



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\*" (Hungary)***

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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).

The second reason of interest 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 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.

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 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



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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 an analysis of research, documents and the actual state of Ukrainian citizens in Hungary. It is constructed as part of the 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. Judit Molnárné Kovács and Dr. Csilla Csukonyi.

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:

- a) show the scale of migration of Ukrainian citizens to Central Europe, with particular emphasis on Poland and Hungary;



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- 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 of 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 of the project partners 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 Hungary and has been developed on the basis of data from scientific sources (compact publications) in electronic and paper form.

### 1.1. *Author notes*

Dr. Csilla Csukonyi is an assistant professor at Institute of Psychology at the University of Debrecen. She is a work and organizational psychologist. She is a specialist in cultural and psychological aspects of employment.

Dr. Judit Molnárné Kovács is a full professor and the head of the Institute of Psychology at the University of Debrecen. She is a social psychologist. Among her main topics, social justice is a distinguished one.



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## 2. Legal solutions concerning persons applying for protection in Hungary

Since the outbreak of the Ukrainian-Russian war on February 24, 2022, both the Hungarian Government and the EU have taken a number of measures. The Government issued two decrees on the first day of the war, namely Government Decree 149/2022 (14.IV.) on certain rules concerning the employment and benefits of persons recognized as entitled to temporary protection in view of the humanitarian disaster in the neighboring country, and on the right to asylum in accordance with the 2007 Act on the right to asylum. The first decree grants temporary protection to Ukrainian refugees. Under the second decree, the Government created the National Security Task Force, which is tasked with preserving peace in Hungary and coordinating the work of various actors (e.g. ministries) to this end. The war has forced many Ukrainians to flee their country. According to an article on Adat.one (2022), 8 792 763 Ukrainian refugees had left their country by July 7. The government regulates the support for the employment of Ukrainian refugees arriving in Hungary according to the Decree 96/2022 (10.III.) on the support for the employment of persons with Ukrainian citizenship arriving from Ukraine. The Government has also issued three other decrees regulating the employment of Ukrainian citizens in Hungary: Government Decree No. 173/2022 (29.04.4) on the support of the employment of persons with Ukrainian citizenship in certain budgetary bodies; Government Decree No. 172/2022 (29.04.4) on the support of the employment of persons with Ukrainian citizenship; Government Decree No. 121/2022 (28.03.3) on emergency rules for the employment of health workers who are refugees from Ukraine in Hungary. All these regulations aim to support organizations that employ Ukrainian refugees. The Government of Hungary declared a state of emergency on May 25 (Government Decree 180/2022 (May 24) on the declaration of a state of emergency and certain emergency rules in view of the armed conflict or humanitarian disaster in Ukraine and in order to avert the consequences thereof in Hungary).

According to this decree, the Prime Minister is responsible for averting the consequences of the war. Following the declaration of a state of emergency, the government issued four government decrees by July 21, 2022. With the first Government Decree, the Government amended the regulation of public finances (Government Decree 224/2022 (22.VI.) on the different applications of certain public finance rules during the emergency and on the amendment of certain Government Decrees). The second Decree allows the Government to place economic entities under the supervision of the Hungarian State (Government Decree 230/2022 (28.VI.) on the placing of the operation of economic entities under the supervision of the Hungarian State in the framework of measures to be taken during the emergency). Through the third decree, the Government established the legal status of border hunters (Government Decree 244/2022 (July 8) on the rules for contracted border hunters belonging to the staff of the body established to perform



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general police duties). Through the fourth decree, the Government simplifies the rules for the social security benefits of Ukrainian refugees in Hungary (Government Decree 246/2022 (July 8) on the simplification of certain social security benefits for Ukrainian citizens during the emergency). The Government has taken a number of measures to maintain budgetary balance. Among them, we present those that we consider the most important. In order to restructure the economy, the government has drafted Law No XIII of 2022 "On the Itemized Tax on Small Taxpayers", which drastically narrows the range of businesses that can opt for the KATA (the Itemized Tax on Small Taxpayers). To ensure fiscal stability, the government will impose an extra profit tax on companies (Government Decree 197/2022 (4.6.2022) on extra profit taxes). In addition to these changes, the government will also change the rules on the reduction of overheads. Accordingly, private individuals who consume more than the average will have to pay the market price for the portion consumed which was above the average (Government Decree 259/2022 (July 21) on the determination of certain universal service price standards). Also significant is the government's restriction on the number of people who can buy unleaded 95 petrol and diesel at a fixed price of HUF 480 per liter (Government Decree 278/2022 (July 30) amending certain government decrees on the official fuel price).

It would be important to simplify the employment of non-EU workers. This has been partly achieved through the government's support for the employment of Ukrainian refugees (Government Decree 96/2022 (10.3.22) on support for the employment of Ukrainian citizens coming from Ukraine). Larger companies (multinational organizations) would also like the government to introduce housing subsidies for workers. This option is also important from an HR point of view. The housing of workers from Ukraine who are employed in our country should be supported in some way until they are able to finance their housing from their own resources. This is important to mention because it is assumed that workers can regenerate better in their own home than in a workplace, and thus feel less tired in the working environment increasing their work performance. Psychological safety is a major contributor to workplace effectiveness.

According to the legal solutions for refugees, it is also important to reveal the phenomena connected to asylum-seekers. Asylum in the Hungarian law, and as a legal phrase, means an entitlement for its holder to reside in the territory of Hungary, as well as protection against expulsion and extradition. Upon request, Hungary grants refugee status or subsidiary protection to a foreign national who meets the statutory requirements to qualify for such protection.

Refugee status could be legally granted to a person whose life and liberty are threatened in his/her country of origin on account of race, religion, nationality, membership of a particular social group or political opinion, or whose fear of being subject to persecution is well founded, and who currently resides in the territory of



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Hungary. The authority shall review compliance with the conditions for refugee status every three years. A person may be admitted for subsidiary protection if he/she does not qualify as a refugee, but in respect of whom substantial grounds have been shown for believing that the person concerned, if returned to his or her country of origin, would face a real risk of suffering serious harm (that is to say, he/she would face the death penalty, or his/her right to freedom from torture and other cruel, inhuman or degrading treatment or punishment would be violated, or serious threat to his/her life or person by reason of indiscriminate violence may occur). The authority shall review compliance with the conditions for subsidiary protection every three years.

Applications for asylum are to be submitted in person at the National Directorate-General for Aliens Policing. Asylum may not be requested by others. The Office shall carry out the first asylum procedure in Hungary free of charge, the interpreter fees are covered by the Office as well. An asylum application is considered inadmissible if the applicant is a national of any Member State of the European Union or if he/she has been recognized as a refugee by another Member State. Moreover, an application is considered inadmissible if the applicant has been recognized as a refugee by a non-Member State, and that protection is in fact available, and the applicant is able to return to that country. In a case where an asylum application is refused and later resubmitted on the same grounds, it too will be considered inadmissible, including the case where there is a country which is considered as a safe third country for the applicant. Enclosed with the application, and also during the procedure within the framework of the obligation to co-operate, the client is required to submit all documents relating to his/her person, on the basis of which his/her identity and the reason for fleeing can be established. The Office shall provide for the translation of such documents. The competent authority shall carry out the asylum procedure in 60 days. However, in some cases the authority has the power to bring a decision within a shorter period of time, which is called an accelerated procedure. The duration of the specialist authority's procedure is not included in the 60-day time limit prescribed for the asylum procedure. If the applicant arrived to Hungary through the territory of any one of the specific European countries, in all likelihood his/her application for asylum will be examined in that country, rather than in Hungary. To make such a determination is a time consuming process, as Hungary is required to contact the refugee authority of that other country. The procedure will be suspended for that duration.

The competent refugee authority shall make its decision relying on the applicant's account given in the asylum procedure during the interview, the evidence supplied and obtained, and based on the information available on the applicant's country of origin. The foreign national to whom refugee status or subsidiary protection has been granted will enjoy the same rights as Hungarian citizens, with some statutory restrictions. The National Directorate-General for Aliens Policing provides support and assistance to



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persons to whom refugee status or subsidiary protection has been granted so as to facilitate their integration into the Hungarian society as soon as possible. The authority will check whether the principle of non-refoulement applies to the applicant, meaning that in its decision it will indicate whether the asylum seeker can be returned to his/her country of origin or not. If the authority finds that the principle of non-refoulement applies, the applicant will be given temporary protection. Temporary protection is a special arrangement authorizing the foreign national to remain in Hungary provisionally. If the principle of non-refoulement does not apply, the authority will determine if the applicant can be expelled or deported. If expulsion can be ordered, the refugee authority shall bring a decision for the foreign national's expulsion.

If your application is refused you may appeal the decision in the court of law within the time limit specified in the decision. The court will either uphold the decision of the authority, or may abolish the authority's decision and order the Office to re-examine the application. Refugees and persons admitted for subsidiary protection are entitled to all social aid and support provided for by law and local regulations under the same terms as Hungarian citizens. Their status affords rights and obligations comparable to those of Hungarian citizens. Additionally, they also have access to various aids and support granted under Government Decree 301/2007 (XI. 9.) on the Implementation of Act LXXX of 2007 on Asylum (hereinafter referred to as "Government Decree") for the purpose of providing basic living conditions during the initial period of their recognition.

The Asylum Act and its implementing decree do not make any distinction between refugee or subsidiary protection status in relation to entitlements to aid and support. On general principle, refugees and persons admitted for subsidiary protection are entitled to receive aid and support under the relevant government decree if considered indigent. Eligibility for aid and support depends on the recipient's financial and income situation, which is determined in accordance with Act III of 1993 on Social Administration and Social Welfare Benefits. A refugee or a person admitted for subsidiary protection is considered eligible for aid and support if the client, his/her spouse or next of kin living in the same household does not have assets available in Hungary from which to support themselves, and the per capita monthly income of his/her family, comprising the income of all family members living in the same household, including his/her spouse and next of kin, does not exceed:

- a) 150% of the prevailing minimum of full retirement pension benefits in the case of single persons;
- b) the prevailing minimum of full retirement pension benefits in the case of persons with families.



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A foreign national who has been granted refugee status or subsidiary protection may remain in the reception center and take advantage of its services free of charge for no more than thirty days after the qualification resolution is delivered, provided that he/she has no other means of accommodation.

The types of possible governmental support for refugees:

- a) In the case of social eligibility, they shall have access to material reception conditions for not more than thirty additional days after the qualification resolution is delivered (including room and board at the reception center and travel allowances);
- b) Healthcare services;
- c) Reimbursement of the costs of learning and education; and
- d) Financial support for leaving the country permanently;
- e) Support services within the framework of an integration agreement, including integration aid, provided that the request for entering into an integration agreement and the application for integration aid is submitted by May 31, 2016 and that the requirements for eligibility are satisfied.

If the refugee or person admitted for subsidiary protection is not covered by the social insurance system, they shall be entitled to primary healthcare under another specific legislation, the same as applicants, including screenings and examinations, medical treatment provided under general medicine and to specialized care in cases of emergency. This entitlement covers a period of six months after the qualification resolution becomes final. If returning to the country of origin or relocating to a third country permanently, upon request, the refugee authority provides a ticket (flight ticket) on one occasion to the place of destination indicated in the certificate issued by the diplomatic or consular mission of that third country, and may partly or fully reimburse any other justified travel-related expense also on a single occasion.

On the other hand, the amendment also states that any support that was lawfully awarded previously is to be continued in accordance with the regulations under which it was awarded. This means that the National Directorate-General for Aliens Policing shall continue to provide integration aid awarded under an effective integration agreement, if the requirements for eligibility remain satisfied.

The integration agreement is an agreement between the client and his/her family and the National Directorate-General for Aliens Policing, whose main function is to provide the framework for the refugee's integration into the Hungarian society. The duration of the integration agreement is at maximum two years from the date of qualification. The integration agreement enters into effect on the date on which it is signed. Apart from the



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usual content and formal elements, the integration agreement covers the rights and obligations of the parties, featuring the following main clauses:

- 1) During the term of the integration agreement, refugees and persons admitted for subsidiary protection must report their place of residence to the refugee authority and the family assistance service; they shall actively co-operate in the implementation of the integration agreement and the objectives set out in the care plan; in the absence of employment, they are required to register for seeking employment within the time limit specified in the care plan; they are also required to communicate with the government employment agency on a regular basis, and to actively participate in finding a job; if entering into a contract of employment, they shall notify the relevant authority; they are to appear in events arranged by the family assistance service, and to participate in field studies. Furthermore, they are entitled to make comments to the refugee authority regarding the services they received.
- 2) The refugee authority shall provide thorough and easily understandable information about the integration agreement for refugees and persons admitted into subsidiary protection, it shall frequently monitor the performance of the family assistance service or the civil society organization involved in carrying out the functions of the integration agreement, and shall address any comment made by refugees and persons admitted into subsidiary protection.

During the term of the integration agreement, refugees and persons admitted into subsidiary protection are entitled to integration aid awarded by the refugee authority by means of a resolution upon the request for the establishment of an integration agreement. In the case of single persons, the aid is provided in the amount of 90,000 HUF/person/month for the first six-month period of the integration agreement; 67,500 HUF/person/month during the second six-month period; 45,000 HUF/person/month during the third six-month period; and 22,500 HUF/person/month during the fourth six-month period. In the case of families, the aid is provided in the amount of 85,000 HUF/person/month for the first six-month period of the integration agreement for adult family members and 25,000 HUF/person/month for minors; 63,750 HUF/person/month during the second six-month period for adult family members and 18,750 HUF/person/month for minors; 42,500 HUF/person/month during the third six-month period for adult family members and 12,500 HUF/person/month for minors; and 21,250 HUF/person/month during the fourth six-month period for adult family members and 6,250 HUF/person/month for minors. The amount of aid provided to families in a month may not exceed HUF 215,000 in total. The provision of aid and services specified in the integration agreement may be suspended if the refugee or the person admitted for subsidiary protection fails to meet his/her obligations under the integration agreement for an uninterrupted period of 30 days through his/her own fault; if he/she makes a false



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statement regarding his/her assets or income; if more than 30 days of inpatient care is required for him/her in a medical institution; or if he/she is indicted in criminal proceeding for a crime punishable by imprisonment of three years or more.

The provision of aid and services specified in the integration agreement may be cancelled if the circumstances of suspension persist even after a specific period of time; if the client is convicted of an intentional crime by final ruling; if the client abandoned his/her status or such status was withdrawn by the refugee authority. The provision of aid and services specified in the integration agreement may be suspended or cancelled on condition that it does not endanger the situation of the family members of the person enjoying international protection, from January 1, 2019, applications for a residence permit for the purpose of employment, intra-corporate transfer, EU Blue Card or family reunification (issue or extension) can only be submitted electronically – with the employee's and family member's prior written consent – via Enter Hungary by those employers and host organisations specified in Act II of 2007 on the Admission and Right of Residence of Third-Country Nationals Paragraph (4) of Article 86/J. The Immigration and Asylum Office (hereinafter: 'IAO') is a public body providing electronic administration under Act CCXXII of 2015 on the General Rules of Electronic Administration and Trust Services (Paragraph 17 a) of Article 1). For the purpose of fast and efficient administration IAO ensures the possibility of electronic administration for certain types of cases in addition to those specified in the law. For this purpose, a website called Enter Hungary was created, which is available at <https://enterhungary.gov.hu/>.

The following persons will be recognized as temporarily protected persons in Hungary, based on application:

- 1) Ukrainian nationals residing in Ukraine prior to February 24, 2022,
- 2) stateless persons or non-Ukrainian third party nationals who were under international protection or equivalent national protection in Ukraine prior to February 24, or
- 3) the family members of the above persons.

In the case of persons who also hold a Hungarian citizenship, the procedure for applying for temporary protection cannot be started. As Hungarian citizens, they are in the territory of Hungary lawfully, they are free to enter the territory of Hungary at any time, and they are free to move within the borders of the country as well. To these persons, all the benefits and services that refugees are eligible for should be guaranteed unless they receive more favorable treatment on the basis of holding Hungarian citizenship.

The status of temporarily protected person shall be granted upon request. It is possible to personally apply for recognition as a temporarily protected person at any of



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the collection points in a round-the-clock regime, or in the opening hours of any of the client service offices of the National Directorate-General for Aliens Policing. If the refugees lawfully entering the country have the opportunity to find accommodation with their relatives, friends or other helpers, or they can resolve their housing on their own then they are not obliged to reside at refugee camps or reception centers. They are eligible for placement as a person applying for the status of a temporarily protected person but if they do not use this opportunity, they can also accept other housing options offered by relatives, friends or other helpers.

The joint definition of Hungarian nationals coming from Ukraine, as well as temporarily protected persons and those applying for the status of temporarily protected person is: a fleeing person. Pursuant to the Council regulation of the European Union, the right to visa-free residence in the territory of Hungary is ensured for persons holding Ukrainian biometric passports for 90 out of 180 days (i.e. every six months) even if they do not apply for the status of a temporarily protected person. In this period, they are free to move within the territory of the EU as well, and they can travel to any EU member state. However, the status of temporarily protected person may be applied for at any time during this visa-free period.



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

#### *The scale of migration*

The scale of migration of Ukrainian citizens to Hungary after February 24, 2022 is lower than that of Poland, but is still significant. The United Nations Refugee Agency reported about 7832493 refugees from Ukraine were recorded across Europe by the 6th of December, 2022, and reported about 4805531 refugees from Ukraine registered for Temporary Protection or similar national protection schemes in Europe. In Hungary, a very large number of border crossings from Ukraine occurred (1854278), but a relatively low number of refugees (32628 persons) have stayed in Hungary and applied for Temporary Protection. With this number of refugees, Hungary is 21st among the 27 countries of the European Union, whereas Poland is on the top of the list with its 1529355 registered refugees (European Council, 2022).

Nonetheless, we should be cautious with this number, because Subcarpathians with a Hungarian citizenship do not apply for Temporary Protection, and they can work, with respect to administration, relatively easily.

The demographic composition of Ukrainian refugees is special, in general sense, not only with respect to Hungary (Murphy et al., 2022). Martial law has prevented men aged 18-60 from leaving Ukraine so the vast majority of refugees are women, children, and older people. Many early refugees are staying with family or friends in host countries, they often arrive in a bad state of health and need prompt medical assistance. Transmittable diseases are a special risk in crowded circumstances, thus vaccination was of the utmost important on the list of things to do.

#### *Attitudes toward migration and toward Ukrainian refugees in Hungary*

Russia invaded Ukraine in a period which is characterized with strong, negative anti-migrant – mainly antimuslim – attitudes in Hungary. These attitudes have been lasting since 2015, which was the beginning of the big European migrant crisis (Kovács et al., 2022). Although, the crisis caused changes in peoples' attitudes all over Europe, the Hungarian case is special due to the Hungarian government's intensive anti-immigration campaign (Barna & Koltai, 2019). Hungary is among the countries in Europe that is the least accepting of migrants (Fleming et al., 2018).

However, the collective attitude to refugees fleeing from Ukraine because of the war was significantly more positive, inclusive and solidary. Pepinsky and his colleagues (2022), together with TÁRKI, a public opinion research institute, examined attitudes on a representative sample of 1023 persons. More than 60% of the respondents agreed that "The Hungarian Government should allow the entry of refugees fleeing from Ukraine,



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while in case of refugees fleeing from Belarus this number is 39%, and for Afghanistan and Pakistan it is 30%. The research showed that the difference in attitudes toward these groups is attributable more to what the responders think about education and work skills than about values and religion. Diverse charity institutes of charitable aids (Red Cross, different Churches, Maltese Aid Service) helped the refugees intensely with food, drink, clothes, medicine, detergents, medical care, etc., and these services have been intensely supported by civil cooperation (Catoire, 2022).

Still, despite all the efforts of charity institutions, civil support and governmental support (reflected, for example, in legal regulation of easy employment), the underdeveloped characteristics of the Hungarian refugee receiving processes do not favor integration.

### *Employees' attitude*

Several Hungarian firms and institutions approached the migration with an attitude of readiness to employ refugees, and the Hungarian government made the regulation of employing Ukrainian refugees favorable, supporting employment. According to Tamás Fehér, the leader of Manpower Group in Hungary, a large part of the refugees is not searching for jobs. Moreover, a lot of people who worked in Hungary before the war, after their families arrived, migrated further, to the West. That is why the number of Ukrainian refugees on the Hungarian labor market hardly exceeds – if exceeds at all – the number from the time before the war. The Ukrainian mothers who migrated with their children very often do not search for jobs because they cannot send their children to an educational institution, because they do not speak the language (Kevesebb lett az ukrán, 2022).

As of November 30, 2022, 25 partners reported on their achievements according to the Hungarian Refugee Response Plan (UNHCR, 2022a): Budapest Municipality, Cordelia, EMMA / Patent Association, Foundation of the Ukrainian Greek Catholic Church, From Street to Homes Association (ULE), Hungarian Baptist Aid, Hungarian Charity Service of the Order of Malta, Hungarian Evangelical Fellowship and Oltalom Charity Society, Hungarian Helsinki Committee, Hungarian Interchurch Aid, Hungarian Red Cross, Hungarian Reformed Church Aid, Jesuit Refugee Service, Mandák Ház, Menedék Hungarian Association for Migrants, IOM, Migration Aid, Next Step, Romaversitas, Terres des Hommes CH, Trauma Center, Ukrainian Association Unity, UNHCR, UNICEF, Vamos Foundation (Lexis). Figure 1 presents how many individuals were reached by these services.

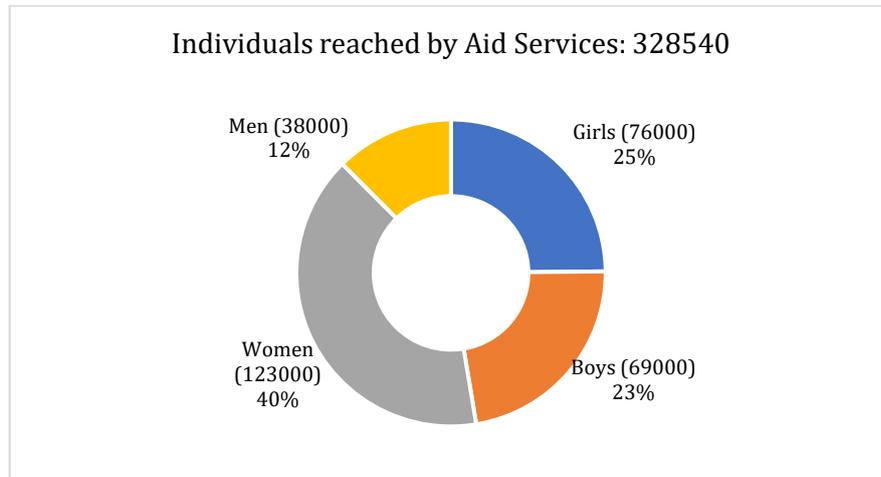


Figure 1. Individuals reached by Aid Services in Hungary. (Source: UNHCR, 2022a)

Figure 2 gives an overview about the counties in which refugees received help from aid services. The straightforward message is that refugees were mainly reached in the capital city of Budapest, and in the border-neighboring county, Szabolcs-Szatmár-Bereg.

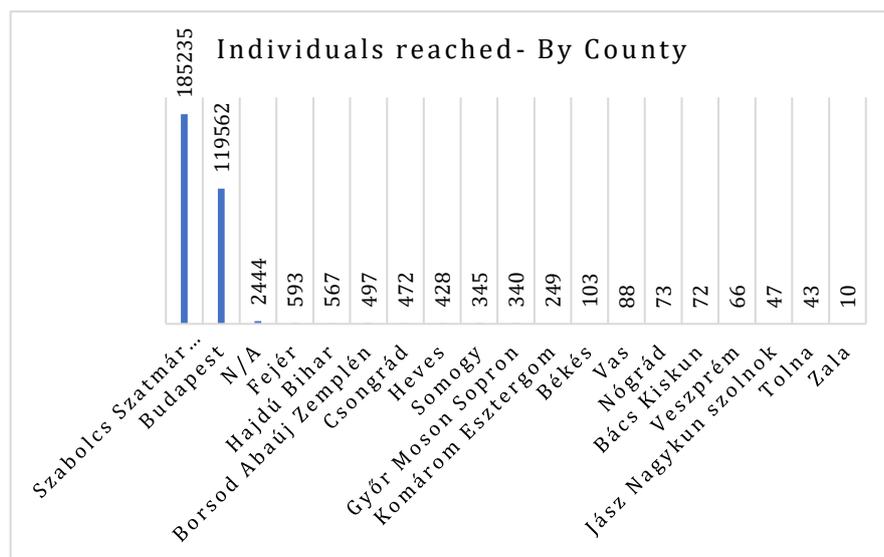


Figure 2. Individuals reached – by Hungarian counties. (Source: UNHCR, 2022a)

Figure 3 reports the statistics provided by Basic Need Partners: The most typical aid was food.

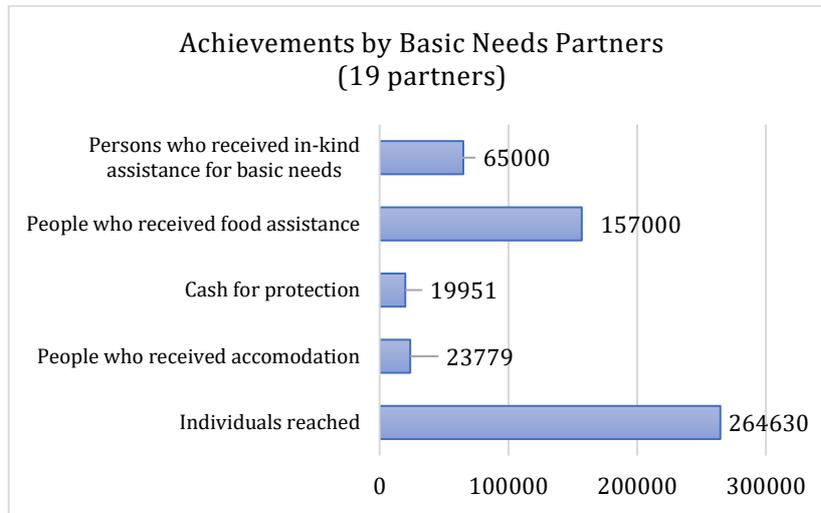


Figure 3: Achievement by Basic Need Partners. (Source: UNHCR, 2022a)

Figure 4 presents statistics provided by Protection Partners. These services helped refugees mainly with respect to arranging official papers and documentation.

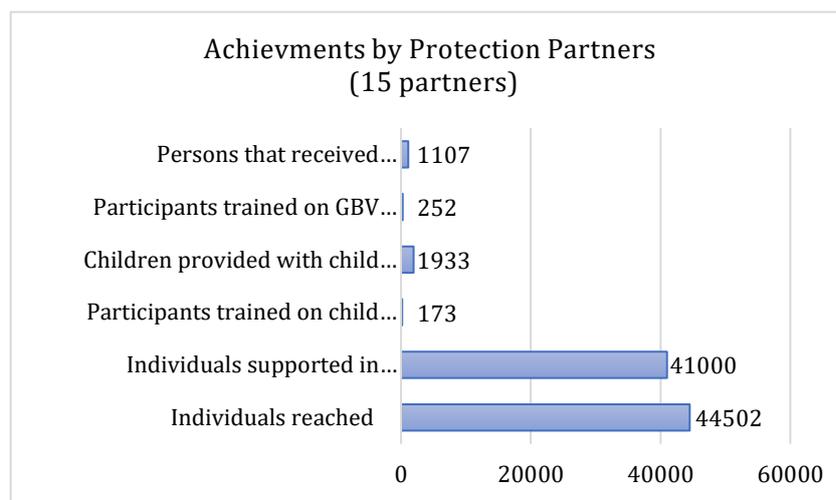


Figure 4: Achievements by Protection Partners. (Source, UNHCR, 2022a)

Figure 5 summarizes data provided by Health Partners. Here we can read that this type of help addressed mainly the need for mental help in a time of crisis.

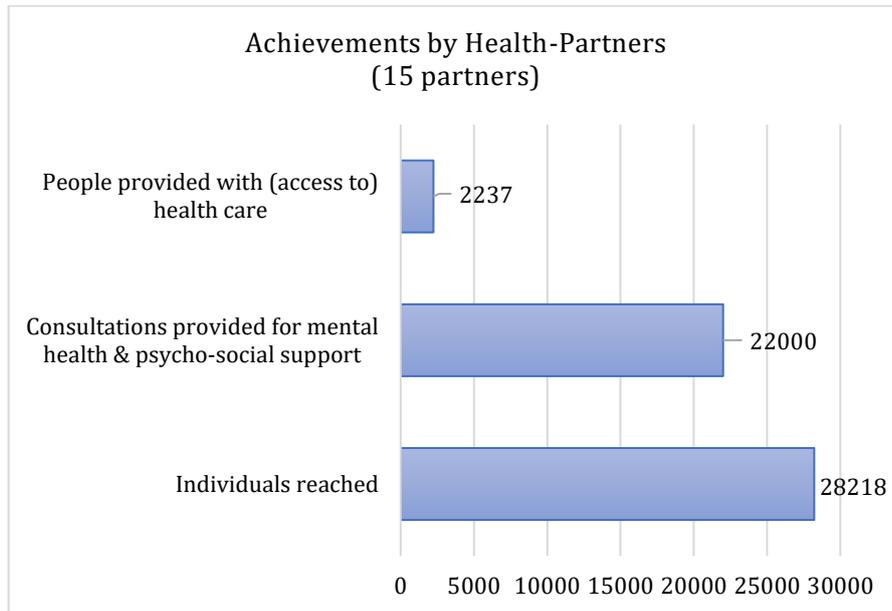


Figure 5: Achievements by Health-Partners (Source: UNHCR, 2022a)

And finally, Figure 6 provides information about achievements by Education Partners.

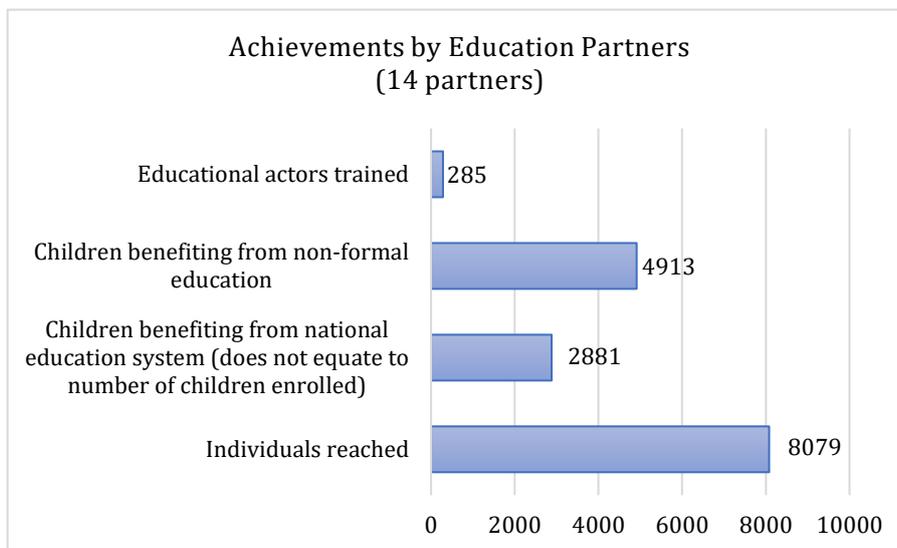


Figure 6: Achievements by Education Partners (Source: UNHCR, 2022a)

### Education

Budapest police headquarters (BRFK) provided the press with statistics that during the summer only 100 children arrived by train every day. Children officially have their right to go to school and to learn, and there have been actions taken to support enrollment



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in schools such as providing extra hours to cover gaps in knowledge (these types of convergence actions addressed mainly the Hungarian language), and even some official financial support has been provided. Organizing education for children from Ukraine is one of the most neuralgic aspects of the refugee-problem in Hungary. There are approx. 18000 refugees under the age of 18 from the ~32000 individuals who officially applied for Temporary Protection. The head of Migration Aid, Siewert András, said in an interview that we do not know whether they are here or migrated further. Moreover, many individuals maintain the hope that they can go back to Ukraine soon. They have not necessarily applied for Temporary Protection. The situation is even more complicated, because bilingual Hungarian citizens from Ukraine did not need to apply for this status. Thus, although official statistics show 30000 individuals, the number of refugees staying in Hungary for a longer period might be 200000. Enrolling children into schools is not trivial and evident for parents in the state of learned helplessness. This requires very organized actions, involving not only actions targeting Ukrainian parents but also actions targeting schools and teachers with, for example, introductory courses into the Ukrainian language, which is completely different from the Hungarian language (Káoszról zűrzavarba csöppentek, 2022).



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

A survey was conducted on displacement patterns, needs and intentions (UKRAINE RESPONSE 2022 – HUNGARY DISPLACEMENT SURVEYS REFUGEES FROM UKRAINE AND TCNs Data collected: 01 – 31 October 2022). This report (DTM, 2022) refers to a survey on displacement patterns, needs and intentions, launched by IOM's Displacement Tracking Matrix (DTM) in Hungary. All interviews were conducted face-to-face by IOM's DTM trained enumerators with adult refugees and TCNs fleeing Ukraine. The analysis is based on 433 surveys collected between 01 and 31 of October, 2022. Interviews were carried out in various locations, such as Budapest (163) and Záhony – Szabolcs-Szatmár-Bereg County (270), and in various settings, including transit points (e.g., train stations), the Help Centre (run by the Budapest Municipality and IOM), one collective accommodation and the IOM Office. This sample is not representative of all persons fleeing from Ukraine in Hungary, and results should only be considered as indicative. The following is the respondent distribution by gender and age: women constituted 58 per cent of the interviewed population, while men 42 per cent. Among the age groups, 38 per cent of respondents were between 18-29, whereas interviewees between 30-39 and 40-49 years of age represented 26 and 19 per cent of the respondents, respectively. Nine and ten per cent of respondents were between 50-59 and above 60 years of age, respectively.

The most common areas of Ukrainian origin were: City of Kyiv (22%); Kharkivska (18%); and Zakarpatska (11%). 60% of respondents travelled in a group and 77% were separated from at least some immediate family members. 432 respondents had identification documents. The majority (90%) held passports, 52% of respondents had an occupation in Ukraine, while 21% had a job in Hungary. Ninety-six respondents reported the City of Kyiv as their area of origin in Ukraine, while 80 persons were from Kharkivska. Many interviewees also originated from Zakarpatzka (47), Odeska (34), Zaporizka (31), and Dnipropetrovska (27). Other mentioned regions of origin or habitual residence were: Kyivska (18); Sumska (12); Donetska (11); Lvivska (11); Khersonska (9); Poltavska (9); Ivano Frankivska (8); Mykolaiivska (8); Vinnytska (7); Zhytomyrska (7); Luhanska (5); Rivnenska (4); Avtonomna Respublika Krym (2); Cherkaska (2); Kirovohradska (2); Chernihivska (1); Khmelnytska (1); and Volynska (1). Most interviewees (82%) declared having left Ukraine by train. Six, five and three per cent crossed by car, bus and minibus, respectively. The remaining three per cent departed on foot. Concerning their arrival in Hungary, sixty-nine per cent of respondents entered the country in October of 2022. The majority of respondents travelled in a group, representing 60 per cent of the interviewed population, while 40 per cent left Ukraine alone. Travelling groups were composed of three persons on average and included: family (62%); friends and neighbours (33%); relatives (i.e., non-immediate family members) (10%); and unknown people (3%). The

total is higher than 100% as multiple replies were allowed. Most interviewees (77%) have been separated from at least some of their immediate family members as a result of the conflict and/or their departure from Ukraine. The remaining 23 per cent have not been separated from immediate family members. Sixty-six per cent of respondents reported having relatives outside Ukraine, while thirty-four per cent do not have family elsewhere.

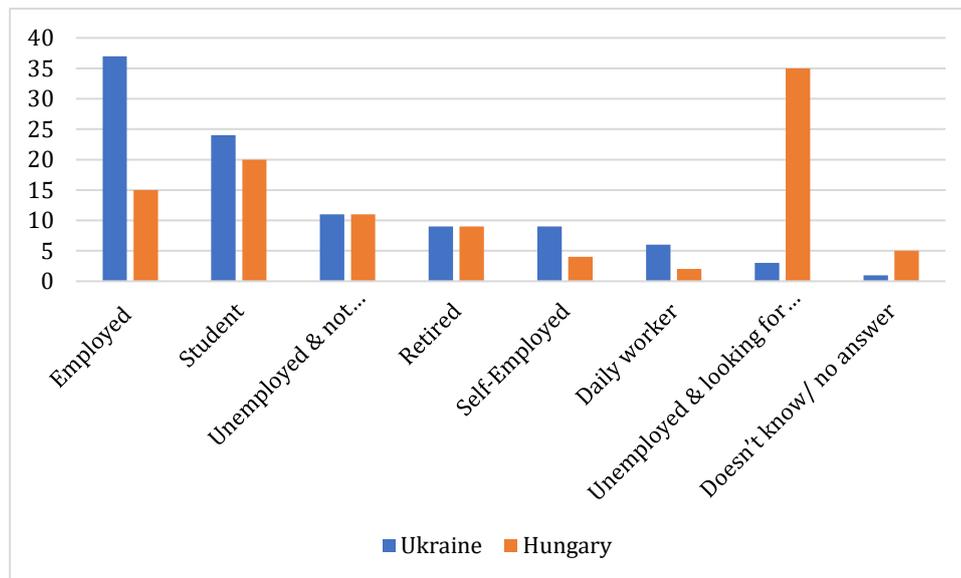


Figure 7. Employment status in Ukraine and Hungary (Source: DTM, 2022)

According to the needs and expectations of the Ukrainian refugees, accommodation was the main reported need (40%), information on how to find a job opportunity was the second main need (38%), transportation (32%); employment (31%); information on services (24%); education (20%); and legal advice (20%) were the other top needs reported by respondents, based on various personal factors and external considerations. The legal advice concerned: residency status (98%); temporary protection (TP)/asylum processes (88%) and assistance in case of delay (16%); and other (5%), i.e., communication with Ukrainian migration services (note: respondents could select multiple answers; therefore, the total is higher than 100%). Additional mentioned necessities were: non-food items (NFIs) (14%); cash (11%); family reunification permits (9%); food (7%); medical treatment/items (6%); psychosocial support (2%); and ways to contact relatives (1%). Twenty-two per cent of respondents reported no needs, while one per cent required assistance with other matters, such as language courses. Respondents provided a variety of topics they needed information on, including: job opportunities (38%); legal status in the country (35%); day-to-day assistance (35%); and where to find accommodation (29%).

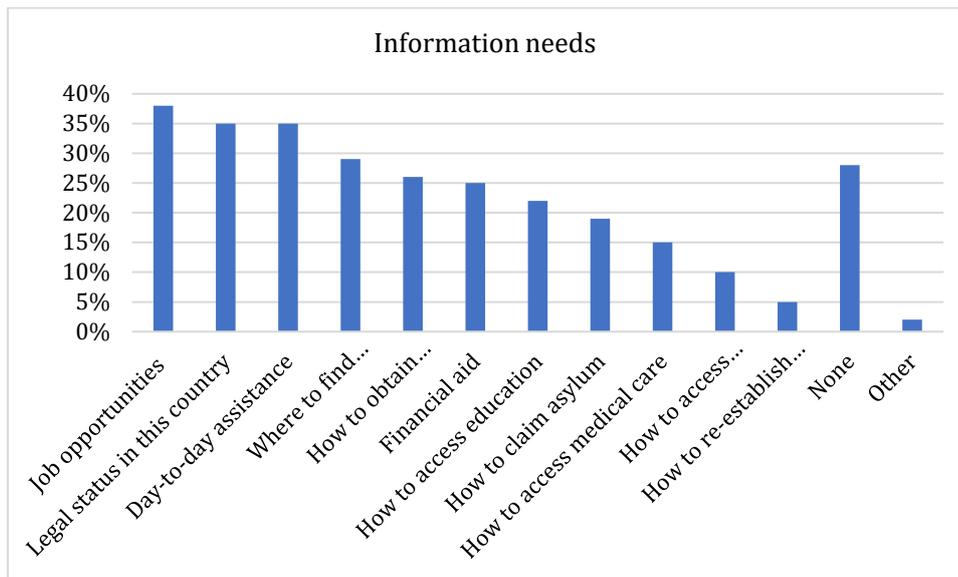


Figure 8. Information needs (Source: DTM, 2022)

Twenty-eight per cent declared having no information needs, while two per cent mentioned other topics, such as onward movements from Hungary. Respondents indicated social media as the main means through which they receive (59%)/prefer receiving (76%) information. Ranking differs for other communication channels. For example, information received by family/friends (44%) was preferred only by (24%) of interviewees, while information received via email (17%) and SMS/call (23%) was preferred by most respondents (44% and 41%, respectively). For most respondents, proximity to Ukraine, relatives/friends, and employment were the main reasons defining their intention to remain in Hungary (45%, 32% and 16%, respectively). The majority of interviewees declared wanting to stay in Budapest (82%) and most planned to reside in private accommodations (47%) (including hotels or places provided by private/civic initiatives), or with friends or relatives (19% and 18%, respectively). Forty-seven per cent of respondents foresaw staying in the country “until the end of the war”, while 40 per cent did not know how long they would remain in Hungary. For the 12 per cent who estimated an approximate period of time of their stay in Hungary, the average length of the stay was 14 days.

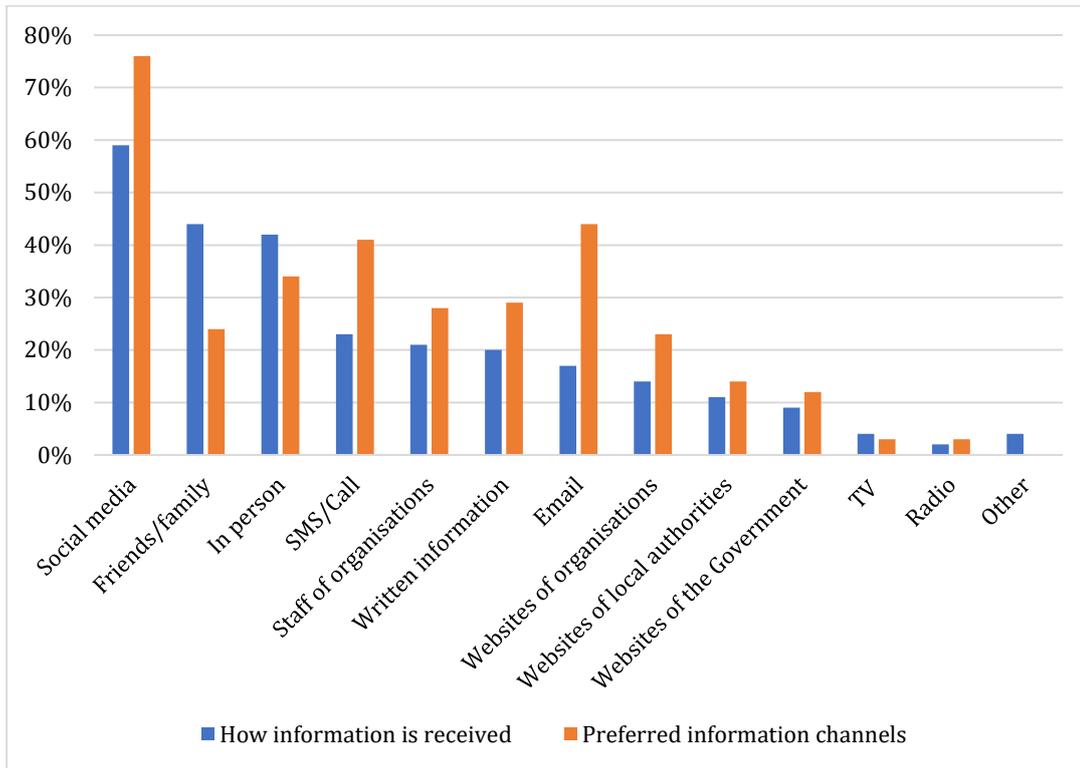


Figure 9. How information is received vs. preferred information channels (Source: DTM, 2022)

Many respondents did not report a place of stay in Hungary, as, at the moment of the interview, they were transiting through the country (40%) or had just arrived (11%). Others declared residing in rented accommodations (e.g., on the open market – 11% and from friends/family- 4%), in houses/flats provided for free (e.g., by friends/family – 11%; by grassroots/international organizations – 7%; by residents – 5%; and by the government/municipality – 2%). The rest mentioned staying in hotel/hostels at their own expense (6%) or for free (2%) and in organized reception centres (1%). Nine per cent of respondents were unsure about their final destination at the moment of the survey. The majority of interviewees (34%) planned to remain in Hungary, followed by Germany (19%) and Austria (7%). Other destination countries were: Poland (4%); Spain and the Netherlands (3% each); France and Turkmenistan (2% each); and Portugal, Cyprus, India, Slovakia, Switzerland, Ireland, Romania, Republic of Türkiye, Czech Republic, Greece, Italy, Kazakhstan and the United Kingdom (1% each). The main reasons for the final intended destinations were: relatives/friends (44%); proximity to Ukraine (16%); employment (11%); and a better protection system (11%).

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## 5. Adaptation strategies of refugees from Ukraine in Hungarian society

Immigrants find their way in the host society in various ways. We can distinguish between assimilation, integration, separation and marginalization in the framework of the well-known cultural adaptation strategies of Berry (1992). The framework incorporates two dimensions: contact with the members of the origin culture and contact with the members of the host culture. The integration (contacting with the members of both the origin and the host culture) is desirable, both from the point of the host culture, and the refugees' mental health. Assimilation means giving up the origin identity, separation means restricting contacts only to the members of the origin culture, and marginalization means having a very low number of contacts with either the host-culture or the origin-culture members.

Cultural adaptation is crucially influenced by whether the refugee is able to communicate in the official language of the host country (Chen et al., 2008). In this respect, the Hungarian minority from Ukraine fleeing to Hungary is an advantageous situation, while Ukrainian-speaking refugees face a difficult one. There is no overlap between the two languages. In several cases even English cannot function as a mediating language, since millions of Hungarians do not speak English at all (Holló, 2019).

According to pre-war statistics, Ukrainian citizens constituted the second largest foreign population group in Hungary (Karácsonyi & Kincses, 2010). These migrants were mostly Hungarian speaking. Since the independence of Ukraine, the Hungarian-Ukrainian border is not a barrier in terms of migration flows, but rather a Hungarian-Ukrainian contact zone (for relationships and work), while in Budapest and Pest county, highly educated and skilled workers have been attracted from a large distance.

The special attitude to Ukrainians showed by Hungarians is a kind of impediment for efficient adaptation of people with Ukrainian nationality. This does not have war-specific, but older origins. The Trianon Treaty cut Subcarpathia away from Hungary. Thus, nowadays approx. 125000 Hungarian people live in Ukraine, and they have been struggling for their identity, for example through the use of the Hungarian language in offices, in schools, and so on. Although bilingual education is possible, it needs investment. The conditions required for teaching the Ukrainian language as a school discipline have not been settled in the last 30 years of Ukraine's independence, and the state is not fully willing to cooperate with the experts of the Hungarian minority (i.e. representatives of Hungarian interest protection organisations in Transcarpathia) (Huszti et al., 2019).

Furthermore, the Hungarian-Ukrainian relationship is burdened with bad stereotypes of the Ukrainian Mafioso and prostitute, and archetypic roles of criminal life. Additionally,



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many people think that Ukrainians take away work possibilities from Hungarians, even if that work is underpaid and very difficult (Illés, 2011).

### 5.1 Labor market

Despite all these obstacles, Ukrainians had been employed in Hungary even before the war, mainly in the service sector, and in the processing industry. Most Ukrainians concentrated in Budapest and the surrounding region, while Ukrainians commuted in the Eastern part of Hungary. In a study, Hungarian employers replied to interview questions inquiring about whether they are ready to employ Ukrainians and they responded unanimously with a “yes”. Ten percent of the respondents explained their readiness to employ Ukrainians being due to the low price of the Ukrainian work force, 75% reasoned that Ukrainians are well-educated, and the remaining 15% did not mention any justification (Langerné, 2011).

A study from 2016 reported the results of an interview-study examining the life situations of refugees fleeing because the Crim-war. It showed that Subcarpathians with Hungarian identity cards, not in the need of temporary work permission, very often worked unofficially, below their qualifications (baby-sitting, cleaning etc.) (Molodikova & Yudina, 2016). This situation can be observed now as well.

A project manager of the Boston Consulting Group, Turny Ákos, working in cooperation with the Maltese Aid Service on making the employment of Ukrainian refugees easier, spoke about the fact that being employed is becoming more and more important for Ukrainians staying in Hungary, because two-thirds of them arrived without cash reserves. One part of the refugees can work in Hungary, while the other part can do remote work for Ukrainian employers, and approx. every second refugee who is able to work is searching for work. While these people number above 1 million in Europe, their number is around 20000 persons in Hungary (Most lesz igazán, 2022).

There is a scarcity of exact data on how many refugees from Ukraine could find work. The situation is very complicated, since a lot of Ukrainian citizens had Hungarian workplaces and commuted before the war. The number of Ukrainians on the Hungarian labour market has not increased significantly. A lot of workers, who commuted before the war, unified with their families after the beginning of the war and migrated to the west to find a new host country. Hungary is “comfortable” for family life for refugees who speak the language, specifically, for the Hungarian minority from Ukraine. Importantly, their children can attend school without language difficulties. However, they often have Hungarian citizenship and do not appear in the statistics on refugees. Nevertheless, some statistics are accessible, and based on that we can extrapolate based on the situation.

IOM 's Displacement Tracking Matrix (DTM) in Hungary published some statistics based on the 433 interviews they performed. Established in 1951, IOM is the leading intergovernmental organization in the field of migration and works closely with governmental, intergovernmental and non-governmental partners. The International Organization for Migration (IOM) is part of the United Nations System (DTM, 2022).

The interviews were collected between 01 and 31 of October, 2022. They were mainly carried at in Budapest (163) and Záhony –Szabolcs-Szatmár-Bereg County (270), and in various settings, including transit points, the Help Centre, one collective accommodation and the IOM Office. All respondents were refugees fleeing from Ukraine, 69% were Ukrainian, and 31% were Third Country Nationals.

The interviewed refugees form a special sample. They were well-educated respondents, as they obtained secondary or higher education. Figure 10 depicts the education level of the 433 interviewed refugees.

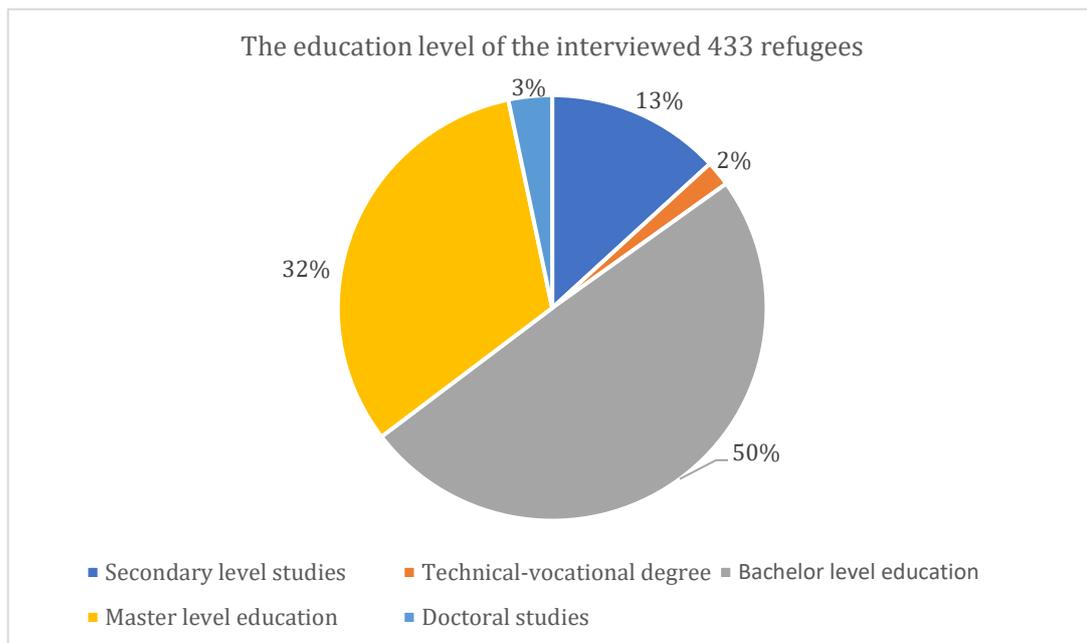


Figure 10. The education level of the 433 interviewed refugees (Source: DTM, 2022)

Figure 11 depicts the occupations of the respondents. 52% (225 persons) of the respondents had an occupation in Ukraine, while 21% (91 persons) had a job in Hungary. The composition of jobs fulfilled in Hungary differs a lot from the composition of jobs fulfilled in Ukraine. Obviously, very often highly qualified refugees could not find a job fitting their qualifications, most probably because of the lack of knowledge of the Hungarian language. The other observation is that, even in this well-educated sample, every second person who had a job in Ukraine, is jobless in Hungary. It is highly

understandable why refugees mentioned information about job possibilities as the most important among the information needed.

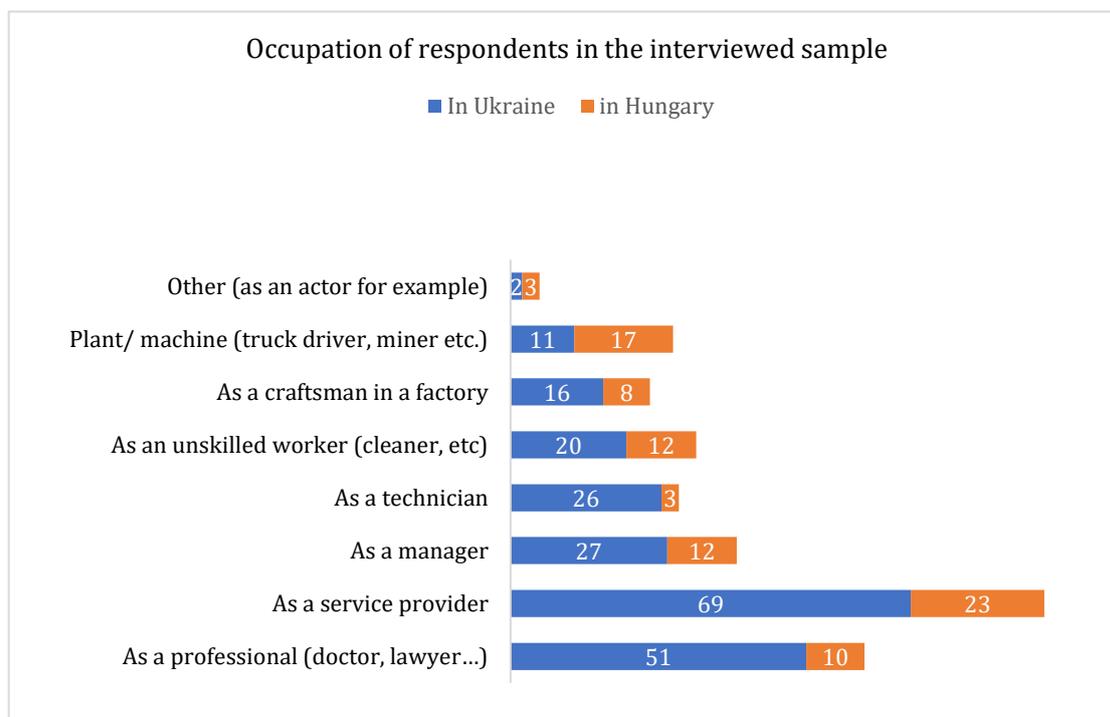


Figure 11. Occupation of respondents. (Source: DTM, 2022)

This sample was special not only because of education but because from these 433 respondents 147 (34%) declared that for them Hungary is their final destination and that they would like to stay here. (As a comparison, according to the official statistics only 2% of refugees stay here.)

## 5.2 Cultural distance

Cultural distance is a crucial point in the adaptation theory of Berry (1992), since the smaller the cultural distance the easier the integration. According to the World Value Survey data, Hungary and Ukraine are not very far from each other in the respect of values (Keller, 2009). Both countries are moderately traditional, with a relatively low level of trust and respect for democratic values, such as freedom of speech. With respect to religion, Christianity is a common feature in the two countries, although Hungary belongs to the western, while Ukraine belongs to the orthodox line. Ukraine, and especially the contemporary Ukraine, declares intensively its gravitation to the West which is reflected in the intense relationships with western countries, and the application for the membership to the European Union.



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The main difficulty in the acculturation process is the Hungarian language itself. Foreigners (even Erasmus students) find learning Hungarian very difficult (Bátyi, 2014). For Ukrainians, who speak an Indo-European language an agglutinative Finno-Ugric language is very different, indeed.

### *5.3 Identity-related issues*

For bilingual Sub-Carpathians, staying in Hungary strengthens their Hungarian identity and triggers strong motivation for presenting themselves similar to host Hungarians. Kiss (2020) showed that bilingual students studying in Hungary strive strongly to accommodate their language use to the host environment, and there is less dialects in their language use than in the language use of Sub-Carpathian students studying in Ukraine (Kiss, 2020).

We know much less about how Ukrainians relate to Hungarians. The relationship is studied within the framework of relationships in the Subcarpathian region, where studies found that both groups evaluate everyday relationships positively. Moreover, besides the Hungarians, the Ukrainians also evaluate positively the support policy of Hungary towards Transcarpathia. However, Hungarian respondents spoke more of conflicting relationships at the local, the county (Transcarpathia) and the country level than the respondents of the Ukrainian subsample.



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## 6. Recommendations for labor market institutions regarding the problems of refugees from Ukraine

In addition to the 3.3% unemployment rate in June of 2022 (KSH, 2022), many organisations are struggling with a shortage of skilled workers (Koncsek, 2022, cited by Poór at al., 2022), multiple wage increases in the middle of the year (Knittel, 2022; Nagy, 2022 cited by Poór at al., 2022) or a situation that could escalate into employee strikes (Sipesz, 2022, cited by Poór at al., 2022). Further wage increase demands and wage increases carry the risk of rising inflation and price-wage spirals (Balatoni & Bessenyei, 2008), which would create additional obstacles to the functioning of organisations. According to the OECD (2022), in May 2022, unemployment stabilized at 5% in 38 OECD member countries. 90% of OECD countries reported employment growth and found that the proportion of working age people in the population is at its highest level since the end of 2019. These statistics show that unemployment is stabilising in countries representing 80% of world trade and investment.

The Russian invasion of Ukraine has begun while the effects of the COVID-19 pandemic persist and many economies are in the process of recovering. The war is having a serious impact on the global economy, as it is Europe's largest war since World War 2 (Adekoya, 2022, Poór at al., 2022). After the global pandemic crisis barely eased, following the lifting of the lockdowns in 2021, economies began to recover, global demand for goods rebounded, but supply chains in many sectors, including food, struggled to keep up with demand. This contributed to global inflationary pressures, exacerbated by rising energy prices in the northern hemisphere. The rising cost of living has also been exacerbated by governments cutting general economic and social support as the threat of epidemics eased. Russia's war in Ukraine, which began in February 2022, has shaken both global politics and international resource markets, and is likely to have long-term effects on the world's economies and societies.

The two major crises of the past 15 years - the 2007-2008 financial crisis and food price spike, and the COVID-19 pandemic have led the international community to "rebuild for better". In particular, the pandemic has led to much political debate about the need for a 'green' recovery and the possibility of accelerating efforts to mitigate climate change and achieve sustainability while rebuilding economies. However, in both cases, the trend has been to rebuild fast, not better. Opportunities for profound, structural change were missed and instead the world largely returned to 'business as usual'. The response to the conflict in Ukraine risks a similar short-term focus on rapid recovery rather than change for the better. Governments are under pressure to prioritise energy and food self-sufficiency, while at the same time mitigating climate change and environmental measures to boost production (Benton et al, 2022, Poór at al., 2022). Therefore, it is important to know whether domestic businesses prioritise 'better' or 'faster': how they



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view technological development in the wake of the war. The picture is positive for almost a third of respondents: 30.3% believe that technological development can still be encouraged through subsidies. However, the majority indicate that developments are slowing down (42.7%), are mostly cancelled (20.8%) or failing (4.8%), and cannot be implemented with aid (1.4%). However, the relatively low percentage of failures is encouraging

The UNHCR estimates that up to 8.3 million refugees could have fled Ukraine by the end of the year and that up to 25 million people could be displaced and require humanitarian aid as a result of the war. On the basis of this estimate, the total number of Ukrainian refugees is expected to keep growing in the coming weeks, but this is highly dependent on the duration and severity of the war. While the total number of Ukrainian refugees is increasing, a significant number of people – around 2.1 million – have temporarily re-entered Ukraine. The UNHCR indicates that such cross-border movements may be pendular and should not be regarded as permanent returns, so they have not been deducted from the gross figure.

Many refugees are expected to stay in countries bordering Ukraine in the first instance, given their geographical proximity, before gradually moving on to other places. Their final destination will be influenced by the general ability of countries to welcome and accommodate refugees, as well as by existing Ukrainian communities that could ease the process of integration. In the years leading up to the war, Ukrainian migrants tended to settle in Poland (53%), the Czech Republic (9%), Germany (8%) and Hungary (8%), with 24% settling in the euro area.

Hungary has taken in several hundred thousand refugees from Ukraine who have crossed its border, joined European directives to legalize them and improve their living conditions. In particular, this applies to the right to work, which is available to both those who have applied for temporary protection and those seeking comprehensive asylum (UNHCR, 2022b).

Moreover, the government set an exceptional requirement for the employers who want to recruit a Ukrainian worker: refugees must be provided with accommodation at the cost of the employer- the government covers 50% of these expenses but not more than 60 thousand forints. Additional accommodation spending is split equally between the employer and the worker. The process of searching for a job is the next step. People require documents and useful contacts to ask about employment. Refugees should speak at least the English language to work in Hungary. It is highly recommended to be proficient in Hungarian as well. The state offers all applicants for temporary protection 520 hours of Hungarian language courses to facilitate adaptation in the new environment and assistance in finding a job (from the migration service which will provide temporary



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protection). Information on passing the language level exam (certificate) is provided by the Department of Education: <https://nyak.oh.gov.hu/>.

Employment is not available only for positions / jobs that require Hungarian citizenship as a prerequisite. Vacancies for refugees in this country are only for those professions for which there is a shortage of labour. In addition, they can only get a job for 20+ hours a week, for a period of one year with a possible extension of one more year on request. Regarding the specifics of finding a job in Hungary, non-residents have one original requirement that most of the European community does not. The simplified employment procedure does not mean that permit a permit does not need to be obtained ("facilitated" - means that it is free, unlike in other cases).

According to the labour market conditions in Hungary, the average salary is 414,362 forints (1,189 euros). The minimum wage is 260,000 forints (735 euros) for professionals and 200,000 forints (565 euros) for all others. Renting the most modest one-room apartment in Budapest will cost 300 euros. Doctors are the most desirable in the Hungarian labour market, in particular, dentists and surgeons, as well as drivers, salesmen, cooks, welders, and engineers. There are also many vacancies for seamstresses, builders, handymen, waiters, nannies, and housewives.

*International job search resources for Ukrainians:*

<https://helpukrainians.jooble.org/hungary>

<https://www.uatalents.com>

<https://layboard.com/ua/vakansii/vengriya>

<https://www.jobaidukraine.com/jobs>

Online work: <https://app.remoteukraine.org/register>.

<https://www.jobinfo.hu/ukk/>

<https://www.supportukraine.hu/uk/munka-es-szallas-lista/>

<https://www.cvonline.hu/hu>

<https://ua.indeed.com/> (in Ukrainian!)

<https://www.profession.hu/>

<https://jobline.hu>



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TESCO invites sales / assistant sellers, and Hungarian-speaking cashiers to shops in Budapest, its suburbs and border locations: +36 20 827 1506, [toborzas@tesco.com](mailto:toborzas@tesco.com)

Valeo Factory (available without Hungarian, English only)

Work and internships for students: <https://www.minddiak.hu/en>

In summary, the governmental administration made early steps to provide access to the labour market. On March 7, Government Decree 86/2022 rendered certain jobs accessible without a labour permit (list at pp 5854-57), others with a labour permit, but without ascertaining first if there is a shortage of labour for that specific job – in other words, without giving preference to Hungarian and other EU citizens. On March 10, a Government decree offered support to future employers of a temporary protected person by covering 50 % of the employee's monthly accommodation and travel expenses (maximum value of EUR 162) and EUR 32 per child living in the same household. The employer may claim this support for the duration of the employment, but for no longer than 12 months. This support does not include any Ukrainian employed before the war. A balancing factor is that beneficiaries of temporary protection who are unable to find a job may be called upon to do 'public/community employment'. Either taking or rejecting this offer entails the loss of the general monthly subsidy that amounts to roughly one fifth of the pay offered for public employment.

While the potential length of stay of Ukrainian refugees in their host countries is uncertain, many of the working-age adults will seek work during their stay. In general, refugees face specific labour market integration challenges compared to other migrants. Relative to other refugees, Ukrainian refugees have some characteristics that facilitate their integration prospects (e.g. educational profile, existing social networks, immediate access to employment), while others may, on the contrary, hinder them (many are single mothers with children and other dependents). The Hungarian labour market has not fully recovered from the economic shock triggered by Covid 19, and at the same time the structure of the labour market changed significantly during the global pandemic. As labour shortages were a constant feature of the Hungarian labour market, the sectors affected by this problem and the new demand were able to efficiently absorb the laid-off workers from the sectors affected by the Covid 19 pandemic. The influx of Ukrainian refugees can only partially solve the long-term problems of the Hungarian labour market, although the Hungarian government's scheme to provide incentives for the employment of Ukrainian refugees may provide some help in this issue. Modernization of the economy (robotization, digitalization) and a more effective education system may solve these problems in the long run. Digitalization and robotization recently seem to be much



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stronger factors for changes in the labour market than the influx of Ukrainians into the Hungarian labour market.



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