

**2025-1**  
Policy Paper

# FROM DISPLACEMENT TO EMPLOYMENT

COMPARING THE LABOR MARKET  
INTEGRATION OF UKRAINIAN WOMEN  
IN POLAND, ITALY, AND GERMANY

BY IULIIA LASHCHUK

**Citation:**

*Lashchuk, Iuliia* 2025: From Displacement to Employment: Comparing the Labor Market Integration of Ukrainian Women in Poland, Italy, and Germany<sup>1</sup>. MIDEM-Policy Paper 2025-1, Dresden.

---

<sup>1</sup> This publication is based in part on the *Accessing Migration Infrastructure and Employment Strategies in a Time of Crisis: Ukraine Female War Refugees and Migrants in Poland and Italy* project that is funded by the NAWA Urgent grant scheme. | Ośrodek Badań nad Migracjami (uw.edu.pl). Available at: <https://www.migracje.uw.edu.pl/projects/accessing-migrant-infrastructure-and-employment-strategies-in-a-time-of-crisis-ukraine-female-war-refugees-and-migrants-in-poland-and-italy/>

# CONTENTS

	<b>SUMMARY</b>	4
<b>1</b>	<b>INTRODUCTION</b>	4
<b>2</b>	<b>PRE-2022 CONTEXT: LABOUR MIGRATION</b>	5
<b>3</b>	<b>POST-2022 CONTEXT: TEMPORARY PROTECTION DIRECTIVE, SPECIAL LAW AND LABOUR MARKET INTEGRATION MEASURES</b>	7
<b>4</b>	<b>INSIGHTS FROM THREE CASE STUDIES: LABOUR MARKET</b>	9
<b>5</b>	<b>INSIGHTS FROM THREE CASE STUDIES: CHALLENGES</b>	10
<b>6</b>	<b>SPECIAL INTEGRATION PROGRAMMES: EXAMPLES FROM THREE COUNTRIES</b>	11
<b>7</b>	<b>CONCLUSIONS</b>	12
<b>8</b>	<b>LESSONS LEARNT AND RECOMMENDATIONS</b>	14
	<b>BIBLIOGRAPHY</b>	16
	<b>AUTHOR</b>	18
	<b>IMPRINT</b>	19

## SUMMARY

This policy paper examines the labour market integration of Ukrainian women displaced by the 2022 Russian invasion in Poland, Italy, and Germany, comparing national approaches, outcomes, and challenges. Poland and Italy prioritize rapid integration, while Germany focuses on long-term strategies, including comprehensive language and integration programs. Despite these differing approaches, common challenges include the uncertainty of temporary protection, childcare responsibilities, and economic insecurity. In Poland, linguistic similarities facilitate faster entry into the labour market, while Germany's high standards for qualification recognition create significant barriers to accessing the labour market. Italy's informal labour market increases risks of exploitation, particularly in the care and agricultural sectors. Key recommendations include accelerating the recognition of qualifications, providing gender-sensitive support such as childcare, and establishing pathways to permanent residence. The paper advocates for sustainable EU-wide policies to enable displaced women to achieve stable employment or return to Ukraine if they choose.

## 1. INTRODUCTION

Nearly three years after Russia's full-scale invasion of Ukraine, the war's outcome remains uncertain, as does the future of those who fled Ukraine for the EU. European support provided for Ukraine during the first months of the full-scale invasion, specifically by receiving people fleeing the war, was an act of solidarity that saved many lives. The swift activation of the Temporary Protection Directive (TPD), unprecedented by EU standards, and the immediate granting of labour market access illustrated that long-standing issues in asylum processes and irregular economic migration can be addressed at the EU level, provided there is consensus and political will among member states. However, the Ukrainian case, while distinct from other migration patterns, has exposed structural challenges in EU migration policies that have historically been overlooked. These include work below one's qualifications, limited childcare support, and exploitation in precarious sectors.

Currently, more than six million individuals displaced by the war in Ukraine are registered across Europe, with more than 4.1 million holding Beneficiary of Temporary Protection (hereafter BoTP) status. Most of them are women who travel with their underage children or other dependents. At the end of September 2024, adult women accounted for 45.0% of BoTP, with 54.9% of these women aged between 35 and 64, while children made up 32.3% of the total (Eurostat 2024c). These figures highlight a significant divergence from the economic migration patterns prior to 2022. The current wave of forced migration is dominated by female-led households or single women, raising safety concerns. This unusual gender composition has profound implications for labour market integration, as intersecting vulnerabilities often place asylum-seeking women in a situation of extreme economic and existential precarity. Migrant women face a 'double disadvantage' (OECD, 2017) compared to migrant men and native-born women due to the combined effects of gender and migration background. Forcibly displaced women, however, often face a 'triple disadvantage', where the challenges linked to their refugee status compound the existing factors

of their gender and migration experience (Liebig/Tronstad, 2018). This triple disadvantage means that in the process of labour integration, refugee women might face gender discrimination, typical migrant challenges such as language barriers, irregular employment, and work below qualifications, as well as refugee-specific challenges including health issues, weak social networks in the host country, and a lack of documentation to validate their education or qualifications. In addition, women who are forcibly displaced are unprepared for migration and lack the option to return to their country of origin if their migration journey fails, further exacerbating their vulnerability.

The choice of Poland, Italy and Germany for this study is motivated by their distinct histories of Ukrainian migration, each offering valuable insights into different migration and integration patterns. Poland has been a primary destination for Ukrainian nationals in the EU since 2014, hosting a significant number of employed migrants before 2022 and becoming the main arrival country for most refugees following the escalation of war in 2022. Italy was selected because of its long-standing, predominantly female Ukrainian migration, which began in the 1990s and highlights unique integration patterns and community dynamics. Germany, meanwhile, hosts the largest population of individuals fleeing the war in Ukraine, making it a critical case for understanding contemporary labour market integration challenges and trends. Together, these countries provide a comprehensive framework for analysing the varied experiences of forced women migrants from Ukraine.

The aim of this policy paper is to analyse the labour market integration process for Ukrainian women who are beneficiaries of Temporary Protection in these three countries. This involves a comparative examination of the pre-war migration context, the historical migration patterns of Ukrainians in each country, the legal frameworks, and the strategies adopted after February 2022. The paper critically assesses the key findings from the three case studies and identifies

## INFOBOX – METHODOLOGY AND THEORETICAL FRAMEWORK

The research employs a **mixed method comparative analysis**, drawing on data from Eurostat, national statistical agencies and ministries of labour, as well as document analysis, social media content analysis (thematic groups such as “Ukrainians in Poland”, “Ukrainians in Italy” and “Ukrainians in Germany” on Telegram and Facebook), 70 in-depth interviews with Ukrainian women, 30 in-depth interviews with experts and migration infrastructure stakeholders, and observational research. The research on Poland and Italy partially builds on materials and findings from the project Access to the Labour Market and Employment Strategies in Times of Crisis: Refugee and Migrant Women from Ukraine in Poland and Italy, funded by the National Academic Exchange Agency through the Intervention Grants Programme (2022-2023).

The analysis adopts an **intersectional framework**, asserting that successful labour integration should consider overlapping vulnerabilities that shape diverse integration strategies and labour market outcomes. Accordingly, successful integration is **not understood as the passive absorption** of forcibly displaced women into national job markets, but instead requires:

- recognising contextual factors in both the sending and receiving countries, as well as migrants’ individual circumstances
- facilitating inclusive employment opportunities that align with the professional skills and aspirations of forcibly displaced women
- acknowledging migratory grief (Casado et al. 2010; Renner et al. 2024) and its influence on individuals’ decision-making processes
- addressing gender-specific needs and actively combating gender-based discrimination

both effective practices and areas for improvement. The research questions that this study aims to answer are as follows:

- What challenges do women under TPD face when entering the job markets in Poland, Italy and Germany?
- How do the receiving countries facilitate job market integration?
- What are the differences between the three countries and in the approaches adopted by each?

## 2. PRE-2022 CONTEXT: LABOUR MIGRATION

### POLAND

#### *Migration Patterns*

Ukrainian migration to Poland has its origins in the post-Soviet economic transition, with significant acceleration following the annexation of Crimea and the onset of the war in Donbas. This period saw many Ukrainians seeking better economic opportunities. Initially rather female-dominated, Ukrainian labour migration to Poland experienced a notable gender shift after 2014, as men previously employed on construction in Russia began migrating to Poland instead. For example, in 2008, only 8% of Ukrainian migrants worked in Poland; in 2017, this number increased to 42.4% (State Statistics Service of Ukraine 2017; Kozłowska 2024). The nature of migration also shifted significantly after 2014. Whereas migration had previously been predominantly temporary and

circular, the post-2014 period saw a marked rise in permanent migration (Górny 2019), with families increasingly settling in Poland. This trend not only reflected evolving aspirations among migrants but also underscored the growing need for proper integration policies and tailored services. Social networks played a crucial role in facilitating migration and developing a migration infrastructure between the two countries.

#### ***Labour Market Integration***

Even before 2022, Poland offered the most liberal labour market access among EU countries for non-EU nationals. This openness was driven by the country’s rapid economic growth and demographic crisis, which prompted Polish employers to seek workers from neighbouring countries such as Ukraine and Belarus, as well as from Tajikistan, Uzbekistan, India, Nepal or even some Latin American countries (Kozłowska 2024). For example, in 2021, Poland issued 504,172 work permits, with 64.5% granted to Ukrainian citizens (GUS 2022). The introduction of a visa-free regime between the EU and Ukraine in 2017 further facilitated mobility, enabling Ukrainians to stay in the EU for up to 90 days for tourism purposes. Unlike other EU countries, Poland allows employment under this regime, requiring only a work permit. Consequently, Ukrainians no longer needed a visa prior to job-seeking in Poland, which streamlined the process. By February 2022, an estimated 1.5 million Ukrainian migrants were living in Poland (Fedyuk et al. 2024), of whom 56% were men, and 67% were of reproductive age (Fedyuk/Kyliushyk/Lashchuk, 2023). Ukrainian migrants in Poland were predominantly employed in agriculture, construction, domestic services, and sectors facing significant labour

shortages. Seasonal work permits facilitated employment in agriculture, where Ukrainians accounted for 98% of seasonal work permits issued in 2021 (Fedyuk et al. 2024). Despite their integral role in agricultural and domestic work, many Ukrainians were employed informally, often without adequate protections and benefits. At the same time, there was also a significant presence of white-collar and blue-collar Ukrainian migrants in Poland, including a rapidly growing number of IT specialists.

## **ITALY**

### ***Migration Patterns***

The pre-war migration of Ukrainians to Italy was predominantly characterised by irregular migration. Unlike the patterns seen in Poland and Germany, Ukrainian migration to Italy has always been overwhelmingly female-dominated. Even before 2022, approximately 80% of Ukrainian migrants in Italy were women, largely due to the demand for gendered jobs such as domestic work. Similarly to the Polish context, social networks played in Italy a pivotal role in shaping migration flows, influencing migrants' decisions to move, their choice of destination, and their adaptation to the new environment, including securing employment (Lashchuk 2020). This snowball effect created clusters of Ukrainian female workers in regions such as Lombardia (Milan, Brescia), Campania (Naples, Salerno), Lazio (Rome), and Emilia Romagna (Bologna). Although Italy's ageing population created a high demand for migrant care workers, government efforts to regularise their status were sporadic and heavily reliant on the personal relationships between employers and employees.

Following the COVID-19 pandemic, Italy faced significant labour shortages in the care sector, traditionally dominated by female Ukrainian migrants. Travel restrictions and border controls disrupted the movement of workers, complicating recruitment and limiting temporary returns to Ukraine. Consequently, the influx of Ukrainian women fleeing the war in 2022 was viewed not only as an act of solidarity but also as a chance to address persistent labour shortages in the care sector (Fedyuk/Kyliushyk/Lashchuk, 2023).

### ***Labour Market Integration***

Italian policy toward Ukrainian workers has allowed some legalisation through sporadic regularisation efforts, but has otherwise been limited. The Decreto Bossi-Fini ('sanatoria') in 2002 enabled thousands of irregular migrants, including Ukrainians, to legalise their status. However, newly arrived migrants faced the same challenges and had to wait years for subsequent regularisation initiatives. The introduction of biometric passports in 2017 allowed many Ukrainian women to enter Italy legally, but their work often remained informal. Unlike in Poland, Italy does not allow employment under the visa-free regime. Labour market integration is regulated by the Decreto flussi (Immigration Flow

decree), which regulates the entry of foreign workers into the country by setting annual quotas. This problem was never properly addressed.

Historically, Ukrainians in Italy were employed mainly in domestic work and caregiving roles — sectors with high demand for migrant labour. Many Ukrainians worked without contracts in informal roles that provided housing but often required long hours and flexible schedules, which aligned well with the needs of their Italian employers. Prior to the war, Ukrainian women were already among the largest groups of foreign caregivers, contributing significantly to Italy's elderly care sector. This established presence provided a basis for newer waves of migrants, who often leveraged existing networks to secure similar employment opportunities — whether voluntarily or by necessity (Fedyuk/Kyliushyk/Lashchuk, 2023).

## **GERMANY**

### ***Migration Patterns***

Ukrainian migration to Germany has unfolded in several waves, each shaped by different socio-political events, including wars, economic migration, and changes in European migration policies. While Ukrainian migration to Germany dates back to the late 19th century, most significant movements occurred during the 20th and 21st centuries. For example, during the Nazi occupation of Ukraine, many Ukrainians were forcibly deported to Germany as labourers, referred to as 'Ostarbeiter'. Over two million Ukrainians were sent to work in German factories, farms, and other industries. Most of them returned to Ukraine or immigrated further to Canada or the USA, while some settled in Germany (Grinchenko/Olynyk 2012).

By the early 21st century, the Ukrainian presence in Germany remained relatively small compared to countries like Poland and Italy, with concentrations in major cities such as Berlin and Munich. However, migration to Germany increased following the annexation of Crimea and the outbreak of the war in Donbas in 2014. Pre-2022 Ukrainian migration to Germany was driven by economic opportunities, education, and family reunification. Germany's reputation for high-quality education attracted Ukrainian students to its universities and educational institutions. Some migrants moved to join family members who had already settled in Germany. These migrants were a balanced mix of men and women, mostly of working age and often holding higher education qualifications.

### ***Labour Market Integration***

Before 2022, Ukrainians, like other non-EU nationals, encountered a complicated process to access the German labour market legally, but they had a few specific pathways available to them. First, the introduction in

Tab. 1: Ukrainian migrants in Poland, Italy, and Germany (before 2022)

	Poland	Italy	Germany
Ukrainians in the country before 2022	≈ 1,500,000	≈ 230,000	≈ 155,000
Primary reason for stay	Employment	Employment and family	Family, studies
Gender composition	Male-dominated	Female-dominated	Female-dominated

Source: Own elaboration based on collected data

2020 of Germany's Skilled Workers Immigration Act (Fachkräfteeinwanderungsgesetz) allowed Ukrainians with recognised qualifications to apply for jobs in sectors facing labour shortages, including healthcare, IT, and engineering (EMN & BAMF 2024). However, for many skilled Ukrainians, the recognition of their qualifications was a major obstacle. The process often involved lengthy bureaucratic procedures, and frequently required advanced German language proficiency, which delayed or even blocked immediate access to jobs in their fields.

Another pathway was through student and graduate work programmes. Germany permitted non-EU students, such as Ukrainians, to work while studying and granted university graduates an 18-month residence permit to find jobs related to their qualifications. Many Ukrainian students and graduates leveraged these opportunities to secure positions in skilled professions, which sometimes led to permanent residency and longer-term integration into the workforce. Additionally, many young Ukrainians entered Germany as au pairs, later transitioning to universities and the job market as young professionals (Fedyuk/Kindler 2016).

For Ukrainians seeking more immediate, albeit short-term employment, Germany's seasonal worker programmes allowed them to work temporarily in fields like agriculture and hospitality. While these positions provided quick job opportunities and addressed labour shortages, they were typically low-wage and physically demanding, with limited opportunities for career advancement or long-term stability. Highly skilled Ukrainians, particularly in IT and engineering, could apply for the EU Blue Card, a residence permit for non-EU nationals with job offers in high-demand occupations meeting specific salary thresholds. The EU Blue Card offered a clear route to permanent residency after a few years, making it an attractive option for Ukrainians seeking stable, long-term integration into the German labour market (SVR 2024; EMN & BAMF 2024).

### 3. POST-2022 CONTEXT: TEMPORARY PROTECTION DIRECTIVE, SPECIAL LAW AND LABOUR MARKET INTEGRATION MEASURES

#### POLAND

During the first month of Russia's full-scale invasion of Ukraine, Poland opened its borders to Ukrainians fleeing the war, even though many of them had only internal passports or, in some cases, lacked identity documents altogether. Following the EU's activation of the TPD on March 4, 2022, Poland enacted the Special Law on March 12, 2022, to assist Ukrainian citizens. Under this legislation, Ukrainians must apply for a PESEL number (a national identification number with the annotation 'UKR'), which designates their temporary protection status and grants access to public services. The Law grants Ukrainians the right to work, register with labour offices, engage in economic activities, receive social benefits, and access medical care.

Approximately 1.5 million Ukrainians arrived in Poland by the summer of 2022, but only 950,000 remained by the end of the year (Górny, van der Zwan 2024). Since February 24, 2022, women have constituted the majority of people fleeing the war, making up 44% of the total refugee population and nearly 80% of adults. Most women hold higher education qualifications, with around 53% having university degrees and 8% having incomplete higher education. For the first time, Poland saw a significant influx of children and elderly individuals (Kozłowska 2024). By the end of 2022, 191,000 Ukrainian children were enrolled in the Polish education system, representing about 65% of all Ukrainian children present in Poland, with others continuing their education remotely in the Ukrainian system (Fedyuk/Kyliushyk/Lashchuk 2023). In 2024, Poland introduced compulsory education in the Polish system for all children residing in the country.

Many of those arriving in Poland after February 2022 had previous migration experience. However, familiarity with the Polish labour market was not the only factor influencing their decision to seek refuge in Poland. Key drivers included geographical proximity (with many women preferring to remain close to family members who stayed in Ukraine), established social networks, and linguistic similarities between Ukrainian and Polish.

## ITALY

After February 2022, Italy experienced a large, compared to previous numbers, influx of Ukrainians, primarily educated women with children. On March 28, 2022, the country adopted a decree to implement the TPD. Although Italy was the last EU country to formally adopt the TPD, it had already granted Ukrainians access to the labour market through l'Ordinanza del Capo Dipartimento della Protezione Civile n. 872/4 marzo 2022. The TPD facilitated access to employment and public services but failed to adapt to the needs of forced migrants, who were primarily women with dependents and required stable work arrangements. Initially, temporary protection in Italy could not be converted into a work residence permit, unlike in Poland or Germany. However, since 2024, TPD beneficiaries can now transition their temporary protection permits into work permits, provided they have engaged in regular employment and can prove their residency.

However, challenges remain in matching refugees' qualifications with available jobs. While Italy has a significant need for workers in the agriculture and care sector, many refugees are unable to take on these roles

due to their caregiving responsibilities for their own families. Moreover, the needs of newly arrived Ukrainian refugees often clash with Italy's existing informal labour norms in caregiving. Many refugees, though highly educated professionals, frequently end up in low-skilled jobs, mainly within established 'Ukrainian niches' – roles traditionally filled by other Ukrainian migrants. These positions offer limited opportunities for career development or upward mobility.

## GERMANY

As in Italy, Germany activated the EU Temporary Protection Directive in March 2022, allowing its beneficiaries immediate access to the labour market without facing a lengthy asylum application process. In addition, TPD beneficiaries were provided access to social services, healthcare, and education.

As in two previous cases, the demographic profile of post-2022 arrivals was characterised by a significant proportion of women with children, many of whom held higher education degrees. While Germany has implemented robust integration measures (language courses, social benefits, support with housing, vocational training, etc.), challenges persist. Many Ukrainians face difficulties such as language barriers, employment hurdles, and navigating Germany's bureaucratic system (Byelikova 2024, Lazarenko 2024). The Ukrainian refugee population in Germany is predominantly composed of young, educated individuals, including a significant number of single women and female-headed families. Although more than half of the Ukrainian refugees

Tab. 2: Temporary protection for people fleeing the war in Ukraine

	Poland	Italy	Germany
Legislation	Special Law – Law on Assistance to Citizens of Ukraine in Connection with the Armed Conflict on the Territory of that State	TPD – Ordinanza 872/2022, Emergenza Ucraina	TPD – Section 24 of the Residence Act
Activated	March 13, 2022	March 28, 2022	March 8, 2022
BoTPD (September 2024)	979,835	166,785	1,129,335
Social benefits	Programme 40+ (120 days), Family 500+ (now 800 PLN), healthcare, entrepreneurial activities under simplified conditions	€300 (€150 children)/3 months, limited social housing (€33/day), healthcare	Basic income support for jobseekers: €451 – €563/month for adults and €357 – €471/month for children, free housing, healthcare, integration course
Transition to work residence permit	yes	yes, since 2024	yes

Source: Own elaboration based on collected data



have participated in or are currently attending language courses, integration remains uneven. For instance, participation in daycare for children remains low, and refugees report below-average life satisfaction compared to the German population (Bruecker et al. 2023). Germany offers comparatively stronger social support than Italy and Poland. BoTPD are entitled to basic income support for job seekers, which reduces economic pressures and allows them to invest in language acquisition and professional skill development. However, despite these advantages, the pace of labour market integration for Ukrainians has been slower than anticipated. This has created social tensions and opened the door for political exploitation of the issue.

#### **4. INSIGHTS FROM THREE CASE STUDIES: LABOUR MARKET**

The three countries analysed in this study have taken different approaches to integrating Ukrainian migrants into their labour markets. Poland, for example, initially aimed for the rapid absorption of Ukrainian migrants into the national labour force, a process that was, to some extent, successful. In contrast, Germany granted refugees immediate access to the labour market while simultaneously offering intensive integration courses aimed at matching individuals with job opportunities based on their qualifications (Thränhardt 2024).

##### **4.1 LABOUR MARKET NEEDS: HIGH DEMAND IN THE HEALTH SECTOR**

A notable similarity across Poland, Italy, and Germany is the high demand for healthcare professionals. All three countries have a significant need for workers in the health sector, reflecting broader challenges in addressing the dynamics of ageing populations and healthcare demands. Beyond this common ground, each country has unique sectoral priorities:

- Poland requires additional workers in construction, engineering, and agriculture – sectors that have historically faced labour shortages. The country's booming infrastructure projects, combined with its agricultural sector, have made it reliant on foreign workers, particularly from Ukraine.
- Italy, on the other hand, has high demand in hospitality, caregiving, agriculture, and engineering. Its large service economy, particularly in tourism and elderly care, has traditionally provided job opportunities for Ukrainian women in caregiving roles within Italian households. However, these niche positions are not suitable for newly arrived refugees.
- Germany emphasises a need for workers in education, alongside healthcare. This focus on educational professionals reflects broader social needs, given Germany's well-developed public services and

emphasis on educational reform. Yet, challenges involving the recognition of foreign qualifications make it very difficult for Ukrainian teachers to find employment in their field in Germany.

One factor influencing labour market integration is the unemployment rate. As of September 2024, Poland leads with a relatively low figure of 2.9%, indicating strong demand for labour. This robust job market has been instrumental in absorbing a significant portion of the Ukrainian refugee population. Germany has an unemployment rate of 3.5%, which, while higher than Poland's, still reflects a stable economy. Italy faces a more challenging landscape with an unemployment rate of 6.1%, highlighting the difficulties refugees might face when seeking employment (Eurostat 2024). Another key factor here is the variation in minimum wage policies across these countries. In Poland, the minimum hourly wage of PLN 27.70 (approximately €6.50) provides a clear baseline for workers. This ensures that both local and refugee employees are compensated to a certain standard. Germany offers a higher hourly minimum wage of €12.41, making it an attractive option for many seeking better pay (Eurostat 2024a). This also reflects the country's broader commitment to fair wages and worker protections. Italy does not have a statutory minimum wage, relying instead on sectoral agreements to set wages. This absence of a fixed minimum wage can create discrepancies, particularly in informal sectors like caregiving, where many Ukrainian women are employed.

##### **4.2 DIFFERENT APPROACHES TO LABOUR MARKET INTEGRATION**

The percentage of TPD or Special Law beneficiaries participating in the labour market varies significantly across the three countries studied. Difficulties with collecting and comparing such data include inconsistent monitoring practices – Italy's most recent data update, for example, dates back to early 2023 – and differences in measurement methods across countries. Despite these limitations, key trends can still be identified:

- Poland stands out, with approximately 62% of Ukrainian refugees actively employed (Thränhardt 2024). This high participation rate underscores Poland's efforts to quickly integrate Ukrainian refugees into the workforce, particularly in lower-skilled jobs.
- Germany follows with a participation rate of roughly 30% (Thränhardt 2024), which includes mini-jobs — part-time positions with earnings capped at €538/month. While these roles often serve as entry points for refugees, the lower overall participation rate indicates that more could be done to integrate Ukrainians into full-time positions.
- Italy shows the lowest labour market participation, with just 19% of refugees employed as of 2023 (Ministero del Lavoro 2023). The country's higher unemployment

rate, challenges in recognising foreign qualifications, and irregular employment in low-skilled sectors have likely contributed to this lower percentage, leaving many refugees in precarious work situations.

In all three countries, Ukrainian refugees primarily rely on social networks and online platforms to secure employment. These informal methods have proved vital for connecting displaced individuals with potential employers. In Germany, job seekers also benefit from access to job centres, which provide structured employment services and assistance in matching job openings with skills. Poland and Italy primarily rely on online tools and personal networks, though local initiatives often help guide refugees through the job search process. Both Poland and Italy have long employed Ukrainians in key sectors, such as agriculture and caregiving. In these countries, Ukrainians have played a crucial role in filling labour shortages, which has facilitated faster employment for refugees after 2022. In Germany, however, there are no sectors significantly dominated by Ukrainian workers. This may partly explain the lower percentage of BoTP in full-time employment. Germany's labour market is more formalised, requiring rigorous qualification recognition. While this approach ensures workers meet the necessary competency standards, it can also slow the transition into skilled work.

## 5. INSIGHTS FROM THREE CASE STUDIES: CHALLENGES

This chapter identifies the main challenges faced by individuals under Temporary Protection in all three countries. This section is divided into two parts: general

challenges that affect all forced migrants regardless of gender and those specifically related to gender. Research shows that one of the most significant challenges shared across all three countries is temporariness (Lazarenko 2024, Fedyuk/Kyliushyk/Lashchuk 2023, Fedyuk et al. 2024). This concept manifests both as a policy framework and as a lived experience (Triandafyllidou 2022). Temporary legal solutions raise uncertainties about the status of refugees after the TPD expires. This uncertainty, compounded by the ongoing war, leaves many refugees in a state of limbo, unable to make long-term plans. Another important challenge mentioned in all three contexts is the language barrier. Even in Poland, where linguistic similarities exist, proficiency in Polish language is often required to secure jobs aligned with one's qualifications. Achieving this proficiency can be a lengthy and difficult process.

### 5.1 GENERAL CHALLENGES: COMMON OBSTACLES ACROSS BORDERS

All three countries share several common challenges when it comes to integrating BoTP into the workforce. Although those challenges might also apply to other refugee groups, the situation of Ukrainians is distinct due to three key factors: the significant proportion of women and children among the refugee population; the Ukrainian government's expressed intention to facilitate the return of its citizens after the war; and a long-standing history of labour migration from Ukraine. Based on these factors, this research identifies the following key issues:

- **Temporariness:** many BoTP remain unsure whether they will be able to stay long-term in their host countries or eventually return to Ukraine. This liminality

Tab. 3: Labour markets in Poland, Italy, and Germany

	Poland	Italy	Germany
Labour market needs	Healthcare, construction, engineering, agriculture	Healthcare, agriculture, care, hospitality, engineering	Healthcare, education
Unemployment rate	2.9%	6.1%	3.5%
Minimum hourly wage (gross)	PLN 27.70 (€6.50)	no	€12.82
BoTPD in the labour market	62% (data for August 2024)	19.1% (most recently available data; March 2023)	29.9% (data for August 2024)
Finding jobs	Social networks, online	Social networks	Online, job centres
Ukrainian sectors	yes	yes	no

Source: Own elaboration based on collected data

complicates long-term career planning and depends heavily on the war's outcome and host countries' policies, which influence both job opportunities and settlement prospects.

- **Language barriers:** Ukrainian refugees often lack proficiency in Polish, Italian, or German, which limits their employment opportunities to sectors that do not require advanced language skills. While Polish language similarities may facilitate faster adaptation, language proficiency remains a major hurdle, especially in the case of skilled workers.
- **Work below qualifications:** many Ukrainian refugees hold advanced qualifications or professional experience but are forced to accept jobs below their skill levels. This occurs due to a combination of language barriers, difficulties in the recognition of foreign qualifications, and limited job opportunities in their fields of expertise.
- **Transition to labour migrants:** temporary protection mechanisms often lead refugees to shift into long-term labour migration, even when their original intention was to return to Ukraine. This creates additional legal and social integration challenges.
- **Lack of support:** insufficient institutional and social support exacerbates the challenges of entering the labour market. Many refugees report inadequate access to services such as language classes, vocational training, care facilities, and career counselling.
- **Economic precarity:** many refugees face economic instability due to low wages, part-time work, or the inability to find employment. This economic uncertainty affects their ability to secure stable housing, support their families, and contribute meaningfully to their host communities (FRA 2022).

While Ukrainian refugees in Poland, Italy, and Germany face common challenges, each country presents specific obstacles that impact integration. In Poland, lower wages and a lack of social support create economic pressures that may push refugees into informal or precarious jobs. Although Poland reports relatively high labour market participation among Ukrainian refugees due to the availability of low-skilled jobs, this often leads to deskilling. In Italy, information gaps complicate integration, as refugees often struggle to find clear details on accessing job opportunities, services, and procedures. Additionally, Italy's complex bureaucratic processes pose logistical challenges, particularly for newcomers with limited contacts and proficiency in Italian. While institutional support is stronger in Germany, bureaucratic delays and stringent qualification recognition processes make it hard for refugees, particularly skilled professionals, to find employment matching their expertise. Many are forced into lower-skilled jobs or become reliant on social support systems,

which negatively impacts their economic stability and career satisfaction.

## **5.2 GENDER-SPECIFIC CHALLENGES: THE BURDEN ON WOMEN**

While all refugees face challenges, women – who represent the majority of Ukrainian refugees – encounter additional gender-specific obstacles in their efforts to integrate into the labour market. These issues are present across all three countries, with some variations in context:

- **Childcare responsibilities:** women disproportionately bear the burden of childcare, and the lack of affordable and accessible childcare services in Poland, Italy, and Germany makes it difficult for mothers to participate fully in the labour market (Eurofund 2024). The predominance of women with children among TPD recipients or those subject to the Special Law creates significant challenges in labour market integration. Childcare responsibilities limit availability, working hours, and flexibility for relocation, making it difficult to pursue stable employment. This challenge is further exacerbated by the separation of families, as many women fled Ukraine without their partners, who may have stayed behind due to military conscription.
- **Housing and risk of exploitation:** Ukrainian women face challenges in finding affordable and safe housing. The risk of exploitation – both in housing and employment – is a concern, especially for those working in informal sectors such as domestic care or agriculture, where legal protections may be weaker.
- **Limited job opportunities:** the job options available to Ukrainian women are often limited to gendered sectors, such as caregiving, cleaning, and hospitality. These sectors are typically low-paying and offer limited opportunities for professional growth, trapping many women in cycles of economic precarity.

While all three countries have made efforts to support Ukrainian refugees, more comprehensive measures are needed to address the economic precarity, bureaucratic hurdles, and gender-specific vulnerabilities they face. As the war continues, long-term solutions must be implemented to ensure that refugees can transition from temporary protection to full participation in the labour market (SVR 2024a). These solutions should aim to help refugees rebuild their lives with dignity and security.

## **6. SPECIAL INTEGRATION PROGRAMMES: EXAMPLES FROM THREE COUNTRIES**

Each country has developed or adapted specific programmes for the integration of migrants and refugees into local labour markets. Some initiatives were tailored

Tab. 3: Challenges faced by BoTPD

	Poland	Italy	Germany
General challenges	Temporariness, language issues, work below qualifications, refugees into labour migrants, lack of support, economic precarity	Temporariness, language issues, work below qualifications, refugees into labour migrants, lack of support, economic precarity, lack of information, logistics	Temporariness, language issues, work below qualifications, qualification recognition, bureaucracy, long wait times
Gender-specific challenges	Childcare responsibilities, separation, limited scope of opportunities (gendered, Ukrainian sectors), affordable and safe housing, risk of exploitation	Childcare responsibilities, separation, limited scope of opportunities (gendered, Ukrainian sectors), affordable and safe housing, risk of exploitation	Childcare responsibilities, separation, affordable and safe housing

Source: Own elaboration based on collected data

specifically for Ukrainians (as in Poland), while others included TPD beneficiaries as part of broader target groups (as in Italy and Germany). Some of these programmes are described below. These examples also reflect each country's unique approach. While some have developed government programmes with a very broad reach, others focus on targeted interventions in specific sectors:

- Poland has introduced simplified employment procedures and Polish language training for healthcare professionals, helping them overcome language barriers and meet the country's significant demand for medical workers.
- Italy has implemented smaller-scale projects focusing on job orientation, internship placements, and vocational training, such as the PUOI project.
- Germany has launched the Job Turbo programme, aiming to accelerate labour market integration and provide active support for job placements immediately after completing an integration course.

### 6.1 POLAND: SIMPLIFIED PROCEDURES AND LANGUAGE COURSES FOR MEDICAL PROFESSIONALS

In response to labour shortages in the healthcare sector following the 2022 refugee crisis, Article 61 of Poland's Special Law introduced a simplified procedure for Ukrainian medical professionals. This article specifically targets doctors, nurses, dentists, midwives, and other healthcare practitioners from Ukraine, allowing them to practise in Poland under a streamlined process. This special programme includes a simplified licensing procedure combined with tailored language courses.

Article 61 grants Ukrainian healthcare professionals temporary authorisation to practise their profession in Poland, bypassing the otherwise lengthy licensing procedures normally required to recognise foreign medical qualifications. This authorisation is granted for a limited period and is usually specific to certain facilities, such as hospitals or clinics facing staff shortages. Applicants submit a simplified application to the Polish Ministry of Health or regional medical chambers. The process requires submitting documentation of one's medical qualifications (e.g. diplomas and certifications), but it is less stringent than standard licensing pathways. Applicants are also asked to provide proof of experience in their field, including records from their practice in Ukraine. Once approved, Ukrainian medical professionals are typically allowed to practise under the supervision of a Polish-licensed medical practitioner. This supervision ensures that they follow Polish medical standards while facilitating their adaptation to the local healthcare environment. The authorisation is temporary and must be renewed based on the duration of their stay in Poland and evolving healthcare needs. This period can be extended if necessary, depending on the duration of the Special Law's application and the individual's employment situation.

To further assist with integration, the programme includes Polish language courses specifically designed for medical professionals. These courses aim to help participants develop effective communication skills for the healthcare setting. Often free of charge or subsidised, they are often provided by medical universities, local health authorities, and NGOs.

While Article 61 has successfully reduced bureaucratic barriers and facilitated quicker entry into the Polish healthcare system, some challenges persist. The

temporary nature of the authorisation remains a significant concern, as it creates uncertainty about long-term prospects for both the professionals and the facilities that rely on them.

## 6.2 ITALY: PUOI PROJECT

The PUOI (Protezione Unita a Obiettivo Integrazione) project in Italy supports the socio-economic integration of vulnerable migrants, including Ukrainian refugees affected by the war. Managed by the Ministry of Labour and Social Policies and implemented by Anpal Servizi SPA, the project is dedicated to facilitating the socio-occupational integration of foreign nationals under international protection and other vulnerable groups. Since June 2022, the second phase of PUOI has also included BoTPD, focusing on helping them overcome employment barriers. During this phase, the programme has supported 1,042 vulnerable migrants, of whom only 169 were Ukrainian (ANPAL Servizi 2023). Key services under PUOI include personalised job orientation, internship placements, and vocational training. Each participant's path is supported by individual funding, which covers job training allowances, contributions for work mentors, and services from labour market operators.

Participants have typically found internships in hospitality (24%), service sectors (20%), and retail (10%), while some have been placed in manufacturing (7%) and social services (6%) (ANPAL Servizi 2023). While not all internships have resulted in permanent positions, they have provided participants with valuable work experience, opportunities to build professional networks, and greater autonomy, thereby improving their employment prospects. However, like any integration programme, it has both advantages and disadvantages. Many participants completed their internships without securing long-term positions, reducing the programme's impact on sustainable employment. For highly qualified Ukrainians, such as those with degrees or professional skills, the focus on entry-level internships often failed to align with their career goals. PUOI internships were predominantly in low-skilled sectors like hospitality and retail, offering limited pathways for professional advancement. The programme's success has also varied significantly by region, depending on local labour market conditions and the availability of suitable internship placements. In regions with fewer opportunities, the programme's effectiveness was lower. While the programme provides financial assistance during the internship, this support is temporary. Limited accessibility is also an important issue. The relatively small number of Ukrainian participants compared to the broader BoTPD population in Italy underscores the programme's limited reach.

## 6.3 GERMANY: JOB TURBO – FAST LABOUR MARKET INTEGRATION

The Job Turbo programme in Germany, spearheaded by the Federal Ministry of Labour and Social Affairs (BMAS), is designed to fast-track the employment integration of refugees, including BoTPD who arrived after 2022. Its primary goal is to facilitate labour market entry as quickly as possible after participants acquire basic German language skills (A2 or B1 level). Further language training is integrated part-time into vocational language courses at the workplace (Federal Ministry of Labour and Social

Affairs 2024). The programme includes job-matching services that connect BoTP with employers in industries experiencing labour shortages and assistance with job application preparations. In addition, the programme covers costs associated with recognising foreign qualifications if it improves the applicant's chances of finding a job. It also provides practical skills courses directly in companies and supports those with confirmed job offers or current employment. For parents, childcare support is available in some locations, facilitating participation in training and work opportunities.

However, as in the cases of Italy and Poland, this programme faces several challenges. The programme's emphasis on filling immediate labour shortages results in some BoTP being placed in temporary or lower-skilled positions that do not match their qualifications. This limits opportunities for career progression and long-term stability, particularly for highly educated refugees. The most important challenge, reported by both experts and BoTP, is employers' reluctance to invest in employees whose long-term prospects in the country remain uncertain. Job Turbo relies on language skills and essential competencies being acquired in the workplace, which demands considerable commitment from employers. This approach can discourage businesses from fully engaging with the programme, and its long-term potential appears somewhat unclear.

## 7. CONCLUSIONS

Women under temporary protection face many challenges, but temporariness emerges as one of the most significant in this research. The uncertainty about their future often discourages them from pursuing more long-term strategies. Beneficiaries of Temporary Protection or Special Law beneficiaries occupy a liminal position between support systems, as they are neither fully recognised as refugees nor classified as migrant workers (Fedyuk et al. 2024). This unresolved issue of temporariness depends on three factors:

1. The duration of the war in Ukraine and the feasibility of returning, including considerations of safety, available housing, employment opportunities, social support, and reintegration programmes.
2. European and national approaches and policies to facilitate easier and fair integration, including labour market integration.
3. Individual circumstances, particularly the potential for family reunification.

While the TPD grants immediate access to employment, it does not facilitate successful (competence-based) integration into labour markets and thus perpetuates long-term uncertainty. The critical question of what happens when temporary protection ends has been present since the Directive's adoption and is now more pressing as the initial three-year limit approaches. Although they each have their own roles, perspectives, and struggles, the triangle of actors involved (Ukraine, EU member states and BoTPD) must be seen as an interconnected system, where decisions by one actor will have consequences for the others.

The Ukrainian state is very clear about its willingness to welcome its citizens back after the war. This means that the member states will have to balance their national interest with solidarity towards Ukraine. EU member states should avoid viewing displaced persons solely as potential labour migrants and instead focus on developing long-term integration strategies that align with Ukraine's interests and reconstruction efforts. Ukraine, in turn, must prepare for the reintegration of returnees by addressing their needs through adequate reintegration policies. It is crucial to consider the needs and plans of refugees, allowing them to exercise agency, with the freedom to choose between returning, staying, or different forms of (legal) mobility. In order to address the uncertainty of the future, the first step involves anticipating the different forms of mobility that may occur and ensuring that they are well managed. In addition to permanent settlement in the EU and returns, it is likely that there will be significant levels of circular migration and transnational mobility, which will need to be carefully managed through appropriate policies.

The integration of BoTP into the labour markets of Poland, Italy, and Germany presents both opportunities and challenges. Poland, with its low unemployment rate and sector-specific demands, has been particularly successful in absorbing a large share of refugees into its workforce. Germany offers higher wages and structured support, but its sluggish qualification recognition and bureaucracy may hinder full integration. Italy, with its high unemployment rate and more informal job structures, faces greater challenges in providing stable employment for refugees. While Poland and Italy focus

on the rapid absorption of Ukrainians into the labour market, Germany's approach is based on long-term comprehensive integration strategies, such as extensive language and integration courses. Although this strategy may initially result in lower employment rates due to factors like lock-in effects, evidence from other refugee groups shows that these measures significantly improve long-term employment prospects by building human capital (Kosyakova et al. 2024).

Overall, while each country has taken steps to integrate Ukrainian refugees, their varying economic conditions, sectoral needs, and employment programmes lead to different levels of success. As the war continues, these countries will need to adapt further to ensure that Ukrainian forced migrants can contribute to and benefit from the respective labour markets.

## 8. LESSONS LEARNT AND RECOMMENDATIONS

The Ukrainian refugee crisis highlights critical lessons for future migration and integration strategies. Key takeaways include the importance of adopting a **gender-sensitive approach** to address the unique needs of women, who represent the majority of displaced individuals and face overlapping vulnerabilities. Additionally, there is a clear need for a **structured, sustainable migration governance framework** that prioritises person-centred policies and considers refugees' professional qualifications, aspirations, and long-term stability. The research also reveals that while circumstances differ across countries, common structural challenges require targeted and coordinated solutions. Addressing these issues at the systemic level is essential for creating equitable opportunities and reducing the precarity often experienced by refugees.

Based on the project findings, the following recommendations are proposed:

**1. Address the challenge of temporariness** by establishing well-defined pathways that provide BoTP with options for permanent residency, structured opportunities for circular migration, or support for returning to their home country. These measures can reduce uncertainty, thereby empowering refugees to make informed decisions about their future, plan for long-term stability, and fully engage in rebuilding their lives and careers.

**2. Introduce simplified fast-track recognition of diplomas and other qualifications and reconsider language proficiency requirements for some professions.** Simplifying qualification recognition processes and adjusting language requirements for skilled workers will enable more rapid integration of refugees into their professions, particularly in high-demand sectors (e.g. education and health).

**3. Facilitate access to employment in appropriate industries and roles** by collaborating with employers to recognise and value refugees' skills, qualifications, and professional experience. This approach would ensure forced migrants are matched with positions that align with their expertise, minimise work below qualifications and maximise their contribution to the workforce.

**4. Develop long-term career planning initiatives that include opportunities to maintain professional connections with the host country, even after returning to Ukraine.** Pair these efforts with mentoring programmes that support skills development and career advancement. Such strategies empower refugees to rebuild and sustain their professional lives, whether they choose to remain in the host country, return home, or pursue transnational opportunities.

**5. Use digital platforms to modernise recruitment and employment services, enabling streamlined job searches and simplified application processes.** This approach will increase accessibility, reduce bureaucratic barriers, and more effectively connect refugees with opportunities.

**6. Adopt a gender-sensitive approach in policy design and implementation to address the unique challenges women BoTP face.** This includes recognising and mitigating caregiving responsibilities, reducing risks of exploitation, and ensuring equitable access to resources, opportunities, and protections in all aspects of integration.

**7. Expand access to affordable and reliable childcare services to support refugee mothers, enabling them to participate in employment, education, and training opportunities.** By addressing this critical need, women under TPD can better balance work and family responsibilities, and thus achieve greater economic independence and social integration.

**8. Ensure a safe and inclusive work environment that proactively addresses gender-specific challenges, such as discrimination, harassment, and exploitation.** Implement policies and practices that prioritise workplace safety, equity, and respect, empowering women to participate fully in the labour market and facilitating their equitable integration into professional settings.

## BIBLIOGRAPHY

- ANPAL Servizi* 2023: L'Emergenza Ucraina e il progetto PUOI 2022-2023. Available at: <https://www.lavoro.gov.it/teme-priorita-immigrazione/focus/l-emergenza-ucraina-e-il-progetto-puoi> (retrieved: 12/17/2024).
- Byelikova, Yuliya* 2024: Challenges of Ukrainian Refugees in Germany: Resources for Women's Empowerment. *Migration and Diversity*, 3(1), pp. 51-69. DOI: <https://doi.org/10.33182/md.v3i1.3221>
- Brücker, Herbert / Ette, Andreas / Grabka, Markus M. / Kosyakova, Yuliya / Niehues, Wenke / Rother, Nina / Spieß, Katharina C. / Zinn, Sabine [...] Tanis, Kerstin* 2023: Ukrainian Refugees in Germany: Evidence from a Large Representative Survey. *Comparative Population Studies*, p. 48. DOI: <https://doi.org/10.12765/CPoS-2023-16>
- Casado, Banghwa L. / Hong, Michin / Harrington, Donna* 2010: Measuring Migratory Grief and Loss Associated with the Experience of Immigration. *Research on Social Work Practice*, 20(6), pp. 611-620.
- EMN & BAMF - Europäisches Migrationsnetzwerk & Bundesamt für Migration und Flüchtlinge* 2024: Migration, Integration, Asyl in Deutschland 2021. Politische und rechtliche Entwicklungen. Jährlicher Bericht der deutschen nationalen Kontaktstelle für das Europäische Migrationsnetzwerk (EMN), Nürnberg. Bundesamt für Migration und Flüchtlinge. DOI: <https://doi.org/bamf.fz.emnmia.2021.d.04/2024.emnpolitikbericht2021.1.0>
- Eurofound* 2024: Social impact of migration: Addressing the Challenges of Receiving and Integrating Ukrainian Refugees, Publications Office of the European Union, Luxembourg.
- Eurostat* 2024: Unemployment statistics. Available at: [https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Unemployment\\_statistics#Unemployment\\_in\\_the\\_EU\\_and\\_the\\_euro\\_area](https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Unemployment_statistics#Unemployment_in_the_EU_and_the_euro_area) (retrieved: 11/10/2024).
- Eurostat* 2024a: Minimum Wage Statistics. Available at: [https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Minimum\\_wage\\_statistics](https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Minimum_wage_statistics) (retrieved: 11/10/2024).
- Eurostat* 2024b: Foreign-Born People and Their Descendants - Labour Market Indicators. Available at: [https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Foreign-born\\_people\\_and\\_their\\_descendants\\_-\\_labour\\_market\\_indicators#Overview](https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Foreign-born_people_and_their_descendants_-_labour_market_indicators#Overview) (retrieved: 11/10/2024).
- Eurostat* 2024c: Monthly Data of Beneficiaries of Temporary Protection - Monthly Statistics. Available at: [https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Temporary\\_protection\\_for\\_persons\\_fleeing\\_Ukraine\\_-\\_monthly\\_statistics#Key\\_findings](https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Temporary_protection_for_persons_fleeing_Ukraine_-_monthly_statistics#Key_findings) (retrieved: 11/10/2024).
- Federal Ministry of Labour and Social Affairs* 2024: Job-Turbo zur Arbeitsmarktintegration von Geflüchteten. Available at: <https://www.bmas.de/DE/Arbeit/Migration-und-Arbeit/Flucht-und-Asyl/Turbo-zur-Arbeitsmarktintegration-von-Gefluechteten/turbo-zur-arbeitsmarktintegration-von-gefluechteten.html> (retrieved: 11/10/2024).
- Fedyuk, Olena / Homel, Kseniya / Józwiak, Ignacy / Kindler, Marta / Kowalska, Kamila / Kyliushyk, Ivanna / Lashchuk, Iulyia / Matuszyk, Kamil / Tygielski, Maciej* 2024: Fair Work in the Fields?: Ukrainian Women Working in Agriculture in Poland. EUI, RSC, Policy Brief, 2024/18. Migration Policy Centre. Available at: <https://hdl.handle.net/1814/77174> (retrieved: 11/10/2024).
- Fedyuk, Olena / Homel, Kseniya / Józwiak, Ignacy / Kindler, Marta / Kowalska, Kamila / Kyliushyk, Ivanna / Lashchuk, Iulyia / Matuszyk, Kamil / Tygielski, Maciej* 2024a: From Temporariness to Stability: A Holistic Approach to the Employment of Women Covered by the Special Law in Poland. EUI, RSC, Policy Brief, 2024/17. Migration Policy Centre. Available at: <https://hdl.handle.net/1814/77175> (retrieved: 11/10/2024).
- Fedyuk, Olena / Kindler, Marta* 2016: Migration of Ukrainians to the European Union: Background and Key Issues. In: Fedyuk, Olena / Kindler, Marta (eds.): *Ukrainian Migration to the European Union*. IMISCOE Research Series. Springer, Cham. DOI: [https://doi.org/10.1007/978-3-319-41776-9\\_1](https://doi.org/10.1007/978-3-319-41776-9_1)
- Fedyuk Olena / Kyliushyk Ivanna / Lashchuk Iulyia* 2023: New (Im)Possibilities for Agriculture and Domestic Services in Poland and Italy? Navigating Legal Solutions and Social Organisations' Support for Ukrainian Women Displaced by the Full-Scale Invasion of Ukraine in 2022. *CMR Working Papers* 134(192).
- FRA* 2022: Fleeing Ukraine. Displaced People's Experiences in the EU. Ukrainian survey. Available at: [http://fra.europa.eu/site9s/default/files/fra\\_uploads/fra-2023-ukraine-survey\\_en.pdf](http://fra.europa.eu/site9s/default/files/fra_uploads/fra-2023-ukraine-survey_en.pdf) (retrieved: 11/10/2024).
- Grinchenko, Gelinada / Olynyk, Marta D.* 2012: The Ostarbeiter of Nazi Germany in Soviet and Post-Soviet Ukrainian Historical Memory. *Canadian Slavonic Papers*, 54(3-4), pp. 401-426. DOI: <https://doi.org/10.1080/00085006.2012.11092715>
- Górny, Agata* 2019: New Dimensions in Immigration from Ukraine to Poland. *CMR Spotlight*, 9(15).
- Górny, Agata / van der Zwan, Roos* 2024: Mobility and Labor Market Trajectories of Ukrainian Migrants to Poland in the Context of the 2014 Russian Invasion of Ukraine. *European Societies*. DOI: 10.1080/14616696.2023.2298425



*GUS* 2022: Zezwolenia na pracę cudzoziemców w 2021 roku. Available at: <https://stat.gov.pl/obszary-tematyczne/rynek-pracy/opracowania/zezwozenia-na-prace-cudzoziemcow-w-2021-roku,18,5.html> (retrieved: 11/10/2024).

*Kozłowska, Marta* 2024: MIDEM Länderbericht Polen. Dresden. Available at: [https://forum-midem.de/wp-content/uploads/2024/12/MIDEM\\_Laenderbericht-Polen.pdf](https://forum-midem.de/wp-content/uploads/2024/12/MIDEM_Laenderbericht-Polen.pdf) (retrieved: 11/10/2024).

*Kosyakova, Yuliya / Gatskova, Kseniia / Koch, Theresa / Adunts, Davit / Braunfels, Joseph / Goßner, Laura / Konle-Seidl, Regina / Schwanhäuser, Silvia / Vandenhirtz, Marie* 2024: Arbeitsmarktintegration ukrainischer Geflüchteter: Eine internationale Perspektive. IAB-Forschungsbericht 16/2024. Nürnberg. Available at: <https://doku.iab.de/forschungsbericht/2024/fb1624.pdf> (retrieved: 11/10/2024).

*Lashchuk, Iuliia* 2020: Ukrainian Female Migration to Italy. Between Mov(i)e and Life. In: Pronkevich, Oleksandr / Rumyantsev, Oleg / Schiro, Claudio M. (eds.): Borders, Identity and Memory in Media Studies, Palermo.

*Lashchuk, Iuliia* 2023: Time to Address the Absence of 'Gender' in the Temporary Protection Directive and its Recent Implementation In: Carrera, Sergio / Inel-Ciger, Meltem (eds.): EU Responses to the Large-Scale Refugee Displacement from Ukraine: An Analysis on the Temporary Protection Directive and its Implications for the Future EU Asylum Policy. European University Institute (Migration Policy Centre). Available at: <https://hdl.handle.net/1814/75377> (retrieved: 11/10/2024).

*Lazarenko, Valeria* 2024: "Let the State Decide It All for Me": The Role of Migration and Integration Policy in the Decision-Making of Ukrainian Refugee Women in Germany. *Journal of International Migration and Integration* 25, pp. 1571–1591. DOI: <https://doi.org/10.1007/s12134-024-01138-9>

*Liebig, Thomas / Tronstad, Kristian R.* 2018: Triple Disadvantage?: A first overview of the integration of refugee women, OECD Social, Employment and Migration Working Papers, No. 216. OECD Publishing, Paris. DOI: <https://doi.org/10.1787/3f3a9612-en>

*Ministero del Lavoro e Politiche Sociali* 2023: XIII Rapporto Annuale. Gli stranieri nel mercato del lavoro in Italia. Available at: <https://www.integrazionemigranti.gov.it/AnteprimaPDF.aspx?id=5880> (retrieved: 11/10/2024).

*OECD* 2017: "Women on the Move". In: *The Pursuit of Gender Equality: An Uphill Battle*. OECD Publishing, Paris. DOI: <https://doi.org/10.1787/9789264281318-24-en>

*Renner, Anna / Schmidt, Viktoria / Kersting, Anette* 2024: Migratory Grief: A Systematic Review. *Front. Psychiatry* 15:1303847. DOI: 10.3389/fpsyt.2024.1303847

*State Statistics Service of Ukraine* 2017: External Labour Migration (Results of the Modular Sample Survey). *Statistical Bulletin*. Kyiv. State Statistics Service of Ukraine.

*SVR* 2024: Zuwanderung zum Zweck der Erwerbstätigkeit. Available at: [https://www.svr-migration.de/wp-content/uploads/2024/10/SVR-Kurz\\_buendig\\_Zuwanderung-zum-Zweck-der-Erwerbstaetigkeit\\_2024.pdf](https://www.svr-migration.de/wp-content/uploads/2024/10/SVR-Kurz_buendig_Zuwanderung-zum-Zweck-der-Erwerbstaetigkeit_2024.pdf) (retrieved: 11/10/2024).

*SVR* 2024a: Permanent Residence, Return or Circular Mobility? Options for Ukrainian War Refugees After Temporary Protection. Available at: [https://www.svr-migration.de/wp-content/uploads/2024/01/SVR-Study-Summary-\\_Permanent-residence-return-or-circular-mobility.pdf](https://www.svr-migration.de/wp-content/uploads/2024/01/SVR-Study-Summary-_Permanent-residence-return-or-circular-mobility.pdf) (retrieved: 11/10/2024).

*Thränhardt, Dietrich* 2024: Chancen besser nutzen. Die Arbeitsintegration der Schutzsuchenden aus der Ukraine. Available at: <https://www.bertelsmann-stiftung.de/de/publikationen/publikation/did/chancen-besser-nutzen> (retrieved: 11/10/2024).

*Triandafyllidou, Anna* 2022: Temporary Migration: Category of Analysis or Category of Practice? *Journal of Ethnic and Migration Studies*, 48:16, pp. 3847–3859, DOI: 10.1080/1369183X.2022.2028350

## **AUTHOR**

### **IULIIA LASHCHUK**

Iuliia Lashchuk is a research fellow at the Migration Policy Centre of the Robert Schuman Centre for Advanced Studies at the European University Institute. Her research focuses on gender and migration, with a particular interest in identity, inclusion, diversity, safety, labour market integration, and the ethical dimensions of hospitality. She was also a Visiting Fellow at the Mercator Forum for Migration and Democracy (MIDEM) and is member of the Research Network on Ukrainian Migration.

## PROFILE

The Mercator Forum for Migration and Democracy (MIDEM) examines the impact of migration on democratic institutions, policies and cultures and looks into political decision making processes in the field of migration policies - in individual countries and in a comparative view of Europe. A spotlight is put on the relation between migration and populism.

### MIDEM examines:

- Crisis discourses on migration and integration
- Populism
- Migration policies
- Migration in urban and regional contexts

### MIDEM's objectives:

- Practice-oriented research
- Advising policy-makers and civil society
- Establishing international networks
- Providing a forum for public debates

## IMPRINT

**ISSN** 2570-1770

### Editor:

Prof. Dr. Hans Vorländer, Director  
Mercator Forum Migration and Democracy (MIDEM)

TU Dresden  
Institute of Political Science  
Centre for the Study of Constitutionalism and  
Democracy  
01062 Dresden  
Germany

Phone.: +49 351 463 35811  
midem@mailbox.tu-dresden.de  
www.forum-midem.de

### Editorial Staff:

Dr. Oliviero Angeli  
Johanna Haupt

### Design:

VOLLBLUT GmbH & Co. KG

© MIDEM 2025

*MIDEM is a research centre at the Technische Universität  
Dresden (TUD), funded by Stiftung Mercator.*

