



THE FATE OF YOUNG UKRAINIANS
ON THE LABOR MARKET
IN CENTRAL EUROPE



***Desk research report in the project titled
"The fate of young Ukrainians on the labor market in
Central Europe*" (Poland)***

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Introduction

The *Desk Research* analysis, prepared by experts from the Pedagogical University of the National Education Commission in Krakow (Poland) and the University of Debrecen (Hungary) as project partners, aims to collect general information that will outline the situation of the allocation of young Ukrainian citizens on the European (Polish and Hungarian) labor market. This topic is of interest to the project partners for several reasons. The first is the desire to know the scale of migration of Ukrainians to Central Europe (Poland and Hungary). Especially in the context of the socio-political situation in Ukraine pertaining mainly to the Russian-Ukrainian conflict which started in 2014, and which is currently escalating (after February 24, 2022, when Russia invaded Ukraine). Another interesting reason to sociologists and psychologists is the allocation and acculturation of Ukrainian citizens in Poland and Hungary dictated by the (probable) desire to change their lifestyle and shape their future on the model of pro-European behavior. A model where a citizen can freely pursue his own independent vision of professional development using both his personal and social competences shaped through secondary socialization. The third reason is the change in the profile of a migrant from Ukraine in Europe, noticed in the research, as well as the possibility of using the migrant's resources. All the above-mentioned premises incline the project partners to reflect on the legitimacy, scale and allocation of Ukrainian citizens in the Central European labor market.

The attack of the Russian army on the independent Ukrainian state has contributed to the waves of migrating Ukrainian citizens to seek help in neighboring countries. Poland and Hungary are the countries that have received the largest number of migrating Ukrainians. Currently, i.e. on November 7, 2022, according to the estimates of the Polish Border Guard, 7.57 million refugees arrived in Poland from Ukraine, and 5.787 million left Poland - mainly women and children (Statystyki SG, 2022). It should be noted that the movement between the two countries was initiated and intensified in 2014, after the annexation of Donbas. According to the analysis of experts from the Center for Eastern Studies Marek Karp, data for 2014 and the first half of 2015 shows that in the case of Poland there has been a change in the trend of the dynamics and migration strategies of Ukrainian citizens. Temporary migration to Poland is becoming an increasingly common way of dealing with poverty and instability in Ukraine (Jaroszewicz, 2015).

The aim of this research is an attempt to answer a legitimate question, a question dictated by the double wave of migration of Ukrainian citizens and the fate of Ukrainians who came to Central Europe, especially this year, after Russia's aggression against Ukraine on February 24, 2022. It should be mentioned that the project is interdisciplinary and multidimensional. It aims to examine the mental state of Ukrainians in Central Europe, their plans for further migration or return to their homeland, and the degree of



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the risk of social exclusion. Particular attention will be paid to the study of the fate of young immigrants in their new countries, including the issues of participation in the labor market or education, undertaking the recognition of diplomas or the use of possessed competences, where variables such as education and social status of the respondents was taken into account. Another important aspect will be to identify the proportion of young people who fall into the NEET category (not in employment, education or training). The research has been carried out by a team of experts beginning on September 1, 2022 and will continue until September 1, 2023.



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1. Purpose and methodology of the study - characteristics of existing sources, brief information about the authors of the study

This document is a *desk research* report prepared on the basis of the analysis of research, documents and the actual state of Ukrainian citizens in Poland. It is constructed as part of a project entitled *The fate of young Ukrainians on the labor market in Central Europe* carried out from September 1, 2022 to September 1, 2023 by a team of scientists (experts) from two countries - Poland and Hungary. The project was supported by the Polish National Agency for Academic Exchange under the Urgent Grants 2022 program. The experts are:

Poland:

- dr Paweł Walawender – project manager;
- dr Damian Liszka – deputy project manager;
- dr Aldona Guzik – author of the Polish report;
- dr Mateusz Szast – author of the Polish report;

Hungary:

- prof. Molnárné Kovács Judit – head of the Hungarian team, contractor researcher;
- dr Kovács Karolina Eszter – member of the Hungarian team;
- dr Csukonyi Csilla – member of the Hungarian team;
- Roman Szandra, MA – interviewer.

The authors of this work are: Dr. Aldona Guzik and Dr. Mateusz Szast.

The aim of the research of the project *The fate of young Ukrainians on the labor market in Central Europe* is an attempt to answer the question about the fate of Ukrainians who came to Central Europe after the beginning of the armed conflict in Ukraine in 2022. This conflict caused the migration of Ukrainians, e.g. to Central Europe (until May 2022, Poland and Hungary were among the top three European Union countries that have welcomed Ukrainians).

The project is interdisciplinary and aims to examine the mental state of Ukrainians in Central Europe, their plans for further migration or return to their homeland, and the degree of the risk of social exclusion.

Particular attention will be paid to studying the fate of young immigrants in their new countries, including the issues of participation in the labor market or education. Another important aspect will be to identify the proportion of young people who fall into the NEET category (not in employment, education or training). This project aims to:



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- a) show the scale of migration of Ukrainian citizens to Central Europe, with particular emphasis on Poland and Hungary;
- b) show the scope of assistance of the host countries in the allocation of migrants from Ukraine, as well as the support they received, also in the formal area (status);
- c) show the scope of assistance provided by the host countries in the area of allocation of Ukrainians on the Polish labor market, where the legitimacy of filling the labor gap resulting from the departure of Poles to Western European countries (post-accession migrations in 2004) will be discussed;
- d) show the scope of assistance of the host countries in the psychological area, showing support during the trauma related to the state of war in Ukraine, informing of the loss of loved ones, belongings and reorganization of life, and above all, verifying whether there has been a scale of educational and social inequalities in peripheral areas, where the introduction of aid mechanisms could prove unreliable;
- e) show the strategy of migrants in the face of the war crisis and building their future in the changing post-pandemic and war reality.

Each project partner has developed a separate diagnostic document (*Desk Research*) for the country the partner represents. The development of the aforementioned partial analysis is an essential element of the research process. It allows for a thorough understanding of the issues raised, and above all, proper reflection on them, enabling the drawing of constructive conclusions at the stage of the operationalization of the project essentials. The documents prepared by the two teams have a similar structure, however, due to the specificity of the countries, some chapters of the partial analysis may differ from each other (e.g. in terms of the statistical indicators or sources used). This document concerns the situation in Poland and has been developed on the basis of data from scientific sources (compact publications) in electronic and paper form, analysis of official documents (legal acts), as well as statistics made public by scientific and research institutions (e.g. GUS, CBOS), and above all state institutions (border guard, police).

1.1. Author notes

Dr. Aldona Guzik – assistant professor at the Institute of Philosophy and Sociology of the Pedagogical University of Krakow, expert and researcher in national and international projects. Media, culture and labor market researcher, author of several dozen scientific articles and research studies on the functioning of the media, cultural institutions, labor market and socio-economic development. She studied sociology at the Jagiellonian University.



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Dr. Mateusz Szast – assistant professor at the Institute of Philosophy and Sociology of the Pedagogical University of Krakow, trainer. His scientific interests include: migrations, social and cultural capital, relational capital, communication, mediation and negotiation.



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2. Legal solutions concerning persons applying for protection in Poland

Legal procedures for granting protection to persons coming to Poland (foreigners without Polish citizenship) are complex and diverse. The functioning of persons without Polish citizenship is dependent on several factors, which include: country of origin, citizenship, as well as the form and purpose of arrival in Poland. Polish law divides foreigners into three categories:

- 1) third-country nationals;
- 2) EU (and EEA/Swiss) citizens and their family members;
- 3) UK citizens (Brexit).

Generally speaking, in Poland, the central office dealing with the issues of migrants and refugees is the Office for Foreigners, located at 16 Koszykowa Street in Warsaw. On working days, from 9:00 to 15:00, you can settle matters related to your stay in Poland there. The basic document defining the rules of stay of foreigners in Poland and granting them assistance is the recently amended Act on Foreigners (Act of December 12, 2013 *on Foreigners*, Journal of Laws of 2013, item 1650).

The Polish state guarantees two forms of protection for foreigners staying on the territory of the Republic of Poland:

- a) international protection - regulated by the provisions of international law or EU law;
- b) national protection - regulated only by the regulations of the Polish state and applicable only on the territory of the Republic of Poland.

Taking into account the first form of protection, i.e. international protection, foreigners in Poland may apply for: refugee status, subsidiary protection and temporary protection. In the case of the second form, i.e. national protection, foreigners may apply for asylum, a residence permit for humanitarian reasons, a tolerated stay permit, a temporary residence permit for victims of human trafficking, or a temporary residence permit issued due to respect for the right to family life and rights of the child. It should be noted that in Poland we have two forms of protection, as well as two functioning concepts - refugee status and asylum. Refugee status is a form of international protection and is granted on the basis of the criteria set out in the Geneva Convention, and asylum is a form of national protection and is granted when it is justified by an important interest of the Republic of Poland (Migration Bulletin, 2015, p. 12).



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Legal basis for granting protection to foreigners in Poland:

- 1) Act of June 13, 2003 *on granting protection to foreigners within the territory of the Republic of Poland*, Journal of Laws of 2003, No. 128, item 1176;
- 2) Act of December 12, 2013 *on foreigners*, Journal of Laws of 2013, item 1650;
- 3) Act of March 6, 2018 *on the rules for the participation of foreign entrepreneurs and other foreign persons in economic turnover in the territory of the Republic of Poland*, Journal of Laws of 2018, item 649;
- 4) Act of March 6, 2018 *on the Central Register and Information on Economic Activity and Information Point for Entrepreneurs*, Journal of Laws of 2018, item 647;
- 5) Act of August 20, 1997 *on the National Court Register*, Journal of Laws of 1997 No. 121 item 769;
- 6) Act of March 6, 2018 *Entrepreneurs' Law*, Journal of Laws of 2018, item 646;
- 7) Act of March 24, 1920 *on the acquisition of real estate by foreigners*, Journal of Laws of 1920 No. 31 item 178;
- 8) Regulation of the Minister of Interior Affairs and Administration of April 26, 2004 *on detailed information and the type of documents to be submitted by a foreigner applying for a permit to purchase real estate*, Journal of Laws of 2004, No. 94, item 925 as amended;
- 9) Regulation of the Minister of Interior Affairs and Administration of August 29, 2005 *on the list of communes and other units of the basic territorial division of the state located in the border zone and the table defining the range of this zone*, Journal of Laws of 2005, No. 188, item 1580;
- 10) Act of September 7, 1991 *on the education system*, Journal of Laws of 2022 item 2230;
- 11) Act of July 20, 2018 *Law on Higher Education and Science*, Journal of Laws of 2018, item 1668;
- 12) Regulation of the Minister of National Education of October 4, 2001 *on the admission of persons who are not Polish citizens to public kindergartens, schools, teacher training institutions and establishments*, Journal of Laws of 2001, No. 131, item 1458;
- 13) Regulation of the Minister of Science and Higher Education of October 12, 2006 *on undertaking and pursuing studies and training by foreigners and their participation in scientific research and development works*, Journal of Laws of 2006 No. 190, item 1406;
- 14) Announcement of the Marshal of the Sejm of the Republic of Poland of March 10, 2022 *on the announcement of the consolidated text of the Act on employment promotion and labor market institutions*, Journal of Laws of 2022 item 690;
- 15) Act of June 26, 1974 *Labor Code*, Journal of Laws of 1974 No. 24 item 141;



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- 16) Regulation of the Ministry of Interior Affairs and Administration of December 22, 2008 *on the amount of means of subsistence that a foreigner entering the territory of the Republic of Poland should have and documents confirming the possibility of obtaining such means*, Journal of Laws of 2008, No. 235, item 1611.

The basic legal documents listed above, which directly or indirectly contain provisions concerning foreigners in Poland, are characterized by a rich compilation of provisions that are difficult to include in this short report. Due to the scope of the issue, we will focus on the analysis of the provisions regarding the direct situation of Ukrainian citizens in Poland who left Ukraine after February 24, 2022, during the wave of mass migration of Ukrainians to Central Europe, with particular emphasis on Poland and Hungary. This study concerns only the legal status of the Polish state. The characterization of the provisions is facilitated in this regard, as the Polish government introduced a special act - a normative act that temporarily excludes the validity (application) of the existing provisions - in order to facilitate the resolution of a specific legal situation. The special act relating to the migration of Ukrainian citizens after February 24, 2022 was adopted on March 12, 2022 (Act of March 12, 2022 *on assistance to Ukrainian citizens in connection with the armed conflict in the territory of that country*, Journal of Laws of 2022, item 583) and regulates specific rules for entrusting work to Ukrainian citizens residing legally on the territory of the Republic of Poland, regulates the assistance provided to Ukrainian citizens by voivodes, local government units and other entities, and established an aid fund to finance or subsidize the implementation of tasks to help Ukrainian citizens. It also specifies the rules for extending the legality of stay in Poland and the documents issued by the Polish authorities regarding the right to enter and stay on the territory of the Republic of Poland. The legislator also clarified some of the rights of Ukrainian citizens who are students, academic teachers or research workers entering from the territory of Ukraine, as well as regulations regarding the education, upbringing and care of children and students who are Ukrainian citizens. Solutions were provided for the organization and functioning of universities in connection with the provision of study places for Ukrainian citizens, as well as the rules for starting and conducting business activity by Ukrainian citizens legally residing on the territory of the Republic of Poland.

Therefore, this act repeals the application of the following provisions to Ukrainian citizens crossing the Polish border after February 24, 2022: the Act of March 8, 1990 *on commune self-government*, the Act of July 26, 1991 *on personal income tax*, the Act of September 7, 1991 *on the education system*, Act of February 15, 1992 *on corporate income tax*, Act of December 5, 1996 *on the professions of doctor and dentist*, Act of June 5, 1998 *on poviats self-government*, the Act of June 5, 1998 *on Voivodeship Self-government*, the Act of June 13, 2003 *on granting protection to foreigners within the territory of the Republic of Poland*, the Act of August 27, 2004 *on health care services financed from public funds*, the



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Act of April 26, 2007 *on crisis management*, the Act of August 27, 2009 *on public finance*, the Act of September 24, 2010 *on population records*, the Act of May 12, 2011 *on the reimbursement of medicines, foodstuffs with particular nutritional uses and medical devices*, the Act of July 15, 2011 *on the professions of nurse and midwife*, the Act of August 19, 2011 *on sign language and other means of communication*, Act of December 12, 2013 *on foreigners*, Act of June 25, 2015 *Consular Law*, Act of June 10, 2016 *on anti-terrorist activities*, Act of March 9, 2017 *on the metropolitan association in the Silesian Voivodeship*, the Act of July 7, 2017 *on the Polish National Agency for Academic Exchange*, the Act of July 20, 2018 - *Law on Higher Education and Science*, the Act of October 14, 2021 *amending the Act on identity cards and some other acts*, as well as the Act of January 27, 2022 *on passport documents* (Act of March 12, 2022 *on assistance to Ukrainian citizens in connection with the armed conflict in the territory of that country*, Journal of Laws 2022 item 583). The provisions of the Act do not apply to citizens of Ukraine:

1) having a:

- a) permanent residence permit;
- b) long-term resident's European Union residence permit;
- c) temporary residence permit;
- d) refugee status;
- e) subsidiary protection;
- f) permit for tolerated stay;
- g) permission to stay for humanitarian reasons,

2) who:

- a) have submitted applications for international protection in the Republic of Poland or on whose behalf such applications have been submitted;
- b) declared their intention to submit applications for international protection in the Republic of Poland pursuant to Art. 28 sec. 1 or art. 61 sec. 1 of the Act of June 13, 2003 *on granting protection to foreigners within the territory of the Republic of Poland* (Journal of Laws of 2021, item 1108, 1918 and 2022, item 583) or to whom such declarations of intent apply (Art. 2 item 3 of the Act of March 12, 2022 *on assistance to Ukrainian citizens in connection with the armed conflict on the territory of that country*, Journal of Laws of 2022, item 583). In point 6 of the Act on the Protection of Ukrainians in Poland, the legislator indicated that a citizen of Ukraine is considered a person enjoying temporary protection in the Republic of Poland within the meaning of Art. 106 sec. 1 of the Act of June 13, 2003 *on granting protection to foreigners within the territory of the Republic of Poland*. The register of Ukrainian citizens who came to the territory of the Republic of Poland from the territory of Ukraine in connection with military operations conducted in the territory of Ukraine is kept by the commander-in-chief of the border guard (Article 3 item 3 of the Act of March 12, 2022 *on assistance to Ukrainian citizens in*



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connection with the conflict on the territory of that country, Journal of Laws of 2022, item 583).

Pursuant to Art. 4.1 Ukrainian citizens are assigned a PESEL number, referred to in Art. 15 of the Act of September 24, 2010 *on population records* (Journal of Laws of 2021, item 510, 1000, 1641 and 1978 and 2022, item 350) at the request of the citizen, which is submitted to the commune in writing, recorded on a paper form, bearing a legible handwritten signature, completed by the applicant or an employee of this authority on the basis of the data provided by the applicant. In the case of a person who, due to a health condition or disability, is unable to submit an application in person at the seat of the commune authority, the commune authority shall ensure that the application can be submitted at the place of residence of that person. The commune authority (point 11 of article 4) confirms the identity on the basis of a travel document, Pole's Card or other document with a photo enabling identification, and in the case of persons under 18, also a document confirming birth, and enters the data into the PESEL register. An identity can be confirmed on the basis of an invalidated document, if the document allows to determine the identity of the person (p. 12 art. 4).

Help provided directly to Ukrainian citizens in Poland remains important. The Act precisely defines this assistance and the authorities providing it. The voivode may provide assistance to Ukrainian citizens in the form of accommodation, providing all-day collective meals, ensuring transport to places of accommodation, between them or to centers run by the head of the Office for Foreigners on the basis of the provisions of the Act of June 13, 2003 *on granting protection to foreigners in the territory of the Republic of Poland* or places where medical care is provided to Ukrainian citizens, or intermediate places from where further transport will be carried out to the destination where medical care will be provided to Ukrainian citizens. In addition, they can count on the financing of travel by public transport and specialized transport, supply of cleaning and personal hygiene products and other products, organization of places for emergency medical assistance, providing medical staff who, if necessary, carry out follow-up visits in relation to people with a positive result of a diagnostic test of SARS-CoV-2 - in the case of organizing the accommodation referred to in point 1, intended for persons with a positive result of the SARS-CoV-2 diagnostic test, as well as taking other actions necessary to provide assistance. The voivode coordinates the activities of public authorities as well as non-governmental organizations and entrepreneurs in the field of providing assistance to citizens of Ukraine. Other public administration bodies, units subordinate to or supervised by public administration bodies, public finance sector units and other public authorities, within their own resources, may provide assistance. For these purposes, authorities or entities may use the property of the State Treasury acquired or entrusted to these authorities or entities. A local government unit, an association of local



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government units or a metropolitan association can provide assistance to citizens of Ukraine. The forms and mode of providing assistance are determined by the competent executive body of a given unit or association (Article 12 of the Act of March 12, 2022 *on assistance to Ukrainian citizens in connection with the armed conflict on the territory of that country*, Journal of Laws of 2022, item 583).

The legislator states that in order to provide assistance to Ukrainian citizens in Poland, the voivode, the authority of the local government unit, the association of territorial or metropolitan government units, as well as the public administration authority and organizational units subordinate to public administration authorities may commission non-governmental organizations, entities listed in Art. 3 sec. 3 of the Act of April 24, 2003 *on public benefit activities and volunteer work* (Journal of Laws of 2020, item 1057 and 2021, items 1038, 1243, 1535 and 2490) and trade unions to carry out a public task without an open competition for offers. This situation also applies to the implementation of tasks in the field of public health, bypassing the offer bidding procedure referred to in Art. 14 sec. 1 of the Act of September 11, 2015 *on public health* (Journal of Laws of 2021, items 1956 and 2469) (Article 12 item 8 of the Act of March 12, 2022 *on assistance to Ukrainian citizens in connection with the armed conflict in the territory of that country*, Journal of Laws of 2022, item 583). Pursuant to point 18 of art. 12 of the Act, the minister competent for culture and protection of national heritage and the units subordinated to him may provide assistance to Ukrainian citizens also in the scope of ensuring residence conditions enabling or supporting artistic, scientific, didactic or research activities in the field of art, professional or artistic development, creative scholarship consisting of providing in-kind support or financial support enabling or supporting artistic, scientific, didactic or research activities in the field of art, professional or artistic development and creative stay consisting in providing accommodation conditions, material support or financial support enabling or supporting artistic and scientific activity, teaching or research in the arts, professional or artistic development.

Pursuant to Art. 12a.1, for the purposes of collective residence of Ukrainian citizens, it is allowed, until August 31, 2023, to temporarily use a building that has been commissioned, including a building other than a collective residence, which does not meet the technical and construction requirements and the fire and hygienic regulations, if while the building is used as a collective residence the conditions in it ensure the fulfillment of the basic requirements in the field of:

- a) load capacity and stability of the structure and safety of use;
- b) fire safety;
- c) hygiene, health and the environment.



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Pursuant to Art. 13.1 of the Special Act, each entity, in particular a natural person running a household, who will provide, at his own expense, accommodation and meals to Ukrainian citizens, may be granted, at his request, a cash benefit for a period no longer than 120 days from the date of the arrival of a Ukrainian citizen on the territory of the Republic of Poland. The benefit payment period may be extended in particularly justified cases (the amount of the benefit was set by the Council of Ministers at PLN 40 per day) (Regulation of the Council of Ministers of May 4, 2022 on the maximum amount of the cash benefit for providing accommodation and meals to Ukrainian citizens and the *conditions granting this benefit and extending its payment*, Journal of Laws of 2022, item 1020). In order to provide various services in the field of assistance to Ukrainian citizens in Poland, a special Assistance Fund was established in the Gospodarstwa Krajowego Bank. The fund's resources come from cash payments of public finance sector entities, excluding local government legal persons, with the exception of funds from subsidies from the budget and funds from payments from the state budget:

- a) from proceeds from treasury securities;
- b) from funds from issued bonds;
- c) from other income, including donations; from non-refundable foreign sources.

Citizens of Ukraine may take up legal employment in Poland pursuant to the Special Act (Article 22). The legislator indicated two modes of employment; the first concerns the situation when a citizen of Ukraine is employed pursuant to Art. 87 of the Act of April 20, 2004 *on the promotion of employment and market institutions*, the second - the willingness to entrust work by other entities providing such services. This entity must, within 14 days from the date of beginning of work by a Ukrainian citizen, notify the proper poviast labor office, based on the location of the registered office or place of residence of the entity, about entrusting the performance of work to that citizen (Article 14.1 of the Act of March 12, 2022 *on assistance to Ukrainian citizens in connection with the armed conflict in the territory of that country*, Journal of Laws of 2022, item 583).

A Ukrainian citizen in Poland may apply for Polish language training financed by the minister responsible for labor issues from the Labor Fund for Ukrainian citizens who have (up to PLN 3,000 for a training for one person):

- a) the diploma referred to in Art. 7 sec. 2a p. 7 of the Act of December 5, 1996 *on the professions of doctor and dentist* (Journal of Laws of 2021, item 790, as amended 5);
- b) the diploma referred to in Art. 35a sec. 1 p. 7 of the Act of July 15, 2011 *on the professions of nurse and midwife* (Journal of Laws of 2022, items 551, 583 and 830) (Art. 22i p. 1 of the Act of March 12, 2022 *on assistance to citizens of Ukraine in*



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connection with an armed conflict on the territory of that country, Journal of Laws of 2022, item 583).

Ukrainians in Poland may also run a business, pursuant to Art. 23.1 of the Special Act, provided that a Ukrainian citizen obtains a PESEL number. They can participate in the work of the social integration club referred to in the Act of June 13, 2003 *on social employment* (Article 24.4). Minors (Article 25.1) residing in Poland without the care of adults responsible for them, in accordance with the law in force in the Republic of Poland, are represented and supervised by a temporary guardian - supervision over the implementation of the rights and obligations of a temporary guardian is exercised by a social welfare center or social services center or other organizational unit indicated by the head of the commune, mayor, or president of the city of the place of residence of the minor, e.g. Poviats Family Support Center (PCPR). A temporary guardian is established by the guardianship court in the jurisdiction of the place of residence of the minor (Article 25 item 4 of the Act of March 12, 2022 *on assistance to Ukrainian citizens in connection with the armed conflict in the territory of that country*, Journal of Laws 2022 item 583). Citizens of Ukraine legally residing in Poland also have the right to receive social benefits, in particular to:

- a) family benefits referred to in the Act of November 28, 2003 *on family benefits*; childcare benefit referred to in the Act of February 11, 2016 *on state aid in raising children* (Journal of Laws of 2019, item 2407 and 2021, item 1162, 1981 and 2270), if the Ukrainian citizen lives with children on the territory of the Republic of Poland;
- b) the "Good start" benefit referred to in the provisions issued on the basis of art. 187a of the Act of June 9, 2011 *on supporting the family and the foster care system* (Journal of Laws of 2022, item 447), if the Ukrainian citizen lives with children in the territory of the Republic of Poland and the family care capital referred to in the Act of November 17, 2021 *on family care capital* (Journal of Laws item 2270), if the Ukrainian citizen lives with children in the territory of the Republic of Poland;
- c) co-financing the reduction of the parent's fee for the child's stay in a nursery, children's club or a day care provider referred to in art. 64c sec. 1 of the Act of February 4, 2011 *on the care of children under the age of 3* (Journal of Laws of 2021, items 75, 952, 1901 and 2270), if the Ukrainian citizen lives with the child on the territory of the Republic of Poland - respectively on the terms set out in these regulations and in the manner specified in these regulations, excluding the condition of having a residence card with the annotation "access to the labor market" (Article 26.1 of the Act of March 12, 2022 *on assistance to Ukrainian citizens in connection with the armed conflict in the territory of that country*, Journal of Laws of 2022 item 583).



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Ukrainians with a PESEL number may use cash and non-cash benefits on the terms of and pursuant to the Act of March 12, 2004 *on social assistance* (Article 27 of the Special Act) and are entitled to assistance in the form of a one-off cash benefit in the amount of PLN 300 per person, intended for subsistence, in particular to cover expenses for food, clothing, footwear, personal hygiene products and housing fees - the authority responsible for the one-time cash benefit is the commune head, mayor, or city president with jurisdiction in the place of stay (Article 31). Citizens of Ukraine may perform the functions of a foster family (Article 27.1) or run a family orphanage, benefit from free psychological assistance provided by the commune head, mayor or city president with jurisdiction in the place of residence of the Ukrainian citizen (Article 32), and food assistance under the Fund for European Aid to the Most Deprived (Article 33.1) and apply to the Social Insurance Institution for the payment of a funeral allowance (Article 71c.1).

The Polish state also guarantees emigrants from Ukraine fleeing from the war medical care. Pursuant to Art. 37.1 of the Special Act, a citizen of Ukraine on the territory of the Republic of Poland is entitled to benefits under the Act of August 27, 2004 *on health care services financed from public funds* (Journal of Laws of 2021, item 1285, as amended 8), excluding treatment and health resort rehabilitation, as well as administration of medicinal products issued to beneficiaries under the health policy programs of the minister responsible for health.

The legislator guaranteed the possibility of studying by Ukrainian citizens (Article 41.1) without charging fees for educational services for the academic year of 2021/2022. Ukrainian students studying at Polish universities can also benefit from social and material assistance at universities (Article 86(1)(1) of the Act of July 20, 2018 Law on Higher Education and Science) and apply for a student *loan*, referred to in Art. 98 sec. 1 of this Act (Article 41 item 10). Pursuant to Art. 47 a Ukrainian who worked as a researcher in the territory of Ukraine and has the appropriate professional title, academic degree, degree in the field of art or the title of professor and appropriate qualifications to hold a given position may be employed in scientific units and other organizational units of the Polish Academy of Sciences without conducting the competition referred to in art. 91 sec. 5 of the Act of 30 April 2010 *on the Polish Academy of Sciences* (Journal of Laws of 2020, item 1796). A similar situation applies to the professions of doctor, dentist and nurse (Articles 61 and 62). A doctor or dentist with the right to practice the profession may practice only in a healthcare entity and is obliged to notify the minister responsible for health in which healthcare entity and for what period he/she has been employed, within 7 days from the date of commencement of the provision of health services in this entity. Failure to submit a notification may be the basis for withdrawal of consent.

Children of Ukrainian origin who are studying can be educated in Polish schools, and they are entitled to additional Polish language education in the school year 2022/2023



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referred to in Art. 165 sec. 7 of the Act of December 14, 2016 *Education Law*, and which can be conducted in an inter-school group (Art. 55b.1 of the Act of March 12, 2022 *on assistance to Ukrainian citizens in connection with the armed conflict in the territory of that country*, Journal of Laws of 2022 item 583).

Pursuant to Art. 64a from February 24, 2022, for 18 months, a citizen of Ukraine residing on the territory of the Republic of Poland during the period of stay in accordance with applicable regulations, in the cases referred to in art. 22 sec. 1, having obtained in Ukraine a diploma of: uniform studies in psychology or a diploma of completion of first-cycle studies in psychology and second-cycle studies in psychology - completed with obtaining the professional title of a specialist in psychology or master's degree in psychology, may provide psychological services to citizens of Ukraine residing on the territory of the Republic of Poland, including the provision of health care services in the field of psychiatric care and addiction treatment.

The scope of assistance provided to Ukrainian citizens is therefore broad. It includes a number of everyday activities necessary for a proper existence, which can facilitate navigating in the maze of legal regulations and interpretation of these regulations.



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3. The scale and structure of the phenomenon in research and official statistics

The scale of migration of Ukrainian citizens to Poland after February 24, 2022 is significant. The increased migration traffic between Poland and Ukraine started a little earlier, as it was observed already in 2014. In order to fully illustrate the migration flows, it is worth recalling this circumstance (Table 1). Comparing the migrations of the Ukrainian society after February 24, 2022 with the war that took place in Donbas, it can be seen that the conflict that began in 2014 also contributed to numerous migrations by Ukrainian citizens. During this period, 7,952,084 foreigners came to Poland from war-torn territories (Table 1). At the same time, it was noted that at the end of 2014, 7,745,048 Ukrainians decided to leave Poland to return to their homeland or migrate to another European country (Statystyki SG, 2022, p. 1). It can be seen that despite the intensifying armed conflict in Ukraine, which began on April 6, 2014, over 90% of Ukrainians decided to leave Poland within 6 months. In 2013, before the start of the war in Donbas, the border guard noted that 7,288,695 citizens of Ukraine crossed the Polish-Ukrainian border, and only 140,915 decided to stay on the territory of the Republic of Poland (Statystyki SG, 2022, p. 1) (Table 1).

The analysis of the National Bank of Poland (NBP) report from 2014 shows that 80% of the surveyed Ukrainians, when deciding to migrate, were mainly guided by the need or necessity to take up a job that would allow them to obtain a satisfactory level of remuneration. In relation to 2013, the percentage of people migrating due to the political situation increased, especially in the case of citizens living in the eastern territories of Ukraine, where military operations have been taking place since 2014 (Wrona, 2019, p. 15).

Table 1. Number of Ukrainians who came from Ukraine to Poland and left Poland for Ukraine in 2013 and 2014

	From Ukraine to Poland (aggregate data)	From Poland to Ukraine (aggregate data)
2014 year	7 952 084	7 745 048
2013 year	7 288 695	7 147 780

Source: data based on border guard statistics, <https://www.strazgraniczna.pl/pl/granica/statystyki-sg/2206,Statystyki-SG.html> (access date: 07/11/2022).



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Table 2. Number of Ukrainian citizens who came to Poland and left Poland for Ukraine from February 24, 2022 to October 30, 2022

Month	From Ukraine to Poland (aggregate data)	Number for each month	From Poland to Ukraine (aggregate data)	Number for each month
February	121,000	-	-	-
March	787 300	666 300	-	-
April	2,548,000	1,760,700	502,000	-
May	3,187,000	639,000	1,066,000	558,000
June	3,859,000	672,000	1,899,000	833,000
July	4,596,000	737,000	2,662,000	763,000
August	5,322,000	726,000	3,437,000	775,000
September	6,094,000	772,000	4,315,000	878,000
October	6,836,000	742,000	5,055,000	740,000

Source: border guard,

https://twitter.com/Straz_Graniczna?ref_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor (access date: 07/11/2022).

Table 2 contains data on the migration traffic on the Polish-Ukrainian border from February 2022. With the beginning of the Ukrainian-Russian armed conflict in March 2022, the border guard noted that the Polish-Ukrainian border was crossed by 666,300 people. Then, in April 2022, when hostilities intensified, the number of Ukrainian refugees arriving in Poland almost tripled compared to March 2022 - 1,760,700 people. However, in the same month, 502,000 Ukrainians returned to Ukraine from Poland. In turn, in May, the number of refugees increased again - 639,000 Ukrainians decided to cross the Polish border. At the same time, the border guard recorded 558,000 Ukrainians who decided to return to their homeland. In June, 672,000 Ukrainians came to Poland, but 833,000 re-emigrated. In turn, in July 2022, 737,000 people came to Poland from Ukraine, and 763,000 Ukrainians left for Ukraine. August is the month when 726,000 refugees from Ukraine immigrated to Poland, and 775,000 decided to leave Poland. In September 2022, there was a slight increase in arrivals from Ukraine - 772,000 Ukrainian refugees crossed the Polish-Ukrainian border. At the same time, September is the month in which the largest number of Ukrainians who left for Ukraine was recorded - 878,000. According to the border guard, in October 2022, 742,000 people from Ukraine arrived in Poland, which means that there were fewer migrants from the neighboring area than in the previous month. From February to June, about 600,000 Ukrainians came to Poland every month. A sudden increase was recorded in April 2022, when the armed conflict in Ukraine escalated - over 1.7 million Ukrainian refugees came to Poland from Ukraine. A slight increase in the number of migrants can be observed from July to October 2022 - over 700,000 Ukrainians a month. The average number of Ukrainian refugees who decided to re-emigrate was



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757,833 Ukrainians. It should be emphasized that this number includes both Ukrainians who entered Poland and those who left Ukraine, therefore there is no exact number of people who came to or left Poland at one time. Currently, there are almost 2 million Ukrainian refugees in Poland.

Table 3. Distribution of migrants from Ukraine according to the Union of Polish Metropolises from March to May 2022

no.	City	March 2022	April 2022	May 2022
1.	Białystok	36 592	45 115	31 280
2.	Bydgoszcz	43 446	49 026	32 730
3.	Gdańsk	157 787	184 407	146 813
4.	Katowice	96 462	93 926	62 280
5.	Cracow	177 565	196 464	180 931
6.	Lublin	68 396	71 654	51 425
7.	Łódź	85 675	96 769	66 552
8.	Poznań	84 612	106 204	99 247
9.	Rzeszow	104 784	124 729	116 809
10.	Szczecin	59 574	61 139	42 825
11.	Warsaw	266 895	326 459	352 111
12.	Wrocław	187 281	247 572	250 234

Source: Urban Hospitality. Estimated number of Ukrainians in the cities of UMP - March, April, May 2022, Center for Analysis and Research of the Union of Polish Metropolises named after Paweł Adamowicz, 2022, https://metropolie.pl/fileadmin/news/2022/07/Miejska_goscinnosc_aktualizacja.pdf, p. 17 (access date: 07/11/2022).

The research conducted by the Center for Analysis and Research of the Union of Polish Metropolises (UMP) shows (Table 3) that in March 2022, after the start of the armed conflict in Ukraine, the largest number of Ukrainians came to Warsaw and the surrounding area - 266,895 people. Wrocław was ranked second. Krakow was the third city in terms of the increase in the number of refugees from war-torn areas - 177,565 migrants. Gdańsk was the fourth city preferred by Ukrainians to settle in - 157,787 people. 96,462 Ukrainians came to Katowice and its vicinity. Łódź has also become a destination for refugees from Ukraine - 85,675 people. Poznań, where 84,612 migrants settled, was not much less popular. 59,574 citizens of Ukraine came to Szczecin. The least frequently chosen cities by migrating Ukrainians were Bydgoszcz (43,446) and Białystok (36,592 people).

In April 2022, as the Ukrainian-Russian conflict intensified, the number of Ukrainians entering Poland increased by 626,000 overall compared to March 2022. This means that practically all cities belonging to the UMP recorded an increase in refugees from Ukraine.



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Katowice is an exception, as it was the only city to achieve a negative increase in the number of refugees from war-torn areas. Also, this trend continued in May 2022 and again the population of Ukrainian refugees decreased significantly from 93,926 to 62,280 people. The largest number of Ukrainian citizens decided to settle in Warsaw - 326,459 Ukrainians. However, the largest increase in total was recorded in Wrocław - the number of Ukrainian citizens increased by over 60,000, which made Wrocław the second most popular city - 247,572 of all Ukrainian refugees. May 2022 is the month when the outflow of Ukrainian residents was noticed in all 12 UMP cities. The Center for Analysis and Research of the Union of Polish Metropolises noted that over 235,000 people from Ukraine left these cities. The cities with the lowest interest in May 2022 were, among others, Białystok – 31,280 Ukrainians, Bydgoszcz – 32,730 and Szczecin – 42,825. Gdańsk was the fourth most popular city out of 12 most often preferred by Ukrainians to settle in permanently or temporarily – 146,813 citizens of Ukraine. Cities such as Warsaw, which recorded an 8% increase in the population of Ukrainians, and Wrocław - a 1% increase in the number - again recorded an increase in the population of Ukrainian refugees. According to research conducted by the EWL migration platform, over 70% of refugees declared that they want to live in cities with more than 200,000 inhabitants. Thus, refugees prefer large cities as a place of residence (Zymnin, 2022).

Table 4. The number of Ukrainian citizens employed in individual regions, taking into account the unemployment rate in June, July and August 2022

no.	Voivodeship	Population	Area (km ²)	June 2022		July 2022		August 2022	
				Number of employees	Unemployment rate	Number of employees	Unemployment rate	Number of employees	Unemployment rate
1.	Masovia	5 403 412	35 558	57 100	4.4%	74 200	4.3%	82,800	4.3%
2.	Silesia	4 533 565	12 333	21,300	4.0%	27,900	3.9%	30,700	3.8%
3.	Greater Poland	3,493,969	29 826	24,200	2.8%	31,400	2.8%	34,500	2.8%
4.	Lower Silesia	2 901 225	19 947	26,500	4.5%	35,600	4.5%	39,500	4.5%
5.	Lesser Poland	3 400 577	15 183	14,700	4.5%	19,000	4.5%	21,000	4.5%
6.	Łódź	2 466 322	18 219	24,400	5.8%	33 100	5.8%	36,400	5.7%
7.	Pomerania	2 333 523	18 321	18,600	4.5%	25,900	4.4%	28,600	4.4%
8.	Subcarpathia	2 129 015	17 846	2 900	8.9%	3 800	8.8%	4 300	8.8%
9.	Lublin	2 117 619	13 988	6 400	8.1%	9,600	8.0%	11,100	7.9%
10.	Kuyavia-Pomerania	2 077 775	17 972	10,100	7.3%	12,800	7.2%	14,000	7.2%
11.	West Pomerania	1 701 030	22 897	11,800	6.6%	16,200	6.5%	18,300	6.5%
12.	Warmia-Masuria	1 428 983	24 173	7 900	8.1%	10,300	8.0%	11,300	8.1%
13.	Holy Cross	1 241 564	11 711	2 200	7.7%	2 900	7.7%	3 200	7.7%



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14.	Podlasie	1 181 533	20 187	4 500	7.3%	5 900	7.2%	6 900	7.2%
15.	Lubusz	1 014 548	13 988	6 400	4.4%	9,700	4.3%	10,900	4.3%
16.	Opole	986 506	9 412	11,800	6.0%	16,700	5.9%	18,400	6.0%
	Overall			250,800		335,000		371,900	

Source: statistics based on data published by the Ministry of Family and Social Policy, https://twitter.com/MRiPS_GOV_PL (access date: 07/11/2022).

Table 4 contains information on the population of the voivodeship with the area and indicates how many Ukrainian refugees obtained legal employment from June to August 2022. According to the data provided by the Ministry of Family and Social Policy (MRiPS), 372,000 Ukrainian citizens were employed in Poland from March to August 2022. Marlena Małag (Minister of Family and Social Policy) emphasizes that in August 2022, only 17,000 Ukrainians obtained an unemployed status (MRiPS, 2022). The information contained on the website of the Ministry of Labor and Social Policy shows that already in April 2022, it could be seen that refugees from Ukraine would be responsible for filling the gaps in the Polish labor market (MRiPS, 2022). Marlena Małag emphasizes that Ukrainians will strengthen the Polish economy thanks to legal employment (MRiPS, 2022).

Statistics on migration from Ukraine to Poland in the case of conducting research on the allocation of Ukrainians in the Polish labor market may turn out to be insufficient. It is worth paying special attention to the socio-demographic characteristics of migrants, i.e. the profile of the migrant. Research conducted by NBP shows that the refugees who came to Poland come from all regions of Ukraine, but most often they lived in areas where fighting is taking place - mainly Kyiv and its vicinity. In addition, especially those who lived in areas well connected with Poland come to Poland (MRiPS, 2022).

Table 5. Age of migrants arriving from Ukraine after February 24, 2022 (persons over 18 years of age)

Age of migrants	< 29	30-44	45-59	60+
% of respondents	25%	41%	19%	15%

Source: Life and economic situation of refugees from Ukraine in Poland. Report on the survey carried out by OO NBP, Narodowy Banki Polski, <https://www.nbp.pl/publikacje/migracyjne/sytuacja-uchodzcow-z-Ukrainy-w-Polsce.pdf>, p. 4 (access date: 07.11. 2022).

Poland was mainly visited by women, which made up approx. 90% of refugees. Over 80% of migrant women arrived with their children. On the other hand, 24% of women under 29 and over 60 came to Poland alone. People over 60 traveled with their husbands more often than younger people (NBP, 2022). According to the information provided in May 2022 by M. Małag, by May 2022, about 1.1 million Ukrainians had obtained a PESEL



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number, half of whom were children (MRiPS, 2022). The EWL migration platform and the East European Studies of the University of Warsaw indicated that the largest group of refugees were people aged 36-45 (34% of all arrivals), followed by those aged 26-35 (26%), and in slightly lower numbers those over 45 years of age (23%). The smallest group were young people aged 18-25 - 17% (Bydgoszcz TVP3, 2022). Among the respondents, 37% decided to travel without descendants. The same number of respondents came with only one child, and 18% of respondents declared traveling with 2 children. Only 8% of the respondents emigrated with 3 or more offspring (Bydgoszcz TVP3, 2022).

Table 6. Education of migrants from Ukraine

Education	Basic education	Secondary education	Higher education
% of respondents	15%	35%	50%

Source: *Life and economic situation of refugees from Ukraine in Poland. Report on the survey carried out by OO NBP, Narodowy Banki Polski*, <https://www.nbp.pl/publikacje/migracyjne/sytuacja-uchodzcow-z-Ukrainy-w-Polsce.pdf> (access date: 07/11/2022).

According to the NBP report, more than 50% of refugees have a higher level of education (Table 6). The fewest number of refugees have only primary or vocational education - 15% of respondents (NBP, 2022).

Table 7. The scope of migration experience of refugees from Ukraine in Poland

The migration experience of migrants	% of surveyed refugees
There was experience with staying and working in Poland	14%
There was a person working in Poland in the family	28%
Friends worked in Poland	12%
I haven't had any experience	53%

Source: *Life and economic situation of refugees from Ukraine in Poland. Report on the survey carried out by OO NBP, Narodowy Banki Polski*, <https://www.nbp.pl/publikacje/migracyjne/sytuacja-uchodzcow-z-Ukrainy-w-Polsce.pdf> (access date: 07/11/2022).

More than half of the surveyed respondents had no experience of staying in Poland - 53% of the respondents. Only 14% of the respondents declared that they had previously travelled to Poland to work, and 28% of the respondents claimed that a family member had worked in Poland before the outbreak of the war. In turn, friends of 12% of the Ukrainian refugees found employment in Poland in previous years (Table 7) (NBP, 2022).



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Table 8. Knowledge of the Polish language among Ukrainian refugees

Level of knowledge of the Polish language	I don't know Polish	I understand Polish a little	I know Polish well
% of respondents	46%	49%	5%

Source: *Life and economic situation of refugees from Ukraine in Poland. Report on the survey carried out by OO NBP, Narodowy Banki Polski, <https://www.nbp.pl/publikacje/migracyjne/sytuacja-uchodzcow-z-Ukrainy-w-Polsce.pdf> (access date: 07/11/2022).*

Only 5% of the respondents declared a good level of knowledge of the Polish language. People who have previously had experience with migration to Poland or younger people know the Polish language most often. The level of knowledge of the Polish language is affected by the place of residence of Ukrainians - people living closer to the Polish-Ukrainian border know Polish more often than residents closer to the eastern border of Ukraine. Among the respondents, people who understand Polish a little (49% of the respondents) or do not know it at all (46%) prevail (Table 8) (NBP, 2022).

Table 9. Number of students from Ukraine registered after February 24, 2022

Supervisory authority	Total number of students from Ukraine registered	Number of students from Ukraine registered for the first time	Including full-time studies for which the language of education is Polish
Minister of Education and Science (previously Ministry of Science and Higher Education)	11,753	10 272	8 362
Minister of Infrastructure (formerly MiB)	14	-	-
Minister of Culture, National Heritage and Sport (formerly the Ministry of Culture and National Heritage)	108	89	84
Minister of National Defence	25	22	20



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Minister of the Interior Affairs and Administration	5	5	5
Minister of Health	72	63	56

Source: Data Portal - Open data, Number of students with Ukrainian citizenship - as of October 31, 2022, https://dane.gov.pl/pl/dataset/2704,studenci-obywatele-ukrainy/resource/42534/table?page=1&per_page=20&q=&sort= (access date: 07/11/2022).

On October 31, 2022, the Open Data Portal published a report containing data on the number of registered Ukrainian citizens who decided to study at universities throughout Poland (Table 9). It shows that the total number of students from Ukraine registered after February 24, 2022 amounted to 11,753, of which 10,272 were people who registered for the first time to study in Poland. The vast majority (70%) of all those registered declared that the language of education would be Polish.

4. The needs and expectations of refugees towards the country of residence in research and official statistics

Directly after their arrival in Poland, the refugees received assistance primarily in terms of accommodation, but also food, transport, basic health care, communication (free sim cards from network operators operating in Poland) and basic information needed during their stay in our country.

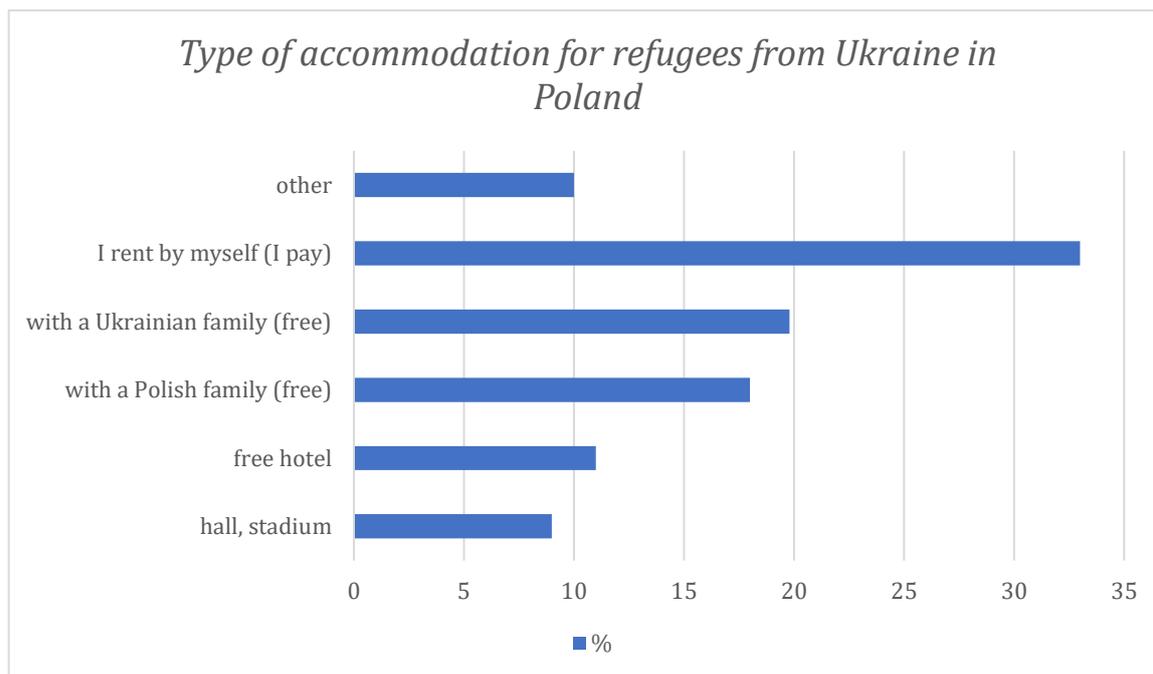


Chart 1. Type of accommodation for refugees from Ukraine in Poland (Source: based on NBP research, 2022)

The results of a survey commissioned by the NBP (NBP, 2022) show that the way immigrants were accommodated (Figure 1) was varied and, despite a very short time, organized in such a way that relatively few people coming to Poland were forced to use specially adapted places of collective accommodation (stadiums, halls). Only about 9% of refugees stayed in group accommodation. The most frequently indicated forms of free assistance in accommodation were places in hotels, hostels or shelters paid for by the state or local governments (11%) and living with families in Poland (18%). About 20% of refugees from Ukraine were also taken in by Ukrainian citizens living in Poland. Already before the war, there were about 1.5 million economic immigrants from Ukraine in Poland. Noteworthy, however, is the fact that 33% of the surveyed refugees did not need help with accommodation, because they paid for the rent themselves. On the other hand, about 10% of refugees indicated a different type of accommodation, not mentioned in the survey.



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In addition to assistance with accommodation, other types of assistance have also proven to be important. In-kind assistance and money transfers are the two most popular forms of support for refugees immediately after the outbreak of war. Both Poles and NGOs were involved in the purchase of necessary items and collection of money for refugees. Less popular forms were: self-help for refugees in organizing life in Poland, e.g. in official matters, job search, housing, childcare, shopping, or assistance in transport (cf. PIE, 2022).

Refugees most often received this type of assistance from humanitarian organizations (38%). Subsequently, refugees mentioned help provided to them by Polish families (19%) and by government offices (17%). Help of this kind was relatively less frequently provided by other Ukrainian citizens already living in Poland (13%), which may be due to the difficult situation among the whole diaspora of immigrants from Ukraine after the outbreak of the war. Around 43% of respondents did not use any other types of assistance other than accommodation (Figure 2).

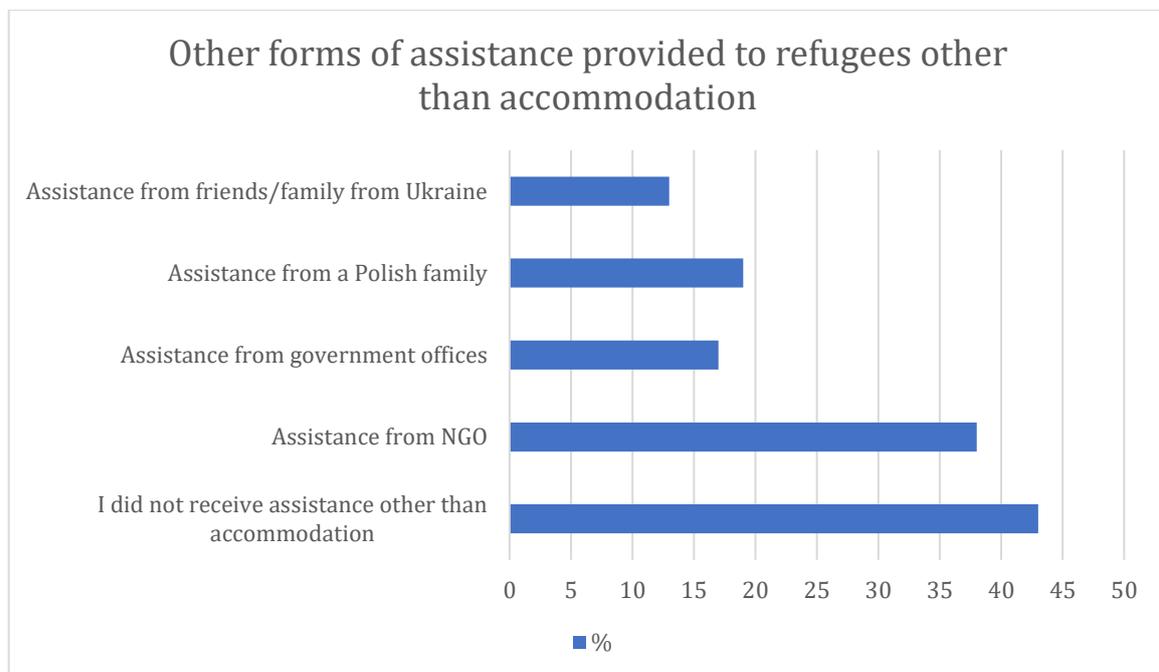


Chart 2. Forms of assistance provided to refugees other than accommodation (Source: based on NBP research, 2022)

As I indicated above, refugees arriving in Poland immediately after the outbreak of the war had very specific needs resulting mainly from the need to flee quickly from their place of residence. There were four areas clearly in the foreground (Graphic 1): a place to live - 55% of responses, food - 39%, finding a job - 38% and medical care - 33% of responses. What should be emphasized among the various ways of providing help at this stage of the war was that the support of a psychologist was a more important need for refugees - 19%,

than, for example, personal hygiene products - 14%, clothes and articles for children - 12% or learning Polish - 11%. This was due to the trauma experienced by refugees leaving their homes in Ukraine in a hurry (PIE, 2022).

NAJWAŻNIEJSZE Potrzeby uchodźców

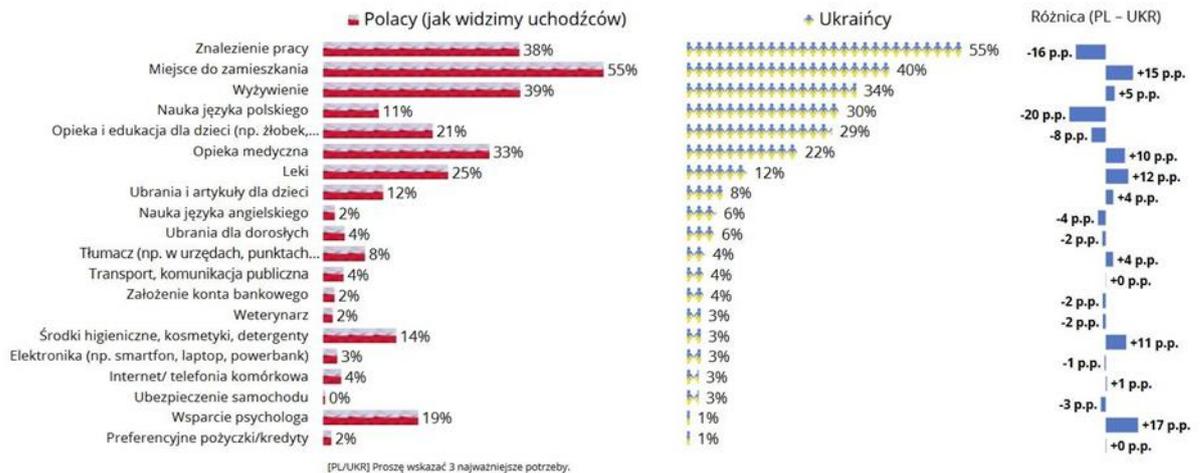


Figure 1. The most important needs of refugees from Ukraine after the outbreak of war (Source: based on WiseRabbit research)

According to NBP research (NBP, 2022), as many as two thirds of the surveyed refugees - 64% assume that their stay in Poland will not last longer than a year. At the same time, 59% plan to return to Ukraine, and 5% want to leave Poland and travel further to the West. 16% of people were determined to stay in Poland permanently. Another 20% are considering a longer stay in Poland, but do not plan to stay here permanently (Chart 3).

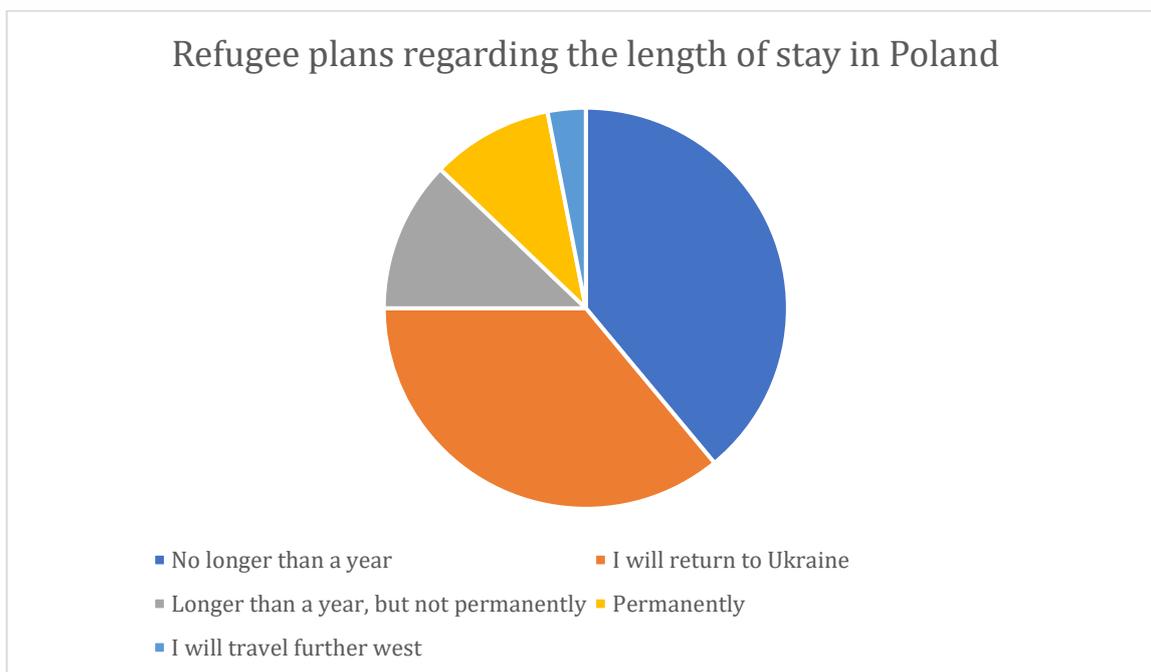


Chart 3. Refugee plans regarding the length of stay in Poland (Source: based on NBP research, 2022)

With regard to the obtained results, there is a fairly high percentage of people who want to stay in Poland for a longer or permanent period. This is why one of the most urgent needs at the moment is to provide refugees from Ukraine with access to apartments for rent. The possibilities of placing refugees with Polish or Ukrainian families have ran out. In addition, in November, the Polish government plans to adopt a draft amendment to the act on assistance to citizens of Ukraine, and announces that from January refugees from Ukraine staying in places of collective accommodation will have to cover first half, and then three-quarters of the cost of living. Basic necessities (food, cleaning agents, clothes, household appliances) are still needed. Many people cannot afford them because they simply do not have the means to support themselves due to the protracted war. In this regard, many NGOs and many Poles still provide help, and still deliver these items to numerous collection points.

As we know, the scale, needs and expectations of refugees change with the development of the refugee crisis and the predictions related to the end of the conflict. At the beginning of the war, the basic needs dominated, and spontaneous help was sufficient in that regard - bottom-up initiatives of the population, mass and instant social effort of an unprecedented nature with the support of these processes by local government and state authorities. At the next stage - adaptation - the role of the state increases and the role of civil society decreases. It is in this phase of the crisis that assistance to refugees begins to take place within the framework of the state welfare system - Ukrainian



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refugees have access to services and benefits on the same terms as Polish citizens. The last stage – integration – requires the coordination of many different entities whose aim will be to ensure social cohesion, development of new resources and elimination of social tensions between the new immigrants and Polish society. Hence, research¹ has been conducted for some time to help understand the situation of refugees and identify their needs and expectations. Their goal is to optimize the support provided, but also to help in adapting to the host society.

According to a study carried out by NBP (NBP, 2022), after more than half a year of stay in Poland, the priorities of refugees from Ukraine have slightly changed. At the present, assistance activities that would facilitate their further stay in Poland include, above all, the organization of Polish language courses - 48% of responses, assistance in finding a job quickly - 44%, assistance in access to health care - 40%, and assistance in finding accommodation – 34% of responses (Chart 4). As can be seen, the hierarchy of their needs has changed in the face of the prolonged conflict in Ukraine and facing reality, but also new opportunities related to staying in Poland. Polish language courses are perceived by refugees as a good starting point for finding a job and, consequently, accommodation for which they will be able to pay themselves. This proves the desire to become independent, but also the plan to stay in our country for longer.

¹ For example: The WiseRabbit survey conducted using online interviews (CAWI) and face-to-face interviews (CASI) with people who have already managed to obtain their first support after crossing the Polish border, or the Ukraine Refugee Pulse survey conducted by Deloitte with Social Progress Imperative and Play Verto.

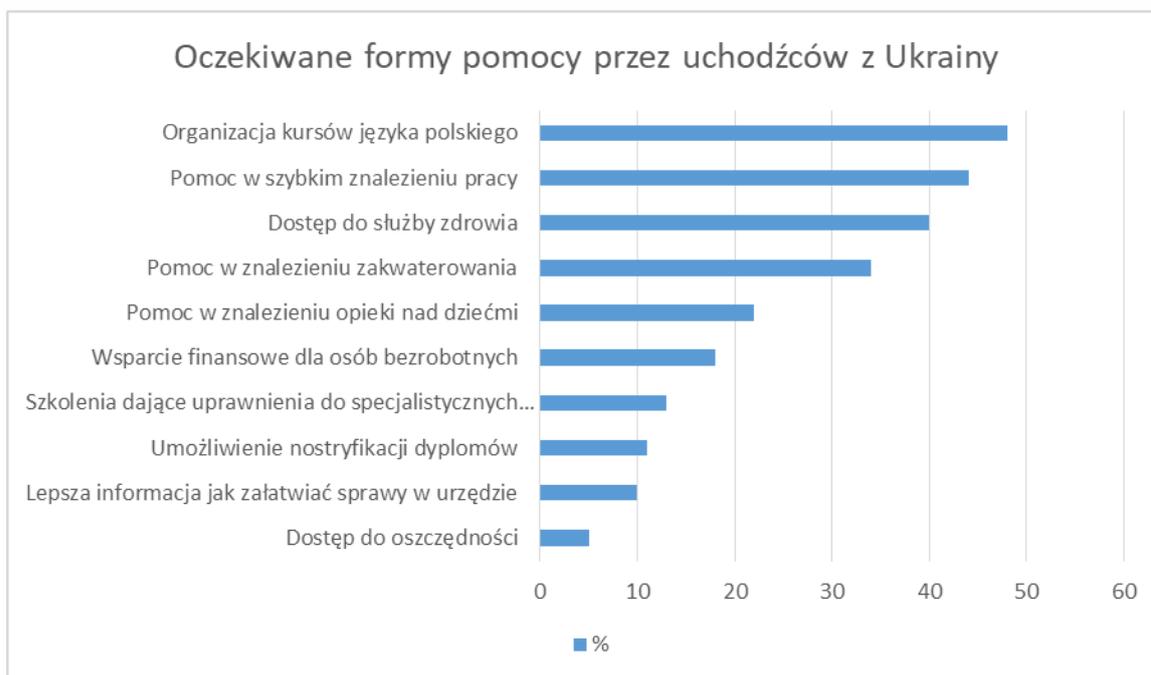


Chart 4. What would be the most important forms of assistance to refugees, facilitating their stay in Poland (Source: based on NBP research, 2022)

Naturally, this hierarchy of needs is also differentiated depending on the age of the respondents. Assistance activities considered by people over 60 as important and necessary more often than other age groups include: access to health care, better information on how to deal with matters at the government offices and financial support. They expected help in learning Polish less often, which may indicate that they associate their future with Poland and finding a job here to a lesser extent. In turn, the youngest age group more often indicated the possibility of learning the Polish language, assistance in the recognition of diplomas and in the organization of training entitling to perform specialist professions in Poland, i.e. activities that would indicate looking for a way to find one's place in Poland (NBP, 2022).



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5. Adaptation strategies of refugees from Ukraine in Polish society

Immigrants find their place in the host society in various ways. This is why various terms are used to describe the degree of their “entering” into the host community, both in everyday life and in scientific analyses. There is talk of separation or marginalization of immigrants, their adaptation, integration or assimilation to the majority environment. Within these strategies, four dimensions of these processes should be distinguished:

- 1) economic related to the labor market,
- 2) socio-political related to social interactions, rights and citizenship, and political activity,
- 3) related to language and cultural competences, as well as
- 4) the identity dimension related to the sense of community and national identification.

All of them will be discussed below.

5.1 *The economic dimension*

From official data and conducted research, the most is known about the activity of refugees on the labor market. After half a year of armed conflict in Ukraine, there are over 1 million 300 thousand Ukrainian refugees in Poland. According to the Ministry of Family and Social Policy, on August 24, 2022, out of 600,000 working-age refugees registered in the Polish PESEL database, over 400,000 took up legal work in Poland - mainly women (Gov.pl, 2022). According to data submitted to ZUS - employment contracts and civil law contracts are established under the conditions applicable in Poland, for which contributions are paid. In July 2022, 7458 thousand were registered. (Bankier.pl, 2022).



Figure 2. Number of Ukrainian citizens employed in Poland by province, as of July 27, 2022 (source: Ministry of Labor and Social Policy)

According to official data (Figure 2), refugees found the largest number of jobs in the Masovia, Lower Silesia, Łódź and Greater Poland voivodships. The least - in the east of the country in the voivodships directly adjacent to Ukraine. Definitely the largest number of Ukrainians found employment in the Masovia voivodship. According to data from the Ministry of Labor and Social Policy, by July 27, 79,000 refugees took up work there. Lower Silesia is in second place (37.9 thousand), and in the third is the Łódź voivodship (35.2 thousand). On the other hand, there are already 33.3 thousand Ukrainian refugees working in the Greater Poland voivodship. The fewest number of employed refugees from Ukraine are registered in Subcarpathia: 4.1 thousand, Podlasie: 6.5 thousand. and Lublin: 10.6 thousand. As can be seen, the refugees found work in regions with the lowest unemployment and high absorptivity and flexibility of the labor market. Citizens of Ukraine can look for work, e.g. via the pracawpolsce.gov.pl portal. The website is available in three language versions: Ukrainian, Polish and English. They can also use the Central Database of Job Offers available in their language, the Green Line portal and by calling the hotline 19524. Citizens of Ukraine can also register at poviats labor offices, thanks to which they can use the services and instruments of the labor market including: job placement vocational guidance or training, also in the field of the Polish language (MRiPS, 2022).

On the other hand, according to a research report entitled "Refugees from Ukraine - professional activation in Poland and Germany" (Korkus, Malicki, 2022) over 430,000 Ukrainian refugees have found work in Poland since the outbreak of the war, i.e. about



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two-thirds of refugees of working age. The average age of Ukrainians working in Poland is 39 years. This may indicate a large share of professionally shaped people, often with higher education, as well as unique experience and qualifications. As M. Sielewicz, the Director of International Development of the EWL Group, points out, "These are, for example, teachers, employees of the education sector, IT employees, office workers, managers and supervisors" (Korkus, Malicki, 2022). In July 2022, the Ministry of Labor and Social Policy reported that Ukrainian migrants took up work, among others, in industrial processing, transport, storage and gastronomy. It is worth noting that these positions are mainly related to physical work, where it is not necessary to have a university degree. Most of the refugees (approx. 90%) work below their level of education, and therefore few people have retained the same professional position across borders (MRiPS, 2022).

This is confirmed by the results of the NBP survey (NBP, 2022), which show that refugees from Ukraine, after February 24, 2022, are mainly very well educated people; 50% of them have higher education and only 15% have primary or basic vocational education as their highest level of education. Almost one third speak English or another Western language, which significantly increases their chances on the Polish labor market. Most of the refugees were professionally active before coming to Poland, most often they worked in administration, trade and education, i.e. in sectors where women predominate, also in Poland. Often, they are also health care, IT, industry or gastronomy employees, i.e. industries in which employees are in demand in Poland.

Women constitute 89% of working-age refugees and 92% of refugees registered in employment offices (at the end of May 2022, the Minister of Labor and Social Welfare, Marlena Maląg, reported that 180,000 women refugees from Ukraine had already taken up work in Poland since the beginning of the war) (Gov.pl, 2022). For comparison, 55% of the unemployed people registered in Poland in 2022 are women. Thus, the activation offer addressed to those fleeing the war must meet the needs of women and, in particular, take into account the fact that many of them are mothers.

However, a deeper analysis of professional activity depending on the family situation in Poland (Figure 5) shows that staying in Poland without a husband and with children (the most frequently declared type of family situation) is not at all associated with low activity on the labor market. On the contrary, 19% of women in this situation were already working and 37% were promised a job or were looking for a full-time job, which was similar to the rates for all refugees. The distinguishing feature of this group was the fact that 28% were looking for a part-time job due to family obligations and an exceptionally low percentage declared a lack of interest in being active on the labor market. It can therefore be said that mothers with children coming to Poland are very interested in finding a source of income independent of external help (cf. NBP, 2022).

Most often, the lack of interest in looking for a job was declared by people who are alone in Poland (over 30%), which may be associated with their perception of their stay in Poland as temporary and with lower living needs. However, even in the case of these people, about 20% are already working in Poland, and another 50% will be looking for a job in Poland. An interesting category are the people who joined their families in Poland after the outbreak of war. Women coming from Ukraine with such a family situation were relatively less likely to work (14%), but at the same time they more often declared looking for a job. This may be due to the current secure income situation, but at the same time the need to provide alternative income in the future, which prompts a slightly longer search for better suited job offers (NBP, 2022).

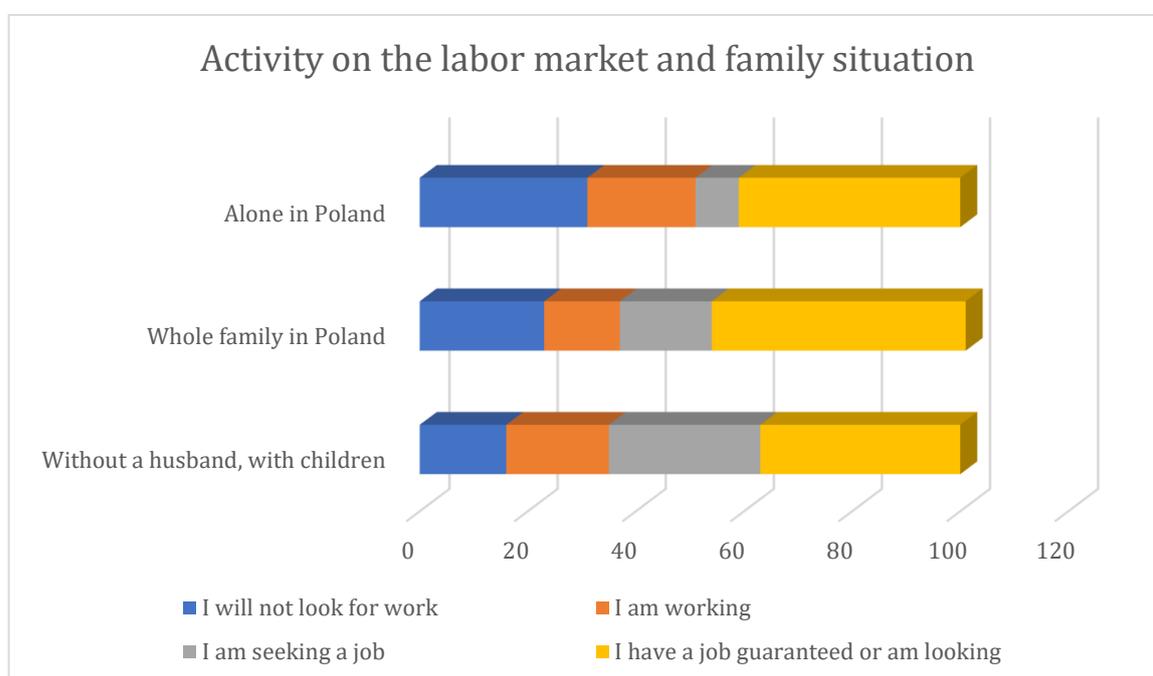


Chart 5. Activity on the Polish labor market and family situation (Source: based on NBP research, 2022)

Another strategy for dealing with the labor market is setting up of companies by people coming from Ukraine. According to official data, the number of Ukrainian citizens registering their business activity is constantly increasing; some people re-open a suspended activity, and some run a new company, which makes it a bit difficult to estimate their specific number, because such people do not apply for business insurance only for work. However, as the refugees themselves admit, such activities are also accompanied by the most common problems: prolonged waiting time for decisions, communication problems between the applicant and the decision-maker, language problems and the problem of uniform treatment of the law.



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5.2 The socio-political dimension

The socio-political dimension is related to social relations and the immigrant's place in the state. It describes the functioning of an immigrant in a new social environment and how he/she uses immigrant social networks. The social dimension is related to the immigrant entering secondary and primary groups of the host society and assuming the social roles occurring in this society. The political dimension concerns the immigrant's exercise of political rights - including citizenship - and his political activity - efforts to become not only an object, but above all a political subject.

In the case of the social dimension, the issue of language proficiency turns out to be crucial (Figure 6). Knowledge of the Polish language significantly facilitates entering the Polish labor market, and in some professions verbal or written communication in Polish is even necessary, for example, to deal with official matters. Unfortunately, nearly 75% of refugees who came to Poland from Ukraine do not know the Polish language, which is an extremely significant barrier in their professional activation and requires the introduction of systemic learning of this language on a mass scale. It is worth noting that as many as 90% of refugees know Russian and 55% speak English, which significantly increases their attractiveness on the Polish labor market. Importantly, in some industries, communication in English is quite sufficient, enabling people who do not speak Polish to find employment. Nevertheless, the lack of knowledge of the Polish language is, according to employers, the biggest obstacle that makes it difficult for refugees from Ukraine to find a job in Poland. This is the opinion of 63% of enterprises surveyed by Deloitte and the POLITYKA weekly (Deloitte, 2022).

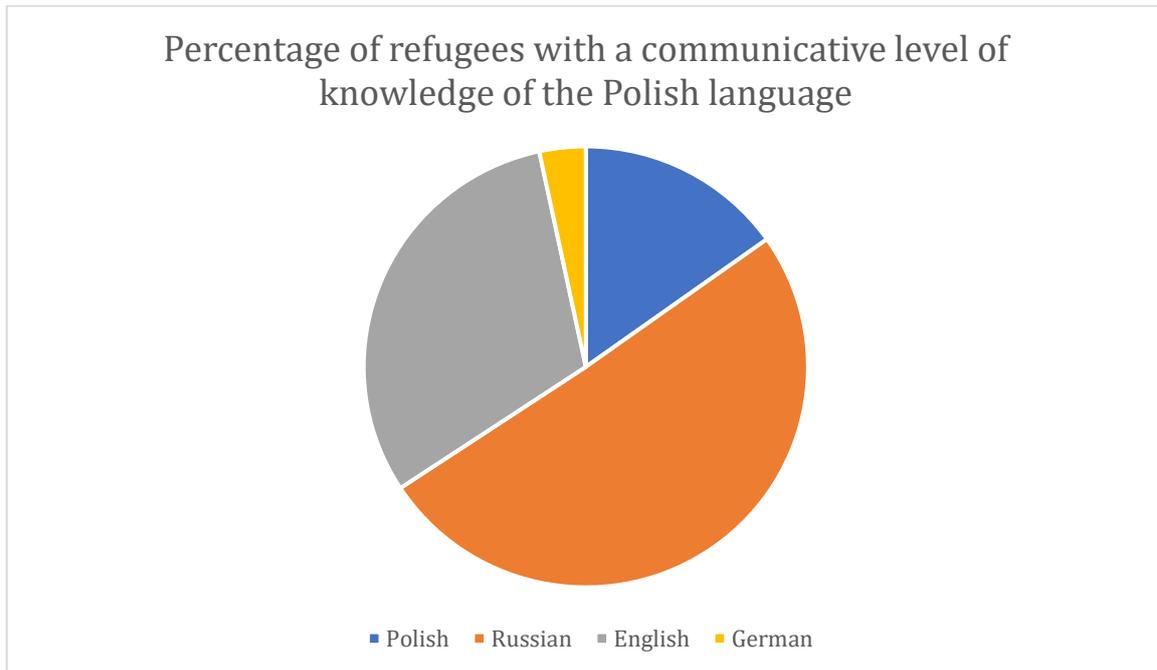


Chart 6. Percentage of refugees with a communicative level of knowledge of the Polish language (Source: based on Deloitte, 2022)

Better knowledge of the Polish language is declared by younger people and refugees who have had previous experience with Poland. Although Polish and Ukrainian are seemingly very similar, this does not guarantee full mutual understanding. While a little preparation and familiarization is enough for everyday functioning at the most basic level, problems begin when, for example, it is necessary to visit a government office or in the case of contact with the health service. Language deficiencies are also a significant barrier in access to culture and significantly hinder the mutual understanding of Poles and Ukrainians. As a consequence, this may lead to misunderstandings and the consolidation of stereotypes, which may hinder integration with the local community. This is also of great importance both for the Polish state and for Polish society, because this is a completely new situation for Poland. In the modern history of the country, we have never dealt with so many foreigners residing in Poland (even temporarily), who do not know the Polish language. Thus, many Poles (both at the formal and informal level) experience a language barrier in their own country for the first time, which may lead to difficulties in the joint functioning of both nationalities side by side.

Hence, social integration through learning Polish takes place in Polish schools and universities. The Deputy Minister of Education and Science, Dariusz Piontkowski, emphasized that there are 175,000 students from Ukraine registered in Polish schools. Ukrainian students are at every level of education - in kindergartens, primary schools and



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high schools (Gov.pl, 2022). On the other hand, over 11,000 students from Ukraine were registered in higher education. (Gov.pl, 2022).

In addition, after the outbreak of the war in Ukraine, the Polish government adopted a special act on assistance for refugees from Ukraine (the so-called Specustawa). The act introduces a number of rights for people who came to Poland from Ukraine after February 24, 2022 and equates them with Polish citizens. In terms of the legality of the stay, these include: the possibility of obtaining a PESEL number², thanks to which they can use certain benefits or register a company; the possibility of receiving a trusted profile, enabling the handling of official matters via the Internet; or the possibility of submitting an application for legal stay in Poland. In terms of financial support, refugees are entitled to: a one-off cash benefit in the amount of PLN 300 per person, intended for subsistence, in particular to cover expenses for food, clothing, footwear, personal hygiene products and accommodation costs; access to family benefits, including family allowance, special care benefits, one-off childbirth allowance, parental allowance and education benefit; and family allowance, including 500+. Also, in terms of the right to work in Poland; the possibility of registering as an unemployed person or job seeker; possibility to start and run your own business; the opportunity to work in regulated professions, such as a doctor, dentist, nurse, midwife or teaching assistant; as well as a Polish language course, enabling the elimination of barriers in entering the Polish labor market.

5.3 The cultural dimension

The cultural dimension is related to acculturation, i.e. the impact on an individual of a foreign culture, as a result of which he partially or completely assimilates the patterns of the host culture, adopts their symbolic codes, customs practices and lifestyle. Pierre Bourdieu's (2005) habitus category can be used to analyze the cultural dimension. Habitus, i.e. a set of predispositions of an individual to actions, behaviors and aspirations, is understood as a kind of practical sense which, through unconscious reference to dispositions, creates predispositions and determines the ability to find oneself in a new environment. This ability to find oneself is influenced by several social fields, in the case of immigration, these are the field forces of the sending society, the receiving society and

² According to the Office for Foreigners, as of August 17, 2022, 1.3 million Ukrainian citizens and their family members received PESEL numbers on the basis of the Act on assistance to Ukrainian citizens in connection with the armed conflict on the territory of that country (Gov.pl, 2022), while according to data from the Ministry of Interior Affairs and Administration - women and children account for 92.4 percent of refugees from Ukraine who received PESEL numbers (Gov.pl, 2022).



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the immigrant community itself. All three fields interfere with each other, modifying the habitus of the individual.

Culturally, both nations are not very distant from each other, we have a common, albeit sometimes difficult, history, but many barriers are created by stereotypes functioning in both nations, e.g. of a Ukrainian Banderite or a drunkard. Another aspect of integration difficulties at the cultural level is the fact that Poles and Ukrainians grew up on different cultural texts, which means that their thinking about the world is also slightly different. Reading these different cultural patterns and symbols is also an important integration problem. Getting to know at least elements of Polish literature and cinema among Ukrainians and vice versa, together with a cultural commentary introducing the context of a given work, could contribute to a better integration of immigrants in Poland. Hence, the ideas of inclusion through culture and cultural and social events by many Polish entities involving both artists and refugees from Ukraine. On its website, the Ministry of Culture and National Heritage points out that "cultural institutions, museums, archives, libraries, as well as art schools and universities are actively involved in helping refugees" (www.mkidn.gov.pl). Information on the scope of this assistance is available on the website of the Ministry of Culture in a special tab #KulturaDlaUkrainy (#CultureForUkraine), where on individual subpages information on the support provided is published, both in the material area (job offers, accommodation, scholarships and residences for people of culture and art), as well as in the field of culture (concerts, exhibitions, performances, educational offers) - <https://www.gov.pl/web/kultura/dla-ukrainy>. The website is available in Polish and Ukrainian. In addition, other institutions, such as the Adam Mickiewicz Institute, the Center for Contemporary Art Ujazdowski Castle, Zachęta - National Gallery of Art, or the Center of Polish Sculpture in Orońsko, have been organizing artistic residencies for artists from Ukraine since the beginning of March 2022. Support is also provided by the Theater Institute, which, thanks to the funds received from the Minister of Culture and National Heritage, has extended the existing artistic residency program to include artists from Ukraine. There are also many initiatives involving and presenting artists from Ukraine. For example, the National Center for Culture, in cooperation with the Ministry of Culture and National Heritage, organized the exhibition "Ukrainian world of Maria Prymachenko".

There is also a lot going on at the local level. For example, Krakow's cultural institutions, educational institutions and companies are involved in helping Ukrainian refugees in various ways. In addition to collections and volunteer work, they have prepared special offers and classes in Ukrainian, and organize friendly meeting places. The youngest guests from Ukraine and their parents are particularly targeted at these



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proposals, e.g. art, literary and dance workshops, language courses, and many museums offer free entry for refugees from Ukraine ³.

5.4 The identity dimension

The identity dimension is associated with changes in the sense of national identity. It can be divided into cognitive, emotional and behavioral aspects. The cognitive aspect is connected with the cultural canon and the knowledge of tradition and history. In many countries, when applying for citizenship, knowledge of not only the language, but also history is required. On the one hand, in terms of knowledge, but on the other, perhaps most importantly, in terms of coming to terms with one's own history and distancing oneself from it enough to be able to look at the past from a different perspective, which interprets some historical events and figures in a completely different way. Teaching history is necessary from an early age, which can take place at all levels of education in which refugee children are involved. In this area, there is also room for action for cultural institutions that engage in activities that bring both cultures closer together and integrate immigrants with the local community, as described above. Problems with history education can be, and often are, a source of misunderstandings and harmful stereotypes, which is why schools will mainly bear the burden of teaching history in an atmosphere of mutual understanding.

The emotional aspect is related to declarations about nationality and is expressed in statements and feelings directed towards a specific nation - I have not found any research here - this aspect should also be focused on in future research.

The behavioral aspect is associated with various activities that are evidence of commitment to a specific national group. Here, you can observe many activities both on the part of Ukrainian organizations, e.g. Ukrainian diasporas located all over Poland, but also initiatives coming from the refugees themselves, e.g. action "Sobotnik", the aim of which is: to thank Poles for accepting refugees from Ukraine, for their help and big heart. Ukrainians, mainly women, decided to help take care of the cities that became their new

³ Many of such offers are regularly posted on the following websites: 1. https://visitmalopolska.pl/pl_PL/-/malopolska-z-oferta-kulturalna-dla-obywateli-ukrainy, or 2. https://www.krakow.pl/aktualnosci/257931,33,communication,culture_and_free_time__propozycje_dla_ukrainskich_guests.html. For example: free visits to many Krakow museums (Museum of the City of Krakow, the Archaeological Museum, the Polish Aviation Museum and many others), trips to the ZOO, free entry to the Krakow Philharmonic, workshops and activities at the Nowa Huta Cultural Center: art workshops, dance, music and vocal classes for children, a Polish language course, or the Super Mama Club, free fun for children from Ukraine in the Anikino Children's Playground, expert advice at the Provincial Public Library.



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places of residence, as well as tidying up graves in Volhynia before November 1 by volunteers from Poland and Ukraine. Everything was organized as part of the project "Forgotten Cemeteries of Volhynia". This project was implemented by the Partnership for Central and Eastern Europe Foundation.



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6. Conclusions and recommendations

- The main form of help indicated by the refugees was help in accommodation, in which, apart from the central government, local governments and Polish families, refugees are also helped by compatriots already living in Poland. The research results indicate that some refugees paid for rent from their own funds.
- In addition to accommodation, other forms of assistance related to food, health care, childcare, etc. were also important. Refugees most often mentioned this type of assistance provided by humanitarian organizations.
- Among the aid activities that would facilitate their further stay in Poland, the refugees mentioned, above all, the organization of Polish language courses, assistance in finding a job quickly and assistance in access to health care. Forms of help that lead to self-reliance are most often indicated by young people. Older people over 60 more often point to assistance activities such as: access to health care, better information on how to handle matters at the government offices and financial support.
- In questions related to their possible further stay in Poland, two-thirds of refugees declare that they plan to stay in Poland temporarily (less than a year). Men and young people are most interested in staying in Poland permanently. Women, especially those who are single with children, think about returning to Ukraine much more often. In the event of a quick end to the war, some people who considered a longer stay in Poland would most likely revise their plans and return to the country much sooner.
- The willingness to return to Ukraine within a year is also more often declared by people with higher education. They may find it difficult to find a satisfying job in their profession in Poland, a job which would ensure the possibility of supporting themselves and their families. People who already have a job are more likely to think about staying in Poland than those who are still looking for a job.
- Of great importance for refugees is not only financial independence, but generally the possibility of becoming independent in Poland, also understood as the possibility of renting an independent apartment. This can be difficult, given the current rental prices and the lack of a sufficient pool of apartments for rent, especially in large cities.
- Adaptation in Poland takes place on several levels: economic, socio-political, cultural and identity.
- For 600 thousand working-age refugees registered in the Polish PESEL database, over 400,000 took up legal employment in Poland, mainly women (<https://www.gov.pl>). According to the data received by the Social Insurance Institution, employment contracts and civil law contracts are established under the conditions applicable in Poland and contributions are paid. Single people or those staying in Poland with their entire family are more willing to work.



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- Refugees from Ukraine have a poor command of the Polish language, about 25% of them know it on a communicative level. This makes it difficult for them not only to enter the labor market, but also to function on a daily basis, both formally (government offices) and informally (interpersonal contacts). The process of integration through learning Polish is supported by the school system, where lessons and courses of this language are organized for both students and refugees from Ukraine.
- In the cultural dimension, many Polish cultural institutions both organize events for refugees from Ukraine, and also actively involve artists and refugees from Ukraine in such events, thus facilitating the knowledge and better understanding of both cultures.
- In the identity dimension, both the aspect of getting to know each other's traditions and history are important, but also activities that testify to the commitment to a specific national group. Here, many such activities can be observed both on the part of Ukrainian organizations, e.g. Ukrainian diasporas located all over Poland, and also through initiatives coming from the Ukrainian refugees themselves, e.g. actions of cleaning an area as an act of gratitude for the help provided.

The overriding recommendation seems to be to create an agency for the protection of foreigners in Poland, which would be affiliated with the Office for Foreigners. The analysis of data on Ukrainian citizens living in Poland is difficult due to the multitude of institutions providing access to such data.

6.1 Recommendations for further quantitative research

- 1) Research on the migration strategy adopted by Ukrainian citizens. There are no in-depth analyzes of whether the Ukrainians came to Poland alone (individual migrations) or whether they used migration networks and migration chains organizing migration cohorts (networks of friends and family in Poland or specialized institutions supporting such trips). In the area of open migration strategy, the question remains whether migrants from Ukraine treat Poland as a country of destination for migration, or is it only a temporary stop? Who would like to stay in Poland? How long do Ukrainian citizens want to stay in Poland? What socio-demographic characteristics do these people represent?
- 2) Constant updating of research on the socio-demographic characteristics of these people. For example, it is advisable to know their education, professional background - this is in terms of their gradual inclusion in the Polish labor market, as well as what was the situation of their households, if and to what extent did their families remain in Ukraine, as this will affect their plans. The material situation of the migrants arriving in Poland remains important. The material status is sensitive data, but indispensable when preparing social security in this respect. Thanks to



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this research, the preferred assistance can be properly matched and implemented accordingly.

- 3) Analysis of migrants' life needs in terms of:
 - a) accommodation - preferences for choosing a place, housing conditions, ethnic group with which migrants would like to live,
 - b) cultural - cultural needs broadly understood as access to culture (cinema, theaters, philharmonics), offering content in the area of the subject of the ethnic group they concern,
 - c) religious - the religious offer of Ukrainian citizens in Poland, with particular emphasis on pastoral care modeled on Polish pastoral care, which somehow follows migrants to overseas and European countries (USA, Ireland),
 - d) educational - educational offer including the organization of courses and training and the offer of learning foreign languages,
 - e) caring - to what extent, what is their health condition, do they need, for example, post-traumatic stress care.
- 4) After establishing these foundations, after examining the needs, the potential of these people should be examined - also in terms of soft skills. It is not only about the possibility of finding a job in Poland in the future, but also about involvement in aid activities for the benefit of compatriots, whether as part of volunteering or work financed by the state or aid organizations, in order to select opinion leaders among refugees through whom it will also be easier to reach them.
- 5) Cooperation of research centers dealing with the subject of migration in Poland in order to create a uniform database on current research in this area, willingness to make them public, analyze and disseminate both to the media and scientists.

6.2 Recommendations for labor market institutions regarding the problems of refugees from Ukraine

Among the many key tasks that Poland has to perform in the current situation, it is extremely important to reduce information gaps and disinformation in the context of refugees staying in Poland. Moreover, it is in Poland's interest to encourage people fleeing warfare not to remain outside the Polish labor market voluntarily. Hence the key activities in this area.

- 1) Facilitating entry into the labor market and professional activation of refugees. A truly inclusive labor market environment should be ensured, enabling refugees to work in Poland and enabling Polish employers to find the workers they need among the refugees. In order to minimize the costs of supporting refugees, it is necessary to activate them on the Polish labor market, first of all using activation policies currently offered by public institutions;



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- 2) Refugees from Ukraine should be taught the Polish language using stationary and online courses. Refugees should also be supported with additional online resources. It is important that the offered system of courses meets both the individual needs of refugees and the needs of the labor market. It is worthwhile to ensure that the entity responsible for activities in this area to the greatest extent should be labor offices;
- 3) A complete reform of the process of recognizing foreign professional qualifications should be prepared and implemented. The new process should be digitized and cheaper, and thus more accessible. Thorough verification of the list of regulated professions in Poland is necessary to identify and eliminate potential bottlenecks. Changing the relevant regulations will be beneficial in the long term, as due to the aging of the Polish society, Poland may need more migrants in the future;
- 4) Improving access to pre-school care for the activation and financial independence of mothers. The supply of care for refugee children should be increased by increasing the capacity of existing care facilities and opening new (including temporary) institutions. In order to maximize the number of available places, it is worthwhile to involve employers in the provision of care services. It is important to ensure that access to public services for Polish and Ukrainian children takes place on equal terms, which will reduce the risk of social unrest among disadvantaged Poles;
- 5) Combining housing offers with job offers. Areas outside major cities that could be attractive locations for refugees should be identified. It is essential, in cooperation with local governments and other stakeholders, to ensure that refugees are guaranteed a stable job and safe accommodation before they travel to their final destination. In the event of an escalation of the conflict, credible information about such a possibility should be a mechanism of protection against overcrowding of the largest Polish cities. This would also counteract ghettoization understood not only as living only with representatives of one's national group, but also as a phenomenon of staying among one's own in everyday social contacts. In fact, the problem is more serious, because in this case it is not only about the lack of integration with Poles, but even about the lack of willingness for such integration. The situation is easier for Ukrainians because there is already a very large Ukrainian diaspora in Poland. Thanks to this, they can function quite effectively here, staying in contact almost exclusively with other Ukrainians.

Proposed actions in the first area:

- A program of financial support for enterprises to create new jobs;
- Working with businesses to identify both salient and any other barriers in the employment of refugees from Ukraine ;
- Creating a database of refugees' competences and constant monitoring of employment needs in given sectors;



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- Amendment of relevant regulations to reduce entry barriers to the Polish labor market;
- Unification of the access to the labor market and setting up a business (for Ukrainian citizens who arrived before and after February 24, 2022);
- Supporting less tech-savvy refugees in entering the labor market and helping potential entrepreneurs;
- Collecting the experiences of clients and employees of employment offices, assessing the effectiveness of individual tools and addressing gaps in existing policies to make them more effective and improve the functioning of Polish employment offices;
- Sharing the best activation practices of employment offices at the national level;
- Creating a uniform and coherent database on the competences of migrants, the profile of migrants, the offers for migrants and the matching of the job offers for migrants. This database could be affiliated with the Office for Foreigners, the Regional Center for Social Policy or directly with the Ministry of Labour, Family and Social Policy.

Proposed activities in the second area:

- Modernization and extension of the existing infrastructure to enable employment offices to offer Polish language courses to refugees;
- Providing online and face-to-face language courses and online resources such as writing aids and quizzes to help Ukrainians develop their language skills in speaking, writing and reading;
- Creating a system in which the courses offered not only respond to the individual needs of refugees, but are also tailored to the requirements of individual professions (e.g. focusing on verbal communication in the profession of a hairdresser and written communication in the profession of an accountant).

Proposed activities in the third area:

- Identifying regulated professions that could be slightly deregulated;
- Gathering feedback from stakeholders in the professional qualifications recognition process and using both their ideas for systemic changes to the process and the best international practices in this field;
- Implementation of a system enabling the completion of all formalities via the Internet, e.g. in the form of digital recognition of qualifications ;
- Development of potentially more flexible criteria for the recognition of qualifications, which apply to diplomas from the European Union and the EEA and OECD countries, and diplomas issued by Ukrainian universities;



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- Enabling refugees without relevant documents to certify their qualifications in dedicated exams without having to attend courses, undergo apprenticeships, etc.

Proposed actions in the fourth area:

- Financial support for existing institutions to temporarily increase the number of places available in them;
- Changing the law to allow Ukrainian mothers to run home childcare businesses and to provide a suitable place for these activities to those refugees who are unable to offer these services in their own homes;
- Offering government funding for refugees providing care services in Ukraine to open and run such centers in Poland; changing the law to allow employers to provide care services as a benefit for employees.

Proposed activities in the fifth area:

- Failure to implement forced refugee relocation mechanisms;
- Mapping refugees, housing and job offers from the most popular Internet portals in order to identify places with the greatest potential for accepting refugees;
- Using employment offices, NGOs and volunteers to create personalized offers for refugees, combining work with accommodation;
- Tracking progress in integrating refugees into local communities; Making relocation incentives dependent on the current geopolitical situation;
- Creation of an integration support institution, and within it a bank of bridging experts, i.e. a database of people trained in the field of Polish-Ukrainian intercultural communication, who could prepare the environment, for example work or school, to receive foreigners, and foreigners to enter into the environment.



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Glossary of abbreviations and terms

EEA - European Economic Area

MKiDN – Ministerstwo Kultury i Dziedzictwa Narodowego [Ministry of Culture and National Heritage]

MRiPS - Ministerstwo Kultury i Dziedzictwa Narodowego [Ministry of Family and Social Policy]

MSWiA - Ministerstwo Rodziny i Polityki Społecznej [Ministry of the Interior Affairs and Administration]

NBP - National Bank of Poland

NEET – young people not in employment, education or training

PCPR - Powiatowe Centra Pomocy Rodzinie [Poviat Family Assistance Centres]

PESEL - Powszechny Elektroniczny System Ewidencji Ludności [Universal Electronic Population Registration System]

SG - Straż Graniczna [Border Guard]

EU - European Union

UMP – Unia Metropolii Polskich [Union of Polish Metropolises]

ZUS – Zakład Ubezpieczeń Społecznych [Social Insurance Institution]



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