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EMPLOYMENT OF REFUGEES FROM UKRAINE DURING THE WAR: PROBLEMS AND PROSPECTS

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Abstract. This paper describes the peculiarities of employment of refugees from Ukraine in the European countries during the war. The main directions of migration of refugees are analyzed. It is established that the most refugees are located in Poland. The main features of the employment of Ukrainian refugees in Poland, the fields of their employment, were studied. The main trends in the development of the labor market are analyzed, taking into account the forced migration of Ukrainians. The peculiarities of the rights of Ukrainians in Poland after their arrival on February 24, 2022 were studied. The results of a survey of Ukrainians regarding the conditions of their stay in Poland, impressions of the key areas of life are presented. It was established that the influx of refugees from Ukraine to Europe is the largest wave of migration since the Second World War. It has been established that the level of education and qualifications of Ukrainian refugees is quite high, and that is why they quickly find work in Europe. As a result, this wave of migration could have a negative effect on the labour potential of Ukraine, given the high probability of non-return of Ukrainian refugees, especially for youth.

Key words: employment of refugees, human capital, migration, labour migrants, spheres of activity.

Introduction. Due to the fact that the Russian occupation forces are shelling and destroying enterprises, factories, plants, key infrastructure facilities and residential buildings of ordinary Ukrainians, people are forced to flee to other countries of the world. All these events prompt a mass setting out of citizens from the occupied territories and territories where active hostilities are taking place in search of security for their families and employment opportunities abroad in order to financially provide their families with everything they need. The problem of labour migration in the country was quite acute even before the start of a full-scale invasion, and against the backdrop of the invasion of the Russian troops into Ukraine, it acquired catastrophic proportions.

Current Tendencies and Problems of Employment of the Ukrainian Refugees in the EU.

According to the UNO, the number of refugees who left Ukraine since the beginning of the full-scale Russian invasion, as of the 19th April, 2022, which are amounted to 5.4 million persons. As of 11th May, 2022, these indicators have changed significantly, so the total number of migrants from Ukraine is amounted to 6.01 million persons. Another 7.1 million citizens of Ukraine are considered internally displaced persons (Melnyk, 2022; Zmina, 2022).

According to the UNO, more than 3.2 million person of Ukrainians went to Poland. Over 895,000 persons of Ukrainians went to Romania, over 785,000 persons of Ukrainians went to Russia, 583,000 persons of Ukrainians went to Hungary, over 459,000 persons of Ukrainians went to Moldova, over 406,000 persons of Ukrainians went to Slovak Republic, and over 27,000 persons of Ukrainians went to Belorussia (Figure 1).

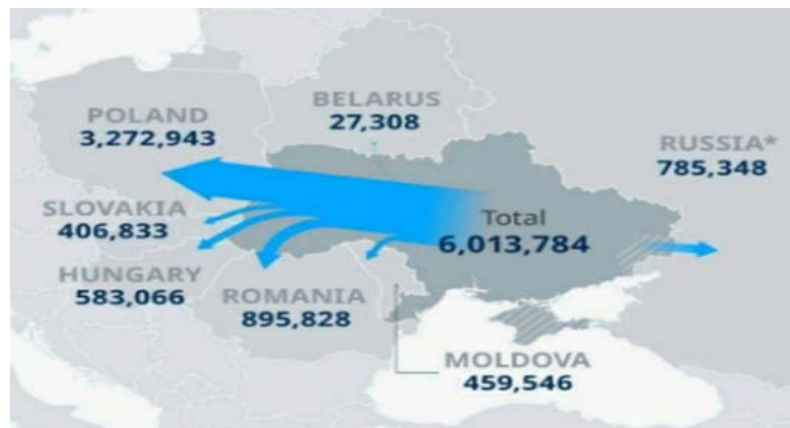


Fig. 1. Geography of migration of Ukrainian refugees

As can be seen from the statistics, the largest number of refugees went to Poland namely more than three million Ukrainians: some of them 77,000 got a job, of which approximately 47.5% work in industrial sectors. That is, they are employees at different enterprises. 10.3% work in the service sector. 8.5% work in office areas, another 4% – as specialists in narrow areas.

According to experts, the situation changes every week, and in the beginning there were fewer jobs for women. Later, the situation was changed. There was also a tendency of those who quit their jobs and later were returned to Ukraine, about 15-20% of such citizens. However, this is not such a big number. It is worth noting that the majority of Ukrainians who came to another country are on welfare. They receive subsidies from the authorities of the country in which they are located, there are also free centers where you can live, and some of these people do not go to work, because the funds they receive are enough for them to live there for a period of time (Melnyk, 2022).

But currently, according to the international employment agency "Gremi Personal", there are long queues of Ukrainians in large Polish cities to obtain a Polish identification number, which enables the official employment in Poland, and a limited number of vacancies for our citizens. There are also other difficulties for people who have been forced to leave the territory of Ukraine, in particular, such as placing children in schools and kindergartens in the cities and towns in Poland. The peculiarity of Poland is that large production and processing enterprises, warehouses and most economic zones are located outside large cities, that is, in less populated and distant from the central cities of the country, directly near the producers of raw materials for the enterprise. The standard of living in such towns and small settlements is also decent, and there are more resources for helping the refugees. However, the refugees do not know this, they are not informed about it and want to go to Warsaw, Krakow or Hdansk, where, in their opinion, it will be easier to find work, and where there is already a large Ukrainian community.

Over time, the availability of vacancies becomes a key factor in the process of choosing a region or city where Ukrainians plan to stay, as work gives a sense of financial security to refugees who do not want to depend only on the goodwill of Polish. It is also worth noting that the majority of refugees are women, children and elderly people with not the best health indicators, which also requires certain financial capabilities of families. As a result, a large number of women appeared on the Polish labour market, most of whom do not speak Polish at the communicative level. But the problem is not limited to finding part-time jobs for women from Ukraine. Previously, Poland had to deal with economic migration, it was predictable and controlled by market mechanisms of supply and demand, the current wave is sudden and chaotic. As a result, Polish employers may face high staff turnover, because the employee may seek to return to Ukraine in any time. Of course, it depends on the situation in Ukraine, in particular in the regions and cities that Ukrainians left. On the other hand, a large supply of labour force allows employers to more carefully select and sort through personnel.

In industries which are most open to hiring foreigners, such as food manufacturing, logistics, hospitality and restaurants, the demand for the foreign employees is often variable and seasonal. In these industries, a high demand for employees is expected in the near future, but in the second half of the year it traditionally falls, and this is again a large number of released personnel, which increases the supply of the labour market (Ukrainska pravda, 2022).

According to the new norms and current rules, citizens of Ukraine can start working in Poland without a work permit. However, the employer must confirm the employment of the person from Ukraine within 14 days on the special website. It is worth noting that according to the surveys, which was conducted by research institutes Randstad and Pollster, it was showed that in a fairly short period of time, a quarter of companies plan and are ready to hire employees from Ukraine who are ended up in Poland due to the war. Among these companies, almost 25% will create additional jobs for support people from Ukraine. According to the survey, 38% of all companies can offer employees from Ukraine up to 5 jobs, almost 15% – 5-10 jobs, and more than 5% – from 10 to 50 jobs. In almost half of the cases, the possibility of hiring Ukrainian employees is declared by large enterprises that employed more than 250 persons. Thus, the largest number of jobs for neighbors across the eastern border will be in catering and hotel business (47%), construction (33%) and industry (30%), although about 15% of companies from the field of information technology, finance and insurance also intend to open doors for employees from Ukraine who are in Poland because of the war. Also, 6 out of 10 surveyed companies stated that the proposed positions belong to manual employees without qualifications, 40% of jobs are for qualified employees, 10% are looking for people from Ukraine for the positions of specialists and engineers.

The sectors in which it is easiest for Ukrainians to find work are industrial production, construction and services, according to the research, which are conducted by the Polish Economic Institute (PIE). The work activity for military migrants from Ukraine is planned, in particular, in the spheres of industrial production (40%), construction (36%) and services (31%). However, only 16% of the commercial companies consider the possibility of employing migrants from Ukraine, and these are more often wholesale than retail companies. According to PIE estimates, more than 250,000 women can count on work in Poland.

Readiness for employment of Ukrainians was expressed by 31% of the total number of surveyed companies. The largest group is consisted of large and medium-sized companies (40%), the smallest – micro-enterprises (23%). Since the majority of adult refugees from Ukraine are women, the Institute, based on its research, estimated the total number of jobs for women expected in the next 3 months. It is turned out that Polish companies can employ about 253,000 women. The share of women among new employees was calculated taking into account the indicators of feminization in certain sectors of the economy.

It is also worth noting that it will be more difficult for women to work in the construction industry, where there are quite a lot of vacancies, but in the manufacturing sector it seems possible. The PIE research shows that migrant employment is planned primarily by the manufacturers of food, beverages, textiles, electronics and furniture. Almost every third service company plans to employ the refugees. Migrants can find work in the hotel and catering business, personal services (for example, hairdressers, beauticians), as well as in companies that provide IT services (Androshchuk, 2022).

As mentioned earlier, one of the main problems of employment of refugees from Ukraine is the language barrier. In particular, the trade industry is less willing to hire Ukrainians who were fled to Poland because of the war. It could be explained by the fact that this sector is more in need of high competences related to consulting. In many companies, the personal contact with the buyer is also important, and this requires a good knowledge of the product range and the Polish language. Not knowing the Polish language at the sufficiently high level could be a big obstacle for employment of Ukrainians with direct customer service.

At the same time, there is a shortage of personnel in 30 professions. These are vacancies that may be filled by refugees from Ukraine in the future. These are specific sectors of the economy that suffer from a lack of personnel in the EU countries, even without taking into account the flow of refugees (Figure 2).

At the same time, in connection with the frantic flow of migrants fleeing the war, additional gaps appear in the Polish labour market due to the lack of certain professions that are currently needed due to the influx of refugees. We are talking, for example, about doctors or psychotherapists who speak Ukrainian. On the other hand, they are currently looking for employees with communicative knowledge of the Polish language. Therefore, free Polish language courses are needed, especially for persons who have the opportunity to work in the field of health care and education, and, directly, industry training.

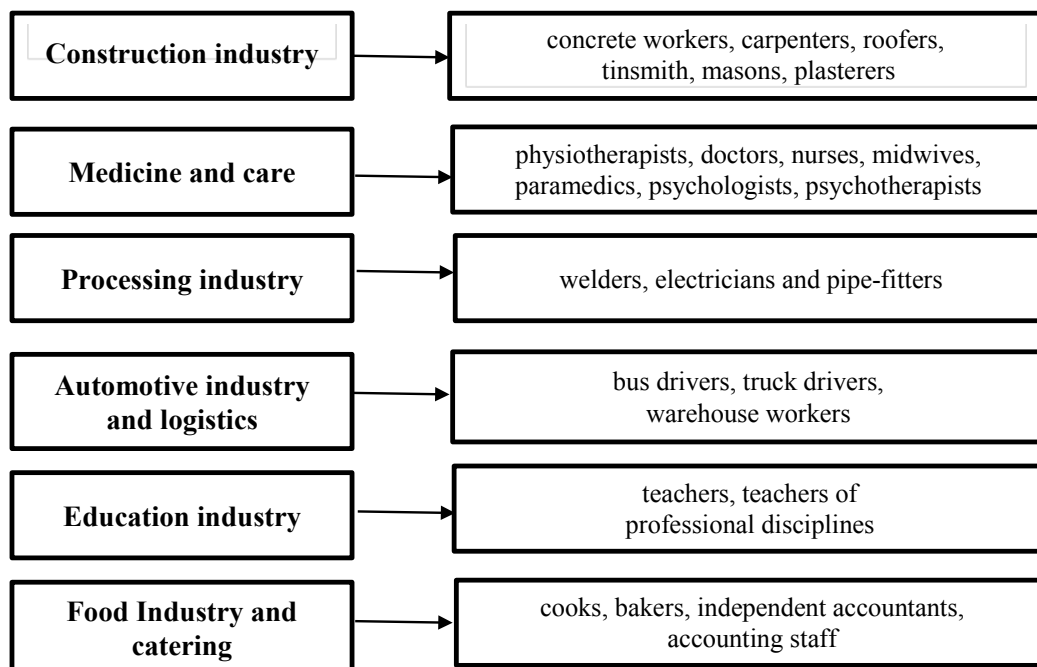


Fig. 2. Sectors of the Polish economy which were suffering from a lack of personnel on the beginning of 2022.

Source: on basis (Bankier.pl, 2022)

The leading economists of Polish banks predict that about 3 million refugees from Ukraine will settle in Poland this year, of which about 30% will be Ukrainian citizens who will be professionally active. That is, we are talking about increasing the labour supply in Poland by 5–6%. According to Polish economic experts, the wave of refugees from Ukraine could also create up to 200,000 additional jobs during this year. The research, which was conducted by the Polish Economic Institute at the beginning of March shows that 14% of companies in Poland, against the background of the events unfolding in Ukraine, planned to increase the level of employment within 3 months (Mitek, 2022).

In our opinion, the huge potential of Ukrainians has not yet been explored. It is not known what their qualifications are, in which areas and industries. Which is also a gap that should be overcome in order to optimize the unemployed and those who wish to work in the labour market of the European Union countries. In particular, in Poland, as the country that accepted the largest number of refugees, it was enough to add a relevant question to the PESEL registration procedure, and there would be more information on this issue, which, in turn, would allow better "discover" of migrants' skills. If it is known how many people with such specialties came to Poland, it would be easier to systematically activate them in the labour market, offer language courses and other targeted training to help adapt their skills to Polish requirements and realities. As practice shows, employment is an important component of ensuring more or less decent living conditions, because there are payments for refugees, but they are quite insignificant. In particular, Poland will receive an advance to help refugees from Ukraine. This is about 2.5 billion zlotys, which will be used within 13 weeks. The government will be able to distribute them immediately. The expected amount will be about 40 euros per Ukrainian per week of stay in Poland. The funding comes from the EU's React programme, which was originally intended to "combat the consequences of the pandemic" – the consequences of restrictions imposed on society by governments in response to the epidemic. In total, about 3.4 billion euros have been collected, which will gradually be transferred in the form of advances to countries struggling with the refugee crisis caused by the war in Ukraine (DoRZECZY, 2022).

Equally important for the possibility of employment of Ukrainian refugees in Poland is the knowledge of the rights of citizens, which are residing in this country, the key of which is shown in Table 1.

At the same time, according to the survey which was conducted by the Razumkov Center, most Ukrainian refugees plan to return to Ukraine after the end of the war, which is positive for Ukraine's labour market and the country's economy as a whole, which has weakened quite a lot. Most likely, only 10% of those who left will remain in another country, namely those who will find decent work and living conditions (Figure 3).

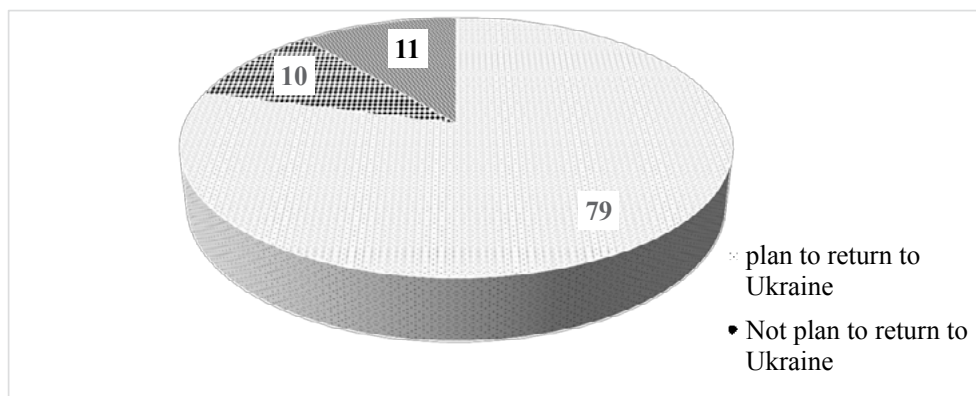


Fig. 3. The sociological research of the number of refugees who plan to return to Ukraine after the war

Source: on basis (Slovo i dilo. Analitychnyi portal, 2022)

Table 1

The rights of citizens of Ukraine who arrived in Poland starting from February 24, 2022

The rights of citizens of Ukraine	Characteristic
The right to stay legally in Poland	You have the right to stay legally in Poland for 18 months starting from February 24, 2022. The right to stay legally in Poland also extends to children born after you entered Poland. If you have not received the confirmation from the border guard about your entry into Poland, you must apply within 60 days to the city municipality or hmina administration to obtain a personal PESEL number (Polish personal identification number), thanks to which your stay in Poland will be officially registered. (*) If you are a citizen of Ukraine and have the Pole's Card, you have the above-mentioned rights, even if you arrived in Poland in the period from February 24, 2022, not from Ukraine, but from the territory of another state.
The right to use the services of the refugee reception point	During the first few days of your stay in Poland, you will be assisted at refugee reception points, where you can spend the night and receive food and basic medical care.
The right on the employment in Poland	You have the right to work in Poland without the need to obtain a work permit or a statement of intent to employ a foreigner, even if you do not have a valid passport – an identity document is sufficient. You need to make sure that the job offered to you is legitimate. Your employer is obliged to sign a contract with you in a language you understand and to notify the regional employment office (Powiatowy Urząd Pracy) of your employment within 14 days of employment. Read the contract before starting a new job, sign it only if you agree to its terms, and keep one copy. If the employer violates your rights, you must contact to the State Labor Inspectorate.
The right for helping the employment center in searching a job	You can be helped at the district employment center. Register as a job seeker and you will receive job offers that match your qualifications, as well as information on free courses for job seekers.
The right to carry out entrepreneurial activities	You have the right to start both an individual enterprise and a firm. To create an individual enterprise, you need to obtain a PESEL number and a trusted profile (profil zaufany) from the commune administration. In order to establish an individual enterprise, register it in the CEIDG (Central Register of Economic Activities) in the hmina administration. Registration at CEIDG is free. To create a company, it is necessary to register it in KRS (National Court Register).
The right of free medical care and psychological assistance	If you need the advice of a doctor or psychologist, you should contact the nearest medical facility of the National Health Fund (NFZ). In most cases, it is necessary to make an appointment in advance. To do this, you should contact the help desk of the National Health Fund, which is available in Ukrainian.
The right on free education	In Poland, all children have not only the right, but also the duty to get an education. If you have a child of school age, you must enroll him in the nearest school. Children who do not speak Polish have the right to receive additional Polish language lessons and remedial classes.
The right on social assistance	If you have a PESEL number, you are entitled to a one-off cash allowance of PLN 300 per person to cover your living expenses, including food, clothing, shoes, personal hygiene items and housing costs.
The right on free train travel	The citizens of Ukraine (during the war) can travel for free in TLK and IC class 2 trains in carriages with seats. Transportation of Ukrainian citizens is carried out on the basis of free additional tickets with or without a seat guarantee. It is necessary to present a passport, identity card or other document which could confirm citizenship. Transportation of goods and animals is free and unlimited. Additional free tickets could be obtained at the ticket office or on the train. These rights do not apply to persons who have applied for refugee status in Poland, unless they have withdrawn their application. To be able to take full advantage of the above-mentioned rights, it is necessary to contact the commune office as soon as possible to obtain a PESEL and access to a trusted profile, thanks to which you will be able to confirm your identity online.

Source: on basis (Androshchuk, 2022)

The survey was conducted by the Razumkov Center at checkpoints across the state border of Ukraine in Zakarpattia region from March 15 to April 1, 2022. 101 respondents were interviewed (Slovo i dilo. Analitychnyi portal, 2022).

In favor of these indicators, the assessment by our citizens abroad of key spheres of life and activity carried out by the research company "Gradus Research", the majority of survey respondents were in the European countries (Table 2).

Table 2

**Results of a survey, which are comparing key areas of life and activity
in Ukraine and the European countries**

	UKRAINE		ABROAD
Welfare, social sphere and interpersonal relations	1.9	vs	2.8
Public sphere and financial issues	2.3	vs	2.5
Services	3.5	vs	1.9

Source: on basis (Gradus Research Company, 2022)

Thus, having lived abroad, Ukrainians evaluated the organization of their life at home, in particular, the respondents most evaluated Ukrainian store opening hours (54%), digitalization of financial and other services, both commercial and state (37%), as well as the price-quality ratio in the field of beauty (44%). The respondents also understood that they liked the "mentality, way of life" in their native country (36%) and "persons, their relationships" at home (32%) – these two points were rated as better in Ukraine than in country of the temporary stay.

But what we liked abroad were the arrangement of cities (42%), public transport (48%), the creation of special conditions for people with disabilities (50%), the quality of drinking water from the tap (38%) and the sorting system garbage (46%). In general, Ukrainians are most excited about the social sphere of their new home.

For many decades, our society experienced what was called the "inferiority complex." Russia also contributed to this, but the isolation of the majority of Ukrainians from daily life abroad was significant. A small proportion of people went to study and work to other countries, and most of our compatriots never left the borders of their homeland. We have formed a myth that life is good somewhere there, because there are "normal people", and here it is bad, "because we are like that". Last year's research shows that every second would like to emigrate. Undoubtedly, it created a certain psychological background harmful to social development. Confronted with the everyday reality of the dreamed "abroad", Ukrainians looked at their life at home in a new way, felt its advantages. Hopefully, it will be another ingredient in the recipe for the country to leap forward.

The domestic state-political sphere in general still loses in comparison with the foreign countries. For example, Ukrainians like the observance of law and order abroad (46%), the amount of wages (42%), social protection from the state (36%) and a lower level of corruption up to its absence (37%).

At the same time, the respondents in Ukraine like the prospects of their own development, the quality of the Internet (31%) and delivery services (29%), as well as the size of utility tariffs (24%). And abroad, ukrainian likes people's behavior and ecology, the quality of food, education and medicine, but for all three areas, the advantage with compared to Ukraine is small, at 5-8%.

The survey itself was conducted by Gradus Research using the method of self-filling the questionnaire in the mobile application. The Gradus online panel displays the population structure of cities with more than 50,000 residents aged 18-60 by gender, age, settlement size and region. Survey period: May 23, 2022. The sample size is 1133 respondents (Gradus Research Company, 2022).

Conclusion. So, we must state the fact that the influx of refugees from Ukraine to Europe is the largest wave of migration since the Second World War. At the same time, the arrival of Ukrainians not only does not threaten the European unity, but, on the contrary, strengthens it.

The positive attitude towards to the refugees from Ukraine is, first of all, a consequence of the awareness of the danger posed by the Russia's aggression to Europe. The next key circumstance is broad public support for the acceptance of Ukrainian immigrants. To a large extent, it is due to cultural closeness, numerous business and family ties, and the experience of communicating with Ukrainians thanks to many years of labour migration to the EU.

It is worth noting the high level of education and qualifications of Ukrainians, knowledge of languages, which significantly increases the chances of their accommodation, employment and integration in the host countries. The human capital of displaced persons makes them quite attractive to the employers, which contributes to the transformation of policies and legislation in favour of new arrivals. In particular, on April 5, the European Commission published recommendations on simplifying the procedure for recognizing refugees' diplomas and qualifications in order to ensure opportunities of working according to their level of training. It is extremely relevant, in particular for doctors, teachers and educators – they are the ones who will satisfy the needs of immigrants in medical and educational services in their native language.

At the same time, the vast majority of refugees are women, a large part of whom take care of young children, they lack knowledge of the language, etc., and employment opportunities for them, despite on the declared access to the labour market of the host countries, are quite limited. In this regard, the informal employment may spread, which increases the risk of exploitation and violation of labour rights, and the danger of human trafficking is actualized.

As the length of stay abroad increases, the share of non-returnees will increase. Most likely, those who have relatives there, who have moved to the distant countries, who, thanks to their professional knowledge and qualifications, could find a decent job and provide themselves with an adequate standard of living, will tend to live permanently outside Ukraine. The probability of returning of youth who will continue to study abroad is also low.

Thus, the risks of losing part of the working population due to the migration are increasing. Moreover, these losses will be formed mainly due to the economically active, educated, young citizens. The European countries are quite interested in replenishing their human resources, and are already creating conditions for the settling certain categories of immigrants on their territory.

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