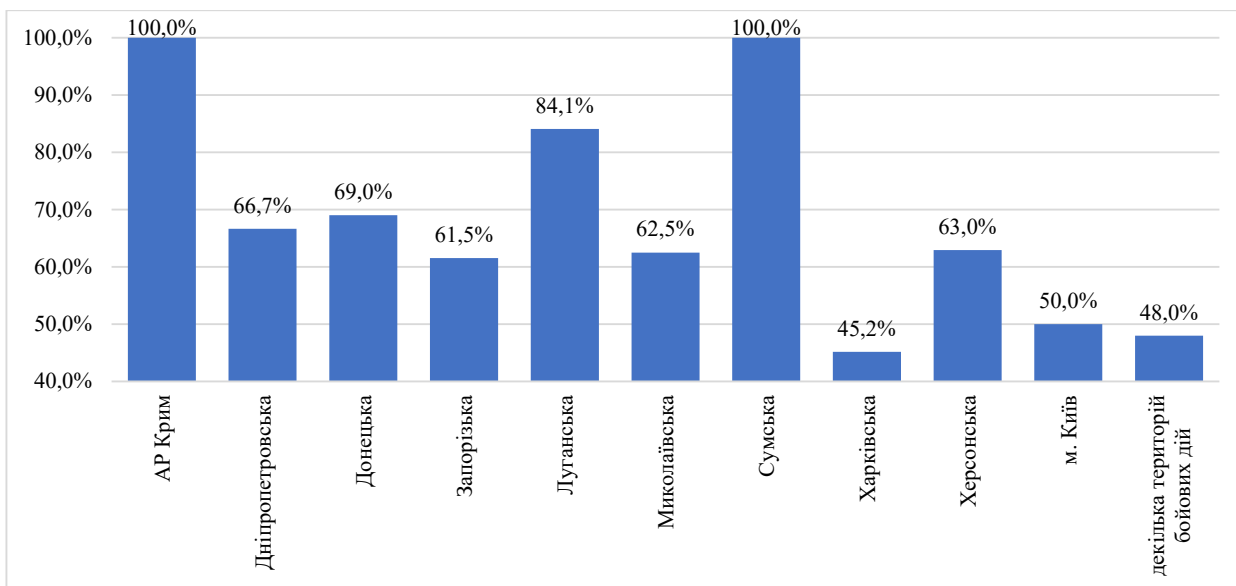
<b>Region</b>	<b>Yes, I am employed and have a work contract</b>	<b>Yes, I am working, but without work contract</b>	<b>I am unemployed now, but I was employed earlier for at least three months</b>	<b>I receive social support as an IDP and do not work</b>	<b>I am self-employed/business owner</b>	<b>Other</b>
Vinnitska region	3	4	1	1	2	1
Dnipropetrovska region	86	8	2	6	2	5
Zakarpatska region					1	
Zaporizhzhska region	18	7	1	1		

Ivano-Frankivska region	11	1	7	6		5
Kyivska region	16	3	5	9	2	10
Kirovohradska region	1					1
Lvivska region	1			1	1	1
Mykolaivska region	5					
Odeska region			1			
Poltavska region	11					
Sumska region				2		
Ternopil'ska region					1	
Kharkivska region	1		1			
Khmelnyska region	1	2				
Cherkaska region	4	1	1			
Chernivetska region	15	8	9	5	3	15
City of Kyiv	26	6	5	9	2	4

\* out of 388 respondents, 368 answered the specified question.



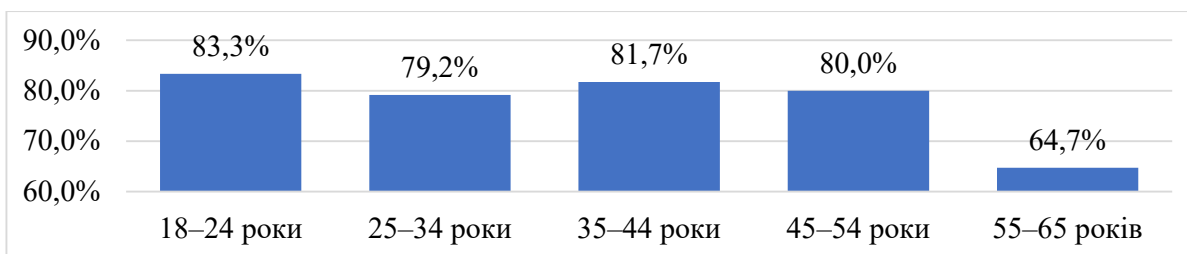
**Fig. 12. Share of employed respondents by region of residence**



**Fig. 13. Share of employed respondents by region of origin**

The age of respondents is directly related to the possibility of employment (Fig. 14):

- in the age group 18–24 years: 83.3% of respondents have a job. Young people are most actively integrating into new communities;
- in the age group 25–34 years: 79.2% of respondents are employed, which is also a fairly high indicator;
- in the age group 35–44 years: 81.7% of respondents are employed, that is, practically the same level as among younger people;
- in the age group 45–54 years: 80.0% of respondents have a job, therefore, there is no noticeable decline yet, this group remains competitive;
- in the age group 55–65 years: only 64.7% are employed. This is the lowest indicator, demonstrating the difficulties of older IDPs with integration into the labor market in the region of displacement.



**Fig. 14. Share of employed respondents, by age group**

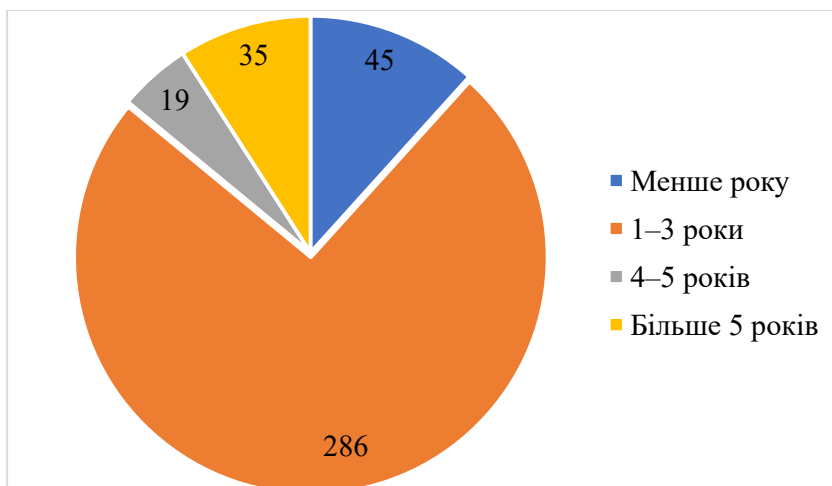
Thus, the survey results provide grounds to assert that the level of employment of internally displaced persons is determined by both the socio-economic conditions of the receiving regions and the duration of stay in the status of a displaced person: representatives of regions where displacement began earlier generally demonstrate a higher level of integration into the employment sphere. Also, younger and middle-aged respondents demonstrate higher indicators of integration into the labor market, while for older IDPs the probability of long-term unemployment is higher.

### **Duration of stay with or without IDP status in the new region (taking into account the total time of stay in several regions)**

The duration of stay in the new place is a key factor in the integration of IDPs, as it affects access to social services, the need for document renewal, job search, housing and adaptation to new living conditions. According to the survey (Fig. 15), almost three quarters of respondents have been in IDP status for 1 to 3 years (286 people, 73.9% of the sample), that is, a significant part of the study participants acquired this status and moved to safer regions of Ukraine after the start of the full-scale invasion in 2022. About 9.0% of respondents have been living in the new place for more than 5 years, another 4.9% for 4 to 5 years. Only 11.6% are “new” migrants (less than a year). This indicates that a significant part of IDPs has already established themselves in the host communities and returning to their previous place of residence is becoming less likely.

Analyzing the regional distribution presented in Table 4, we see several main trends:

- Central regions (Dnipropetrovsk, Kyiv, Chernivtsi) and city of Kyiv: the largest clusters of residence of IDP respondents, where the majority of them have been living for 1 to 3 years.
- Western regions (Ivano-Frankivsk, Lviv, Ternopil, Zakarpattia): smaller groups in terms of number, but also mostly with a period of residence of 1–3 years.



**Fig. 15. Distribution of respondents by length of stay in new regions of residence (total length of stay in several regions of residence), persons\***

\* out of 388 respondents, 385 answered the specified question.

– Isolated cases of “more than 5 years”: Kyiv, Khmelnytskyi, Kirovohrad regions, which indicates the presence of IDPs from previous waves of resettlement here (starting from 2014).

*Table 4.*

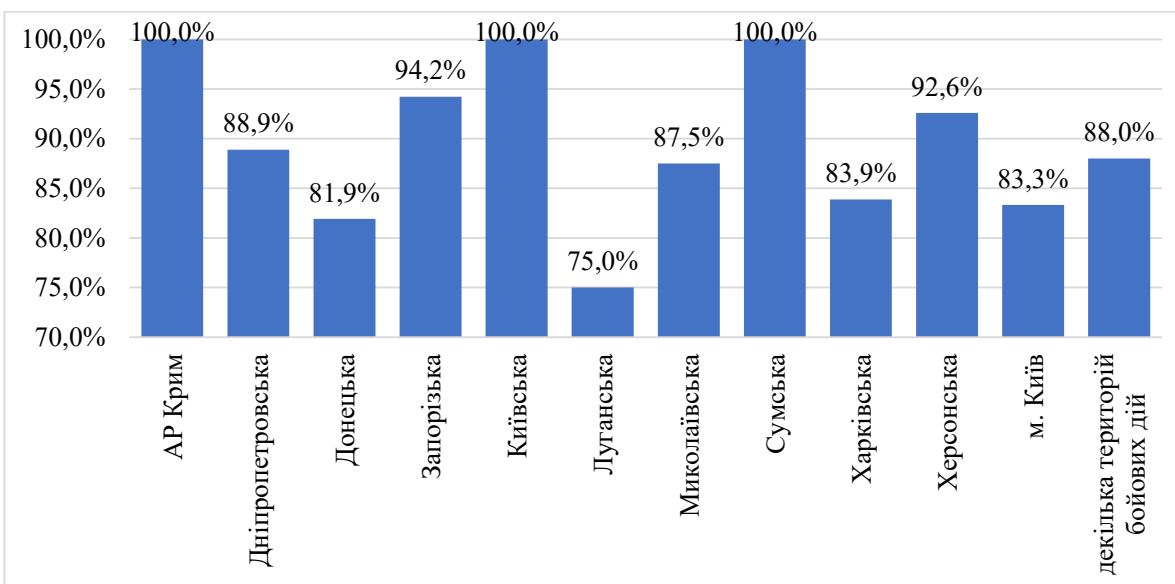
**Distribution of respondents by length of stay in new regions of residence (total length of stay in several regions of residence) and region of residence, persons\***

Region	Less than a year	1–3 years	4–5 years	More than 5 years
Vinnyska region	7	2	1	2
Dnipropetrovska region	83	–	7	22
Zakarpatska region	1	–	–	–
Zaporizhzhska region	27	1	–	3
Ivano-Frankivska region	24	4	1	2
Kyivska region	33	2	6	7
Kirovohradska region	–	–	2	–
Lvivska region	5	1	–	–
Mykolaivska region	5	–	–	–
Odeska region	1	–	–	–
Poltavska region	8	–	2	1
Sumska region	2	–	–	1
Ternopil'ska region	1	–	–	–
Kharkivska region	2	–	–	–
Khmelnytska region	–	1	2	–
Cherkaska region	5	–	–	1

Chernivetska region	47	6	2	3
City of Kyiv	35	2	12	3

\* out of 388 respondents, 385 answered the specified question.

In terms of regions of origin (Fig. 16), the largest contingent of respondents (155 respondents) are from Donetsk region, of which 127 people (81.9%) have been in new regions for up to 4 years. This confirms the data on resettlement after the start of the full-scale invasion in 2022. A similar situation is observed among IDPs from Luhansk region - 75.0% have been living in new communities for 1–3 years. Among those from Kherson (92.6%) and Zaporizhia (94.2%) regions, the majority have been resettled recently, which reflects the direct impact of the full-scale war. Also, 88.0% of respondents from the category of “several areas of combat operations” have been in new places for up to 3 years, the rest for over 5 years, which may indicate repeated displacement.



**Fig. 16. Share of respondents who have been in new regions of residence (total period in several regions of residence) for less than 4 years, by region of origin**

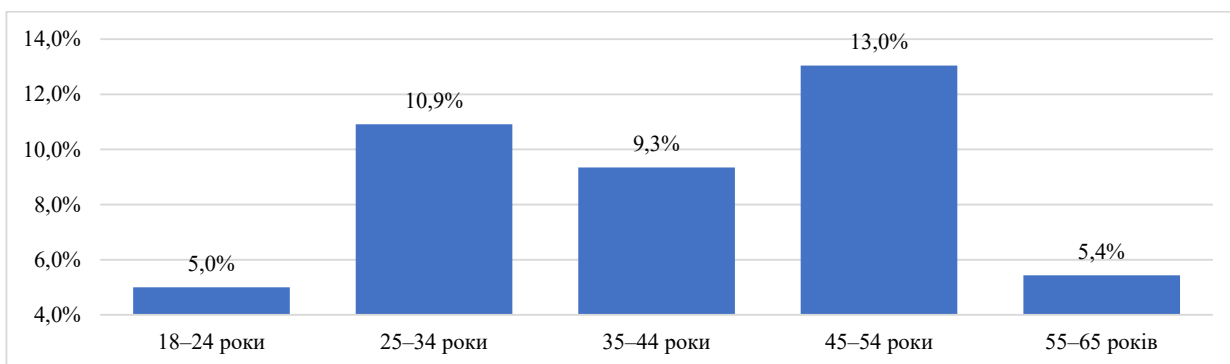
Analysis by age (Fig. 17) allows us to trace how the duration of stay in a new region varies depending on the age groups of respondents.

Young people aged 18–24 make up only 5.0% of those who have been living in new communities for more than 5 years, which may indicate the prevalence of “new waves” of resettlement after 2022.

The largest share of IDPs is concentrated in the age groups 25–34 and 35–44, with 70–80% of them staying in a new place for up to 3 years. At the same time, an increase in the share of people with residence experience of more than 5 years was recorded in these categories (10.9% and 9.3%, respectively), which indicates the presence of both newcomers and people resettled in previous periods among them.

In the age group 45–54, the share of respondents who have lived in a new place for more than 5 years is 13.0% - this is the highest indicator among all age categories. This result may be associated with earlier experience of resettlement, starting from 2014.

Among people aged 55–65, only 5.4% have lived for more than 5 years, which may reflect lower mobility of older respondents and orientation towards a stable place of residence after resettlement.



**Fig. 17. Share of respondents staying in new regions of residence (total period in several regions of residence) for more than 5 years, by age**

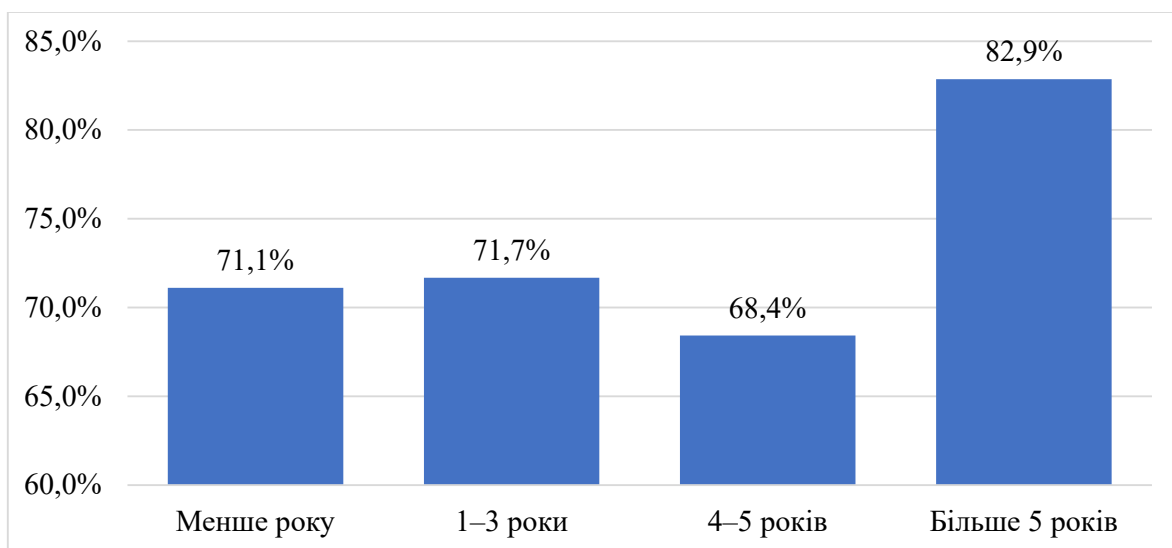
Further analysis of the research results was carried out in terms of the duration of respondents' stay in new regions of residence, which allows us to trace the relationship between adaptation time and employment level (Fig. 18).

Among respondents who have been in their new place for less than a year, 71.1% already have a job, which indicates their activity in the field of employment. A similar employment rate (71.7%) was recorded among those who have lived in new communities for 1–3 years, which indicates the relative stability of the situation in the first years after relocation.

In the group of respondents who have lived for 4–5 years, the share of employed people is 68.4%, i.e. slightly lower. This may be due to the partial exhaustion of opportunities in certain sectors of the labor market or the transition of some respondents to less formal employment.

In contrast, among those who have lived in their new place for more than 5 years, the employment rate reaches 82.9% - this is the highest indicator, which indicates that a long stay contributes to better integration in the labor market and social stability.

In summary, it can be noted that the survey results demonstrate a positive correlation between the duration of IDPs' stay in new regions and their employment level, which indicates the gradual socio-economic integration of IDPs in host communities.

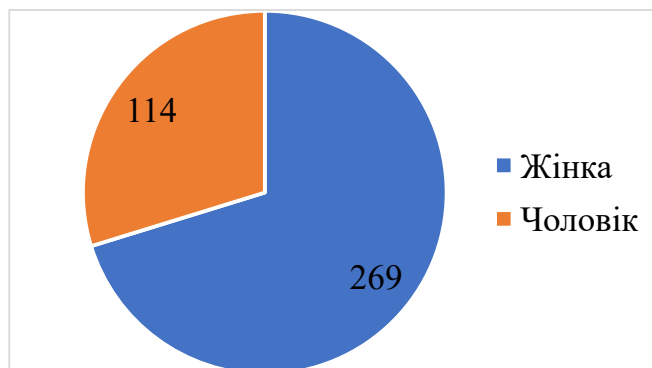


**Fig. 18. Share of employed respondents by length of stay in new regions of residence (total length of stay in several regions of residence)**

### **Gender distribution of study participants**

The sample structure is dominated by women, who make up 69.3%, while the share of men is 30.7% (Fig. 19). This disparity may be related to the characteristics of the war period, in particular the mobilization of men, the desire of women to protect children, as well as the higher mobility of mothers with young children. The data obtained reflect the gender asymmetry typical of internal displacement and allow for further analysis of the

specifics of the socio-professional adaptation of IDPs, taking into account gender differences. In general, women make up seven out of ten displaced persons.



**Fig. 19. Gender distribution of respondents, persons\***

\* out of 388 respondents, 383 answered the specified question.

Analysis of the gender composition of respondents by region of residence allows us to identify the peculiarities of the socio-demographic structure of the sample of internally displaced persons. The gender structure of the sample of respondents indicates the predominance of women among IDPs. In most regions, their share exceeds two-thirds, which reflects the all-Ukrainian trend, when it is women who are more likely to move and organize family life in safer communities. The highest indicators were recorded in Chernivtsi (86.0%), Kyiv (80.0%) and Ivano-Frankivsk (80.6%) regions, as well as in the city of Kyiv (82.7%). At the same time, in Dnipropetrovsk region, there is a relative predominance of men (55.1%), which is a unique case among the surveyed regions. This may be due to the specifics of the economic structure of the region, focused on industrial production and technical professions. In general, the data presented in Table 5, illustrate the gender composition of the study participants depending on the region of residence and demonstrate the predominance of women among IDPs, which is associated with socio-demographic and security factors, in particular, the mobilization of men and the desire of women to create safe living conditions for children.

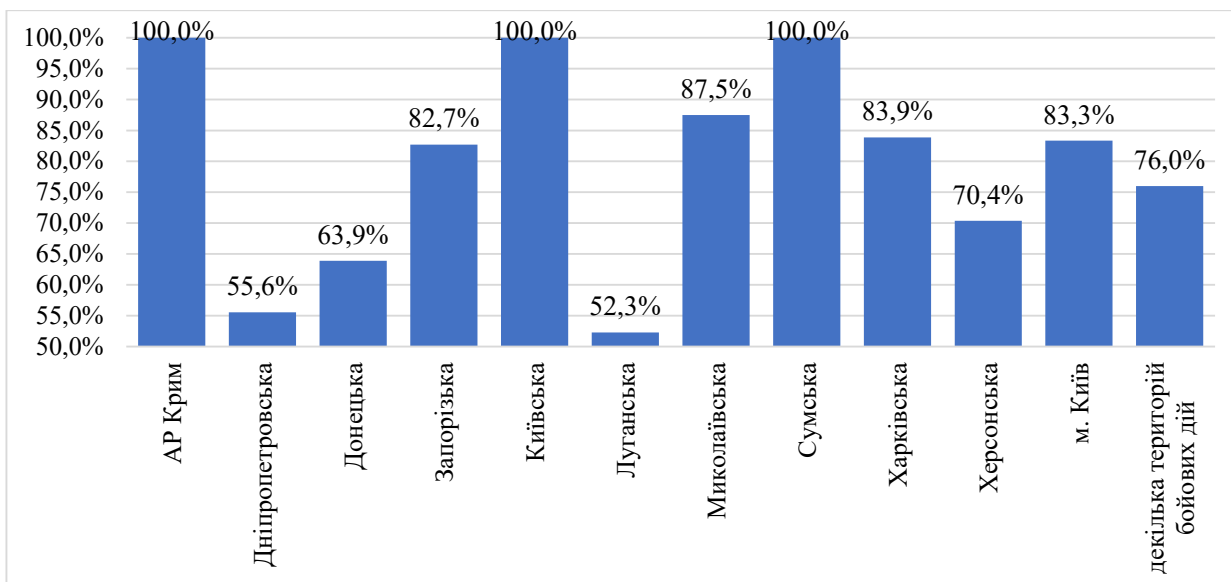
Table 5.

**Gender distribution of respondents by region of residence, persons, %\***

Region	Female	Male	Female share	Male share
<i>Vinnnytska region</i>	6	6	50.0 %	50.0 %
<i>Dnipropetrovska region</i>	48	61	42.5 %	54.0 %
<i>Zakarpatska region</i>	1		100.0 %	0.0 %
<i>Zaporizhzhska region</i>	23	8	74.2 %	25.8 %
<i>Ivano-Frankivska region</i>	25	6	80.6 %	19.4 %
<i>Kyivska region</i>	40	10	80.0 %	20.0 %
<i>Kirovohradska region</i>	2		100.0 %	0.0 %
<i>Lvivska region</i>	6		100.0 %	0.0 %
<i>Mykolaivska region</i>	3	2	60.0 %	40.0 %
<i>Odeska region</i>	1		100.0 %	0.0 %
<i>Poltavska region</i>	9	2	81.8 %	18.2 %
<i>Sumska region</i>	3		100.0 %	0.0 %
<i>Ternopil'ska region</i>	1		100.0 %	0.0 %
<i>Kharkivska region</i>	1	1	50.0 %	50.0 %
<i>Khmelnyska region</i>	2	1	66.7 %	33.3 %
<i>Cherkaska region</i>	6		100.0 %	0.0 %
<i>Chernivetska region</i>	49	8	84.5 %	13.8 %
<i>City of Kyiv</i>	43	9	82.7 %	17.3 %

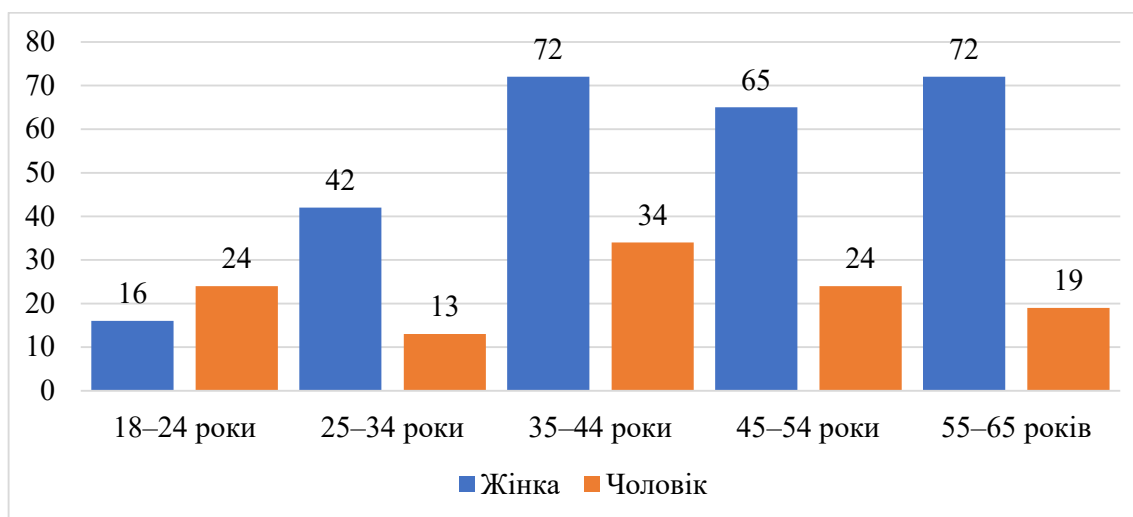
\* out of 388 respondents, 383 answered the specified question.

In terms of regions of origin, a clear gender asymmetry is observed: in most regions, the share of women among IDPs is significantly higher than the share of men. The largest representation of women is characteristic of IDPs from Zaporizhia (82.7%) and Kharkiv (83.9%) regions - regions where the sample sizes allow us to speak of a certain trend. More than 70% of women are also among those who left Kherson region. Relatively lower indicators were recorded among IDPs from Donetsk (63.9%), Luhansk (52.3%) and Dnipropetrovsk (55.6%) regions, which may be related to the regional characteristics of the waves of population displacement and the structure of households that left combat zones. Indicators in regions where 100% of women were recorded should be considered taking into account the small number of respondents, which does not give grounds for generalizations.



**Fig. 20. Distribution of female respondents by region of origin**

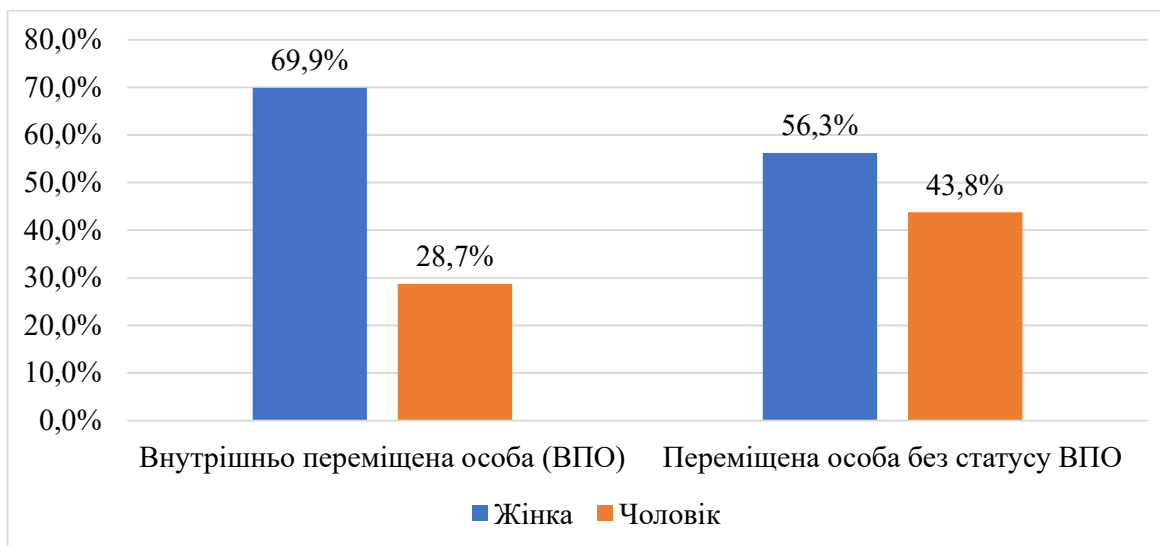
Analysis by age complements the socio-demographic portrait of IDPs. In the group of respondents aged 18–24, there is a predominance of men, which may indicate their greater mobility and willingness to move independently. In contrast, in all other age categories (25–65 years), women clearly dominate, especially in the age groups 35–44 and 55–65 years. This may reflect the traditional distribution of social roles, when women take on the main burden of caring for children, elderly relatives and managing their daily lives even in crisis conditions (Fig. 21).



**Fig. 21. Distribution of respondents by age and gender, persons\***

\* out of 388 respondents, 381 answered the specified question.

Interestingly, among those who have registered as IDPs, the majority are women. In contrast, men are much more likely to remain without official status, which may indicate both distrust of state institutions and a desire to avoid bureaucracy (Fig. 22).



**Fig. 22. Share of respondents by IDP status and gender**

The labor market confirms the differences. Men are more likely to have formal employment, while women predominate in the categories of “work without a contract”, “self-employment” and “receiving social assistance”. At the same time, women make up the majority of the total number of employed people – they are looking for work, adapting, opening their own businesses, often simultaneously fulfilling other social roles.

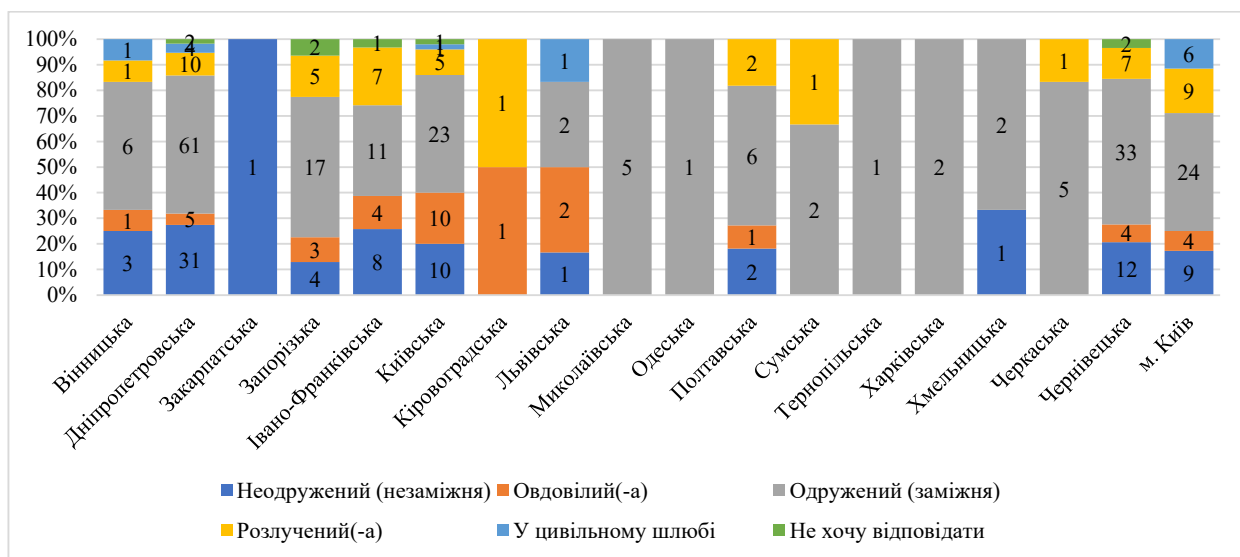
### **Marital status of respondents**

The majority of respondents are in a registered marriage – 201 people (51.8%). A significant share is made up of singles/unmarried people – 82 people (21.1%), as well as divorced people – 49 people (12.6%). A relatively smaller, but still noticeable group is made up of widows and widowers – 35 people (9.0%). 13 respondents (3.4%) are in a civil marriage, while 8 people (2.1%) refused to answer.

Thus, the structure of the marital status of IDPs reveals the dominance of family forms of cohabitation (both officially registered marriage and civil). A similar pattern is

characteristic of mature age groups that prevail among IDPs, and indicates the preservation of traditional models of family life even in the context of forced migration.

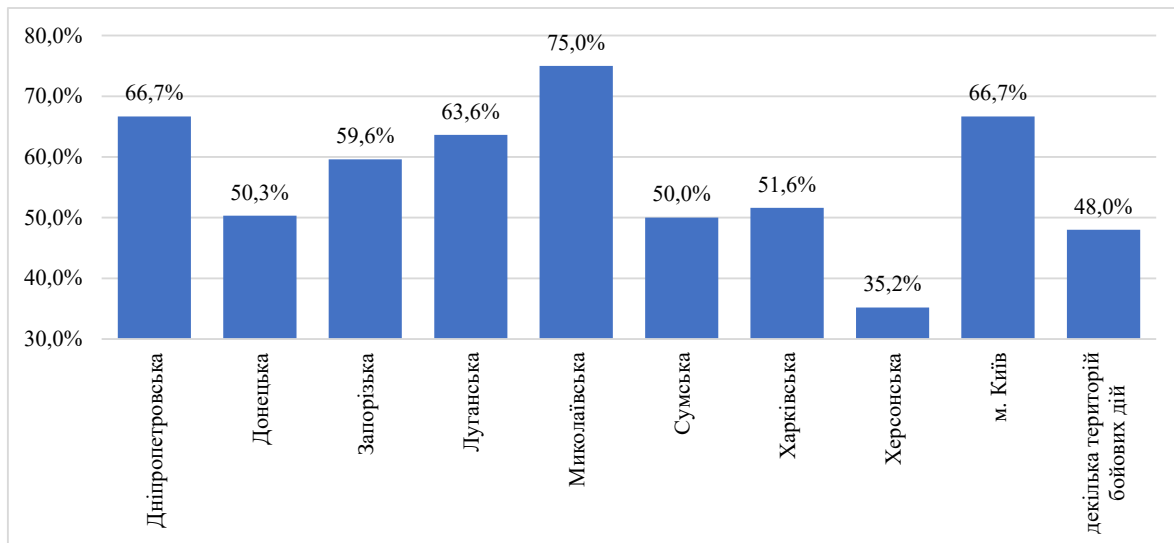
In terms of regions of residence (Fig. 23), the highest share of married people among respondents was recorded in Cherkasy (83.3%), Dnipropetrovsk (60 people, or 54.1% of the regional sample) and Chernivtsi (33 people, 56.9%) regions. In Kyiv, this indicator is also relatively high - 24 people (46.2%). At the same time, a significant proportion of unmarried respondents was found in Chernivtsi and Dnipropetrovsk regions (12 people, 20.7% and 31 people or 27.9%, respectively). And among respondents living in Kyiv region, the largest proportion (20.0%) was widowed.



**Fig. 23. Marital status of respondents by region of current residence, persons**

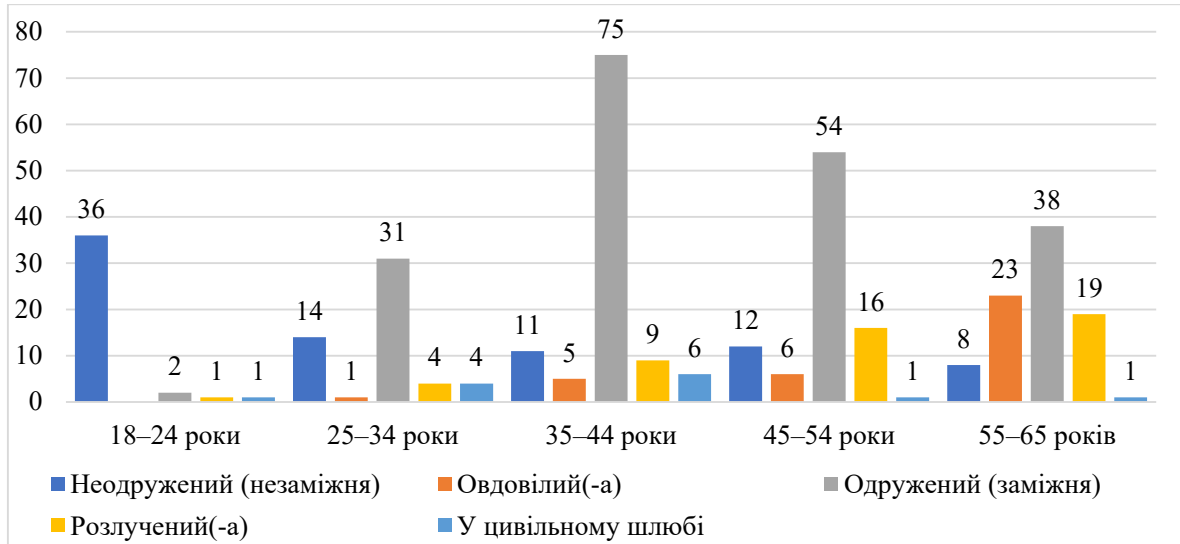
In terms of region of origin, half of respondents from Donetsk region (78 out of 155 people or 50.3%) were married at the time of displacement. A similar situation is observed in Zaporizhia region (31 out of 52 people; 59.6%) and Luhansk region (28 out of 44 people; 63.6%) (Fig. 23).

IDPs by region of origin demonstrate certain regional differences: the highest rate of married persons is characteristic of IDPs from Mykolaiv region (75%), the lowest – from Kherson (35.2%) (Fig. 24).



**Fig. 24. Share of married IDPs by region of origin**

Analyzing the marital status of respondents by age, it can be stated that family ties were an important social resource for the majority of IDPs even before they left their places of permanent residence. The structure of marital status by age group (Fig. 25) demonstrates the expected demographic patterns. In particular, in the youngest age category (18–24 years old), the majority of respondents (36 out of 40 people, 90.0%) are not married, which is typical for this stage of the life cycle. Among respondents aged 25–34, there is a noticeable increase in the share of married people - 31 out of 55 people (56.4%). The highest rate of registered marriages was recorded in the 35–44 age group, where 75 out of 107 respondents (70.1%) are married. Also in the older age group (55–65 years) there is a significant number of widows/widowers – 23 people, which is naturally related to demographic factors. Thus, the results confirm the natural relationship between age and marital status: with the “maturity” of the respondents, the probability of being married increases, which corresponds to general demographic trends and typical models of family life in Ukrainian society.



**Fig. 25. Distribution of respondents by marital status by age groups,\* persons**

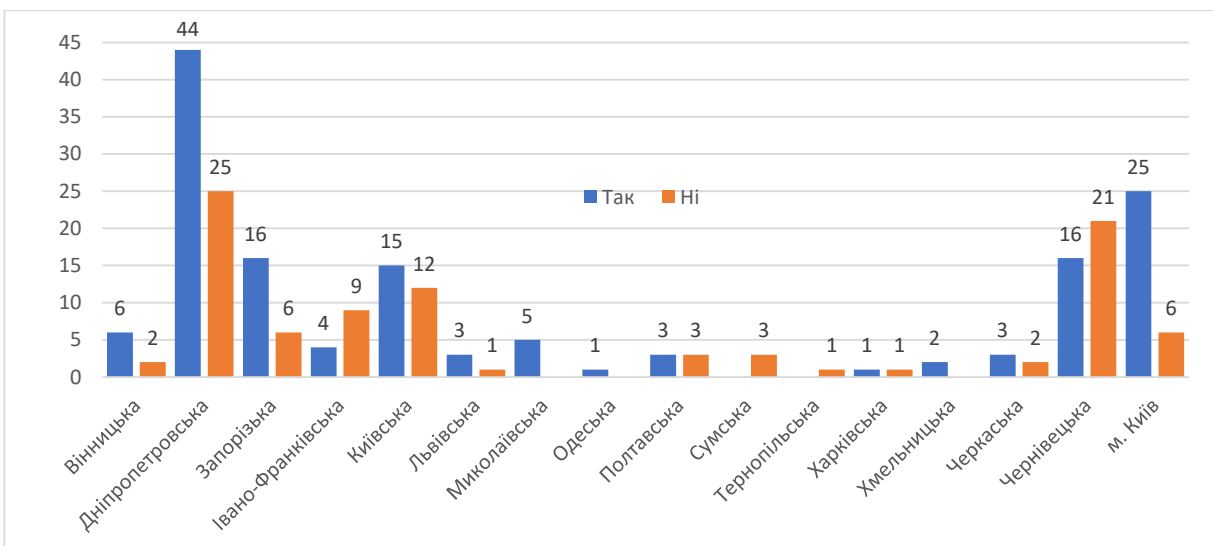
\* out of 388 respondents, 383 answered the specified question.

The marital status of IDPs reflects the mature age profiles of the sample and the presence of established social ties. Marital and partnership relationships play the role of a stabilizing resource, while single or divorced individuals are potentially more vulnerable to socio-economic risks.

#### **Employment of spouse/partner in the region of current residence**

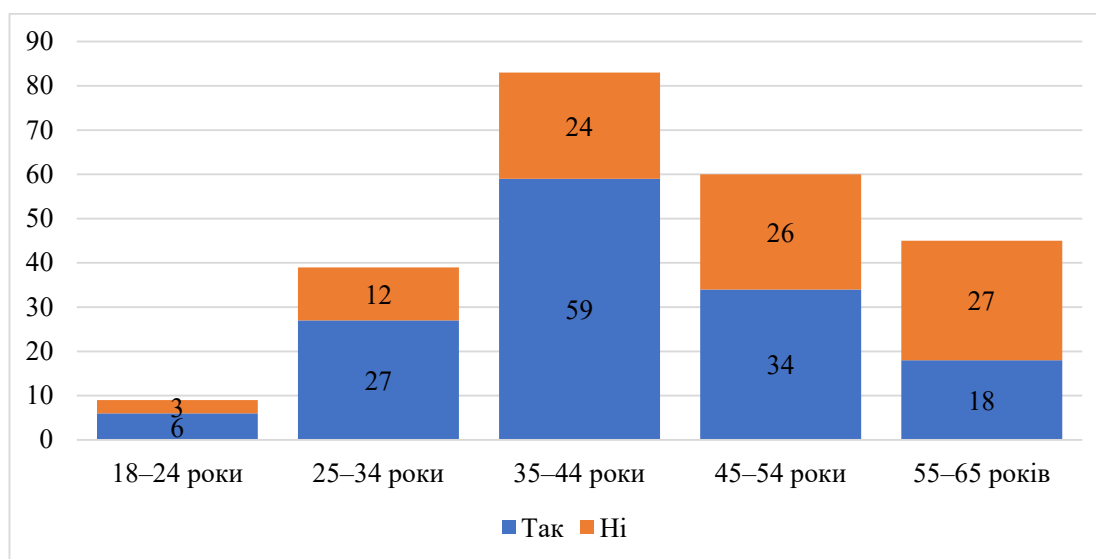
Among respondents who are married or in a relationship, 144 individuals (37.1%) responded that their partners work in the region of current residence (Fig. 26). 92 people (23.7%) indicated that their partners were unemployed. Another 152 respondents (39.2%) indicated that they were not in a relationship at all at the moment.

The highest employment rates of partners were recorded among the IDPs we surveyed in Kyiv (25 out of 52, i.e. 48.1%) and in Dnipropetrovsk region (42 out of 111, 37.8%, respectively). Among the IDPs surveyed in Chernivtsi region, the situation is the opposite: most respondents have partners who are unemployed (21 out of 58, 36.2%), which may be due to the lack of vacancies in the region.



**Fig. 26.** Employment indicators of IDP partners by region of current stay, persons

Among the surveyed IDPs in the age group 35–44, more than half of the respondents reported that their partners were working (59 out of 107, 55.1%). In contrast, among the representatives of the older category of respondents (55–65 years old), this indicator decreases to 18 out of 92 (i.e. 19.6%), which indicates the possible presence of an age barrier to employment for both the surveyed IDPs themselves and their partners (Fig. 27).

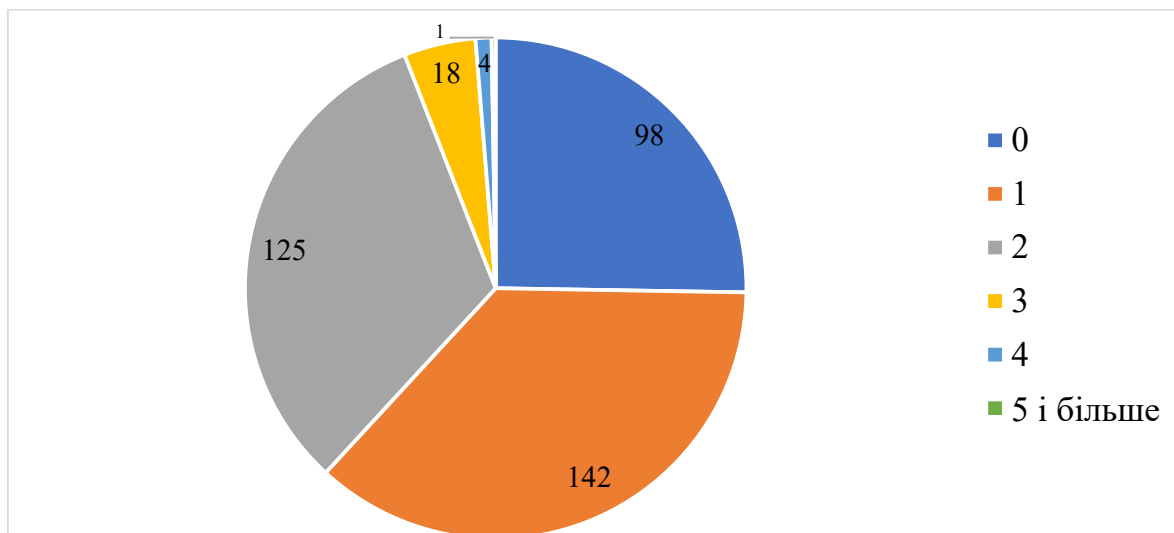


**Fig. 27.** Indicators of employment of the partners of the respondents, by age groups, persons

The employment of partners turns out to be a significant factor in the economic integration of the families of the surveyed IDPs into local communities. At the same time, the data obtained demonstrate significant differentiation: in the younger and middle age groups, employment is more common, while among representatives of the older age groups it is much rarer.

### Number of children of the respondents

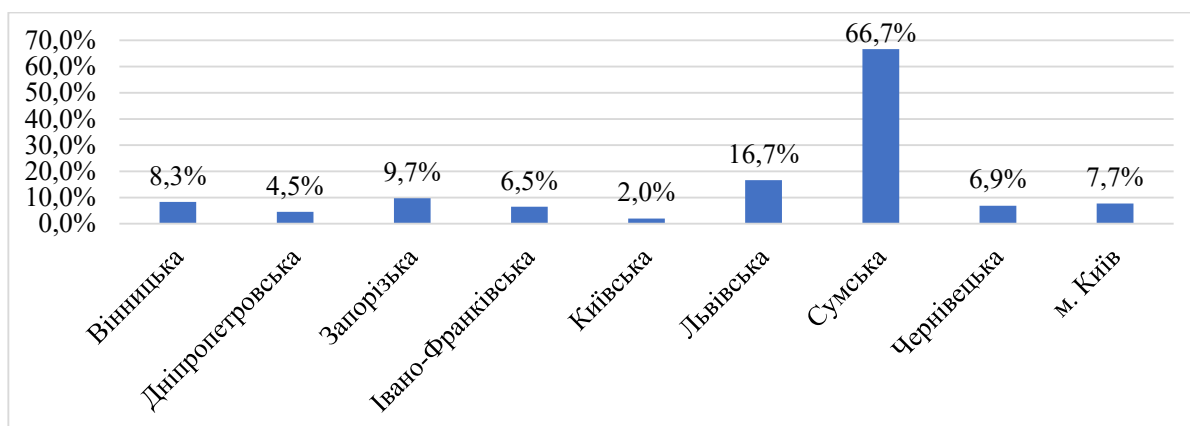
The results of the study indicate that among the surveyed IDPs, about a quarter of the respondents (98 people - 25.3%) do not have children (Fig. 28). However, the most common model is a family with one child (142 people - 36.6%), the share of families with two children is somewhat smaller (125 people, or 32.2%). At the same time, representatives of large families (with three or more children) constitute a relatively small group of respondents - only 23 people (5.9%) of the total sample.



**Fig. 28. Distribution of respondents by number of children in the family, persons**

The survey results also showed that in the age group 18–24 years, the vast majority of respondents are childless (38 out of 40 people, 95%), which corresponds to the typical demographic characteristics of this stage of the life cycle. For the surveyed

representatives of the age category 35–44 years, the most common model is a family with two children (44 out of 107 people, 40%). In the older age group (55–65 years), there is a gradual increase in the share of large families in which 2–3 children are raised.



**Fig. 29. Share of respondents with 3 or more children in their family by region of current residence**

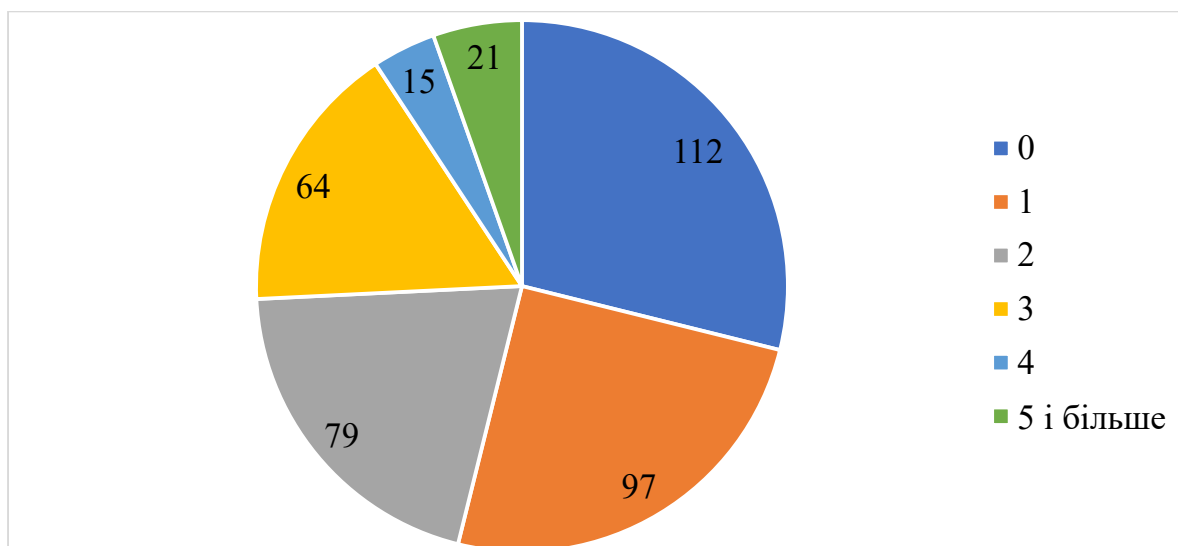
Regional analysis of respondents' responses confirms the above trends. Thus, among IDPs currently residing in Dnipropetrovsk region, a case of a family with five children was recorded, while more than 30% of respondents have 2–3 children. In Chernivtsi region, this indicator is even higher: 17 families raise two children, and another 4 – from three to four, which in total exceeds 40% of the sample (Fig. 29).

As a conclusion, it can be noted that in general, the structure of families corresponds to the average Ukrainian demographic profile: families with one or two children dominate, without sharp deviations towards large families or childlessness. This indicates that forced displacement does not change the basic demographic patterns.

### **Cohabitation with other family members**

According to the survey results, in most cases, at the time of the interview, one (97 people, 25.0%) or two (79 people, 20.4%) family members lived with the respondent. 112 people were completely alone in their new place of residence among the respondents

(28.9%, respectively). Respondents from households with 4–5 or more members made up only about 9.3% of the sample (Fig. 30).



**Fig. 30. Distribution of respondents by number of family members with whom they currently live, persons**

*Table 6.*

**Distribution of respondents by number of family members with whom they currently live, by region of current residence, persons**

Region	Number of family members		
	Single	2–3 persons	4 or more persons
Vinnyska region	2	7	3
Dnipropetrovska region	32	45	36
Zakarpatska region	0	0	1
Zaporizhzhska region	11	12	8
Ivano-Frankivska region	8	18	5
Kyivska region	21	22	7
Kirovohradka region	1	1	0
Lvivska region	1	3	2
Mykolaivska region	0	5	0
Odeska region	1	0	0
Poltavska region	2	6	3
Sumska region	0	0	3
Ternopilska region	0	0	1
Kharkivska region	2	0	0
Khmelnyska region	0	0	3
Cherkaska region	3	3	0
Chernivetska region	9	32	17
City of Kyiv	19	22	11

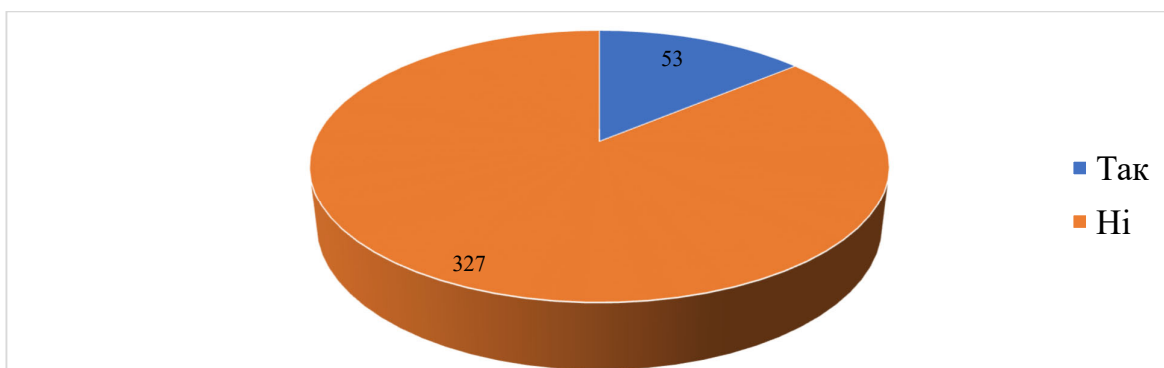
The surveyed representatives of the younger age group 18–34 years old more often live in families with 2–3 members. Among people aged 55–65 years old, the share of those who remained to live independently is higher (40 out of 92, 43.4%).

In terms of the regions of current residence of the respondents, it was found that the largest share of people from large households (4–5 members each) is observed in Dnipropetrovsk (36 people, or 32.4% of the regional sample) and Chernivtsi regions (17 people, or 29.3%, respectively) (Table 6). In contrast, among the surveyed IDPs currently living in the Kyiv region and the city of Kyiv, single individuals predominate.

Analysis of the household structure indicates a tendency to decrease their number. This is due, in particular, to the processes of forced displacement, during which families are separated during evacuation. Among additional factors, it is worth highlighting the desire of respondents to maintain mobility in search of work and housing, which is a determining factor in the adaptation strategies of IDPs.

### **Temporary returns to homes in Ukrainian-controlled territories**

Regarding maintaining ties with their former places of residence, 380 respondents provided answers, of which only 53 people (13.9%) noted that from time to time they return to their homes in Ukrainian-controlled territories (Fig. 31). At the same time, the vast majority of respondents (327 people, 86.1%) reported the absence of such trips, which may indicate both limited and dangerous languages for visiting, and a decrease in motivation to return. The highest rates of positive responses regarding periodic returns were demonstrated by the surveyed IDPs currently living in Vinnytsia (100.0%), Zakarpattia (100.0%) and Chernivtsi (20.7%) regions. The lowest were IDPs in Zaporizhia (3.2%) and Ivano-Frankivsk regions. In large agglomerations (Kyiv city, Dnipropetrovsk region), the share of positive responses among respondents is close to the average for the sample - 10–13% (Table 7).



**Fig. 31. Distribution of respondents by the fact of trips to former places of residence in the territories controlled by Ukraine, persons\***

\* out of 388 respondents, 380 answered the specified question.

It is obvious that for IDPs from more peaceful and safe regions of Ukraine, the possibility of visiting places of former residence is higher.

*Table 7.*

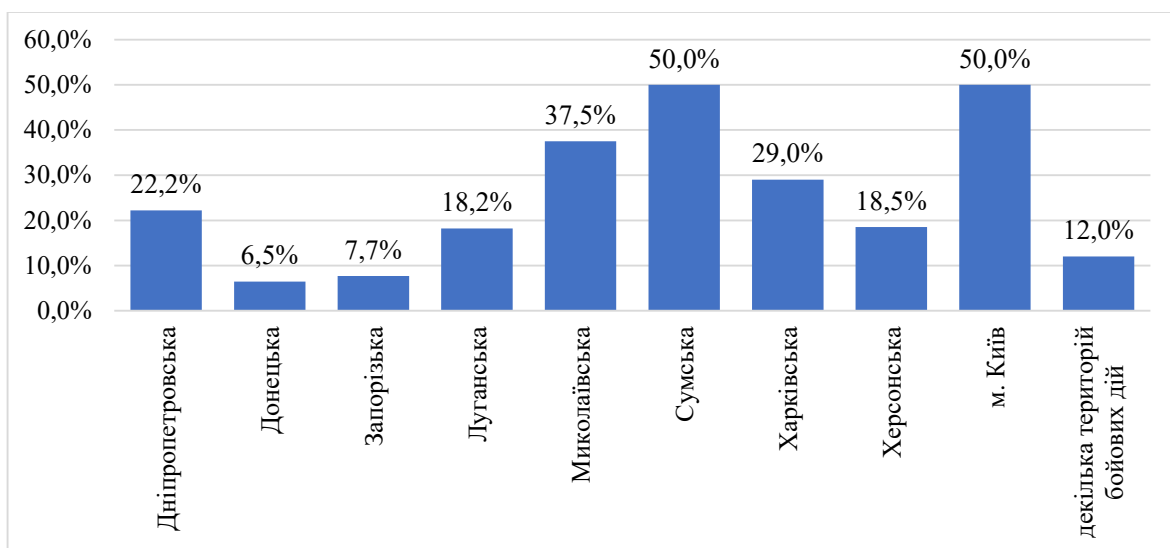
**Distribution of respondents by the fact of trips to former places of residence in the territories controlled by Ukraine in the context of regions of current stay, persons**

Region	Yes	No	Prefer not to say
Vinnnytska region	12	-	
Dnipropetrovska region	12	99	2
Zakarpatska region	1	-	-
Zaporizhzhska region	1	30	-
Ivano-Frankivska region	-	31	-
Kyivska region	5	44	1
Kirovohradska region	-	1	1
Lvivska region	2	4	-
Mykolaivska region	-	5	-
Odeska region	-	1	-
Poltavska region	1	10	-
Sumska region	-	3	-
Ternopil'ska region	-	1	-
Kharkivska region	-	2	-
Khmeln'ytska region	-	2	1
Cherkaska region	-	6	-
Chernivetska region	12	43	3
City of Kyiv	7	45	-
<b>Overall summary</b>	<b>53</b>	<b>327</b>	<b>8</b>

However, for frontline regions, such practices are practically impossible due to security restrictions and the complexity of transport logistics.

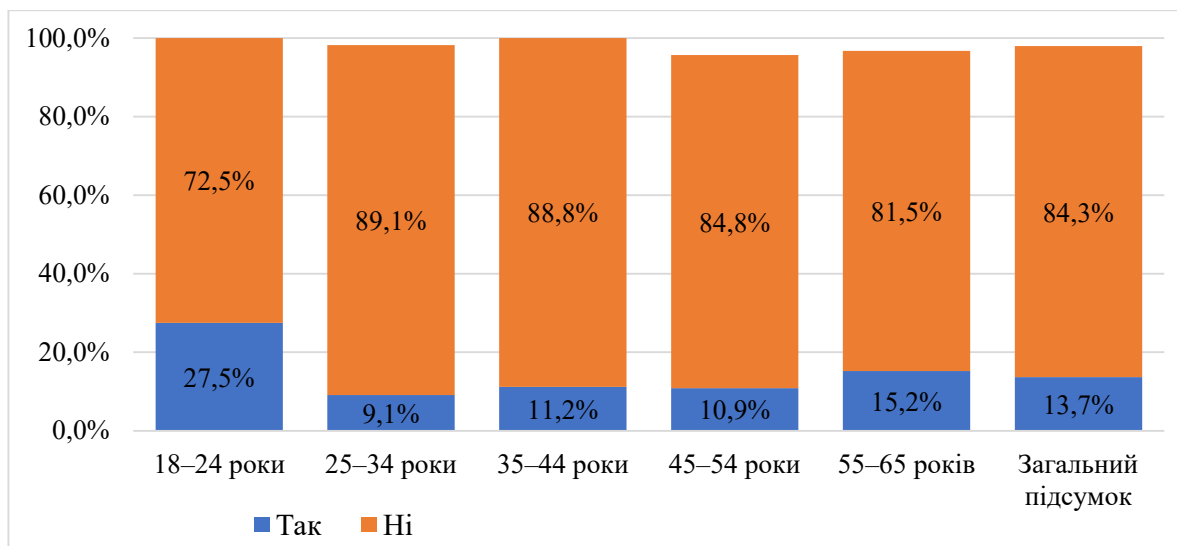
Thus, the highest rates of periodic visits to homes were recorded among immigrants from Kyiv (50%), Sumy (50%), Mykolaiv (37.5%) and Kharkiv regions (29%). At the same time, the lowest values were found among IDPs from Donetsk (6.5%) and Zaporizhia (7.7%) regions (Fig. 32).

Thus, there is a territorial differentiation in maintaining ties with places of former residence, which directly correlates with the security situation and geographical remoteness of the regions.



**Fig. 32. Distribution of respondents by the fact of trips to former places of residence in the territories controlled by Ukraine by region of origin**

Analysis of respondents' responses by age groups shows that the most actively maintain ties with places of former residence are IDPs aged 18–24 (27.5%), as well as representatives of the older age group 55–65 (15.2%, respectively) (Fig. 33). Instead, the lowest rates of periodic home visits by respondents were recorded among people aged 25–34 (9.1%) and 45–54 (10.9%, respectively).

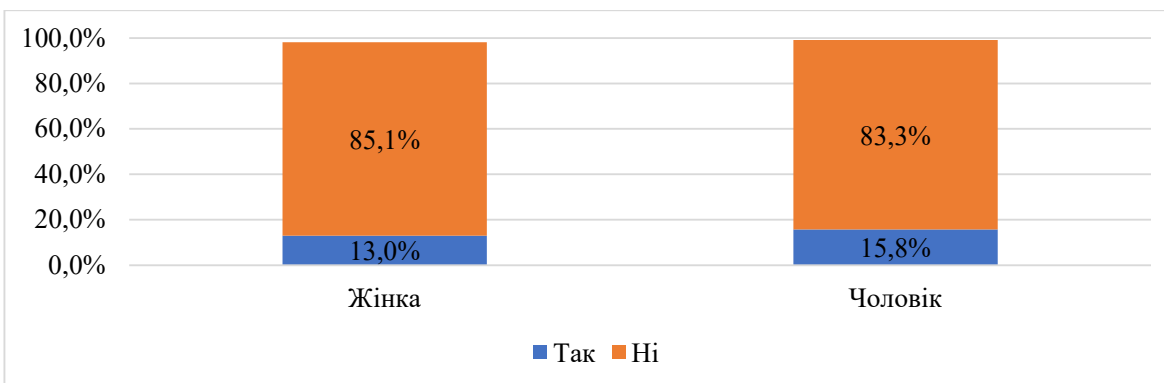


**Fig. 33. Distribution of respondents by the fact of trips to former places of residence in the territories controlled by Ukraine by age groups**

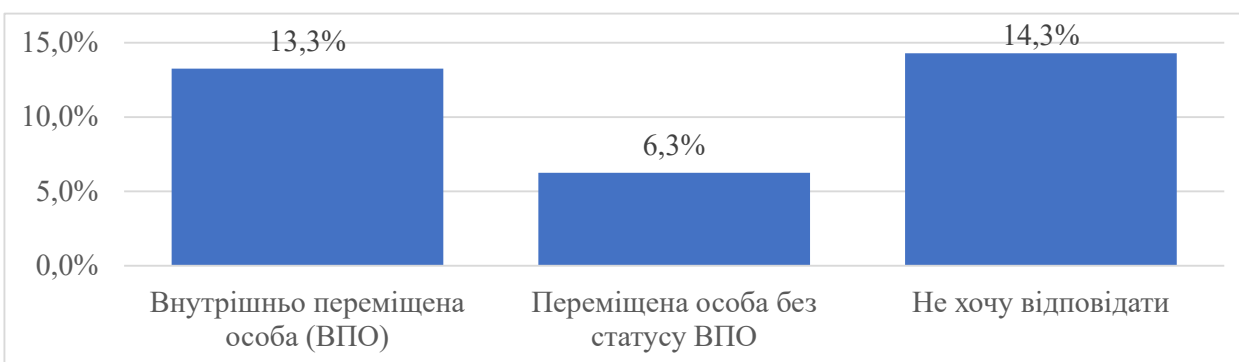
The results obtained can be explained by the specifics of social roles and life circumstances of different age groups: for example, young people visit homes more often in order to maintain social contacts, while middle-aged people show lower mobility due to greater employment and family responsibilities in new places of residence. At the same time, older respondents may travel more often due to the need to resolve social, household or economic issues.

There is no significant difference in the responses of respondents by gender: for example, men (15.8%) make trips to former homes somewhat more often than women (13%), but in fact the difference is insignificant (Fig. 34).

Among respondents who have official IDP registration, 13.3% periodically visit their homes. For persons who do not have the appropriate status, this figure is almost half as low – only 6.3% (Fig. 35).



**Fig. 34. Gender distribution of respondents by the fact of trips to former places of residence in the territories controlled by Ukraine**



**Fig. 35. Percentage of respondents visiting former places of residence in Ukrainian-controlled territories by IDP status**

The data presented in Fig. 36 shows that the highest level of visits is observed among employed persons (51.3% of all positive responses), in particular those who have a permanent job or are employed in the private sector. This may be due to the presence of a stable income that allows them to cover travel expenses, as well as the need to maintain social or professional ties in their previous places of residence. Unemployed respondents and persons working without an employment contract or receiving social protection (10.3% respectively) are characterized by significantly lower rates (8.5%). Their opportunities for travel are limited by financial factors or family circumstances.



**Fig. 36.** Distribution of respondents who visit former places of residence in the territories controlled by Ukraine depending on their employment status, % and persons

The smallest share of visits (3.6%) was recorded among the self-employed and business owners, probably due to the high intensity and responsibility of their work, which does not allow them to be away from their workplace often.

Thus, the results obtained indicate a clear dependence of the intensity of visits to former places of residence on the economic activity of the respondents: the higher the level of employment, the more often they make such trips, but the higher the level of responsibility, the less often the respondents visit their places of former residence.

The safety of the trip is a key factor in making a decision to visit the previous place of residence. People from front-line areas have practically no opportunity to return, unlike displaced persons from regions more distant from the front. Youth and older generations are the most mobile categories of displaced persons. They visit their homes more often, while middle-aged people do so less often.

It is also worth focusing on the socio-psychological aspect: only every seventh IDP surveyed has the opportunity to return to their previous place of residence, which indicates a gradual deepening of the gap with their native home and active social integration in the new place of residence.

### **Additional factors that caused the internal displacement of respondents (in addition to the war and its consequences)**

The study demonstrates that internal migration in Ukraine has a rather multifactorial nature. Although the war continues to be its dominant driver, only about half of the respondents – 54.4% (211 people) – limited themselves to answering the question: “In addition to the war and its consequences, what other reasons prompted you to internal displacement?” with the explanation “only the war.” The remaining 45.6% (177 people) named at least one additional “non-military” reason (Fig. 37).

The most frequently mentioned factors were family circumstances – 17.5% (68 people) and internal motivation – 14.2% (55 people); followed by long-term employment with better pay – 9.8% (38 people), better housing conditions – 4.6% (18 people), education – 3.4% (13 people) and health – 2.1% (8 people). It is important to consider the fact that the “non-military” factors were multiple-choice: 200 marks for 177 people indicate that some IDPs combined several motives.



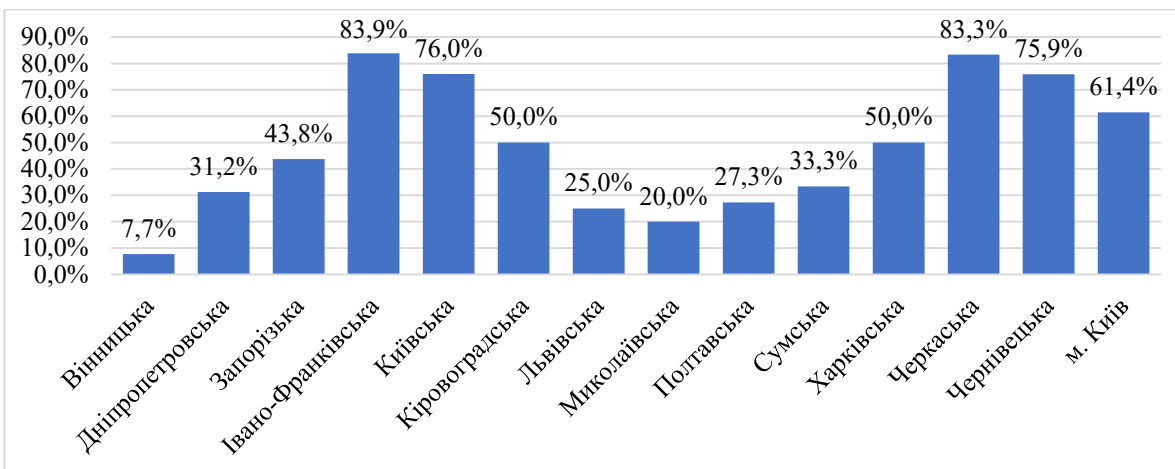
**Fig. 37. The main reasons (other than war) that prompted respondents to internal displacement, the number of people who mentioned this factor**

Analysis of IDP responses by region of current residence demonstrates different “profiles” of displacement (Fig. 38). Thus, among those surveyed in the Dnipropetrovsk region, the answer “only war” was recorded in 35.1% of people (39/111), while “family circumstances” – in 23.4% of those surveyed (26/111), “internal motivation” – 22.5% (25/111), “better employment” – 16.2% (18/111).

For the city of Kyiv, a balance of security and integration motives is typical for respondents when answering the question about the reasons for migration: “only war” – 67.3% (35/52), “internal motivation” – 13.5% (7/52) and “employment” – 11.5% (6/52). In the Kyiv region, the exclusively military explanation of the reasons for migration prevails – 76.0% (38/50), other reasons are recorded individually (“family” and “work” 6.0% (3/50), internal motivation – 2.0% (1/50)).

For the Chernivtsi region, a high rate of respondents’ answers “only war” is characteristic – 75.9% (44/58), while other motives have single-digit shares (“internal motivation” – 8.6% (5/58), “family” – 6.9% (4/58)).

In the responses of respondents from the Ivano-Frankivsk region, the security factor dominates even more clearly – 83.9% (26/31), and non-military reasons are single (“internal motivation” – 6.5% (2/31)).



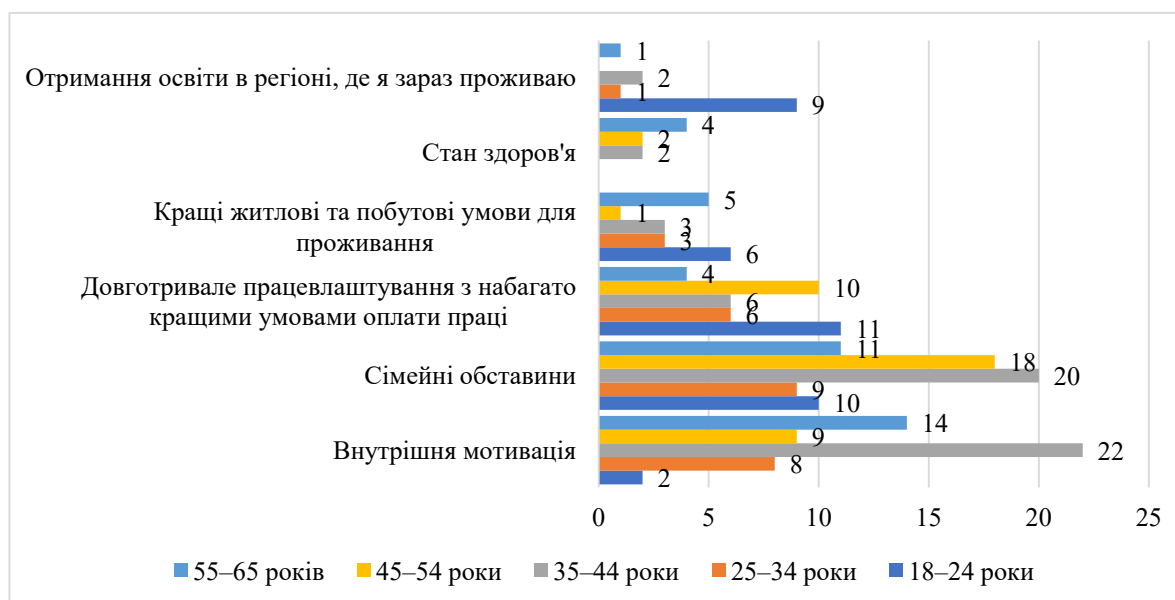
**Fig. 38. The share of respondents for whom the main reason for displacement was the military aggression of Russia, by region of current stay**

Analysis of responses in different age groups (Fig. 39) records different adaptation strategies. Thus, young people (18–24 years old) more often appeal to career and educational incentives: “employment” – 27.5% (11/40), “education” – 22.5% (9/40), “housing conditions” – 15.0% (6/40), while the number of responses “only war” in this group is 22.5% (9/40).

In the cohort of respondents aged 25–34, the security motive dominates – 52.7% (29/55), but “internal motivation” – 14.5% (8/55) and “family” – 16.4% (9/55) are also noticeable.

In the group of respondents aged 35–44, the share of answers “only war” is 53.3% (57/107), with a relatively high share of answers “internal motivation” – 20.6% (22/107), “family circumstances” – 18.7% (20/107).

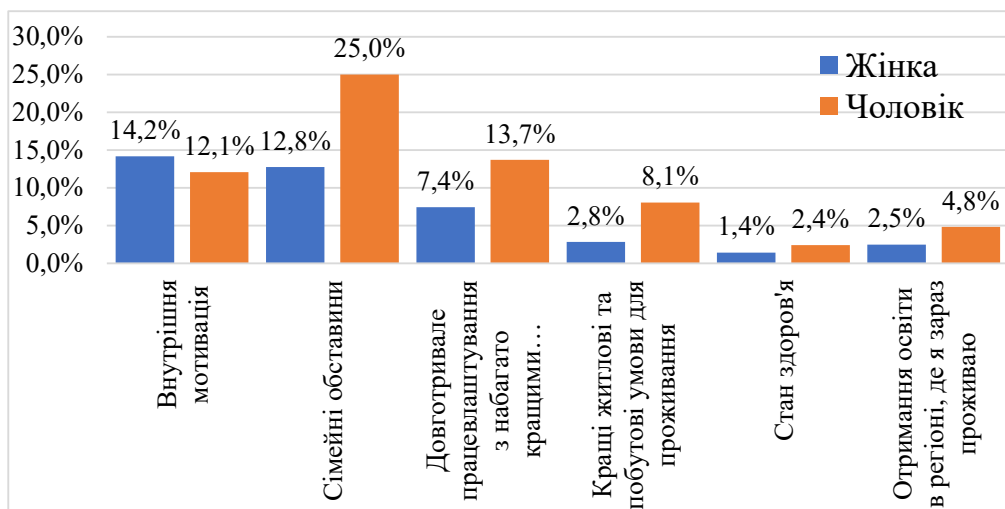
For respondents from the age groups 45–54 and 55–65, the security factor is even more noticeable – 62.0% (57/92) and 63.0% (58/92), respectively; in the older group, the role of internal motivation increases – 15.2% (14/92) and the issue of “health status” is noted – 4.3% (4/92).



**Fig. 39. The main reasons (other than war) that prompted respondents to internal displacement by age group, persons who indicated the indicated reason**

Analysis of responses by gender and status of respondents confirms the “combined” trajectories.

Thus, women more often than men mention “only war” as the reason for migration (166 cases versus 42), as well as “family circumstances” (36 versus 31) (Fig. 40). Among officially registered IDPs, the following answers are mainly recorded: “only war” – 203, “internal motivation” – 52, “family circumstances” – 59, “employment” – 35, “housing” – 17, “health” – 7, “education” – 12.



**Fig. 40. Gender distribution of responses regarding the main reasons (other than war) that prompted respondents to internal displacement**

The employment situation among the respondents correlates with their non-military motives. Thus, among those with an employment contract, orientation towards economic opportunities is more often recorded - employment - 30 cases, internal motivation - 28, while in the group that receives social protection and does not work, the leading choice remains security ("only war" - 25) with single indicators of housing (4) and health (2).

Therefore, the policy of supporting IDPs must go beyond the one-dimensional "military" explanation. Indeed, even with a high share of the answer “only war” – 54.4% (211/388), almost half of the respondents indicate combinations of socio-economic motives: “family” – 17.5% (68/388), “internal motivation” – 14.2% (55/388), “work” – 9.8% (38/388), “housing” – 4.6% (18/388), “education” – 3.4% (13/388), “health” – 2.1% (8/388) (Table 8).

A survey as part of a study of persons who officially have IDP status revealed a clear pattern: the main and practically unalternative factor of their forced relocation is war.

*Table 8.*

**Correlation between non-military reasons for internal displacement and respondents' availability of work at their new place of residence, number of people who indicated them**

<b>Row markers</b>	<b>Self-motivation</b>	<b>Family issues</b>	<b>Long-term employment with much better remuneration conditions</b>	<b>Better housing and living conditions</b>	<b>Health Issues</b>	<b>Getting an education in the region where I currently live</b>	<b>Only war</b>
Yes, I am employed and have a work contract.	28	33	30	10	4	5	100
Yes, I am working, but without work contract.	6	14	3	1	1	2	17
I am unemployed now, but I was employed earlier for at least three months.	5	4	1	-	-	1	24
I receive social support as an IDP and do not work.	3	6	-	4	2	2	25
I am self-employed/a business owner.	4	5	2	2		1	3
Other	5	3	-	1	1	1	31
Prefer not to say	4	3	2	-	-	1	11
<b>Overall summary</b>	<b>55</b>	<b>68</b>	<b>38</b>	<b>18</b>	<b>8</b>	<b>13</b>	<b>211</b>

According to the data obtained, this reason was named by 203 respondents, which is the absolute majority (Fig. 41).

On the other hand, other factors, although they play a certain role, have a much smaller impact. Thus, family circumstances became the reason for moving for 59 people, and internal motivation – for 52 people. The issue of finding a job with better pay conditions was decisive for only 35 respondents, while the search for better housing and living conditions became decisive only in 17 cases. Even less significant were such motives as health status (7 people) and obtaining education in the region of current residence (12 people).



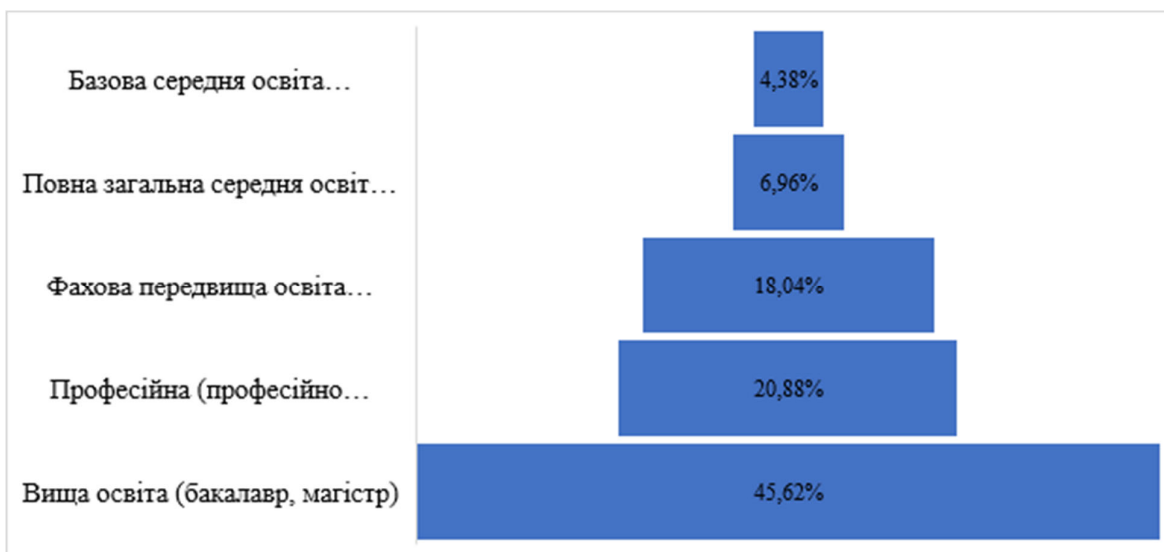
**Fig. 41. Structure of non-military reasons for displacement among surveyed persons with IDP status, number of persons who indicated them**

These results, in our opinion, mean that effective instruments of assistance to IDPs from the state in the future should combine security, economic, housing, educational and medical solutions adapted to age and regional differences.

#### Educational level of IDPs

The results of the survey indicate a fairly high educational potential among respondents (Fig. 42). Thus, the largest group of respondents is those with higher education – 177 people (45.6% of the total number), another 70 people (18.0%) have received a professional pre-university education, and 81 people (20.9%) have vocational and technical education. Only 27 people from among the surveyed (7.0%) have completed school at the level of complete general secondary education, and 17 respondents (4.4%) have basic secondary education. The proportion of those who refrained from answering is 16 people (4.1%).

Therefore, in total, almost two-thirds of the sample (63.6%) have educational qualifications from colleges or universities, which indicates a fairly high level of education among IDPs.

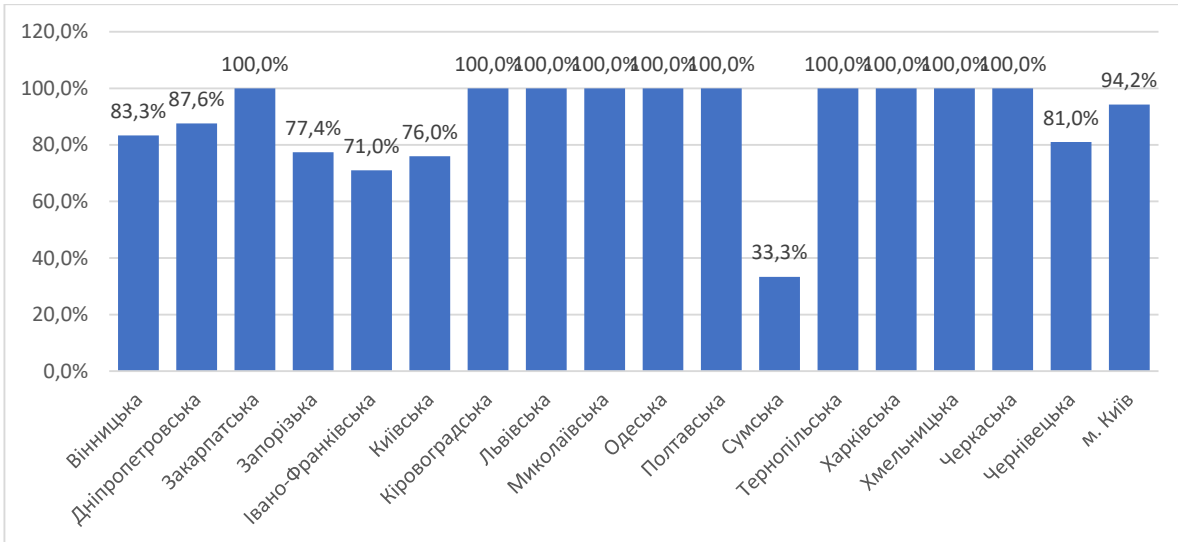


**Fig. 42. Distribution of respondents by current level of education**

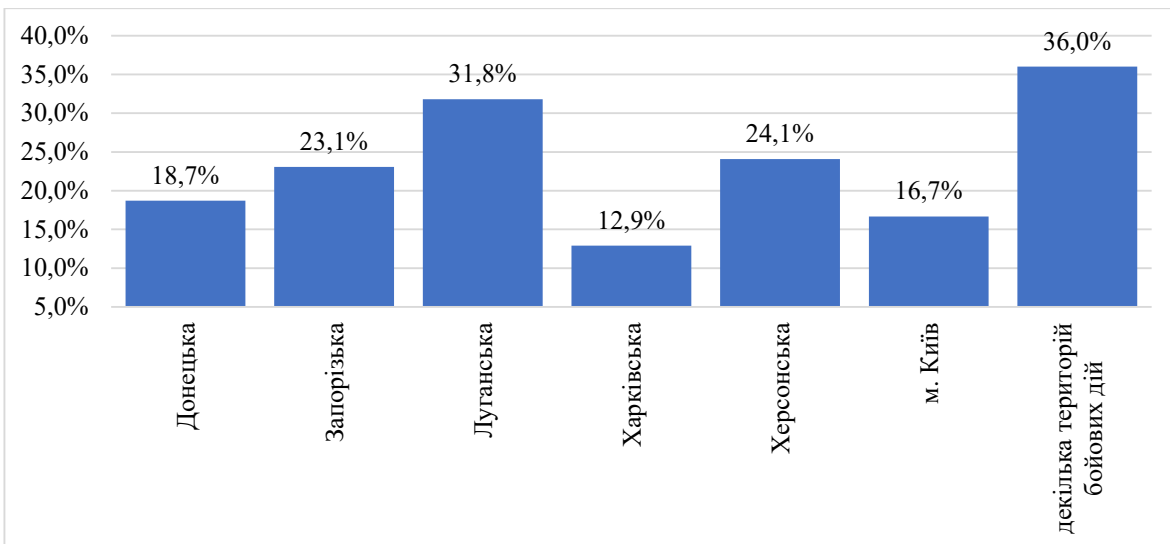
The most formally educated among the surveyed IDPs are those who currently live in large educational and economic centers. Thus, in Kyiv, the share of people with higher education among respondents reaches 67.3%, in Chernivtsi region – 53.4%, in Kyiv region – 48.0%, and in Dnipropetrovsk region 53.2% have educational qualifications from universities or colleges (Fig. 43).

A similar trend is observed in the context of the regions of origin of IDPs (Fig. 44). Thus, the highest level of education is characteristic of respondents from Donetsk region – 74 people with higher education (47.7%), Kharkiv region – 21 people (67.7%), Luhansk region – 19 people (43.2%), respectively.

At the same time, the surveyed residents of Kherson region have a lower share of graduates (only 25.9%), which may be due to differences in the structure of the local economy and educational opportunities.



**Fig. 43. Share of respondents with professional/vocational/higher education by region of current residence**

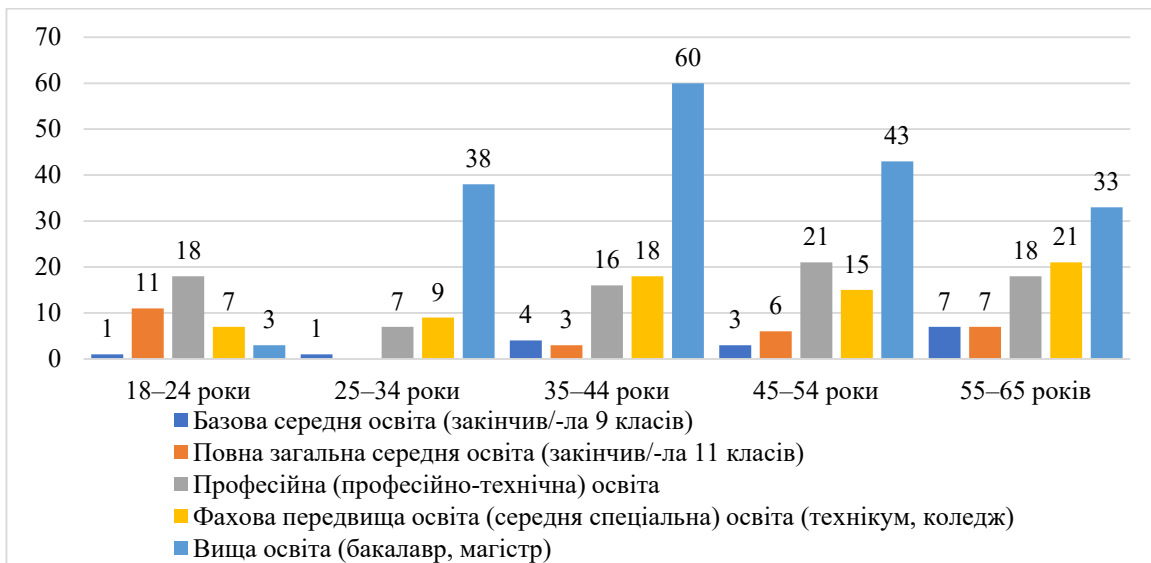


**Fig. 44. Share of respondents with professional/vocational/higher education by region of origin**

The analysis of the responses received by age groups of respondents corresponds to the logic of life (Fig. 45). Thus, young people aged 18–24 are mostly in the process of obtaining education, therefore, among the respondents of this age group, those with vocational (45.0%) or professional pre-higher (17.5%) training prevail. Higher education is widespread among few young people - only 7.5%.

In contrast, among the respondents from the age group 25–34, the majority of respondents (69.1%) have a university diploma, which corresponds to the age of graduation from higher education for the majority of the population.

Among respondents in the 35–44 age group, the rate of higher education is 56.1%, but among representatives of older age categories it gradually decreases (to 35.9% in the 55–65 age group).

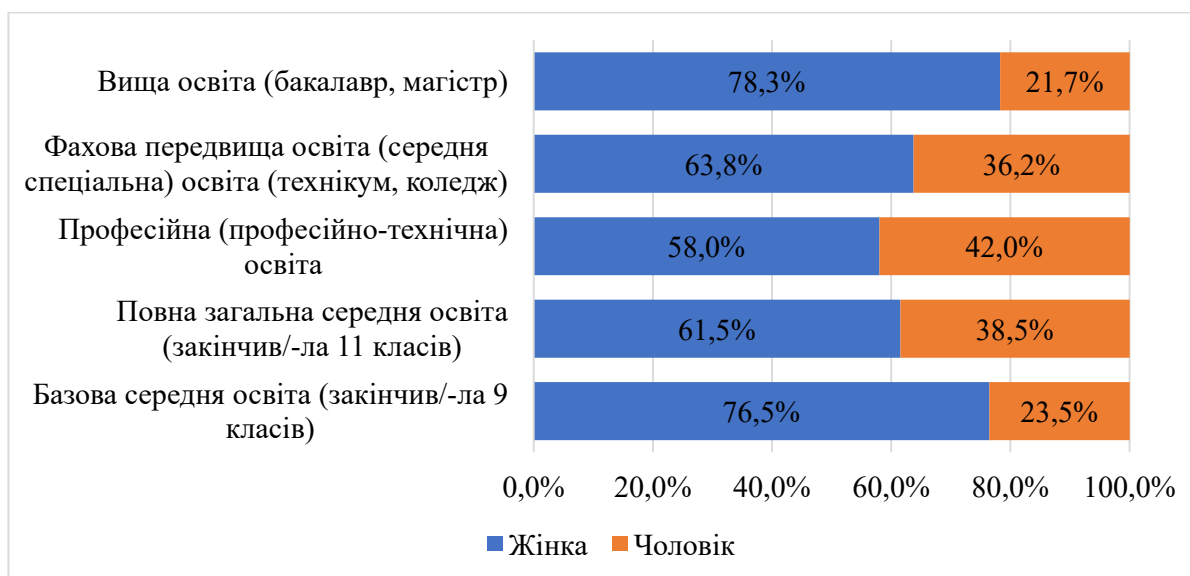


**Fig. 45. Educational level of respondents by age group, individuals**

It is interesting that in general, the surveyed women were more formally educated than men. In particular, the highest proportion of women by level of education of respondents was recorded among those with higher education – 78.3%, while the proportion of men in this group is only 21.7%. A similar ratio is observed among those with basic secondary education (76.5% of women and 23.5% of men, respectively) (Fig. 46).

In the category of professional pre-higher education, women also predominate (63.8% versus 36.2% of men). Professional (vocational and technical) education is characterized by a slightly higher share of men (42.0%), but women still remain the dominant group (58.0%). A similar trend is observed among people with complete secondary education – 61.5% of women and 38.5% of men.

These results indicate primarily the gender predominance of women in the structure of respondents, and may also indicate higher educational activity of women, gender specificity of social mobility and participation in sociological research among IDPs.



**Fig. 46. Gender distribution of respondents by level of education**

Among respondents, persons with official IDP status are slightly more likely to have higher education (47.9%) than those who have not registered official status (37.5%) (Table 9).

*Table 9.*

**Correlation between the level of education and the availability of work at the new place of residence of respondents, persons**

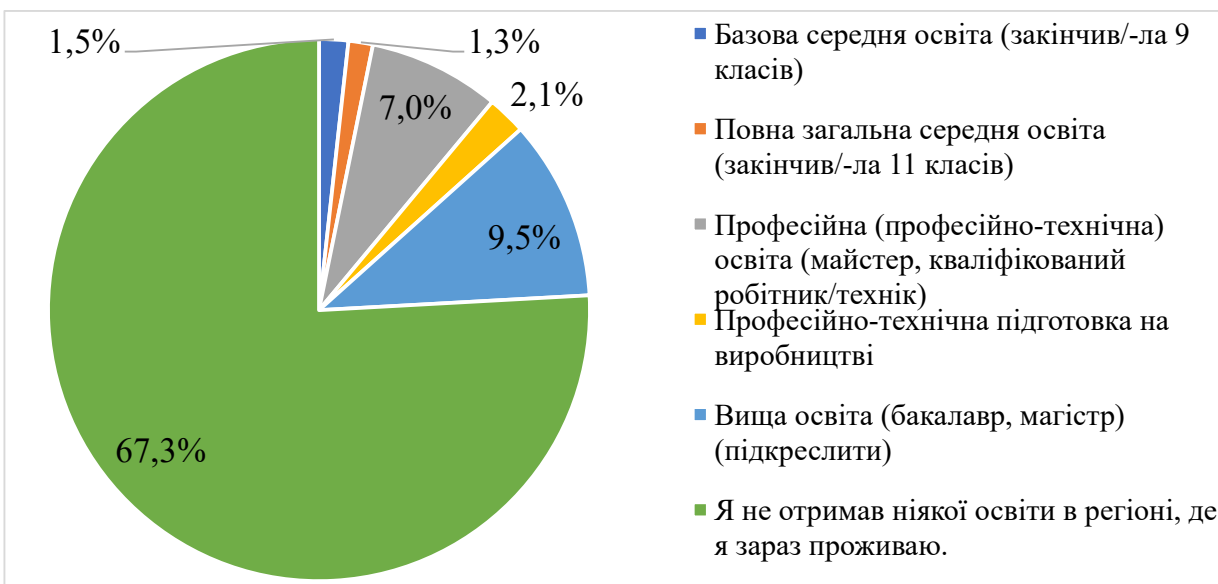
Row markers	Basic secondary education (9 grades)	Complete secondary education (11 grades)	Vocational education and training	Professional non-tertiary education (vocational upper secondary) education	Higher education (Bachelor, Master)
Internally displaced person (IDP)	14	23	77	66	166
Displaced person without IDP status	1	3	4	2	6
Yes, I am employed and have a work contract.	10	11	47	38	89
Yes, I am working, but without work contract.	-	3	8	13	16

I am unemployed now, but I was employed earlier for at least three months.	-	2	9	6	15
I receive social support as an IDP and do not work.	3	4	6	6	18
I am self-employed/a business owner.	-	-	1	-	13

Among the officially employed, higher education is common in 45.6%, and among the self-employed or business owners - in almost 93% of respondents. At the same time, among the unemployed who are on social security, respondents with secondary or vocational education dominate.

Thus, the educational portrait of the displaced is characterized by a significant concentration of people with higher education. This indicates a potentially high level of competitiveness of IDPs in the labor market. At the same time, young people are still at the stage of obtaining education, which requires support in the form of their access to universities and retraining programs.

#### The highest level of education in the region of current residence of respondents

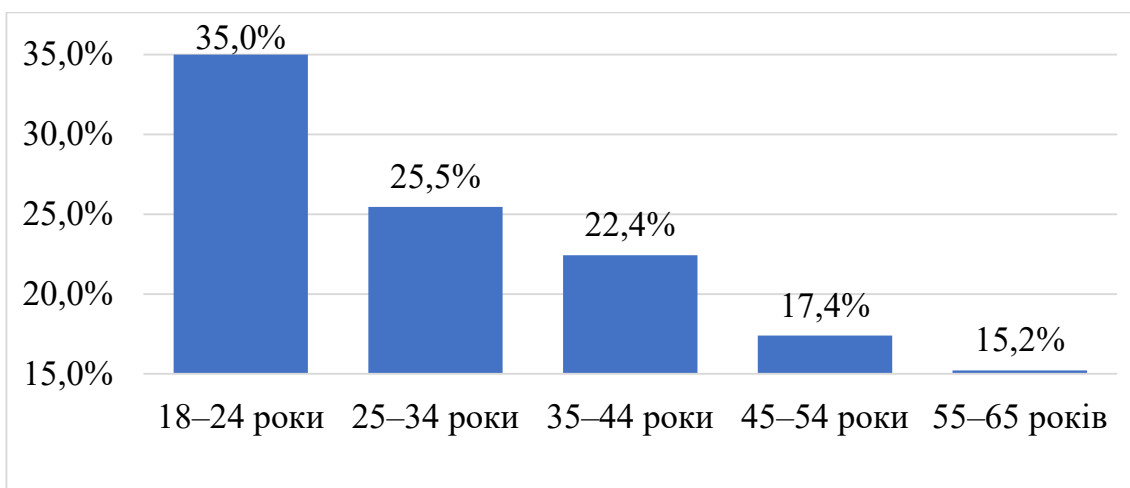


**Fig. 47. Distribution of respondents by type of education received in the region of current residence**

The survey results indicate a relatively low level of new education acquisition by respondents after their relocation: only 32.7% of IDPs received education in their new place of residence (Fig. 47). At the same time, the vast majority of respondents (67.3%)

continue to rely on their own previous educational potential, formed even before forced relocation.

Analysis of respondents' responses by age group demonstrates the predicted pattern: youth is more mobile in terms of qualifications. For example, in the 18–24 age group, 35.0% received new education, while in the older 55–65 age group, only 15.2% (Fig. 48). This can be explained by the fact that young respondents are more focused on adaptation and retraining, while older respondents tend to maintain their already acquired profession/profession and do not want to change specialization in the second half of their lives.

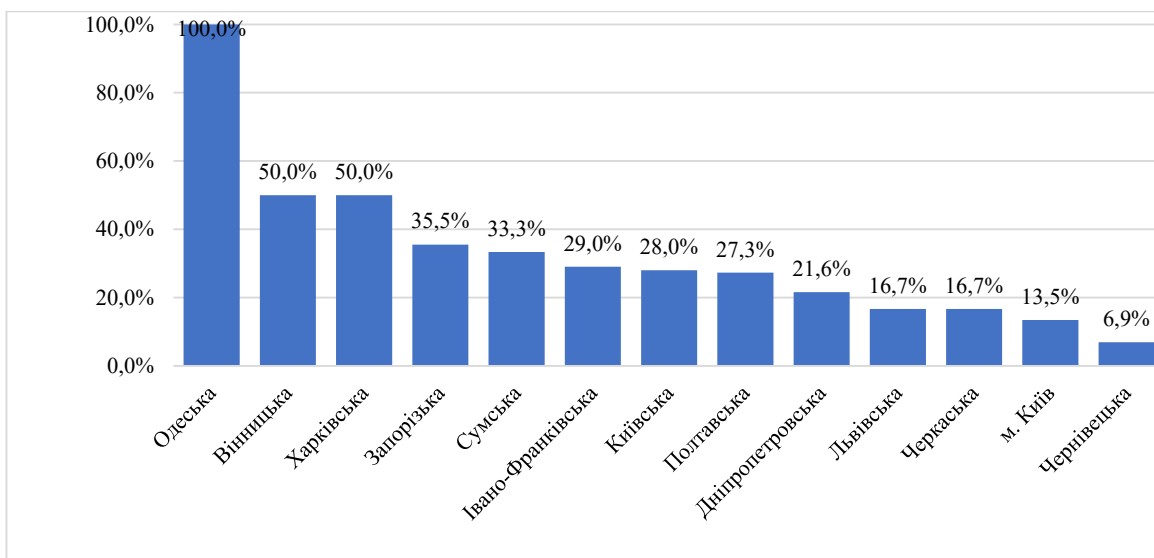


**Fig. 48. The share of IDPs who received education in the region of current residence, by age group**

Regional differences in the issues of IDPs obtaining new education are also quite significant 49). In Vinnytsia and Kharkiv regions, this indicator was 50.0%, in Zaporizhia - 35.5%, respectively. In contrast, in Chernivtsi region, only 6.9% of respondents received new education after displacement, which indicates potentially limited educational opportunities for IDPs in this region.

As an interim conclusion, it can be noted that the educational mobility of the surveyed IDPs has clear age and regional specificities. Young people and residents of regions with a more developed educational infrastructure demonstrate higher activity in

acquiring new knowledge, while older groups and IDPs in the western regions of Ukraine lag significantly behind them.



**Fig. 49. Share of respondents who received education in their new place, by region of current residence**

### **Field of knowledge with the highest qualifications of respondents**

The most popular areas of professional training among the surveyed IDPs were:

- business, administration and law – 28.6% (111 people out of the total number of respondents);
- engineering, production and construction – 22.7% (88 people);
- education – 17.3% (67 people) (Fig. 50).

These data show that a significant part of IDPs is oriented towards areas that provide relative stability and demand in the labor market. Obtaining business and administrative and legal training reflects the desire for self-employment and career flexibility, while obtaining engineering and technical specialties demonstrates the preservation of human resource potential in manufacturing industries.

If we consider the responses received in the context of the gender structure of the respondents, then the trends traditional for Ukraine as a whole are preserved among them (Fig. 51):

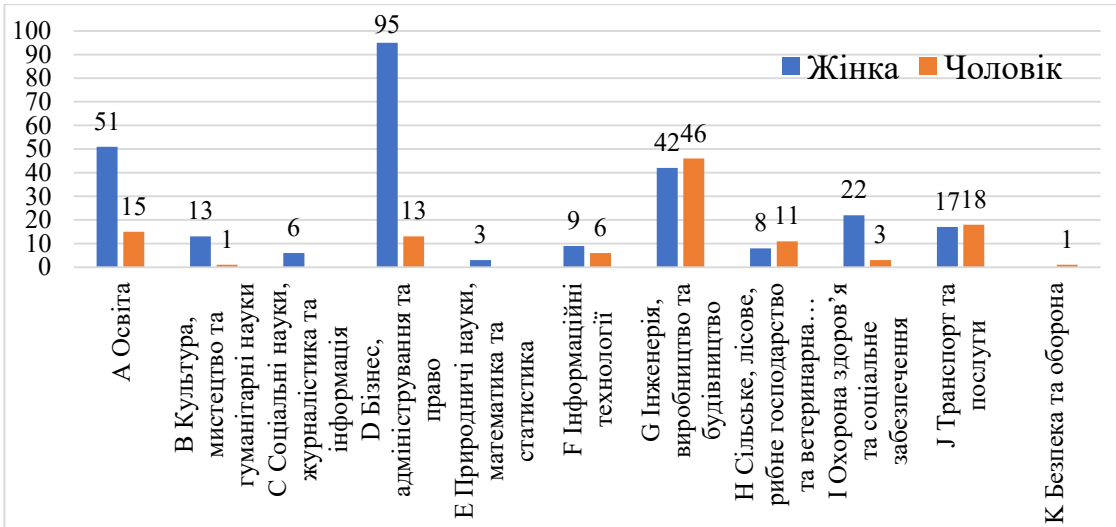
- women mainly choose humanitarian and economic fields: business – 95 out of 266 surveyed women (35.7%) and education – 51 out of 266 respectively (19.1%);
- men concentrate on technical areas: engineering and construction – 46 out of 114 surveyed men (40.4%).



**Fig. 50. Main areas of professional training among respondents, number of people\* who studied in this area**

\* out of 388 respondents, 385 answered the specified question.

Despite forced displacement, IDPs maintain the traditional gender division of employment. At the same time, a high share of business education may indicate the desire of IDPs to adapt to new conditions through entrepreneurship or the service sector.



**Fig. 51. Gender distribution of respondents by areas of professional training, persons \***

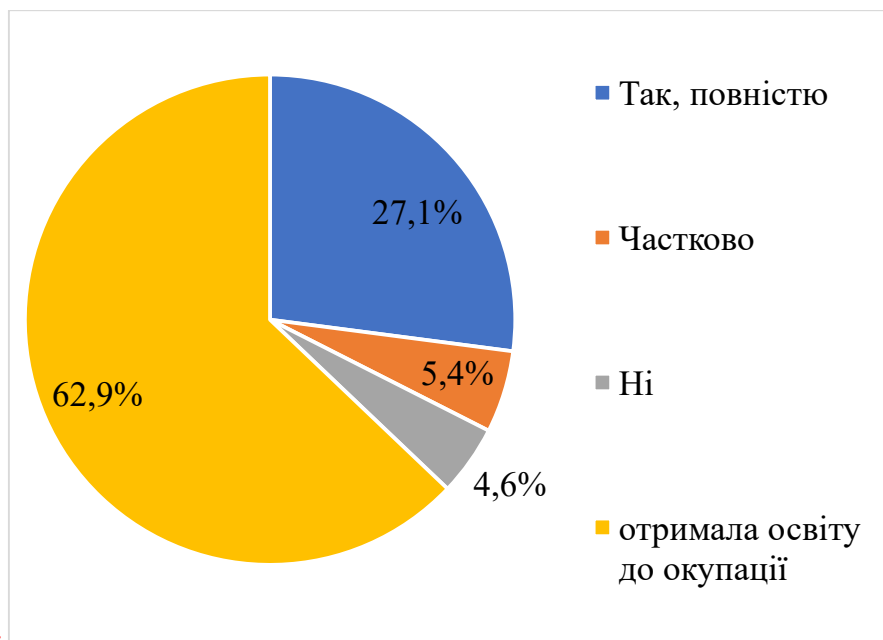
\* out of 388 respondents, 380 answered the specified question.

### **Recognition of diplomas and other documents on education obtained in institutions in the temporarily occupied territories**

The problem of recognition of diplomas on education among respondents is not pronounced, since the vast majority of respondents (62.9%) received their education before the occupation began (Fig. 52). Among IDPs, the share of those whose diplomas were fully recognized is 27.1%, however, most of them are IDPs with diplomas obtained not in the temporarily occupied territories (TOT), but persons who also studied before the war, but the diplomas themselves could have been obtained by them during the USSR, or later in the CIS countries (including Russia), therefore, when answering this question, they chose this category.

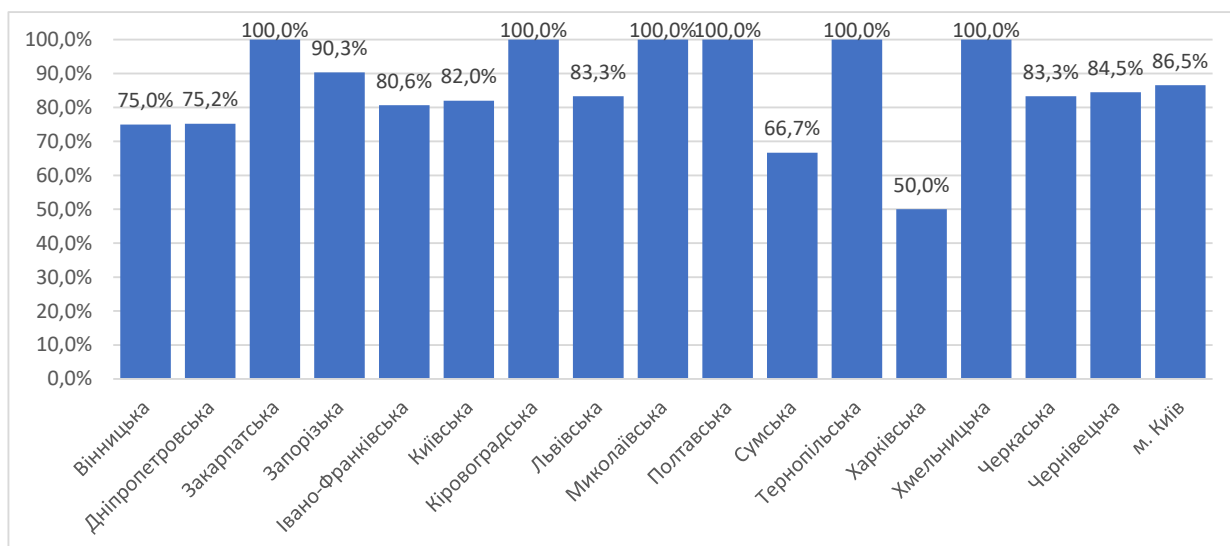
Overall, the share of respondents who have encountered problems with diploma recognition in one way or another is 10.3%. Of these, 5.7% have diplomas that are partially recognized, while 4.6% are individuals whose educational documents have not been recognized at all.

This means that only every tenth immigrant faces obstacles in using their own educational potential.



**Fig. 52. Distribution of respondents' answers regarding the status of recognition of their educational diplomas in the regions of current residence**

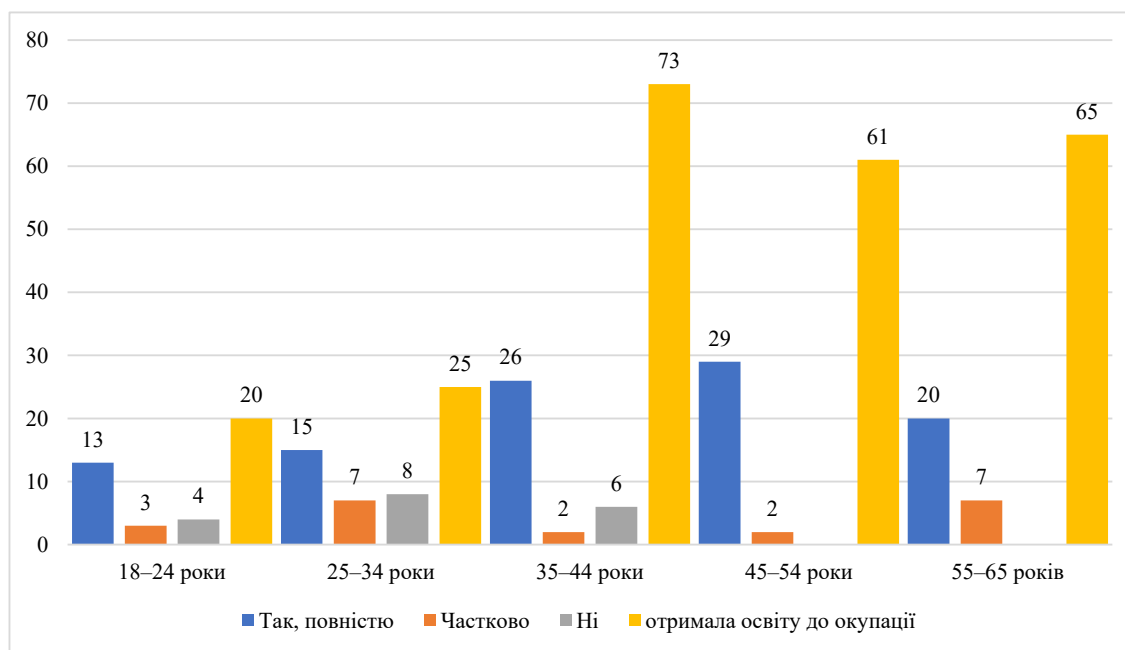
At the same time, the regional picture obtained by us during the survey demonstrates similar trends (Fig. 53).



**Fig. 53. Share of IDPs whose diplomas are accepted for employment in the region of current residence**

The age aspect is also important: among young people aged 18–24, the diploma is accepted for employment in the region of current residence in 82.5% (33 people), while

among respondents aged 25–34 – only 72.7% (40 people) (Fig. 54).



**Fig.53.** Distribution of respondents’ answers regarding the acceptance of diplomas for employment in the region of current residence by age, people

\* out of 388 respondents, 2 people did not indicate their age

As an interim conclusion, it is worth noting that in general, there are no significant difficulties with the recognition of diplomas among IDPs. Both young and older respondents have almost no bureaucratic obstacles related to the recognition of their diplomas for employment.

### **Vocational training in the new region: main institutions and forms of training**

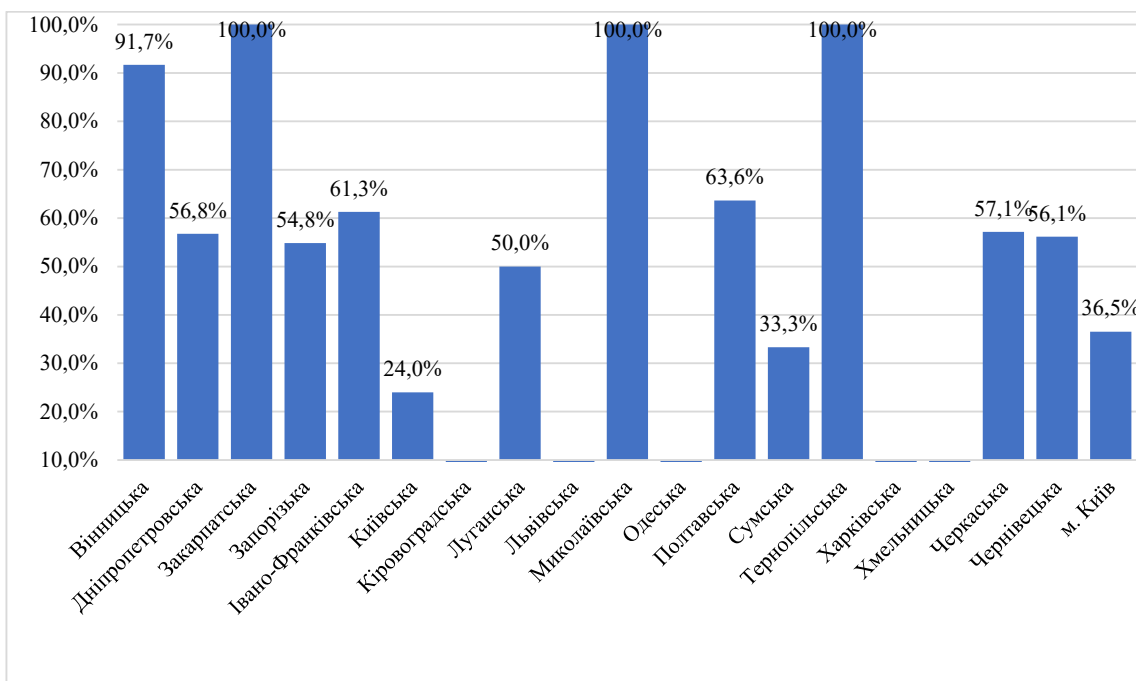
During the survey, 195 out of 388 people indicated that they did not undergo vocational training at all after relocation (50.3%), the rest (49.7%) studied in one way or another at their new place of residence. This balance shows that educational initiatives and retraining courses cover only a part (albeit a fairly significant one) of the target group.

In total, 231 positive responses were received regarding the place of study of the respondents after relocation (sometimes several places were indicated at the same time). The results of the survey are presented in Fig. 54, which shows that the majority of

respondents studied directly at their new workplace (80 responses). Also, some of the respondents studied at a higher education institution (57) or a vocational training institution - 37 people, respectively.



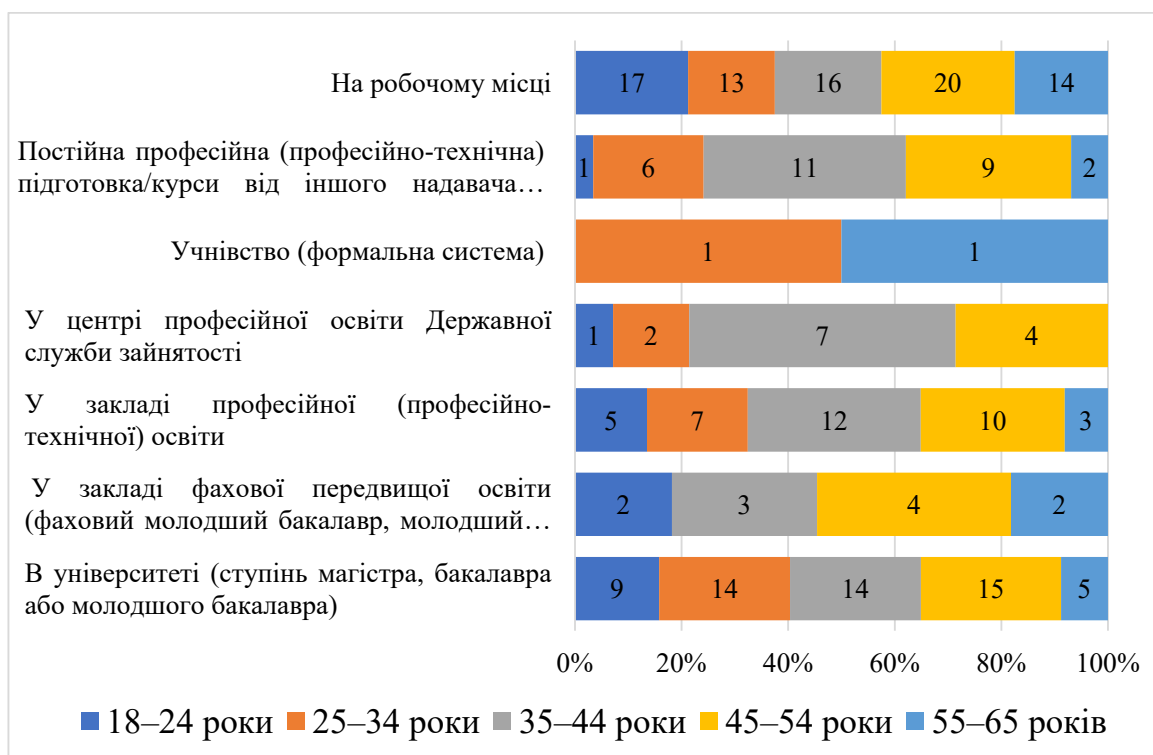
**Fig. 54. Respondents' answers about places of vocational training, number of positive answers**



**Fig. 55. The share of IDPs who underwent vocational training, by region of displacement**

The most relevant data in Fig. 55 can be considered data for Dnipropetrovsk (56.8%), Kyiv (24.0%), Ivano-Frankivsk (61.3%), Zaporizhia (54.8%), Chernivtsi (56.1%) regions and Kyiv city (36.5%), where a fairly large number of respondents were interviewed, which allows obtaining relevant results. Based on them, it can be concluded that in all large cities the surveyed IDPs had the opportunity to undergo training after displacement, which more than half of them took advantage of. Interesting data was obtained for Kyiv city and region. Such a low rate of retraining can be explained by the presence of a larger number of vacancies, when it is not necessary to obtain additional professional skills, but you can simply find a suitable/similar job.

Fig. 56 shows the distribution of responses regarding the place of vocational training by age of respondents. Here, we can tentatively conclude that the majority of young people (18-24 years old) studied primarily directly at the workplace, which indicates that employment, which is often accompanied by parallel training in higher education institutions and other educational institutions, prevails among this age group.



**Fig. 56. Distribution of responses regarding the place of vocational training by age of respondents**

Also, older people study at workplaces/in production, but the number of those who simultaneously undergo state training is significantly lower. Also noteworthy is the rather small proportion of those who received training at vocational education centers of the State Employment Service in all age categories of respondents, which indicates insufficient involvement of these institutions in the processes of professional adaptation of IDPs.

**Employers' actions regarding the adaptation of IDPs to work in a new environment**

After obtaining their first job in a new region, the opportunity for vocational training and advanced training becomes an important element of IDP integration. However, the results of the study indicate an ambiguous situation.

Thus, the largest share of respondents - almost 38.7% (150 people) - reported that no forms of training or adaptation at the workplace took place. This indicates limited attention from employers to the development of employees, especially newcomers.

At the same time, a fifth of respondents (20.4%) had the opportunity to learn directly at the workplace, which became a key mechanism for rapid adaptation. About 11% used a mentoring scheme, the same number underwent internal vocational training or were under constant supervision at work (Fig. 57).

A significant part of the IDPs (10.1%) initiated self-study – online courses, private lessons or trainings, which indicates a desire to compensate for the lack of opportunities from the employer with their own efforts. In contrast, such modern tools as conferences and seminars (5.9%), job rotation (2.3%), exchanges or study visits (0.8%) were used extremely rarely.

Thus, the data presented demonstrate a certain paradox: on the one hand, some IDPs had the opportunity to participate in professional development, but on the other hand, almost 4 out of 10 respondents were left without any support in the field of education.

This limits their long-term competitiveness in the labor market and reduces their chances for career growth in the future.

In a broader sense, this trend reflects a structural problem of the Ukrainian labor market: employers are mainly interested in the quick use of labor, but not in investing in human capital. For IDPs, this means that adaptation often occurs through “trial and error” or through the workers’ own resources.

The dominance of on-the-job training is explained by the fact that for many IDPs it is important to obtain rapid integration into the professional environment and a steady income. University programs, although less accessible, attract those who count on a long-term perspective.

Displaced people gravitate towards practical forms of training that ensure quick employment, but the demand for university education and courses also remains. This indicates the need for flexible educational trajectories.

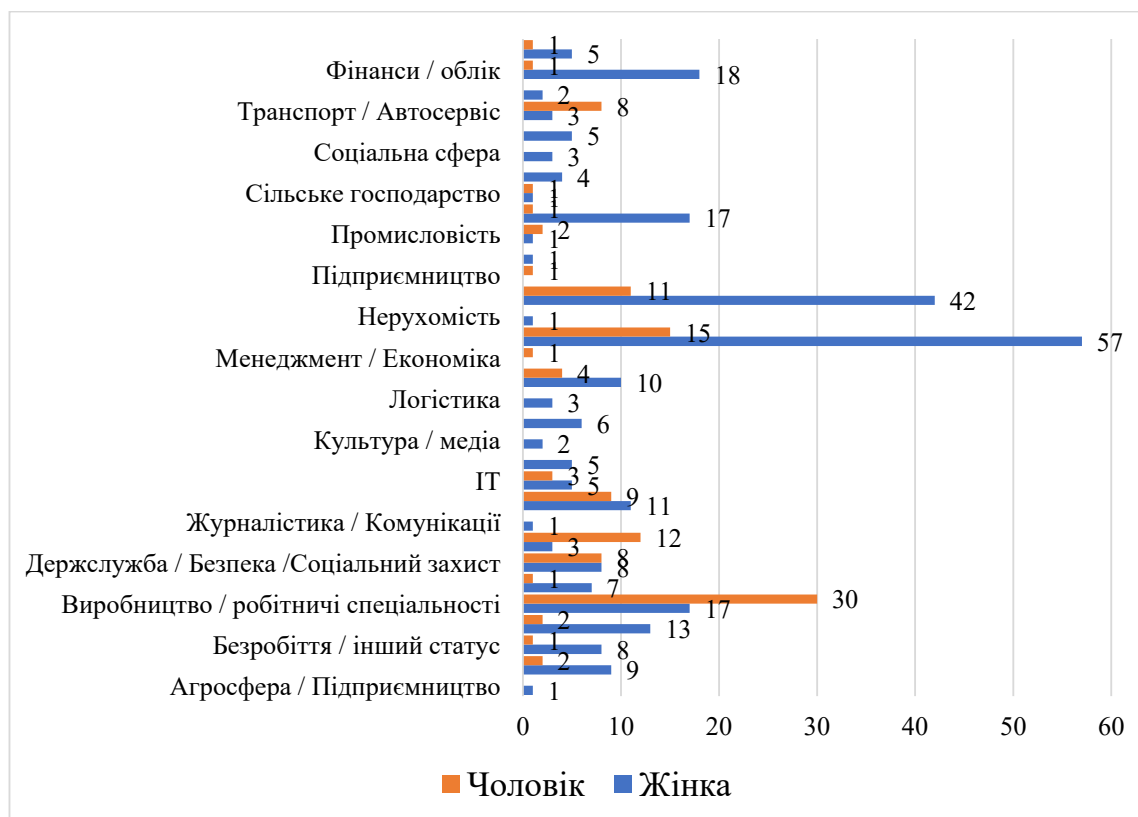


**Fig. 57. Distribution of respondents' answers regarding types of professional training and advanced training received at the new workplace**

## Current professional activity (specialization) of respondents

Analysis of professional affiliation among IDPs indicates a high diversity of employment areas. The largest number of respondents works in the field of management and economics (74 people; 19.1%), holds production or labor positions or jobs (48 people; 12.4%), and also works in the field of medicine and laboratory activities (14 people; 3.6%). A significant share is also made up of civil servants, security and social protection workers (18 people; 4.6%), and education workers (54 people; 13.9%).

By region of current residence, a high concentration of employment is observed in the Dnipropetrovsk region (111 people; 28.6%) and in the city of Kyiv (52 people; 13.4%). In these regions, respondents mainly work in the fields of management, production, transport and retail. In contrast, in the western regions (Chernivtsi, Ivano-Frankivsk) there is a more pronounced emphasis on the social sphere, medicine, education and the service sector.



**Fig. 58. Gender distribution of respondents by type of their current professional activity, persons**

Gender analysis (Fig. 58) demonstrates a clear differentiation: among women, employment is more common in the field of education (42 women; 15.6%), social sphere (17; 6.3%), medicine (10; 3.7%) and trade (18; 6.7%). In contrast, men are more likely to work in production positions/workplaces (30 people; 26.3%), engineering and energy (15; 13.2%), as well as in the transport and logistics sector (11; 9.6%).

**Characteristics of enterprises/institutions where respondents work, by type of ownership and subordination**

The survey results show that most respondents work in the private sector (131 people; 33.8%), but a significant share is also made up of state enterprises/institutions, institutions (112 people; 28.9%). This indicates a relatively balanced employment of IDPs between the state and private sectors (Table 10).

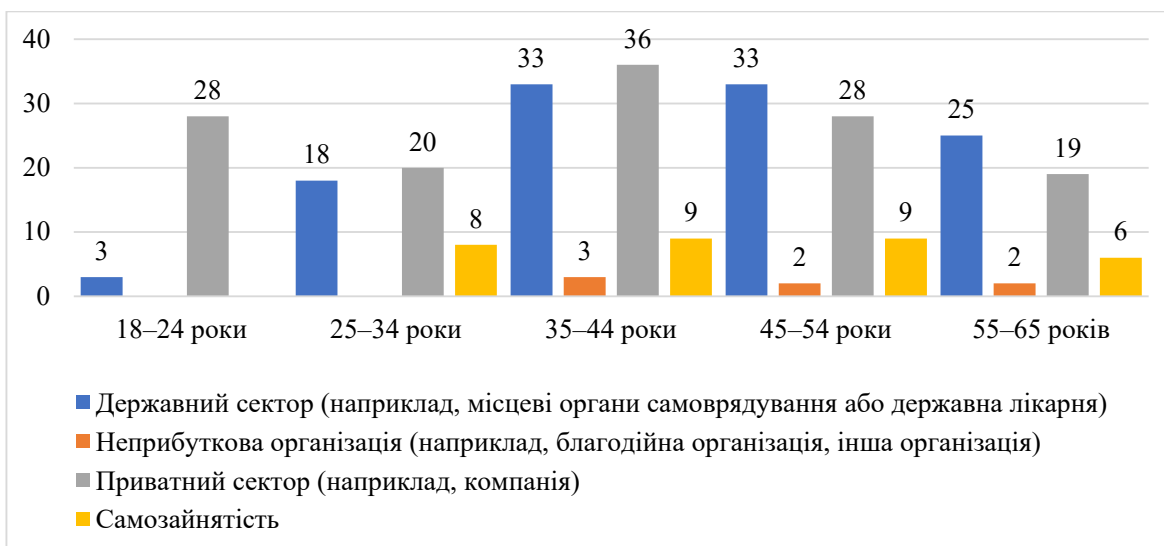
*Table 10.*

**Distribution of respondents by type of subordination and ownership of the enterprise (institution, establishment, organization) in which they work, persons**

	<b>Number of respondents</b>
Public sector (e.g. the local government or a state hospital)	112
A non-profit organisation (e.g. a charity, an organisation)	7
Private sector (e.g. a company)	131
Self-employed	34
Unemployed now	32
No answer	72
<b>Overall summary</b>	<b>388</b>

It is important that 34 individuals (8.8%) indicated self-employment, which demonstrates the manifestation of adaptive strategies in the form of small

entrepreneurship. However, 72 respondents (18.6%) did not provide an answer, which may indicate both informal employment and uncertainty of professional status.



**Fig. 59. Distribution of respondents by type of subordination and ownership of the enterprise (institution, establishment, organization) where they work, by age groups, individuals**

Analysis of respondents' responses by age (Fig. 59) confirms the predicted picture: young people (18–24 years old) mainly work in private companies (28 people; 70.0%), while among older groups (45–65 years old) the share of public sector employees is increasing (58 people; 31.5%).



**Fig. 60. Gender distribution of respondents by type of subordination and ownership of the enterprise (institution, establishment, organization) in which they work**

The conducted study indicates the presence of clear gender differences in the employment structure of the surveyed IDPs. In particular, women are more often employed in the public sector (79 people; 29.4%). In contrast, men are more oriented towards work in private companies (53 people; 46.5%) and are inclined to self-employment (11 people; 9.6%) (Fig. 60).

**Sectoral affiliation of the workplace of the surveyed IDPs**

Analysis of the respondents' responses indicates the concentration of employed IDPs mainly in the education sector (79 people; 20.4%), the processing industry (34 people; 8.8%), the services sector (29 people, 7.5%) and the extractive industry (26 people, 6.7%), (Fig. 61).

The share of respondents involved in trade and retail (17 people; 4.4%), healthcare (17 people, 4.4%), transport (13 people, 3.6%) and construction (10 people; 2.6%) is also notable, indicating a significant level of integration of IDPs into the basic sectors of the national economy. In contrast, the areas of information technology (8 people; 2.1%) and finance and insurance (4 people; 1.0%) demonstrate a much lower level of representation.



**Fig. 61. Distribution of respondents by industry affiliation of the enterprise (institution, establishment, organization) where he (she) works, persons**

#### Duration of employment at the current place of work

The results of the survey indicate a predominantly short duration of employment among IDPs. Thus, the largest share of respondents has an experience of work at the current place of up to two years (Table 11). In particular, 77 people (19.8%) have been working for less than one year, while 107 people (27. %) have been working for 1–2 years.

The share of respondents with an experience of 3–5 years (55 people; 14.2%) and over 5 years (39 people; 10.05%) is relatively small. At the same time, a significant part of the respondents (102 people; 26.3%) did not provide an answer to this question, which may complicate the interpretation of the overall employment picture.

The age distribution of respondents by duration of employment over five years demonstrates that there is no such category among young people aged 18–24. At the same time, in the age group 25–34 years this indicator is 14.5% (of the total number of

respondents of this age), in the group 35–44 years – 9.3%, respectively, among respondents aged 45–54 years – 13.0%, and among people 55–65 years – 8.7%, respectively (Fig. 62).

*Table 11.*

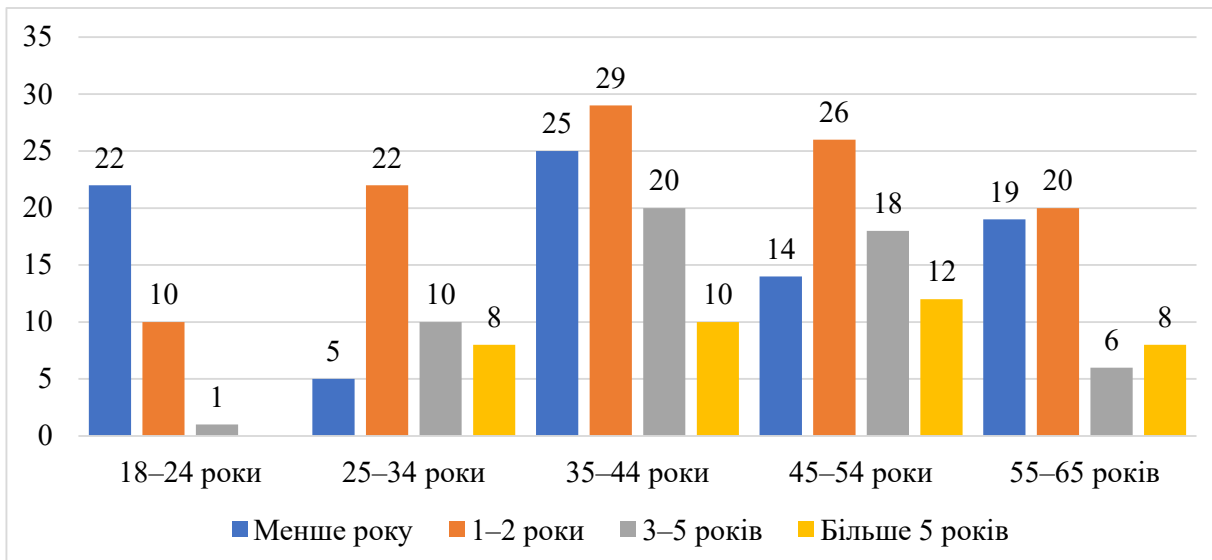
**Distribution of respondents by length of stay at current job/position by region of current stay, persons**

<b>Region</b>	<b>Less than a year</b>	<b>1–2 years</b>	<b>3–5 years</b>	<b>More than 5 years</b>	<b>No answer</b>
Vinnyska region	2	6	2	1	1
Dnipropetrovska region	35	37	18	10	13
Zakarpatska region	-	1	-	-	-
Zaporizhzhvska region	6	17	2	4	2
Ivano-Frankivska region	6	5	4	1	15
Kyivska region	10	9	1	5	25
Kirovohradska region	-	-	-	2	-
Lvivska region	2	1	-	-	3
Mykolaivska region	1	4	-	-	-
Odeska region	-	-	-	1	-
Poltavska region	6	3	2	-	-
Sumska region	-	-	-	1	2
Ternopil'ska region	-	-	1	-	-
Kharkivska region	-	-	1	-	1
Khmelnytska region	-	2	1	-	-
Cherkaska region	2	3	-	-	1
Chernivetska region	8	7	9	7	27
City of Kyiv	7	12	14	7	12
<b>Total</b>	<b>85</b>	<b>107</b>	<b>55</b>	<b>39</b>	<b>102</b>

Thus, it is the “adult” groups (25–34 and 45–54 years old) that are characterized by a relatively higher share of long-term employment positions, while young people and representatives of the older age cohort are more often in the segment of new or interrupted employment.

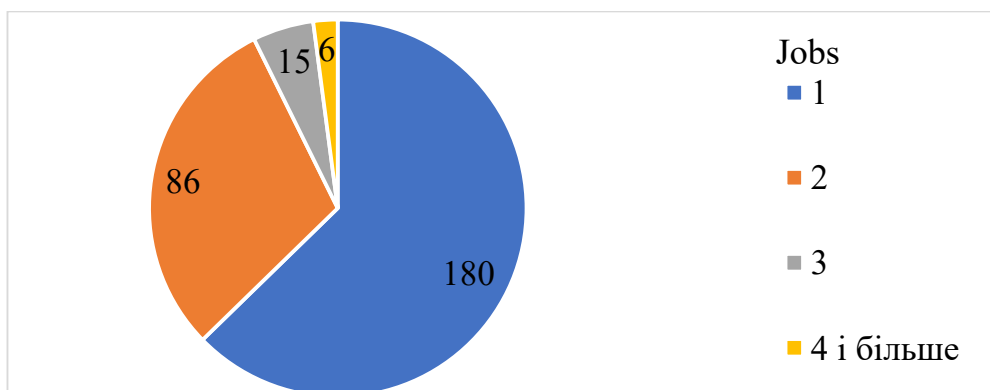
The data obtained confirm that forced relocation has become a factor of significant professional “restart”: more than half of the respondents (57.6%) have experience in the new area of no more than two years. At the same time, the presence of a group with long-

term employment (over 5 years) may indicate respondents who moved in 2014–2015 and have already adapted to new professional conditions.



**Fig. 62. Distribution of respondents by age and duration of stay at current job/position in the region of current residence, persons**

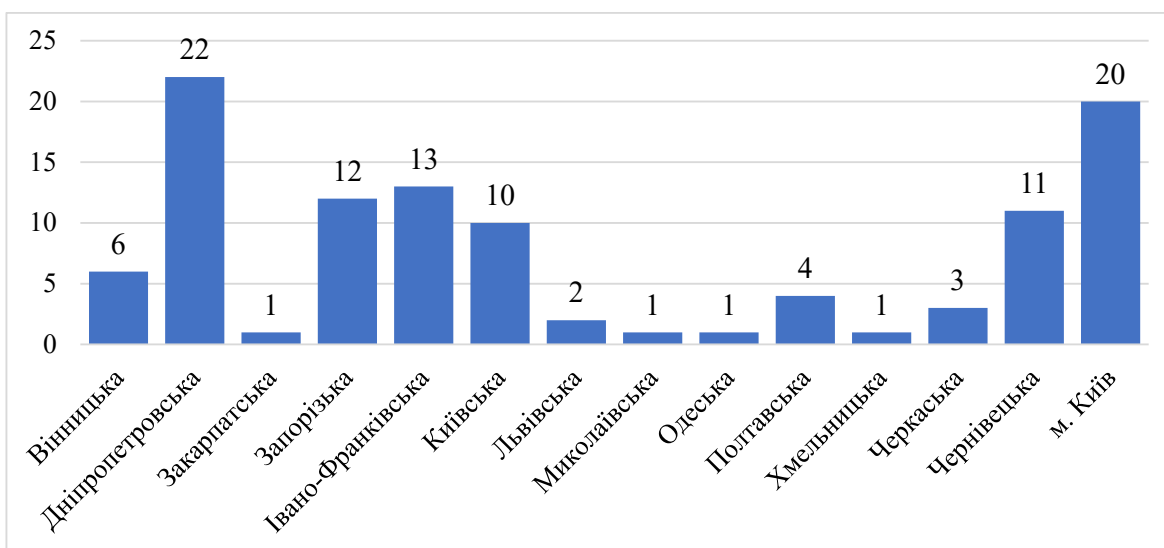
Analysis of respondents' responses shows that over the past five years, the majority of surveyed migrants worked at only one place of work in the region of current residence (180 persons; 46.4% of the total number of respondents, respectively) (Fig. 63). A smaller proportion changed their place of work twice (86 persons; 22.2%) or three times (15 persons; 3.9%). Only 6 respondents (1.6%) had experience of four or more job changes. At the same time, a significant part of respondents (101 persons; 26.0%) did not provide an answer to this question, which may indicate both difficulties in collecting reliable information and possible problems with official registration of employment.



**Fig. 63. Distribution of respondents by number of jobs in the last 5 years, people**

The largest share of respondents who have worked at only one job in the last five years is observed in Dnipropetrovsk region - 70 people (63.0% of the number of respondents in the IDP region). In Kyiv, and Chernivtsi regions, the share of those who held from 2 to 3 positions/jobs is significant (together over 45.0%).

In some regions (Transcarpathian, Odesa, Ternopil, Luhansk regions), isolated cases of employment were recorded, which rather indicates a low sample size (Fig. 64).



**Fig. 64. Number of respondents who had more than 2 jobs in the last five years by region of current stay, people**

The analysis also shows that in Donetsk region, before displacement, 80 people (52.0% of the number of IDPs surveyed in the region) worked at only one job, in Luhansk region – 20 people (45.0%), respectively (Fig. 65).

In contrast, in Kharkiv and Kherson regions, the proportion of those who changed their place of work twice or more is higher (over 30.0%).

The survey showed that young people (18–24 years old) are more mobile: 22 people (55.0% of the number of IDPs surveyed in this age group) worked at only one place, but 11 (27.0%, respectively) have already changed their jobs twice or more (Fig. 66).

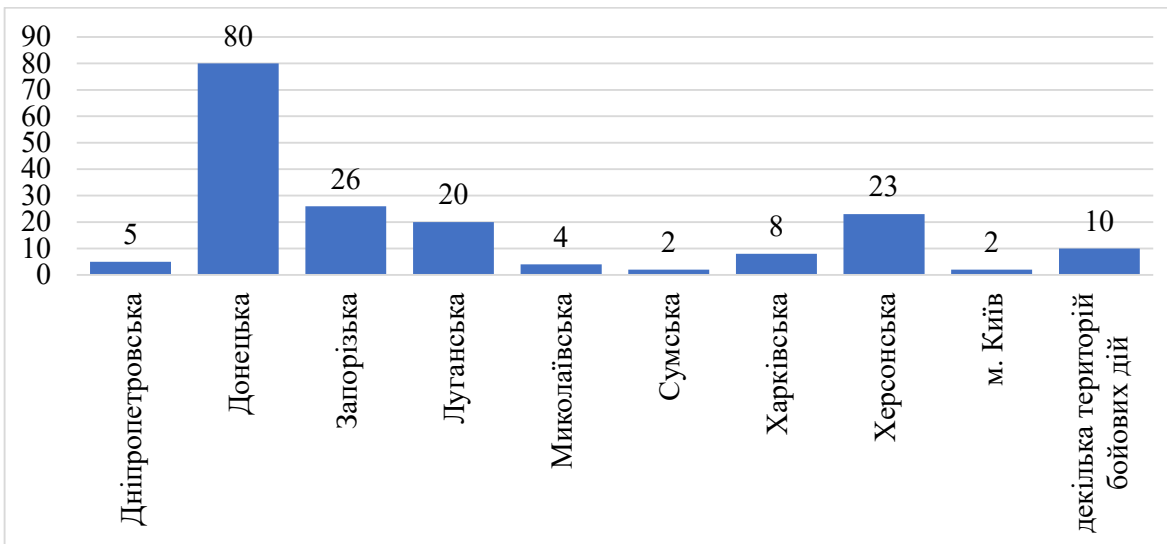
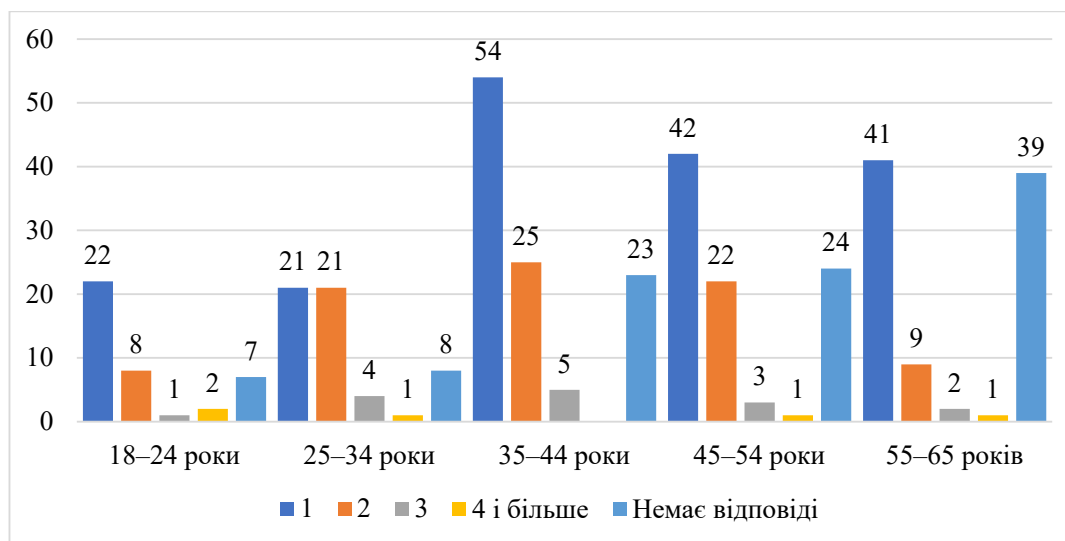


Fig.

65. Number of respondents who had only one job in the last five years by region of origin, persons

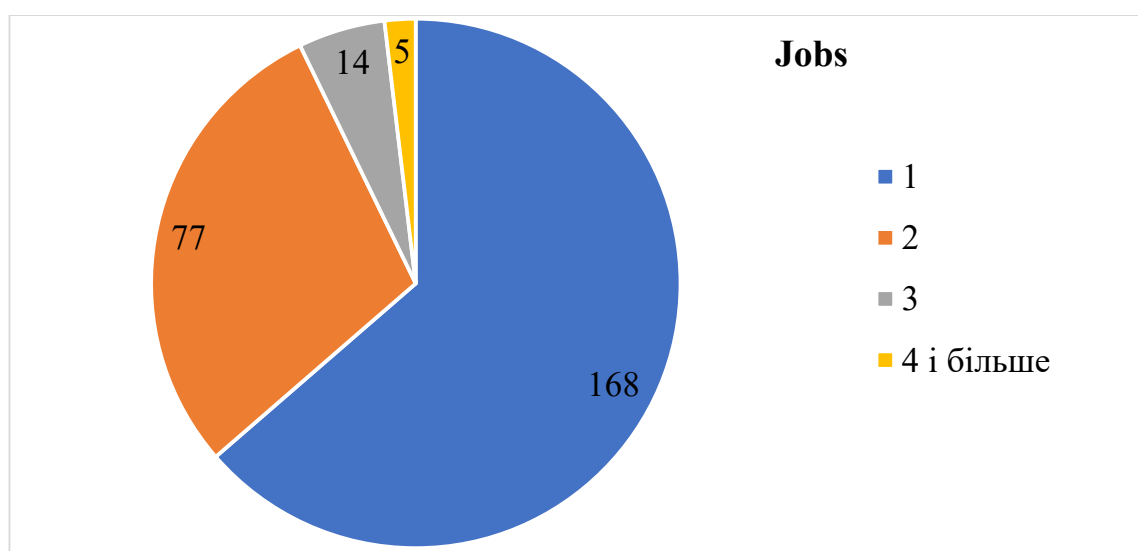
The highest level of employment stability was recorded among respondents in the age category 55–65: 41 persons (45.0% of the number of surveyed IDPs in this age group) indicated that they had worked in only one place in the last five years. At the same time, a significant proportion of representatives of this group (39 persons; 42.0% respectively) did not provide an answer, which complicates the unambiguous interpretation of the results (Fig. 66).



**Fig. 66. Distribution of respondents by number of jobs in the last 5 years by age group, persons**

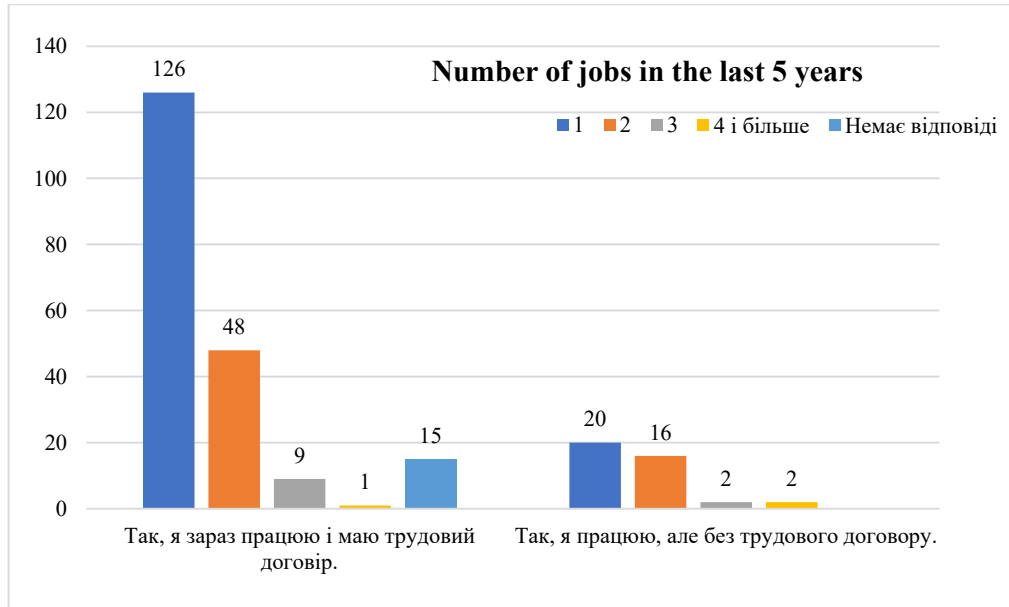
In terms of displacement status, it was found that among officially registered IDPs, 168 respondents (46.4% of the total number of respondents with IDP status) had only one job in the new region (Fig. 67).

For the group of informally displaced persons, the corresponding figure was 7 people (43.8% of the total number of respondents without IDP status), which is close in value, but reflects a lower level of coverage and requires additional clarification.



**Fig. 67. Distribution of respondents with IDP status by number of jobs in the last 5 years, persons**

The highest level of stability was demonstrated by the group of respondents with an employment contract: 126 people (63.3% of the number of employed persons with an employment contract) work at only one workplace (Fig. 68). This indicator may indicate higher reliability and formalization of employment in this category of surveyed IDP workers.



**Fig. 68. Distribution of respondents by type of employment contract and number of positions held over the past five years, people**

Among those working without a contract, this indicator is slightly lower (50.0%, respectively).

The majority of respondents did not change their profession after moving: 206 people (53.0% of the total number of respondents). Those who had another profession before the current one – 112 people (29.0%, respectively) (Table 12). A significant proportion (70 people; 18.0%, respectively) did not answer this question.

In Zaporizhia region, the majority of respondents (24 people; 77.0% of the number of surveyed IDPs currently living in the region) retained their previous professional specialization. A similar trend is observed in Mykolaiv region, where 4 out of 5 respondents (80.0%, respectively) continue to work in the same profession. At the same time, the largest share of those who changed their profession was recorded in Chernivtsi region (41.0%) and Kyiv (46.0%).

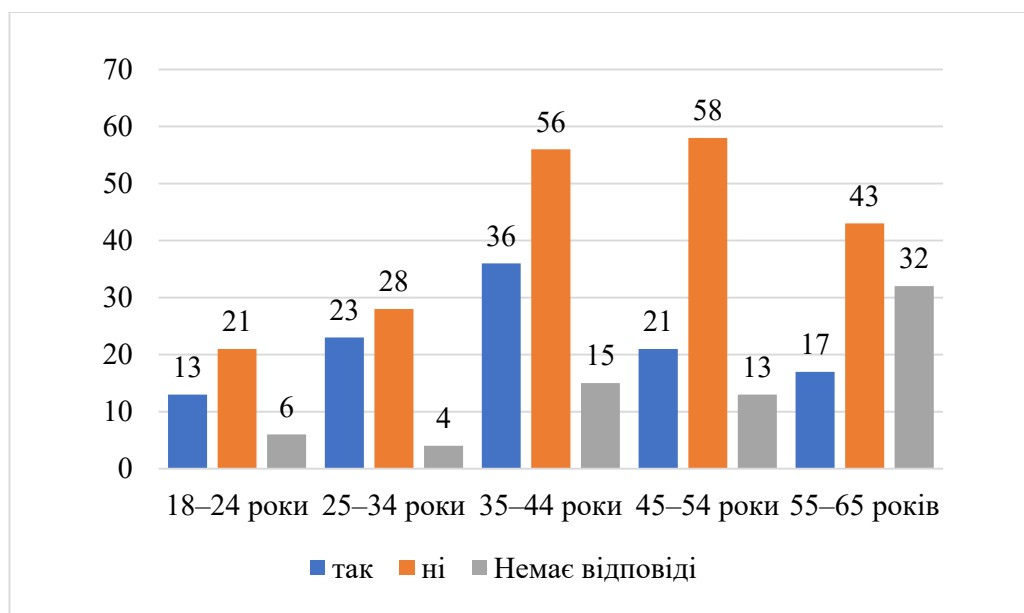
Age analysis shows that the most conservative in terms of maintaining professional affiliation is the group of respondents aged 45–54, among whom 63.0% of respondents of this age remained within their primary professional sphere (Fig. 69).

*Table 12.*

### Number of respondents by the presence of another profession before current employment by region of current residence, persons

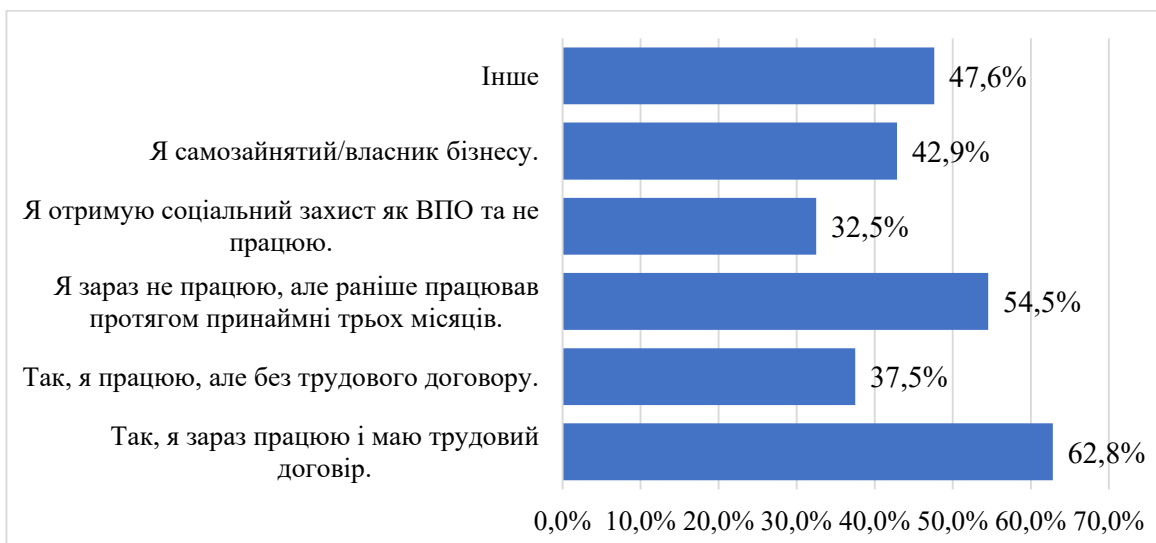
Region	“Yes”	“No”
Vinnyska region	10	1
Dnipropetrovska region	41	57
Zakarpatska region	1	-
Zaporizhzhska region	6	24
Ivano-Frankivska region	9	13
Kyivska region	8	23
Kirovohradska region	1	1
Lvivska region	3	3
Mykolaivska region	1	4
Odeska region	1	-
Poltavska region	3	8
Sumska region	1	2
Ternopil'ska region	-	1
Kharkivska region	-	2
Khmelnyska region	-	2
Cherkaska region	3	3
Chernivetska region	11	34
City of Kyiv	13	28
<b>Total</b>	<b>112</b>	<b>206</b>

The group of respondents aged 55–65 is characterized by the greatest professional mobility.



**Fig. 69. Distribution of respondents by the presence of another profession before current employment by age group, persons**

Only less than half of them (47.0% of the number of respondents in this age group) did not change their profession, while about a third did not provide an answer at all.

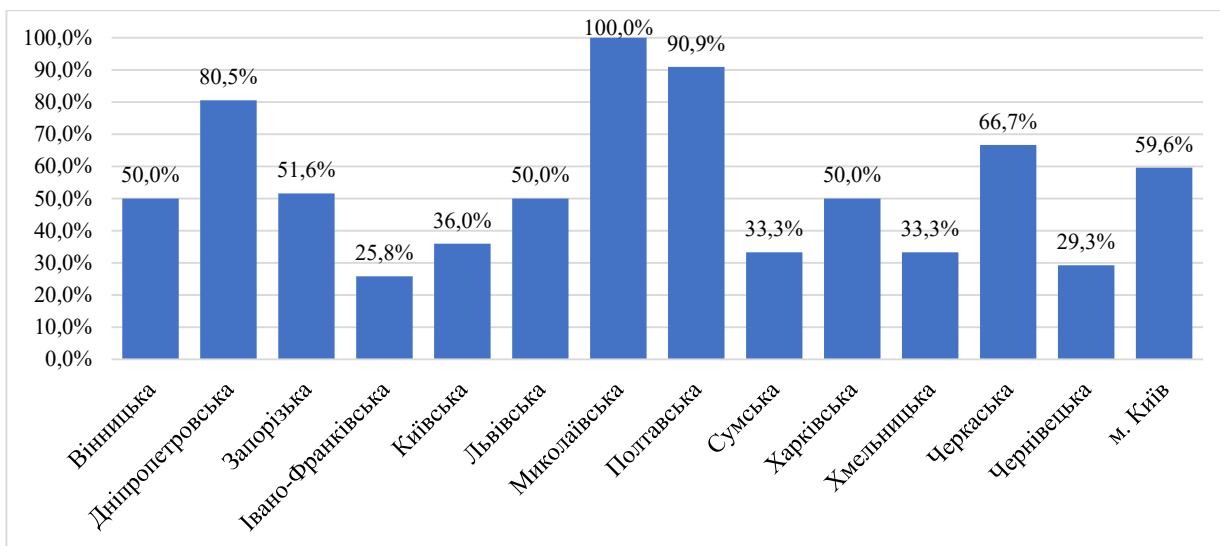


**Fig. 70. Share of respondents who had only one job in the last five years by type of employment relationship**

The group of people with an employment contract demonstrates particular stability: among them, 125 respondents (62.8% of the number of respondents who are officially employed) continue to work in their professional field. In contrast, employees without an official contract change their profession more often (37.0%, respectively), and among the self-employed, a change in professional activity is recorded in half of the cases (Fig. 70).

#### **Type of employment contract of the respondent at the new place of work**

More than half of the surveyed IDPs have a stable employment contract: 201 people (51.8% of the total number of respondents). Another 11 people (3.0%) work under seasonal/temporary contracts. However, the group of those who work without a contract is significant - 74 people (19.1%). At the same time, 93 respondents (24.0%) did not answer this question.



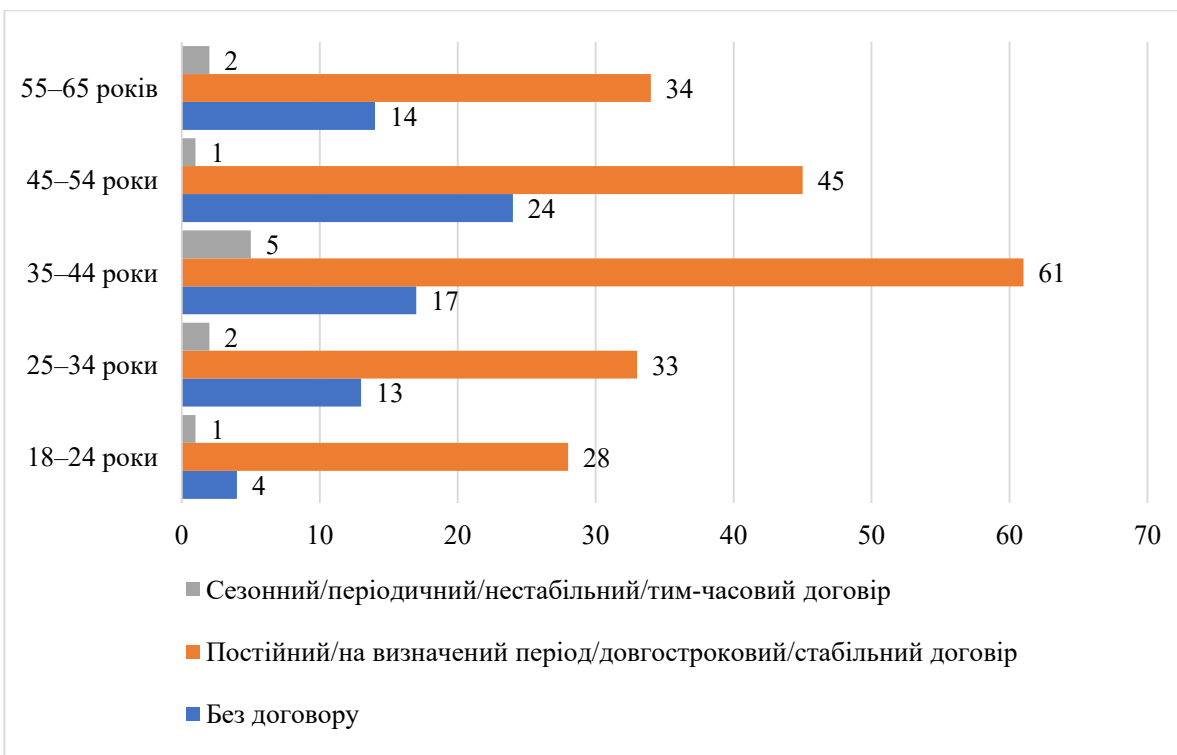
**Fig. 71. Share of respondents working under an official employment contract by region of current stay.**

The highest level of official employment (the presence of a permanent or seasonal employment contract) was recorded in Dnipropetrovsk region (80.0% of the number of surveyed IDPs) and Poltava region (91.0%). Extremely low – in Zakarpattia, Odesa, Ternopil regions, which rather indicates small samples. In Chernivtsi region, a significant share of respondents are employed without a contract – 13 people (29.0%) (Fig. 71).

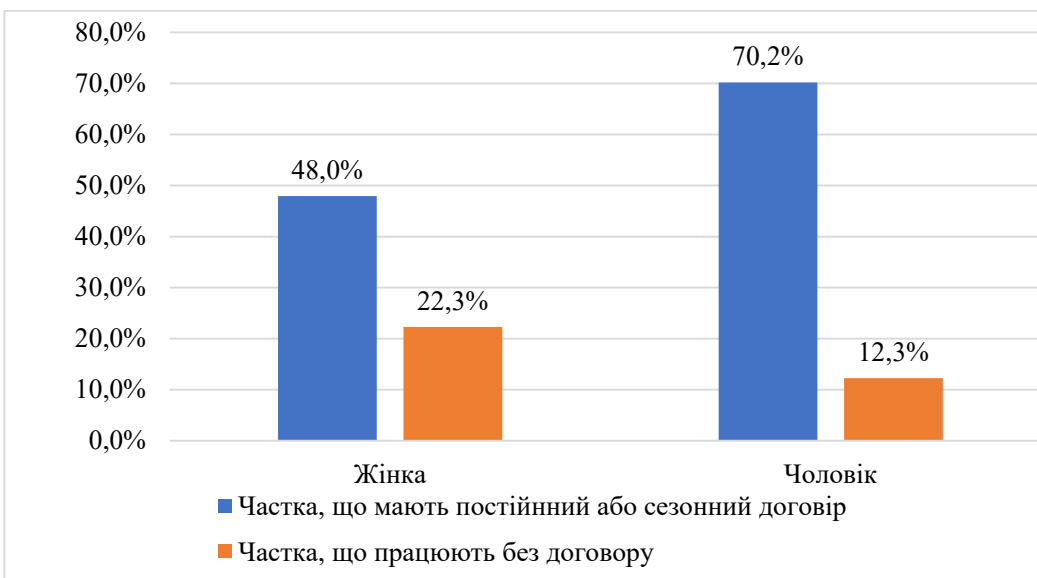
In terms of age groups (Fig. 72), the situation looks as follows: youth (18–24 years old) has the highest level of official employment (73.0% of the total number of surveyed IDPs of this age). Among representatives of older age groups, a decrease in this indicator is observed. Thus, in the group of 55–65 years old, only 39.0% work under an official contract.

Men work under official contracts more often (70.0%) than women (48.0%). Among women, there are more people who work without a contract (22.0%) (Fig. 73).

The highest level of official employment is among those who have an employment contract (Table 13): 173 people (89.0% of the total number of IDPs who, according to the survey, were working at the time of the interview).



**Fig. 72. Number of respondents who have an official employment contract by age group, people**



**Fig. 73. Gender distribution of respondents by the presence of an official employment contract**

*Table 13.*

**Correlation between the type of employment contract of the respondent and his/her current employment status, persons**

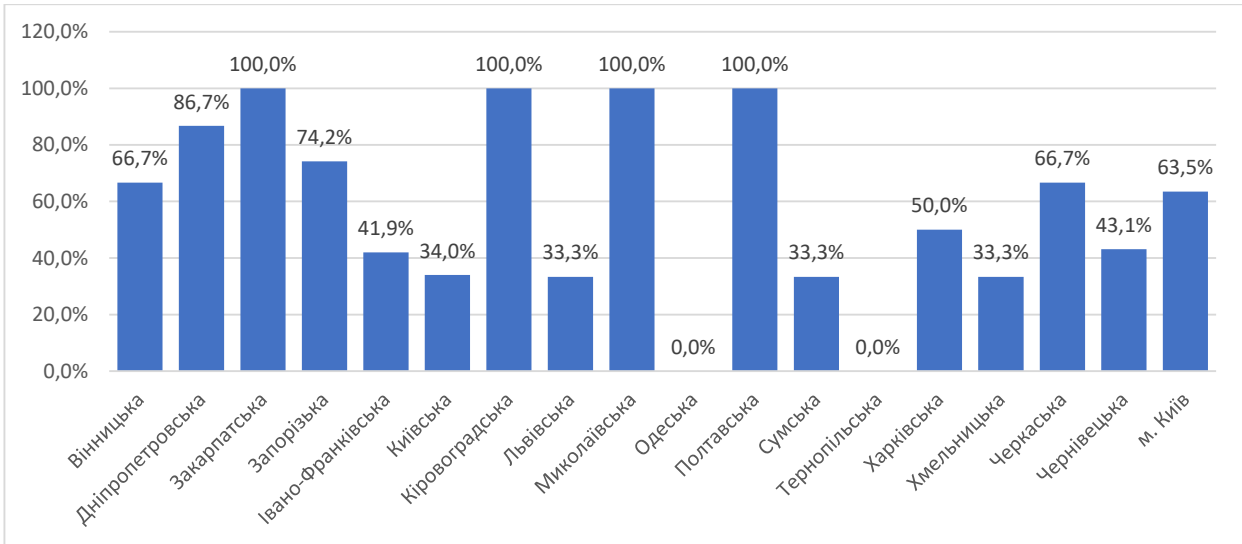
<b>Respondent's employment status</b>	<b>No contract</b>	<b>Permanent/fixed period/long-term/stable contract</b>	<b>Seasonal/periodic/unstable/temporary contract</b>
Yes, I am employed and have a work contract	14	173	4
Yes, I am working, but without work contract	33	5	2
I am unemployed now, but I was employed earlier for at least three months	9	5	1
I receive social support as an IDP and do not work	3	4	-
I am self-employed/a business owner	7	4	1
Other	3	4	3

The most problematic group is people working without a contract: only 7 people (17.5% respectively) have official registration. Among recipients of social assistance, only 4 people (10.0% respectively) have official employment.

**Respondent's employment form (full/part-time)**

of the total number of respondents). 63 people (16.0% respectively) have part-time work, 30 (8.0% respectively) have partial employment. The unemployment rate among IDPs remains high - 27 people (7.0%).

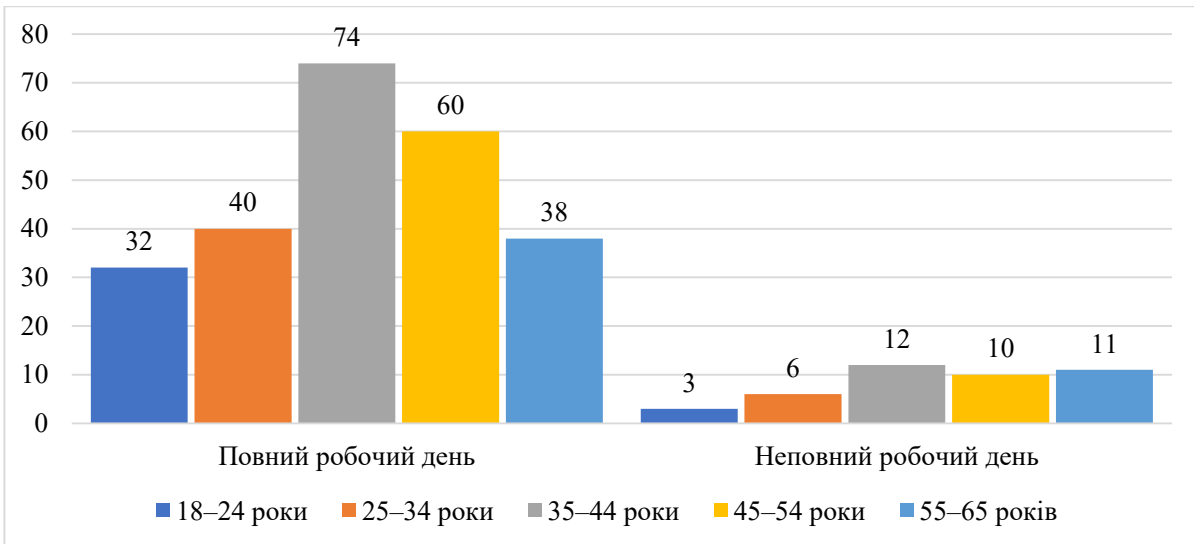
The highest concentration of IDPs working full-time is in Dnipropetrovsk (86.5%) and Zaporizhia (74.2%) regions (Fig. 74), and the highest share of unemployed among surveyed IDPs is observed in Lviv (17.0%) and Chernivtsi regions (13.0%). In the context of age distribution, it is worth noting that representatives of the younger age group (18–24 years) mainly work full-time (70.0% of the total number of respondents in this age group), but a significant part also has part-time work (19.0%) (Fig. 75).



**Fig. 74. Share of respondents working full-time, by region of current residence**

Among the representatives of the older age group (55–65 years), the unemployment rate is the highest – 12.0%, respectively, while only 56.0% of this group have full employment.

Men are more likely to work full-time (74.0%), while women are more likely to work part-time (19.0%) or have partial employment (9.0%). The unemployment rate among the surveyed women is higher – 8.0% versus 5.0% among men.



**Fig. 75. Distribution of respondents' answers regarding the length of the working day by age groups, persons**

*Table 14.*

**Correlation between the respondent's working day length, legal status, and current employment status, persons**

<b>Respondent's employment status</b>	<b>Full-time employment</b>	<b>Part-time employment</b>
Yes, I am employed and have a work contract	185	13
Yes, I am working, but without work contract	26	13
I am unemployed now, but I was employed earlier for at least three months	8	4
I receive social support as an IDP and do not work	2	1
I am self-employed/a business owner	9	5
<b><i>Internally displaced person (IDP)</i></b>	228	37
<b><i>Displaced person without IDP status</i></b>	11	3

Among officially registered IDPs, 288 people (80.0% of the total number of respondents with this status) work full-time (Table 14). The group of respondents who answered the question about legal status “other” had the highest share of part-time employment (21.0%).

### **Number of employees at the enterprise/organization where the respondent works**

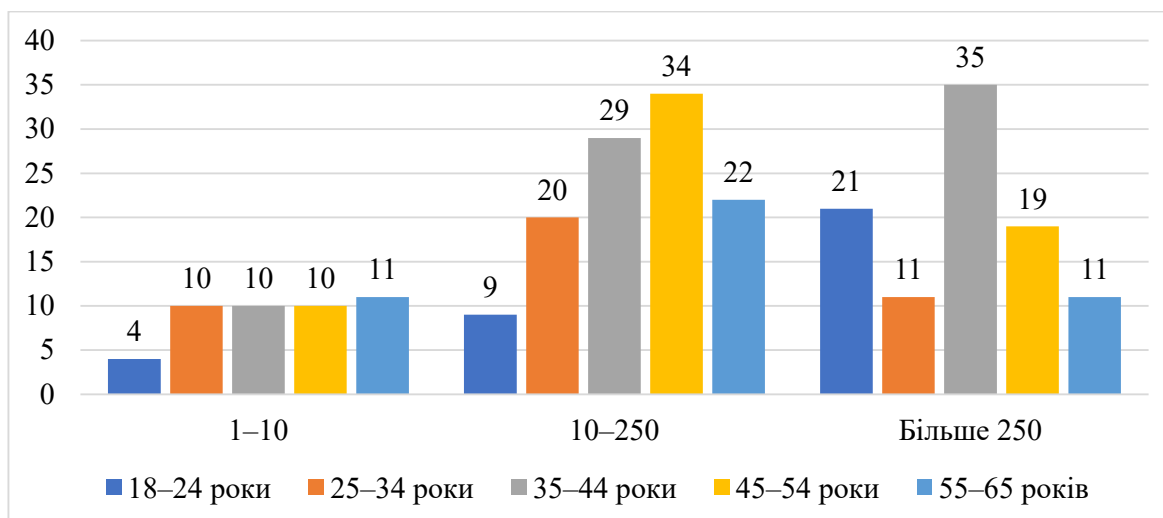
Respondents were most often employed in medium-sized companies (50–249 people) – 131 people (33.8% of the total number of respondents). 112 respondents (28.9%, respectively) worked in a network of small enterprises (10–49 employees), and 67 respondents (17.3%, respectively) worked in large companies (250 and more employees). The least common was employment in micro-enterprises (up to 10 people) – 37 people (9.6%). At the same time, a significant proportion of respondents did not answer this question – 41 people (10.6%).

*Table 15.*

**Distribution of respondents' answers regarding the number of employees in the company/organization where they are employed by region of current residence, persons**

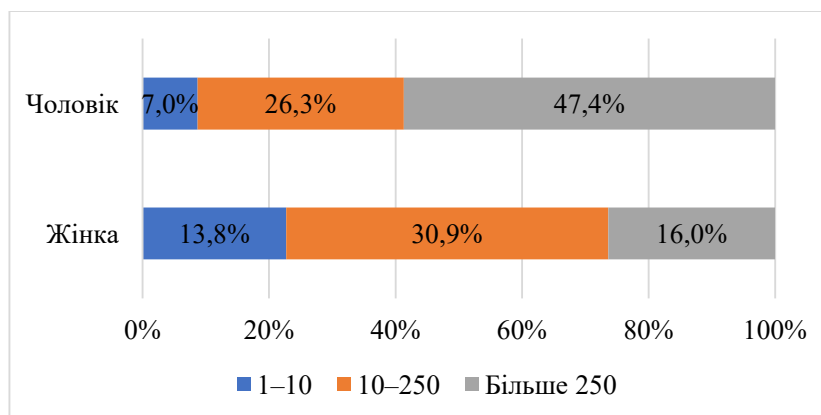
Region	More than 250	10–250	1–10	Self-employed
Vinnyska region	-	7	2	2
Dnipropetrovska region	52	36	6	2
Zakarpatska region	-	-	1	-
Zaporizhzhska region	1	20	6	2
Ivano-Frankivska region	3	5	6	-
Kyivska region	7	9	3	6
Kirovohradska region	1	-	1	-
Lvivska region	-	1	1	1
Mykolaiivska region	5	-	-	-
Odeska region	-	-	-	1
Poltavska region	9	1	-	-
Sumska region	-	1	-	-
Ternopil'ska region	-	-	-	1
Kharkivska region	1	-	-	1
Khmelnyska region	-	1	2	-
Cherkaska region	1	1	3	1
Chernivetska region	4	16	6	6
City of Kyiv	13	16	8	3
<b>Overall summary</b>	<b>97</b>	<b>114</b>	<b>45</b>	<b>26</b>

In Dnipropetrovsk region, the highest level of employment in large companies among the respondents (46.0% of the number of IDPs surveyed in this region). In the city of Kyiv, 31.0% work in medium-sized companies. In Zaporizhia region, employment in small enterprises prevails (19.5%, respectively).



**Fig. 76. Distribution of respondents' answers regarding the number of employees in the company/organization where they are employed by age groups, persons**

Young people (18–24 years old) more often work in large (52.5% of the total number of surveyed IDPs of this age group) and medium-sized (22.5%, respectively) companies (Fig. 76). Representatives of the older age group (55–65 years old) are more concentrated in the structure of medium-sized enterprises (24.0%, respectively) and less often work in small and large companies (12.0%, respectively).



**Fig. 77. Gender distribution of respondents by the number of employees in the company/organization where they are employed**

Men are more often employed in large (47.4%) and medium-sized (26.3%) companies. Women are more often employed in medium-sized enterprises (30.9%) and microbusinesses (12.0%) (Fig. 77).

### **Ways of finding the first job after displacement**

The IDP survey allows us to trace how exactly the displaced people found their first job after displacement. The total number of responses is 388 respondents. Of these:

- 57 people (14.7%) found a job before arriving in the new region;
- 223 people (57.5%) - after arrival;
- 108 people (27.8%) left this question unanswered.

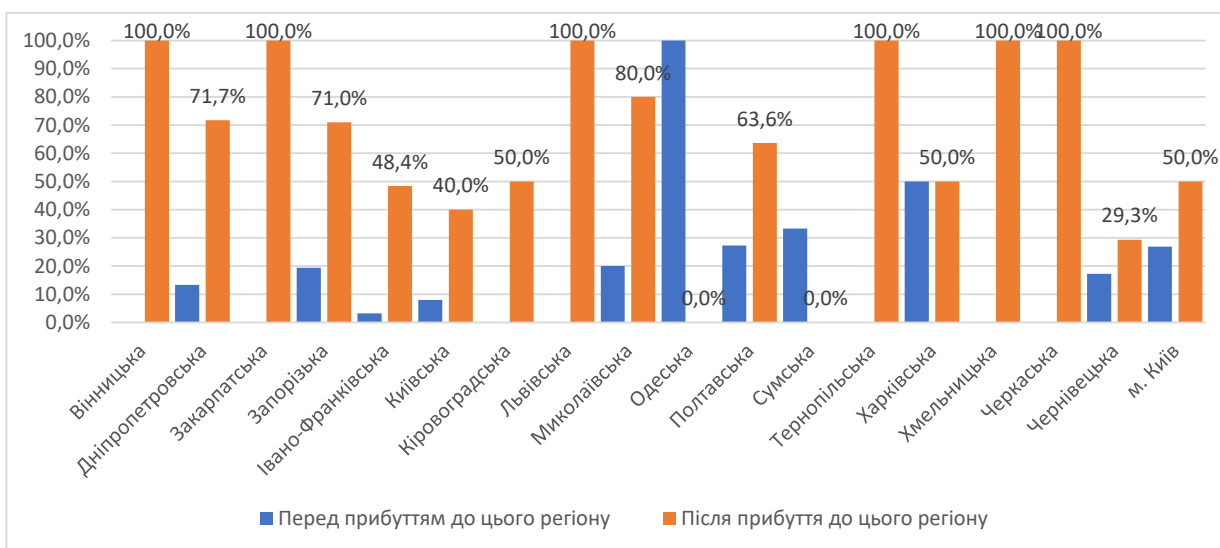
These figures demonstrate that the majority of IDPs were forced to look for a job already on site, adapting to the new labor market. At the same time, a small part of the respondents had the opportunity to negotiate employment in advance, which indicates a

higher level of social capital or previous professional connections. Perhaps in this case we are talking about moving to a relocated enterprise.

The largest number of cases of job search after arrival was recorded in Dnipropetrovsk region (80 people or 72.1% of the total number of IDPs surveyed in this region), which is explained both by the concentration of IDPs in this region and the developed labor market in the region (Fig. 78).

A significant share of IDPs who found work after arrival is also observed in Ivano-Frankivsk (48.4%), Zaporizhia (71.0%) and Kyiv (40.0%) regions and in the city of Kyiv (50.0%) (Fig. 78).

At the same time, in a number of regions, the proportion of those who did not answer the question is very high: for example, in Ivano-Frankivsk (15 out of 31 people), Kyiv (26 out of 50 respondents) and Chernivtsi (31 out of 58, respectively). This may indicate both the uncertainty of the labor strategies of the displaced and their employment in the informal sector.



**Fig. 78. Distribution of respondents' answers regarding ways to find the first job after displacement by region of current residence**

In general, it can be stated that large industrial and administrative centers (Dnipro, Kyiv, Zaporizhia) have become the main centers of employment for IDPs, while in less urbanized regions the role of official employment is limited.

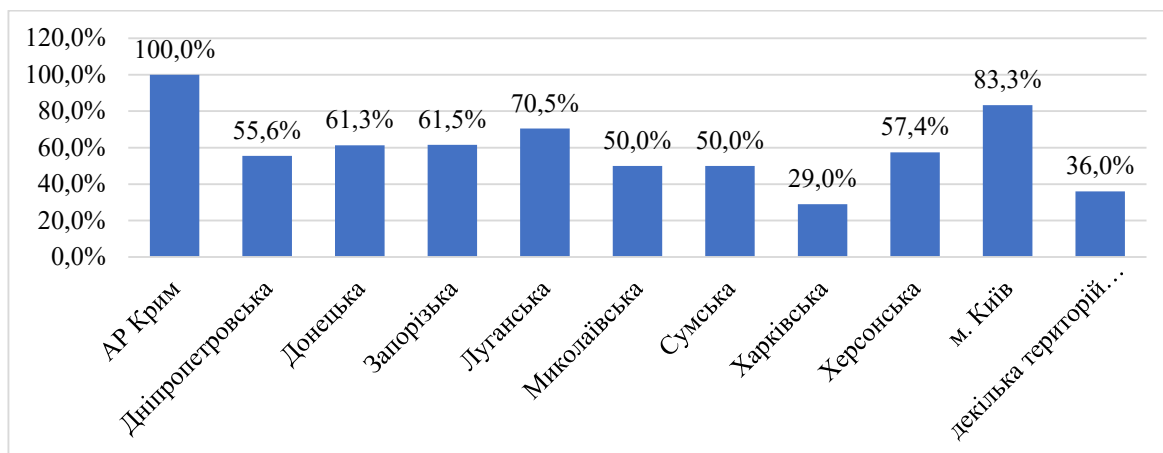
These data demonstrate that the majority of employed IDPs came from regions directly affected by hostilities:

Donetsk – 155 people;

Luhansk – 44 people;

Kherson – 54 people;

Zaporizhzhya region – 52 people.



**Fig. 79. Share of respondents who found work after arriving at their new place of residence by region of origin**

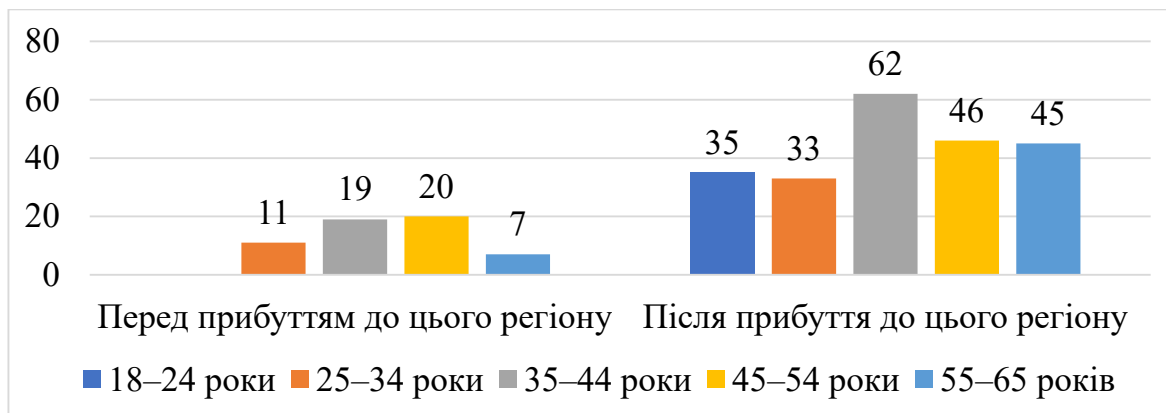
The structure of responses from respondents from these regions is dominated by the category “after arrival”. For example, from Donetsk region, 95 people (61.3% of the total number of surveyed IDPs originating from this region) found work after moving, while only 22 people (14.2% respectively) were able to find employment in advance (Fig. 79).

A similar situation is observed in Kherson (31 or 57.4% versus 7 or 13.0%, respectively) and Luhansk regions (31 or 70.5% versus 5 or 11.4%, respectively).

This distribution confirms that for most IDPs from temporarily occupied and frontline territories, the employment process began after relocation, which made adaptation more difficult and required additional resources.

The data obtained indicate a clear correlation between age and job search strategies (Fig. 80): young people aged 18–24 had practically no job agreements before moving, but 35 young people found work after arrival, which demonstrates the mobility and adaptability of this group.

In the age groups 25–34 and 35–44, there is a balance between those who found work before and after arrival (a total of 30 people before arrival and 95 after).

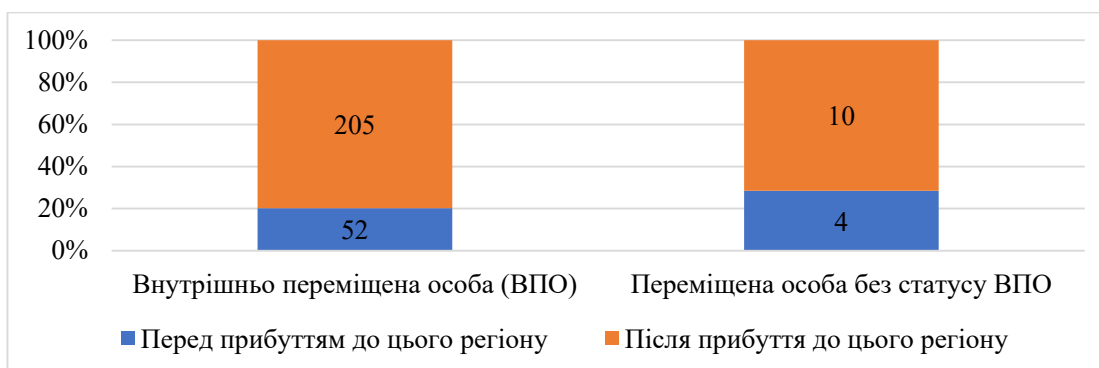


**Fig. 80. Number of respondents by ways of finding the first job after displacement by age group, persons**

Representatives of the older age group (45–65 years old) were significantly more likely to be among those who did not answer the question about ways of finding a job (66 out of 184 people). This may indicate problems with employment, uncertainty in status, or greater dependence on social benefits.

Thus, the most competitive group in the labor market among IDPs is young and middle-aged people (25–44 years old), while older migrants experience significant barriers to employment.

Among those with official IDP status, 205 people found work after arrival, and only 52 – in advance (Fig. 81). For displaced persons without status, the situation looks even more complicated: 10 found work after arrival, and only 4 – before it.



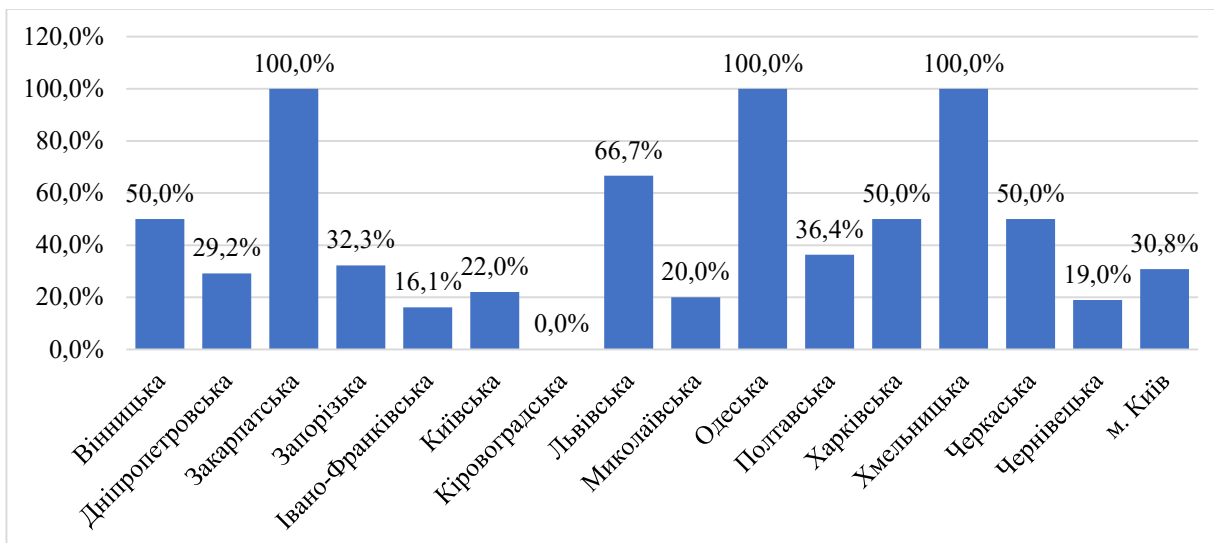
**Fig. 81. Distribution of respondents by ways of finding the first job depending on the legal status of IDPs, persons (%)**

This indicates that having an official IDP status somewhat facilitates the process of integration into the labor market, opening access to support programs and social guarantees, but does not guarantee quick employment.

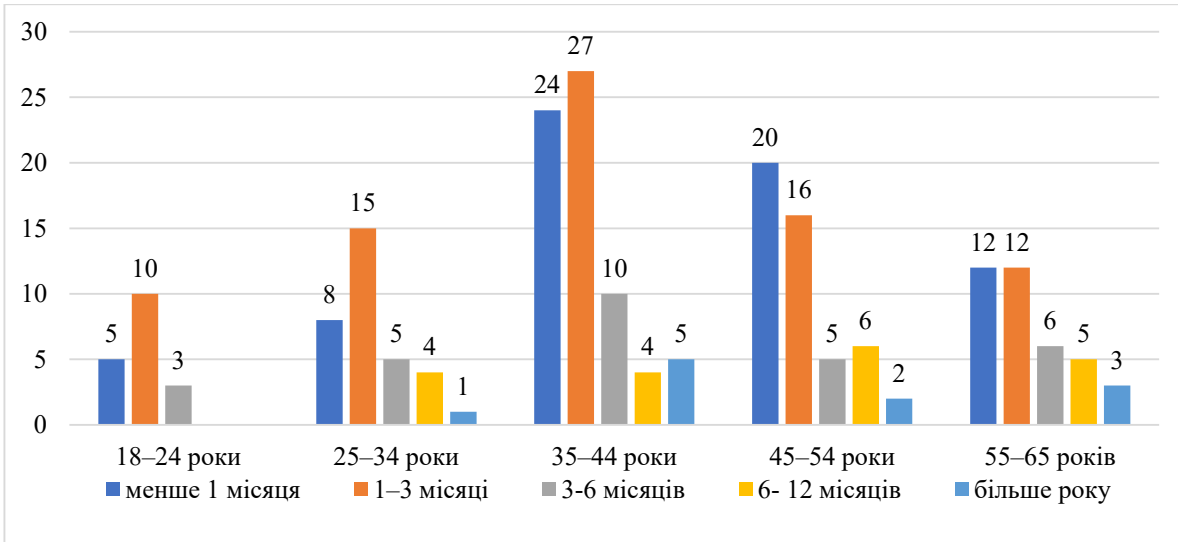
### Time costs for finding the first job after displacement

The adaptation of IDPs to new places of residence is manifested not only in whether they managed to find a job in principle, but also in how much time it took. After all, the time costs for finding a job reflect both the state of the local labor market and the resources of the IDPs themselves - their social capital, professional experience and stress resistance.

A significant group of respondents found a job within one month after displacement (33.0% or 70 people out of 210 respondents who were looking for a job after displacement at all). This indicates that some of the IDPs had sufficient resources - both professional and social - for quick integration. At the same time, 38.1% (or 80 people) needed from two to three months, and 14.0% (30 people) looked for work for more than half a year. Thus, the adaptation of employed IDPs was heterogeneous: for some it was relatively painless, for others it was prolonged and more traumatic.



**Fig. 82. Share of IDPs who found work after displacement within the first six months, by region of current residence**



**Fig. 83. Distribution of respondents by time spent searching for their first job in the region of current residence by age group, persons**

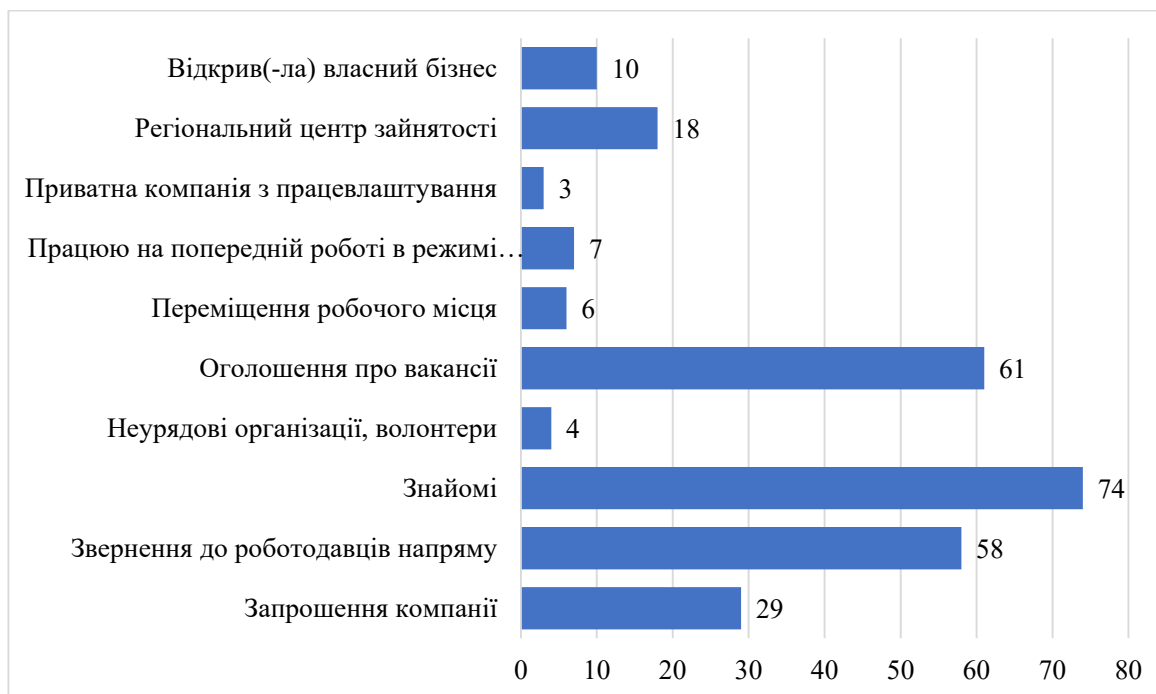
Respondents belonging to the older age group (55–65 years) demonstrated a significantly higher level of job search duration: more than 21.1% (8 out of 38 people) of respondents in this age group who wanted to find a job in a new place spent more than half a year on it (Fig. 83). Therefore, we can state the presence of significant hidden age discrimination and low competitiveness of older people in the labor market.

Time spent searching for their first job demonstrates that the integration of IDPs into labor markets is uneven. Young people and residents of industrial regions adapt faster, while older age groups and those resettled in less economically active regions face long-term difficulties. This highlights the need to introduce targeted programs to support older IDPs and expand employment opportunities in regions with less diversified economies.

Young people (18–24 years old) also demonstrate the fastest adaptation: 83.3% (15 out of 18 respondents who were looking for work) found a job within the first three months. This can be explained by the flexibility of young workers and their willingness to accept lower requirements for working conditions.

### Channels for obtaining the first job in a new place

No less revealing is the question of how exactly the displaced people found their first job. This indicator provides an idea of the role of social ties, the effectiveness of institutions, and the readiness of the market to accept new workers.



**Fig. 84. Distribution of respondents by channels of obtaining the first job, persons**

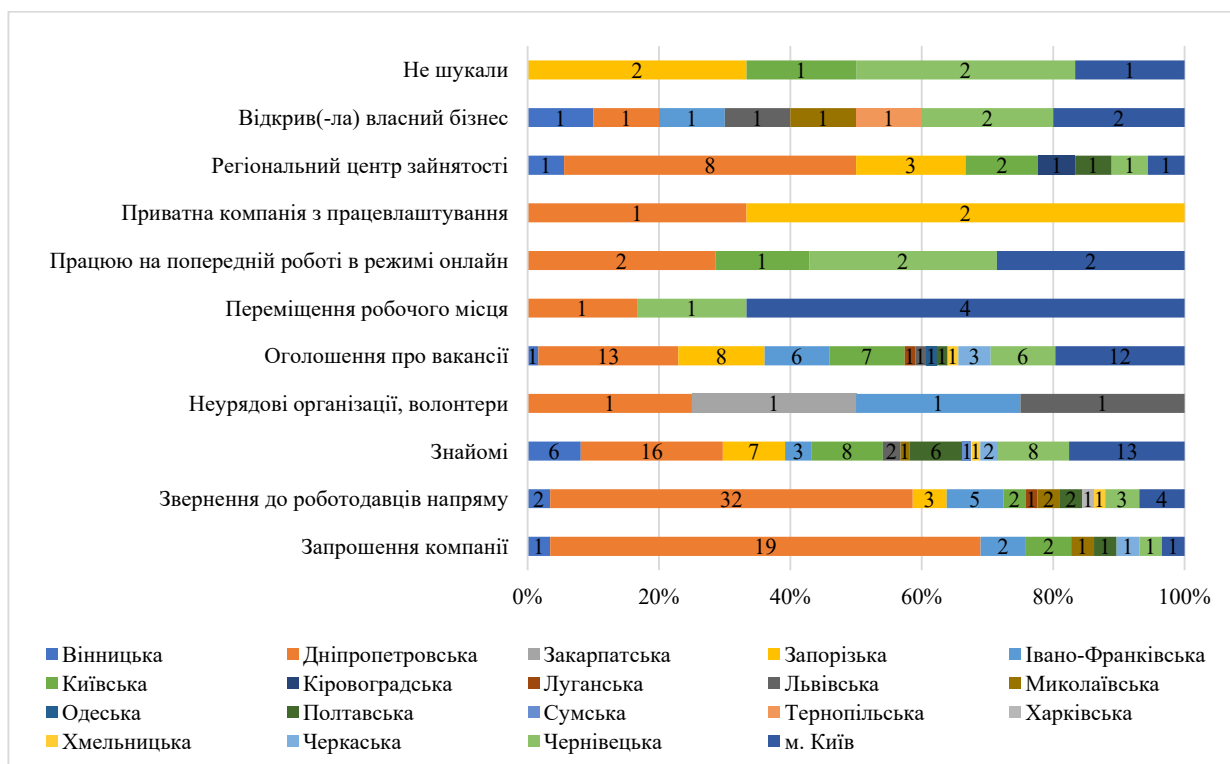
The most common way of employment for IDPs is through the help of friends, family or acquaintances (Fig. 84). Almost half of the respondents found a job this way (27.4% or 70 out of 270 people who have a job, including those who moved with the company or work remotely). This indicates that in crisis conditions, informal connections are the main resource for adaptation. In fact, IDPs “install” themselves into local communities through personal contacts, and not through state or official channels.

In second place is searching through Internet resources and advertisements (61 people or 22.6%, respectively). This is a channel that is more actively used by young people: among respondents aged 18–24, about a quarter found a job this way. This demonstrates the difference between generations in search strategies: young people are more likely to use online platforms, while older people rely on personal connections.

Only 6.7% (18 out of 270 people) of respondents used the services of state employment centers. Such a low share indicates an extremely weak institutional role of the state in the process of employment of migrants. This may indicate both distrust in state services and their limited effectiveness.

Women were more likely to find work through their social contacts (47.0% vs. 42.0% of men), while men were more likely to contact employers directly (16.0% vs. 11.0% of women).

In the capital and Dnipropetrovsk region, digital channels were of great importance in job search (Fig. 85). In contrast, in Chernivtsi region, 33.0% (8 out of 24 people) relied on friends and acquaintances, indicating the importance of horizontal support in less industrialized regions.



**Fig. 85. Distribution of respondents by channels of obtaining the first job in the regional context, persons, %**

The channels of job search show that the integration of migrants into the economy is more socially than institutionally determined. Trust in personal networks comes to the fore, while official services (in particular, state employment services) remain almost

invisible.

This emphasizes the need to strengthen the institutional role of the state and public organizations in ensuring transparent and accessible channels of employment.

### **Level of satisfaction with current working conditions**

More than two-thirds of respondents (68.5%), of those who answered the question, are generally satisfied with their work. At the same time, only 14.0% of respondents marked themselves as “very satisfied”, while almost every fourth takes a neutral position (“neither satisfied nor dissatisfied”), and about 9.0% expressed outright dissatisfaction. Thus, satisfaction with current work among IDPs is relatively high, but also quite unstable: a significant proportion of employees is in the “zone of uncertainty”, which may develop into a negative attitude if economic or organizational factors deteriorate.

Depending on the region of current residence of the respondents, we can see significant heterogeneity of responses. Thus, in the central and western regions (Transcarpathian, Sumy, Ternopil, Khmelnytskyi regions) the level of satisfaction with current working conditions reaches 100.0%. However, this is more of an exception due to a small sample than a stable all-Ukrainian trend. At the same time, in the city of Kyiv and Kyiv region, the share of satisfied people fluctuates within 73–78%, which confirms the importance of the capital region as a key center for employment (Table 16).

In contrast, the Eastern and Southern regions record significantly lower satisfaction rates. Luhansk and Odesa regions are particularly indicative, where none of the respondents expressed satisfaction with the conditions of their current work. This can be explained both by the limited labor market opportunities in these regions and by the high level of general uncertainty, which complicates the labor integration of IDPs. Thus, job satisfaction is not only an individual but also a spatial phenomenon that closely depends on the economic activity of the regions.

Interestingly, the level of satisfaction with the current job also correlates with the region of origin of IDPs (Fig. 86). The most positive assessments were expressed by residents of Kherson (83.3%) and Zaporizhia regions (82.1%), as well as a significant proportion of Donetsk residents (76.5%).

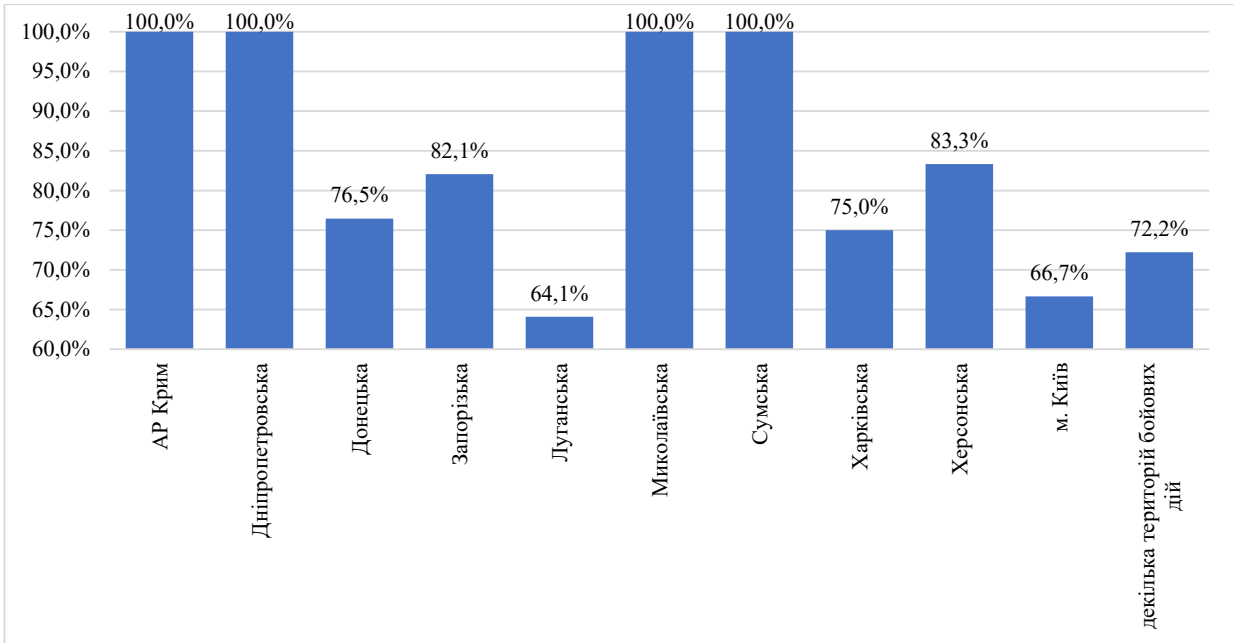
*Table 16.*

**Distribution of respondents by level of satisfaction with current working conditions by region of current stay, persons**

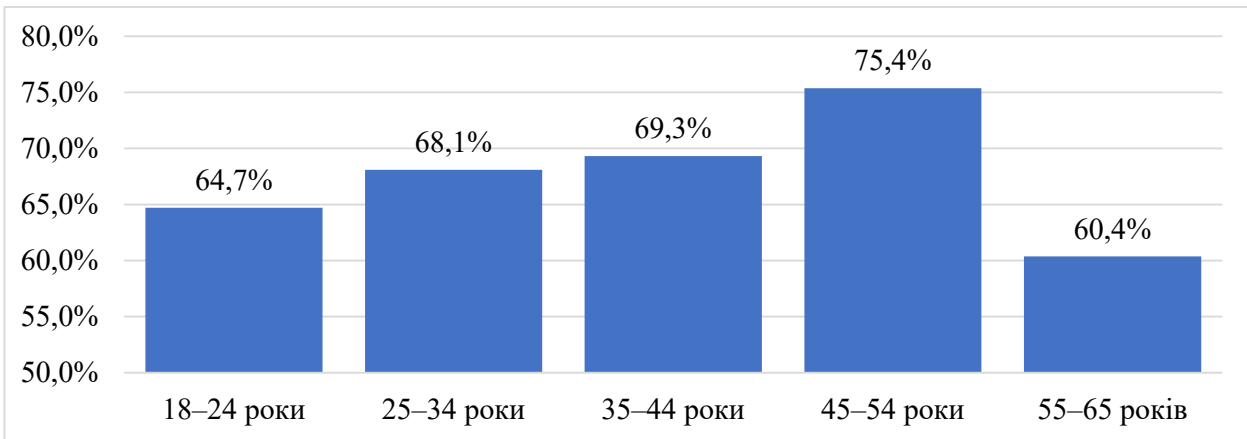
<b>Region of current stay</b>	<b>Extremely satisfied</b>	<b>Satisfied</b>	<b>Neither satisfied, nor dissatisfied</b>	<b>Dissatisfied</b>	<b>Extremely dissatisfied</b>
Vinnyska region	3	5	3	1	-
Dnipropetrovska region	15	56	21	9	-
Zakarpatska region	1	-	-	-	-
Zaporizhzhska region	4	15	8	1	-
Ivano-Frankivska region	4	6	2	2	1
Kyivska region	2	17	5	2	-
Kirovohradska region	-	1	1	-	-
Luhanska region	-	-	2	-	-
Lvivska region	-	1	2	-	-
Mykolaiivska region	-	3	2	-	-
Odeska region	-	-	-	-	1
Poltavska region	4	5	2	-	-
Sumska region	1	-	-	-	-
Ternopilska region	-	1	-	-	-
Kharkivska region	-	1	-	1	-
Khmelnyska region	1	2	-	-	-
Cherkaska region	-	2	3	1	-
Chernivetska region	2	17	9	3	1
City of Kyiv	4	27	6	2	1

In contrast, among IDPs from Luhansk region, the share of satisfied people was the lowest (64.1%). This indicator may reflect both the specifics of the labor market before the war, and differences in mobility, qualifications or access to social resources, as well as the length of time since the displacement.

The distribution of responses in terms of the age structure of respondents also revealed important patterns. The most satisfied with the conditions of their current work were middle-aged people (45–54 years old) – 75.4%. It is likely that they combine sufficient professional experience with relative mobility (Fig. 87).



**Fig. 86. Level of satisfaction with current working conditions among respondents by region of origin**



**Fig. 87. Level of satisfaction with current working conditions among respondents by age group**

Among young people (18–24 years old), the level of satisfaction is lower – only 64.7%, which indicates the uncertainty of the initial stages of the professional trajectory and competition in the labor market. The most vulnerable group is older workers (55–65 years old), among whom the level of job satisfaction does not exceed 60.0%. Here we can talk about significant age barriers, in particular hidden elements of age discrimination and difficulties in retraining (Fig. 87).

The presence or absence of official IDP status also has a certain importance, but is not a decisive factor. Officially registered IDPs demonstrate an average level of job satisfaction – 68.0% (Fig. 88). In contrast, those who do not have IDP status demonstrated even higher indicators – 85.7%. This may indicate differences in resources and strategies: some people who did not apply for public assistance probably have a greater level of autonomy and self-reliance.



**Fig. 88. Level of satisfaction with current working conditions among respondents depending on the presence of IDP status and current employment status**

The most pronounced relationship is observed between the form of employment of IDPs and their level of satisfaction with their current work. Thus, employees with an official employment contract showed the highest share of satisfaction (74.1%), while those working without a contract - only 48.7% (Fig. 88). This difference confirms the importance of social and legal guarantees and the stability of labor relations. The self-employed and business owners are in the “middle zone” (64.3%), which can be explained by the instability of income and a high level of personal responsibility. The lowest level of satisfaction is among those who are unemployed and receive only social assistance (57.1%).

The results obtained allow us to draw several important conclusions.

First, job satisfaction among IDPs is positive, but vulnerable (unstable) in nature: the majority of respondents have integrated into social and labor relations, but almost a third of the surveyed IDPs are in the “risk zone”.

Second, the level of satisfaction with employment conditions is influenced by both objective conditions (economic potential of the region, form of employment) and subjective factors (age, professional experience, availability of resources).

Third, the key factor in satisfaction remains formal employment, which provides stability and increases the sense of security.

In the future, the policy of integrating IDPs into regional and local labor markets should take into account these aspects: The government and regional and local authorities, communities need to stimulate formal employment, create opportunities for retraining of IDPs, reduce age barriers and promote the development of regions where the labor market is limited. Only a comprehensive approach can ensure not only job satisfaction, but also a higher level of social well-being among IDPs.

### **Overall assessment of employment conditions**

The generalized indicators show that more than two-thirds of respondents (199 out of 290 people who answered this question, or 68.6%) mark themselves as satisfied with their work in general, while 36 respondents were “very satisfied”. At the same time, 22.8% (66 out of 290) of respondents take a neutral position (“neither satisfied nor dissatisfied”), and 8.6% (25 out of 290 people) demonstrate open dissatisfaction with the general conditions of employment. This indicates that although the majority of migrants have integrated into new working conditions, the level of stability is relatively fragile and depends on a number of factors.

In terms of the place of current residence, significant contrasts are also observed in the general assessment of employment conditions by respondents (Table 17 and Fig. 89). In the Central and Western regions (Zakarpattia, Ternopil, Khmelnytskyi), satisfaction rates reached 100.0%, which, however, is explained by the small sample size. Kyiv city

and Kyiv region demonstrate relatively high results (78% and 76.9%, respectively), confirming the role of the capital region as a center of labor integration.

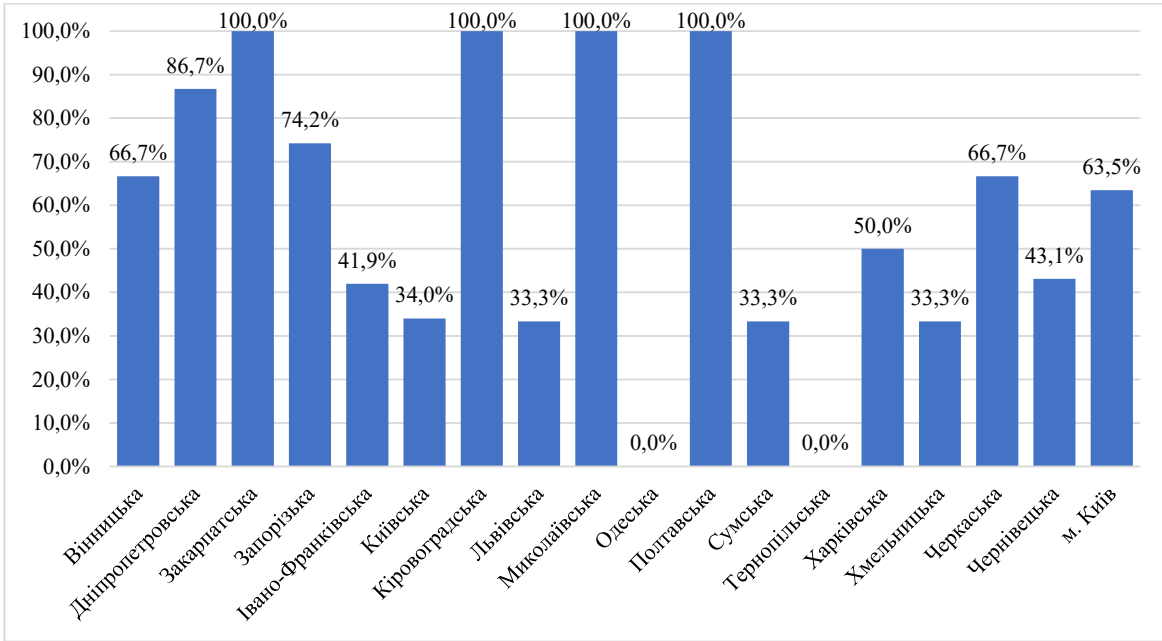
*Table 17.*

**Assessment of general employment conditions by respondents in terms of their current place of residence, persons**

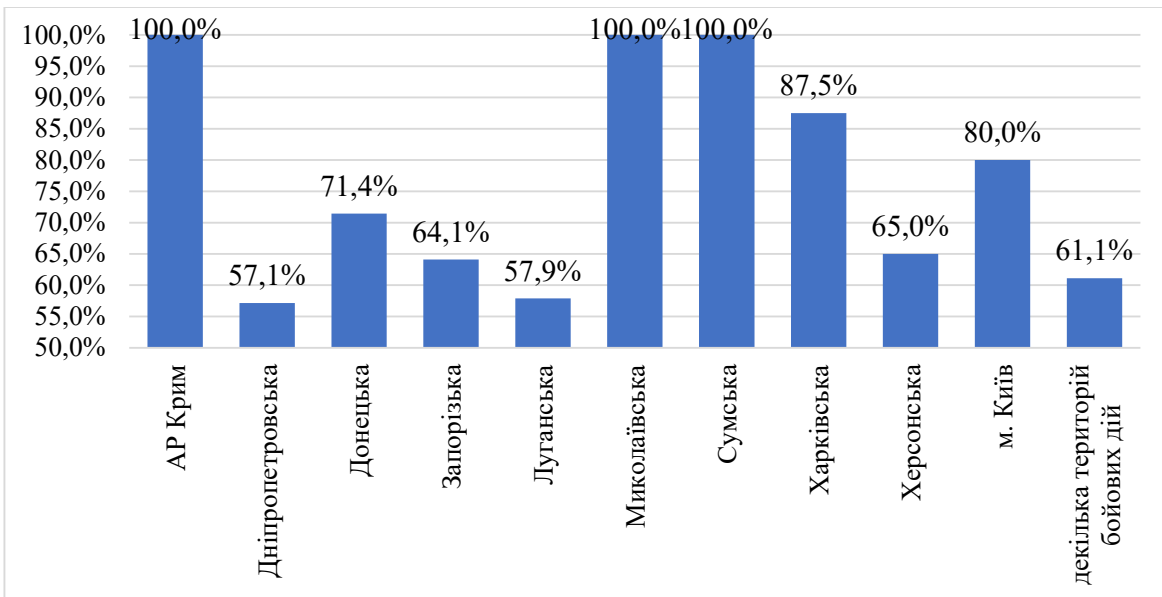
Region of current stay	Extremely satisfied	Satisfied	Neither satisfied, nor dissatisfied	Dissatisfied	Extremely dissatisfied
Vinnitska region	1	7	3	1	
Dnipropetrovska region	13	57	24	6	
Zakarpatska region	1				
Zaporizhzhska region	4	16	6	2	
Ivano-Frankivska region	3	6	2	3	2
Kyivska region	2	18	6		
Kirovohradska region		1	1		
Lvivska region		1	3		
Mykolaivska region		3	2		
Odeska region					1
Poltavska region	3	6	1		
Sumska region	1				
Ternopilska region		1			
Kharkivska region		1			1
Khmelnitska region	1	2			
Cherkaska region		2	3	1	
Chernivetska region	3	14	10	3	1
City of Kyiv	4	28	5	3	1

However, in a number of regions, the opposite situation is observed. Thus, in Lviv region – only 25.0% of those satisfied, and in Cherkasy region – 33.3%, respectively (Table 17 and Fig. 89). This indicates the heterogeneity of local labor markets and the inequality of opportunities for migrants depending on the economic activity of the regions of residence and local social resources.

If we consider the responses in terms of the regions of origin of migrants (Fig. 90), then the most satisfied with working conditions are those from Kharkiv (87.5%), Kyiv (80.0%) and Donetsk regions (71.4%).



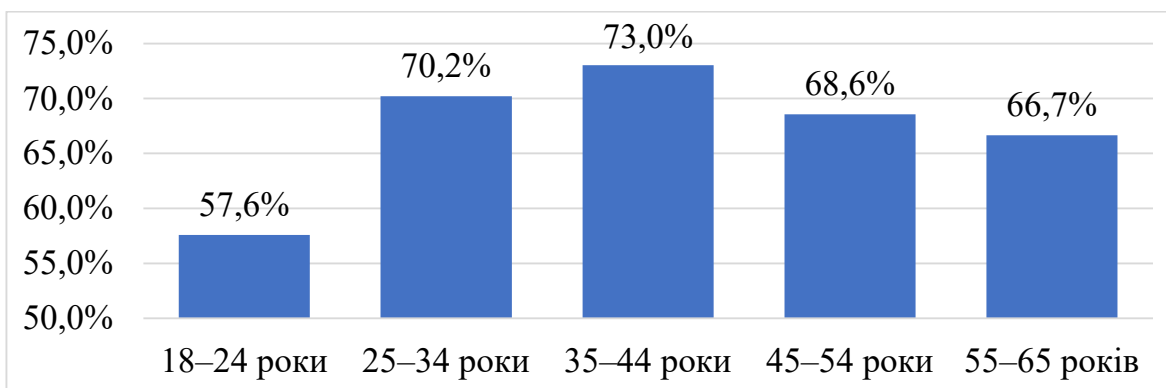
**Fig. 89. Respondents' level of satisfaction with general employment conditions by region of current residence**



**Fig. 90. Respondents' satisfaction level with general employment conditions depending on their regions of origin**

In contrast, the lowest rates were recorded among IDPs from Luhansk region (57.9%) and Dnipropetrovsk region (57.1%). This indicates that adaptation to a new workplace depends not only on the environment of the host regions, but also on the formed professional experience and the nature of labor practices in the regions of origin.

Analysis of responses by age groups revealed moderate but significant differences (Fig. 91). Respondents aged 35–44 were the most satisfied (73.0%), which is explained by a combination of professional experience, social stability, and a sufficient level of mobility. Young people aged 18–24 demonstrate lower satisfaction rates (57.6%), which reflects the uncertainty of the initial stages of a professional career and the difficulties of entering the labor market (Fig. 91).



**Fig. 91. Respondents' satisfaction level with general employment conditions by age group**

The presence or absence of an official IDP status is not a decisive factor in the positive assessment of general employment conditions, but a certain trend is also observed. Thus, among registered IDPs, the satisfaction level is 68.2% (Table 18), while among displaced persons without this status it is 85.7%. It can be assumed that those who do not seek official confirmation often have greater resources for self-sufficiency, wider access to informal networks or the ability to adapt without state support.

The most significant factor affecting satisfaction is the respondent's form of employment. Employees with an official employment contract are much more likely to report themselves as satisfied (74.6%) than those working without a contract (53.8%). Self-employed and business owners demonstrate an average level of satisfaction (71.4%), which is explained by the combination of entrepreneurial freedom with high risks of running their own business. The lowest indicators are characteristic of persons who are not working and receive only social protection (42.9%) (Table 18). This emphasizes the importance of formalizing employment relationships and guarantees of a stable income to increase the level of social security.

*Table 18.*

**Respondents' level of satisfaction with general employment conditions depending on the presence of official IDP status and current employment status**

Row markers	Share of satisfied
<i>Internally displaced person (IDP)</i>	68.2%
<i>Displaced person without IDP status</i>	85.7%
Yes, I am employed and have a work contract.	74.6%
Yes, I am working, but without work contract.	53.8%
I am unemployed now, but I was employed earlier for at least three months.	64.3%
I receive social support as an IDP and do not work.	42.9%
I am self-employed/a business owner.	71.4%

Thus, the level of satisfaction with employment conditions among IDPs in Ukraine can be assessed as relatively high, but uneven. It is significantly influenced by regional differences, age, socio-legal status and form of employment. The most positive assessments are recorded among middle-aged people, with an employment contract and those who do not need state support. The most vulnerable groups remain older workers, people without formal employment and those living in regions with weak economic dynamics.

## CONCLUSIONS TO PART I

The results of the sociological survey of IDPs showed a distinct socio-demographic structure, reflecting the consequences of the war and the large-scale internal displacements of the population in Ukraine caused by it. The sample structure is dominated by women (69.3%), which demonstrates the gender asymmetry typical of internal displacement, associated with the mobilization of men and the higher mobility of women with children. The age profile of the respondents demonstrates the predominance of people aged 35–54 (51.4%), i.e. representatives of active working age who perform key economic and social functions. Approximately every fourth respondent belongs to the older working age group (55–65 years old – 23.7%), while young people under 24 make up only a tenth of the sample. This distribution indicates that displacement has affected not only mobile youth, but also more mature age cohorts with family and professional obligations.

The vast majority of IDPs come from frontline and temporarily occupied regions: more than half are from Donetsk (39.9%) and Luhansk (11.9%) regions, and about a third from Zaporizhia (13.4%), Kherson (13.9%) and Kharkiv (8.0%) regions. This confirms the security nature of internal displacement and the direct connection of migration flows with hostilities.

The absolute majority of respondents (93.3%) have official IDP status, which indicates the relative effectiveness of state registration mechanisms and social support. At the same time, about 4.0% remain outside the official support system - this is a group that requires additional attention from the state and humanitarian organizations due to the risk of social marginalization.

The structure of households is dominated by families with two children, and among older respondents the share of large families is increasing. This indicates the preservation of traditional family models even in a state of forced migration, which, in turn, affects strategies of economic behavior and adaptation in a new place of residence.

Employment indicators demonstrate a relatively high level of socio-economic activity of IDPs: 65.2% of respondents have a job - officially, unofficially or as self-employed. However, about a fifth of respondents are not working, and the most common reasons cited are fear of losing state benefits, caring for children or relatives, and instability of the local labor market. This situation indicates the need for more flexible approaches to combining social assistance and employment incentives.

Employment correlates with the length of stay in the new community: among those who have lived there for more than five years, more than 80.0% are employed, while in the group that has lived there for less than a year, this figure is lower. Young people (18–24 years old) demonstrate the highest integration into the labor market - more than 80.0% have a job, while in the group of older respondents (55–65 years old) this level decreases to about 65.0%. This indicates age barriers and restrictions in access to the labor market.

The professional structure of employed IDPs is characterized by high heterogeneity: most respondents work in the fields of management, economics, education, production and social protection. This distribution reflects the significant human potential of IDPs and confirms that this group can be an active resource for the development of local communities. At the same time, almost half of the respondents did not undergo professional retraining after displacement, which emphasizes the need for a more systematic state policy on retraining and integration.

The level of satisfaction with working conditions remains moderately positive: about two-thirds of respondents indicate that they are generally satisfied with their work, about a quarter demonstrate a neutral position, and the share of dissatisfied does not exceed 9.0%. This indicates a relative stabilization of labor practices among IDPs, but also indicates the vulnerability of the employment system and dependence on external socio-economic factors.

Summarizing the respondents' answers to the questions in Part I, we can state the fact that IDPs in Ukraine constitute a socially active, but structurally vulnerable group. Their adaptation to new living conditions occurs gradually - through inclusion in local labor markets, development of educational and social strategies, and formation of new

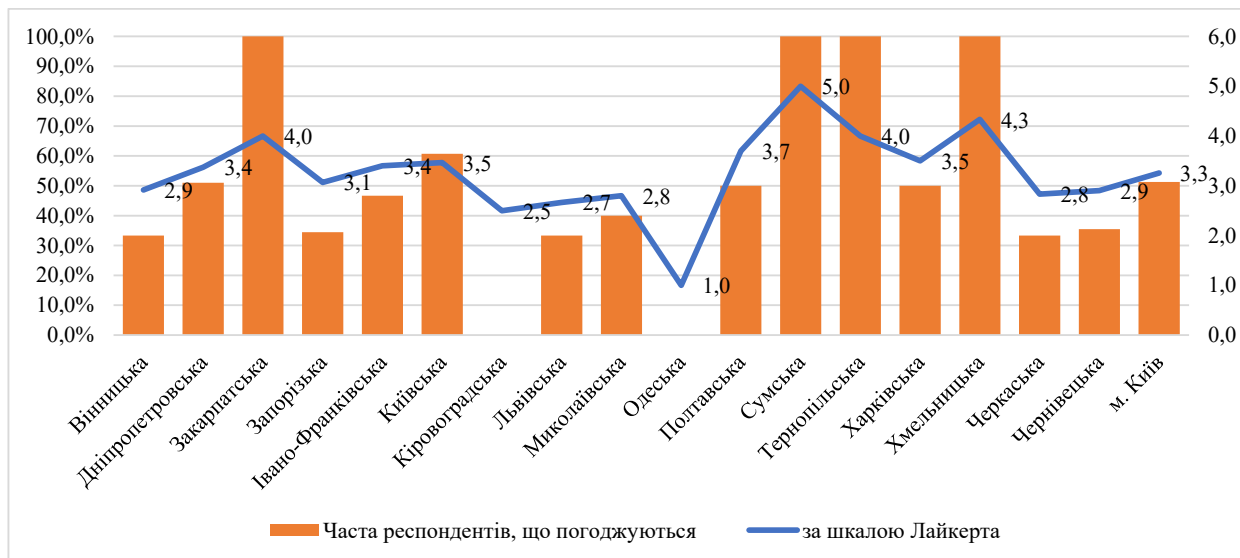
horizons of self- and livelihoods. Existing trends indicate a transition from a state of crisis mobility to stabilization and integration, which creates the potential for involving IDPs in regional development and recovery processes.

## PART II: THE ISSUES OF JUSTICE AND SOCIAL-LABOR RELATIONS

### Justice in labor relations

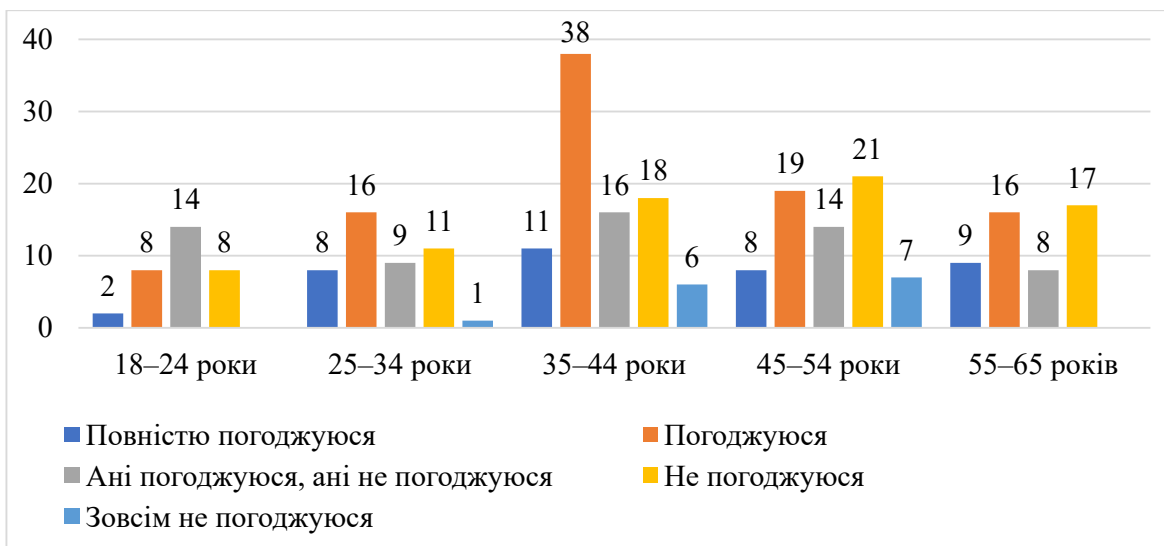
#### Correspondence of the level of remuneration at the current workplace to the respondent's labor efforts

The overall result regarding the answers to the question of the correspondence of remuneration to the efforts made by the respondents turned out to be quite restrained: only 47.4% of respondents fully or partially agree with the statement that their remuneration is fair. The average score on the Likert scale was 3.2 points, which reflects a moderate level of satisfaction, close to neutral (Fig. 92).



**Fig. 92. Share of respondents who fully or partially agree with the statement that their pay is fair in the context of the regions of current residence (% and Likert scale scores)**

The distribution of responses to this question by region of residence demonstrates a sharp polarization: the highest values are observed in Sumy (5.0; 100.0%), Khmelnytskyi (4.3; 100.0%) and Ternopil (4.0; 10.0%) regions, however, it is worth considering the small sample sizes of respondents in these regions. More representative data show that Kyiv region (3.5; 60.7%) and Kyiv city (3.3; 51.3%) have better ratings. At the same time, Luhansk (2.0; 0%) and Odesa regions (1.0; 0%) demonstrate a critically low level of satisfaction.



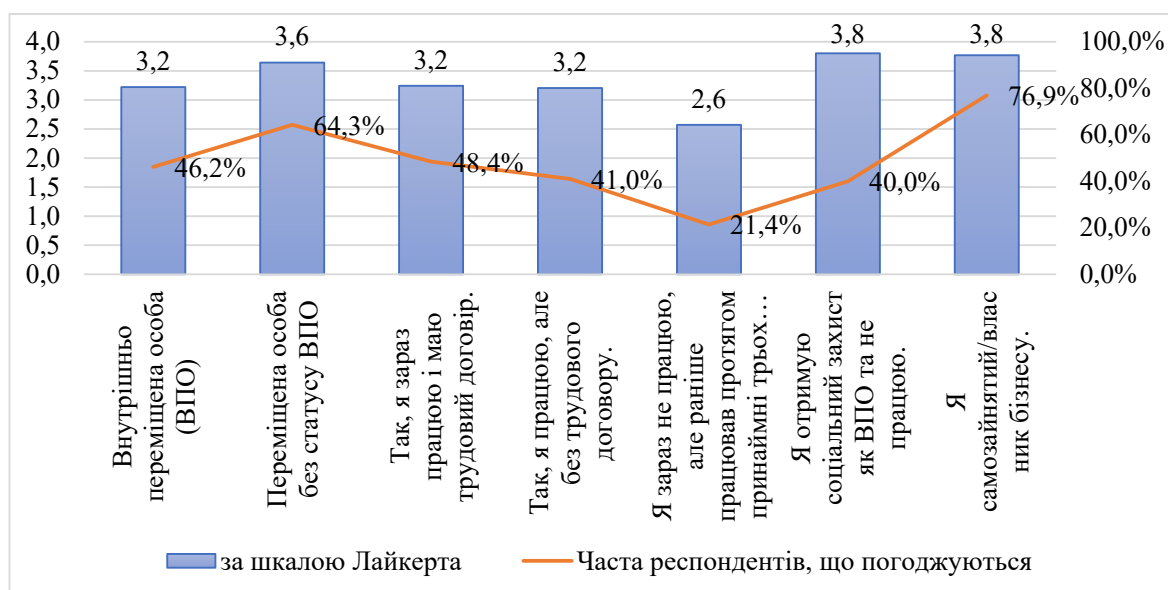
**Fig. 93.** Distribution of respondents' answers regarding the correspondence of income to the efforts made at the workplace by age groups, persons

In the youth segment of the sample, an increased level of skepticism is observed: only 31.3% (10 out of 32 respondents of this age) of respondents aged 18–24 noted the correspondence of the income received to the labor efforts expended (Fig. 93). A little less critical is the group of respondents aged 45–54 (39.1% or 27 people out of 69 respondents of this age), whose representatives have the greatest professional experience, but demonstrate a noticeable discrepancy between work and material reward. At the same time, among respondents in the age groups 25–34 and 35–44, the level of satisfaction is slightly higher and exceeds 50.0%. Surprisingly, respondents in the age group of 55–65 years were more positive, with 50% of respondents also answering this question in the affirmative (Fig. 93).

The gender aspect turned out to be insignificant: women (47.3%) and men (47.4%) demonstrated an almost identical level of agreement, which indicates a nationwide trend rather than a manifestation of gender imbalance.

Among officially registered IDPs, the level of agreement is 46.2%, while among displaced persons without official status it is higher – 64.3%. This difference may be due to more favorable employment conditions for persons who did not register an official IDP status (Fig. 94).

The highest level of income satisfaction is demonstrated by self-employed individuals and business owners (76.9%), which indicates a direct connection between the level of control over one's own economic activities and the feeling of fairness of remuneration. At the same time, among respondents who are currently unemployed but have previous work experience, only 21.4% share a similar view. Officially employed people assess the adequacy of income to labor efforts at 48.4%, while among persons employed without an employment contract, this indicator is even lower – 41% (Fig. 94).



**Fig. 94. Share of respondents who fully or partially agree with the statement that their pay is fair, depending on the presence of IDP status and current employment status, (% and Likert scale scores)**

The results obtained indicate the presence of a systemic problem: the majority of respondents do not consider their own income adequate for the labor resources expended. This applies to both officially employed and IDPs. At the same time, the greatest satisfaction is demonstrated by those respondents who have a higher level of autonomy in choosing and carrying out professional activities.

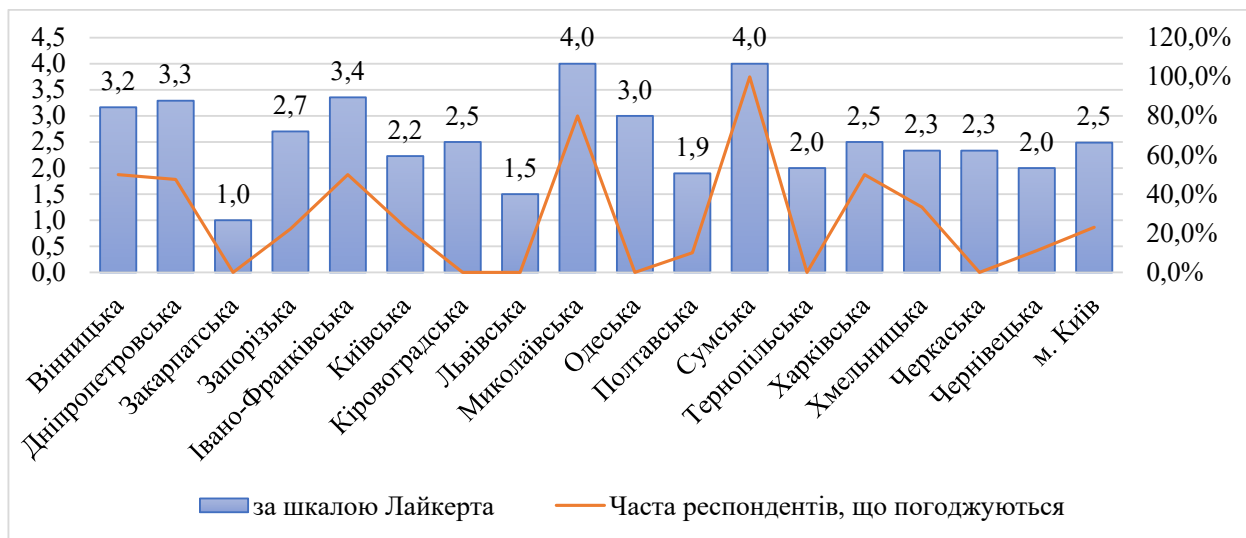
Thus, a crisis of confidence in the labor market is observed, which is expressed in a sense of imbalance between the work invested and the material return. The consequences of this may be a decrease in labor motivation and restrictions on employee mobility. To

overcome these problems, not only economic stabilization measures are necessary, but also the formation of systemic conditions for transparent and fair labor remuneration.

### **Respondents' assessment of working conditions and the level of safety risk at their current workplace**

Overall, only 32.9% of respondents agreed with the statement about a high risk to their safety at work: the average Likert scale score is 2.8 points (Fig. 95). This indicates a relatively low, but not insignificant, level of danger experienced by IDPs.

The data obtained demonstrate a significant difference in responses depending on the place of residence of the respondents. The highest agreement rates were recorded in Luhansk (4.0; 100.0%), Mykolaiv (4.0; 80.0%) and Sumy regions (4.0; 100.0%), which may reflect both the specifics of regional labor markets and proximity to combat zones (Fig. 95).

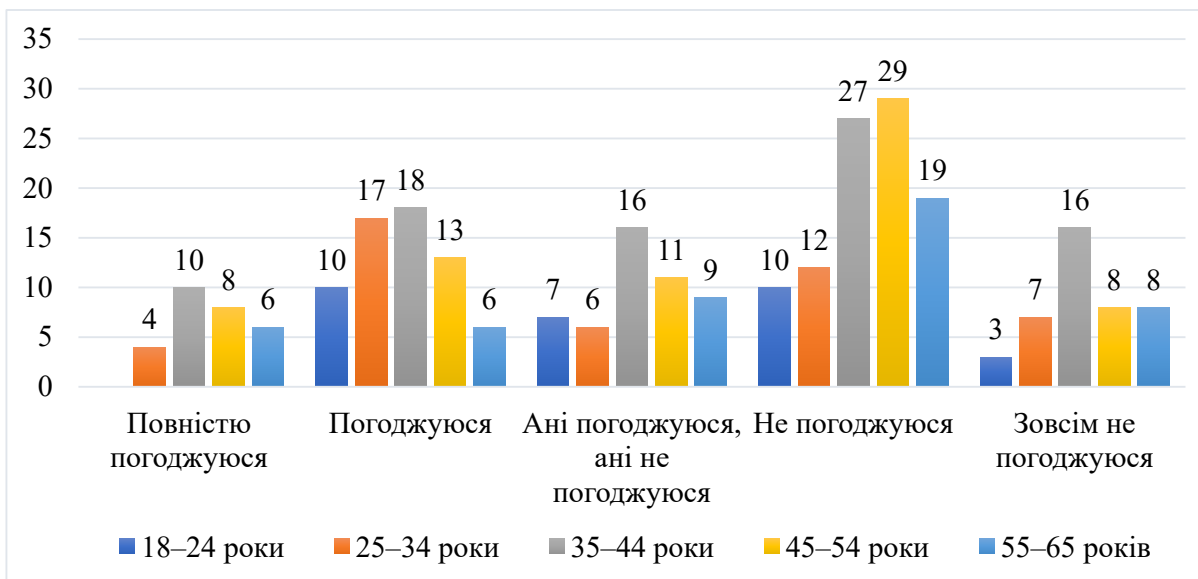


**Fig. 95. Share of respondents who agreed with the statement about high risk to their safety at work by region of current stay (% and Likert scale scores)**

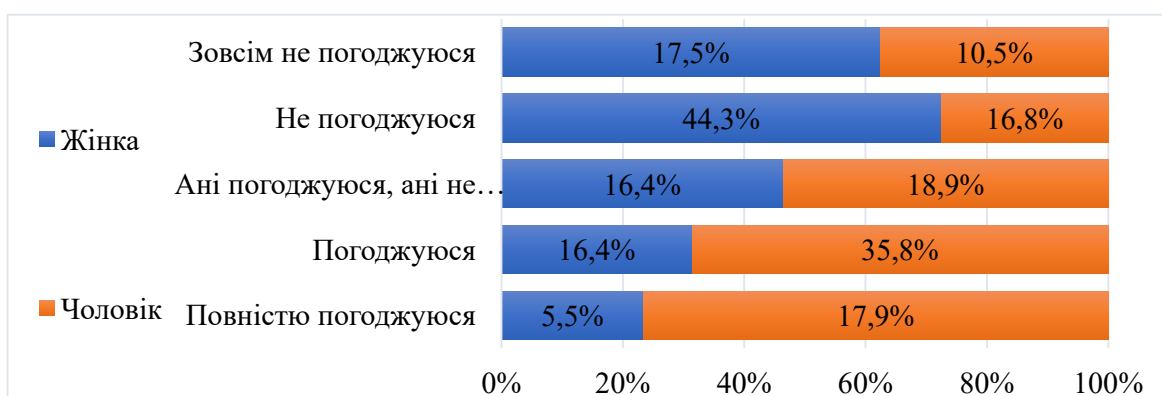
The lowest scores were given by respondents from Poltava (1.9; 10.0%) and Chernivtsi regions (2.0; 11.1%), which indicates relatively safer working conditions in these regions.

The feeling of danger is more characteristic of representatives of the younger age group: among 25–34 years old, 45.7% (21 out of 46 respondents of this age) of respondents agree with this statement. In contrast, in the older category (55–65 years old)

this indicator is much lower – only 25.0% (12 out of 48, respectively). It can be assumed that young people are more often involved in physically dangerous or less protected types of work, while older workers perform other professional roles (Fig. 96).



**Fig. 96. Distribution of respondents' answers regarding the level of risk to their safety at work by age groups, individuals**

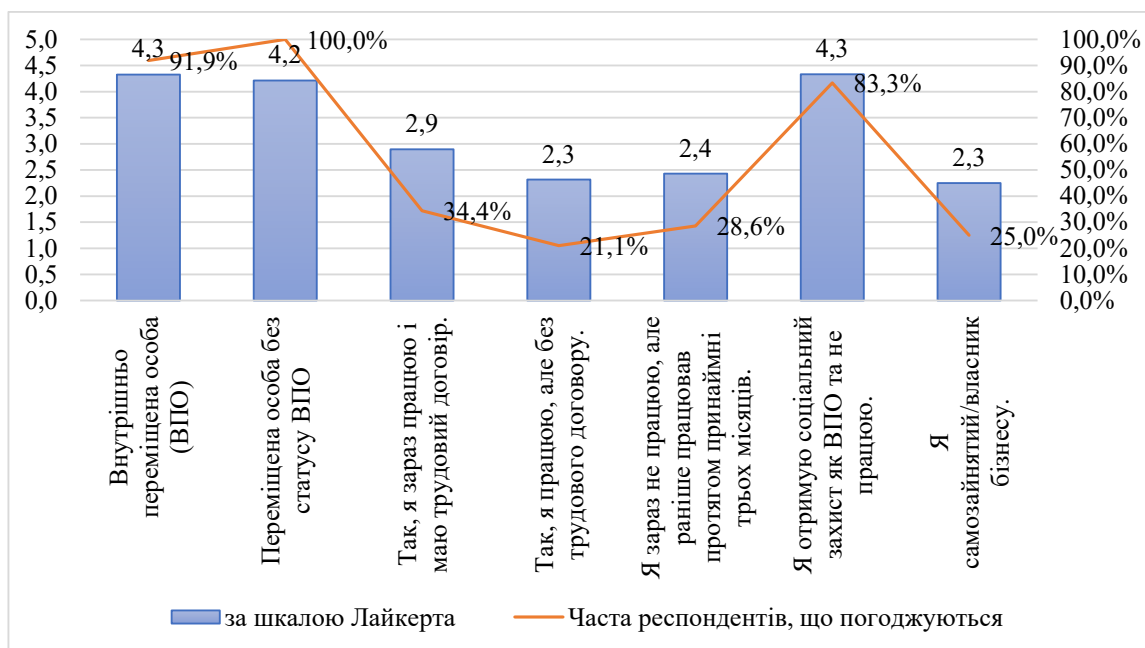


**Fig. 97. Gender distribution of respondents' responses regarding the level of risk to their safety at work**

The results obtained indicate the presence of clear gender differences in the field of employment. In particular, 53.7% of men noted their own involvement in work with an increased level of risk, while among women this figure is only 21.9% (Fig. 97). This difference reflects the preservation of the traditional division of labor, in which men more

often perform professional activities in areas associated with increased physical and technical risks.

Among persons with official IDP status, the level of agreement corresponds to the general one - 32.9%. At the same time, among displaced persons without official status, the figure is slightly higher (35.7%), which may indicate informal employment and weaker occupational safety protection for these workers (Fig. 98).



**Fig. 98. Share of respondents who fully or partially agree with the statement about high risk at work, depending on their formal IDP status and current employment status (% and Likert scale scores)**

The highest level of feeling unsafe is experienced by those who receive social protection as IDPs and are unemployed (4.3; 83.3%), which may be a consequence of their previous experience of hazardous work or conditions of forced displacement.

In contrast, among those formally employed, this figure is 34.4%, and among those working without an employment contract, it is even lower – 21.1%. This may indicate a kind of “filter”: high-risk workers are more likely to be either legalized in the system or not involved in formal employment at all (Fig. 98).

The results obtained indicate that a third of Ukrainian workers consider their work dangerous, and this is felt most by men, young people and residents of regions close to places of military clashes.

The problem of unsafe working conditions in Ukraine is complex: it depends on the region, gender, age and social status. But first of all, on the existing harmful and dangerous industries and jobs in them. At the same time, there is an obvious need to strengthen occupational safety and health standards and state support programs that would reduce risks for the most vulnerable groups.

### **Respondents' awareness of occupational safety and health at work**

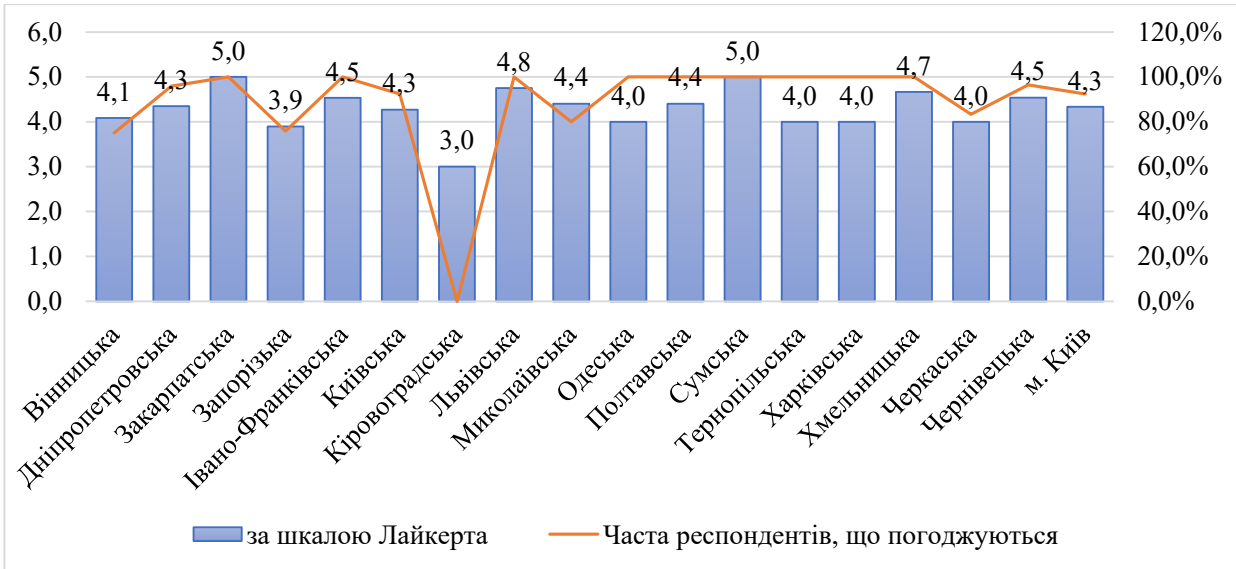
In total, 91.8% of respondents confirmed the availability of sufficient information on this issue (on the Likert scale, the average value was 4.3).

In most regions, there is a clear positive trend: for example, in Dnipropetrovsk region, 95.8% of respondents declared awareness, and in Ivano-Frankivsk, Lviv, Sumy, Poltava and a number of other regions this indicator reached 100.0%. At the same time, in Zaporizhia region, a slightly lower indicator (76.3%), which indicates a certain heterogeneity of regional distribution (Fig. 99).

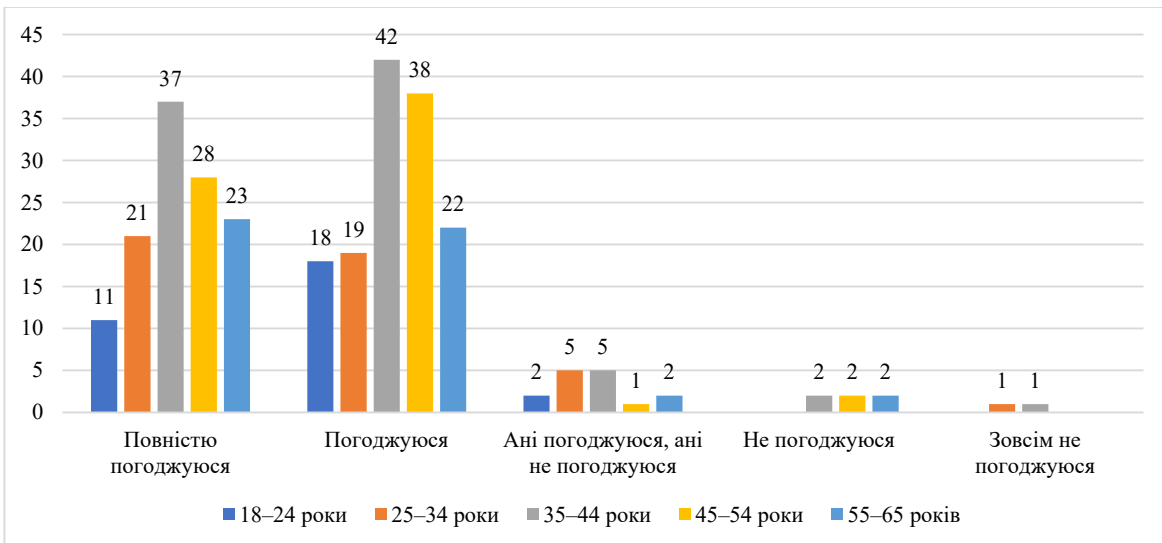
A high level of awareness is observed in all age groups - from 87% among younger respondents (25–34 years old) to almost 96.0% among the 45–54 year old category (calculations based on Fig. 100). This may indicate the stability of practices of familiarizing employees with safety techniques regardless of age, although older groups demonstrate slightly higher awareness.

Men showed a higher level of awareness (95.8%) compared to women (90.2%). This difference may be explained by the nature of employment: men are more likely to work in areas with increased requirements for compliance with occupational health and safety rules.

Among IDPs, the level of awareness was 91.9%, and among those with experience of displacement without official status – even 100% (Fig. 101).



**Fig. 99. Share of respondents who fully or partially agree with the statement that they are informed about occupational safety and health at work, by region of current residence (% and Likert scale scores)**

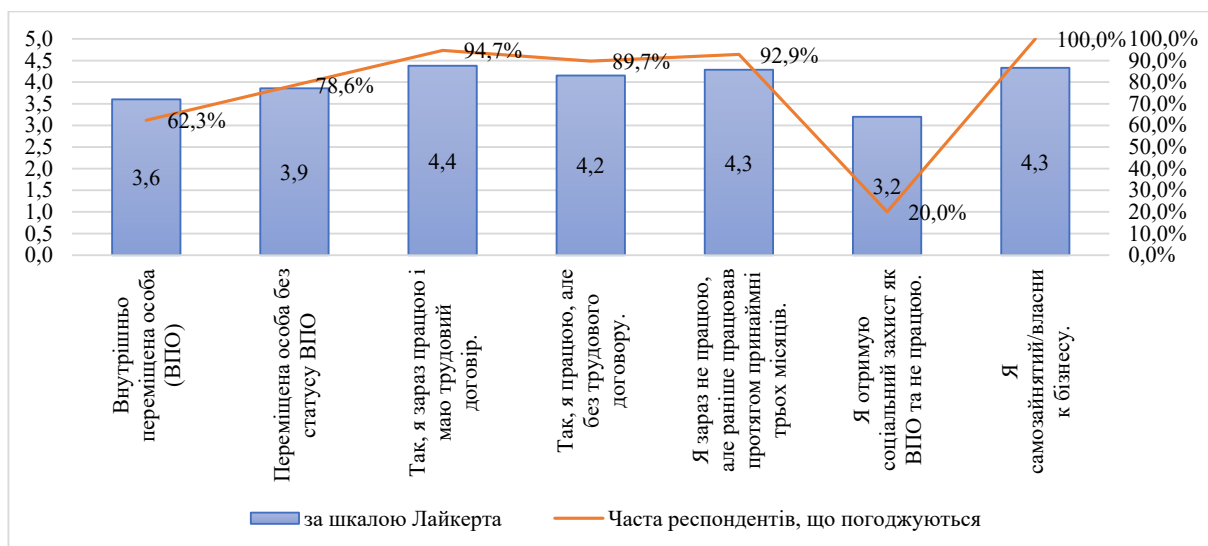


**Fig. 100. Distribution of respondents' responses on awareness of occupational safety and health at work by age group, persons**

This indicates that the employment conditions of displaced persons are often accompanied by thorough safety briefing. At the same time, the “Other” group demonstrates the lowest level of awareness (50.0%).

The highest level of awareness is observed among the officially employed (94.7%) and the self-employed (100.0%). In contrast, among those who receive only social protection as IDPs and do not work, awareness is significantly lower (20.0%), which

emphasizes the dependence of the level of knowledge on participation in labor relations (Figure 101).



**Fig. 101. Share of respondents who fully or partially agree with the statement that they are informed about occupational safety and health at work, depending on their official IDP status and current employment status (% and Likert scale scores)**

Thus, the general trend in this area is positive: the majority of respondents have a sufficient level of information on occupational safety. Regional differences indicate the need to strengthen training activities in certain regions. Age and gender affect the results, but not radically. The most vulnerable group remains those who are unemployed or outside formal employment relations.

Thus, it can be stated that effective communication and systematic informing employees about safety rules are key factors in ensuring their health and life.

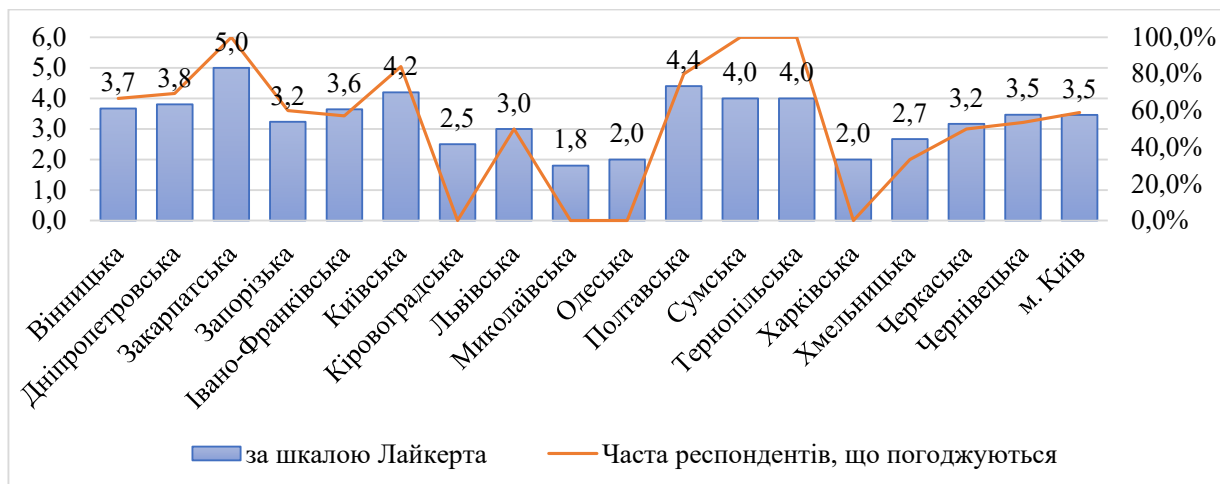
### **The impact of IDP status on the feeling of professional stability**

Analysis of the results demonstrates a rather heterogeneous attitude of respondents to the issue of dismissal from work due to IDP status.

By place of current residence, the highest level of confidence in maintaining a job is observed in Zakarpattia, Luhansk, Sumy and Ternopil regions, where all respondents chose positive answer options. At the same time, in a number of regions (Mykolaiv,

Odesa, Kharkiv) there is a complete lack of confidence: neutral or negative assessments prevail here.

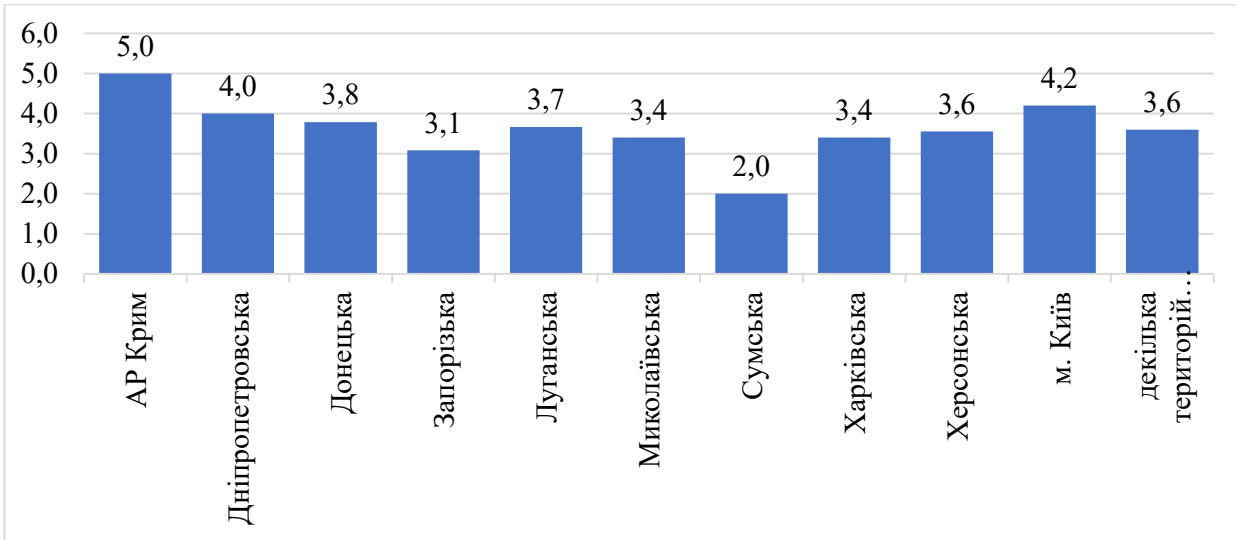
On average across the country, 63.1% of respondents agree with the statement that they are not afraid of being fired because of their IDP status.



**Fig. 102. Share of respondents who fully or partially agree with the statement that having IDP status does not affect the feeling of professional stability, by region of current stay, (% and Likert scale scores)**

If we consider the respondents’ answers by place of residence before displacement, the situation is similar: the highest level of confidence was recorded among residents of the Autonomous Republic of Crimea and Kyiv, as well as among those who left the areas of active hostilities (Fig. 103). In contrast, residents of Zaporizhia, Sumy and Luhansk regions demonstrate significantly lower confidence indicators.

The greatest optimism regarding the issue of job retention among IDPs is demonstrated by young people aged 18–24 (77.4%) and older respondents aged 55–65 (71.2%) (calculated based on data in Fig. 104). This can be explained, on the one hand, by the flexibility and adaptability of young people, and on the other hand, by the life experience and resilience of the older generation. In contrast, the 25–44 age group demonstrates a reduced level of confidence (around 55–61%).

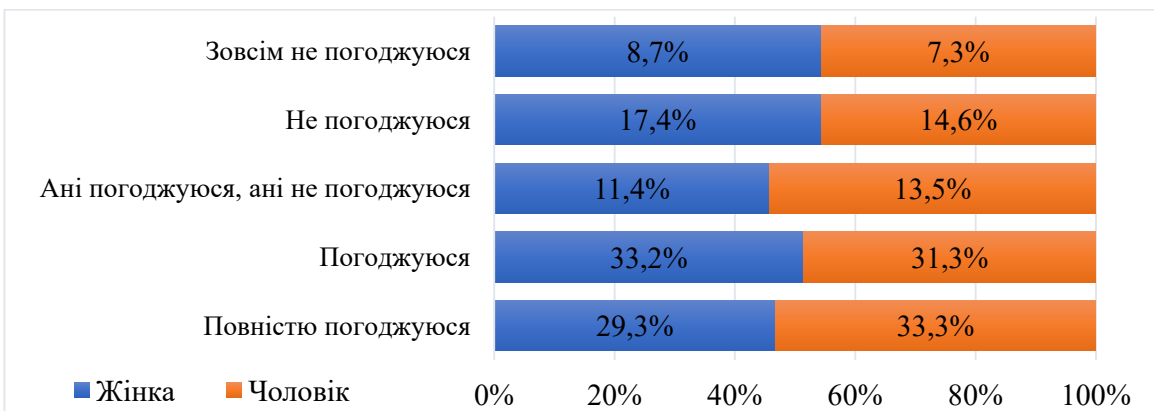


**Fig. 103. Level of agreement of respondents on the Likert scale with the statement that having IDP status does not affect the feeling of professional stability, by region of origin, scores**



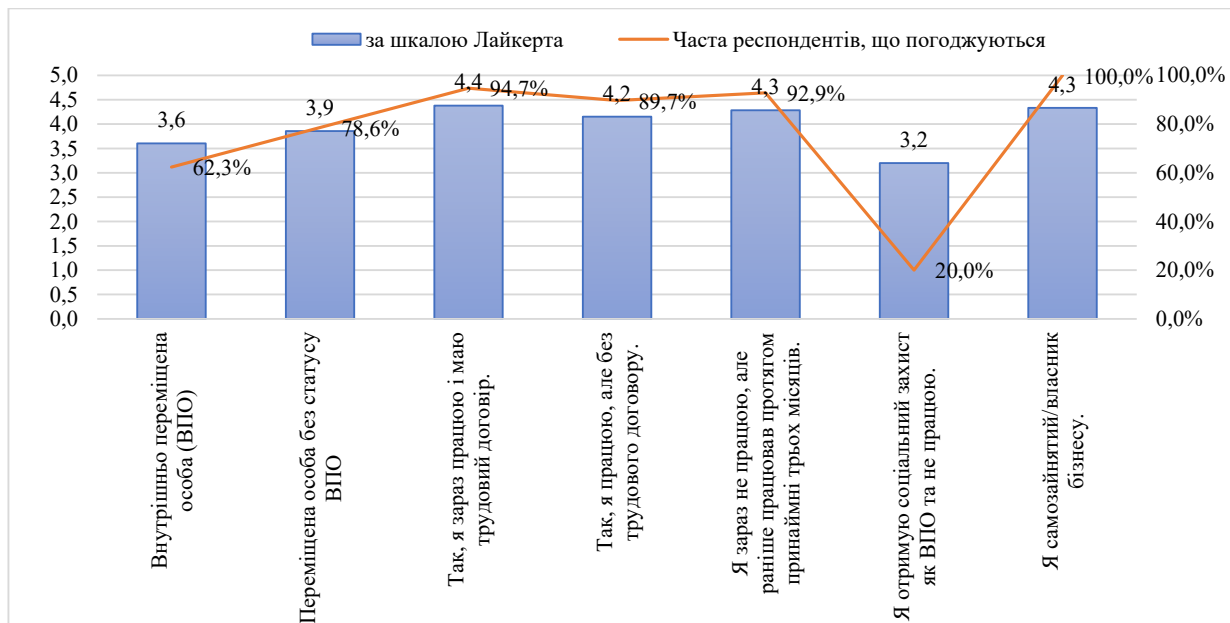
**Fig. 104. Distribution of respondents' answers about the impact of IDP status on the feeling of professional stability by age groups, persons**

Men are generally slightly more confident in their employment than women (64.6% vs. 62.5%), although the difference is not critical (Fig. 105).



**Fig. 105. Gender distribution of respondents' responses regarding the impact of IDP status on the feeling of professional stability**

Among officially registered IDPs, only 62.3% of respondents feel protected from dismissal. A significantly higher level of confidence is found among those who have moved but have not received official IDP status (78.6%). This may indicate certain stereotypes or hidden discrimination against registered IDPs (Fig. 106).



**Fig. 106. Share of respondents who fully or partially agree with the statement that IDP status does not affect the feeling of professional stability, depending on the presence of official IDP status and current employment status (% and Likert scale scores)**

The overall result of the survey shows that less than two-thirds of IDPs (63.1%) are not worried about being fired because of their status. This means that a certain part of the respondents still feel the risk of discrimination or employment instability.

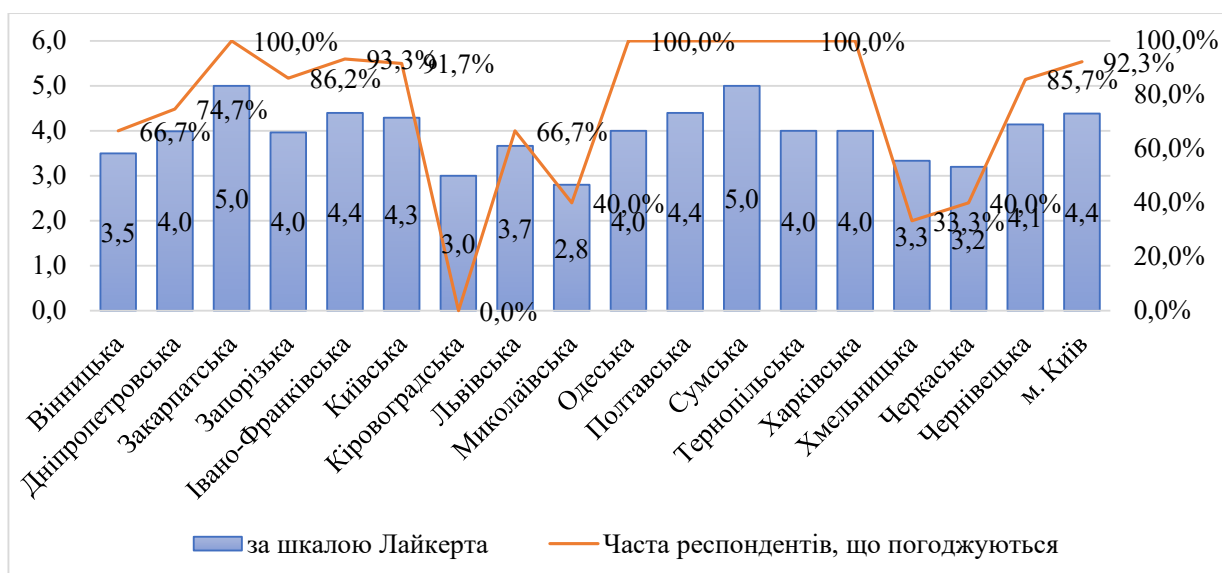
Workers without official employment and residents of certain regions (Zaporizhzhia, Mykolaiv regions) are especially vulnerable.

Thus, the results of the study emphasize the need to strengthen measures to protect the labor rights of IDPs, in particular, ensuring guarantees of official employment and overcoming hidden prejudices in the labor market.

### Social recognition and respect in the workplace.

Overall, 81.1% of respondents agree with the statement that they are valued and respected in the work team. The average value on the Likert scale is 4.1, which corresponds to a high level of agreement.

Quite interesting dynamics can be observed in the regions. The highest indicators of a sense of respect were recorded in Zakarpattia, Luhansk, Sumy, Ternopil, Kharkiv and Poltava regions, where 100.0% of respondents fully agreed with this statement. At the same time, in Mykolaiv (40.0%) and Cherkasy (40.0%) regions, this indicator is significantly lower, which may indicate a lower level of integration or local problems of labor relations (Fig. 107).

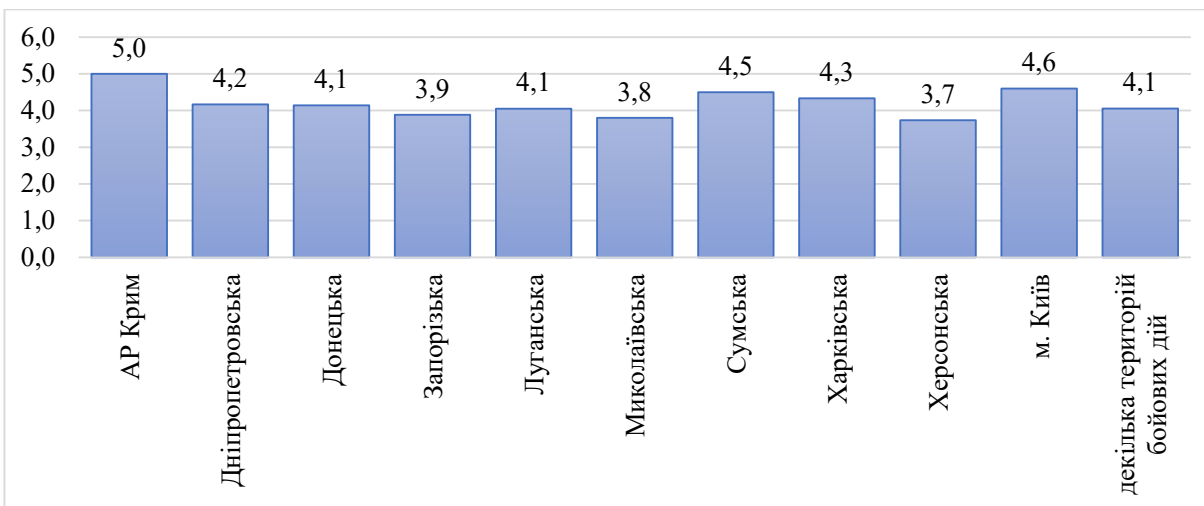


**Fig. 107. The share of respondents who fully or partially agree with the statement that they are valued and respected in the work team by region of current residence (% and Likert scale scores)**

In the city of Kyiv, 92.3% of respondents confirmed that they feel respected at work, which is one of the highest indicators among all regions.

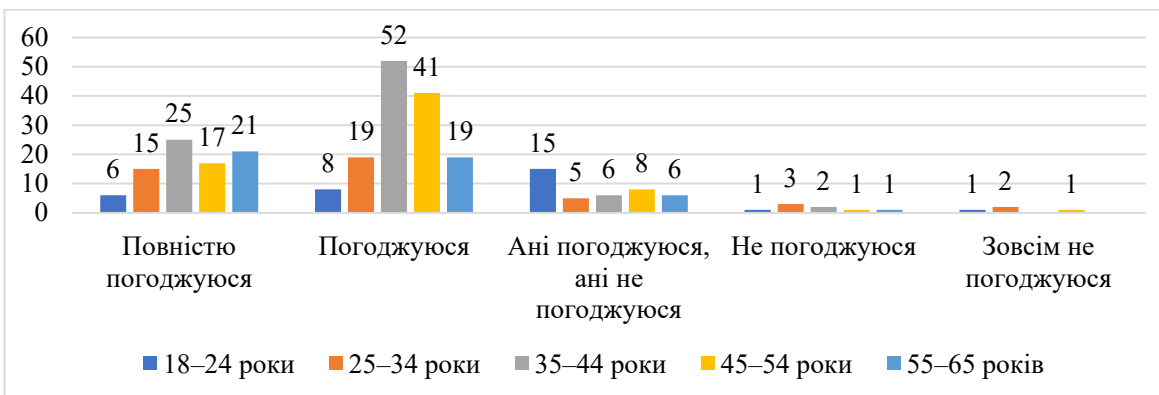
An analysis of responses by region of previous residence indicates the general stability of high values (Fig. 108): in particular, in the Kharkiv region, 93.3% of respondents confirmed the presence of experience of respectful treatment at work. At the

same time, in the Kherson region, this indicator is lower and amounts to 67.6%, which is somewhat different from the average all-Ukrainian level.



**Fig. 108.** The level of agreement of respondents on the Likert scale with the statement that they are valued and respected in the work team by region of previous residence, points

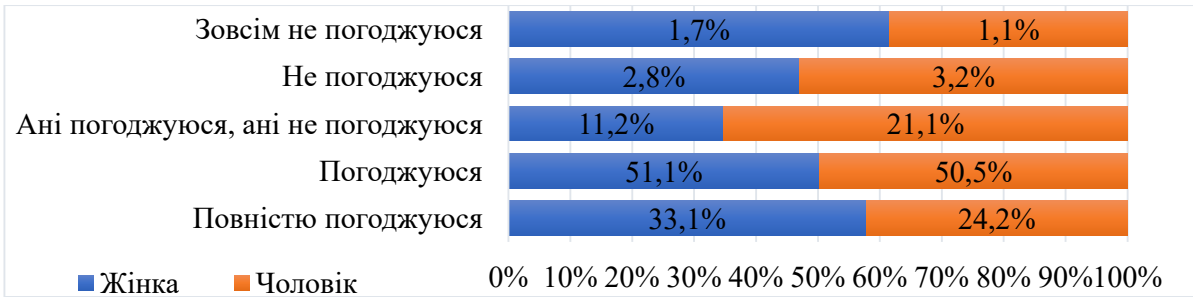
A statistically significant relationship was found between the age of respondents and the feeling of respect in the workplace (Fig. 109). The lowest indicators are observed among young people aged 18–24 (45.2% - calculated based on Fig. 109), which may be due to both their lower integration into work teams and specific age-related challenges in the labor market.



**Fig. 109.** Distribution of respondents' answers regarding being valued and respected in the work team by age groups, individuals

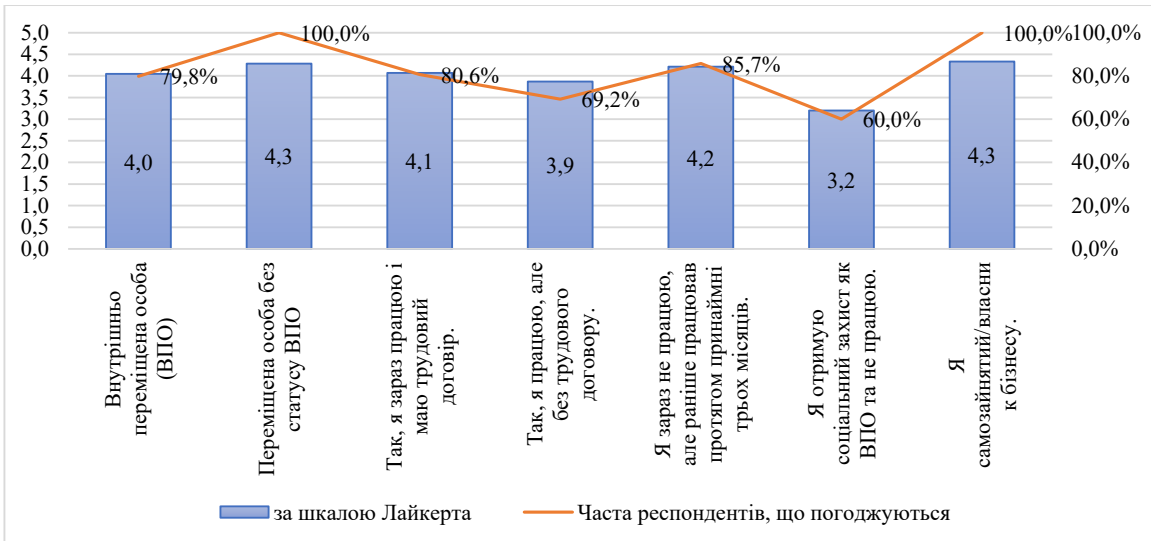
The highest level of agreement is among respondents aged 35–65, where the share of those who feel respected exceeds 85.0%.

Among women (Fig. 110), the level of agreement is 84.3%, which is even higher than the average. Men demonstrated a slightly lower result (74.7%). This may indicate that women, despite traditional barriers in the labor market, more often note positive experiences of respect in work teams.



**Fig.110. Gender distribution of respondents' answers regarding being valued and respected in the work team**

IDPs generally confirm a high level of respect – 79.8%, although this figure is slightly lower than that of respondents without official IDP status (100.0%). This indicates that even in a situation of forced mobility, work teams mostly integrate and support new employees (Fig. 111).



**Fig. 111. Share of respondents who fully or partially agree with the statement that they are valued and respected in the workplace, depending on their official IDP status and current employment status (% and Likert scale scores)**

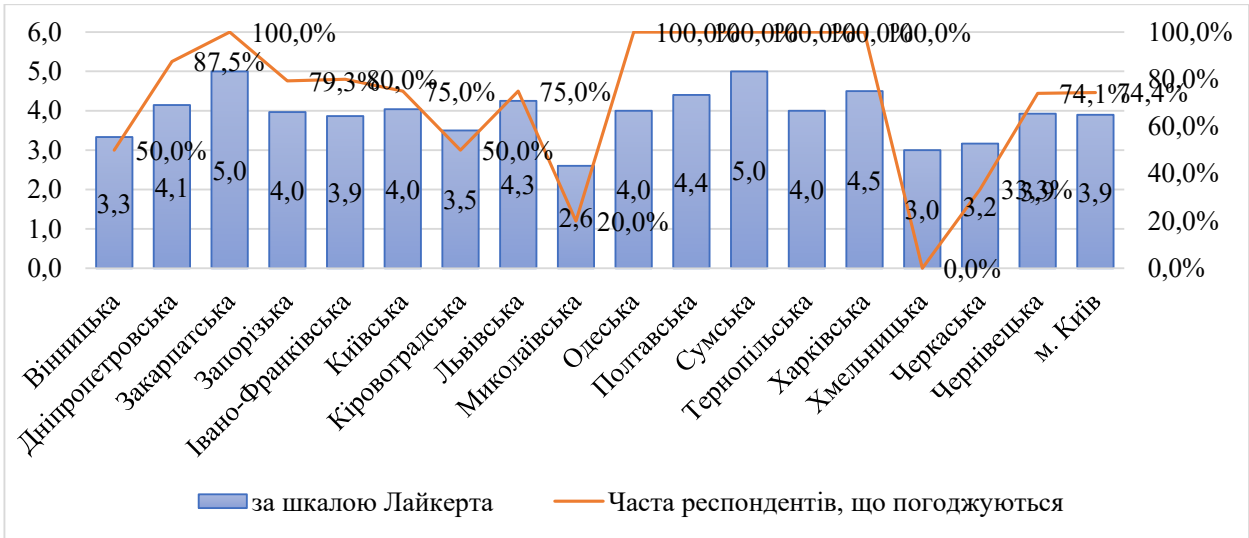
The highest level of confidence in feeling respected in the workplace was demonstrated by the self-employed and business owners (100.0%), as well as those officially employed under an employment contract (80.6%). In contrast, among those employed without formal registration, the level of agreement is lower and amounts to 69.2%, which may indicate more vulnerable working conditions and limited social protection guarantees (Fig. 111).

In general, the survey results confirm a high level of interpersonal respect for employees. The lowest rates are observed among young people and those working without employment contracts, while older age groups, the self-employed and business owners demonstrate the highest level of satisfaction with this aspect.

The results obtained indicate that even in the context of military challenges and forced migration, a high level of culture and mutual respect in the work environment is maintained in Ukrainian society, which is an important factor in social cohesion and economic stability.

### **Respondents' assessment of the possibility of freely expressing their opinions on working conditions**

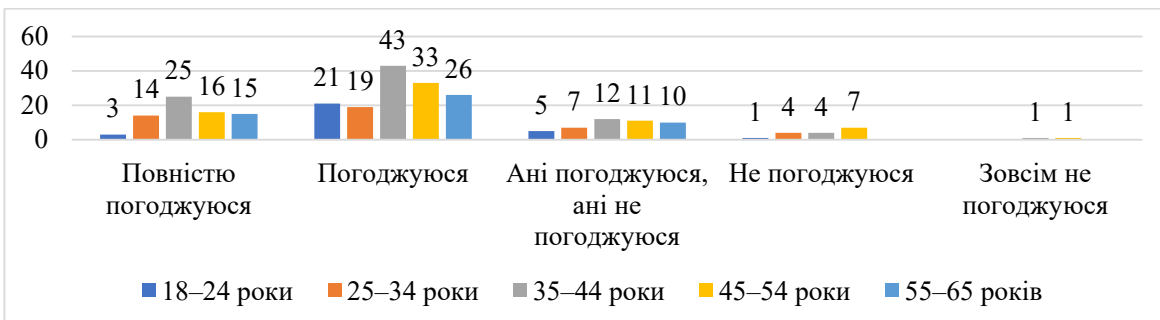
The results of the study indicate that in general 77.3% of respondents agree or completely agree with the statement that they can freely express their opinions in the workplace. The average Likert scale score is 4.0, indicating a predominantly positive, albeit uneven, perception of this aspect of the work environment (Fig. 112).



**Fig. 112. Share of respondents who fully or partially agree with the statement that they can freely express their opinion at the workplace by region of current residence (% and Likert scale scores)**

The highest level of feeling of freedom in expressing their own opinions was demonstrated by respondents from Zakarpattia, Luhansk, Poltava, Sumy, Ternopil, Kharkiv and Odessa regions - in these regions 100.0% of respondents noted that they can openly talk about working conditions. In contrast, the lowest indicators were recorded in Mykolaiv (20%) and Khmelnytskyi regions, which indicates the presence of structural barriers in the communication of employees with management.

The highest level of support for free expression is in the age groups 55–65 years old (80.4%) and 18–24 years old (80.0%). The lowest level is in the 45–54 age group (72.1%), which may be due to greater caution in statements among middle-aged workers (calculated based on data in Fig. 113).

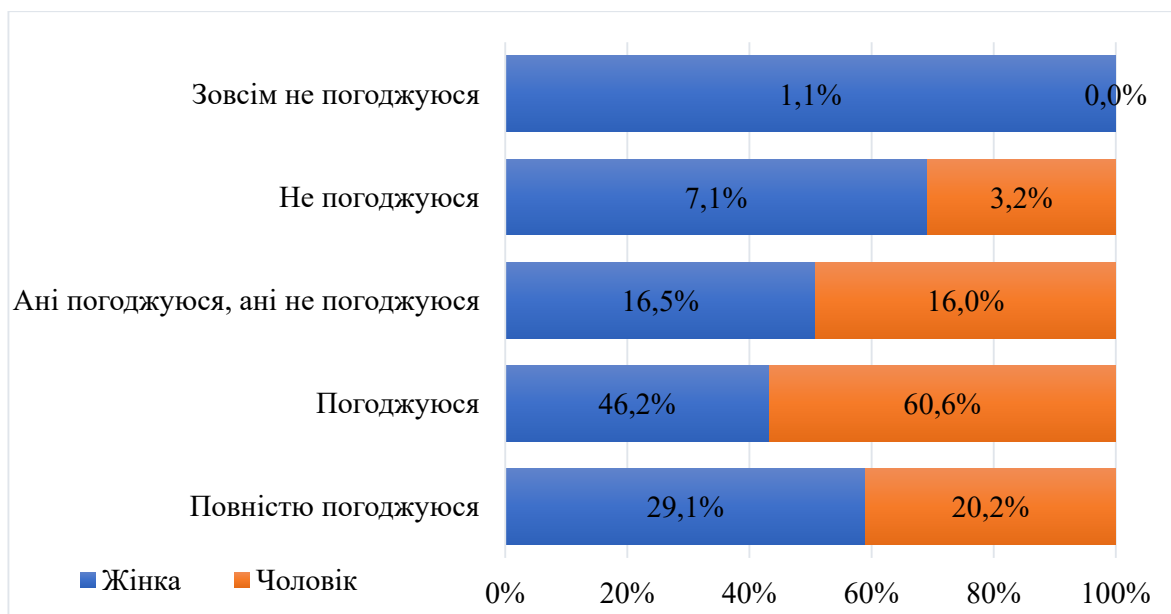


**Fig. 113. Distribution of respondents' answers regarding the possibility of freely expressing their opinion in the workplace by age groups, persons**

Men demonstrate a higher level of agreement (80.8%) compared to women (75.3%). This may reflect the difference in the perception of the internal corporate culture and willingness to defend one's position (Fig. 114).

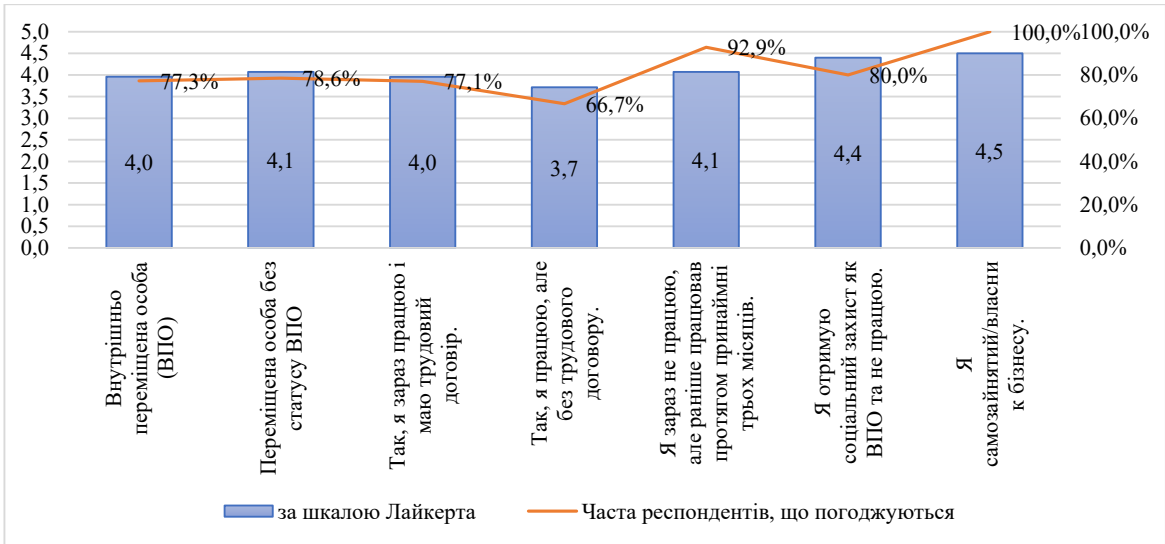
Freely expressing one's opinion is considered possible by:

- 77.3% of internally displaced persons,
- 78.6% of displaced persons without official IDP status,
- 100% of those who classified themselves as "other" or refused to specify their status.



**Fig. 114. Gender distribution of respondents' answers regarding the ability to freely express their opinion in the workplace**

These data demonstrate that the presence or absence of official IDP status does not have a decisive impact on the subjective feeling of freedom in the labor sphere (Fig. 115).



**Fig. 115. Share of respondents who fully or partially agree with the statement that they can freely express their opinion at the workplace, depending on their official IDP status and current employment status (% and Likert scale scores)**

The highest level of confidence in the ability to freely express their opinion was demonstrated by self-employed individuals and business owners (100.0%). High rates were also recorded among respondents who had previous work experience but were not employed at the time of the survey (92.9%). The lowest values were observed among persons working without a formal contract (66.7%) and among recipients of social protection as internally displaced persons (60.0%).

These results confirm the hypothesis that the formalization of employment relations and the employee's autonomy directly affect the feeling of freedom of expression regarding working conditions. Overall, the level of freedom of expression is assessed as high, but significant regional and socio-demographic differences were also identified. The greatest risks of alienation and silencing of problems are observed among workers without formal registration and in regions with a low level of social dialogue.

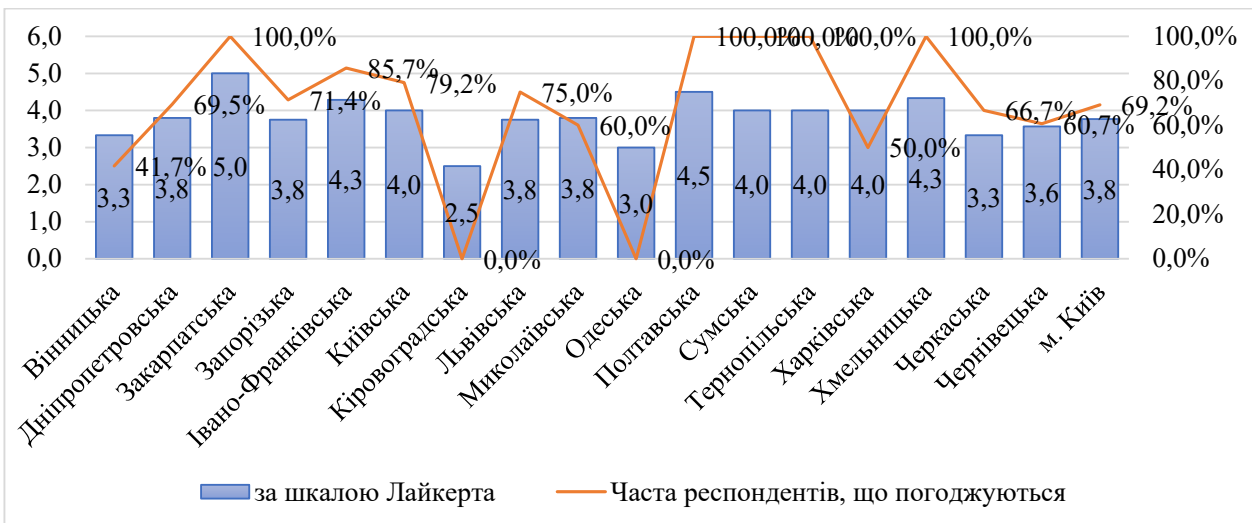
Thus, increasing the level of trust between employees and employers, as well as institutionalizing effective feedback mechanisms, can become key prerequisites for the formation of a more open and fair work environment.

### Objectivity of assessment of respondents' work performance

On average, 69.9% of respondents fully or partially agree that the results of their work performance are assessed objectively, while almost a third express doubts or objections. The average value on the Likert scale is 3.8, which reflects a predominantly positive perception, but with significant fluctuations depending on the region, age and professional status (Fig. 116).

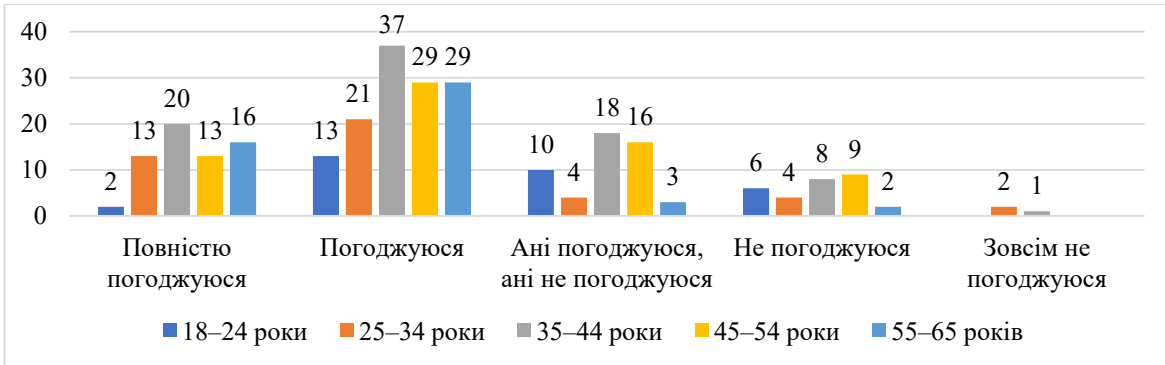
By place of current residence, the highest level of agreement with the statement was demonstrated by respondents from Poltava, Khmelnytskyi, Ternopil and Sumy regions (100.0%). At the same time, in regions such as Kirovohrad, Luhansk and Odesa, the level of agreement was zero.

Age analysis shows that young respondents aged 18–24 were the most critical of the objectivity of the assessment: only 48.4% of them agreed with the statement.



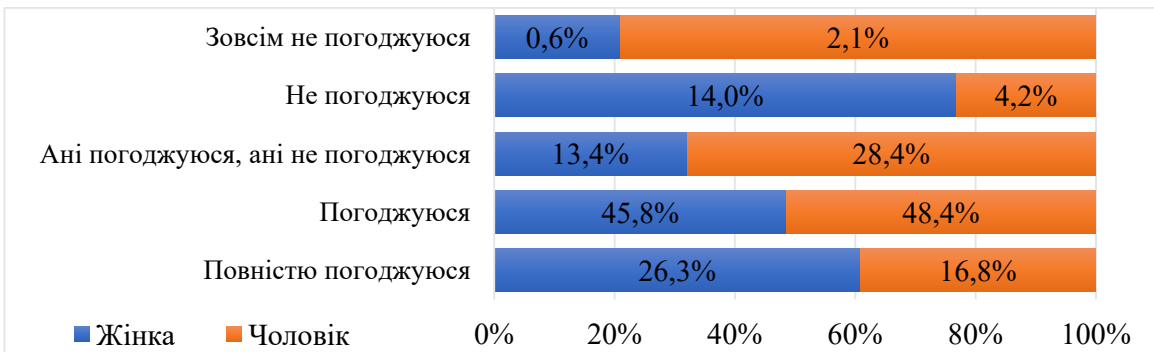
**Fig. 116. The share of respondents who agreed with the statement that the results of their work are assessed objectively in terms of the regions of current stay, (% and points on the Likert scale)**

In contrast, among respondents aged 55–65, positive assessments reach 90.0%, which may indicate both greater tolerance and differences in the experience of perception of labor relations (calculated based on data in Fig. 117).



**Fig. 117. Distribution of respondents' answers regarding the objectivity of the assessment of their work results, persons**

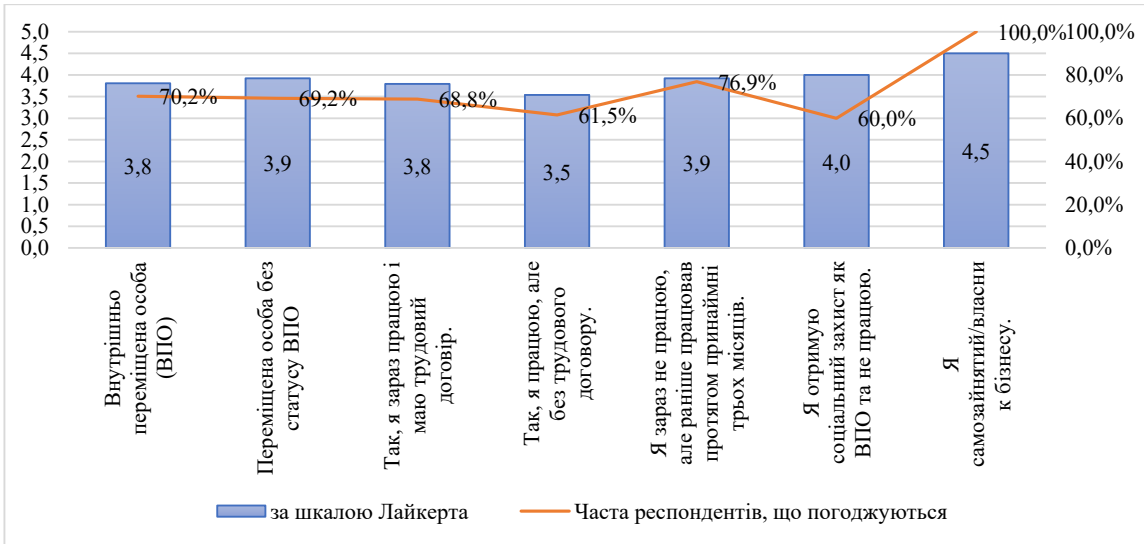
Women are somewhat more likely than men to agree with the objectivity of the assessment of their work (72.1% vs. 65.3%). This may reflect the specifics of employment by gender and different expectations from the work environment (Fig. 118).



**Fig. 118. Gender distribution of respondents' answers regarding the objectivity of the assessment of their work results**

Among IDPs, 70.2% of respondents consider the assessment of their work objective. Similar results were recorded among persons without official IDP status (69.2%). At the same time, in the “Other” category, the level of trust in the fairness of the assessment is significantly lower and amounts to 50.0% (Fig. 119).

The highest levels of agreement are observed among self-employed persons and business owners (100.0%), as well as among respondents who were not working at the time of the survey but had previous work experience (76.9%). In contrast, among those working without an official employment contract, the level of agreement is significantly lower – 61.5%, which indicates the greater vulnerability of this category in the labor market.



**Fig. 119. Share of respondents who fully or partially agree with the statement that the results of their work are assessed objectively, depending on their official IDP status and current employment status (% and Likert scale scores)**

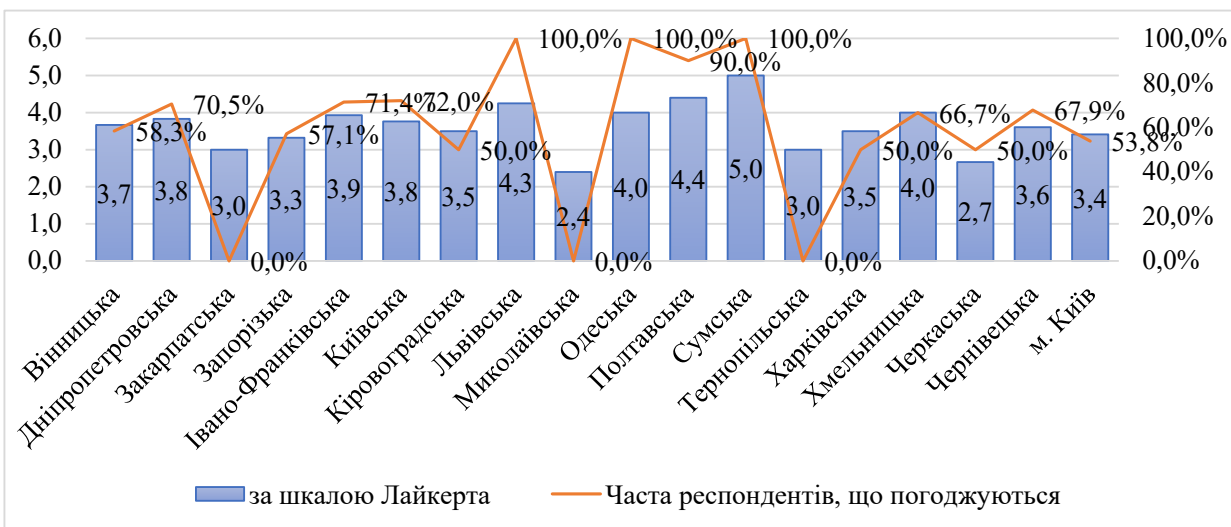
The results obtained confirm the fact that the problem of objectivity in assessing work results remains debatable. In general, about 70.0% of respondents consider the assessment of their work to be fair, but significant differences can be observed depending on regional origin, age and employment status. The most vulnerable groups are young people and workers without formal registration, while older age groups and the self-employed demonstrate the highest level of confidence in the fairness of the assessment.

### Work-life balance

Overall, 65.0% of respondents agreed with the statement that they have the opportunity to devote enough time to their own life and family, with the average value on the Likert scale being 3.7 points (Fig. 120). These results indicate a relatively positive assessment of the balance between professional activities and family life.

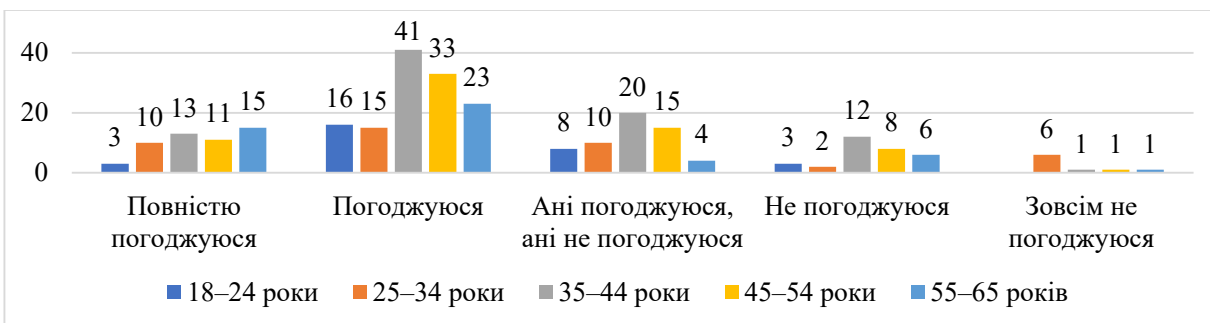
At the same time, the analysis of regional differences demonstrates significant fluctuations in satisfaction levels. The highest indicators were recorded in Poltava region (4.4 points; 90%) and Lviv region (4.3 points; 100%). The lowest values are observed in Mykolaiv region (2.4 points; 0%) and Kyiv city (3.4 points; 53.8%). Such an imbalance can be explained by differences in socio-economic conditions and workload intensity in different regions.

The age analysis showed that the representatives of older age groups are most satisfied with the availability of time for the family. In particular, in the 55–65 age group, the level of agreement reaches 77.6%, while in the 25–34 age group this figure is only 58.1%.



**Fig. 120. Share of respondents who fully or partially agree with the statement that they have the opportunity to devote enough time to their own life and family, by region of origin, (% and Likert scale scores)**

This difference may be explained by different lifestyles, levels of professional employment, and the presence of more stable life priorities in older age (calculated based on data in Fig. 121).

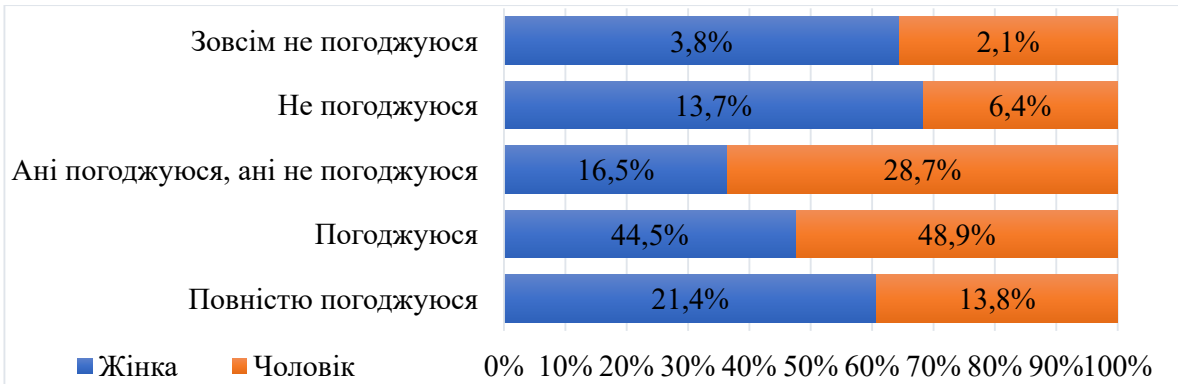


**Fig. 121. Distribution of respondents' answers about sufficiency of time for their own life and family, by age groups, individuals**

There is a slight difference by gender: women (65.9%) agree with the statement somewhat more often than men. A slight difference is observed by gender: (62.8%) (Fig.

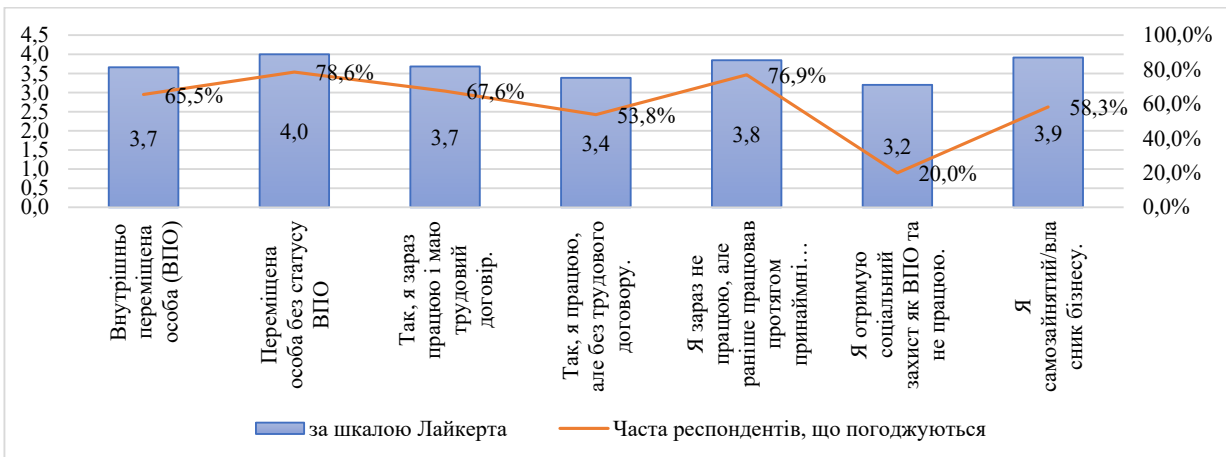
122). This may indicate a certain redistribution of roles in the family, where women, even in difficult conditions, find ways to combine work and family responsibilities.

The analysis of the answers by the employment status of the respondents deserves special attention. The greatest satisfaction is demonstrated by those who are officially employed (67.6%) or have previous work experience (76.9%).



**Fig. 122. Gender distribution of respondents' answers regarding sufficiency of time for their own life and family**

In contrast, among those who receive social protection and do not work, the level of agreement is the lowest - only 20.0%. This indicates the importance of work integration for maintaining a balance between work and private life (Fig. 123).



**Fig. 123. Share of respondents who fully or partially agree with the statement that they have the opportunity to devote enough time to their own life and family, depending on the presence of IDP status and current employment status (% and Likert scale scores)**

Thus, the results of the study indicate the heterogeneity of the social experience of IDPs and the population of Ukraine as a whole. Although the overall indicator of

satisfaction with life balance can be assessed as relatively positive, it varies significantly in different regions and social groups. This emphasizes the need for targeted support programs focused on the specific needs of different age, gender and socio-economic categories of the population.

## Participation of IDPs in social life and the exercise of civil rights

### Feeling of freedom in the local community of residence

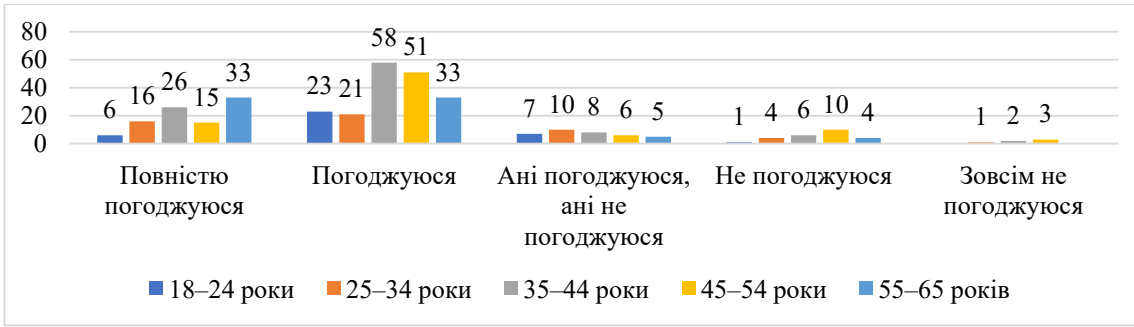
A total of 350 respondents answered the question “Do they feel free in the local community?”. More than four-fifths of them (273 people, 80.9%) feel free (fully agreed or agreed), the average score was 4.0 points.

The highest level of freedom was recorded in Sumy, Kharkiv and Khmelnytsky regions (100.0%), the lowest – in Mykolaiv and Ternopil regions (Fig. 124).



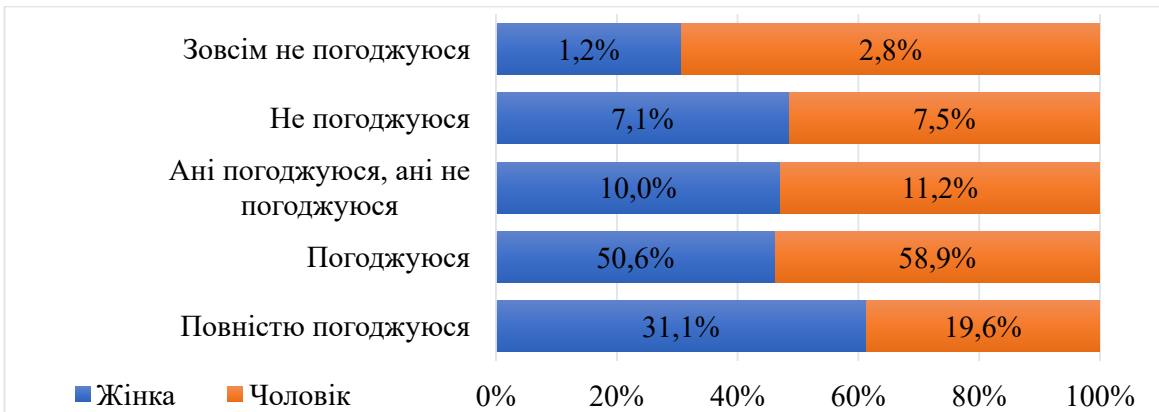
**Fig. 124. Share of respondents who fully or partially agree with the statement that they feel free in the local community, by region of current residence, (% and Likert scale scores)**

The most confident respondents belong to the age group 55–65 (88.0% agree, 4.3 points), and the least confident group of respondents was the group aged 25–34 (71.2%, 3.9 points) (calculated based on data in Fig. 125).

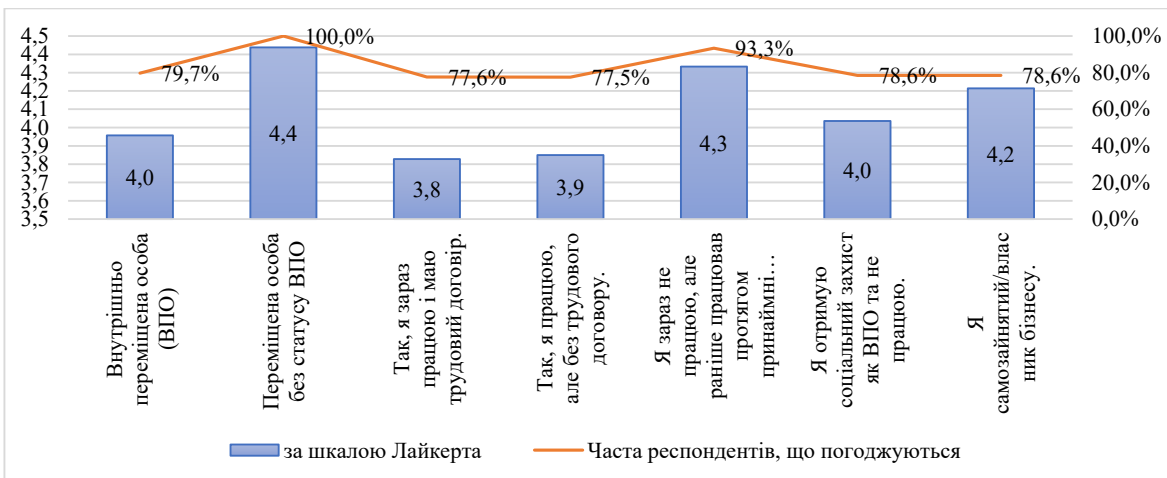


**Fig. 125. Distribution of respondents' answers regarding the feeling of freedom in the local community of residence by age groups, persons**

Gender: Women are slightly more likely than men to agree (81.7% vs. 78.5%) (Fig. 126).



**Fig. 126. Gender distribution of respondents' responses regarding the feeling of freedom in the local community of residence**



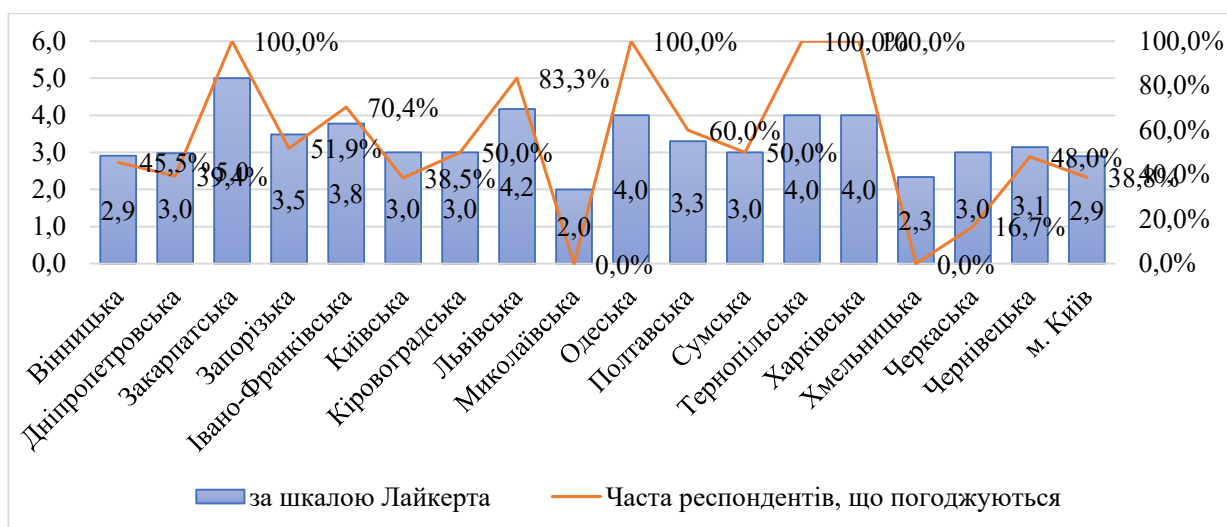
**Fig. 127. Share of respondents who fully or partially agree with the statement that they feel free in the local community, depending on the presence of official IDP status and current employment status, (% and Likert scale scores)**

Officially registered IDPs assess the level of freedom lower (79.7%) compared to unregistered ones (100.0%) (Fig. 127).

Despite the dominance of positive assessments, significant regional differences indicate inequality in IDPs' access to full integration.

**Participation in events organized by representatives of the respondents' region of origin**

The average Likert scale score is 3.1, and the share of those who agree with the statement that they participate in events organized by representatives of the region of origin reaches 45.2%. This indicates that almost half of the migrants support the cultural and social initiatives of their fellow countrymen, but a significant portion either distances itself from them or takes a neutral position.



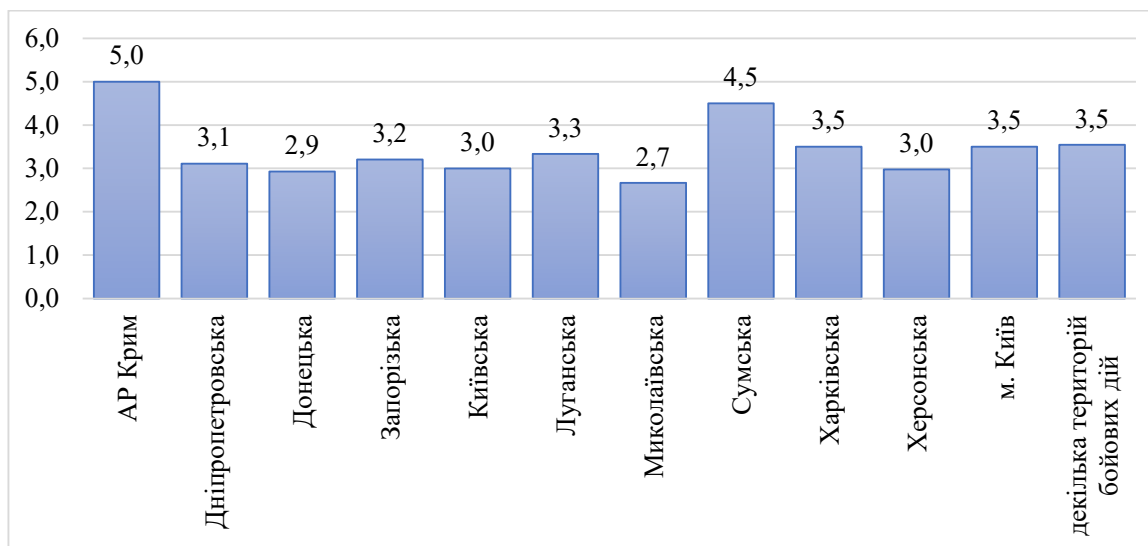
**Fig. 128. Share of respondents who fully or partially agree with the statement that they participate in events organized by representatives of the region of origin by region of current residence (% and Likert scale scores)**

Analysis of responses by region of current residence indicates uneven levels of such participation (Fig. 128):

— The highest rates are reported by respondents from Zakarpattia, Odessa, Ternopil, Kharkiv (100.0%) and Lviv (83.3%) regions. This indicates the activity of local communities and a high level of self-organization.

IDP residents of Poltava (60.0%), Sumy (50.0%), Kirovohrad and Luhansk (50.0%) regions position themselves at an average level of participation in the life of local communities. And the lowest rates were demonstrated by: Mykolaiv (0%), Khmelnytskyi (0%), Cherkasy (16.7%) regions. Here, the communities either do not have sufficient resources, or the immigrants are less willing to participate in such initiatives.

In the capital, only 38.8% agree with this statement, which demonstrates the dispersion of community ties in a large metropolis.

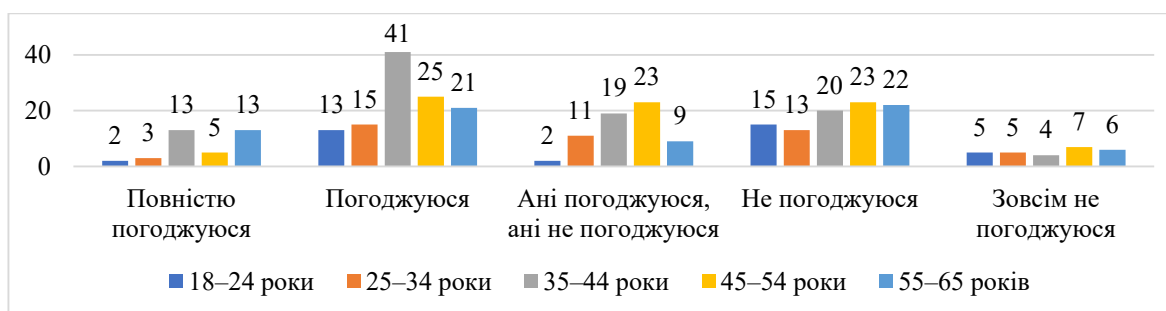


**Fig. 129. Level of agreement of respondents on the Likert scale with the statement that they participate in events organized by representatives of the region of origin, by region of origin, points**

Participation indicators also depend on the region from which respondents left (Fig. 129). The highest values are among IDPs from the Autonomous Republic of Crimea and Sumy (100.0%), Kharkiv (65.4%) and Luhansk (53.8%) regions, IDPs from several areas of hostilities (63.6%). Low activity is observed among representatives of Donetsk (38.7%), Kherson (37.2%) and Dnipropetrovsk (33.3%) regions.

All this indicates that, as a rule, communities from regions that have been in a state of war for a longer time (the Autonomous Republic of Crimea, Luhansk region) are more likely to form close compatriot networks.

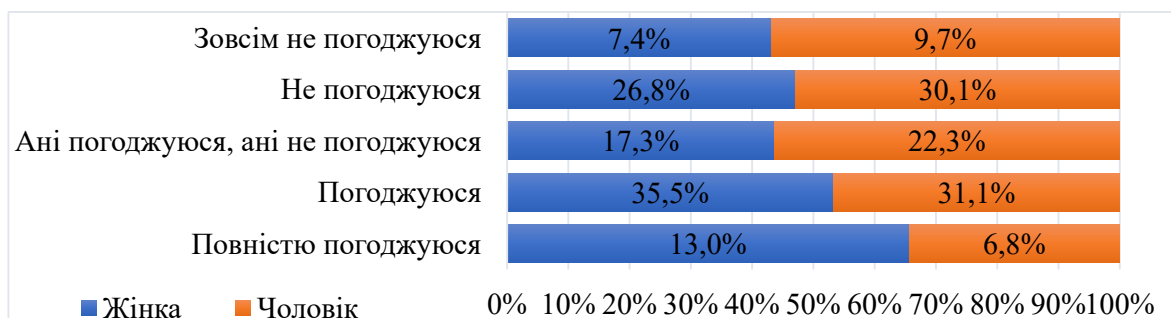
Respondents in the 35–44 age group (55.7%) are most actively involved in community activities, which can be explained by their social stability and activity. Older immigrants (55–65 years old) also have a relatively high level of involvement (47.9%).



**Fig. 130. Distribution of respondents' responses regarding participation in events organized by representatives of the region of origin by age groups, persons**

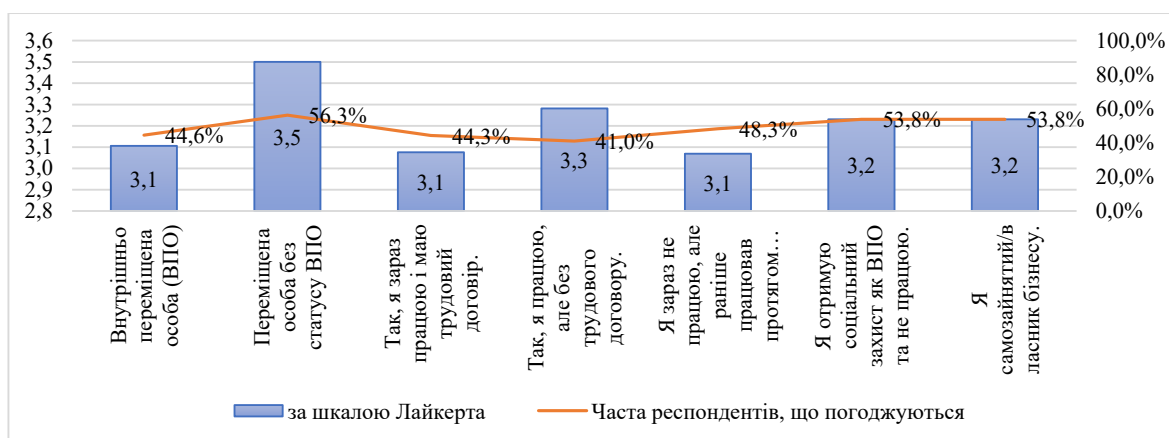
The least participating are young people aged 18–24 (40.5%) and the group of 25–34 (38.3%). This may be due to the fact that younger people integrate more easily into new environments and need less support from their fellow countrymen (calculated based on data from Fig. 130).

Women are more active in supporting the activities of their fellow countrymen: 48.5% agree with the statement. Men demonstrate a lower level of participation – 37.9%. This reflects the general trend towards greater social activity of women in public and cultural initiatives (Fig. 131).



**Fig. 131. Gender distribution of respondents' responses regarding participation in events organized by representatives of the region of origin**

Among persons with official IDP status, 44.6% participate in events organized by representatives of the region of origin (Fig. 132). 132). Displaced persons without IDP status demonstrate a slightly higher rate of involvement – 56.3%, which may indicate a greater need for informal communities due to the lack of state support. Persons who do not want to identify their status also demonstrate relatively high levels of participation (50.0%).



**Fig. 132. Share of respondents who fully or partially agree with the statement that they participate in events organized by representatives of the region of origin, depending on the presence of official IDP status and current employment status, (% and Likert scale scores)**

The relationship between economic status and participation in community events is quite interesting:

— The most active are those who receive social protection as IDPs and are not working (53.8%), as well as self-employed/business owners (53.8%).

— Among the officially employed, only 44.3% participate in events organized by representatives of the region of origin.

— The lowest participation is among the unofficially employed (41.0%) and the unemployed with previous work experience (48.3%).

Overall, the participation of IDPs in community events is approximately 45.0%, reflecting an average level of cohesion.

The most active groups are middle-aged IDPs, women, people from Crimea, Kharkiv, Luhansk regions, as well as those who do not have official IDP status but seek to preserve their cultural identity.

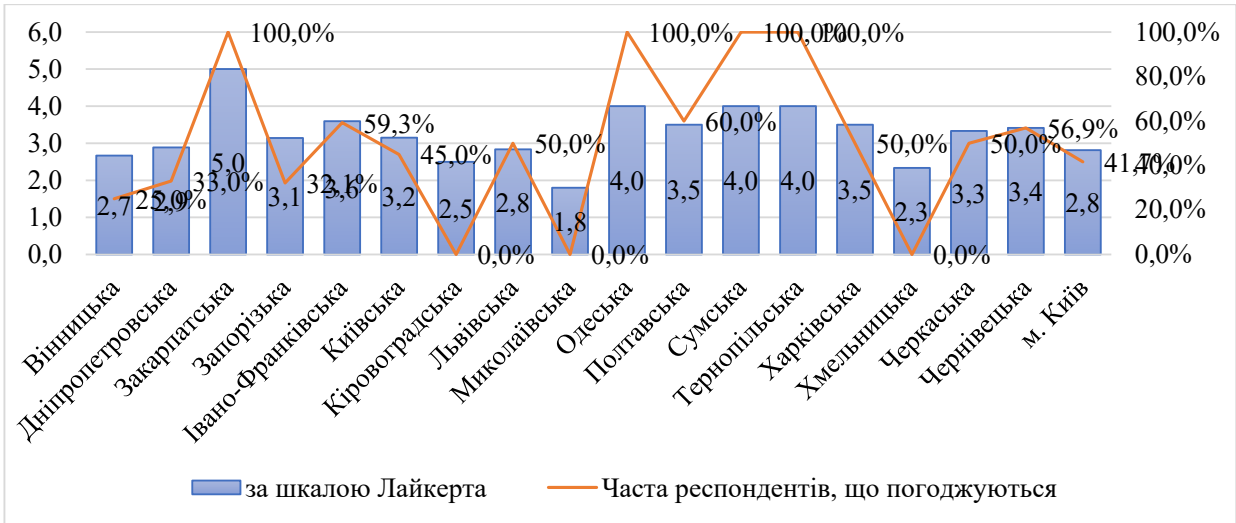
The least involved are young people, IDPs from Donetsk and Kherson regions, and officially employed men.

Regional differences indicate that local communities play different roles in different communities: in some they are powerful centers of cultural life, in others they remain weak or almost absent.

### **Respondents' involvement in local social and cultural events**

IDP participation in local social and cultural life is at a moderate level. The average value on the Likert scale is 3.1 points, and the share of those who agree with the statement that they participate in such events is 42.4%. This indicates that less than half of the respondents feel integrated into the socio-cultural space of the communities where they currently live.

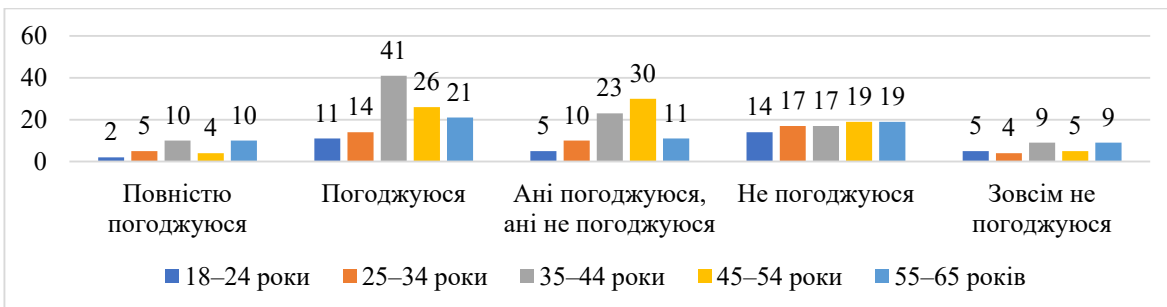
Analysis by region revealed quite significant contrasts (Fig. 133). The highest level of agreement is demonstrated by respondents from Zakarpattia, Odessa, Sumy and Ternopil regions (100.0%), as well as Ivano-Frankivsk (59.3%), Poltava (60.0%) and Chernivtsi (56.9%) regions. On the other hand, in Mykolaiv, Kirovohrad, Luhansk and Khmelnytsky regions, a complete or almost complete lack of agreement to participate in such events was recorded.



**Fig. 133. Share of respondents who fully or partially agree with the statement that they participate in local social and cultural events, by region of current residence, (% and Likert scale scores)**

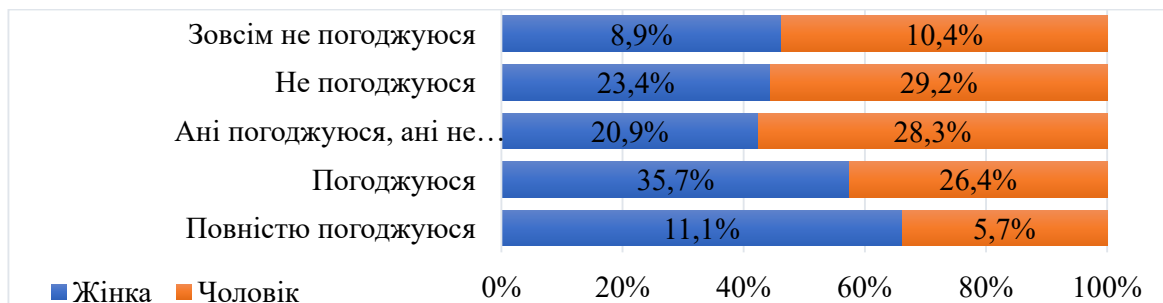
Thus, in the “western region” of the country (Zakarpattia, Ivano-Frankivsk, Chernivtsi) and in Poltava region, IDPs demonstrate greater openness and inclusion in local life, while in certain territories of the central and southern regions, integration processes are noticeably weaker.

The most active in attending socio-cultural events are respondents in the age group 35–44 years (51.0%), which indicates the desire of this category to form new social ties. Young people (18–24 years) remain less integrated – only 35.1% confirmed their participation. Importantly, even in older groups (55–65 years old) there is a relatively higher level of involvement (44.3%), which may be due to the desire for social support (calculated based on data in Fig. 134).



**Fig. 134. Distribution of respondents' responses regarding participation in local social and cultural events by age group, persons**

Women are more likely than men to report participation in local events: 46.8% versus 32.1%. This may be due to the traditionally higher social activity of women in communities, as well as their greater focus on communication and support of social networks (Fig. 135).

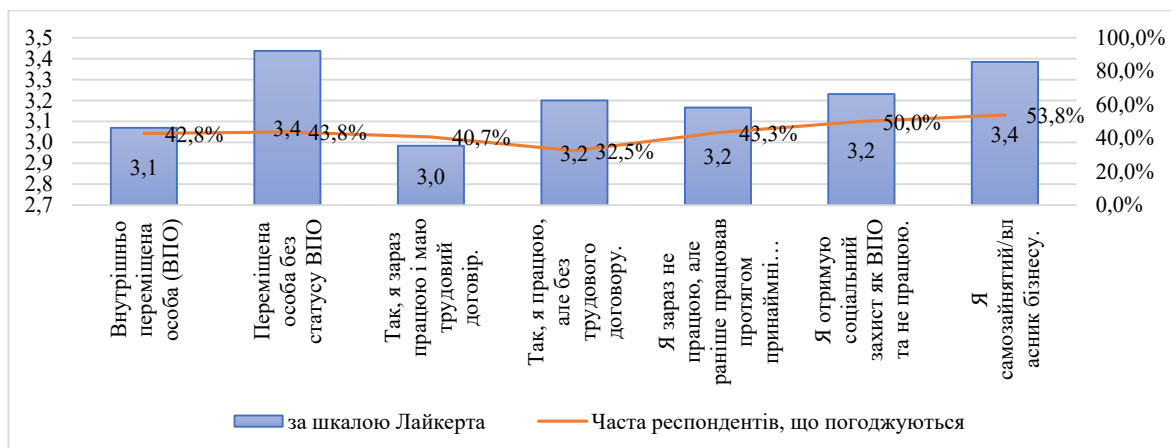


**Fig. 135. Gender distribution of respondents' responses regarding participation in local social and cultural events**

The actual presence of an IDP's official status did not become a significant factor in engagement (Fig. 136): the level of engagement among official IDPs is 42.8%, and among those without formal status – 43.8%. This indicates that the issue of legal registration has a lesser impact on socio-cultural integration than other factors (region, age, employment).

The level of employment of respondents turned out to be a more significant factor in socio-cultural integration: the highest participation rates are demonstrated by the self-employed/business owners (53.8%) and those who receive social protection and are not working (50.0%), while the lowest level is observed among those working without an official contract (32.5%). Among those officially employed, the share of those involved is 40.7%.

This allows us to conclude that economic stability and social guarantees contribute to greater integration into the cultural life of the community.



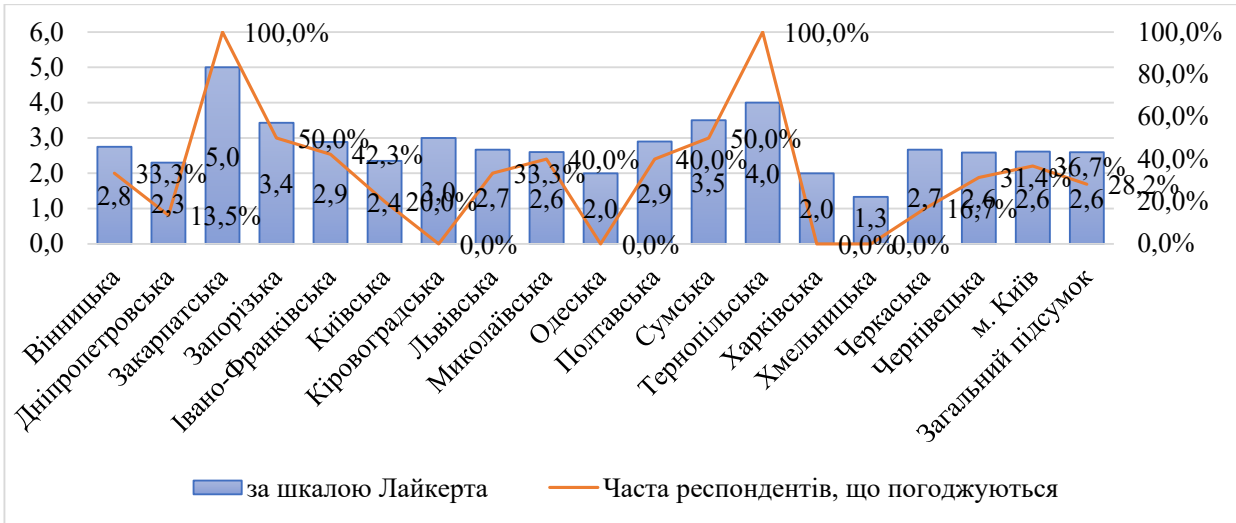
**Fig. 136. Share of respondents who fully or partially agree with the statement that they participate in local social and cultural events, depending on the presence of official IDP status and current employment status, (% and Likert scale scores)**

The results obtained indicate that the process of socio-cultural integration of IDPs occurs unevenly: it depends on regional characteristics, age, gender and economic status of respondents. Despite the fact that the average level of involvement remains moderate (3.1 points), individual groups demonstrate high activity, which opens up the potential for the development of local support programs.

In general, it can be stated: cultural practices are an important resource for the integration of IDPs, but they require additional support and the creation of inclusive opportunities in those regions where the level of involvement remains low.

### **Participation in volunteering and charitable organizations**

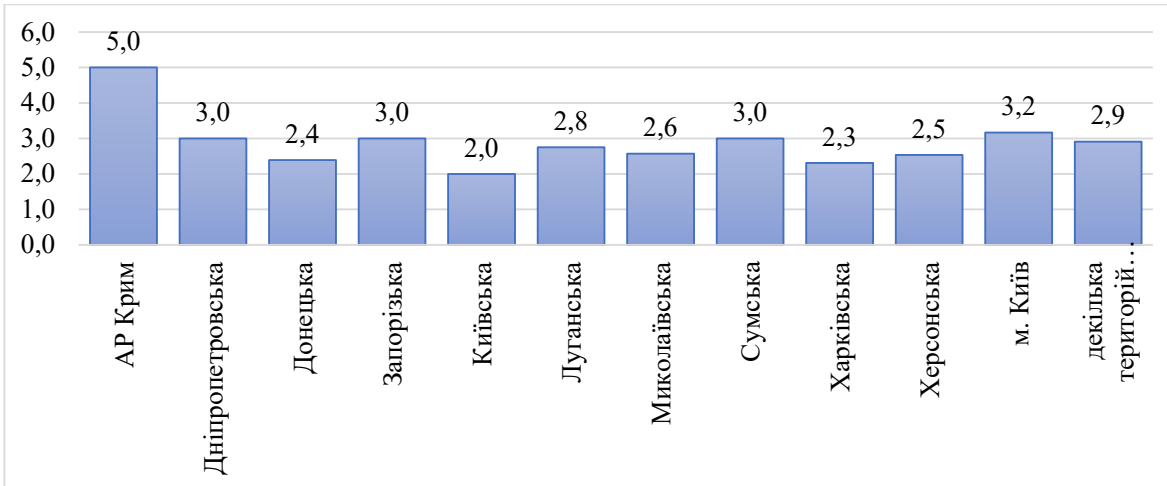
Only 28.2% of respondents stated that they volunteer at least once a month or participate in the activities of charitable or non-profit organizations. The average value on the Likert scale is 2.6 points, which corresponds to the level of “mostly disagree”. This indicates limited regularity and consistency of volunteer participation (Fig. 137).



**Fig. 137. Share of respondents who fully or partially agree with the statement that they volunteer and work for charitable or non-profit organizations at least once a month by region of current residence, (% and Likert scale scores)**

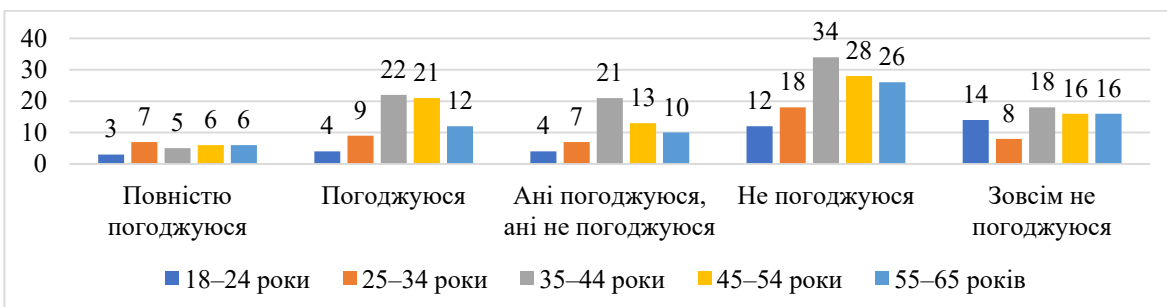
The picture of the regional distribution of volunteer activity is significantly differentiated. The highest indicators were recorded among respondents from the Transcarpathian and Ternopil regions (100.0%), as well as among residents of the Zaporizhia region (50.0%). On the other hand, in a number of regions, in particular in the Kharkiv, Khmelnytskyi and Odessa regions, there are no cases of systematic volunteer activity at all. This indicates a clear territorial unevenness in the structure of social activity.

A similar heterogeneity is also observed in the regions of forced displacement (Fig. 138). The highest volunteer activity is demonstrated by displaced persons from Zaporizhia region (48.8%) and Sumy region (50.0%). At the same time, respondents from among residents of Kharkiv region who have experienced forced displacement show a significantly lower level of involvement in volunteer activities – only 15.4%.



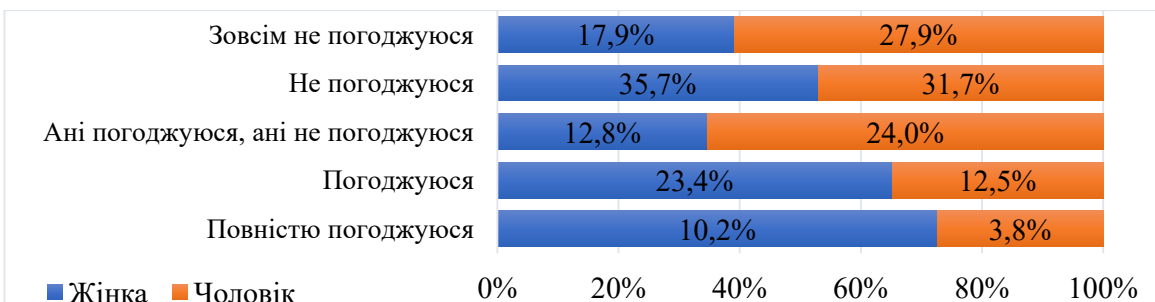
**Fig. 138. Level of agreement of respondents on the Likert scale with the statement that they volunteer and work for charitable or non-profit organizations at least once a month, by region of origin, points**

Volunteering is most characteristic of younger age groups, although the level of activity in these groups is not high. Thus, among respondents aged 25–34, 32.7% of respondents reported volunteering, while in the 18–24 age group this figure drops to 18.9%. The least active are respondents in older age categories – in particular, 55–65 years old (25.7%). Thus, although young people show greater willingness to participate, volunteering among IDPs is not a mass phenomenon (calculated based on data in Fig. 139).



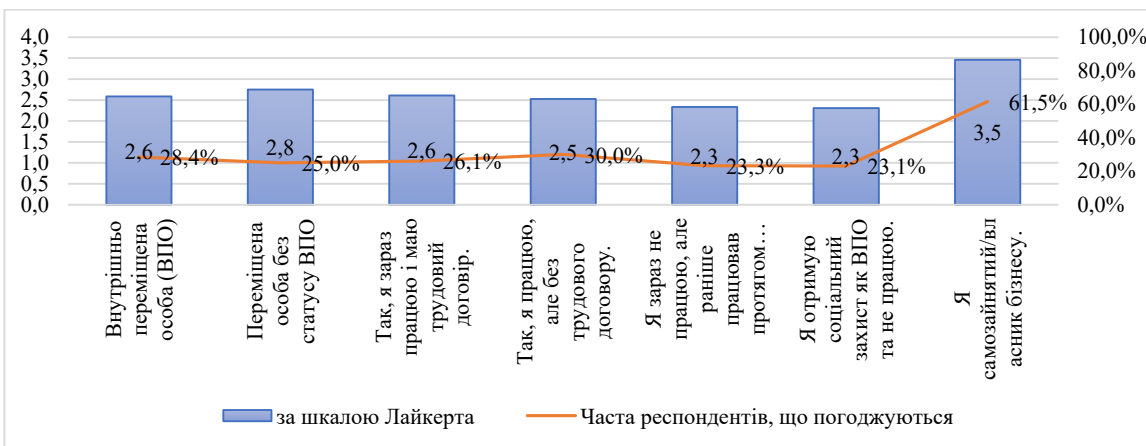
**Fig. 139. Distribution of respondents' answers regarding whether they volunteer and work for charitable or non-profit organizations at least once a month, by age group, person**

Gender differences in volunteer activity are quite clearly expressed. Among women, the participation rate is 33.6%, while among men it is only 16.3%. This confirms the trend recorded in other sociological studies: women are more active participants in social and charitable initiatives (Fig. 140).



**Fig. 140. Gender distribution of respondents' answers regarding whether they volunteer and work for charitable or non-profit organizations at least once a month**

Employment status significantly affects the level of volunteer activity (Fig. 141). The self-employed and business owners are most actively involved in volunteering (61.5%), which is probably due to a higher level of resource autonomy and the ability to manage their time independently. A significantly lower level is observed among the officially employed (26.1%) and the unemployed receiving social protection (23.1%). This may indicate limited opportunities for participation due to economic or psychological factors.



**Fig. 141. Share of respondents who fully or partially agree with the statement that they volunteer and work for charitable or non-profit organizations at least once a month, depending on the presence of official IDP status and current employment status, (% and Likert scale scores)**

The results obtained indicate that volunteering among IDPs is not yet widespread. Activity is limited to a small proportion of the population and shows significant variability depending on the region of residence, age and gender characteristics, as well as socio-

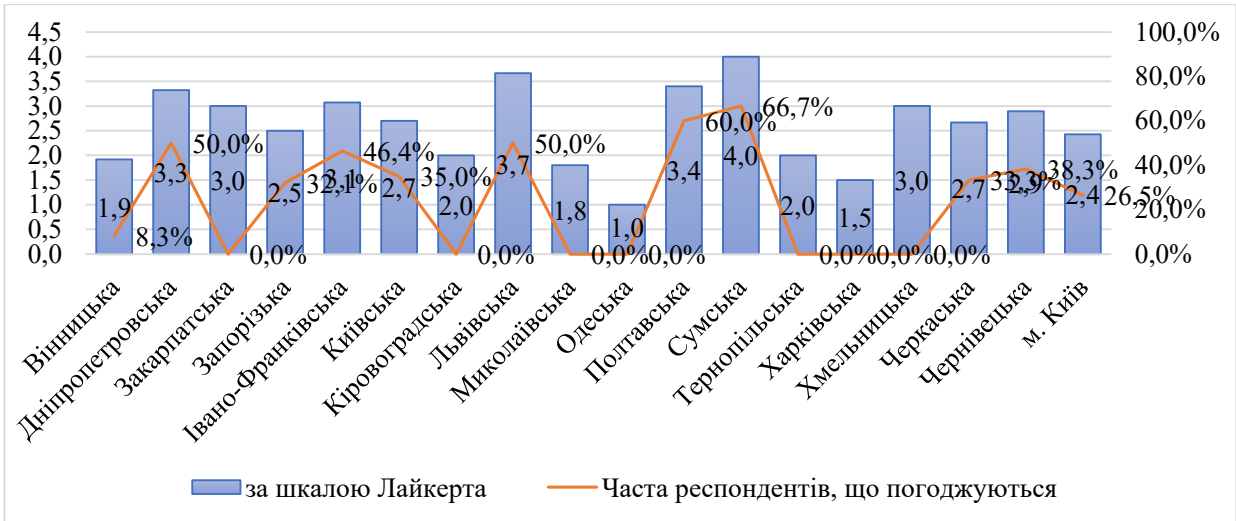
economic status. The highest level of involvement was recorded among women, youth, and representatives of entrepreneurial and self-employed groups.

Low overall participation rates can be interpreted as a consequence of the significant psychological and material burden on IDPs, which limits their ability to engage in volunteering practices. At the same time, the presence of certain regions and social groups with high indicators demonstrates the potential for further development of a culture of mutual assistance, provided that proper institutional support is provided and favorable conditions are created.

### **Possibility of reunification with family at the place of residence**

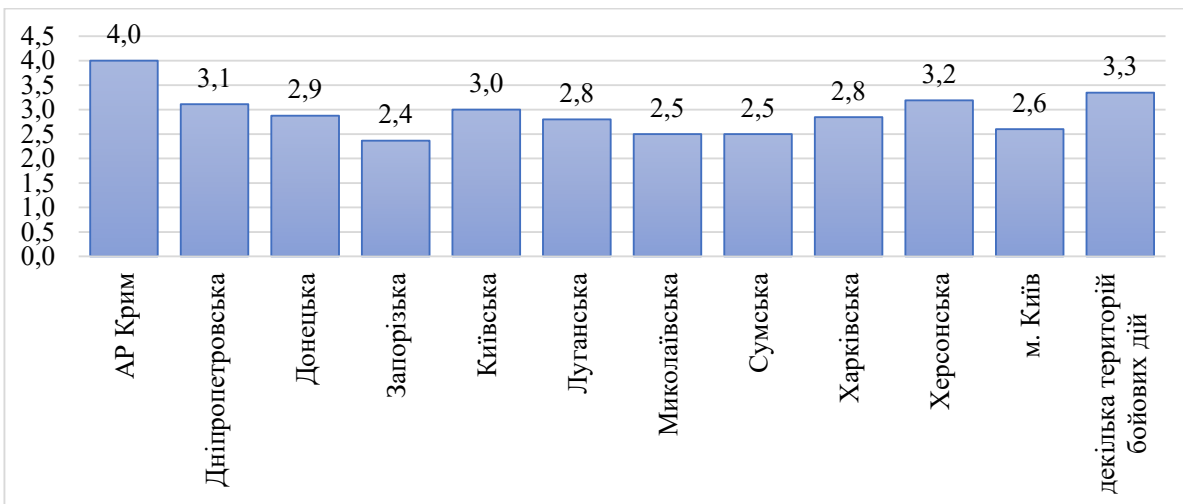
When analyzing the answers to the question about the possibility of inviting family members to move in and live together, the average Likert scale score is 2.9 points, and the share of respondents who confirmed this possibility is 37.9%. So, about a third of IDPs recognize the reality of involving family members in cohabitation.

The highest levels of agreement were recorded among IDPs in Sumy region (66.7%), Poltava region (60.0%) and in a number of western regions (Lviv, Ivano-Frankivsk and partly Chernivtsi regions), where the share of positive answers exceeds 40.0%. A noticeably high level was also found in Dnipropetrovsk region (50.0%). At the same time, in a number of regions – in particular, in Mykolaiv, Odesa, Ternopil, Kharkiv, and Khmelnytskyi regions – the indicators are zero, which indicates significant socio-economic and housing restrictions for IDPs in these communities.



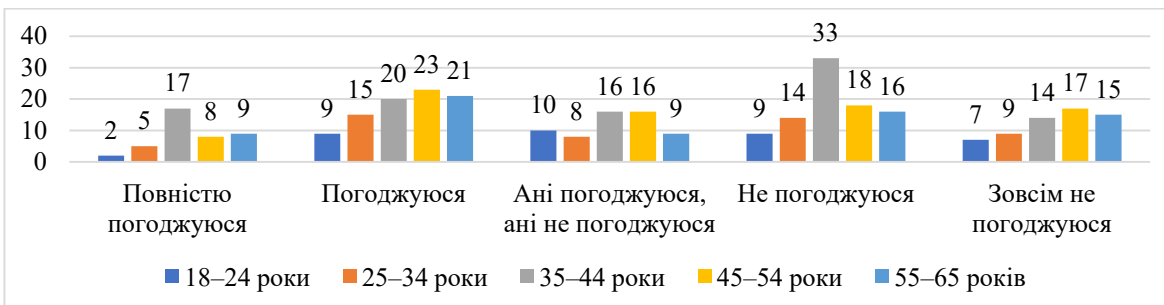
**Fig. 142. Share of respondents who fully or partially agree with the statement that they have the opportunity to invite family members to move in and live together, by region of current residence, (% and Likert scale scores)**

Among IDPs by region of origin (Fig. 143), the most favorable conditions for family reunification are noted among IDPs from Kherson region (50.0%) and those who have moved from several areas of hostilities (52.2%). In contrast, the level of agreement among those from Zaporizhia and Mykolaiv regions is significantly lower – only 26.8% and 16.7%, respectively.



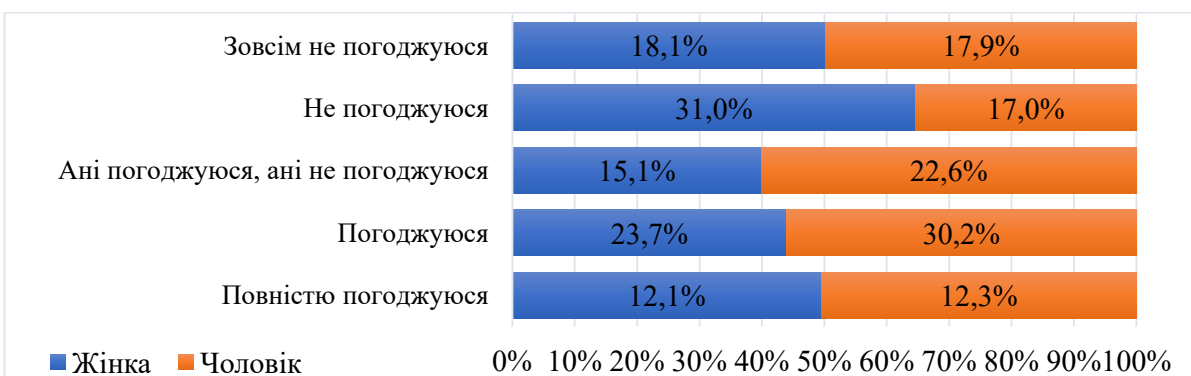
**Fig. 143. Level of agreement of respondents on the Likert scale with the statement that they have the opportunity to invite family members to move in and live together, by region of origin, points**

The opportunity to invite relatives is most often declared by respondents aged 55–65 (42.9%), as well as representatives of the younger age group 25–34 (39.2%). The middle group (35–44) demonstrates a result close to the average (37.0%). The lowest indicator is among young people aged 18–24 (29.7%), which may be due to weaker material resources and instability of the life situation (calculated based on data in Fig. 144).



**Fig. 144. Distribution of respondents' answers regarding the possibility of inviting family members to move in and live together, by age group, individuals**

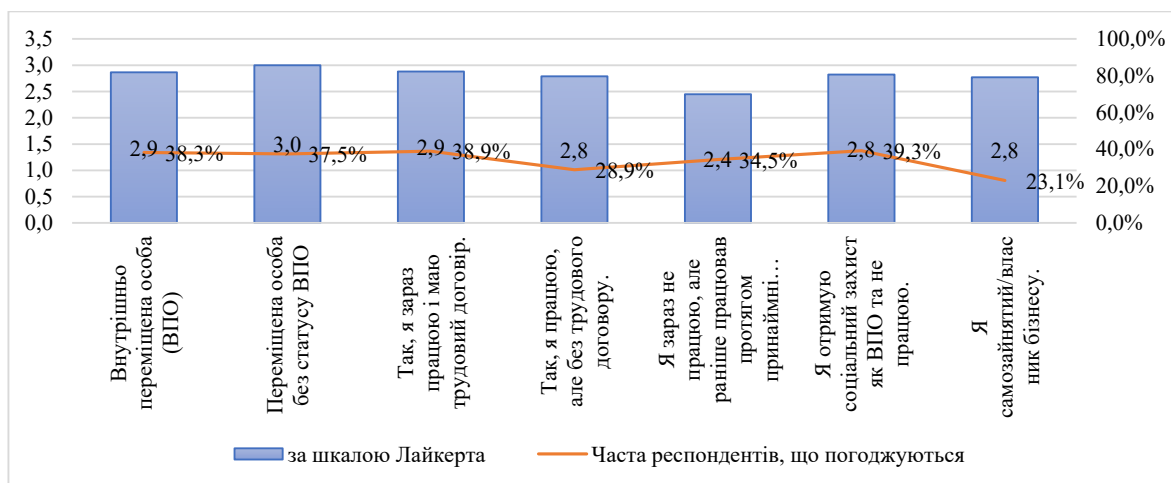
Men were more likely than women to report the possibility of inviting relatives to live together: 42.5% versus 35.8% (Fig. 145). This may be due to both differences in material resources and the greater likelihood of men renting or maintaining separate housing.



**Fig. 145. Gender distribution of respondents' answers regarding the possibility of inviting family members to move in and live together**

The highest level of positive answers is observed among officially employed respondents (38.9%) and among those on social security as IDPs (39.3%). In contrast, the self-employed/business owners demonstrate a paradoxically low indicator (23.1%),

which may indicate other priorities or difficulties in providing housing conditions, despite formally higher incomes (Fig. 146).



**Fig. 146. Share of respondents who fully or partially agree with the statement that they can invite family members to move in and live together, depending on the official IDP status and current employment status, (% and Likert scale scores)**

The results obtained show that the possibilities for family reunification for IDPs remain extremely limited and are largely determined by the region of residence, origin, gender and age characteristics of the respondents. Only about a third of IDPs reported a real opportunity to invite family members to live together.

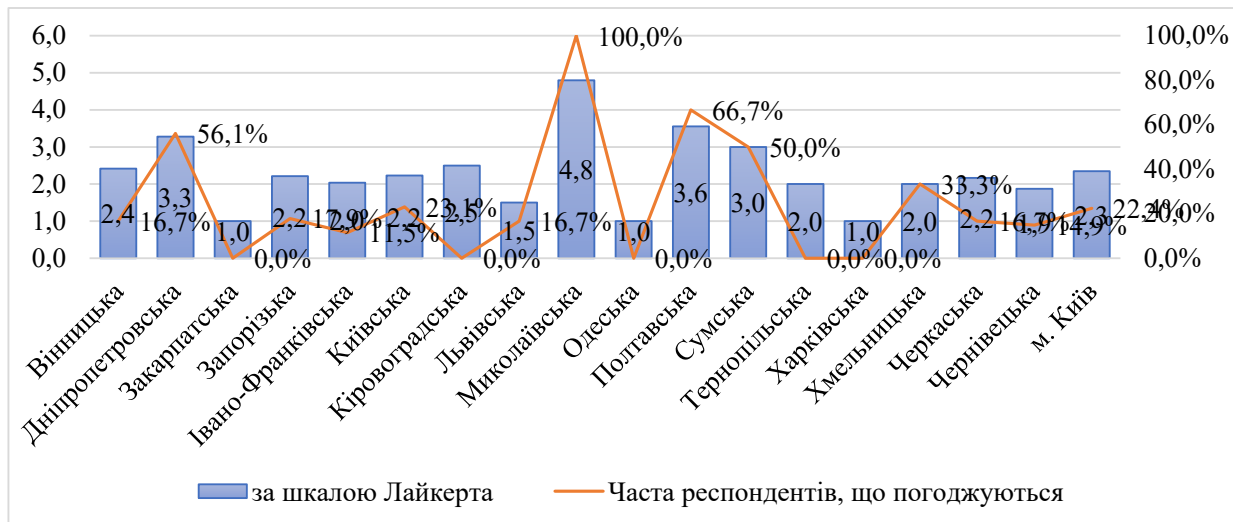
The identified trend reflects systemic structural challenges, among which the key ones are the shortage of affordable housing, insufficient income level and the instability of the socio-economic situation of a significant part of IDPs. Overcoming these barriers requires the implementation of targeted state policies, in particular in the area of supporting housing programs and stimulating the integration processes of IDP families in host communities.

### **Membership in professional trade union organizations**

Regarding trade union involvement, the average Likert scale score is 2.5 out of 5, which indicates a low level of integration of IDPs into trade union structures (Fig. 147). The share of respondents who confirmed their membership in trade unions is 31.8%.

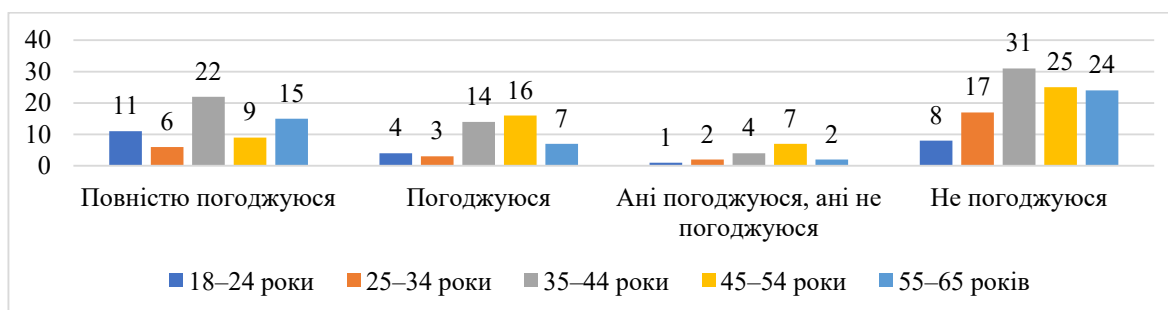
The highest values were recorded in Mykolaiv and Luhansk regions (100.0%), as well as in Poltava region (66.7%). At the same time, in a number of regions, in particular

in Zakarpattia, Kharkiv and Odessa regions, the level of membership is practically zero. Such regional unevenness indicates the fragmentation of trade union activity and the lack of equal access to relevant structures for IDPs.



**Fig. 147. Share of respondents who fully or partially agree with the statement that they are members of a trade union, by region of current residence, (% and Likert scale scores)**

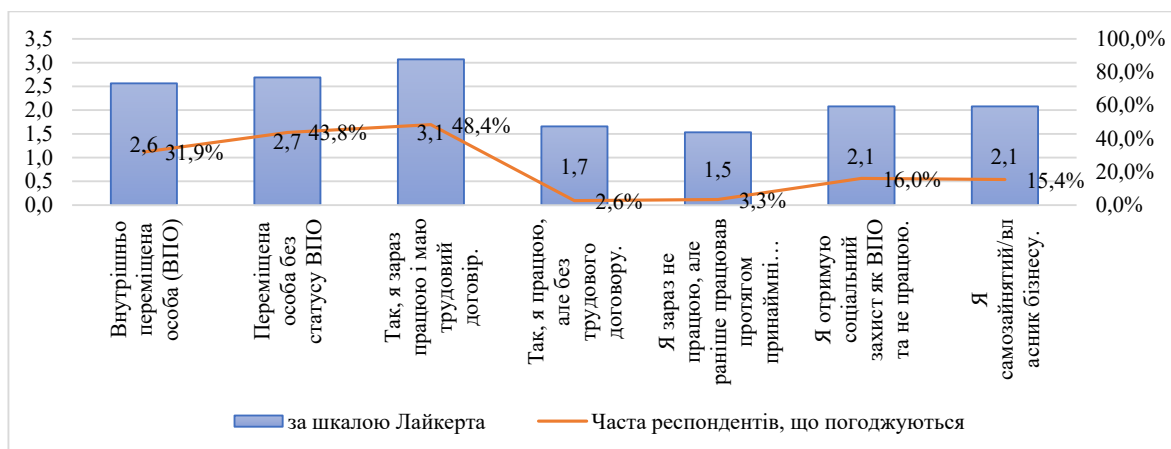
The most active members of trade unions are young people aged 18–24 (41.7%), while among the age group 25–34 the figure dropped to 18.8%. This may be due to the greater experience of student or first-time workers, where trade unions retain their role (calculated based on data from Fig. 148).



**Fig. 148. Distribution of respondents' answers regarding trade union membership, by age group, individuals**

Significant differences in the level of trade union involvement by gender were recorded: men show higher activity (43.8%) compared to women (26.1%). The average

indicator for men is 3.0 points, which exceeds the similar indicator for women (2.3) (Fig. 149).



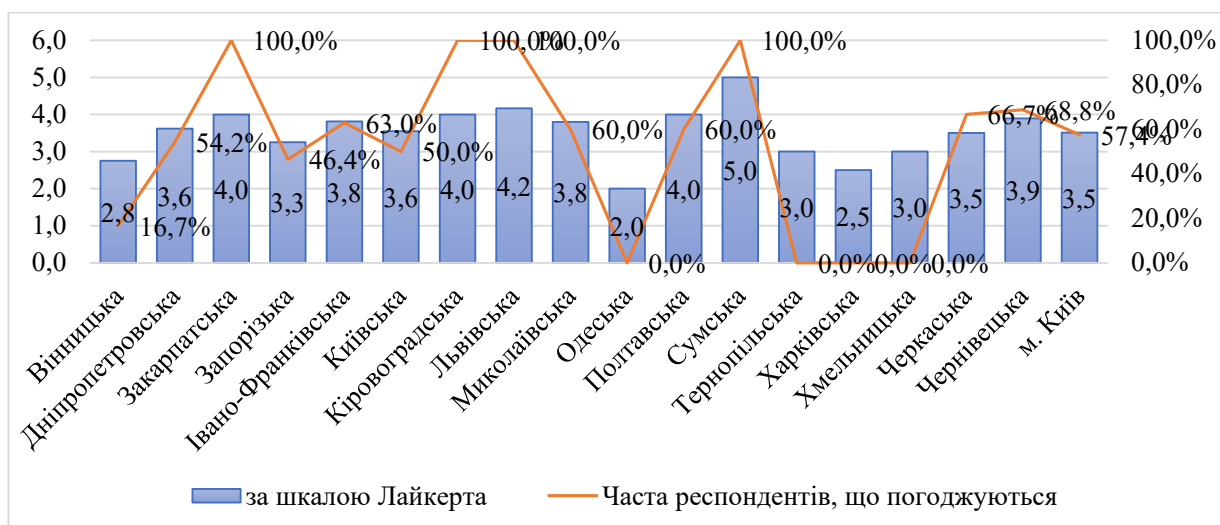
**Fig. 149. Share of respondents who fully or partially agree with the statement that they are members of a trade union, depending on the presence of official IDP status and current employment status, (% and Likert scale scores)**

The highest levels of trade union membership are observed among officially employed respondents (48.4%) and those with informal IDP status (43.8%). At the same time, membership is almost non-existent among the unemployed or employed without official employment contracts. This indicates that the institutional integration of IDPs into the trade union movement remains low: the highest rates are characteristic of groups with relatively stable employment, while more socially vulnerable categories are effectively excluded from trade union processes.

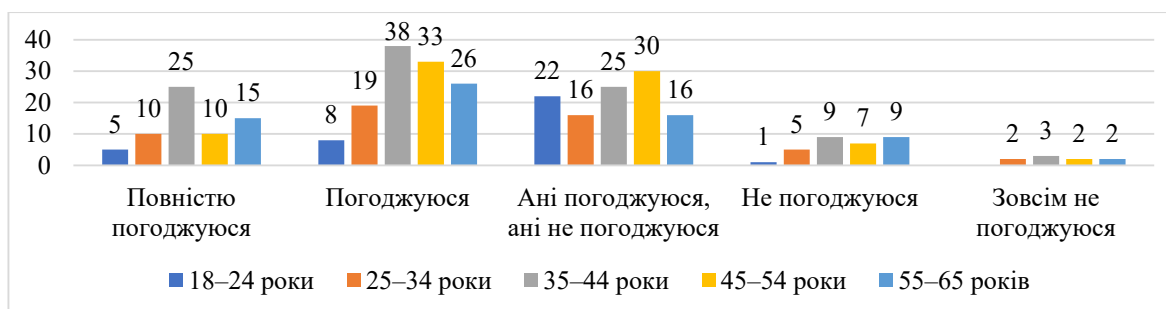
### **Assessment of the adequacy of access to early childhood development and preschool education services for IDPs**

The overall results of the survey demonstrate a relatively positive perception: the average score is 3.6, while the share of respondents who fully or partially agreed with the statement about the adequacy of preschool education for IDPs is 55.9%. This indicates that respondents overwhelmingly recognize the accessibility of educational services at the early stages of a child’s development. The survey also revealed certain regional differences: the highest rates of positive assessment were recorded in Chernivtsi (68.8%), Ivano-Frankivsk (63.0%), as well as in Sumy and Lviv regions, where all respondents

(100.0%) confirmed the adequacy of access to preschool education. At the same time, in a number of regions, in particular in the Odessa, Ternopil and Kharkiv regions, cases of complete disagreement were recorded, which indicates regional unevenness in the availability of educational services for IDPs (Fig. 150).



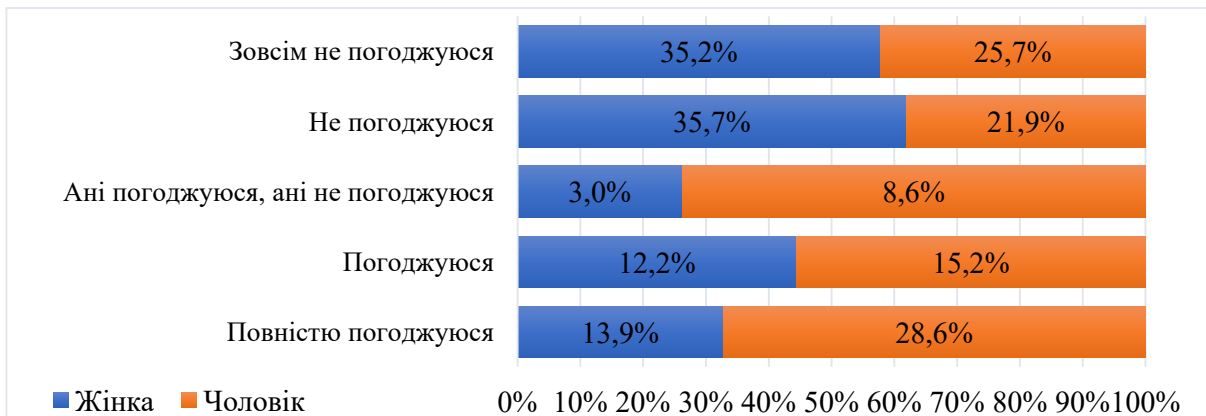
**Fig. 150. Share of respondents who fully or partially agree with the statement that early childhood development/preschool education is available to IDPs and is sufficient, by region of current residence, (% and Likert scale scores)**



**Fig. 151. Distribution of respondents' responses regarding the availability of early childhood development/preschool education for IDPs, by age group, individuals**

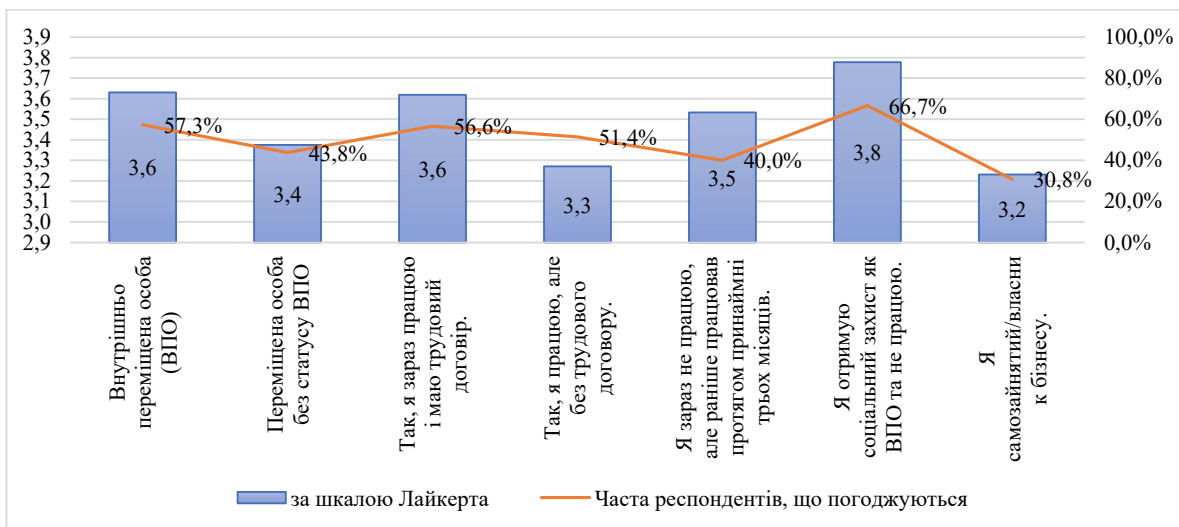
The most critical assessments were received from younger respondents aged 18–24 (only 36.1% agreed). The highest level of satisfaction was in the age group 35–44 (63.0%) and among representatives of the older age group 55–65 (60.3%) (calculated according to Fig. 151). This indicates that it is parents with preschool children who better assess the level of availability of such services.

Women generally assess the availability of such services more positively (58.4% versus 50.0% for men), the logical explanation for which is their greater involvement in raising children (Fig. 152).



**Fig. 152. Gender distribution of respondents' responses regarding the availability of early childhood development/preschool education for IDPs**

The most positive evaluation of preschool education is among those who receive social protection, are unemployed (66.7%) and are officially employed (56.6%). The lowest evaluations are among self-employed respondents (30.8%) (Fig. 153).



**Fig. 153. Share of respondents who fully or partially agree with the statement that early childhood development/preschool education is available to IDPs, depending on the presence of official IDP status and current employment status, (% and Likert scale scores)**

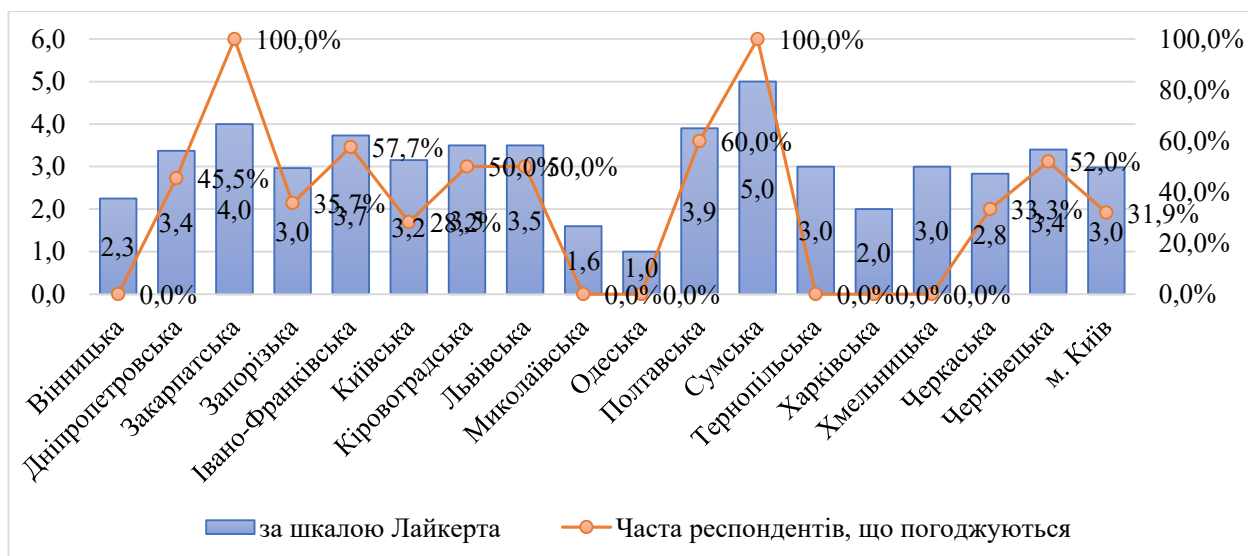
The preschool education system seems generally accessible to the majority of IDPs, however, there are clear regional disparities and age differences in assessments.

Particularly critical results are recorded among young people and representatives of self-employed groups, which indicates uneven access to educational services depending on socio-demographic characteristics or the current lack of need for these services.

### Assessment of the adequacy of childcare services for IDPs

The assessment of the availability and adequacy of childcare services among IDPs demonstrates relatively low results: the average score is 3.2, and only 40.5% of respondents consider such services sufficient.

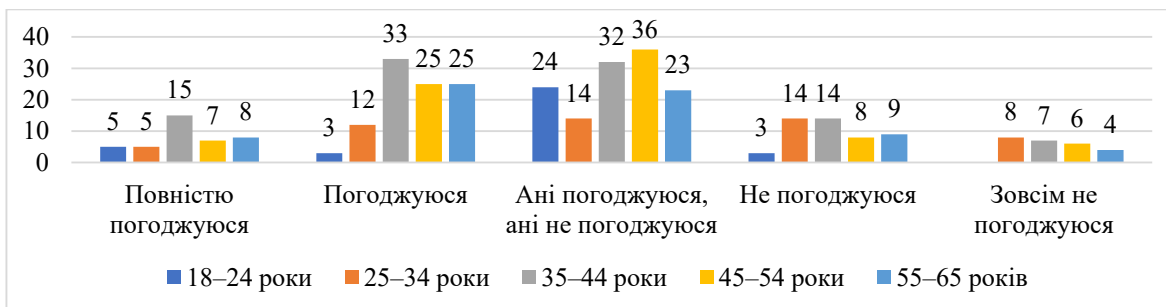
In the regional context, the highest level of satisfaction was recorded in Sumy region (100.0%), Poltava region (60.0%) and Chernivtsi region (52.0%). At the same time, in most regions the indicators remain critically low. A particularly negative situation is observed in Mykolaiv and Odessa regions, where there are virtually no positive responses. This indicates significant territorial disparities in the provision of children's services.



**Fig. 154. Share of respondents who fully or partially agree with the statement that childcare services provided to IDPs are sufficient, by region of current residence, (% and Likert scale scores)**

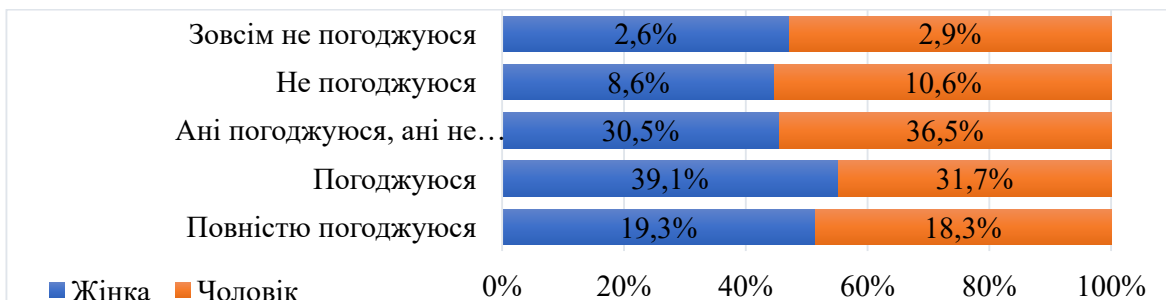
The lowest levels of satisfaction were recorded among respondents in the 18–24 age group (22.9%), indicating limited access of young parents to relevant services. Higher rates were demonstrated by respondents in the 35–44 age group (47.5%) and 55–65 age group (47.8%). This may indicate both greater resource capacity of older groups and the

availability of more adapted conditions for childcare in middle and older age (calculated based on data from Fig. 155).



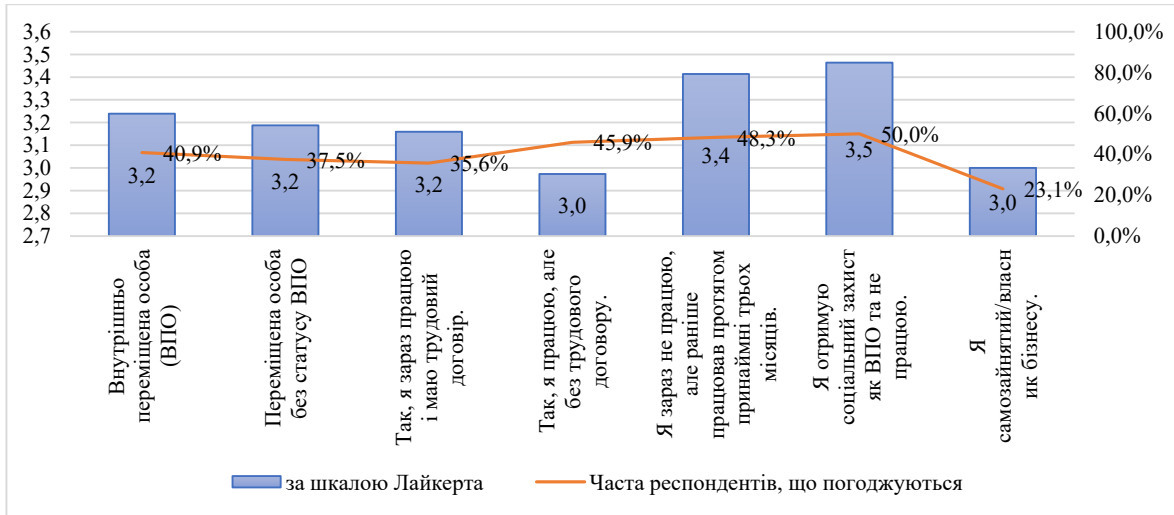
**Fig. 155. Distribution of respondents' responses regarding the adequacy of childcare services for IDPs, by age group, individuals**

The survey showed that women and men assess the adequacy of childcare services differently. Among women (233 respondents), the average value on the Likert scale is 3.6 points. The majority of them – 58.4% – consider the services sufficient (19.3% fully agree, and 39.1% partially agree). At the same time, almost a third (30.5%) remained neutral, and 11.2% disagreed (Fig. 156).



**Fig. 156. Gender distribution of respondents' responses regarding the adequacy of childcare services for IDPs**

Among men (104 respondents), the average score is slightly lower – 3.5 points. Half (50.0%) of respondents agreed with the statement about the adequacy of services (of which 18.3% fully, 31.7% partially). 36.5% took a neutral position, and 13.5% disagreed. The lowest satisfaction rates with childcare services were recorded among officially employed respondents (35.6%). At the same time, the highest levels are demonstrated by persons on social protection (50.0%), as well as those who previously had employment experience but were not working at the time of the survey (48.3%).



**Fig. 157. Share of respondents who fully or partially agree with the statement that childcare services provided to IDPs are sufficient, depending on the presence of official IDP status and current employment status, (% and Likert scale scores)**

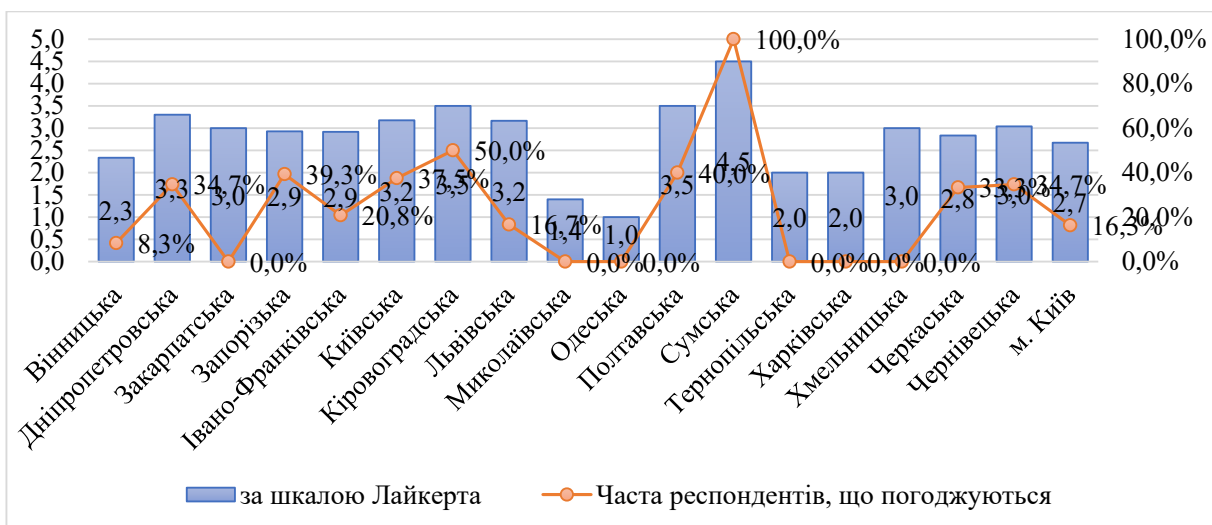
### Assessment of the adequacy of eldercare services for IDPs

On average across the sample, the Likert scale score is 3.0 (on a five-point scale), while the share of respondents who agreed with the statement that eldercare services for IDPs are sufficient is only 29.8%. This indicates a low level of satisfaction and indicates a significant gap between the needs of the population and the actual availability of relevant services (Figure 158).

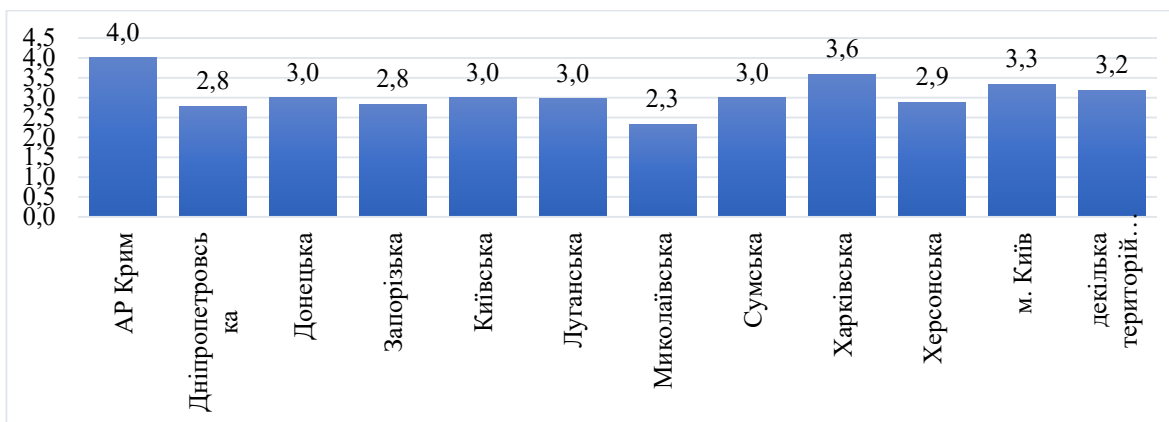
The highest level of agreement was recorded in Sumy region (100.0%), although this result may be partly due to the small number of respondents. High ratings are also observed in Poltava (40.0%), Zaporizhia (39.3%) and Kyiv (37.5%) regions. At the same time, in a number of regions – Odessa, Mykolaiv, Ternopil, Kharkiv, Zakarpattia and Khmelnytskyi regions – respondents completely deny the adequacy of existing care services.

The situation in the capital attracts particular attention: in Kyiv, only 16.3% of respondents consider care services for the elderly to be sufficient. This indicates a clear imbalance between the high demand for accommodation in the metropolis and the limited possibilities of meeting the needs of this category of the population. Relatively high

ratings were given by IDPs from Kharkiv region (48.1%) and from “several areas of hostilities” (50.0%).



**Fig. 158. Share of respondents who fully or partially agree with the statement that the care services for elderly family members available to IDPs are sufficient, by region of current residence, (% and Likert scale scores)**

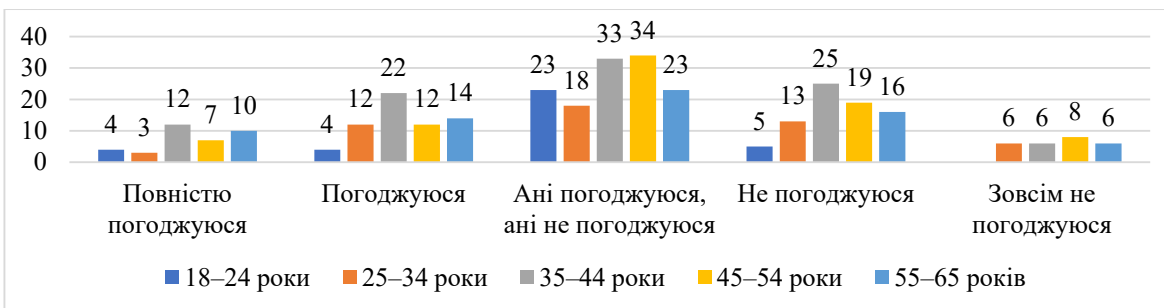


**Fig. 159. Level of agreement of respondents on the Likert scale with the statement that care services for elderly family members available to IDPs are sufficient, by region of origin, points**

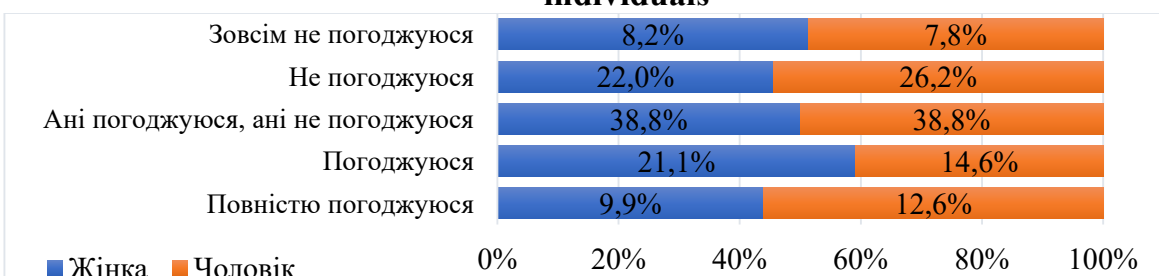
The lowest level of agreement was recorded among IDPs from Dnipropetrovsk region (11.1%) and Mykolaiv region (16.7%).

Young respondents (18–24 years old) are the most critical in their assessments: only 22.2% consider care services sufficient. Higher indicators are observed among older groups, in particular those aged 55–65 (34.8%). This may indicate a difference in

perception: younger people tend to assess quality systematically, while older people compare it with the available minimum (calculated according to Fig. 160).



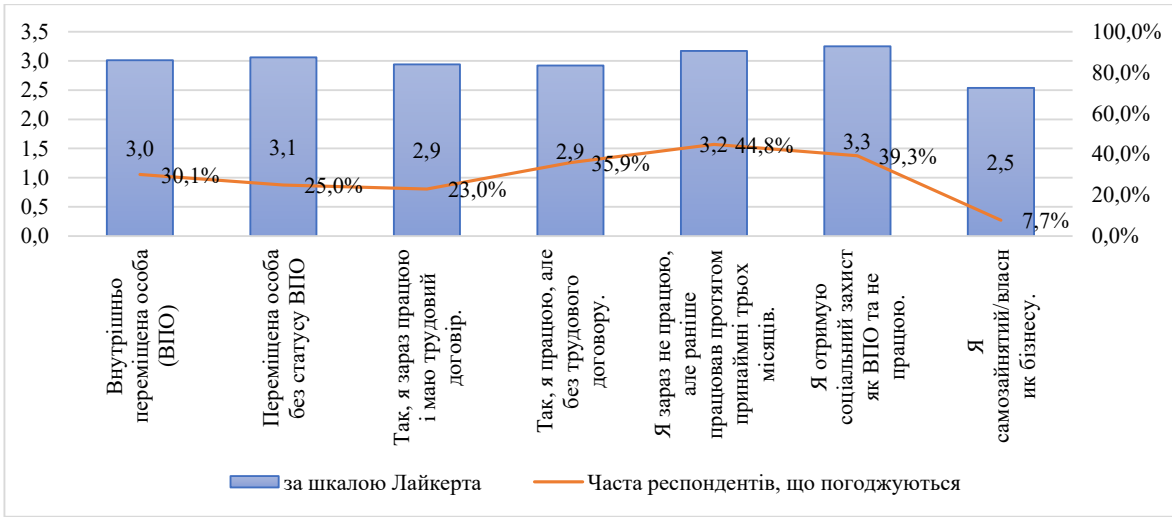
**Fig. 160. Distribution of respondents' responses regarding the adequacy of care services for elderly family members available to IDPs, by age group, individuals**



**Fig. 161. Gender distribution of respondents' responses regarding the adequacy of elder care services available to IDPs**

Women and men have similar average scores (3.0 points), but the level of agreement is higher among women (31.0%) than among men (27.2%). This may reflect the more active involvement of women in the process of caring for elderly family members (Fig. 161).

Among officially registered IDPs, the level of agreement with the statement about the adequacy of services is 30.1%, while among those without official IDP status this figure drops to 25.0%. The highest levels of satisfaction are demonstrated by respondents who are not working but have previous employment experience (44.8%), as well as those under social protection as IDPs (39.3%). Instead, the lowest level of assessments was recorded among the self-employed (7.7%), which may indicate limited time and material resources for receiving and organizing care services (Fig. 162).

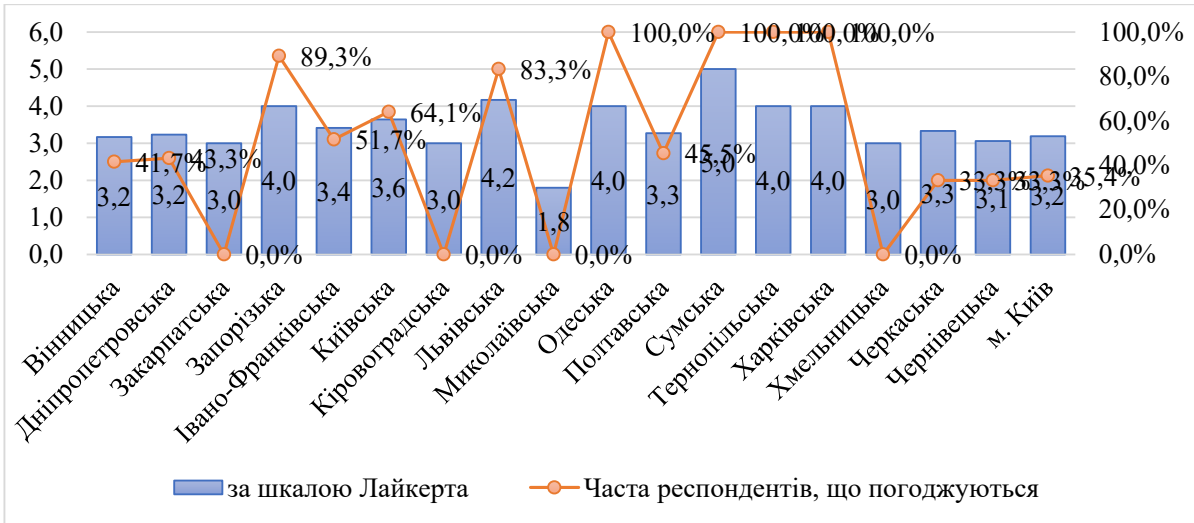


**Fig. 162. Share of respondents who fully or partially agree with the statement that the care services for elderly family members available to IDPs are sufficient, depending on the presence of official IDP status and current employment status, (% and Likert scale scores)**

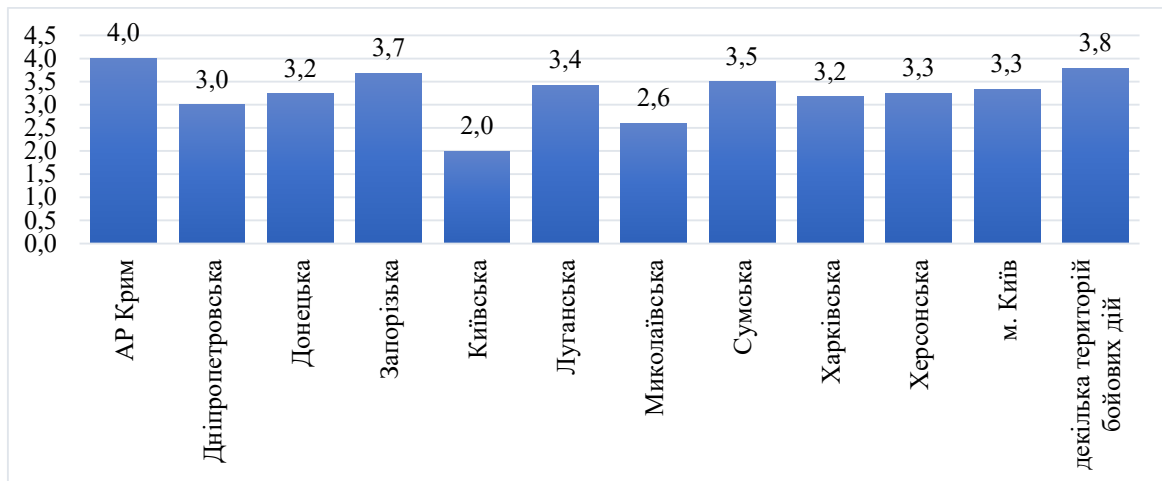
Overall, these survey results confirm that the availability of care services for elderly family members for IDPs is assessed as insufficient. Only about a third of respondents expressed satisfaction with the current situation, while the majority noted significant gaps in this area of services or care.

On average, 47.8% of respondents believe that they actively defend their rights as IDPs. The average value on the Likert scale is 3.3 points, which indicates a moderate level of involvement. Thus, almost half of the displaced persons do not demonstrate an active position in the field of human rights protection, which may be due to both institutional barriers and a lack of information and resource support.

The highest level of activity is recorded in Zaporizhia region (89.3%), as well as in Lviv, Kharkiv, Sumy, Ternopil and Odessa regions (over 80–100%). The lowest is in Chernivtsi and Cherkasy regions (33.3%), as well as in Kyiv (35.4%). These data may reflect the different quality of institutional support for IDPs in the regions and the specifics of local public initiatives (Fig. 163).



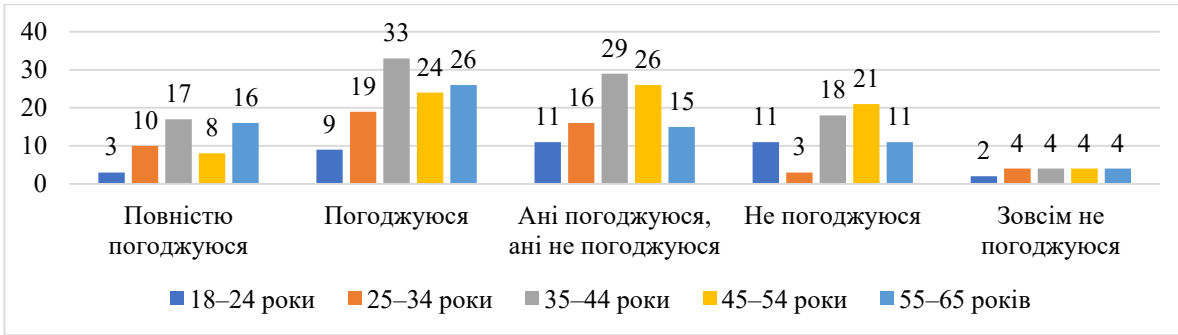
**Fig. 163. Share of respondents who fully or partially agree with the statement that they actively defend their rights as IDPs, by region of current residence, (% and Likert scale scores)**



**Fig. 164. Level of agreement of respondents on the Likert scale with the statement that they actively defend their rights as IDPs, by region of origin, points**

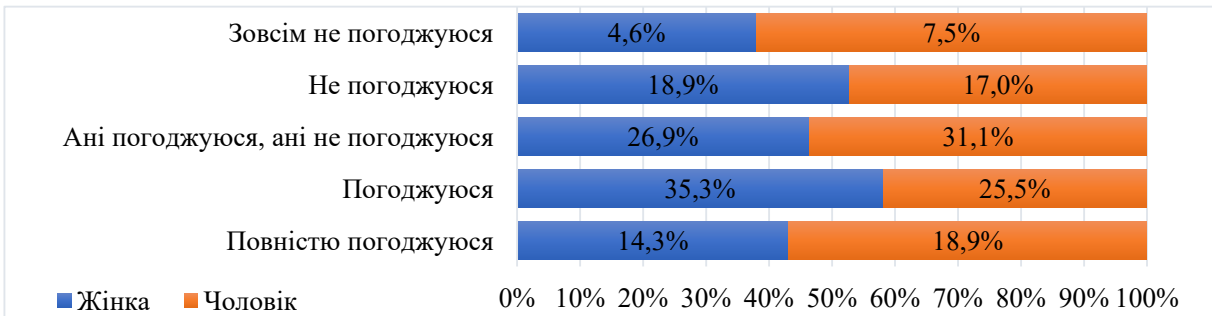
The most active defenders of their rights are IDPs from Zaporizhia region (70.5%) and those who were displaced from several areas of hostilities (75%). The lowest indicators are among those from Dnipropetrovsk (22.2%) and Kharkiv regions (32.1%) (calculated based on data from Fig. 164).

It can be assumed that the scale of destruction and the experience of receiving direct impact from hostilities push these IDPs to more active human rights protection.



**Fig. 165. Distribution of respondents' answers regarding their activity in protecting their rights as IDPs, by age groups, individuals**

The most active in protecting rights are respondents aged 55–65 (58.3%) and representatives of the age group 25–34 (55.8%). Young people aged 18–24 demonstrate the lowest activity (33.3%), which may be explained by lack of experience or orientation towards other forms of self-realization (calculated based on data in Fig. 165).



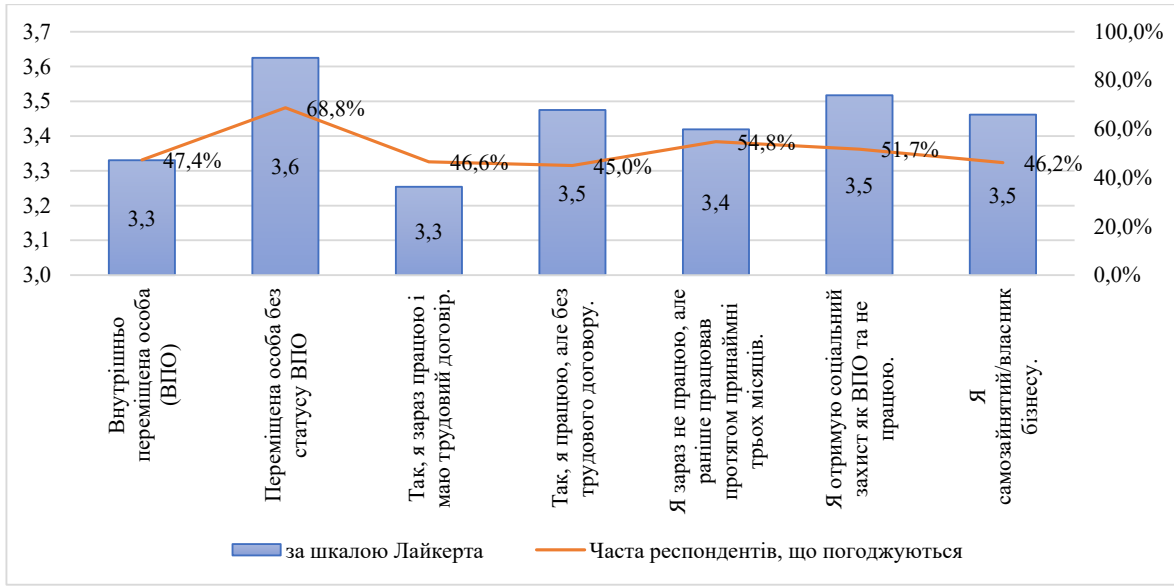
**Fig. 166. Gender distribution of respondents' responses regarding their activity in defending their rights as IDPs**

Women (49.6%) are more likely to report an active human rights position than men (44.3%). This may reflect both their higher social inclusion and their orientation towards obtaining social guarantees (Fig. 166).

Among respondents officially registered as IDPs, 47.4% are active. Displaced persons without IDP status demonstrate significantly higher activity (68.8%), probably due to the need to independently defend their rights without state protection (Fig. 167).

In terms of employment forms, the most active are those who are unemployed but receive social protection (51.7%), as well as those who previously worked (54.8%).

The lowest activity is among the officially employed (46.6%), which may be due to the focus on employment and limited time for human rights activities (Fig. 167).



**Fig. 167. Share of respondents who fully or partially agree with the statement that they actively defend their rights as IDPs, depending on the presence of official IDP status and current employment status, (% and Likert scale scores)**

The overall level of human rights activity of IDPs can be described as average: Less than half of respondents declare an active position. The highest rates were recorded among IDPs from regions directly affected by military operations (Zaporizhzhia, Sumy, Kharkiv regions), as well as among those from active combat zones.

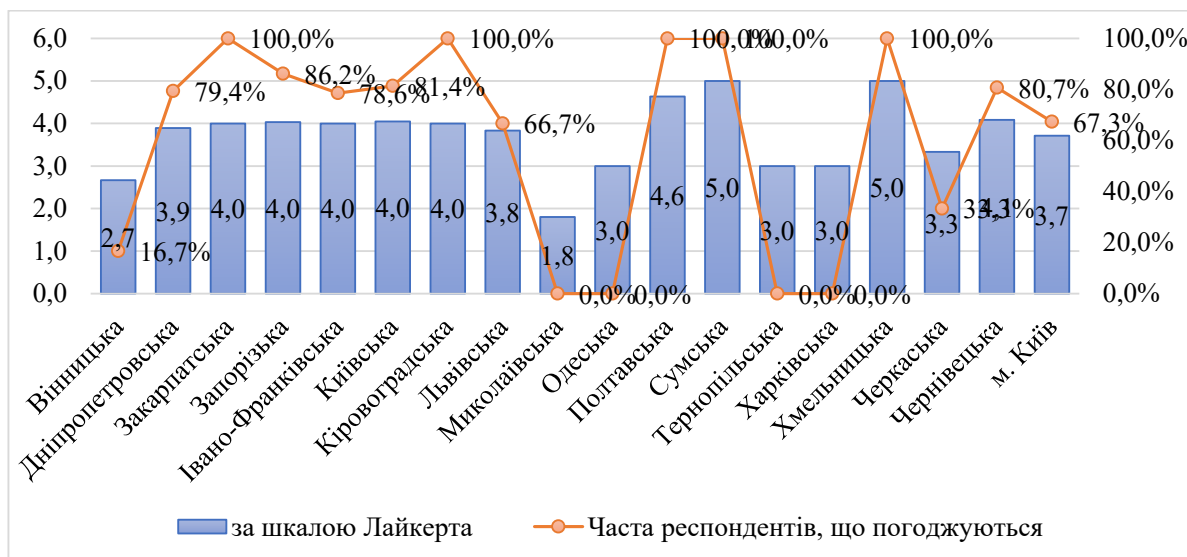
Age analysis shows that middle-aged and older respondents are the most active in defending their rights, while young people are less likely to engage in human rights practices. The gender dimension indicates a more systematic activity of women in defending their rights compared to men. It is also indicative that displaced persons without official IDP status demonstrate a higher level of human rights activism than registered ones, which may be a consequence of higher vulnerability or greater motivation to self-organize.

### Cases and risks of discrimination of IDPs

### Overall assessment of the level of discrimination of IDPs

In total, 74.6% of respondents agreed with the statement that they did not experience discrimination as IDPs. The average value on the Likert scale is 3.9 points, which indicates a predominantly positive perception of the social environment.

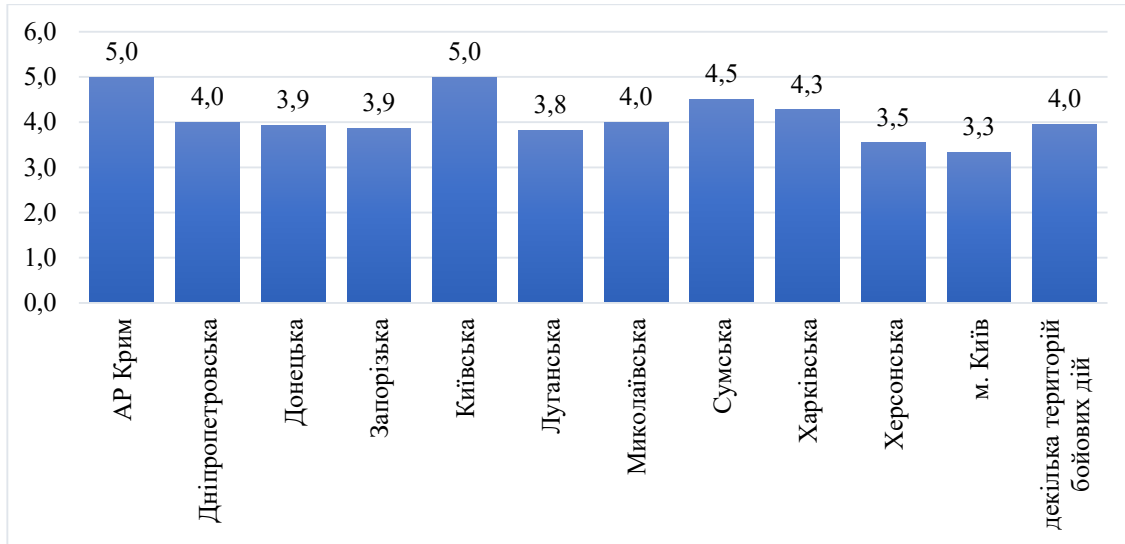
At the same time, almost a quarter of respondents (25.4%) either doubt or have experience of hidden discrimination. This means that the problem remains relevant and requires attention from the authorities and civil society organizations.



**Fig. 168. Share of respondents who fully or partially agree with the statement that they have not experienced discrimination as IDPs, by region of current residence, (% and Likert scale scores)**

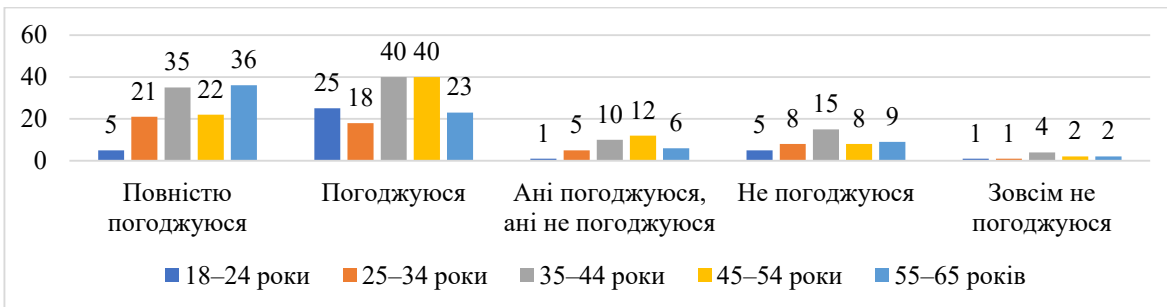
The highest maximum level of absence of discrimination was recorded in Luhansk, Sumy, Khmelnytskyi, Poltava, Kirovohrad and Zakarpattia regions. Zaporizhia (86.2%), Kyiv (81.4%) and Chernivtsi (80.7%) regions also have high rates of absence of discrimination against IDPs (Fig. 168). The lowest rates were recorded in Mykolaiv (0%), Kharkiv (0%), Ternopil (0%), Odesa (0%) and Vinnytsia (16.7%) regions.

Interestingly, large regional centers with active migration (the cities of Kyiv and Lviv) demonstrate an average level of lack of discrimination – 67–68%, which may reflect overloaded infrastructure and tensions in communities.



**Fig. 169. Level of agreement of respondents on the Likert scale with the statement that they were not discriminated against as IDPs, by region of origin, points**

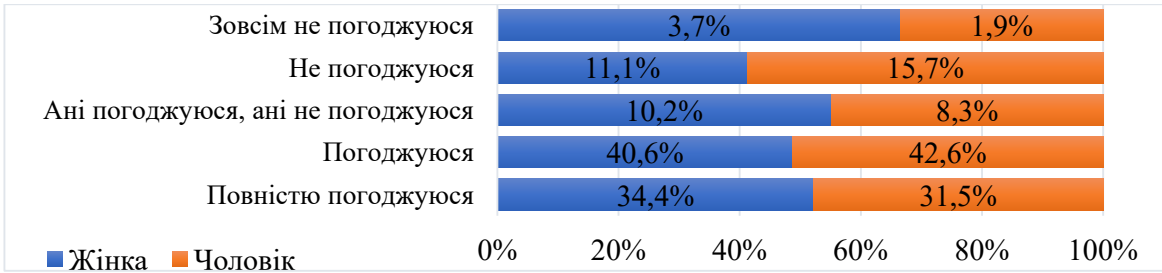
By region of origin (Fig. 169), the highest rates of lack of discrimination were shown by IDPs from Kharkiv region (86.2%). A relatively lower level was among those from Kherson region (63.6%). Donetsk region (76.0%) and Luhansk region (67.5%) demonstrate an average level, which indicates different experiences even within the combat zone.



**Fig. 170. Distribution of respondents' answers regarding the absence of cases of their discrimination as IDPs, by age groups, individuals**

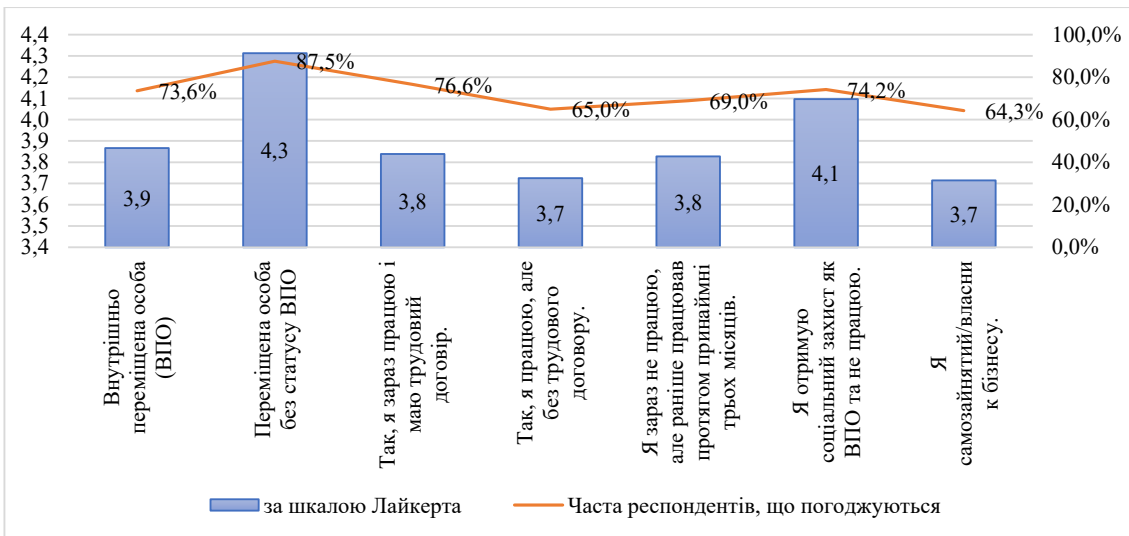
In terms of age, the highest level of tolerance is experienced by respondents aged 18–24 (81.1%) and the older age group of 55–65 (77.6%). The average level of tolerance is in the groups aged 25–54 (72–74%) (calculated according to Fig. 170).

Young people who integrate through education and social mobility, and older people who value stability, report less discrimination against themselves as IDPs.



**Fig. 171. Gender distribution of respondents' responses regarding the absence of cases of their discrimination as IDPs**

In the context of gender distribution, both women (75.0%) and men (74.1%) assess the situation almost equally, which indicates the absence of a significant gender imbalance in the experience of discrimination.



**Fig. 172. Share of respondents who fully or partially agree with the statement that they have not experienced discrimination as an IDP, depending on the presence of official IDP status and current employment status, (% and Likert scale scores)**

Officially registered IDPs were 73.6% free from discrimination. Displaced persons without IDP status have an even higher rate of non-discrimination – 87.5%. The category “other” and those who did not wish to answer showed an even higher level of non-discrimination (83–100%). This may indicate that obtaining IDP status is sometimes associated with greater bureaucratic barriers that are perceived as discriminatory practices (Figure 172).

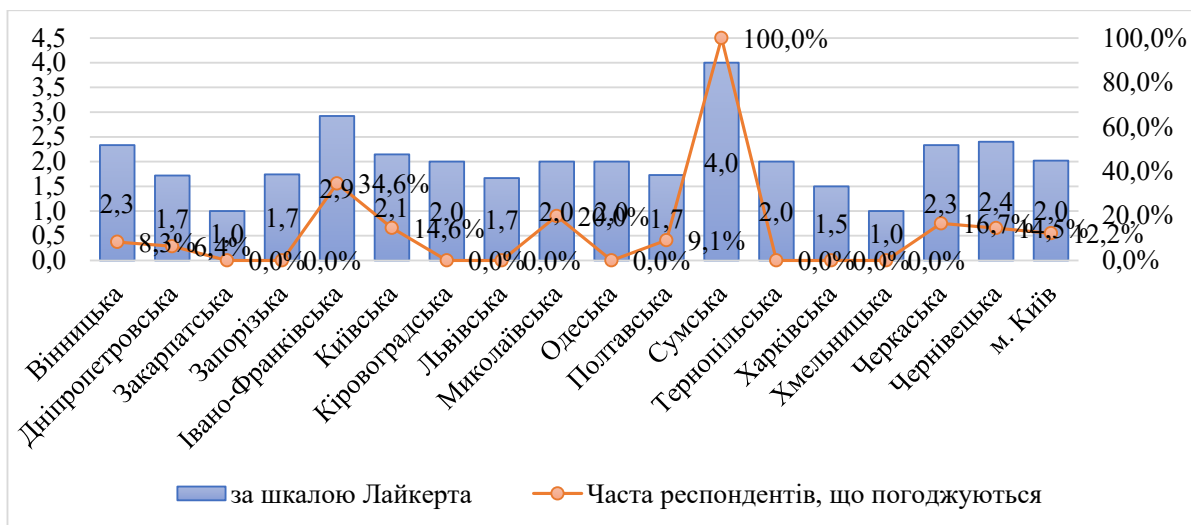
Respondents who refuse to provide information about their employment status (87.5%) and those who belong to the “other” category (78.8%) feel most protected from discriminatory manifestations. The lowest level of absence of discrimination was recorded among those working without a formal employment contract (65.0%) and self-employed persons (64.3%). Respondents who are officially employed demonstrate a relatively high level of absence of discrimination (76.6%), but among them there is also a significant share of people with the opposite experience.

The vast majority of IDPs report the absence of discrimination, but approximately a quarter of respondents note a different experience. The most tolerant social environments are recorded in Luhansk, Sumy, Khmelnytskyi and Poltava regions, while in Mykolaiv, Kharkiv and Ternopil regions the situation looks alarming.

Young people and older respondents report a lower level of discrimination compared to middle-aged people. No significant gender differences were found, indicating the general universality of IDP experiences. Interestingly, displaced persons without official status are more likely to report no discrimination compared to registered IDPs, indicating the potential role of state procedures as a source of inequality. The most vulnerable groups are those working without an employment contract or running their own business, as they are more likely to report discriminatory practices.

### **Cases of discrimination against IDPs based on language**

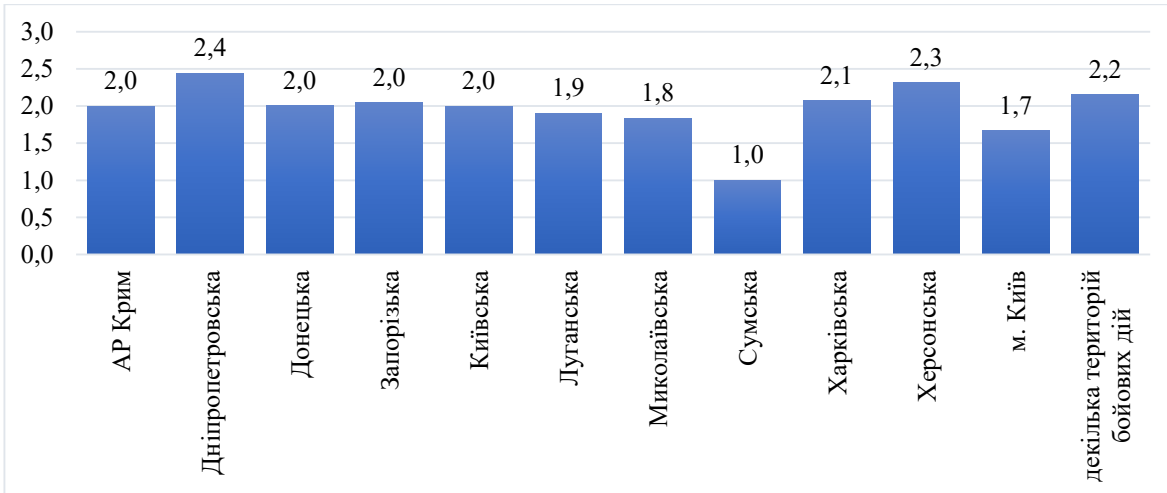
According to the survey results, only 11.7% of respondents agreed with the statement that they experience discrimination based on language. The average value on the Likert scale is 2.0 points, indicating a low level of prevalence of language discrimination among IDPs. Thus, the language factor is generally not a systemic obstacle to the integration of displaced persons, but remains a problem for individual groups and regions.



**Fig. 173. Share of respondents who fully or partially agree with the statement that they experience discrimination on the basis of language, by region of current residence, (% and Likert scale scores)**

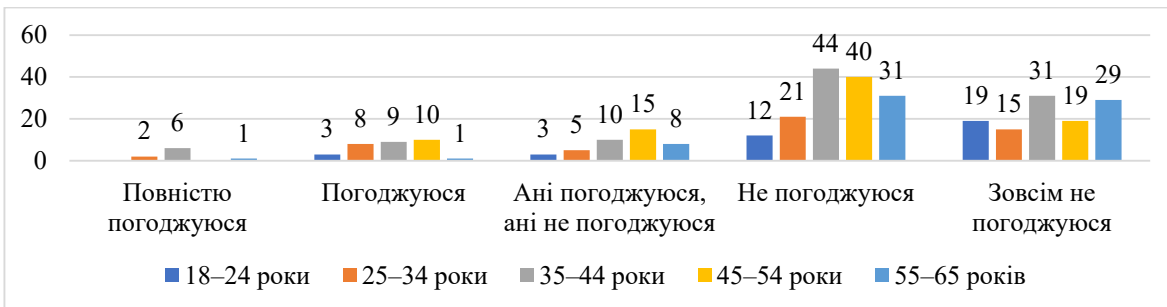
The highest level of feeling of language discrimination was recorded in Sumy region (100%), Ivano-Frankivsk (34.6%), Mykolaiv (20.0%), Cherkasy (16.7%), Kyiv (14.6%) and Chernivtsi (14.5%) regions. At the same time, the lowest indicators (0%) are observed in Zaporizhia, Zakarpattia, Luhansk, Lviv, Ternopil, Kharkiv, Khmelnytskyi and Odesa regions (Fig. 173).

These data indicate differences in regional perception of language discrimination. In particular, in a number of regions with traditionally strong Ukrainian-speaking practices (Lviv, Ternopil, Khmelnytskyi regions), respondents do not mention cases of language discrimination, which can be interpreted as a manifestation of a high level of tolerance in the language issue and the effectiveness of local social integration practices.



**Fig. 174. Level of agreement of respondents on the Likert scale with the statement that they experience discrimination on the basis of language, by region of origin, points**

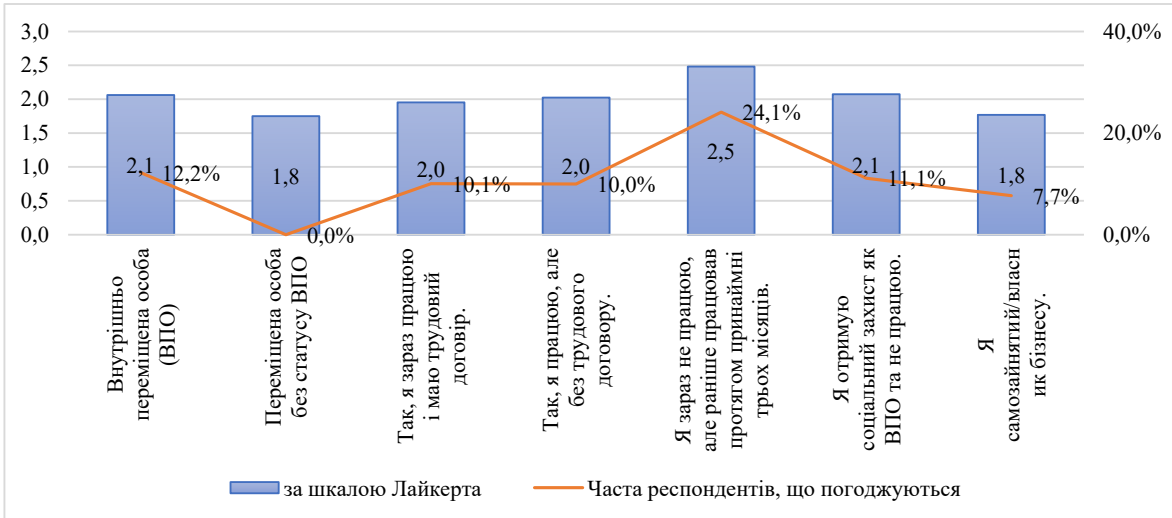
The highest level of feeling of language discrimination among IDPs is observed among those from Kherson (17.1%), Mykolaiv (16.7%), Donetsk and Dnipropetrovsk regions (11.1% each). At the same time, respondents from Sumy, Kyiv, and some eastern regions did not report cases of language discrimination (Fig. 174).



**Fig. 175. Distribution of respondents' responses on cases of discrimination based on language, by age groups, individuals**

Analysis by age categories shows that manifestations of language discrimination are most often recorded among people aged 25–34 (19.6%), 35–44 (15.0%) and 45–54 (11.9%). Young people aged 18–24 report such cases less often – 8.1%, and among the older group of 55–65 – only 2.9%. These data indicate that the issue of language discrimination is most relevant for the active working-age population, which actively interacts in the professional and social spheres.

Officially registered IDPs report discrimination more often (12.2%) than those who do not have such status (0%). This may mean that contact with the state bureaucratic system reinforces the perception of linguistic inequality (Fig. 176).



**Fig. 176. Share of respondents who fully or partially agree with the statement that they experience discrimination on the basis of language, depending on the presence of official IDP status and current employment status, (% and Likert scale scores)**

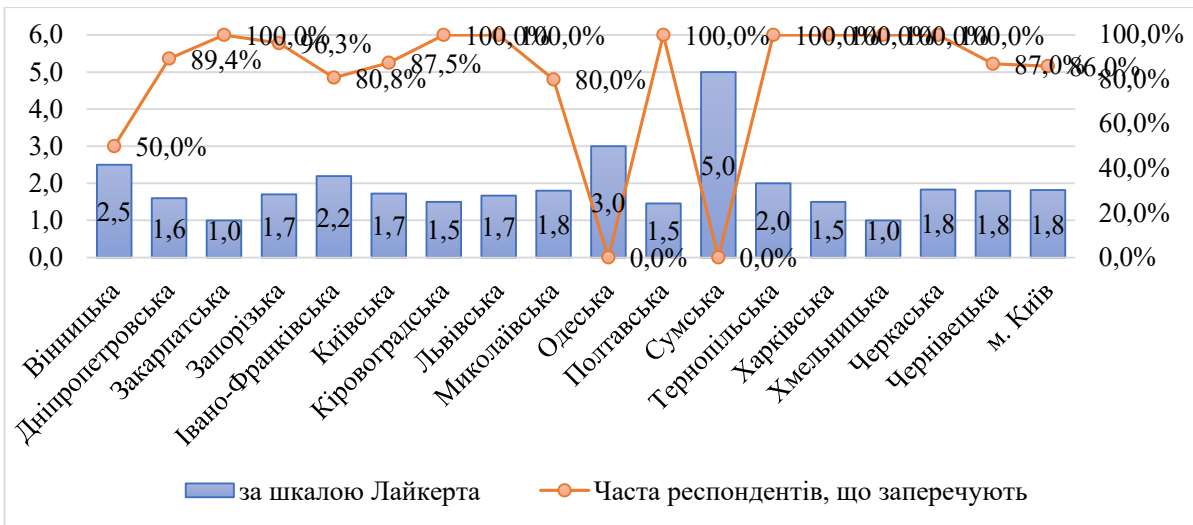
Among persons who are employed, cases of language discrimination are practically not recorded (3.8%). The highest level of its manifestations is observed among respondents who work in “gray” employment zones or refrain from answering, but even in these groups the indicators do not exceed 6–7%. This indicates that language discrimination is almost not a problem in the labor market.

The overall level of perception of language discrimination among IDPs in Ukraine is low (11.7%). At the same time, this problem is more noticeable in some regions (Sumy, Ivano-Frankivsk, Chernivtsi and Kyiv regions) and among IDPs from Kherson, Mykolaiv regions and Donbas. The most sensitive to the language issue are respondents of middle working age (25–44 years). IDPs without official status almost do not report language problems, which indicates a significant role of official bureaucratic procedures in shaping the experience of language discrimination.

### Cases of discrimination on cultural and religious grounds

The average Likert scale score is 1.8, which indicates a very low level of agreement with the statement “I experience discrimination on cultural or religious grounds”.

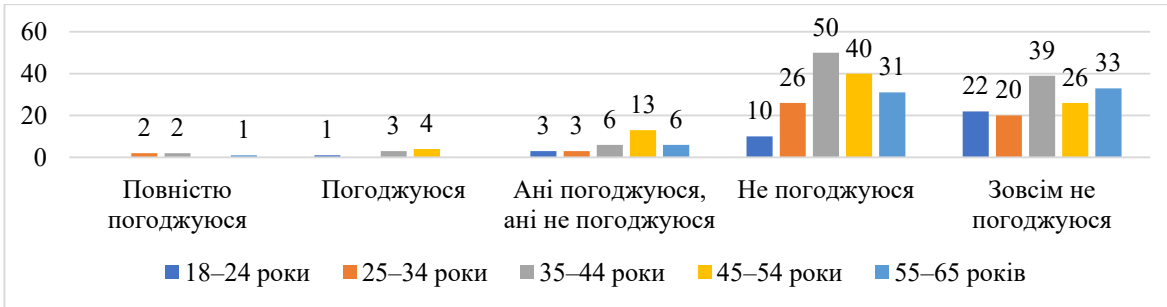
In total, only 3.8% of respondents directly indicated the presence of such discrimination (the sum of the categories “Completely agree” and “Agree”). The vast majority (over 87%) answered “Disagree” or “Completely disagree”. Thus, cases of cultural or religious discrimination are rather isolated than widespread.



**Fig. 177. Share of respondents who fully or partially agree with the statement that they experience discrimination on cultural or religious grounds, by region of current residence (% and Likert scale scores)**

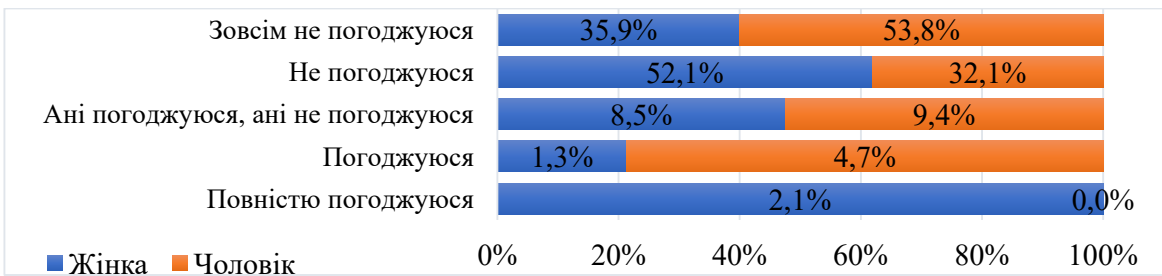
The highest level of agreement with the statement was recorded in Sumy region (100%), however, this is based on only one answer, which does not allow generalizations. Relatively higher shares of agreement were recorded in Mykolaiv region (20%) and in the city of Kyiv (6%). At the same time, most regions (Dnipropetrovsk, Zaporizhia, Lviv, Cherkasy, etc. regions) showed zero or almost zero share of respondents who experienced this type of discrimination (Fig. 177).

Thus, there is no territorially pronounced trend on this issue, however, isolated cases occur in large cities and in the South of the country.



**Fig. 178. Distribution of respondents' responses regarding discrimination on cultural or religious grounds, by age group, individuals**

Respondents aged 35–54 were most likely to feel discriminated against (approximately 5%). Young people (18–24 years old) and older people (55–65 years old) were significantly less likely to report discriminatory experiences (2.8% and 1.4%, respectively) (calculated based on data from Fig. 178). Perhaps middle-aged people are more actively involved in socio-economic and labor relations, where the likelihood of a corresponding biased attitude arises.



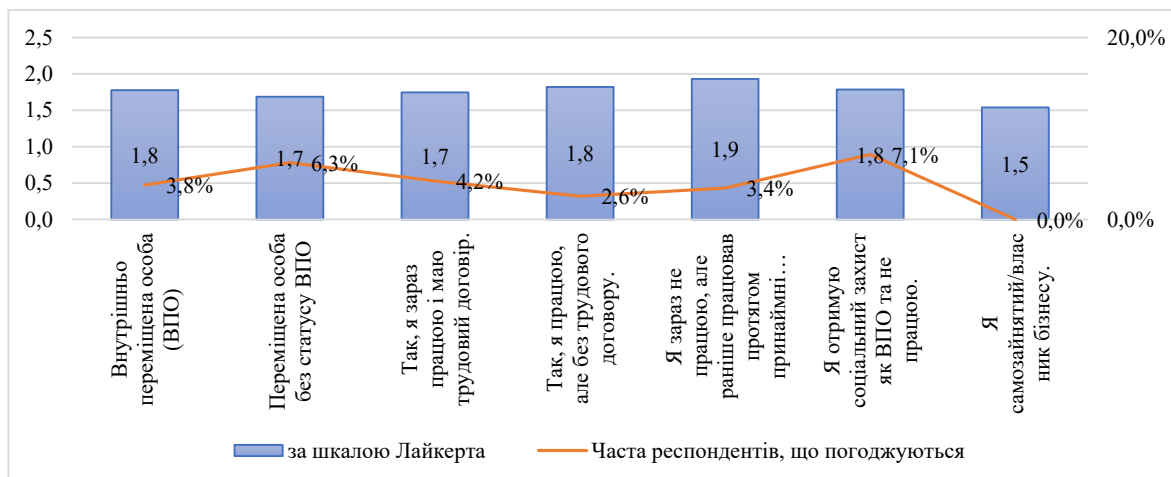
**Fig. 179. Gender distribution of respondents' responses regarding discrimination on cultural or religious grounds**

Women reported such discrimination slightly less often (3.4%) compared to men (4.7%). Gender differences are statistically insignificant, which confirms: cultural and religious discrimination does not have a pronounced gender character (Fig. 179).

Persons with IDP status indicated discrimination in 3.8% of cases. Those who moved without official status demonstrate a slightly higher level (6.3%), which may be related to their lower legal protection (Fig. 180).

The highest level of feeling discriminated against is reported by the unemployed receiving social protection (7.1%) and those who refused to answer the question about employment (7.1%).

Employed individuals experience discrimination on cultural or religious grounds to a much lesser extent (2.6–4.2%). This may indicate that economic vulnerability and dependence on social benefits exacerbates the feeling of such discrimination (Fig. 180).



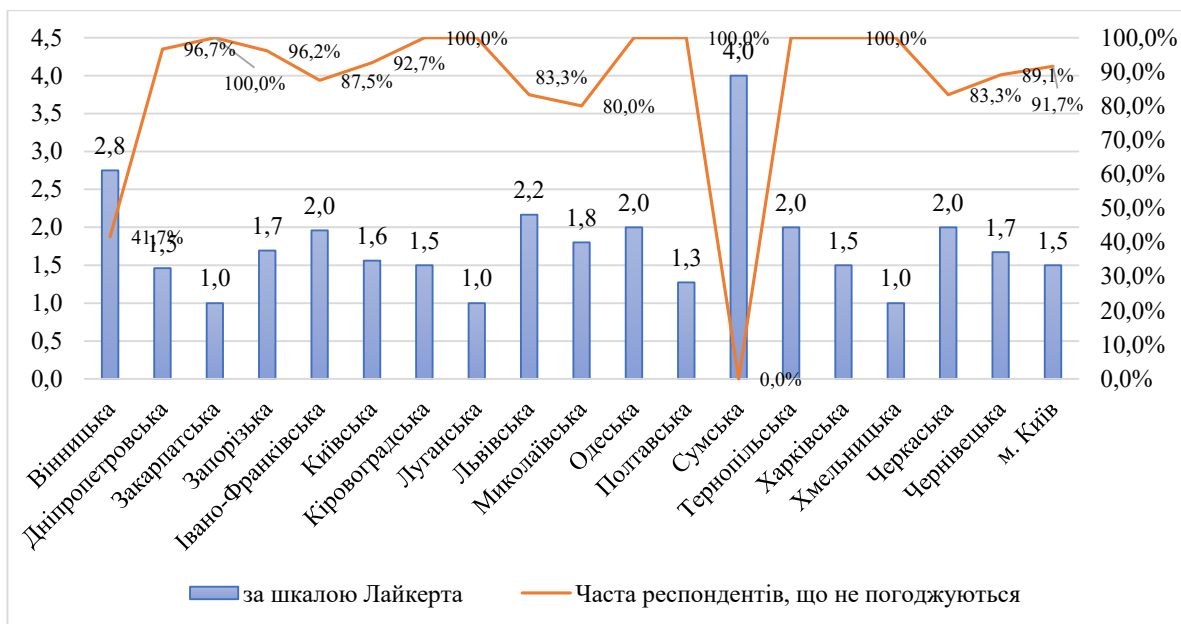
**Fig. 180. Share of respondents who fully or partially agree with the statement that they experience discrimination on cultural or religious grounds, depending on the presence of official IDP status and current employment status, (% and Likert scale scores)**

Thus, the overall level of cultural and religious discrimination among IDPs is low (3.8%), which indicates the relative tolerance of Ukrainian society.

The largest number of cases is reported in Mykolaiv, Sumy regions and the city of Kyiv, but in most regions such phenomena are practically absent. Middle-aged people and those in a state of social vulnerability (unemployed, welfare recipients) were more sensitive to discrimination.

### Cases of discrimination on the basis of ethnicity

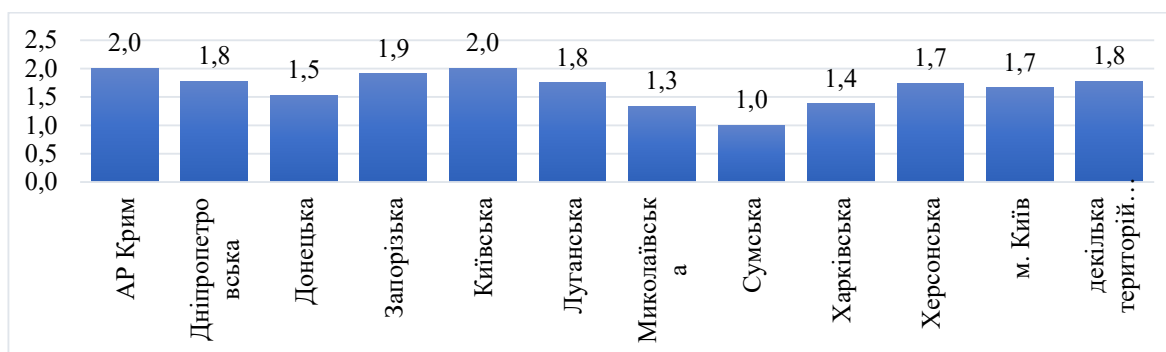
Regarding ethnic discrimination, only 2.4% of respondents agreed with the statement about its existence, which corresponds to an average value of 1.6 points on the Likert scale (where 1 is “strongly disagree”, 5 is “strongly agree”). At the same time, these data indicate the presence of certain regional and social differences that should be taken into account in the context of integration processes and the development of non-discrimination policies.



**Fig. 181. Share of respondents who fully or partially agree with the statement that they experience discrimination on ethnic grounds, by region of current residence (% and Likert scale scores)**

The highest rates of agreement with the statement about the existence of ethnic discrimination are observed in the following regions:

- Sumy region – 100% of respondents, however, it should be taken into account that the sample consists of only one person, which significantly distorts the result;
- Mykolaiv region – 20.0%;
- Vinnytsia and Lviv regions – 16.7% each (Fig. 181).



**Fig. 182. Level of agreement of respondents on the Likert scale with the statement that they experience discrimination on the basis of ethnicity, by region of origin, points**

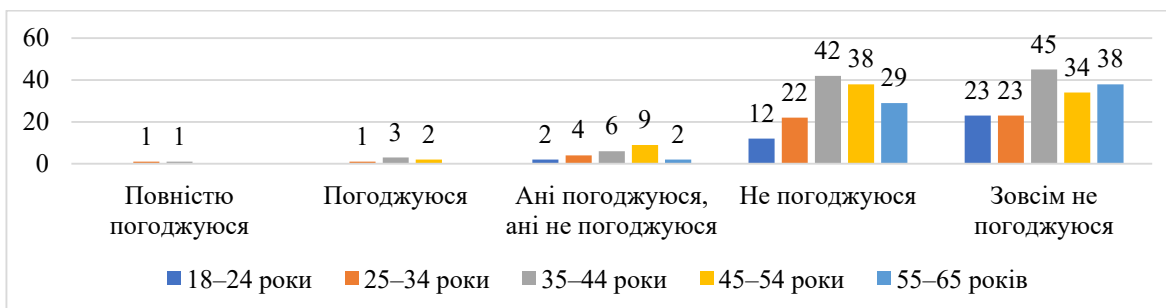
In large regions that have received a significant number of IDPs (Dnipropetrovsk, Zaporizhia, Kyiv and Chernivtsi regions), the level of agreement ranges from 0% to 2%, which indicates a relatively low level of ethnic discrimination in mass samples.

Thus, the main IDP reception centers are characterized by a lower level of ethnic discrimination, while in regions with a smaller number of respondents, isolated cases of prejudice may be observed.

The most noticeable manifestations of discrimination on the basis of ethnicity were recorded among IDPs from the following regions (Fig. 182):

- Zaporizhia region – 6.8%;
- Kherson region – 5.1%;
- Luhansk region – 5.0%;
- territories of active hostilities – 5.6%.

For IDPs from Donetsk and Kharkiv regions, the proportion of respondents who agreed with the statement about ethnic discrimination is almost zero. These results indicate a difference in the perception of ethnic identity, which depends on the regional context and historical and socio-cultural characteristics.

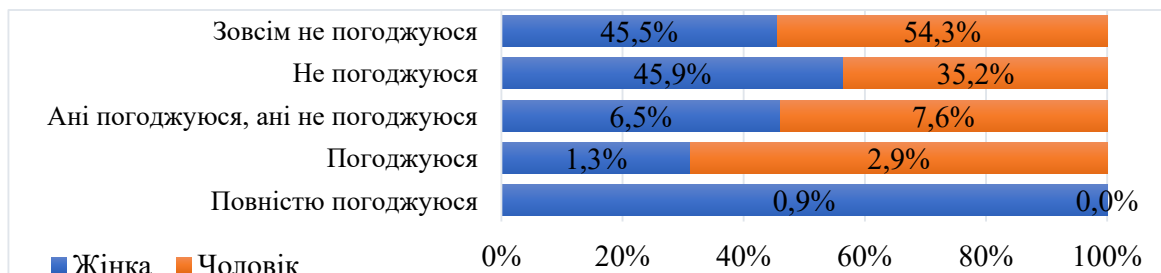


**Fig. 183. Distribution of respondents' answers regarding discrimination on ethnic grounds by age groups, persons**

The largest number of reports of ethnic discrimination comes from the following age groups (calculated according to Fig. 183):

- 35–44 years old – 4.1%.
- 25–34 years old – 3.9%.
- 45–54 years old – 2.4%.

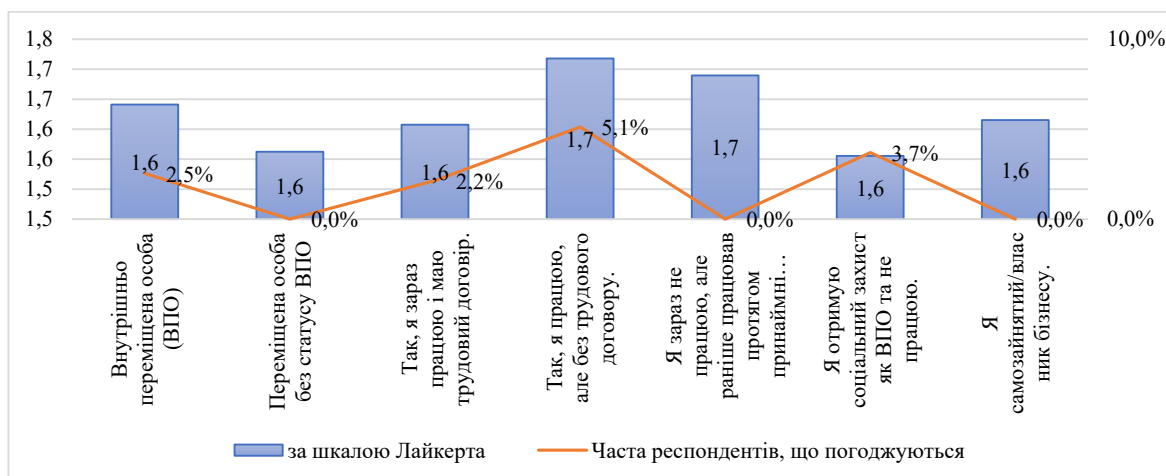
Young people (18–24 years old) and older respondents (55–65 years old) practically do not declare this form of discrimination. This may indicate that the most socially active groups (25–44 years old) are more likely to notice manifestations of such bias.



**Fig. 184. Gender distribution of respondents' responses regarding ethnic discrimination**

Among women, only 2.2% of respondents agreed with the statement about the existence of ethnic discrimination, while among men this figure is 2.9%. Despite a small difference, men are somewhat more likely to report experiencing this type of discrimination (Fig. 184).

Regarding IDP status, 2.5% of respondents with official status noted the existence of ethnic discrimination, while among persons without official IDP status this figure is 0%. This indicates that the official status of a displaced person can act as an additional marker of identity, which sometimes provokes prejudiced attitudes from others (Fig. 185).



**Fig. 185. Share of respondents who fully or partially agree with the statement that they experience discrimination on the basis of ethnicity, depending on the presence of official IDP status and current employment status, (% and Likert scale scores)**

The highest level of feeling of ethnic discrimination is observed among the following groups of respondents (Fig. 185):

- persons working without an official employment contract – 5.1%;
- persons receiving social protection as IDPs – 3.7%;
- persons with official employment – 2.2%.

These data indicate that economic vulnerability correlates with an increased feeling of ethnic discrimination. In general, the level of ethnic discrimination in Ukraine remains low, however, there are local and social risk groups that are more likely to encounter prejudice. Thus, the results of the study indicate that ethnic discrimination is not a systemic threat to Ukrainian society, but individual groups require additional attention in the field of rights protection and social integration.

### **Cases of discrimination based on regional origin**

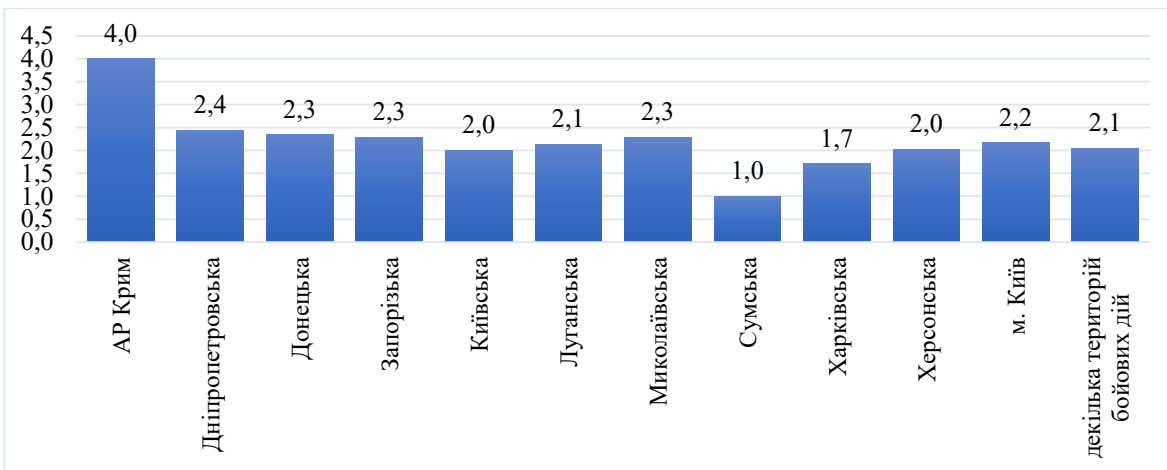
Regarding discrimination based on regional origin, 340 respondents answered questions about their own experiences in this area. In total, 15.6% of respondents (the sum of the categories “completely agree” and “partially agree”) reported discrimination due to the region from which they were forced to relocate. The average Likert scale score is 2.2, which indicates a predominant tendency of respondents to deny having experienced discrimination, although some of the respondents still experienced some oppression.

The perception of discrimination among IDPs varies significantly depending on the region of their stay. The highest level of agreement with the statement about the existence of discrimination is observed in Sumy and Odessa regions (100%), Mykolaiv region (60%), Kyiv city (34%) and Vinnytsia region (36.4%) (Fig. 186).

The lowest indicators were recorded in most eastern and central regions (Poltava, Kharkiv, Khmelnytskyi, Luhansk regions), where respondents almost did not report any manifestations of discrimination. This indicates the localized nature of the problem: in certain communities, IDPs are more likely to encounter prejudice, while in others, integration occurs more organically and without significant oppression.



**Fig. 186. Share of respondents who fully or partially agree with the statement that they experience discrimination based on regional origin, by region of current residence, (% and Likert scale scores)**

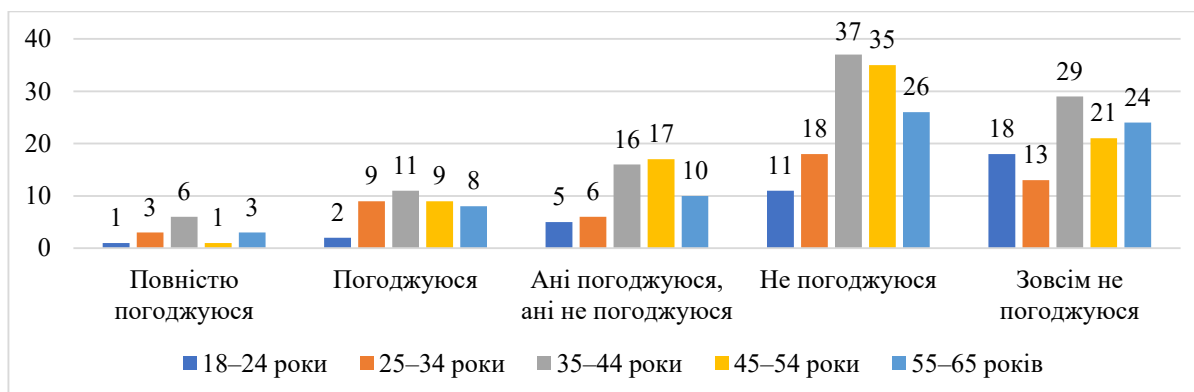


**Fig. 187. The level of agreement of respondents on the Likert scale with the statement that they experience discrimination based on regional origin, by region of origin, points**

The most vulnerable to such discrimination were immigrants from (Fig. 187):

- Luhansk region( 21.1%),
- Donetsk region (18.2%),
- Mykolaiv region (28.6%),
- Kherson region (9.8%),
- as well as those who came from multiple areas of hostilities (10.0%).

These data demonstrate that stigma is linked to regional identity: people from Crimea, Donbas, and the Southern regions are more likely to report prejudice.

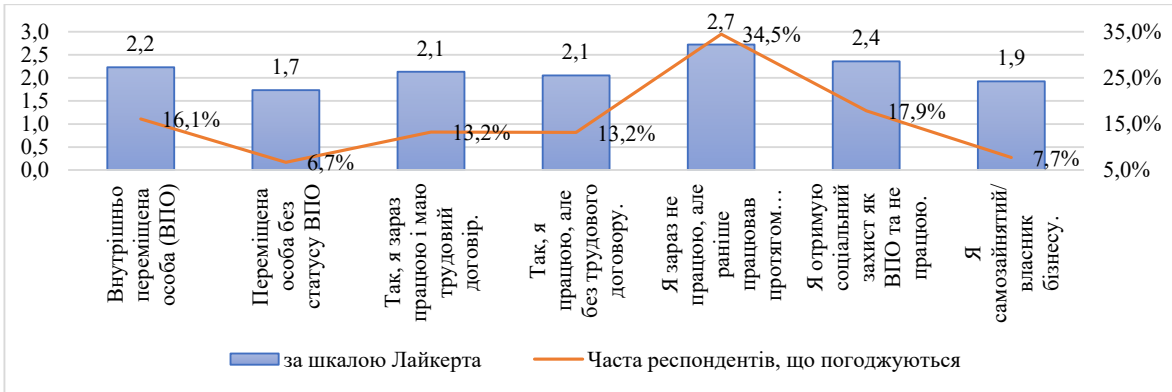


**Fig. 189. Distribution of respondents' responses regarding discrimination by region of origin, by age group, individuals**

Respondents aged 25–34 (24.5%) and 35–44 (17.2%) are most vulnerable to discrimination by region of origin. Young people aged 18–24 report a lower level of discrimination (8.1%), while older groups (55–65) demonstrate average indicators (15.5%). This may indicate that able-bodied immigrants are more likely to face restrictions on the labor market or in social relations (calculated based on data from Fig. 189).

As for the gender aspect, women were slightly more likely than men to report discrimination by region of origin (16.2% versus 15.0%), but the difference is insignificant. Overall, it can be stated that gender is not a determining factor in the perception of regional discrimination.

Persons with official IDP status were more likely to report discrimination (16.1%) than those who moved without status (6.7%). This can be explained by the fact that official status makes people more visible to administrative and social structures and can cause additional stigmatization when receiving services or assistance (Fig. 189).



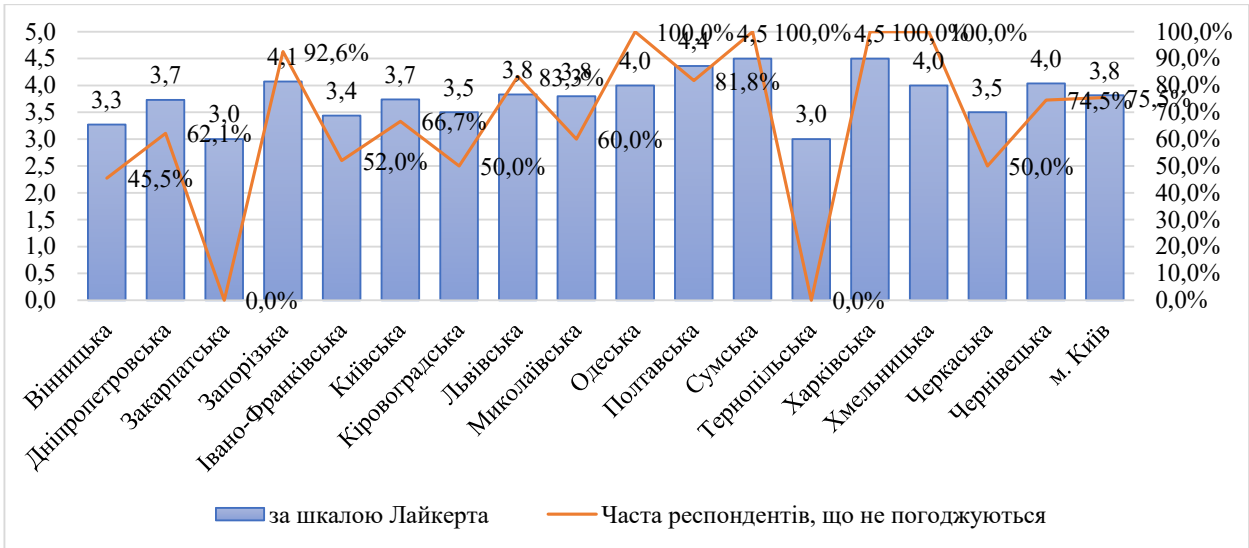
**Fig. 189. Share of respondents who fully or partially agree with the statement that they experience discrimination based on regional origin, depending on the presence of official IDP status and current employment status, (% and Likert scale scores)**

The highest level of discriminatory experience is among those who are temporarily unemployed but have previous work experience (34.5%). Among those who are officially employed, the level of agreement is significantly lower (13.2%). This may indicate that economic insecurity increases the feeling of stigmatization.

Discrimination based on region of origin exists, although its scale is relatively small (15–16%). It is most often experienced by IDPs from Crimea, Donbas and the Southern regions. The most vulnerable are people of working age (25–44 years old) and those who are temporarily unemployed. The problem has a geographical specificity: in some regions (Kyiv city, Vinnytsia, Odesa, Sumy regions) the level of stigmatization is significantly higher. Elements of this type of discrimination are intensified in cases where displaced persons receive official IDP status, which makes them more visible in social relations.

### **Respondents' assessment of the spatial concentration of IDPs in their current place of residence.**

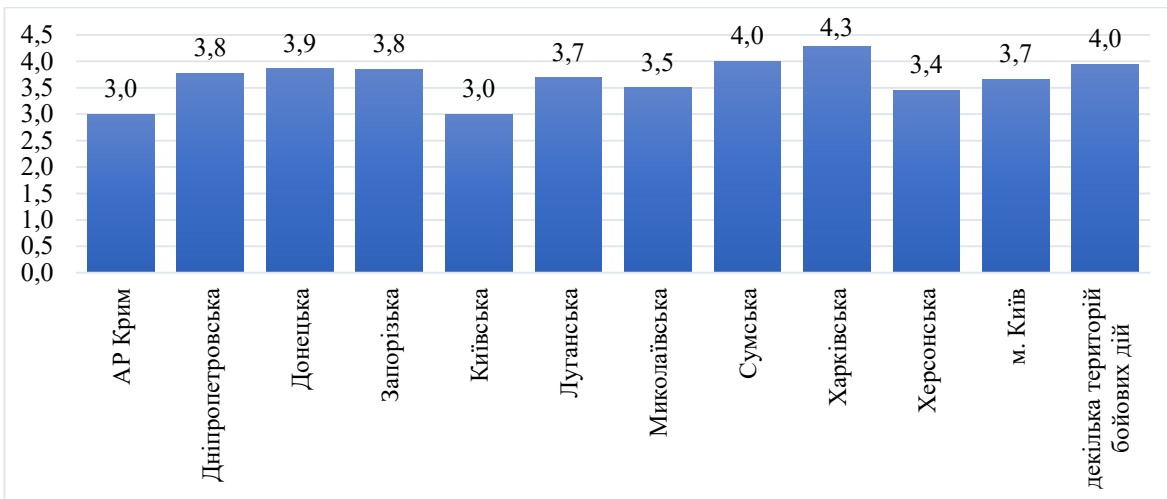
According to the survey conducted among 351 respondents, the majority of respondents admit: their place of residence is characterized by a significant concentration of displaced persons. The average Likert scale score is 3.8, and the share of those who agree with this statement reaches 68.7%.



**Fig. 190. Share of respondents who fully or partially agree with the statement that their area of residence is characterized by a significant concentration of IDPs, by region of current residence, (% and Likert scale scores)**

The distribution of responses by region demonstrates a clear unevenness in the perception of the concentration of IDPs in different regions.

The regions with the largest presence of IDPs include Zaporizhia Oblast (92.6%), Kharkiv, Sumy, Khmelnytskyi, and Odessa Oblasts (100% each). In these regions, IDPs constitute a significant share of the local population, which confirms the feeling of “overpopulation” in communities (Fig. 190).

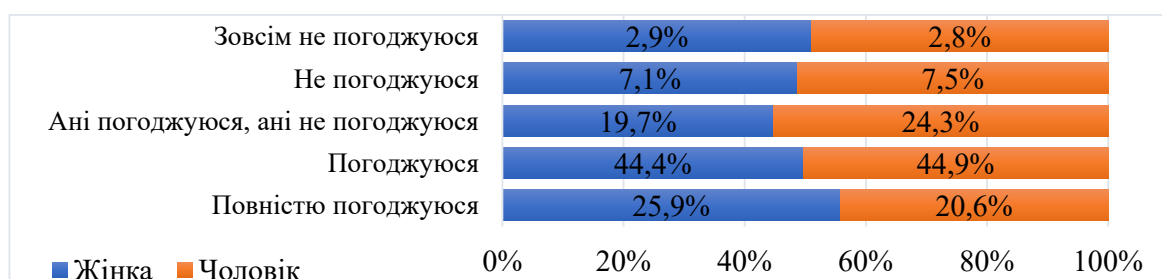


**Fig. 191. The level of agreement of respondents on the Likert scale with the statement that their area of residence is characterized by a significant concentration of IDPs, by region of origin, points**

High levels of agreement are also characteristic of the capital (75.5%), Chernivtsi (74.5%), Poltava (81.8%) and Lviv regions (83.3%). These regions can be considered as new centers of attraction for IDPs.

In contrast, the minimum indicators were recorded in Vinnytsia (45.5%), Zakarpattia and Ternopil regions (0% each), which indicates a smaller number of IDPs or their more successful integration into the local environment.

Analysis of respondents' responses by region of origin (Fig. 191) demonstrates interesting patterns. IDPs from Kharkiv region (89.3%) and those who left several combat zones (90%) agree most with the statement about a high concentration of IDPs. A high level of agreement is also found among IDPs from Zaporizhia (73.9%) and Luhansk (71.8%) regions. On the other hand, those from Kherson (51%) and Mykolaiv (50%) regions, as well as the Autonomous Republic of Crimea (0%) are much less likely to note a high concentration of IDPs. This means that the experience of perceiving “overcrowding” depends not only on the region of residence, but also on the point of departure of the displaced.

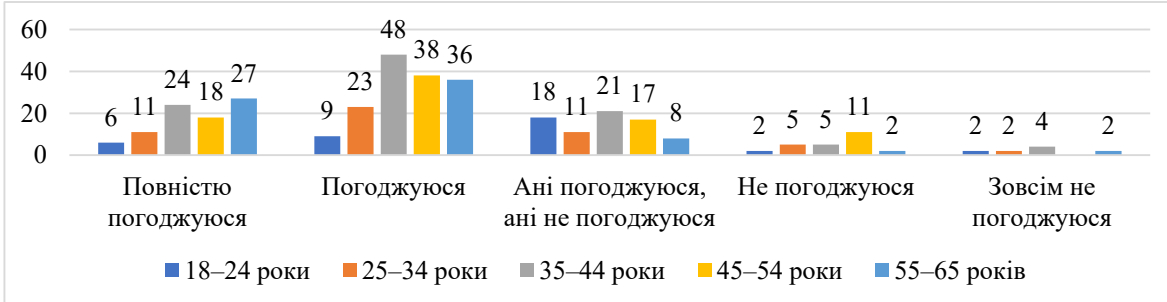


**Fig. 192. Gender distribution of respondents' responses regarding the level of concentration of IDPs in their current area of residence**

A noticeable difference is observed between women and men (Fig. 192). Women are more likely to agree with the statement about the high concentration of IDPs in their region of residence (70.3%) compared to men (65.4%). This is probably due to women's greater social sensitivity, their active inclusion in local support and communication networks.

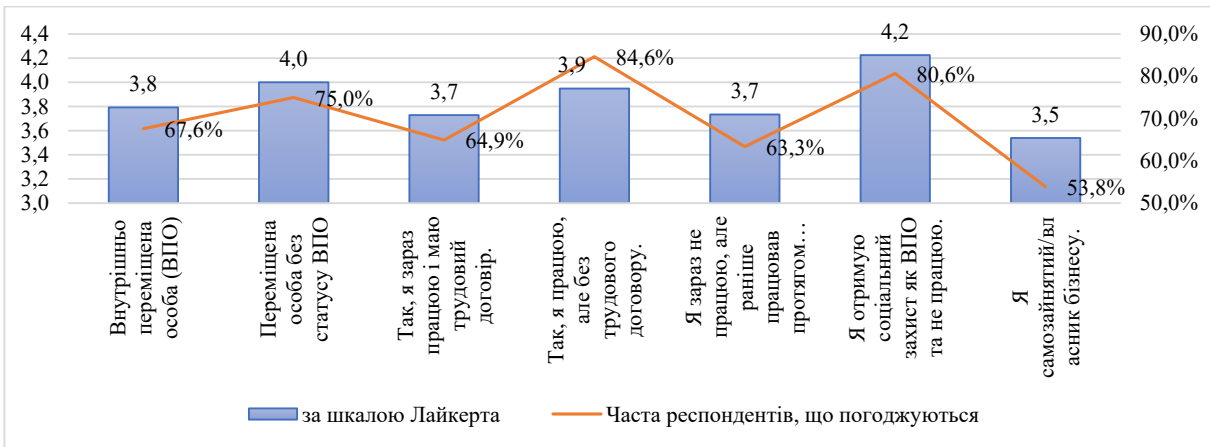
The most noticeably high concentration of IDPs is noted by respondents in the older age group - 55–65 years old (84.0%). Young people aged 18–24 years old (40.5%) are

much less likely to share this opinion. This can be explained by the specifics of socialization: younger respondents are less integrated into community life and less likely to pay attention to demographic changes (calculated based on Fig.



**Fig. 193. Distribution of respondents' answers regarding the level of concentration of IDPs in the area of their current residence, by age group, persons Officially registered IDPs confirm a high concentration of IDPs in 67.6% of cases.**

Persons without official status speak more often about overpopulation (75.0%). It is noteworthy that respondents who refused to indicate their status acknowledge a significant presence of IDPs in 100% of cases. This may indicate a hidden affiliation to the IDP group and a reluctance to formally identify themselves (Fig. 194).



**Fig. 194. Share of respondents who fully or partially agree with the statement that their area of residence is characterized by a significant concentration of IDPs, depending on the presence of official IDP status and current employment status, (% and Likert scale scores)**

The highest level of agreement regarding the presence of IDPs is observed among respondents who are unemployed but receive social protection as IDPs (80.6%), as well as among persons employed without an employment contract (84.6%). At the same time, those who are officially employed demonstrate a lower tendency to note the concentration

of IDPs (64.9%). This distribution can be explained by the impact of economic integration: stable employment reduces the feeling of “separateness” of IDPs, while unemployment or informal employment increases the perception of their number.

The vast majority of respondents (68.7%) recognize a high concentration of IDPs in their area of residence. At the same time, the perception of this phenomenon varies significantly depending on the region of residence, the region of origin of the displaced persons, the age and gender of the respondents, as well as their socio-economic status. The most noticeable presence of IDPs is in the eastern and central regions, as well as in the capital and border regions. Women, older people and socially less integrated categories (unemployed, unofficially employed) demonstrate increased sensitivity to the concentration of displaced persons.

The results obtained allow us to conclude that the phenomenon of “concentration of IDPs” in the minds of citizens has not only a demographic, but also a socio-psychological dimension. It affects integration processes, the level of cohesion of communities and needs to be taken into account in state and regional policies.

## CONCLUSIONS TO PART II

Analysis of the social, labor and socio-cultural aspects of IDPs’ lives indicates the gradual development of integration processes in host communities. The study showed that the main areas of stabilization for IDPs are employment, domestic adaptation, social ties and participation in public life, however, inequality of conditions and territorial differences still remain significant.

The level of labor adaptation can be assessed as quite high: the majority of respondents (almost 92%) are well aware of issues of labor protection, safety and labor rights, which indicates an appropriate level of formal integration into the professional environment. At the same time, the nature of employment remains gender-differentiated: men are much more likely to perform work with increased risk (53.7%), while among women this figure is almost three times lower (21.9%). This indicates the preservation of

the traditional division of professional roles, but at the same time the flexibility of women in combining work and family responsibilities.

The issue of work-life balance remains an important indicator of social well-being for most migrants. About two-thirds of respondents indicated that they have enough time for family and personal matters, with the highest level of satisfaction observed among older people and the lowest among young professionals aged 25–34. Having formal employment is positively correlated with psychological stability and a sense of social inclusion.

The development of volunteer activity has become one of the most striking manifestations of social integration. There was a strong, albeit uneven, volunteer participation, with the highest levels in Zakarpattia, Ternopil and Zaporizhia regions, where a significant proportion of respondents reported involvement in community or charitable initiatives. This indicates an increase in trust in local communities, the formation of horizontal social ties and the transition of IDPs from passively receiving assistance to active participation in community life.

Access to social services is generally assessed positively, but there is room for improvement. Almost 56% of respondents consider the level of provision of preschool education to be sufficient, and the average satisfaction score is 3.6 on the Likert scale. At the same time, care for the elderly remains a weak link - only a third of respondents assessed the availability of such services as satisfactory. This indicates the need to build care infrastructure and develop social services at the local level.

There is a gradual restoration of stability in the structure of family relations and domestic integration. Almost 38% of IDPs have the opportunity to invite family members to live together, which demonstrates an improvement in housing conditions and the level of rooting in the new environment. This indicator is especially high among middle-aged and older respondents who have stable jobs or their own housing.

The institutional integration of IDPs, including participation in trade unions and other forms of social representation, remains limited - about a third of those officially

employed are members of such organizations. This indicates the need to expand opportunities for collective protection of labor rights and strengthen social dialogue on the ground.

The assessment of attitudes towards IDPs showed a predominantly high level of tolerance in host communities. Over 74% of respondents stated that they had not faced discrimination based on their IDP status, and cases of prejudice based on ethnic, cultural, or religious grounds remain isolated (up to 4–6%). Most often, IDPs report discrimination based on their region of origin (16%), particularly in the field of employment. Representatives of working age aged 25–44 remain more vulnerable - they are the ones who most often experience structural barriers and stereotypical perceptions.

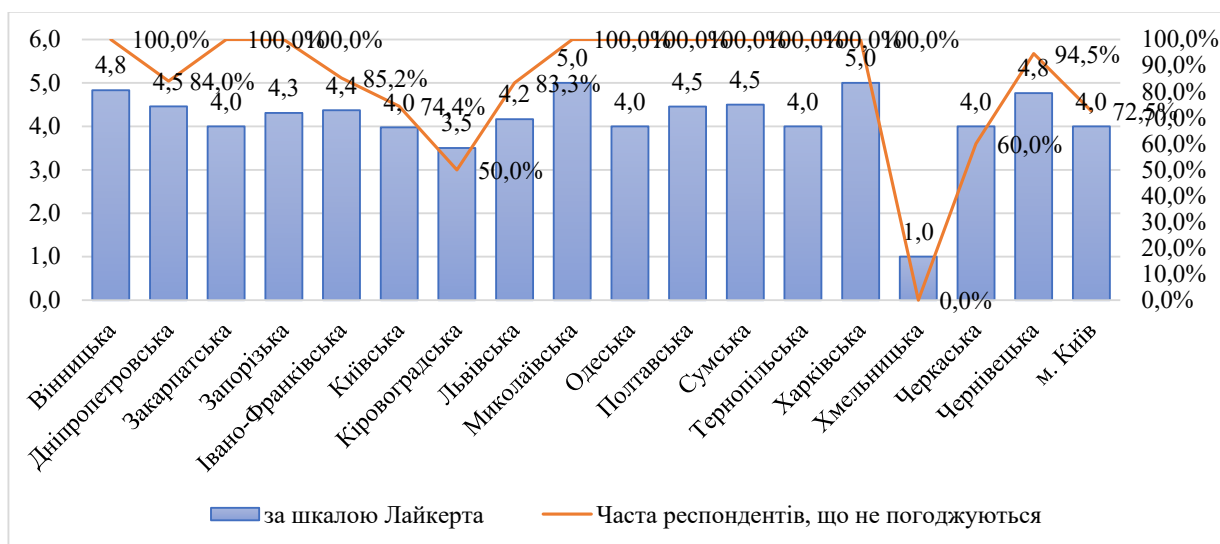
In general, it can be stated that the social and domestic integration of IDPs is taking place gradually, but unevenly: stabilization in the sphere of labor and family life is combined with the need to improve access to social services and expand institutional participation. The overall dynamics indicate a transition from the adaptation to the integration stage, when displaced persons become not only recipients of assistance, but also active participants in the development of local communities.

### PART III: LEVEL OF PROTECTION OF IDPS AND THEIR MOTIVATION TO RETURN HOME

Conditions under which return to the place of previous residence is possible:

**Absence of threat from war and its consequences. Signing and maintaining a ceasefire, acceptance and provision of other security conditions by partners**

Respondents' responses clearly indicate that the decisive factor in returning for most of them is the cessation of hostilities and security guarantees: The overall average score on the Likert scale is 4.3 out of 5, and the share of respondents who agree with this statement reaches 84.6%.

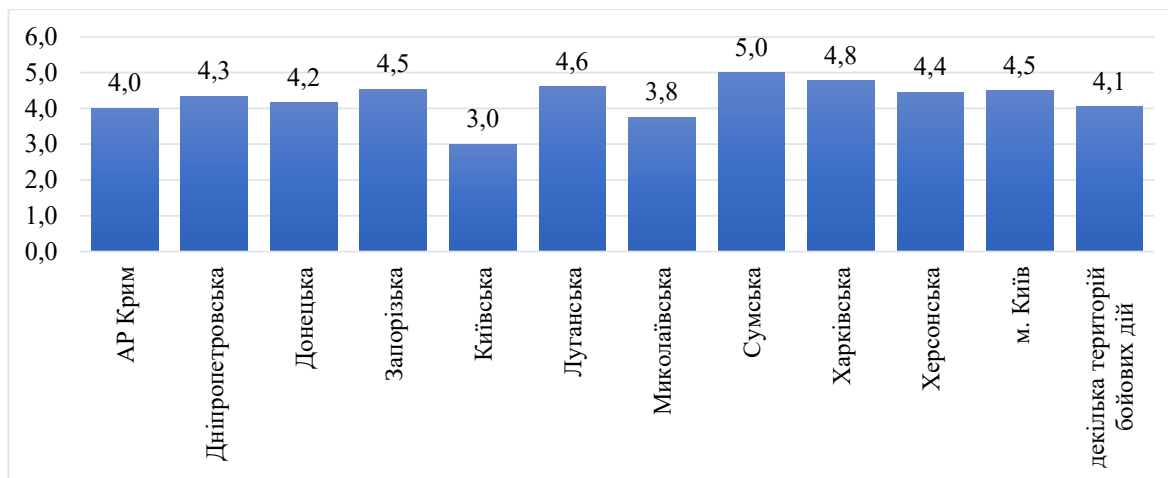


**Fig. 195. The share of respondents who fully or partially agree with the statement that they are ready to return to their front-line places of residence in the event of the cessation of hostilities and the availability of security guarantees, by region of current residence (% and Likert scale scores)**

The highest agreement is demonstrated by residents of Luhansk, Mykolaiv, Kharkiv, Zaporizhia and Kherson regions, as well as those who currently live in Vinnytsia, Chernivtsi, Mykolaiv and Kharkiv regions - in these groups the share of agreement reaches 90–100% (Fig. 195).

Lower indicators were recorded among respondents from Kirovohrad (50%) and Khmelnytskyi (0%) regions. In Kyiv region, the level of agreement is 74.4%, and in the

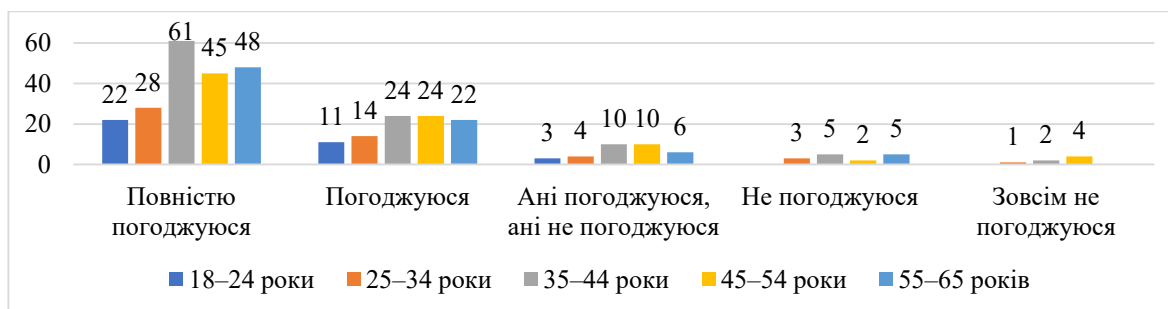
capital - 72.5%, which may reflect the specifics of a large city, where some IDPs have gradually integrated into the new environment.



**Fig.196** The level of agreement of respondents with the statement that they are ready to return to their front-line places of residence in the event of the cessation of hostilities and the availability of security guarantees, on a Likert scale by region of origin, points

Among IDPs from Luhansk (92.5%), Zaporizhzhia (95.7%), Kharkiv (93.3%) and Kherson (91.5%) regions, the desire to return home after the military threat disappears dominates. The indicators are slightly lower among those from Donetsk region (75.9%), which can be partly explained by the duration of the conflict in this territory (Fig. 196).

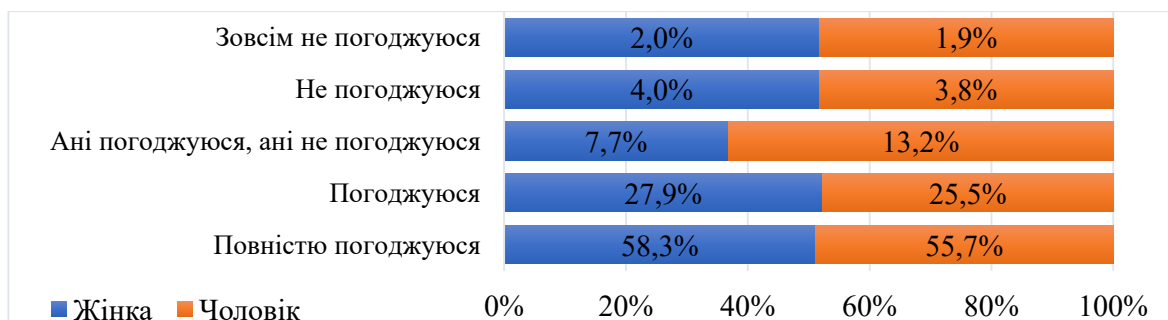
Absolute agreement (100%) was expressed by respondents from the city of Kyiv and Sumy region.



**Fig. 197. Distribution of respondents' answers regarding their willingness to return to their front-line places of residence in the event of cessation of hostilities and the availability of security guarantees, by age groups, individuals**

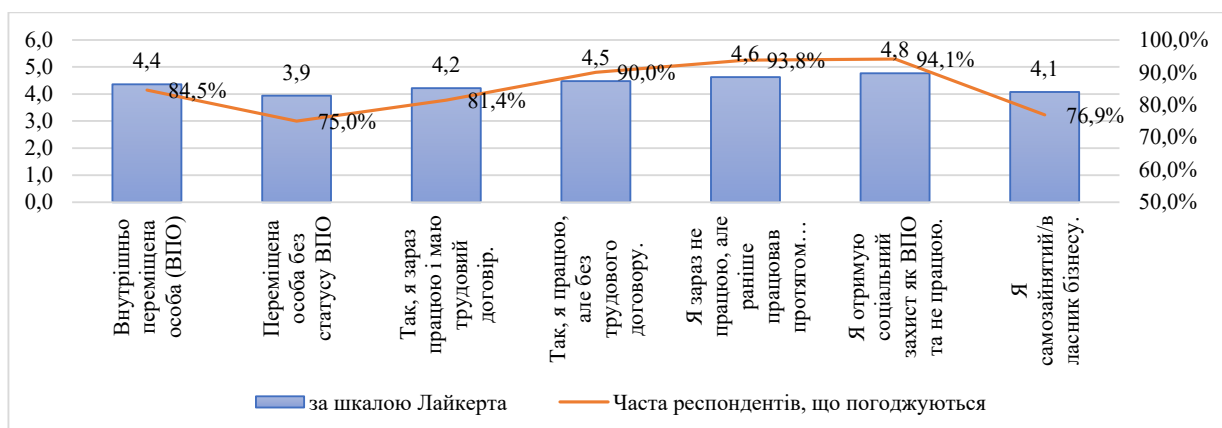
The most united in their desire to return are young people aged 18–24 (91.7%) and older people aged 55–65 (86.4%). The lowest level of support is observed among the

group of 45–54 years (81.2%), which still remains high (calculated based on data in Fig. 197).



**Fig. 198. Gender distribution of respondents' responses regarding their willingness to return to their front-line places of residence in the event of cessation of hostilities and the availability of security guarantees**

Women (86.2%) more often than men (81.1%) identify the absence of a military threat as a key condition for return. This difference can be explained by the higher level of responsibility of women for the safety of children and family members (Fig. 198).



**Fig. 199. Share of respondents who fully or partially agree with the statement that they are ready to return to their front-line places of residence in the event of cessation of hostilities and the availability of security guarantees, depending on the presence of official IDP status and current employment status, (% and Likert scale scores)**

Respondents with IDP status (84.5%) are more likely than those who moved without officially acquiring this status (75%) to emphasize the priority of the security factor (Fig. 199). By the employment criterion, the most consolidated groups were those who are unemployed but receive social support (94.1%), as well as those who had work experience but are currently unemployed (93.8%). The lowest indicators were

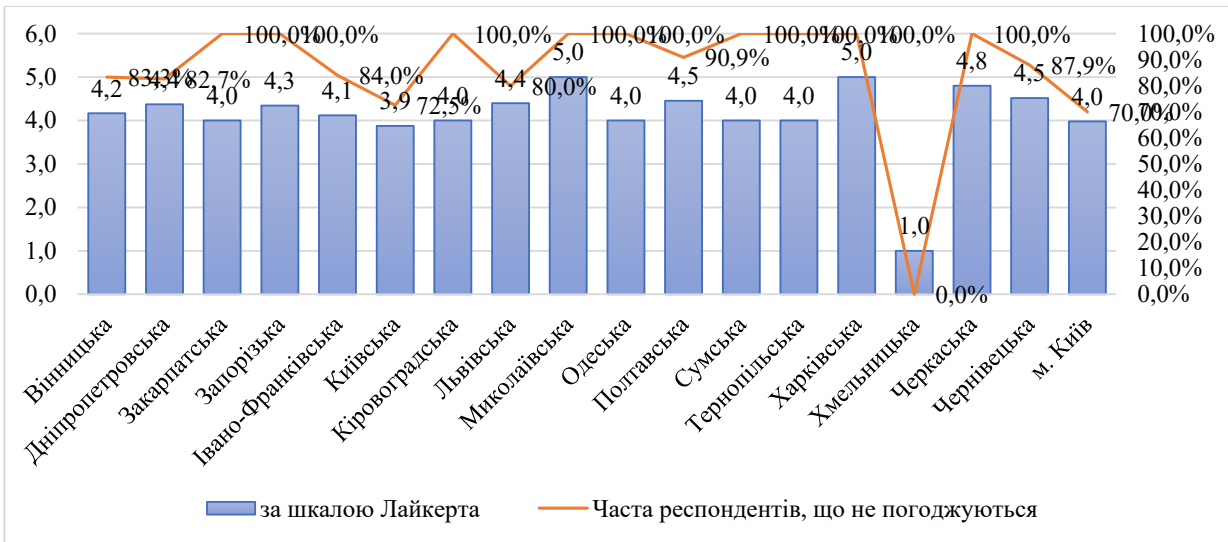
demonstrated by the self-employed and business owners (76.9%), which may indicate their higher integration into the new socio-economic environment and partial restoration of economic activity in a new place (Fig. 199).

In general, the security factor is decisive for the readiness to return: more than 80% of IDPs note that the possibility of returning is associated exclusively with the cessation of hostilities and guarantees of stability. The highest level of intentions to return is demonstrated by residents of the regions that have suffered the greatest destruction and occupation (Luhansk, Kharkiv, Zaporizhia, Kherson regions). Young and older respondents show higher unanimity in their willingness to return, while the proportion of undecided is higher in the middle-aged group. Women are characterized by a higher level of orientation towards security conditions, which may be due to their social role in the family structure. In contrast, some of the self-employed and entrepreneurs demonstrate a lower willingness to return, which indicates gradual socio-economic adaptation in the host communities. Overall, the results confirm: the key condition for the return of IDPs is the end of the war and the formation of a sense of guaranteed security.

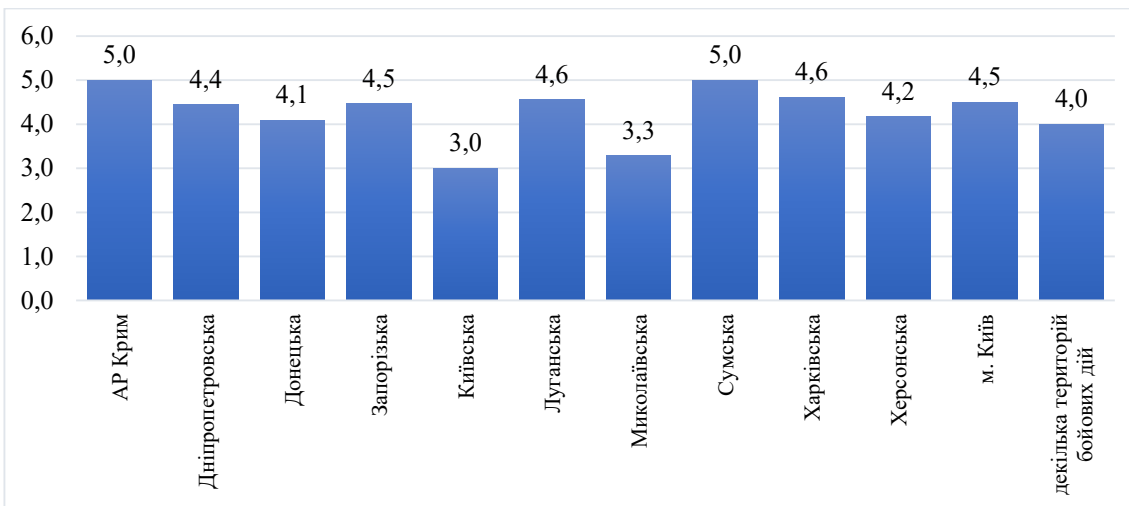
#### **Availability of one's own housing to which one can return**

On average, respondents rated the importance of this factor at 4.2 points on the Likert scale, and 82.5% agreed or strongly agreed with the corresponding statement. The results obtained indicate that the housing aspect is one of the key determinants that determine the readiness of IDPs to return to their previous place of residence.

The highest level of support for this component is observed among respondents from Mykolaiv, Luhansk, Kharkiv, Cherkasy and Zaporizhia regions, where all respondents (100%) noted the importance of housing. High indicators were also recorded in Poltava region (90.9%). The lowest values are in Khmelnytskyi region, where no respondent agreed with the statement. In the capital, the level of agreement is lower than average - 70% (Fig. 200).



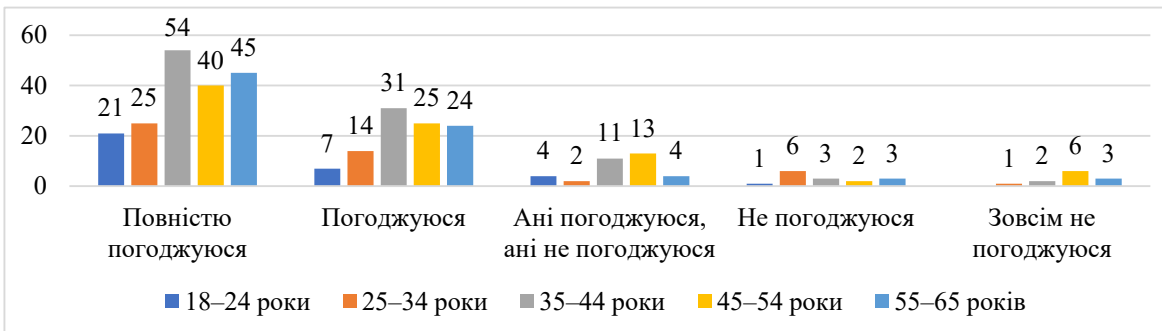
**Fig. 200. Share of respondents who fully or partially agree with the statement that they are ready to return to their previous place of residence if housing is available, by region of current residence, (% and Likert scale scores)**



**Fig. 201. Level of agreement of respondents on the Likert scale with the statement that they are ready to return to their previous place of residence if housing is available, by region of origin, scores**

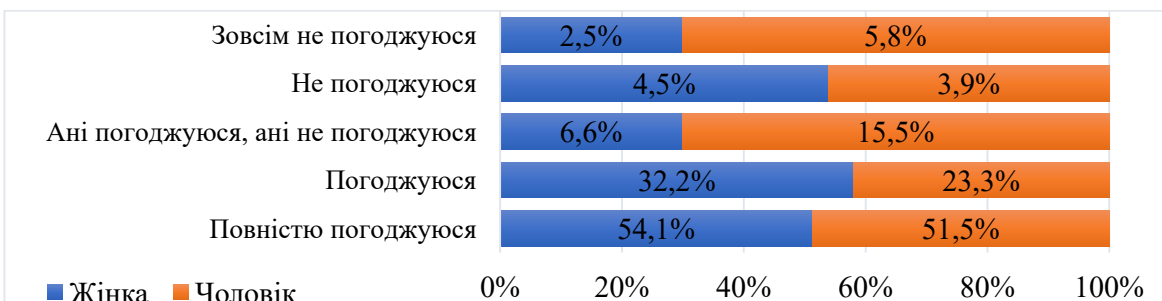
The highest significance of this factor was demonstrated by respondents from the Autonomous Republic of Crimea, Sumy region, the city of Kyiv and certain areas of active hostilities, where the level of agreement was 100% or close to this indicator (Fig. 201). The lowest level of agreement was found among IDPs from Mykolaiv region (57.1%). For those from Donetsk region, this indicator is 74.1%, which reflects the

complexity of the housing situation in the region of origin.



**Fig. 202. Distribution of respondents' answers regarding their willingness to return to their previous place of residence if housing is available by age groups, persons**

People aged 55–65 (87.3%) and young people aged 18–24 (84.8%) are most critical of the housing factor. The indicator is lower among people aged 45–54 – 75.6%, which may reflect a certain adaptation of this age group to new living conditions (calculated based on data in Fig. 202).

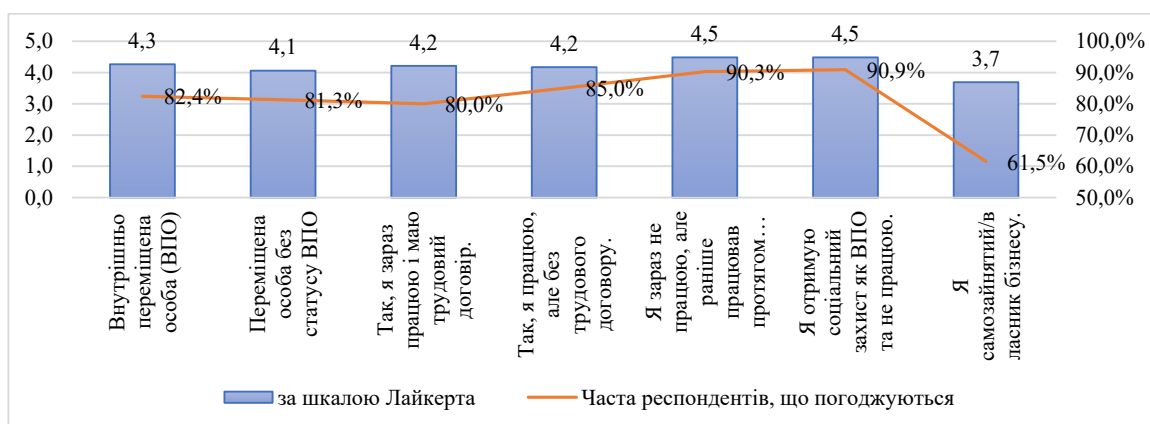


**Fig. 203. Gender distribution of respondents' responses regarding their willingness to return to their previous place of residence if housing is available**

Women are more likely to emphasize the importance of housing (86.4%) than men (74.8%). This may be due to the fact that women, especially those with children, tend to be more concerned about the stability and security of living conditions (Fig. 203).

The level of agreement among officially registered IDPs is 82.4%, while among those without status it is 81.3%. And the highest level of agreement was recorded among those receiving social protection and not working (90.9%), as well as among those who previously worked but are currently unemployed (90.3%) (Fig. 204).

The lowest indicators were demonstrated by the self-employed and business owners (61.5%), which can be explained by their pragmatic adaptation to new living conditions and less dependence on the restoration of lost housing (Fig. 204). The results obtained confirm: the presence of one's own housing is one of the determining conditions for the return of IDPs. This factor is multidimensional: for representatives of older age groups it is associated with life stability, for young people - with the possibility of building a future, and for women - with ensuring security and comfortable conditions for the family.

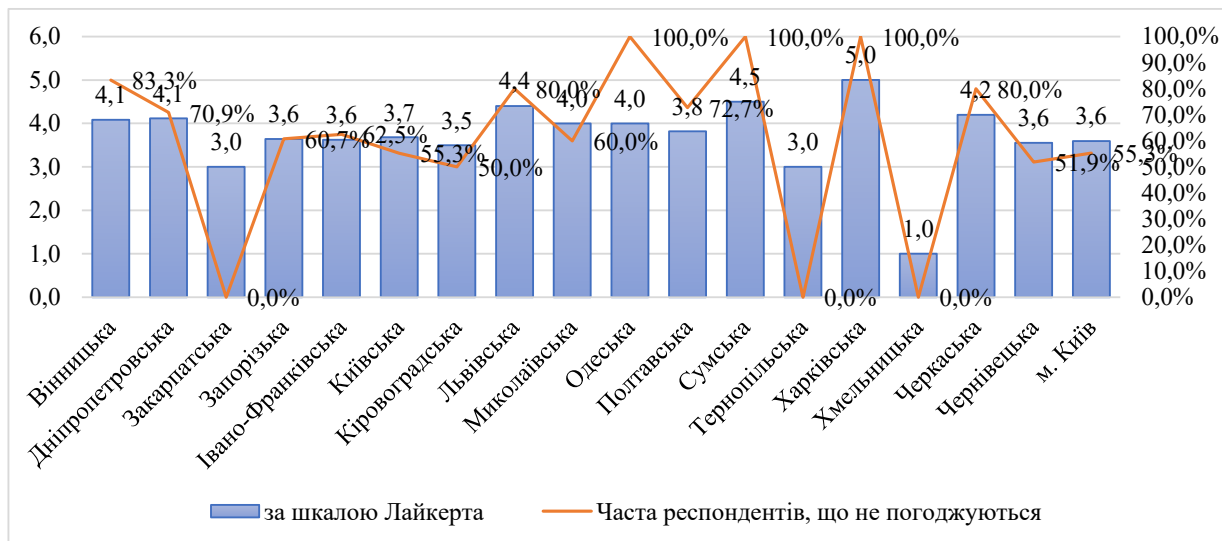


**Fig. 204. Share of respondents who fully or partially agree with the statement that they are ready to return to their previous place of residence if housing is available, depending on the presence of IDP status and current employment status, (% and Likert scale scores)**

Regional characteristics indicate that in areas with large-scale destruction, the importance of the housing issue becomes even more critical. At the same time, for entrepreneurs and economically active groups, access to employment and resources are the determining factors.

The average Likert scale score was 3.8, and the share of respondents who agreed or fully agreed with this condition was 61.9%. This indicates that for the majority of IDPs, the financial and organizational aspects of return are an important factor, but they are not as decisive as,

for example, the availability of their own housing.



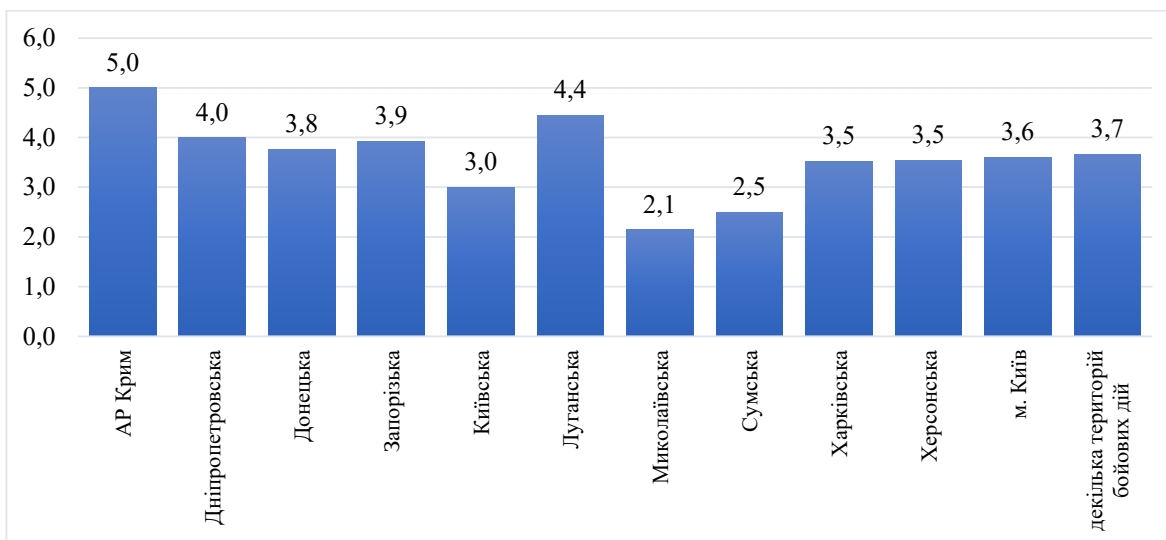
**Fig. 205. Share of respondents who fully or partially agree with the statement that they are ready to return to their previous place of residence if they are compensated for moving, housing and social expenses, by region of current residence (% and Likert scale scores)**

High indicators were recorded in Luhansk region (5.0 points; 100.0% of respondents agree), Cherkasy region (4.5 points; 100.0%), as well as in Poltava, Sumy, Kirovohrad, Vinnytsia and Chernivtsi regions (4.0 points; 100.0% each). These regions are characterized by the highest level of implementation of compensation mechanisms and the corresponding level of trust on the part of internally displaced persons (Fig. 205).

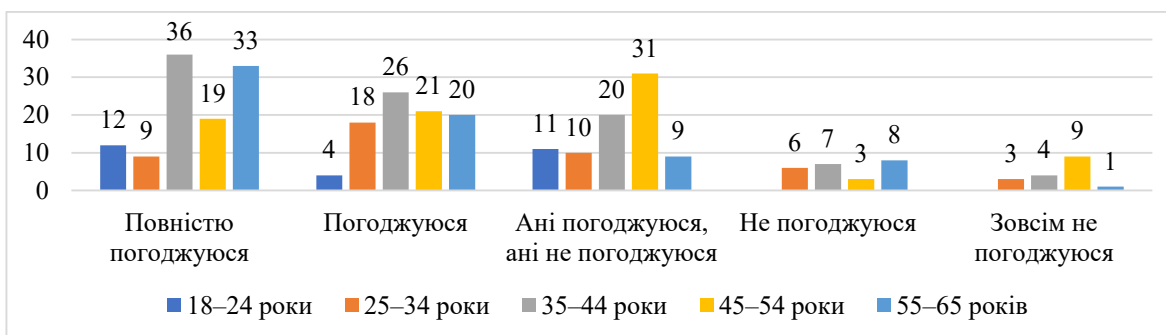
In contrast, low indicators were found in Zakarpattia, Ivano-Frankivsk and Ternopil regions (3.0 points; only 0–50% agreement), as well as in Khmelnytskyi region (1.0 points; 0.0% agreement). This indicates an almost complete absence of real compensatory support, which creates additional social and everyday difficulties for IDPs.

In terms of territory of origin, the highest level of support for the statement was recorded in the Autonomous Republic of Crimea (one respondent; 100.0% agreement; average score 5.0 points) and Luhansk region (38 respondents; 92.1% agreement; average score 4.4 points) (Fig. 206). Such dynamics demonstrate that residents of territories with a particularly high level of risk or large-scale losses as a result of the war

perceive any forms of compensation extremely positively. The “average values” group includes the regions of the East and South: Dnipropetrovsk (66.7%), Donetsk (60.9%), Zaporizhia (63.4%) and Kherson (60.0%) regions, as well as respondents who indicated living in “several areas of hostilities” (61.9%). In these cases, the average scores range from 3.5 to 3.9 points, indicating partial but uneven availability of compensation mechanisms.



**Fig. 206. Level of agreement of respondents on a Likert scale with the statement that they are ready to return to their previous place of residence if they are compensated for moving expenses, housing and social arrangements, by region of origin, points**

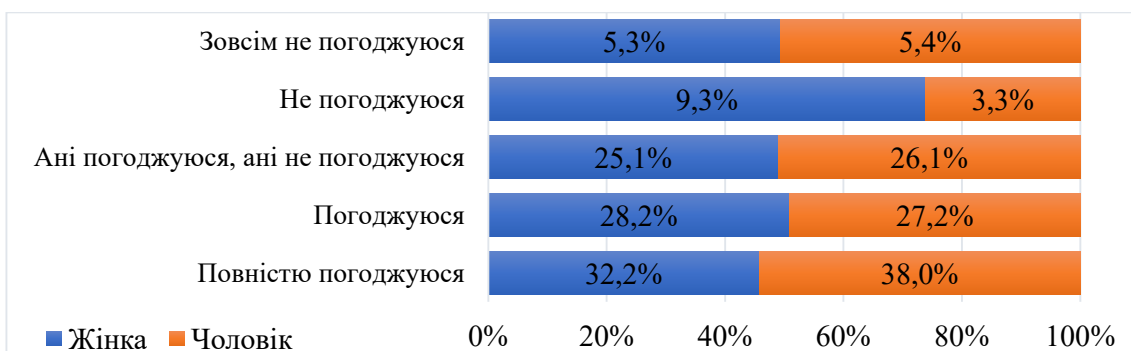


**Fig. 207. Distribution of respondents' answers regarding their willingness to return to their previous place of residence in case of compensation for moving expenses, housing and social arrangement, by age groups, individuals**

However, in regions with less intensity of hostilities (for example, Mykolaiv region - only 2.1 points and no agreeing), the role of financial compensation is assessed lower.

By age groups, the importance of compensation is most clearly emphasized among respondents aged 55–65 (74.6%). For this category, the issue of social arrangement and state support is of key importance, since their ability to independently restore living conditions is limited.

Young people (18–24 years old) and middle-aged respondents (35–44 years old) also demonstrate a relatively high level of support for the statement (about 60–67%), while in the 45–54 age group this figure drops to 48.2%. This may indicate a greater willingness of people of this age to rely on their own resources or alternative return mechanisms (calculated based on data in Fig. 207).



**Fig. 208. Gender distribution of respondents' responses regarding their willingness to return to their previous place of residence if they were compensated for moving, housing, and social expenses**

Among women, the level of agreement with the condition of compensation for expenses is 60.4%, while among men this figure is slightly higher – 65.2%. A similar difference may be due to the fact that men more often play the role of the main earners in the household, and therefore perceive compensation mechanisms as a tool for restoring economic stability. For women, the issue of return is more related to security and social guarantees than to direct financial support (Fig. 208).

At the same time, respondents with official IDP status are more likely to consider compensation for expenses as an important condition for return (61.8%) than those without such status (56.3%). Respondents who receive social protection and are not working (76.7%), as well as those who had previous work experience but are currently unemployed (63.3%), demonstrated a particularly high level of agreement. In contrast,

among the self-employed and business owners, the share of those who agree is significantly lower (33.3%), which can be explained by their greater economic independence and ability to restore stability without relying on state or donor programs. Thus, compensation for moving and settlement expenses is considered an important, but not decisive, factor in returning home for the majority of IDPs. Its importance increases in three key groups: the elderly, displaced persons from the most devastated regions, and those who have lost their jobs or are completely dependent on social assistance. For economically active categories of the population (in particular, entrepreneurs and youth), this factor is of an auxiliary nature. Therefore, the policy of the state and international partners in the field of recovery should be differentiated: provide targeted support for vulnerable groups in combination with the creation of conditions for self-sufficiency of economically capable households.

#### **Availability of a job in the occupation held before displacement**

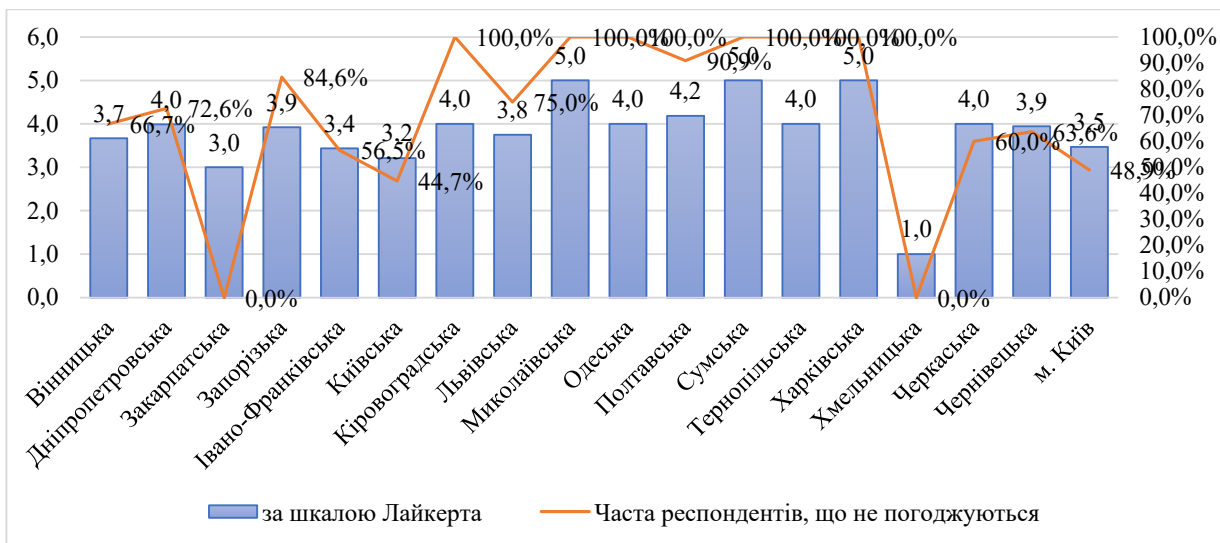
On average, on the Likert scale, respondents assessed the significance of this condition at 3.8 points, which indicates a sufficiently high level of importance. In total, 64.5% of respondents stated that they would return home if they had the opportunity to find employment in their previous specialty.

In a number of regions, this indicator reaches 100%: Kirovohrad, Luhansk, Mykolaiv, Odesa, Sumy, Ternopil and Kharkiv regions. A very high level of retention of professional work was also recorded in Poltava (90.9%) and Zaporizhia (84.6%) regions (Fig. 209).

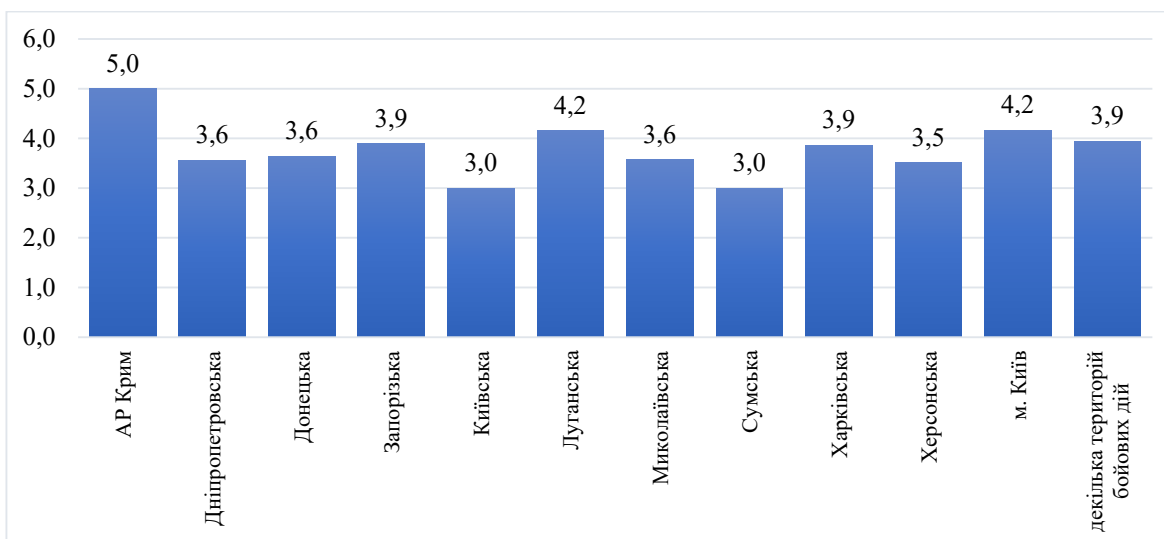
In Khmelnytskyi region, however, the situation is diametrically opposite: the average score is only 1.0, and the share of those who work by profession is 0.0%.

Lower than average indicators are observed in Kyiv region (44.7%) and the capital (48.9%), which may indicate higher competition in the labor market of large agglomerations.

The highest level of retention of professional employment was recorded among IDPs from Luhansk region – 78.9% agreed with the statement (average score – 4.2) (Fig. 210).



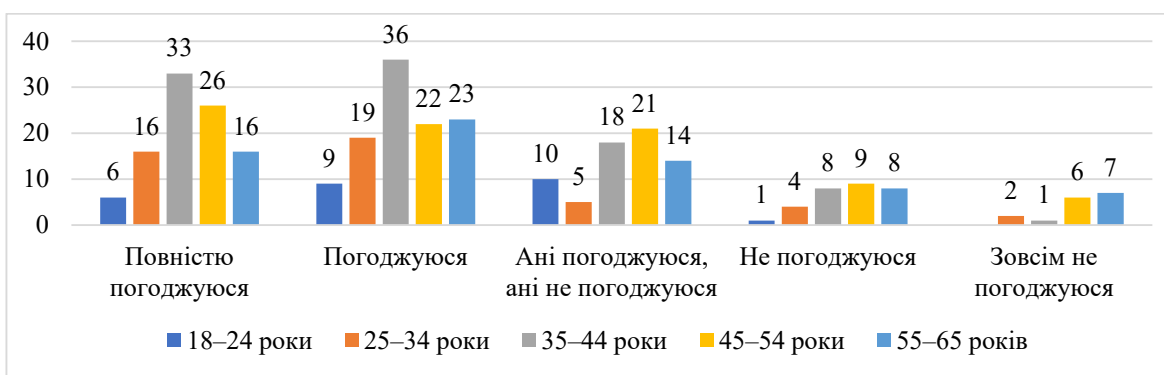
**Fig. 209. Share of respondents who fully or partially agree with the statement that they are ready to return to their previous place of residence if they have a job in the profession they worked in before moving, by region of current residence, (% and Likert scale scores)**



**Fig. 210. Level of agreement of respondents on the Likert scale with the statement that they are ready to return to their previous place of residence if they have a job in the profession they worked in before displacement, by region of origin, points**

Similar results are demonstrated by displaced persons from the city of Kyiv (83.3%) and those who moved from several areas of hostilities at the same time (84.2%). High indicators are also observed in Zaporizhia region (73.7%).

At the same time, the level of agreement in Dnipropetrovsk region is much lower - only 44.4%, and among displaced persons from Kyiv and Sumy regions, no positive responses were recorded at all (0%). A certain uncertainty is also characteristic of Mykolaiv region, where only 57.1% of respondents confirmed employment in their profession as a requirement for returning home.

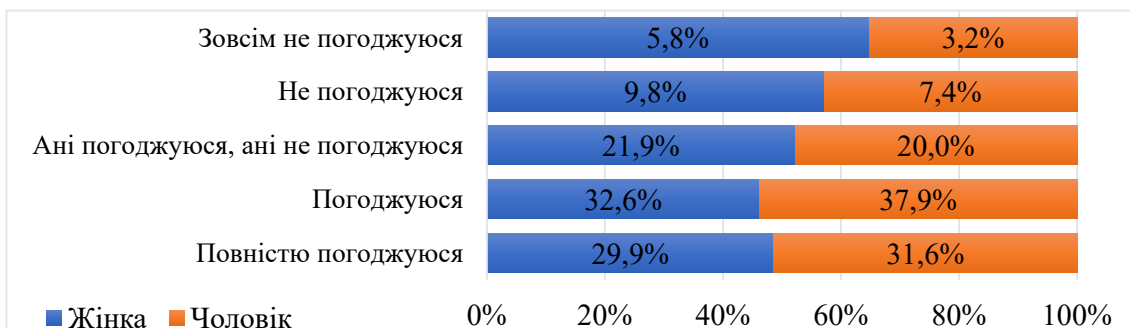


**Fig. 211. Distribution of respondents' answers regarding their willingness to return to their previous place of residence if they have a job in the profession they worked in before displacement by age group, persons**

Thus, the labor market for IDPs has a distinct regional character: in a number of regions they integrate quite successfully, while in others they face significant barriers to resuming professional activity.

The highest level of interest in returning if they find employment is observed among people in the age groups 25–34 (76.1%) and 35–44 (71.9%). Young people aged 18–24 demonstrate a moderate level of agreement with this factor (57.7%), while older age groups, in particular 45–54 (57.1%) and 55–65 (57.4%), associate their return somewhat less with the availability of work. Thus, the key role in determining readiness for return is played by the moderately active working group of the population, which focuses on professional realization as the main condition for return (based on data in Fig. 211).

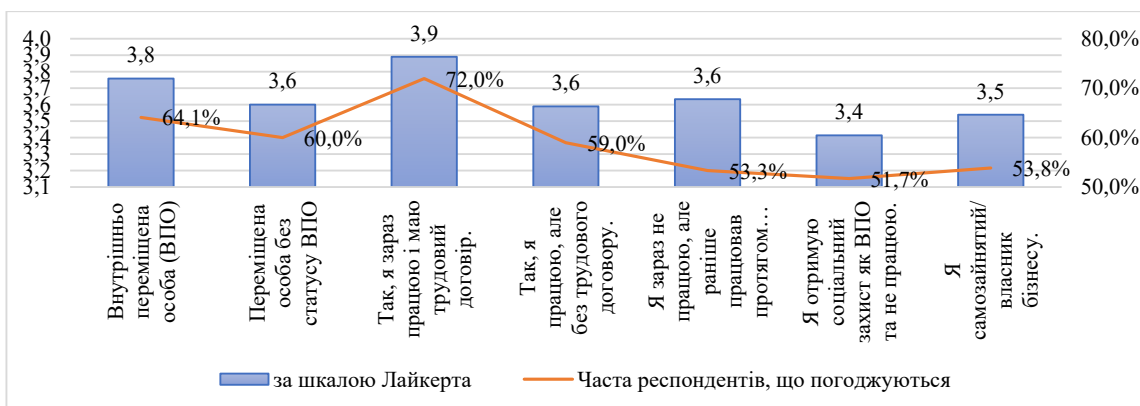
Men are somewhat more likely than women to associate returning with having a job: 69.5% versus 62.5%. This can be explained by both economic factors (traditionally higher employment rates for men in areas that require recovery) and social expectations regarding the role of the breadwinner in the family (Fig. 212).



**Fig. 212. Gender distribution of respondents' responses regarding their willingness to return to their previous place of residence if they had a job in the profession they worked in before displacement**

Officially registered IDPs are more likely to indicate the importance of employment in their profession (64.1%) compared to those displaced without status (60.0%).

The highest rates are demonstrated by those with official employment (72.0%), which indicates the importance of stability and continuation of their career trajectory. On the other hand, recipients of social assistance (51.7%) and the self-employed (53.8%) are less likely to consider this condition as decisive (Fig. 213).



**Fig. 213. The share of respondents who fully or partially agree with the statement that they are ready to return to their previous place of residence if they have a job in the profession they worked in before displacement, depending on**

### **the status of IDPs and the status of current employment, (% and points on the Likert scale)**

The availability of a job in their profession is one of the key conditions for the return of IDPs to their previous place of residence: more than two-thirds of respondents associate their return with this factor. This condition is perceived most critically by residents of the eastern and southern regions, which have suffered the greatest destruction of infrastructure.

The most active importance of employment as a condition for return is emphasized by middle-aged people (25–44 years old) and men.

The presence of formal employment directly correlates with the orientation to return: those employed in the formal sector are much more likely to make this requirement.

Thus, the results of the study confirm: restoring economic opportunities and creating conditions for professional self-realization are critical factors for the return of IDPs to their communities.

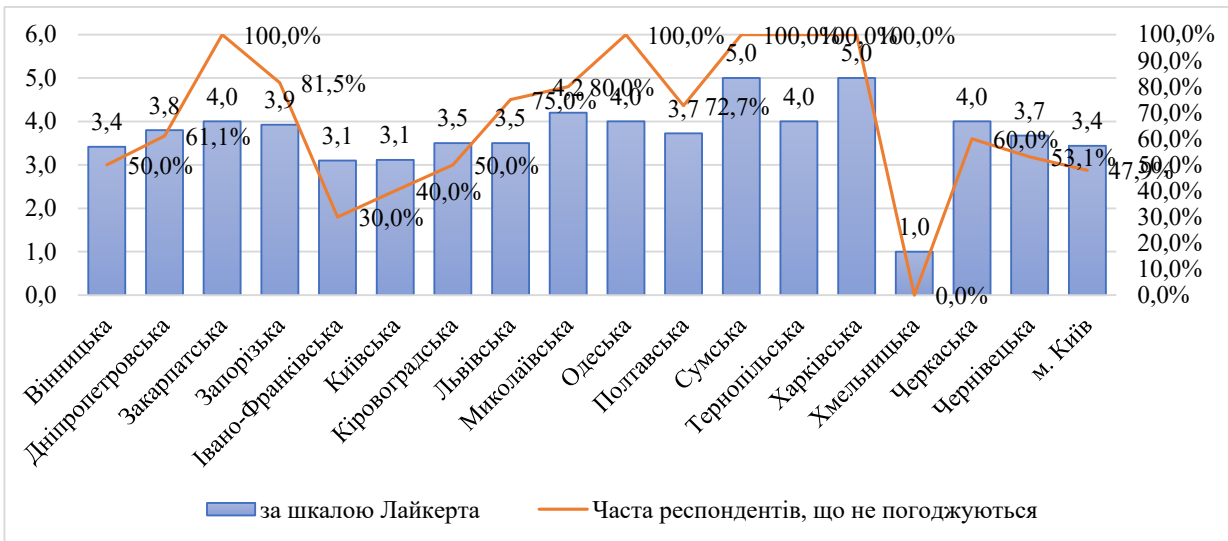
#### **Availability of work in the profession they worked in the region of displacement**

On average across the entire sample, the level of agreement with the statement about the importance of employment in their current profession is 3.6 points on the Likert scale. More than half of respondents (55.5%) indicated that the availability of a suitable job would be a significant factor in making a decision to return.

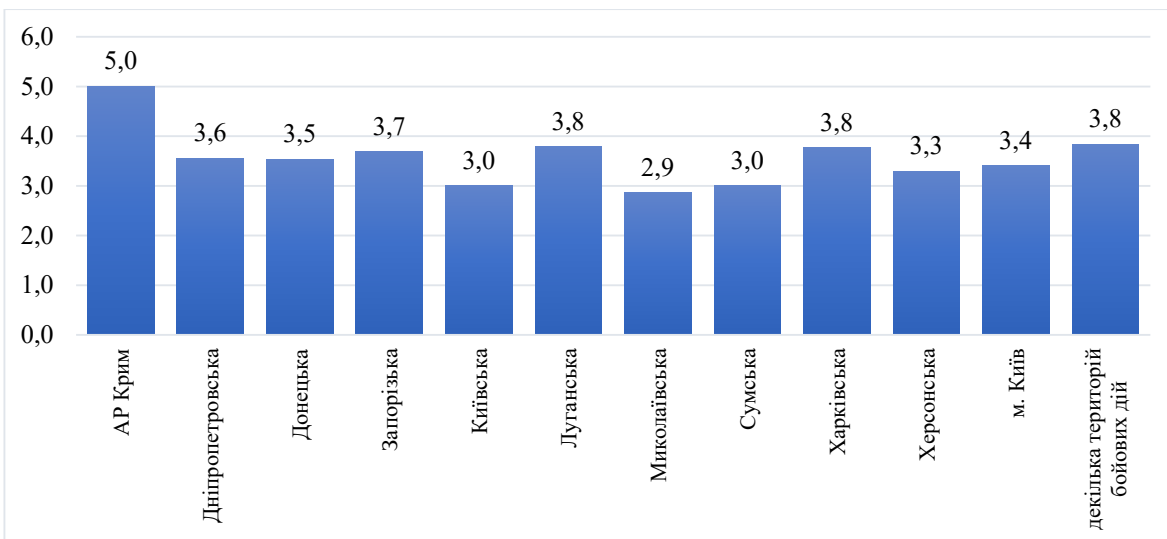
The most pronounced support for the idea of returning home if there is a job is observed among IDPs in Zaporizhia (81.5%), Mykolaiv (80.0%), and Poltava (72.7%) regions, as well as among those living in Lviv (75.0%) region and a number of other western regions (Fig. 214).

At the same time, in Khmelnytskyi (0.0%) and partly Ivano-Frankivsk regions (30.0%), the share of those who agree is absent or significantly lower. In the capital, rather modest indicators were also recorded: only 47.9% of respondents see work in their profession as a significant incentive to return.

The highest level of agreement with this statement was found among IDPs from the Autonomous Republic of Crimea (100%), Luhansk (60.5%), Kharkiv (61.5%) and Zaporizhia (65.8%) regions, as well as among those who come from several areas of hostilities (73.7%) (Fig. 215).

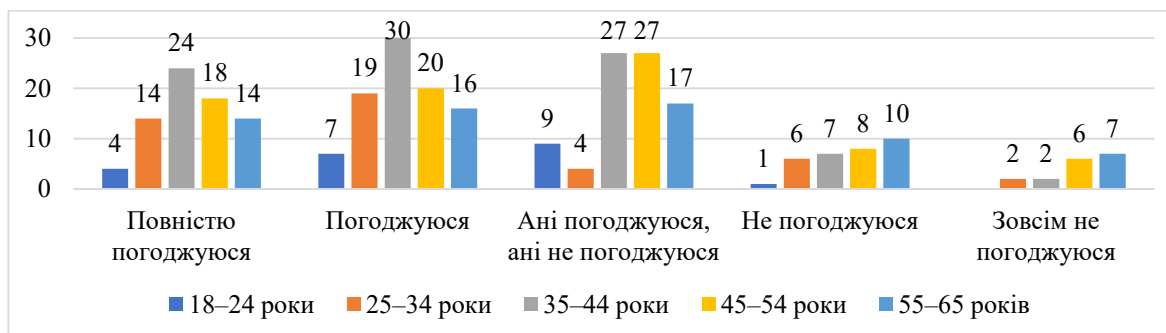


**Fig. 214. Share of respondents who fully or partially agree with the statement that they are ready to return to their previous place of residence if they have a job in their current profession, by region of current residence, (% and Likert scale scores)**



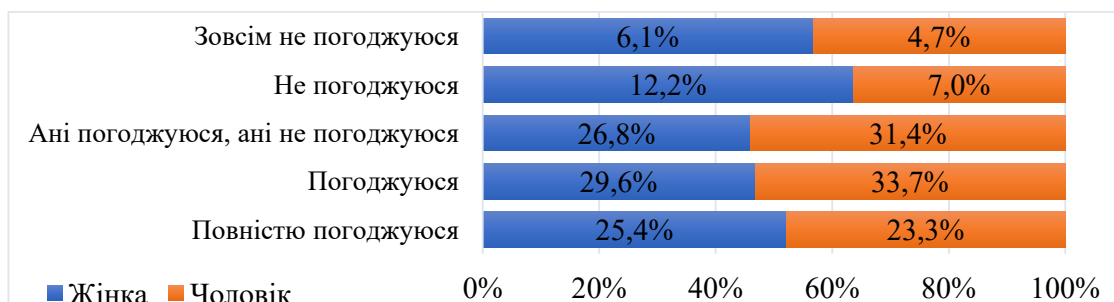
**Fig. 215. Level of agreement of respondents on the Likert scale with the statement that they are ready to return to their previous place of residence if there is a job in their current profession, by region of origin, points**

In contrast, the lowest indicator is demonstrated by immigrants from Mykolaiv (28.6%), Dnipropetrovsk (44.4%) and Kherson (45.2%) regions.



**Fig. 216. Distribution of respondents' answers regarding their willingness to return to their previous place of residence if they have a job in their current profession, by age group, people**

The importance of employment in their current profession is highest rated by respondents aged 25–34 (73.3%) and 35–44 (60.0%). This indicates that for the most economically active part of the population, professional fulfillment is a key motivator. In contrast, among older age groups (45–65), the share of those who agree ranges from 46–48%. (based on data from Fig. 216).

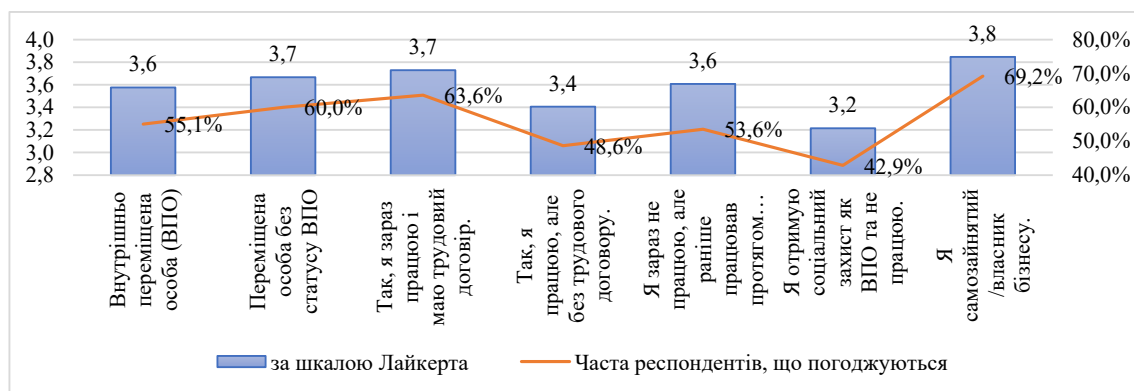


**Fig. 217. Gender distribution of respondents' responses regarding their willingness to return to their previous place of residence if they have a job in their current profession**

Men and women demonstrate relatively similar positions on this issue: 57.0% of men and 54.9% of women consider the opportunity to work in their specialty/profession to be a significant factor for return (Fig. 217).

The differences in responses between officially registered IDPs and those who moved without status are insignificant: 55.1% versus 60.0%, respectively (Fig. 218).

The most sensitive to the issue of return if there is professional employment are the self-employed and business owners (69.2%), as well as officially employed respondents (63.6%).



**Fig. 218. Share of respondents who fully or partially agree with the statement that they are ready to return to their previous place of residence if they have a job in their current profession, depending on the status of IDPs and the status of their current employment, (% and Likert scale scores)**

At the same time, among people who receive social protection and do not work, the level of support for the idea of returning if they have a job is the lowest (42.9%).

The data obtained indicate that the availability of work in their specialty/profession is one of the key factors determining the return plans of IDPs. This aspect is especially relevant for younger and middle-aged groups who are focused on professional self-realization and stability (Fig. 218).

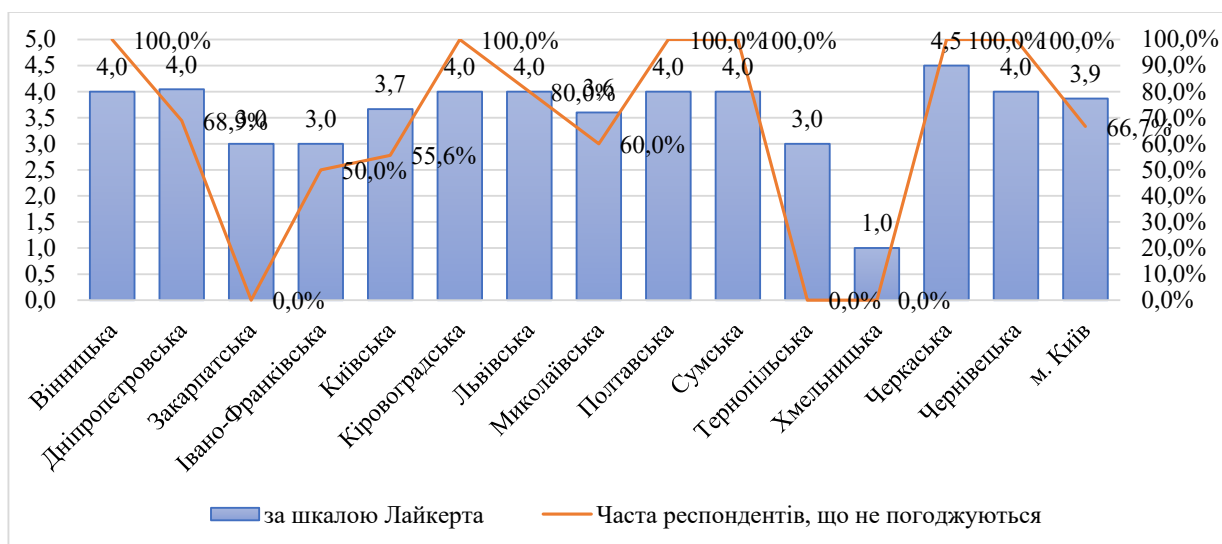
Regional differences show a complex picture: in regions with a high level of economic activity, the demand for professional employment as a condition for return is significant, while in a number of western and central regions these indicators are lower. Therefore, creating conditions for the restoration of economic activity and providing jobs with the necessary professional and qualification profile is one of the priority areas of the policy aimed at supporting the reintegration and return of internally displaced persons.

### The availability of acceptable living, transport and other conditions for staying in the region of return

As repeatedly noted above, a total of 388 respondents participated in the survey, but only 95 people answered the relevant question, which is approximately a quarter of the sample. This indicates a certain specificity of the group of respondents who are ready to assess the conditions for return in the context of infrastructure restoration.

The average value on the Likert scale was 3.8 points, and 66.3% of respondents fully or partially agreed with the statement that return is possible provided that proper living and transport conditions are restored. Thus, the level of dependence of return plans on infrastructure factors is relatively high.

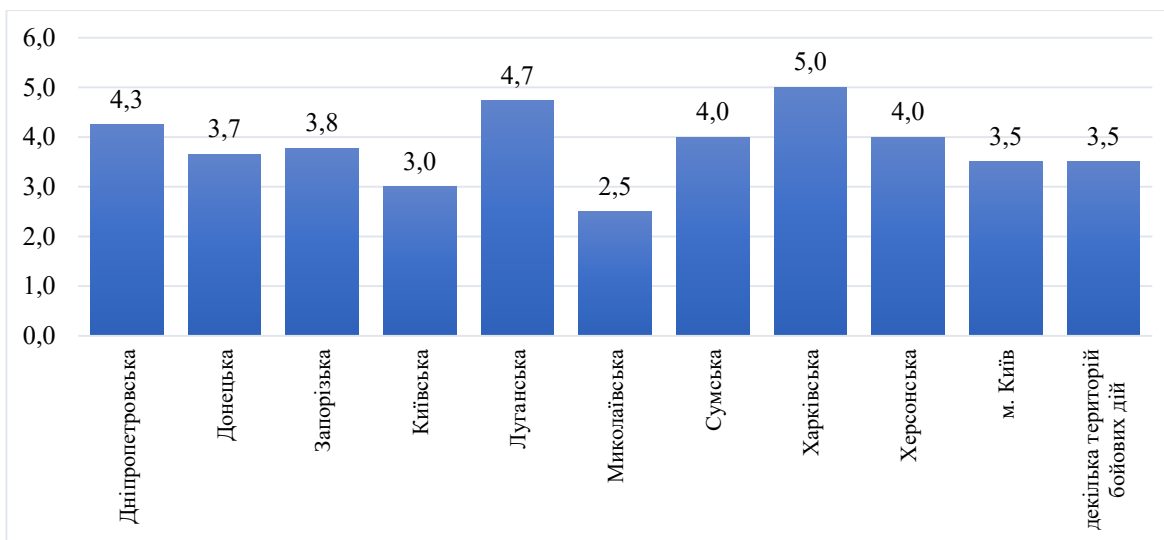
The level of support for this condition varies significantly depending on the place of current residence. Thus, the highest indicators were recorded in Vinnytsia, Kirovohrad, Luhansk, Poltava, Sumy, Cherkasy and Chernivtsi regions - 100% of those who agree. The high level was also demonstrated by the surveyed IDPs from Lviv region (80%) and Kyiv city (66.7%). The lowest indicator was in Khmelnytskyi region, where all respondents answered negatively (0%). In some regions (Zaporizhzhya, Odessa, Kharkiv regions) there were no answers to this question at all (Fig. 219).



**Fig. 219. Share of respondents who fully or partially agree with the statement that they are ready to return to their previous place of residence if**

**there are acceptable living, transport and other conditions, by region of current residence, (% and Likert scale scores)**

Thus, the importance of infrastructure conditions as a factor in return is heterogeneous and depends on the current region of residence of IDPs.



**Fig. 220. Level of agreement of respondents on the Likert scale with the statement that they are ready to return to their previous place of residence if there are acceptable living, transport and other conditions, by region of origin, points**

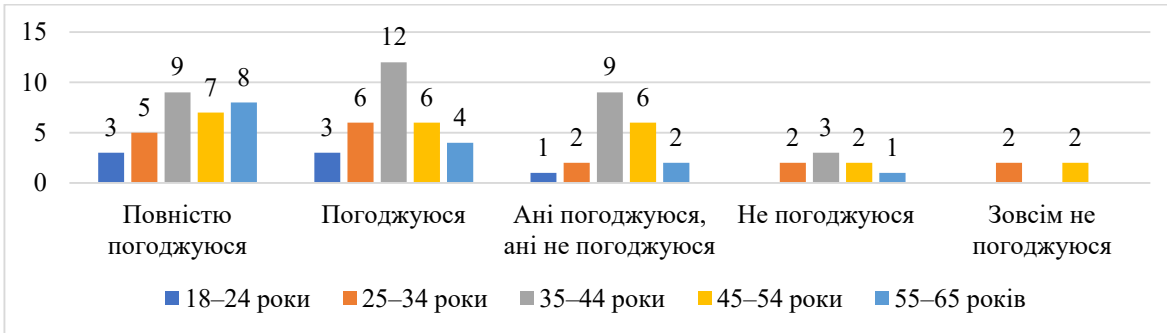
Analysis by regions of forced displacement (Fig. 220) showed that in Luhansk region and Kharkiv region, 100% of respondents noted that return is possible only if there are adequate living and transport conditions. A high level of agreement is also observed among IDPs from Kherson region (72.7%) and Zaporizhia region (66.7%). In contrast, residents of Mykolaiv region (25%) and Kyiv region (0%) showed the lowest support for this condition, which may indicate different degrees of destruction and infrastructure challenges in their regions of origin.

The distribution of responses by age category demonstrates the following features (Fig. 221):

- the most likely to associate return with the restoration of conditions are young people aged 18–24 (85.7%) and respondents aged 55–65 (80%);
- the age groups 25–34 and 35–44 demonstrate a moderate level of agreement – 64.7% and 63.6%, respectively;

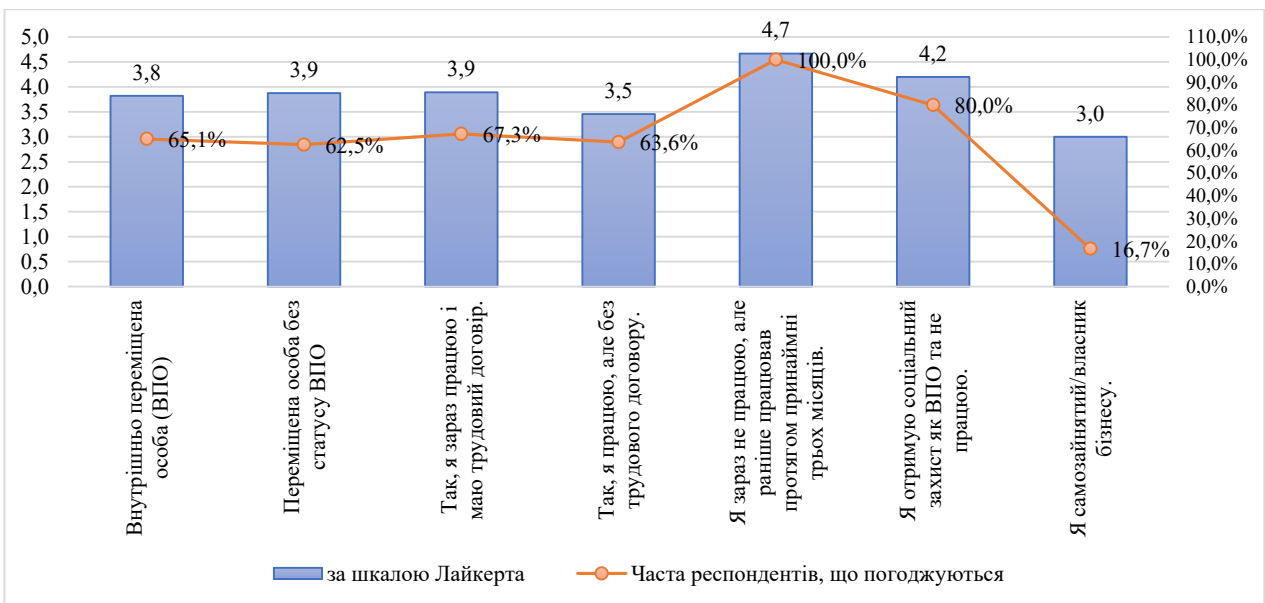
- the lowest rate is observed among people aged 45–54 (56.5%).

This indicates that younger and older respondents place greater emphasis on the need for restored infrastructure, while the middle age is more hesitant.



**Fig. 221. Distribution of respondents' answers regarding their willingness to return to their previous place of residence if there are acceptable living, transport and other conditions, by age groups, persons**

The most dependent on infrastructure conditions in their return plans are persons who receive social protection (80%) and those who previously worked but are currently unemployed (100%).



**Fig. 222. Share of respondents who fully or partially agree with the statement that they are ready to return to their previous place of residence if**

**there are acceptable housing, transport and other conditions, depending on the presence of IDP status and current employment status, (% and Likert scale scores)**

High indicators are also observed among officially employed respondents (67.3%). In contrast, the lowest level of dependence on infrastructure was recorded among the self-employed and business owners (16.7%), which indicates a different logic of their return decisions, presumably related to economic factors, rather than infrastructure ones (Fig. 122).

Thus, infrastructure conditions for return are an important factor for most IDPs, but the significance of this criterion varies significantly depending on the region of origin and place of residence. The highest level of sensitivity to this factor is observed among IDPs from Luhansk and Kharkiv regions, young and older respondents, as well as among recipients of social protection. Business owners and self-employed individuals are the least dependent on living and transport conditions in making decisions about return. Thus, the restoration of basic infrastructure in the regions of origin is a critically important prerequisite for return for a significant part of IDPs.

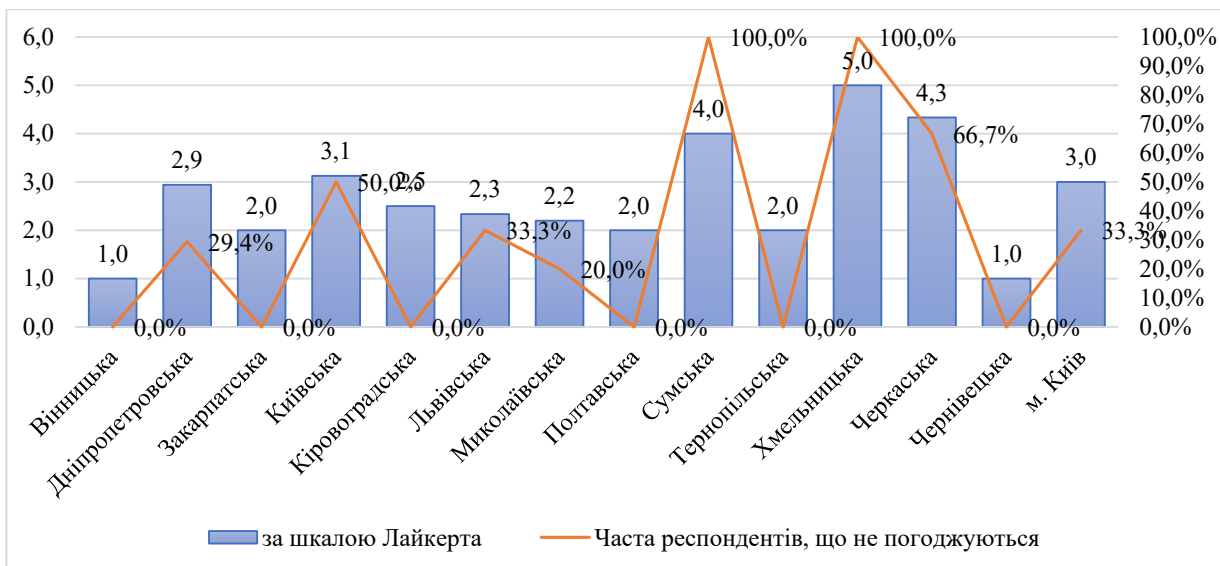
**Categorical refusal to return among respondents**

When asked about the possibility of return, only 79 people answered “I do not plan to return under any circumstances”, which indicates the relative rarity of such a position among IDPs.

The average value on the Likert scale was 2.9 points, which corresponds to mostly neutral or partially negative assessments. The share of respondents who fully or partially agreed with the statement “I do not plan to return under any conditions” is 34.2%, which indicates that two-thirds of the surveyed IDPs are currently definitely (but under certain conditions) considering the possibility of returning home.

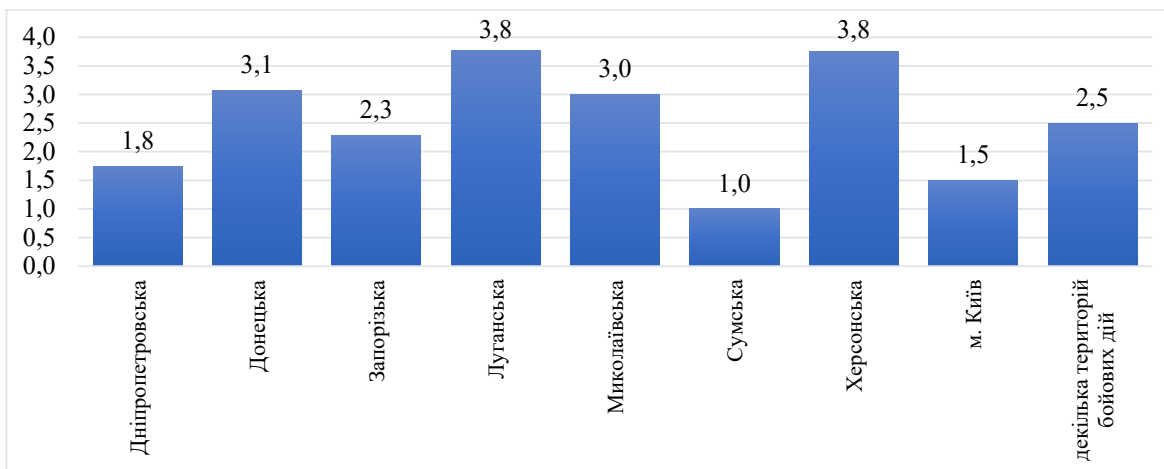
The highest level of categorical refusal to return was recorded in Khmelnytskyi (100%) and Sumy (100%) regions, although the number of responses in these regions was minimal (3 and 1 respondent, respectively). A high level of refusal is also observed in Cherkasy region (66.7%) and partly in Kyiv region (50%). In large urban centers, in

particular in the city of Kyiv (33.3%) and Dnipropetrovsk region (30.3%), the level of categorical refusal is moderate. At the same time, in most other regions, the share of respondents who categorically do not plan to return is very low or absent (for example, Zaporizhia, Ivano-Frankivsk, Kharkiv regions) (Fig. 223).



**Fig. 223. Share of respondents who fully or partially agree with the statement that they do not plan to return to their previous place of residence under any circumstances, by region of current residence, (% and Likert scale scores)**

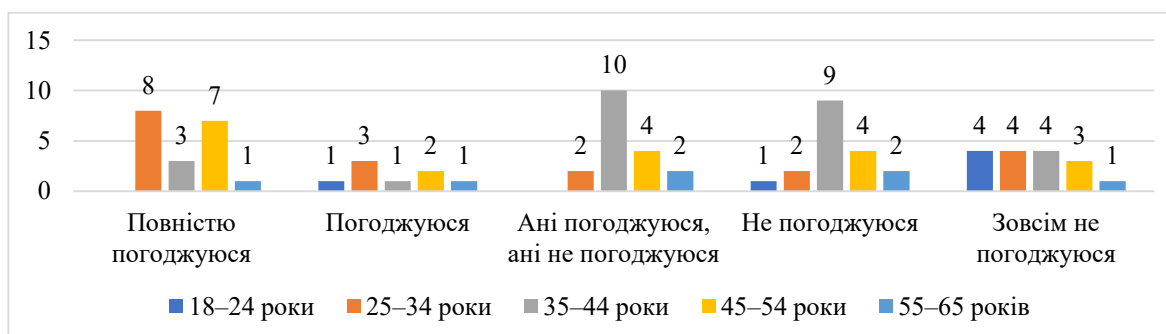
The largest number of refusals to return was recorded among IDPs from Kherson (62.5%) and Luhansk regions (55.6%). Among those from Donetsk region, the share of such was 31.6%, which is a moderate indicator (Fig. 224).



**Fig.224 Level of agreement of respondents on the Likert scale with the statement that they do not plan to return to their previous place of residence under any circumstances, by region of origin, points**

The lowest level of willingness to refuse to return is observed among IDPs from Zaporizhia (14.3%) and Dnipropetrovsk regions (0%).

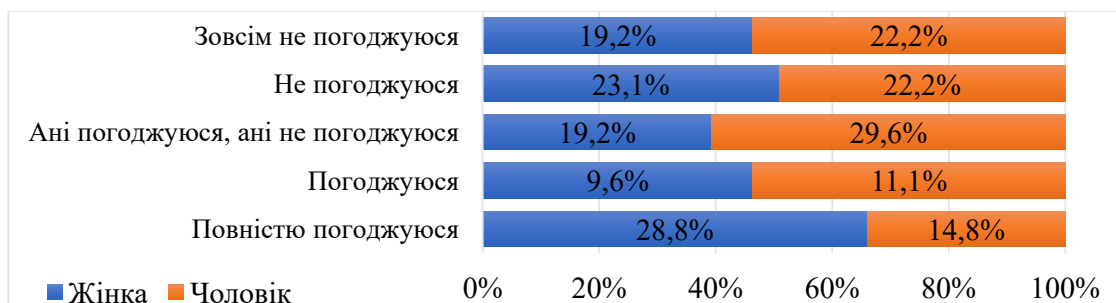
For representatives from certain regions (AR Crimea, Kyiv, Kharkiv regions), no response was recorded in the sample.



**Fig. 225. Distribution of respondents' answers regarding the fact that they do not plan to return to their previous places of residence under any circumstances by age groups, persons**

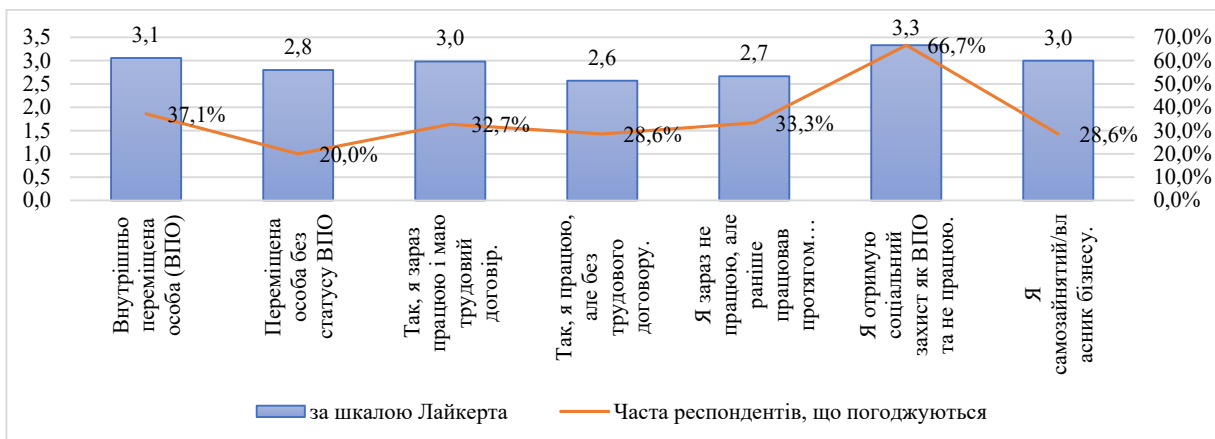
The highest willingness not to return is characteristic of the group 25–34 years old (57.9%) and partly persons aged 45–54 years old (45.0%). Low indicators were recorded in the age category 35–44 years old (14.8%), which indicates a greater orientation of this group towards return.

Young people (18–24 years old) and older respondents (55–65 years old) demonstrated moderate indicators - 16.7% and 28.6%, respectively (calculated based on data Fig. 225).



**Fig. 226. Gender distribution of respondents' answers regarding their not planning to return to their previous places of residence under any circumstances**

Women are more likely than men to report an unwillingness to return: 38.5% versus 25.9%. The mean value on the Likert scale is also higher in women (3.1) compared to men (2.7) (Fig. 226).



**Fig. 227. Share of respondents who fully or partially agree with the statement that they do not plan to return to their previous place of residence under any circumstances, depending on the presence of IDP status and current employment status, (% and Likert scale scores)**

The highest level of refusal to return is observed among persons receiving social protection as IDPs and not working (66.7%) (Fig. 227). This may indicate some adaptation to state guarantees and less dependence on the labor market. Relatively high rates are also recorded among officially employed respondents (32.7%) and those who previously worked but are currently unemployed (33.3%). Lower levels of refusal to return are recorded among persons working without an employment contract (28.6%) and self-employed/business owners (28.6%).

In general, refusal to return home under any conditions remains a less common position among IDPs – only about a third of respondents (34.2%) adhere to this point of view. The most categorical refusal to return is made by those from Luhansk and Kherson regions, which may be due to the scale of destruction or the long-term occupation of these territories.

Socio-demographic characteristics also affect readiness to return: women and young people aged 25–34 are more likely to demonstrate readiness to integrate into new communities and do not plan to return.

An important factor is also the economic situation and access to social protection: persons with stable income or state support are more likely to refuse the idea of returning.

Thus, the reluctance of a certain part of IDPs to return home should be considered as a socially justified adaptation strategy, caused by a combination of security, economic and personal factors. This should be taken into account in state policies regarding the integration of displaced persons in host communities.

#### Institutions and actors that should provide support to IDPs:

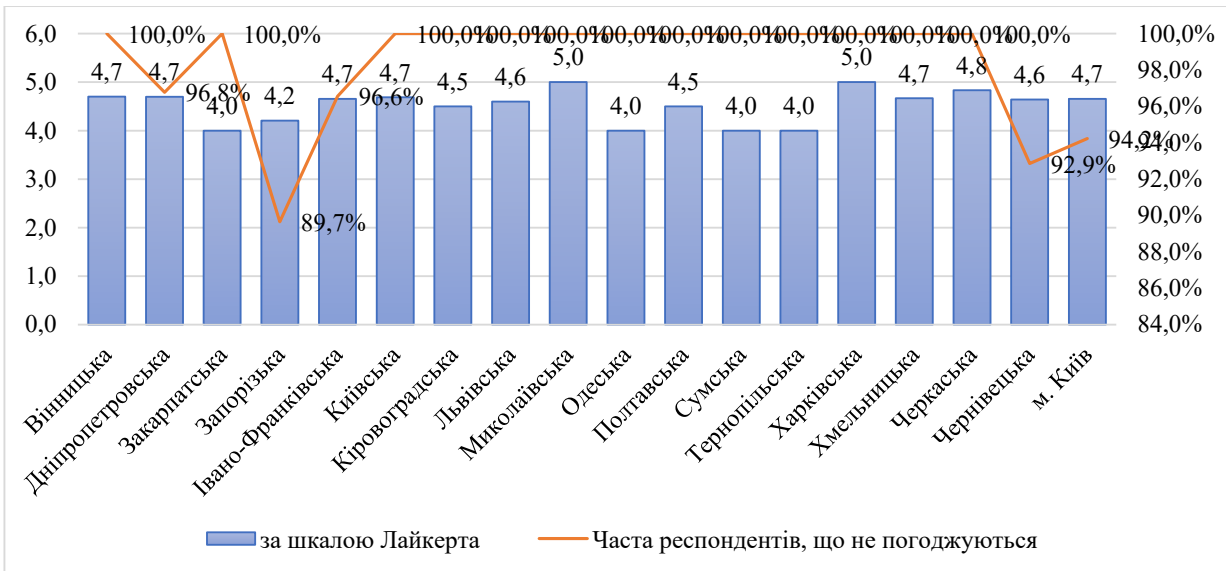
The results of the study among IDPs demonstrate a multidimensional vision of who exactly should become the main bearer of responsibility for their support. The choice of respondents is concentrated around three key poles - central government, local self-government and public organizations, while there is a small but indicative group that believes that support should not be expected from anyone, that is, to rely solely on one's own strength.

#### *The state as an undisputed guarantor of support*

The absolute majority of respondents (96%) agree that it is the central authorities that should play a key role in supporting IDPs. The average value on the Likert scale is 4.6, which indicates a stable consensus regardless of region, age or gender.

The high level of expectations from the state among IDPs is explained by several factors:

- the legitimacy and resourcefulness of central institutions;
- the traditional paternalistic idea of the state as the main guarantor of social security;
- the realization that only the government can provide long-term and systemic solutions related to housing, integration and social protection (Fig. 228).



**Fig. 228. Share of respondents who fully or partially agree with the statement that the state should provide the greatest support to IDPs, by region of current residence (% and Likert scale scores)**

Therefore, the image of the state as the “last resort” that not only coordinates but actually accompanies the process of overcoming the consequences of the war is being consolidated in the public consciousness of IDPs.

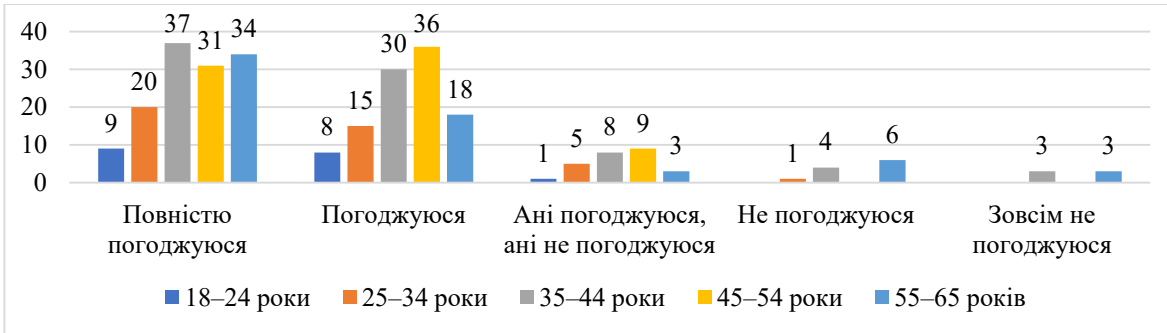
***Regional authorities: important, but secondary***

The second most expected source of assistance is regional and local administrations and communities. Thus, 85% of respondents agree with the statement that these bodies should provide support, but the average Likert scale score (4.2) is lower than in the case of the central government.

Trust in local authorities demonstrates a distinct regional specificity:

- the highest indicators are observed in frontline regions (Donetsk, Luhansk and Kharkiv regions), where the need for a quick response is greatest;
- the lowest indicators are in Mykolaiv region (only 20% of respondents agree), which may indicate dissatisfaction with the efficiency of local authorities.

By age category, a trend is observed: young people aged 18–24 are more likely to rely on local structures (94%), while older respondents (55–65) are somewhat more skeptical (81%) (according to data analysis Fig. 229).

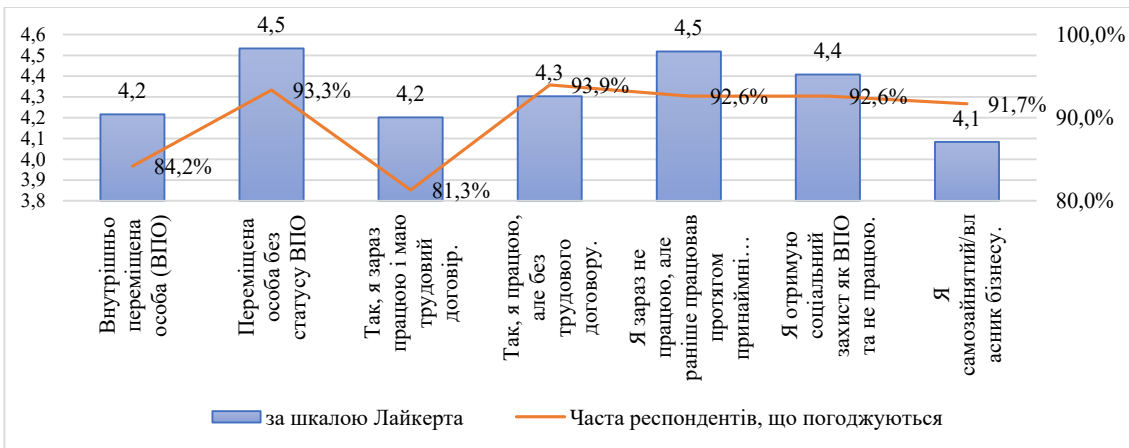


**Fig. 229. Distribution of respondents' answers regarding whether regional authorities should primarily provide support to IDPs, by age group, persons**

These data indicate that regional authorities are perceived as a "first level of response", but not as a strategic guarantor.

*Civil organizations and volunteers: supporting role*

Only 41% of respondents believe that civil society should play a leading role in supporting IDPs. The average value on the scale is 3.2, which is significantly lower than that of state institutions.



**Fig. 230. Share of respondents who fully or partially agree with the statement that the greatest support for IDPs should be provided by public organizations and volunteers, depending on the presence of IDP status and current employment status, (% and Likert scale scores)**

The distribution of responses demonstrates a noticeable fragmentation of responses:

- in Lviv, Luhansk and Sumy regions, the level of trust reaches 100%;

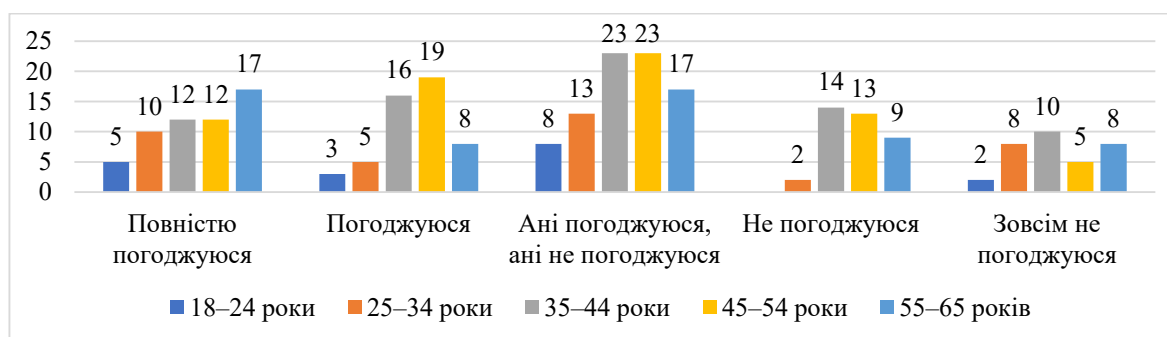
— in Kyiv, Ivano-Frankivsk and Khmelnytskyi regions, on the contrary, it is less than 20% (Fig. 230).

The socio-demographic cross-section confirms that volunteer initiatives are not perceived as the main support tool. The response rates among entrepreneurs are particularly low (10%), which indicates a reorientation of the business environment towards state mechanisms rather than public structures.

Thus, civil society in the perception of IDPs performs an additional, situational function rather than a systemic role.

### *Answered "Nobody"*

About 12% of respondents (25 people) completely agree with the statement that no one should help them. Although this is a relative minority, its presence is of some analytical interest.



**Fig. 231. Distribution of respondents' answers regarding the fact that no one should help them as IDPs, by age groups, individuals**

The largest number of supporters of the self-reliance position is observed among young people aged 18–24 (44%), which can be explained by individualistic attitudes and the desire for independence (Fig. 231). The lowest level of support for this position was recorded among older respondents (7% among people aged 55–65), who rely more on social guarantees.

Regionally, such answers are more often recorded in the capital and Dnipropetrovsk region. This trend may indicate the formation of a culture of self-reliance among younger IDPs, where priority is given to their own resources, rather than external assistance.

The results obtained allow us to highlight several key conclusions:

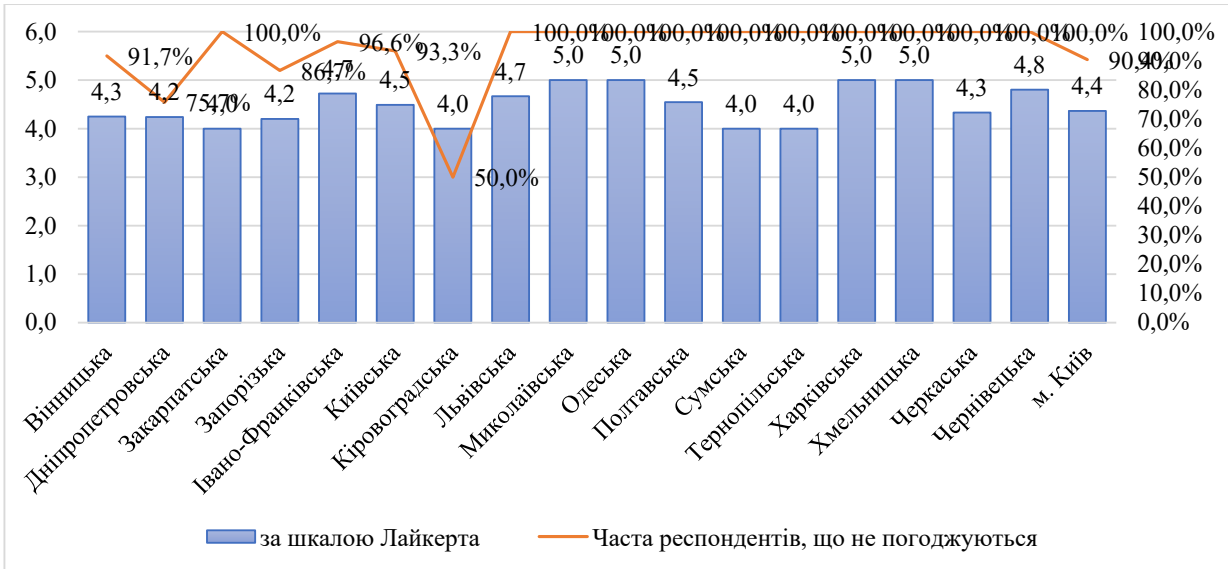
- The central government acts as an indisputable center of expectations: IDPs consider it as the only systemic player capable of providing stable support.
- Local authorities are important, but their role depends on the context: in regions where the direct pressure of war is felt, trust in local authorities is growing.
- Civil organizations are perceived as a resource, but not as a strategic player, performing a supporting function.
- A small but significant group of respondents who refuse external support indicates changes in social culture - from paternalistic expectations to individual responsibility.

Thus, the social picture of IDP support demonstrates a combination of two trends: on the one hand, the strengthening of a state-centric approach, and on the other - the emergence of centers of independence, which can potentially change the balance between "expectation of assistance" and "self-sufficiency" in the future.

### **The need for specialized programs (compensatory, financial and material, social, educational) for rapid adaptation**

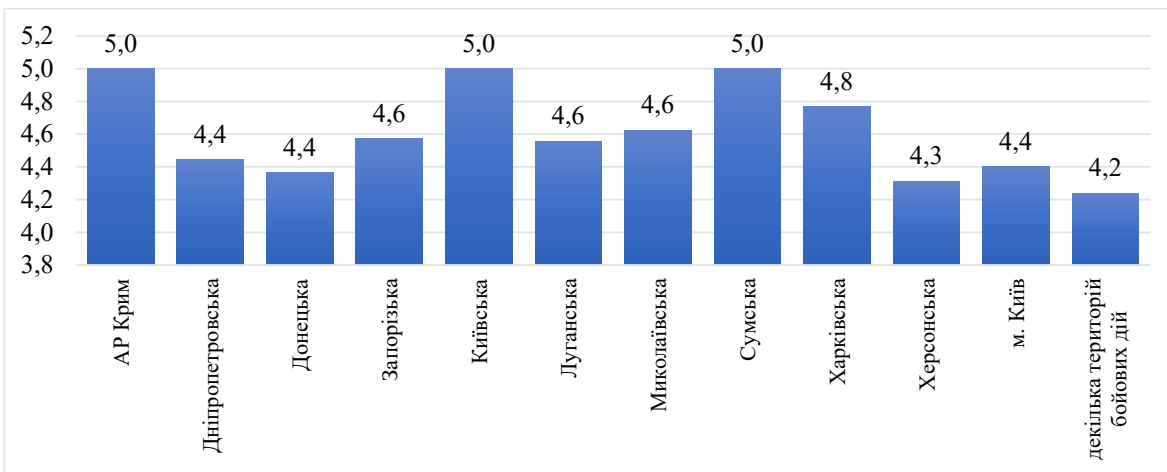
371 people answered this question. A total of 216 respondents (58.2%) fully agreed that Ukraine needs a separate program that would provide compensation, financial and material, social and educational support for IDPs. Another 114 people (30.7%) agreed with this opinion. Thus, in total, 88.9% of respondents agreed with this initiative. Only 7 people (1.9%) disagreed or strongly disagreed. The average value on the Likert scale is 4.4 points, which reflects a high level of public support.

The greatest unanimity was shown by respondents from Luhansk, Lviv, Mykolaiv, Odesa, Poltava, Sumy, Ternopil, Kharkiv, Chernivtsi and Khmelnytskyi regions, where the level of support reached 100.0%.



**Fig. 232. Share of respondents who fully or partially agree with the statement regarding the advisability of adopting a separate state program to support IDPs, by region of current residence, (% and Likert scale scores)**

In Kyiv and Vinnytsia regions, 93.3% and 91.7% agreed, respectively, and in Kyiv city – 90.4% (Fig. 232).

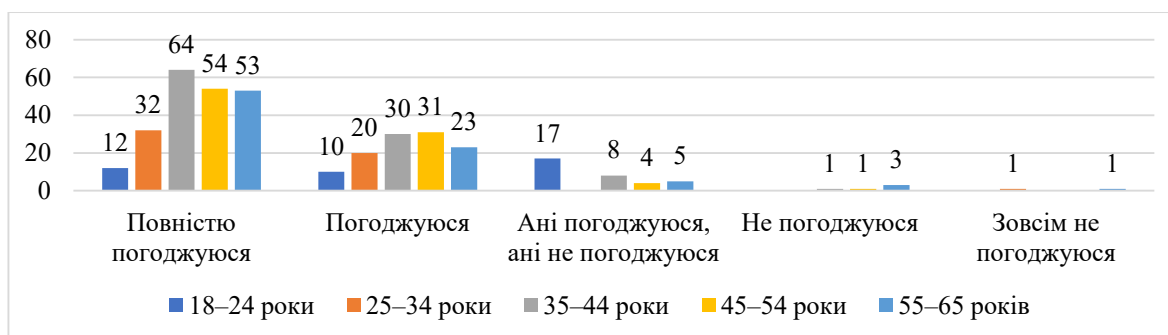


**Fig. 233. Level of agreement of respondents on the Likert scale with the statement regarding the advisability of adopting a separate state program to support IDPs, by region of origin, points**

At the same time, lower indicators are observed among respondents in Dnipropetrovsk (75.9%) and Kirovohrad (50.0%) regions, which may indicate a certain criticality or skepticism regarding the effectiveness of new programs.

The highest level of support for this statement was expressed by IDPs from the Autonomous Republic of Crimea, Kyiv, Mykolaiv, Sumy and Kharkiv regions (100.0%). Significant agreement is also observed among immigrants from Zaporizhia (93.9%) and Luhansk (90.7%) regions (Fig. 233).

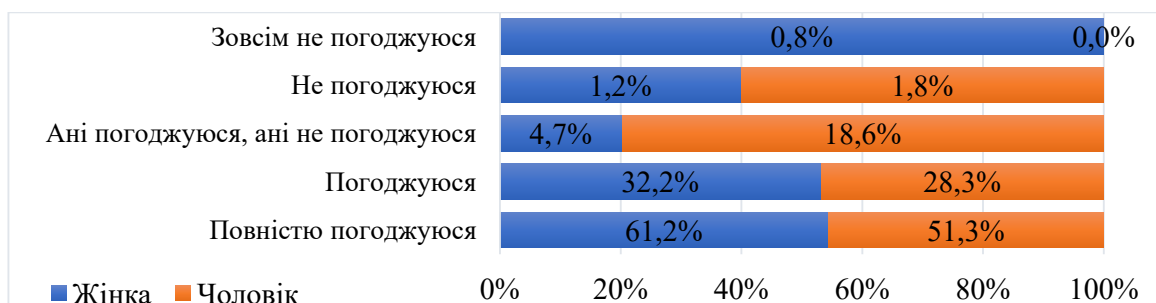
At the same time, among IDPs from Donetsk region, the share of those who agree was 85.7%, and from Kherson - 81.3%. These are also high indicators, but lower than the average for the sample.



**Fig. 234. Distribution of respondents' responses on the feasibility of adopting a separate state program to support IDPs, by age group, individuals**

Young people aged 18–24 demonstrate the lowest level of support: only 56.4% agreed with the need for such a program. This may indicate a lower level of expectations from state policy or greater flexibility in independent adaptation (Fig. 234).

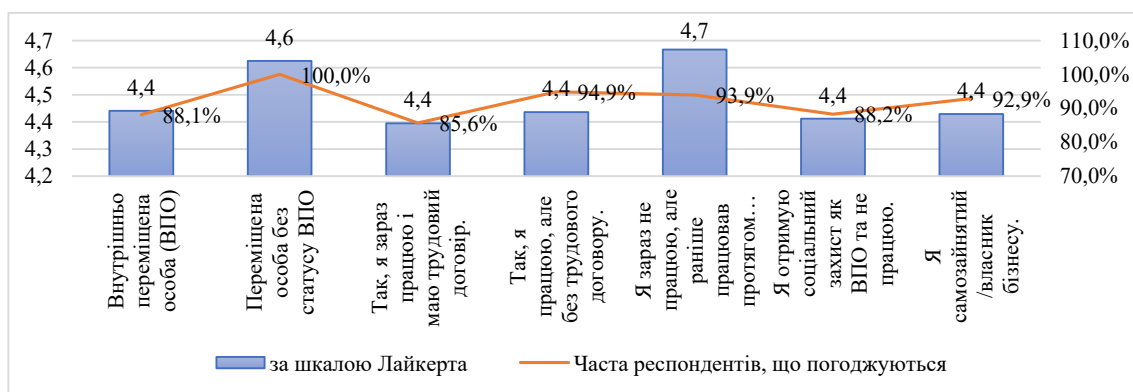
In the 25–34 age group, 98.1% expressed support, in 35–44 years old - 91.3%, in 45–54 years old - 94.4%, in 55–65 years old - 89.4%. The highest average score was recorded in older age groups (4.5–4.7), which emphasizes a deep awareness of the importance of systemic and program support.



**Fig. 235. Gender distribution of respondents' responses on the feasibility of adopting a separate state program to support IDPs**

Women showed a higher level of agreement (93.3%) compared to men (79.6%). This may reflect women's greater demand for social guarantees and support, given that a significant part of them is responsible for caring for children and managing their lives in new conditions (Fig. 235).

Among those who are officially employed, the level of support is 85.6%, and among those working without an employment contract – 94.9% (Fig. 236).



**Fig. 236. Share of respondents who fully or partially agree with the statement about the advisability of adopting a separate state program to support IDPs, depending on the presence of IDP status and current employment status, (% and Likert scale scores)**

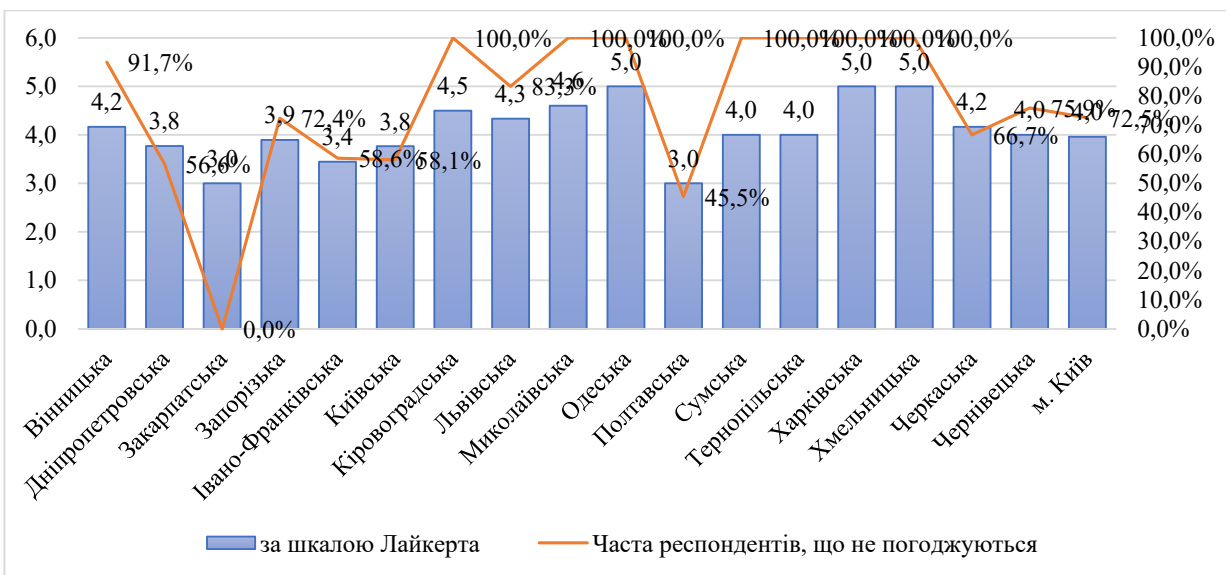
The highest support is demonstrated by respondents who are currently unemployed but have previous work experience (93.9%) and self-employed/business owners (92.9%).

Individuals who receive social protection as IDPs and do not work also expressed high support (88.2%).

The results obtained indicate an extremely high level of public demand for the adoption of a state program to support IDPs. The indicator of 88.9% of agreement can be considered an almost unanimous position of the majority of respondents. At the same time, the identified age, regional and gender differences emphasize the need for a differentiated approach in the formation of such a program so that it takes into account the specific needs of different groups of displaced persons.

## Differentiation (categorization) of IDPs to determine priority and amount of assistance

The question “Should there be differentiation (categorization) of citizens with IDP status to determine priority and amount of assistance?” was answered by 364 respondents, i.e. 93.8% of the entire sample. Among those who responded, 66.5% (number of responses – 242) supported the idea of categorization (fully or partially agreed). A 100% level of agreement was recorded among respondents from Mykolaiv, Odesa, Kharkiv and Khmelnytskyi regions. A high level of support was also expressed by respondents in Lviv (83.3%) and Chernivtsi (75.9%) regions (Fig. 237).

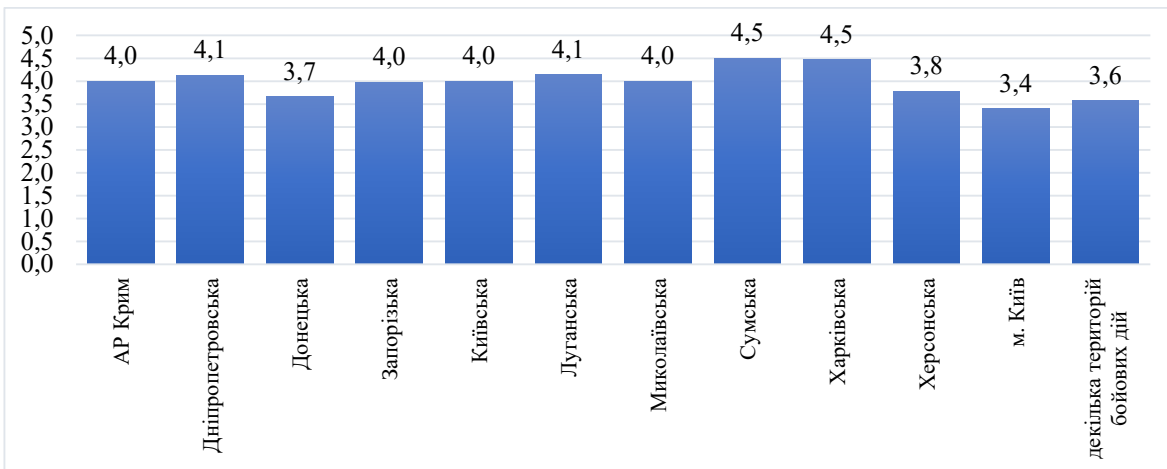


**Fig. 237. Share of respondents who fully or partially agree with the statement that there should be differentiation of citizens with IDP status in the provision of assistance, by region of current residence (% and Likert scale scores)**

In contrast, the most critical responses were in Poltava region, where only 45.5% of respondents agreed with this statement. A relatively low level of support was also demonstrated in Luhansk region (50.0%) and Ivano-Frankivsk region (58.6%).

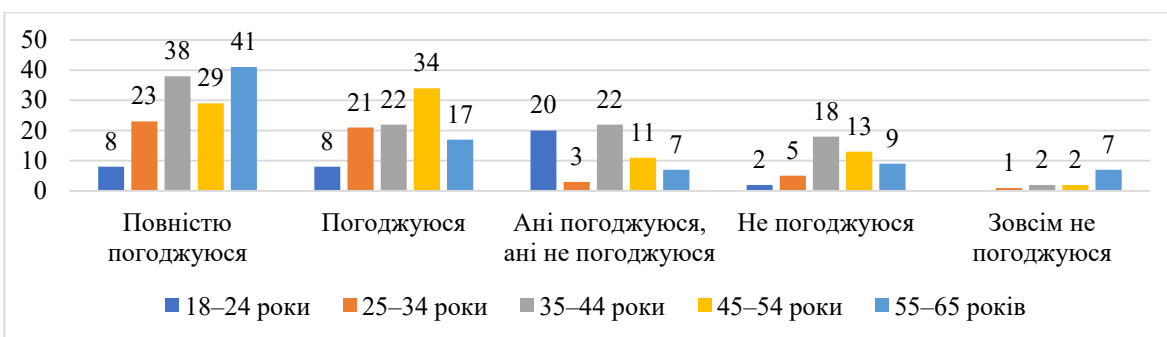
The analysis showed that the overall level of support for differentiation according to this criterion is 66.5% (n=242), which coincides with the average indicator. At the same time, significant regional differences are observed. For example, among IDPs from Kharkiv region, 93.3% consider differentiation necessary, while among respondents from Donetsk region, only 55.8% do so (Fig. 238).

A significantly higher level of support is also characteristic of IDPs from Mykolaiv (87.5%) and Luhansk (74.4%) regions, while IDPs from Kherson region expressed a moderate position (66.7%).



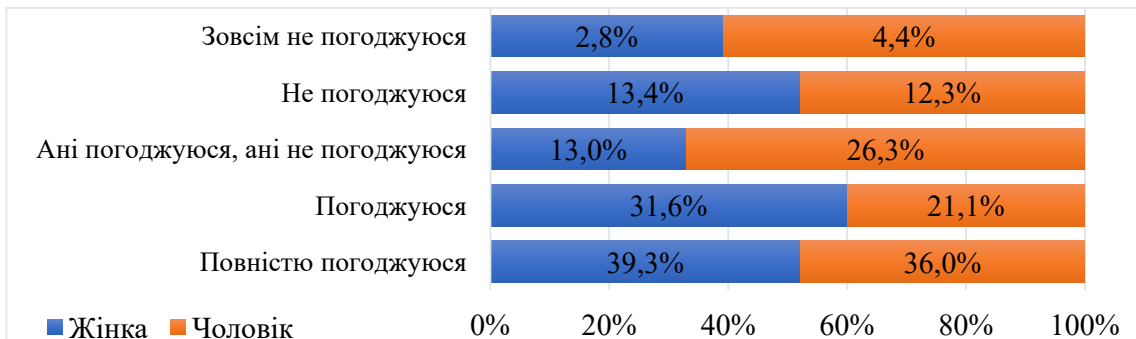
**Fig. 238. Level of agreement of respondents on a Likert scale with the statement that there should be differentiation of citizens with IDP status when providing assistance, by region of origin, points**

Certain differences were also found between generations. The younger group of respondents (18–24 years old) were the most skeptical about the idea of categorization, among whom only 42.1% agreed (total number of responses – 16). In contrast, among people aged 25–34, the level of support reaches 83.0% (total number of responses – 44), which is one of the highest indicators.



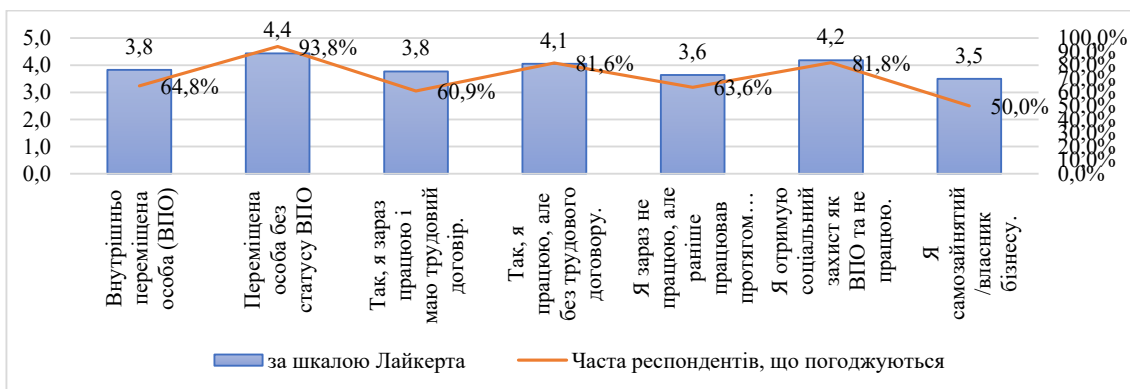
**Fig. 239. Distribution of respondents' responses regarding the differentiation of citizens with IDP status in the provision of assistance, by age groups, individuals.**

Middle-aged and older respondents (35–65 years old) demonstrate support at the level of 58.8–71.6%, which indicates the relative stability of positions with increasing age of respondents (Fig. 239).



**Fig. 240. Gender distribution of respondents' responses regarding differentiation of citizens with IDP status in the provision of assistance**

Women were more likely to support the idea of differentiation: 70.9% (total number of responses – 175) versus 57.0% (total number of responses – 65) among men (Fig. 240). This may indicate women's greater sensitivity to issues of social justice and consideration of individual needs within the framework of assistance.



**Fig. 241. Share of respondents who fully or partially agree with the statement that there should be differentiation of citizens with IDP status in the provision of assistance, depending on the presence of IDP status and current employment status, (% and Likert scale scores)**

Particular attention should be paid to the distribution of responses depending on the type of employment (Fig. 241). The greatest support for the idea of categorizing IDPs was expressed by persons receiving social protection and not working (81.8%), as

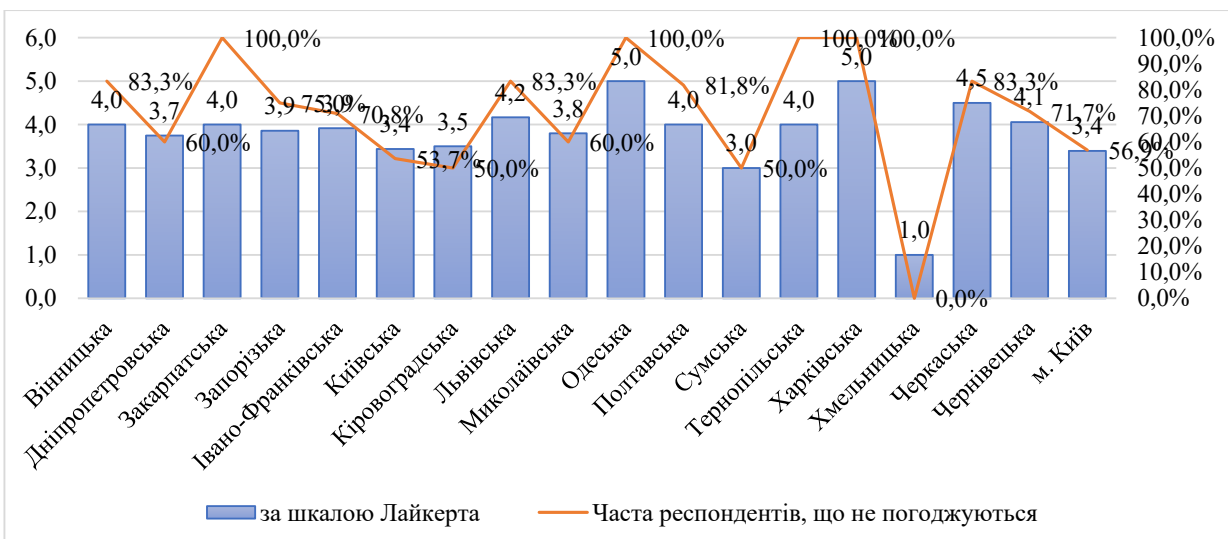
well as those working without an employment contract (81.6%). In contrast, the lowest level of agreement is observed among the self-employed and business owners (50.0%), which is probably due to their relative financial independence.

Thus, the results indicate that two-thirds of respondents (66.5%) consider it advisable to introduce categorizing IDPs in order to more fairly distribute assistance. At the same time, the level of support varies significantly depending on the region of origin, age, gender and socio-economic status of the respondents. The most likely to be supported are IDPs from the eastern and southern regions of Ukraine, women and people in a more vulnerable position (unemployed or those working informally).

### Willingness of IDPs to apply new knowledge and skills after returning home

This question was answered by 353 people, i.e. 91.0% of all participants. On average across the country, this indicator is 3.8 points on the Likert scale, and the share of respondents who agree is 64.9%. At the same time, regional differences turned out to be quite pronounced.

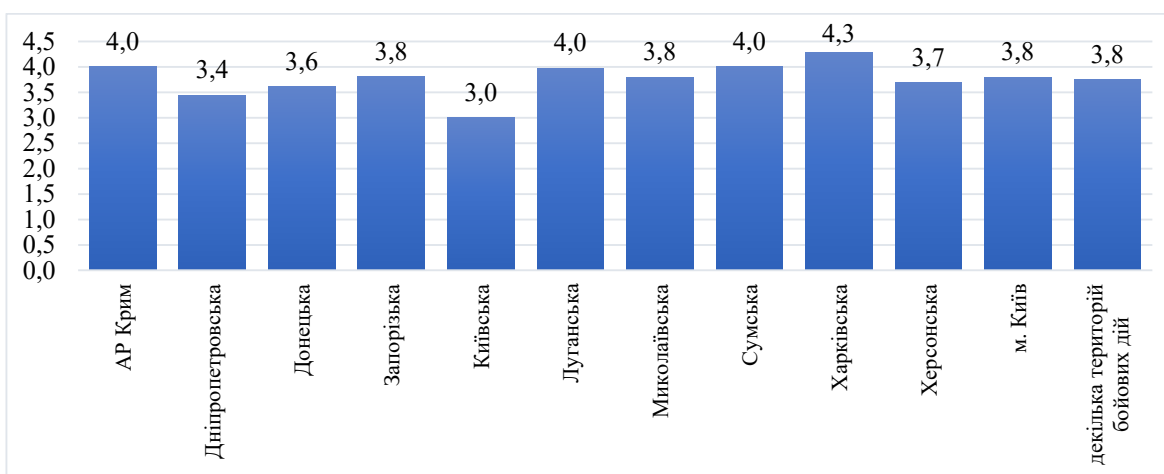
The highest level of readiness was recorded in: Odessa and Kharkiv regions - maximum 5.0 points and 100% agreement; Ternopil and Zakarpattia regions - 4.0 points, also 100% agreement; Cherkasy region – 4.5 points, 83.3%; Lviv region – 4.2 points, 83.3% (Fig. 242).



**Fig. 242. Share of respondents who fully or partially agree with the statement that they are ready to apply new knowledge and skills after returning home, by region of current residence, (% and Likert scale scores)**

The average level is demonstrated by: Vinnytsia, Zaporizhia, Ivano-Frankivsk, Poltava and Chernivtsi regions, where the scores range between 3.9–4.1 points, and the level of agreement is from 70% to 83%.

The highest levels of agreement were recorded among those who arrived from Kharkiv region: the average value is 4.3 points on the Likert scale, and the level of agreement reaches 89.3% (Fig. 243).



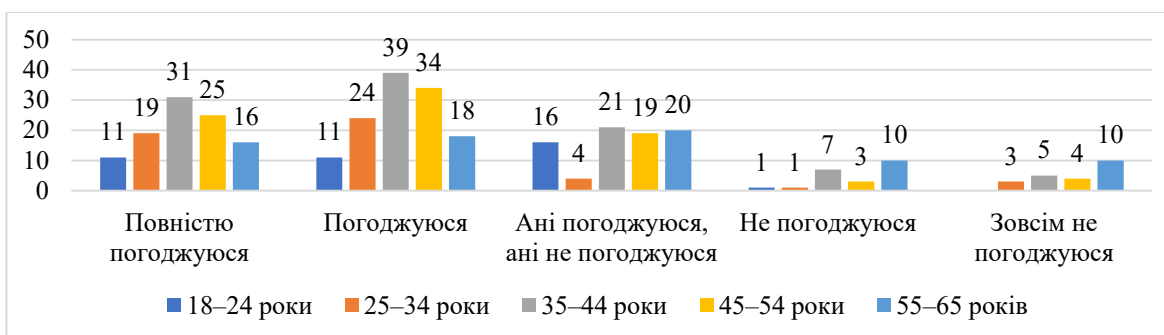
**Fig. 243. Level of agreement of respondents on the Likert scale with the statement that they are ready to apply new knowledge and skills after returning home, by region of origin, points**

High readiness is also demonstrated by residents of Luhansk (4.0 points; 73.2%), Mykolaiv (3.8 points; 80.0%) and Zaporizhzhia (3.8 points; 66.0%) regions. The results are also positive in the group of displaced persons who lived in several areas of hostilities (3.8 points; 70.0%).

However, in a number of regions the assessments are noticeably lower. In particular, in Donetsk region the average value is only 3.6 points, and the level of agreement does not exceed 57.0%, despite a large sample of 149 people. A similar trend is observed in Dnipropetrovsk region (3.4 points; 55.6%) and among respondents in the capital (3.8 points; 60.0%).

Analysis of responses by age group demonstrates that the level of readiness of IDPs to integrate new knowledge and skills into their future lives significantly depends on generational characteristics (Fig. 244).

Young people (18–24 years old) assess the prospects for applying new skills relatively positively - the average value is 3.8 points, but only 56.4% of respondents agreed. This may indicate a search for different life strategies and instability of plans at a young age.



**Fig. 244. Distribution of respondents' answers regarding their readiness to apply new knowledge and skills after returning home, by age groups, individuals**

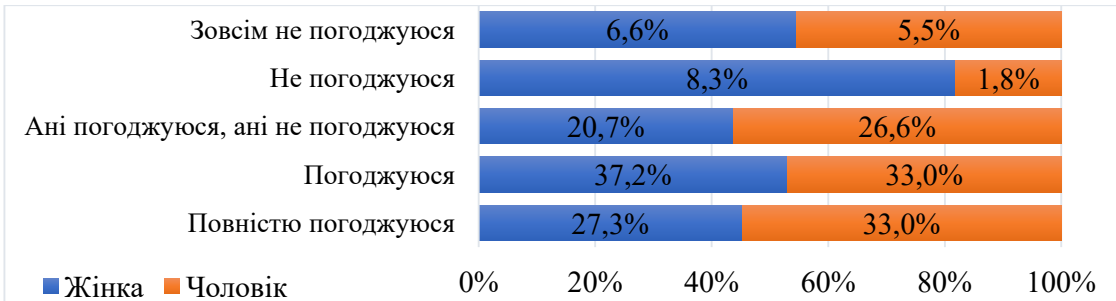
The most motivated group is respondents aged 25–34: the average value reaches 4.1 points, and the level of agreement is 84.3%, which is the highest indicator among all categories. This is explained by active professional development and the need to realize oneself after returning home.

Similar, but somewhat lower results are demonstrated by the group aged 35–44 (3.8 points; 68.0%) and 45–54 (3.9 points; 69.4%). They are characterized by relative stability and a desire to use new opportunities, but not as intensively as their younger colleagues.

The lowest level of readiness is observed among respondents aged 55–65: the average score is only 3.3 points, and 45.9% agreed. This indicates less motivation or limited opportunities to integrate new knowledge into everyday life due to age factors or health status.

Overall, the average value across the entire sample is 3.8 points, and the share of those who agree is 64.9%. The most promising in terms of applying new knowledge is

the category of young and middle-aged groups, while older respondents demonstrate a more cautious attitude.

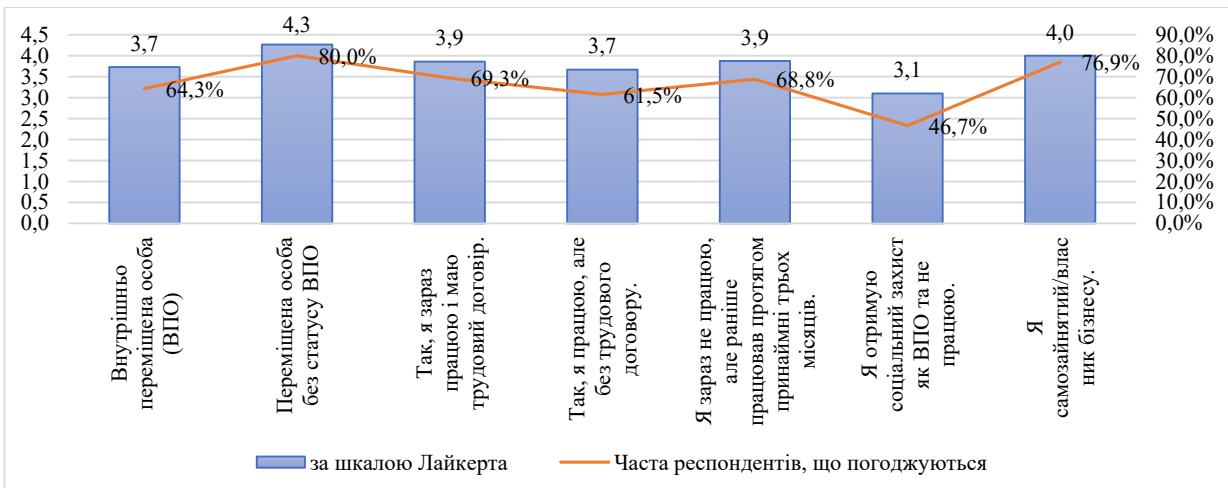


**Fig. 245. Gender distribution of respondents' responses regarding their readiness to apply new knowledge and skills upon returning home**

Among women, the level of support was 64.5%, among men – 66.1%, which indicates almost the same attitude regardless of gender (Fig. 245).

IDPs with officially registered status – 64.3% support (average 3.7 points). Displaced persons without IDP status – 80.0% (average 4.3 points). Those who work officially – 69.3%, unofficially – 61.5%. Self-employed/business owners showed the highest support – 76.9%. In contrast, among social protection recipients without work, support is the lowest – only 46.7% (Fig. 246).

The survey found that IDPs generally demonstrate a willingness to use new knowledge and skills acquired during forced displacement upon returning home. This is a positive signal, as it indicates a desire for self-development and active participation in the reconstruction of communities.



**Fig. 246. Share of respondents who fully or partially agree with the statement that they are ready to apply new knowledge and skills after returning home, depending on the presence of IDP status and current employment status, (% and Likert scale scores)**

The level of this readiness varies significantly depending on the living conditions, experience and opportunities of the displaced. Younger and more professionally active groups demonstrate higher motivation, while older people and those in difficult socio-economic circumstances show restraint in their plans.

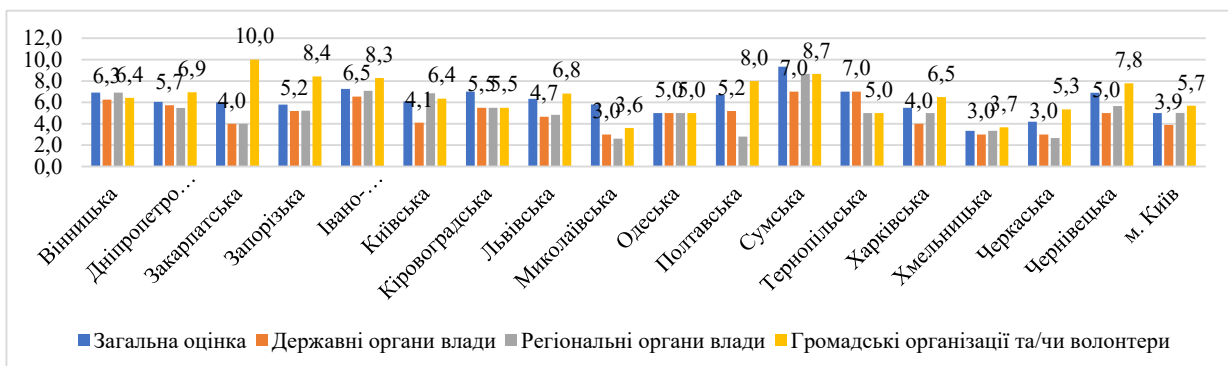
In general, to effectively use this potential, comprehensive support measures are needed: creation of opportunities for employment, training and development, as well as psychological assistance. This will not only facilitate the process of return and integration of IDPs, but also turn them into an important resource for the reconstruction and modernization of the country.

### Evaluation of the general level of support of respondents as IDPs

The last question in the questionnaire was as follows: “Estimate the general level of support for you as an IDP on a 10-point scale, where 1 – is the lowest, and 10 is the highest score. The results obtained showed that the average level of support for IDPs in Ukraine on a 10-point scale is estimated by respondents at 6.12 points. At the same time, different sources of such support received uneven assessments:

- state authorities - 5.07 points,
- regional authorities - 5.58 points,
- civil organizations and volunteers - 6.98 points.

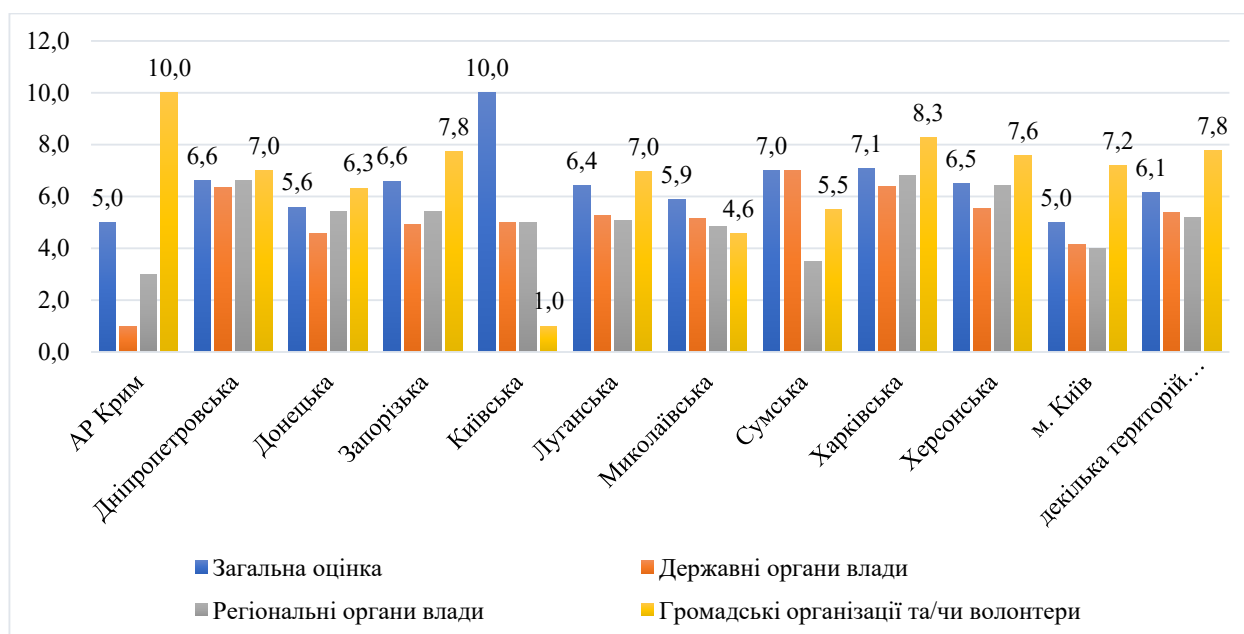
This indicates greater trust and effectiveness of the public sector in providing assistance to IDPs.



**Fig. 247. Average value of respondents' assessment of the level of support for IDPs from different levels of government, public organizations and volunteers by region of current residence, points**

The highest average scores of overall support for IDPs were recorded in Sumy region (9.33 points) and Ivano-Frankivsk region (7.26 points). High scores for public organizations and volunteers were given by respondents from Zakarpattia (10.00 points) and Zaporizhia (8.43 points) regions (Fig. 247).

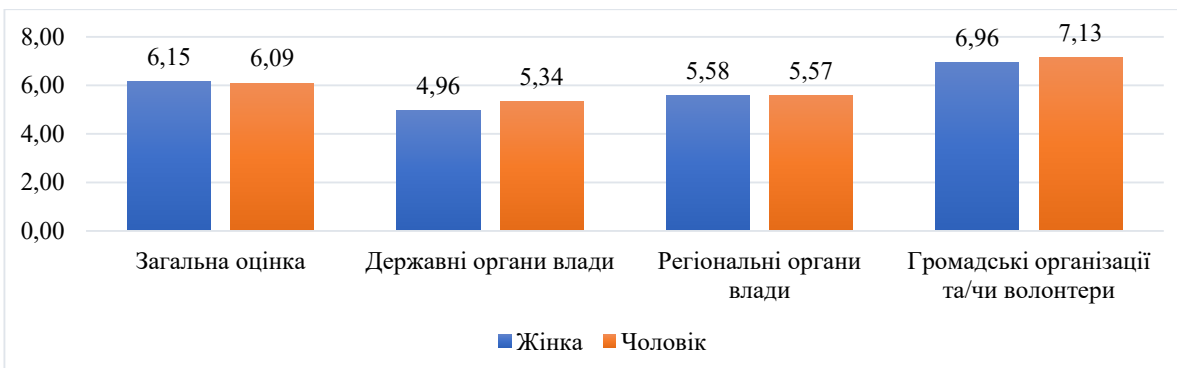
At the same time, respondents from Khmelnytskyi (3.33 points) and Cherkasy (4.20 points) regions gave the lowest scores, which may indicate a weaker level of integration and communication between local authorities and IDPs in these regions.



**Fig. 248. Average value of the assessment of the level of support for IDPs from different levels of government, public organizations and volunteers by region of origin, points**

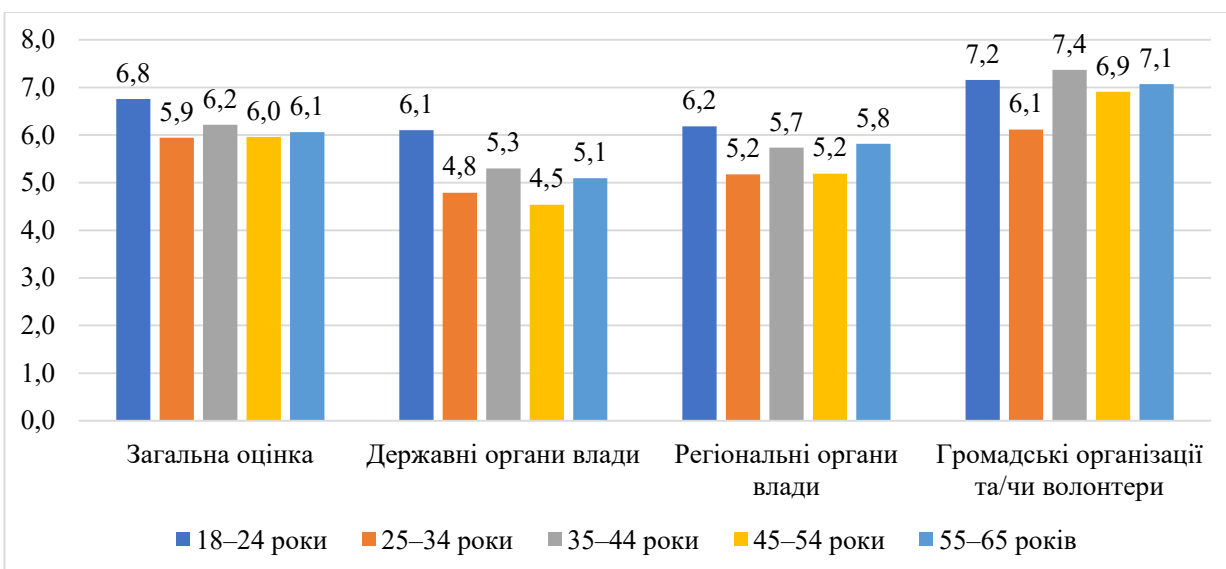
Respondents who moved from the territory of the Autonomous Republic of Crimea gave the lowest marks to the state authorities (1.00 point), but rated support from public organizations as highly as possible (10.00 points). Residents from Kharkiv (7.07 points) and Sumy (7.00 points) regions generally demonstrate a relatively higher level of satisfaction. At the same time, residents who left Kyiv region assessed the overall level

of support at 10 points, but the role of volunteers at only 1.00 points, which looks like a statistical anomaly due to the small sample (Fig. 248).



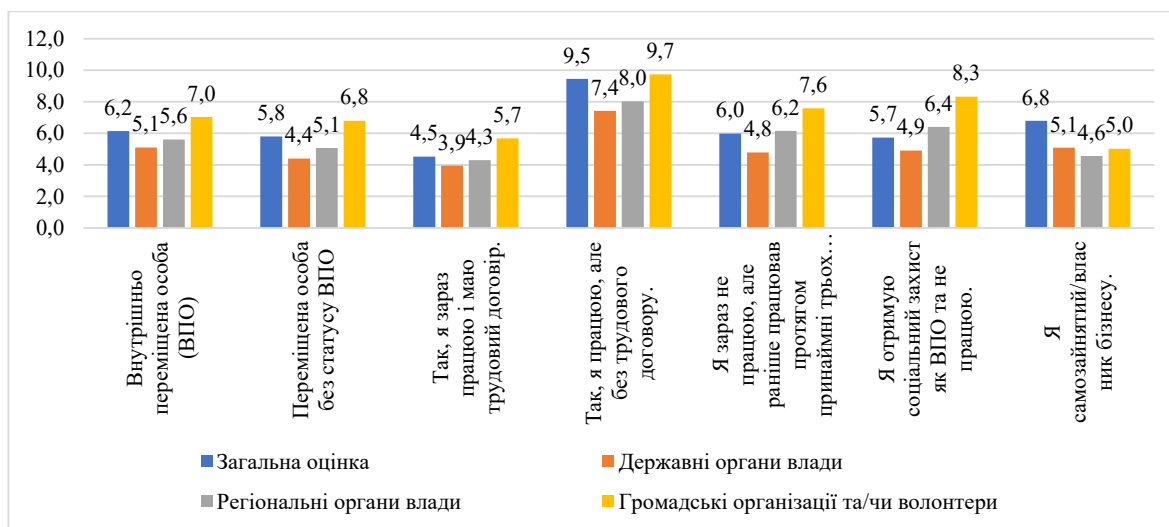
**Fig. 249. Gender distribution of respondents' answers regarding the assessment of the level of support for IDPs from different levels of government, civil society organizations and volunteers, points**

Women and men (Fig. 249) demonstrated similar overall scores: 6.15 points for women and 6.09 points for men. At the same time, women assessed state institutions more critically (4.96 points versus 5.34 points for men), while men rated the activities of civil society organizations higher (7.13 points versus 6.96 points).



**Fig. 250. Distribution of respondents' answers regarding the assessment of the level of support for IDPs from different levels of government, public organizations and volunteers by age group, points**

In the age structure of respondents, young people aged 18–24 years assess the support most positively – 6.76 points in total, as well as 7.16 points for volunteers. The most critical respondents aged 45–54 years – only 5.96 points in total, with the lowest indicators of trust in state structures (4.54 points) (Fig. 250). This indicates that skepticism towards institutional forms of assistance increases with age, while young people demonstrate a higher level of expectations and satisfaction. Officially registered IDPs assessed the level of support received at 6.15 points, while respondents without official status gave lower scores (5.80 points). The lowest level of satisfaction is observed among those who have a job with a formal employment contract (4.53 points), while respondents who work without an employment contract showed extremely high scores (9.45 points). This distribution may reflect both a special gratitude for any help and a limited number of respondents in this subgroup (Fig. 251).



**Fig. 251. Distribution of respondents' responses regarding the assessment of the level of support for IDPs from different levels of government, civil society organizations and volunteers depending on the presence of IDP status and current employment status, points**

The obtained scores indicate a significant regional and socio-demographic difference in the perception of support. In general, civil society organizations and volunteers play the greatest role in the lives of IDPs, while state and regional structures receive significantly lower scores. Young people demonstrate a higher level of

satisfaction, while representatives of middle-aged groups are characterized by a more critical attitude. The presence or absence of an official employment contract also significantly affects the feeling of security and support.

### CONCLUSIONS TO PART III

The results of the study indicate that the motivation of IDPs to return to their previous places of residence is determined primarily by security, housing and socio-economic factors.

The security factor remains decisive: 84.6% of respondents stated that they are ready to return only if there is a complete cessation of hostilities and guarantees of stability. The highest willingness to return is usually demonstrated by IDPs from the eastern and southern regions that have suffered the most destruction (Luhansk, Kharkiv, Zaporizhia, Kherson). At the same time, some IDPs who have been living in large cities for a long time, especially in Kyiv, show a lower tendency to return, which may indicate a deepening of integration into the new environment.

The housing aspect is the second most important factor. Over 82% of respondents agree that having their own housing is a determining condition for return. High dependence on this criterion is demonstrated by women (86.4%) and older respondents, for whom housing is associated with stability and family security. For younger groups, it has a rather symbolic meaning - the opportunity to "start life anew".

Financial and organizational factors also have a noticeable weight, although they are not decisive. About 62% of respondents consider compensation for moving and settlement costs to be important. Support for this condition is highest among older IDPs and those who depend on social assistance. This indicates the need for targeted state policies focused on vulnerable categories.

Employment by profession remains a powerful motivator: Two thirds of respondents (64.5%) said they would return home if they had a job in their specialty. The most interested are respondents aged 25–44 – the group with the highest labor potential. At the same time, entrepreneurs and the self-employed demonstrate a lower

willingness to return, which indicates their successful adaptation in the new environment.

Infrastructure conditions – living, transport, social – determine the willingness to return for two thirds of respondents (66%). IDPs from regions with large-scale destruction (Luhansk, Kharkiv regions), as well as recipients of social support, are especially dependent on them. For economically active groups, this factor is of an auxiliary nature, inferior to economic opportunities.

Refusal to return remains a relatively alarming position – it is shared by about 34% of respondents. The largest number of such responses was recorded among immigrants from Luhansk and Kherson regions. The socio-demographic profile shows that women and young people aged 25–34 are more likely to remain in new communities, while older respondents are more likely to declare a desire to return.

The study confirmed a high level of expectations of support from the state. The majority of respondents (96%) consider the central government to be the main guarantor of assistance. At the same time, trust in local self-government and regional administrations is lower (about 85%), and the role of public organizations is assessed as auxiliary (41%). This indicates the state-centric nature of expectations and the need to strengthen mechanisms for inter-level interaction.

The idea of creating a separate state program to support IDPs was supported by 88.9% of survey participants. The highest level of agreement was expressed by women, middle-aged and older people, as well as residents of the eastern and southern regions. This indicates a public consensus on the need for a comprehensive recovery and reintegration policy.

More than two-thirds of respondents (66.5%) consider it appropriate to differentiate state assistance to IDPs depending on their needs and vulnerabilities. The highest level of support for the idea is recorded among women and people receiving social assistance, which reflects the demand for fairness and targeting in the distribution of resources. The presence of a third of supporters of equalization is also a significant example of the fact that this factor should be taken into account by central authorities in the future.

The high level of readiness to apply the acquired knowledge and skills upon return (65% agreement, average score 3.8) indicates the presence of significant human potential among IDPs. The most active in this regard are young people and middle-aged people, which creates the prerequisites for involving IDPs in post-war recovery processes.

The overall level of support for IDPs in Ukraine was estimated at 6.12 points out of 10, with the highest scores being received by public organizations and volunteers (6.98 points), while state institutions received much lower scores (5.07 points). This confirms the importance of partnership formats for assistance and the need to strengthen coordination between the state and public sectors.

In general, it can be stated that IDPs in Ukraine demonstrate a high willingness to return under conditions of security and the restoration of basic infrastructure, while maintaining a significant potential for socio-economic activity. They expect a systematic state policy, but at the same time they are increasingly focused on self-sufficiency and the development of their own resources, which indicates a gradual transition from paternalistic expectations to active participation in the processes of post-war reconstruction of the country.

## GENERAL CONCLUSIONS

The survey of IDPs in Ukraine revealed systemic trends that go beyond the purely humanitarian dimension. This is about the formation of a new social reality in which IDPs become not only beneficiaries of assistance, but also active participants in the processes of recovery, local development and social solidarity.

### **1. Transformation of IDP status**

The displacement caused by the war has gradually lost its temporary character. For the majority of IDPs (over 60%) new places of residence have become a space for permanent life. This indicates the emergence of the phenomenon of “settled displacement”, when IDPs integrate into local communities, while maintaining their identity and connection with the region of origin. Such a shift from “crisis mobility” to “social stabilization” is a key feature of the current stage.

### **2. Changing models of social integration**

The adaptation of IDPs is based less and less on external support and more and more on their own strategies of self-reliance. There is an increase in participation in volunteering, local initiatives and informal networks of mutual assistance. About half of the displaced have experience in volunteering or charity projects, which indicates a gradual restoration of their social capital.

### **3. Formation of new economic and labor strategies**

Stable employment is becoming a central mechanism for integration. More than 65% of IDPs have a job (including informal or self-employment), and about two-thirds are satisfied with its conditions. Employment is increasingly combined with retraining, mastering new professions and remote work, which indicates adaptation to the changing economic reality.

### **4. Strengthening horizontal social ties**

A new type of local solidarity is being formed in host communities, where displaced people become full participants in social life. The high level of trust in volunteer organizations (average score of 6.98 out of 10) contrasts with lower scores for

state institutions (approximately 5.1 points), indicating the growing role of civil society in providing social support.

### **5. Differentiation of integration experiences**

Although the overall dynamics are positive, there are differences by age, gender, region and social status. Younger groups adapt faster economically, while older respondents experience difficulties in employment and access to social services. Regional inequality remains noticeable: Western regions demonstrate higher integration rates, while eastern regions show significantly lower ones.

### **6. Evolution of expectations from the state**

High expectations from the state remain – 96% of respondents consider it the main actor of IDP support. At the same time, there is a gradual shift from a paternalistic to a partnership model: IDPs expect not only assistance, but also opportunities for self-realization, education, employment and participation in decision-making.

### **7. Reorientation of return motivation**

The intention to return home is increasingly becoming a function not only of security, but also of social stability. For the majority of respondents (more than 84%) the conditions for return are related to guarantees of peace and housing opportunities. At the same time, the share of those who view life in new communities as a long-term perspective is increasing – about a third of IDPs no longer plan to return under any conditions.

### **8. Human capital as a resource for recovery**

Displaced persons demonstrate a willingness to participate in reconstruction processes: 65% stated that they could use the acquired knowledge and experience after returning or integrating in new places of residence, including abroad. This indicates the high potential of IDPs as development agents, and not only as recipients of assistance.

The study shows that forced displacement in Ukraine has entered a phase of structural integration. IDPs are gradually transforming from an object of humanitarian policy into a subject of socio-economic transformations, capable of influencing the development of the state, communities and civil society.

This process requires long-term policies aimed not only at compensating for losses, but also at creating conditions for sustainable integration, development of human capital and participation of displaced persons in the reconstruction of the country. It is through integration, and not a return to the pre-war state, that IDPs become an important component of the social structure of post-war Ukraine.