

OVERVIEW – REFUGEES IN POLAND

From February 24, 2022, to April 24, 2023, there were:



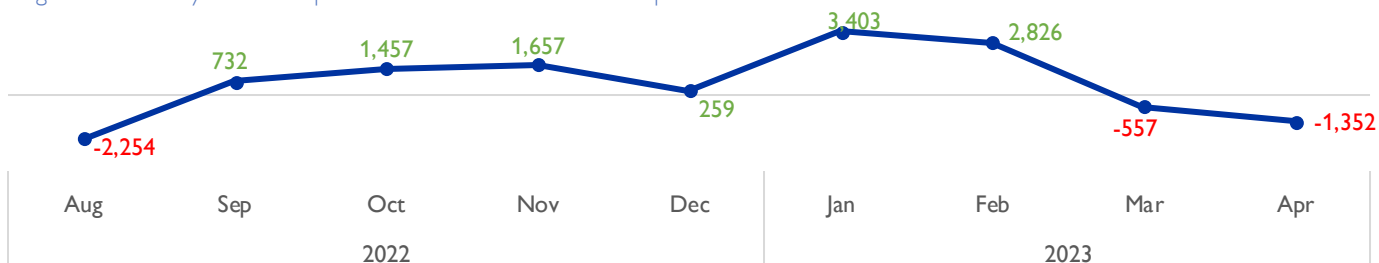
**11,171,465**  
total entries

**8,959,627** total  
exits

**353,941** total  
entries of TCNs

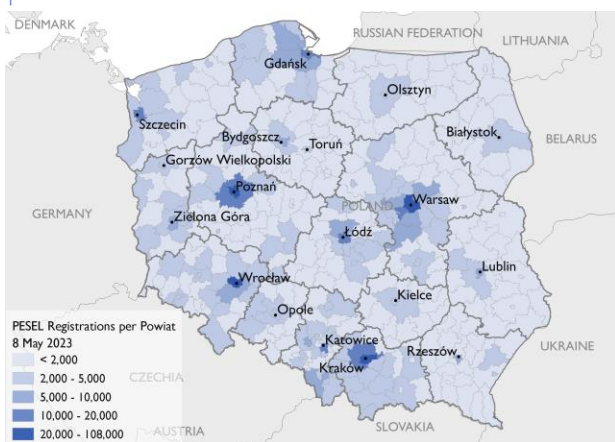
**995,747** total  
PESEL\* registrations

Figure 1: Net daily inflow of persons from Ukraine to Poland per month

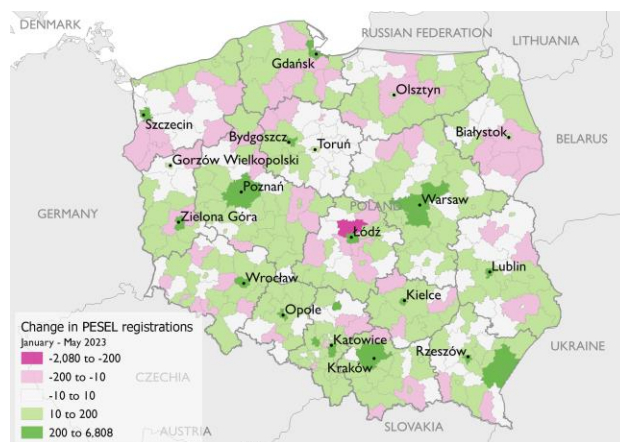


Polish Border Guard/UNHCR: <https://data.unhcr.org/en/situations/ukraine/location/10781>

Map 1: Number of refugees registered with PESEL per powiat



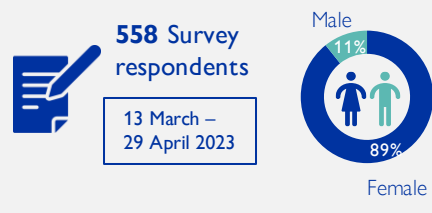
Map 2: Change in the number of PESEL registrations between 3 January and 9 May 2023 per powiat



INTEGRATION SURVEY

KEY FINDINGS – Employment/Livelihoods

- 46% of respondents were employed at the time of survey. The employment rate in the sample varies across sub-groups based on accommodation type, educational attainment, and other factors. 67% of employed respondents were satisfied with their employment situation.
- Respondents with part-time employment in Poland had more negative outcomes across a range of indicators, such as reported financial and employment needs, job satisfaction, and whether the job matches their profession. This, in addition to recent findings from DTM focus group discussions, indicates that many refugees use part-time jobs as a coping strategy to gain some income that allows them to address their basic needs until they are able to find more stable employment.
- Financial assistance was the top reported need, irrespective of employment status. This finding highlights the continuous need for cash assistance to address immediate needs. However, where respondents' jobs matched their profession, reported financial needs were relatively low. This group of respondents had, on average, a higher educational attainment than the overall sample. 44% of respondents who haven't attended any job trainings would like to do so.
- A small share of respondents could cover an unexpected but necessary expense of PLN 1,000, such as to pay for medical bills. This may hint at low levels of financial resilience. Females, elderly respondents and those in more precarious employment situations were less likely to have the necessary savings to bear such expenses.



Map 3: Data collection locations



EMPLOYMENT OVERVIEW

Forty-six per cent of respondents were employed at the time of interview, either full-time (21%) or part-time in Poland (13%), remotely in Ukraine (9%) or as business owners (2%) (see Figure 3). Respondents' employment status varied according to accommodation types. Respondents living in collective sites had an employment rate (full-time, part-time, self-employed, remote employment) of 30 per cent. Among respondents in other accommodation types, 53 per cent reported having a job. It is important to note that the average age of respondents in collective accommodations is 49 years, as compared to 43 years in other accommodation types. Consequently, the share of retirees is higher in collective sites (19% vs 13%).

Thirty-eight per cent of respondents had a master's degree, 36 per cent a technical/vocational certificate, 16 per cent a bachelor's degree and 9 per cent secondary education (see Table 1). The employment rate was highest among those respondents who have obtained a master's degree. This was also the group with the highest rate of remote employment in Ukraine.

Table 1: Highest level of formal education (N=558)

Master's degree	38%
Technical/vocational training	36%
Bachelor's degree	16%
Secondary education	9%

Figure 4: Employment satisfaction (N=256)

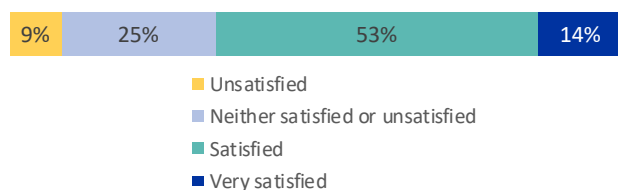
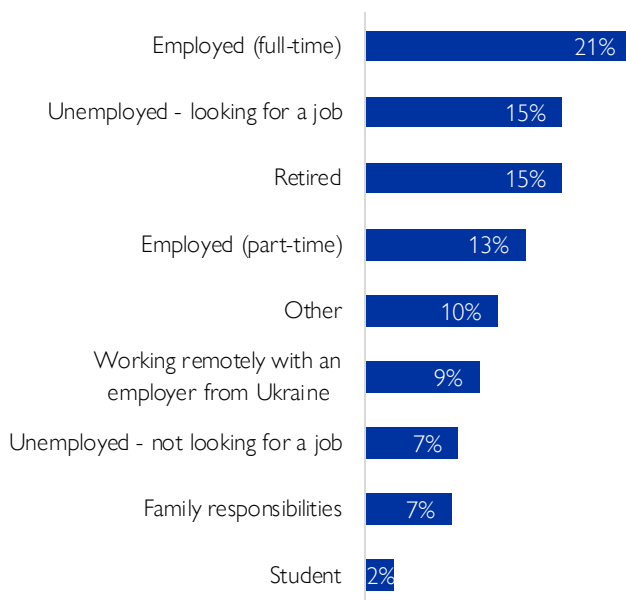
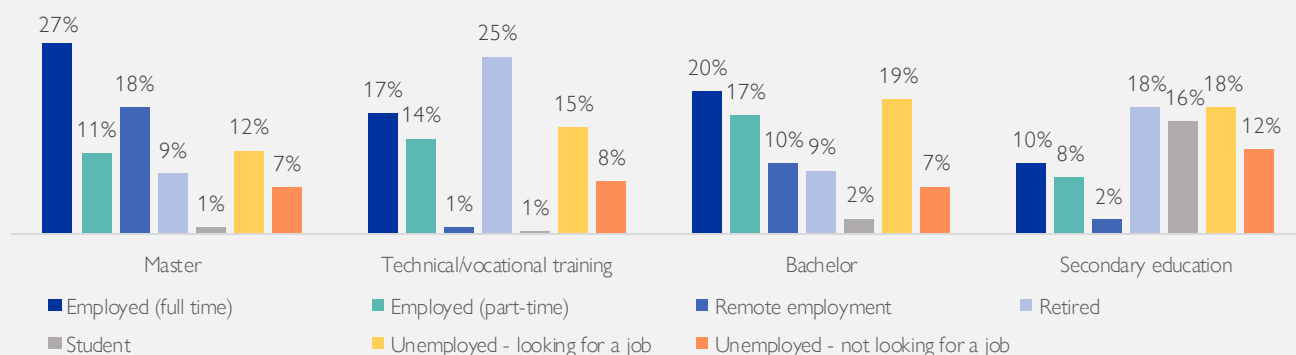


Figure 3: Employment status of respondents (N=558)



Among employed respondents (46%), 67 per cent reported being satisfied or very satisfied with their employment situation (see Figure 4). 47 per cent of employed respondents reported that their employment matched their trade/profession. However, there are clear differences between respondents with different employment statuses. For example, among those who worked remotely for an employer in Ukraine, 98 per cent reported that their job matched their profession. When looking at those respondents who were employed in Poland, however, 42 per cent in full-time jobs and only 16 per cent in part-time jobs reported that this was the case. Respondents with a university degree made up 83 per cent of all respondents who said that their job matches their profession. This was followed by respondents with technical/vocational training (13%). Put differently, among employed university graduates, 56 per cent reported that their job matched their profession.

Figure 5: Employment status by educational attainment (N=558)



ECONOMIC NEEDS

The two main reported needs were employment support and financial support. The share of respondents highlighting their financial needs (47%) is considerably higher than those in need of support to find a job (31%), which may indicate a preference for short-term cash support to address immediate needs (see Figures 6 and 7). The two employment groups with the highest share of respondents mentioning the need for financial assistance were those in part-time employment (63%) and retirees (58%). This latter finding is also confirmed by the fact that the age group with the highest share of respondents highlighting financial needs were those over the age of 60 years (57%) (see Figure 7).

It is noteworthy that 43 per cent of respondents in full-time employment and 63 per cent with part-time jobs reported a need for financial assistance. Looking at whether respondents' employment matches their profession supports this finding. Only 26 per cent of respondents who found a job that fits their professional qualifications mention that they had financial needs as compared to 60 per cent who didn't have suitable jobs. (see Figure 8) Respondents in part-time employment were also more likely to report the need for employment support (49% vs. an overall average of 31%).

Figure 8: Reported financial needs, by match of current job and profession/trade (N=558)

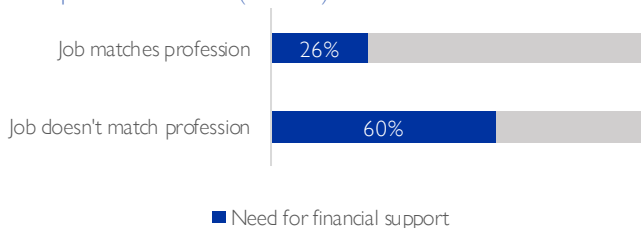
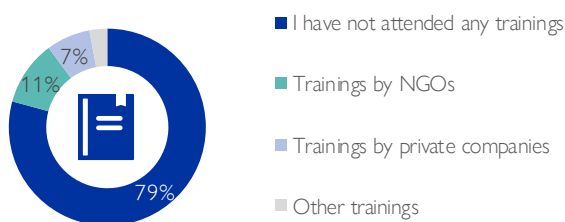


Figure 9: Job trainings (N=558)



According to data from DTM's Crossings Back Survey (N=356, April 2023), 2% of respondents indicated that they returned to Ukraine because they didn't have enough money/resources to cover their living expenses or couldn't find employment abroad. These numbers indicate that a lack of employment or resources may not yet be considered as important enough by many refugees to return to Ukraine.

Figure 6: Employment/economic needs (N=558)

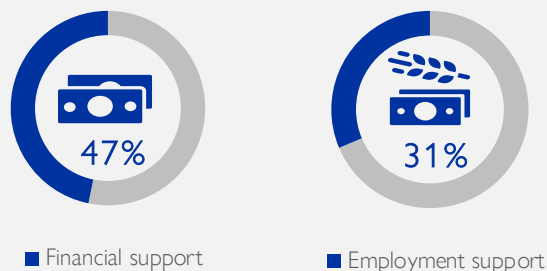
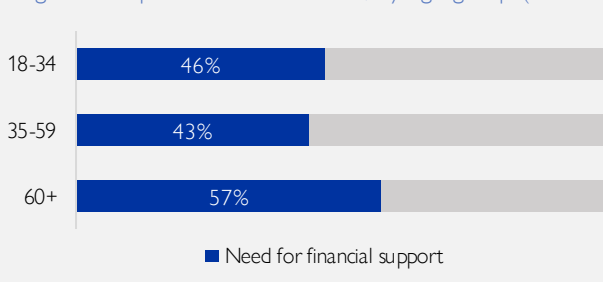


Figure 7: Reported financial needs, by age group (N=558)



Males were more likely to report employment needs than females (42% vs 30%), but less likely to report financial needs (33% for males and 48% for females).

Among respondents with children in their households, 39 per cent did not have any kind of employment at the time of the interview. Twenty-four per cent of respondents with children in their household reported a need for childcare arrangements that would allow them to pursue other activities, such as going to work or attending professional trainings. All of these 64 respondents were females. In spite of that, no significant difference in terms of financial or employment needs could be observed between respondents with child household members and those without.

Seventy-nine per cent of respondents have not attended any job trainings, 11 per cent attended trainings organized by NGOs and 7 per cent trainings that were organized by private companies (see Figure 9). Of those respondents who haven't attended any job trainings (N=461), 44 per cent would like to do so.



5 per cent of respondents reported having experienced unfair treatment while looking for a job

FINANCIAL RESILIENCE

When asked whether they can afford to pay an unexpected but necessary expense of PLN 1,000 (approximately USD 240), 69 per cent of respondents say that they were unable to do so. Eighteen per cent mentioned that they would be able afford this expense and 10 per cent were not sure (see Figure 10). This result indicates that only a small share of respondents disposed of sufficient savings to cope with personal financial strains.

Comparing different sub-groups of respondents reveals considerable variations. First, there is a **gendered difference in financial resilience** with 28 per cent of males indicating that they could afford to pay an expense of PLN 1,000 and 60 per cent that they were unable to do so. Among females, on the other hand, 16 per cent indicated that they could and 70 per cent that they couldn't afford such an expense. Second, **among respondents over the age of 60, only 4 per cent indicated that they had enough savings**, whereas 85 per cent did not. Third, **among respondents living in collective sites, 7 per cent could afford to pay this expense**, as compared to 22 per cent of respondents living in private accommodations (see Figure 12).

Only few respondents who were unemployed, retired or working in part-time employments had enough savings for high, unexpected expenses. Those in full-time employment or with remote jobs in Ukraine had higher rates of financial resilience (see Figure 11). There was no discernible difference in financial resilience between households with children and those without.

Figure 12: Ability to cover unexpected costs of PLN 1,000, by respondents living in collective sites (right) and in private accommodations (left) (N=558)

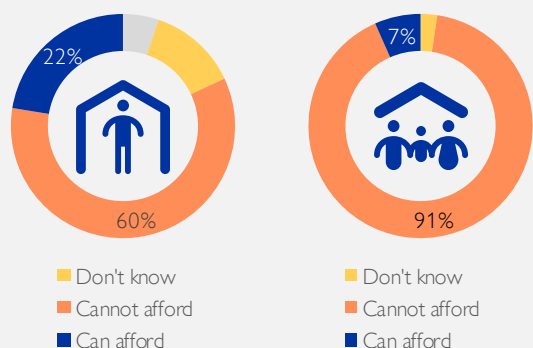


Figure 10: Ability to cover unexpected costs of PLN 1,000 (N=558)

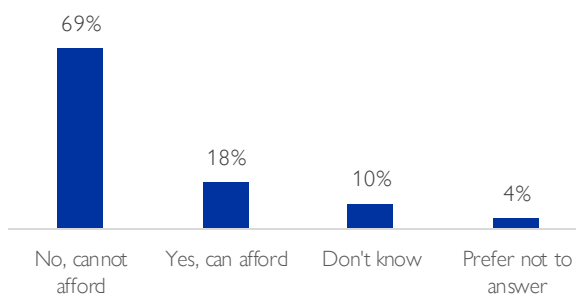
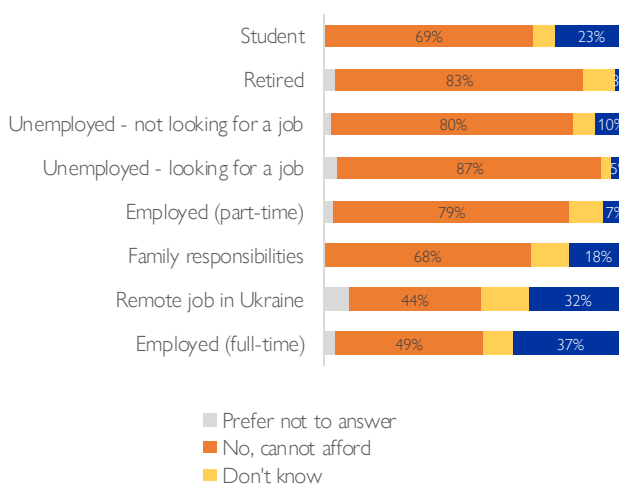


Figure 11: Ability to cover unexpected costs of PLN 1,000, by employment status (N=558)



Among those respondents who did not have sufficient savings for an unexpected expense, 8 per cent reported that they had issues paying for medical bills in the three months before the interview. Among respondents with enough savings, this share was only 3 per cent. This finding confirms that not having enough savings may affect access to basic services such as healthcare.

A more robust indicator of respondents' financial resilience also needs to consider other variables, such as accommodation type and employment status. **Using these criteria, the data indicates that only a small share of respondents had enough financial resilience to cope with certain shocks.** Eight per cent of respondents could pay for an unexpected expense of PLN 1,000, lived in a private apartment and had a full-time job in Poland or remotely in Ukraine.



8 per cent of respondents showed a relatively high degree of financial resilience defined by living in a private accommodation, having full-time employment in Poland or remotely in Ukraine, and being able to afford an unexpected but necessary expense of PLN 1,000.

## Methodology

This report presents employment/livelihoods-related results of the integration/social inclusion survey initiated by IOM to assess the situation and living conditions of Ukrainian refugees residing in Poland. Only adults (18+) were approached, and the questionnaire was proposed only to refugees who arrived in Poland after 24 February 2022. Respondents were approached in a simple random sample by enumerators in selected locations across Poland, including collective sites, humanitarian distribution points and IOM integration centres. Face-to-face surveys were conducted in Ukrainian, Russian, Polish and English by trained DTM data collectors. Data was collected and stored through a mobile application. Due to the very limited number of surveys conducted with Third Country Nationals (<1%), this report reflects the findings of surveys conducted only with Ukrainian nationals who reported that they left Ukraine because of the war after 24 February 2022.

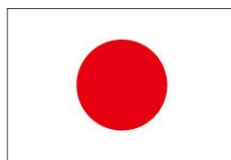
\*PESEL is the national identification number used in Poland.

**The sample is not representative of all refugees from Ukraine living in Poland, results should hence only be considered as indicative.**

The survey is based on IOM's Displacement Tracking Matrix (DTM), a system to track and monitor displacement and population mobility and was designed to capture the primary displacement patterns of Ukrainians and TCNs fleeing from Ukraine because of the war. It captures the demographic profiles of respondents and of the group they are travelling with, if any; asks about intentions relative to the permanence in Poland and intended final destinations; gathers information regarding access to assistance and services in Poland, main needs expressed by the respondents, vulnerabilities, accommodation types, information sources, socioeconomic conditions, and various protection-linked indicators. To access all the indicators collected and more detailed information including statistical breakdown by cities, demographic profiles and accommodation types please visit <https://displacement.iom.int/Poland>. For more information on the profiles and intentions of refugees returning to their places of habitual residence in Ukraine see the latest [Ukraine Returns Report](#) published by DTM Ukraine.



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the People of Japan**

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