

CZECHIA

SOCIO-ECONOMIC SITUATION OF UKRAINIAN REFUGEES WITH A FOCUS ON WOMEN

Data collection period 2 January – 30 June 2023

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SUMMARY OF KEY FINDINGS

High participation to the labour market

Among the sample of displaced Ukrainians in Czechia, 77 per cent were active in the labour market (either employed or looking for a job), while 23 per cent were inactive (including retirees, students, people on parental leave). Among the active participants, 67% were working (employed, self-employed, daily worker), while the rest (33%) were actively looking for work.

The number of economically active respondents increased significantly since June 2022

Fifty-one per cent of all respondents were employed, representing a 20 per cent increase from the previous reporting period from June - December 2022 (IOM Czechia 2022).

Among those displaced in the first quarter of 2022, the number of working respondents (among those economic active) was 77 per cent versus 35 per cent of those who were displaced and arrived approximately one year later in the Q2 of 2023.

Refugee women as a particularly vulnerable group

Among the sampled women, 43 per cent had children, of which over half (55%) were the sole caregiver for their children.

Among the economically active respondents, 36 per cent of women were unemployed and actively seeking work, compared to 21 per cent of men. In addition, men were more likely to report having a job (79%) than women (64%).

There were also higher rates of women in unstable positions as daily workers (18%), compared to men (9%). Twenty-two per cent of women reported working without a written contract, compared to 9% of men.

The disparity between women and men in the labour market is also reflected in the income level. Thirty-seven per cent of women reported having insufficient income to cover their daily expenses, compared to 20 per cent of men.

INTRODUCTION AND METHODOLOGY

Starting on 24 February 2022, the war in Ukraine triggered an unprecedented humanitarian crisis and generated large scale displacement both within Ukraine and in neighboring countries. As of 25 September, 371,415 refugees from Ukraine including TCNs, registered for temporary protection in Czechia according to national authorities.¹

This report is based on a survey that IOM's Displacement Tracking Matrix (DTM) implemented in mid-June 2022. The survey focused on the displacement patterns, needs, and intentions of displaced persons from Ukraine in Czechia.

It presents an analysis based on 3,681 surveys that were conducted between 2 January and 30 June 2023 among individuals in all 13 regions (*kraj*) in Czechia and in Prague. The report also includes information from qualitative comments provided by respondents alongside their replies to the closed-ended survey questions. Alongside surveys, enumerators in Pilsen and Karlovy Vary regions conducted 50 qualitative interviews. The information presented in this report is also compared to findings from other relevant studies.

The data presented in this document are representative of the individuals surveyed in the covered locations and during the indicated timeframe.

The selection of respondents for the follow up qualitative thematic interviews was purposeful, with an attempt to reach as wide range of respondents as possible – from those working with children, to those not working, or working and childless, retired, or with health limitations.

Only adults (18 years and above) were interviewed. The survey is anonymous and voluntary. All the citations in the text have been anonymized.

1. <https://www.mvcr.cz/clanek/statistika-v-souvislosti-s-vaikov-na-ukrajine-archiv.aspx>

SOCIO-DEMOGRAPHIC PROFILE

3683 RESPONDENTS

80% Women

20% Men

Average age: 45 years old

INTENTIONS

69%
desire to return to Ukraine

13%
do not plan to return to Ukraine

18%
do not know if they will return to Ukraine

VULNERABILITIES
IN THE GROUP

43%

have at least one child



39%

have at least one person with a serious health condition in their household



31%

are or live with someone who 60 years old or older



Profile of those who work

- Average age: 38.7
- Type of accommodation: 44% live in standard rental housing which they pay for themselves
- Time spent in Czechia: 95% were displaced in 2022
- Insufficient income: 13%
- Tertiary and more education: 46%

Profile of those who are unemployed and looking for a job

- Average age: 42.1
- Type of accommodation: 28% live in standard rental housing which they pay themselves for
- Time spent in Czechia: 80% were displaced in 2022
- Insufficient income: 52%
- Tertiary and more education: 51%

3. EDUCATION, EMPLOYMENT AND ECONOMIC PROFILES AND PROSPECTS²

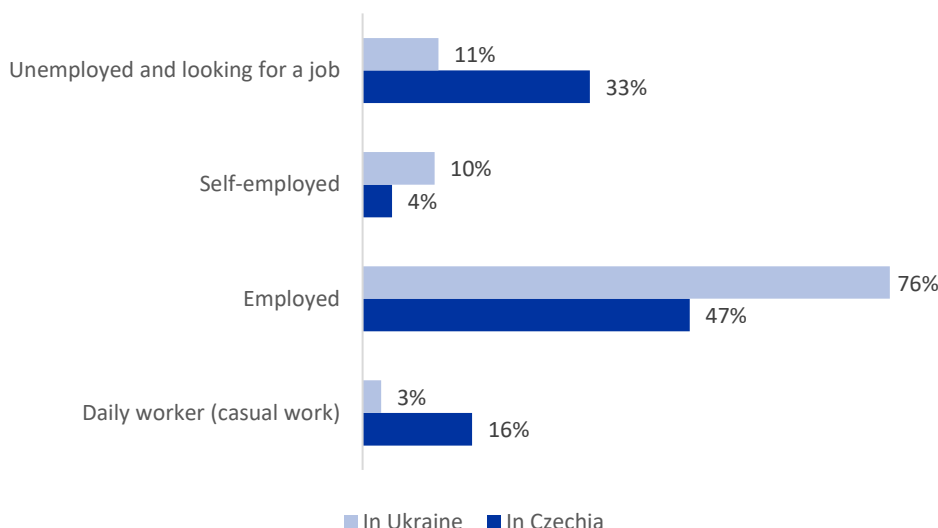
Numbers of employed are high and growing

The rate of inclusion of displaced persons from Ukraine in the European labour markets is faster on average than for other refugee populations (OECD 2023; Desiderio and Hooper 2023; IOM Europe 2023b). Among sampled respondents, the number of displaced persons from Ukraine integrated into Czech labour market is even higher than the average for Europe (IOM Europe 2023b).

Slightly over 51 per cent of respondents reported working while in Czechia, including those employed, daily workers³ and those who reported being self-employed. Roughly 25 per cent of respondents reported being unemployed and actively seeking a job, while 23 per cent of respondents were economically non-active (retired, student, on parental leave, or unemployed, but not actively looking for a job).

Among the economically active population in Czechia (those employed or actively seeking work) the employment rate is 67 per cent, while 33 per cent are unemployed. In Ukraine, 89 per cent of economically active respondents were working and 11 per cent were unemployed.⁴ These numbers are consistent with the finding of research carried out by PAQ Research and Institute of Sociology (CSA) in June 2023 (Šafářová et al 2023).

Figure 1: Employment status before and after displacement, total (%), N=3 681



2. Only economic active respondents are included in the counting (without retired, students, people on maternity/paternity leave, unemployed and not looking for a job)

3. The term daily worker is used to describe short time, temporary work.

4. According to ILO international standards, the labour force participation rate is a measure of the proportion of a country's working-age population that engages actively in the labour market, either by working or looking for work. See: [here](#).

Among those who worked while in Ukraine, 66 per cent have a job in Czechia, with 70 per cent being employed, 22 per cent being “daily workers” and 8 per cent being self-employed.

Of the respondents who did not work while in Ukraine (including students, retirees, unemployed people, or people on parental leave), 29 per cent work or are actively looking for a job in Czechia. In case of students, only 38 per who were studying in Ukraine report studying while in Czechia. The rest are working (42%), actively looking for a job (17%), unemployed not looking for a job (3%).

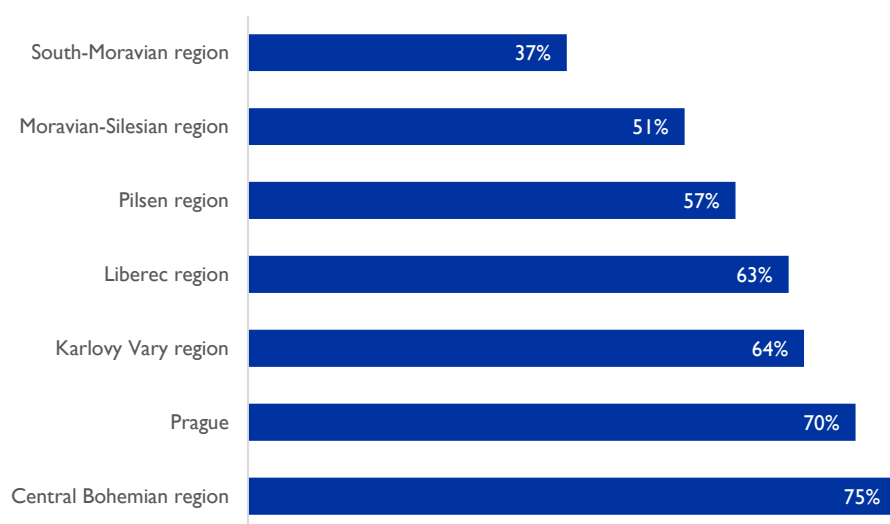
High education rates among refugee population

Forty-seven per cent of respondents report having completed tertiary education. Specifically, 49 per cent of women in the sample report having completed tertiary education, compared to about 41 per cent of men. The survey data also show that the share of tertiary educated refugees from Ukraine among respondents is slightly higher than recent official data on the whole Ukrainian labour force,⁵ however it is lower than most other EU countries (OECD 2023).

The main fields of education among women include business, administration and law (27%), services (14%), engineering, manufacturing and construction (12%), education (12%), and health and welfare (11%). Among men, the main field of education is engineering, manufacturing and construction (58%), followed by business administration and law (16%), and information and communication technology (8%).

If we look at the 7 regions where more than 60 respondents were interviewed, we can see, that respondents reported higher levels of employment in the regions of Central Bohemia, Prague, Karlovy Vary, Liberec and Pilsen, while only 37 per cent of respondents in South-Moravian region reported being employed.

Figure 2: Employed respondents by region, total (%), N=3 681



5. The educational attainment of Ukrainians was higher than that of the EU average in 2020 (Ukraine LFS, 2020 in (OECD 2023)), with more than half of women at their working-age having a tertiary degree (56%) compared to about 43 per cent of Ukrainian working-age men.

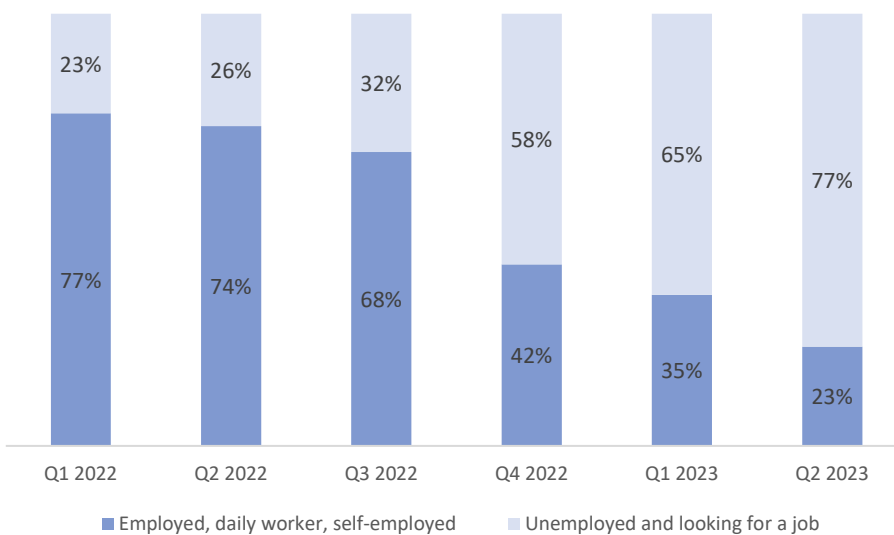
CHANGES AND DEVELOPMENTS

The number of economically active respondents increased significantly over time as the total share of working respondents increased by 20 per cent from the last reporting period from June to December 2022 (from 31 per cent to 51 per cent (IOM Czechia 2022)).

Among those displaced in the first quarter of 2022, the number of working respondents (among those economic active) was 77 per cent versus 35 per cent of those who were displaced and arrived approximately one year later in the Q1 of 2023.

The number of unemployed and looking for a job for those displaced who arrived in the Q2 of 2022 was 23 per cent compared to 65 per cent for those who arrived in the Q2 of 2023.

Figure 3: Employment status of economically active respondents according to date of displacement, total (%), N=2 783



Displaced persons from Ukraine are able to integrate into EU labour markets relatively quickly in part due to laws that allow them to start working almost immediately upon arrival.⁶

Qualitative findings (outlined in the comments section) show that some respondents reported using recruitment agencies to find jobs already before leaving Ukraine.

6. According to the EU Charter (Article 15), third-country nationals authorised to work in the Member States are entitled to the same working conditions as EU citizens.

FACTORS INFLUENCING LABOUR MARKET INTEGRATION

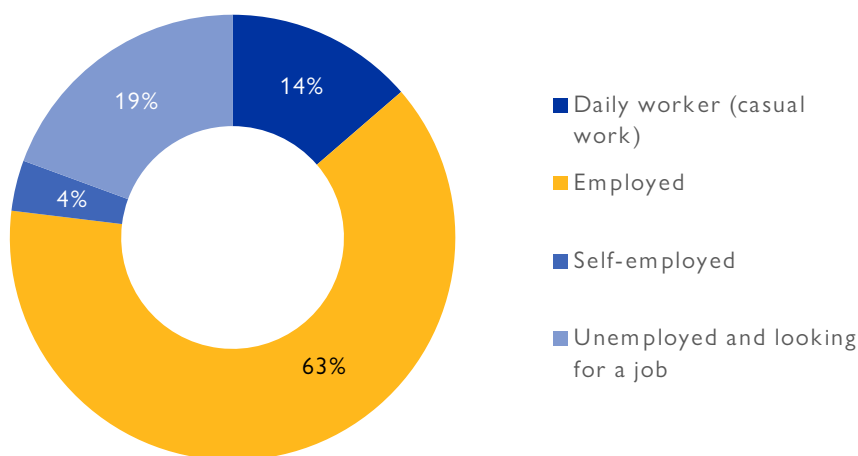
The main factors influencing labour market integration are gender, age, health and family situation, knowledge of Czech language and time spent in Czechia (Figure 3). Other factors include having networks of friends or relatives in Czechia, level of achieved education, and type of occupation previously held in Ukraine. Respondents with secondary education (72%) and lower secondary education (69%) have higher employment rates, while those with university-level education and higher vocational education report higher levels of unemployment.

In terms of types of occupations, respondents with highest level of employment were those who used to work as craftsman (and in related fields) while in Ukraine. Eighty-one per cent of respondents who were formerly craftsman in Ukraine reported having a job in Czechia. Seventy-nine per cent of respondents who formerly worked as machine operators or assemblers (such as truck or bus drivers and mining or rubber machine operators) have a job in Czechia. Finally, respondents who previously worked as managers reported the third-highest employment rate, with 70 per cent holding jobs in Czechia.

Also, knowledge of Czech language proved to be a benefit in finding work. Overall, 871 economically active respondents declared they could speak Czech (24%). Among these respondents the share of those who declared to have an occupation is about 21 per cent higher than that of those not speaking Czech (81% compared to 67%).

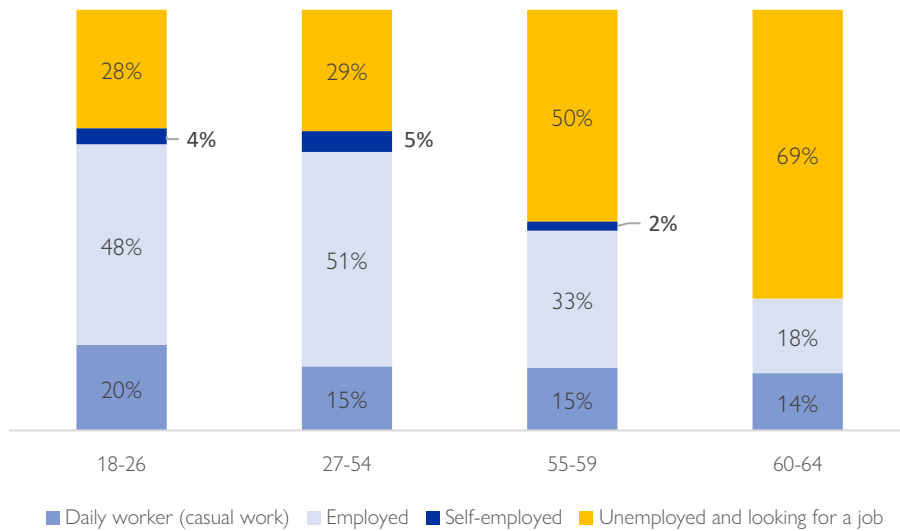
Among respondents who stated that they could speak Czech, the share of those who are working among the economic active, is higher than that average (81% versus 67%).

Figure 4: Respondents who speak Czech (24% respondents), N=871



Our data also show that the unemployment rate increases significantly with increasing age as fifty-four per cent of respondents aged between 55-59 report being unemployed and looking for work, compared to the overall average of 33 per cent. Respondents between 60-64 years old are twice as likely to report being unemployed and actively seeking work compared to the total average (69% versus 33%).

Figure 5. Employment status of economically active respondents, by age groups (%), N=3 626



Respondents who are not employed but actively looking for a job mentioned language (70%), not enough available job offers (26%), family responsibilities (21%) and health issues (19%) as the biggest barriers to finding work.

SOCIO-ECONOMIC SITUATION OF REFUGEE WOMEN⁷

Most refugees from Ukraine are women. In Czechia, 64 per cent of adult Ukrainian refugees (aged 18-64) are women, as of 25 September 2023.⁸ In our Survey women represent 80 per cent of all survey respondents.

Refugee women are particularly disadvantaged in terms of economic integration. Specifically, women may suffer from “*triple disadvantage*” in the labour market, because of them being women, migrants and forced migrants at the same time (Liebig and Tronstad 2018). This intersection of factors results in lower employment rates among refugee women compared to other migrants, native born woman, and refugee men (Kosyakova et al 2023).

Among respondents, 36 per cent of **women were unemployed and looking for work**, compared to 21 per cent of men. In addition, men were more likely to report having a job (79% versus 64%) among the economically active respondents (see Fig. 6).

In terms of **income level**, more women report having insufficient income to meet their daily expenses (37%), compared to 20 per cent of men.

Women were also far more likely than men to rely on state support and family support to cover their **day-to-day costs** (67% compared to 40% of men). Men were more likely to rely on income from work and savings to cover expenses (80% men compared to 58% of women). Overall, 16 per cent of women were dependent **solely on state support** compared to 9 per cent for men. This number is, however, much lower than in the previous reporting periods, where the number of all respondents who lived only from state support was 22 per cent (IOM Czechia 2022).

The integration of refugee women in the labour market tends to be crucial for the integration of refugees’ children.

“In particular, the labour market status of the immigrant mother seems to have a strong impact on the employment of their daughters”

(Liebig, Tronstad 2018:9)

7. Only economic active respondents are included in the counting (without retired, students, people on maternity/paternity leave, unemployed and not looking for a job)

8. [Statistika v souvislosti s válkou na Ukrajině - archiv - Ministerstvo vnitra České republiky \(mvr.cz\)](#)

BARRIERS REFUGEE WOMEN FACE IN ACCESSING THE LABOUR MARKET IN CZECHIA⁹

Refugee women have a **generally worse position on the Czech labour market** compared to refugee men. This is due to the structure of the regional labour market and type of work available for migrants who do not know the Czech language, which have historically been mostly low-skilled positions, intended for physically fit and strong people who can work in shifts, on weekend, and long hours (the situation is more favorable in big cities and Prague where women can find work in the service sector) ([Migrace online, 2016](#)).

In addition, women are often the **primary or only caregivers in the family**. Almost half of the women respondents (43 %) are in Czech Republic with children under 18 years old. Among these women, more than a half (55 %) are **alone with at least one child**. Most of the women (76%) who are in Czechia with children are not accompanied by a male adult (older than 18 years). Women who are alone with children **face obstacles while trying to balance work and care responsibilities**.

According to some Czech media outlets, some local schools lack places for **children from Ukraine**, especially in big cities (specifically Prague).¹⁰ In case of our respondents, the majority (90%) stated that they were able to enroll their children to school. Only 4 per cent said they could not enroll their children due to a lack of places. Others cited a disability of their child, the lack of transport, or the fact that the children were attending online lessons in Ukrainian schools, which conflicted with the schedule of Czech schools. However, women respondents in qualitative interviews pointed to other **problems connected to education and school attendance**. These were bullying (which forced some women to let their children change schools), having not enough time and energy to spend with children, or children being placed in segregated (Ukrainian) classes. Some respondents also noted that Ukrainian children may **face challenges in adapting to local school environments**. For example, one respondent came to Czechia with her 14-year-old grandson, whose mother recently died. She noted:

“He has a lot of stress, every day he insists on returning to Ukraine, does not want to go to school. He now sees two psychologists, perhaps, he will be transferred from the Czech school to the Ukrainian class. I am worried that I may not be able to cope with him, and that the social service will take him away”

(Woman, 62, taking care of one grandchild and working part-time as a cleaner)

Another woman came to Czechia in August 2022 with her son. As of April 2023, they were staying in a dormitory on the outskirts of a small town, without access to services. She explained:

“My son has problems at school, they are insulting him. It is difficult for him to learn a new language. And he was not accepted to the local football team. I really hope that these issues will be resolved over time.”

(Woman, 44 years, works in a factory)

Overall, the situation of the respondents reflects the position of women caregivers in Czech society in general (Volejníčková, Švarcová, Křížková 2020) taking in account additional barriers they face as migrants and refugees (Liebig, Tronstad 2018).

9. The situation of women on labour market in Pilsen and Karlovy Vary regions has been described in our previous Reports (IOM Czechia 2023a; IOM Czechia 2023b)

10. https://www.irozhlas.cz/zpravy-domov/ukrajina-deti-skoly-rusko-valka-vzdelavani-ministerstvo-skolstvi_2303171300_ale

WORK CONDITIONS

Women who are often expected to be the primary caregiver in the family are often forced to accept work under disadvantageous conditions. Meaning that the work of many women can be described as 'precarious' as it is characterized by an unstable income and a lack of social protection.

Among sampled respondents, 18 per cent of women work as daily workers, compared to 9 per cent of men. Women were also overrepresented among respondents working without written contracts (22% women versus 9% men).

Figure 6: Employment status, by gender and total (%), N= 2783

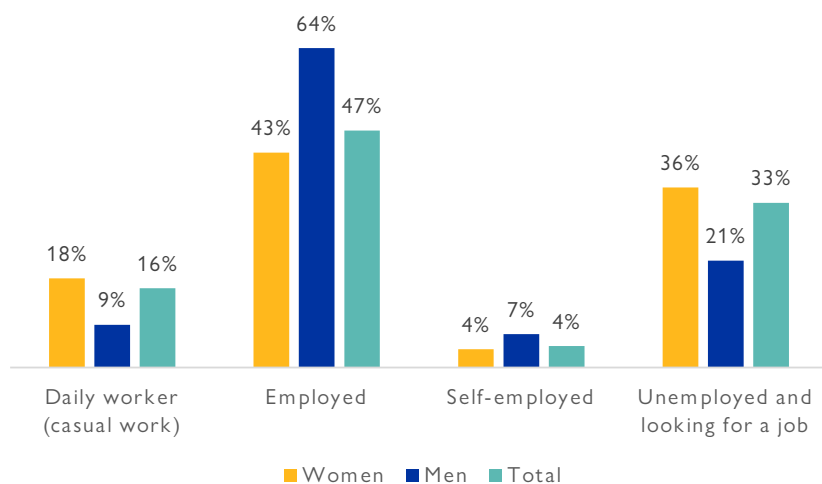
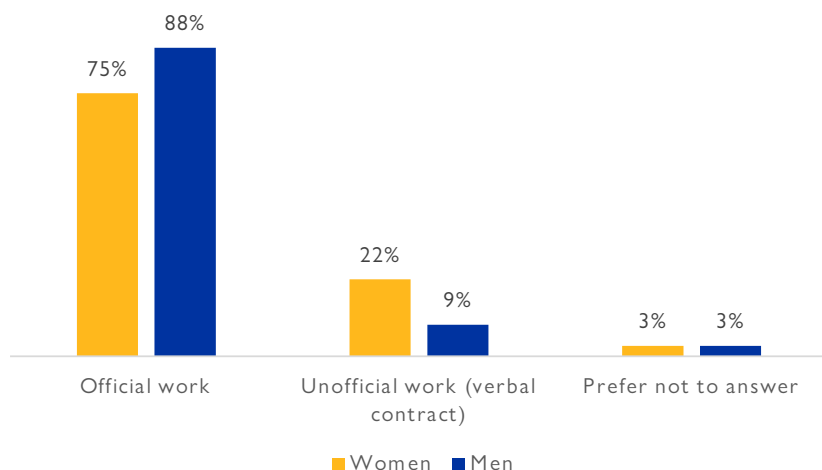


Figure 7: Work with/without written contract, by gender, N= 282



Refugees from Ukraine working in Czechia often work in positions below their qualification as non-qualified manual workers. This is especially true for women (Šafářová et al 2023; Drbohlav, Tichý 2022).¹¹ The survey shows, that forty-five per cent of male respondents who previously worked as managers or professionals work below their qualification-level in Czechia, compared to 65 per cent of female respondents. The three most common occupations for women respondents were elementary occupation (27%), plant and machine operator (24%), and services and sales worker (18%). In case of men this number are almost the same.

Respondents from qualitative interviews mentioned that they perform physically demanding jobs, usually working in factory operations or services (IOM Czechia 2023a; IOM Czechia 2023b).

This type of work often inhibits women from learning or pursuing other education opportunities, which further hinders their job prospects.

“In general, I am satisfied with the work. I earn 125 CZK (5-6 USD) per hour of work. And they take me to and from work for free. But work shifts are not just day shifts. I work 12-hour shifts: 4 days on the day shift, then one day off, and the next 4 days I work on the night shift. Because of this, I don't have time at all to learn Czech”

(Woman, 40 years, alone with 3 children)

“There are no jobs in my village. Here I work in a warehouse, the shifts last 12 hours. The commute to work takes about 2 hours one way. There is no opportunity to learn the Czech language, because all the time is spent on work, on the way to work, and the rest of the day is spent sleeping.”

(Woman, 48 years, without children)

“I am very tired physically and psychologically. I would like to change my life. But I don't have enough time, for example, to go to Czech language courses, because I work in shifts at the factory.”

(Woman, 42 years, with two children, she previously worked as a medical doctor in Ukraine)

Situation of refugee women from Ukraine in the labour market in Czechia is reflected in their income level. According to the PAQ Research and Institute of Sociology (CSA), **refugee women from Ukraine earn significantly lower wages** in Czechia than refugee men from Ukraine. According to their research, the average net hourly wage of men is CZK 190, while women receive CZK 157 per hour on average (Šafářová, et al 2023). Our Survey data shows that sixteen per cent of surveyed women who have a job stated that their income is **not sufficient to cover daily expenses**, compared to only 3 per cent male respondents.

11. According to PAQ Research and Institute of Sociology (CSA), 58 per cent of their respondents work in a position below their qualification. (Šafářová et al 2023).

CONCLUSION

This report presents the findings of a survey conducted by IOM to assess the needs, intentions and integration challenges of displaced persons from Ukraine in Czechia. The size of the sample together with the in-depth information obtained from the qualitative data, make this study a unique source of information on the socio-economic situation of Ukrainian refugees in Czechia.

It shows that the labour market participation of displaced persons from Ukraine in Czechia is among the highest compared to other European countries and that time spent in Czechia and knowledge of the Czech language are among the factors that increase the likelihood of labour market participation. On the other side, it also indicated that most of the refugees are overqualified for their jobs, without fully using their skills or expertise.

The report also highlights the situation of refugee women, who are considered particularly disadvantaged in terms of economic integration and whose labour market participation impacts the integration of their children. Refugee women in the sample have lower employment rates than men and they more often work in precarious positions as daily workers or without a written contract. The disparity between women and men in the labour market is also reflected in their financial situation, which in the case of women is less favourable than in the case of men in our sample.

Findings presented in this report point to several areas where the design of existing support measures for refugees from Ukraine in Czechia could be strengthened to improve their integration in local labour markets and societies..

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Gender a výzkum 20 (2): s. 124–153.

Displacement Tracking Matrix (DTM) is a system to track and monitor displacement and population mobility.

The survey form was designed to capture the main displacement patterns – origin country and region – for refugees of any nationality fleeing from Ukraine because of the war. It captures the demographic profiles of respondents and of the group they are travelling with, if any; it asks about intentions relative to the intended final destination and prospects of permanence in the country of the survey/first reception; it gathers information regarding a set of main needs that the respondents expressed as more pressing at the moment of the interview.

Since the onset of the war in Ukraine, several IOM's DTM tools were deployed in countries neighbouring Ukraine and in other countries particularly impacted by the new arrivals of migrants and refugees from Ukraine.

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