

SLOVAKIA

LABOUR MARKET INTEGRATION OF UKRAINIAN REFUGEES

2023 ANNUAL REPORT



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This publication was made possible through the support provided by the U.S Department of State: Bureau of Population, Refugees, and Migration (PRM) and the Government of Japan.

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This report was issued without formal editing by IOM.

Cover photo: IOM staff presenting the services offered by the Migration Information Centre in Slovakia © IOM 2023

Citation: International Organization for Migration (IOM), March 2024. "DTM Slovakia: Labour market integration of Ukrainian refugees – 2023 Annual Report" IOM, Slovakia.

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Release date: March 2024

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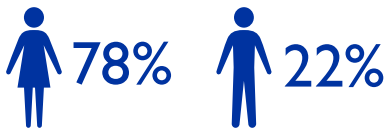
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KEY FINDINGS IN 2023

DEMOGRAPHICS



LABOUR MARKET PARTICIPATION



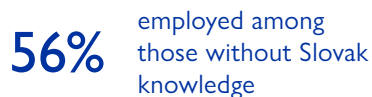
EMPLOYMENT STATUS



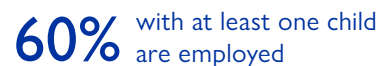
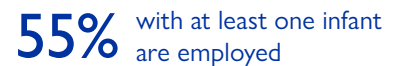
DURATION OF STAY



LANGUAGE



WOMEN WITH CHILDREN



More than one answer possible

JOB MATCHING



BARRIERS TO EMPLOYMENT



More than one answer possible

TOP 5 NEEDS

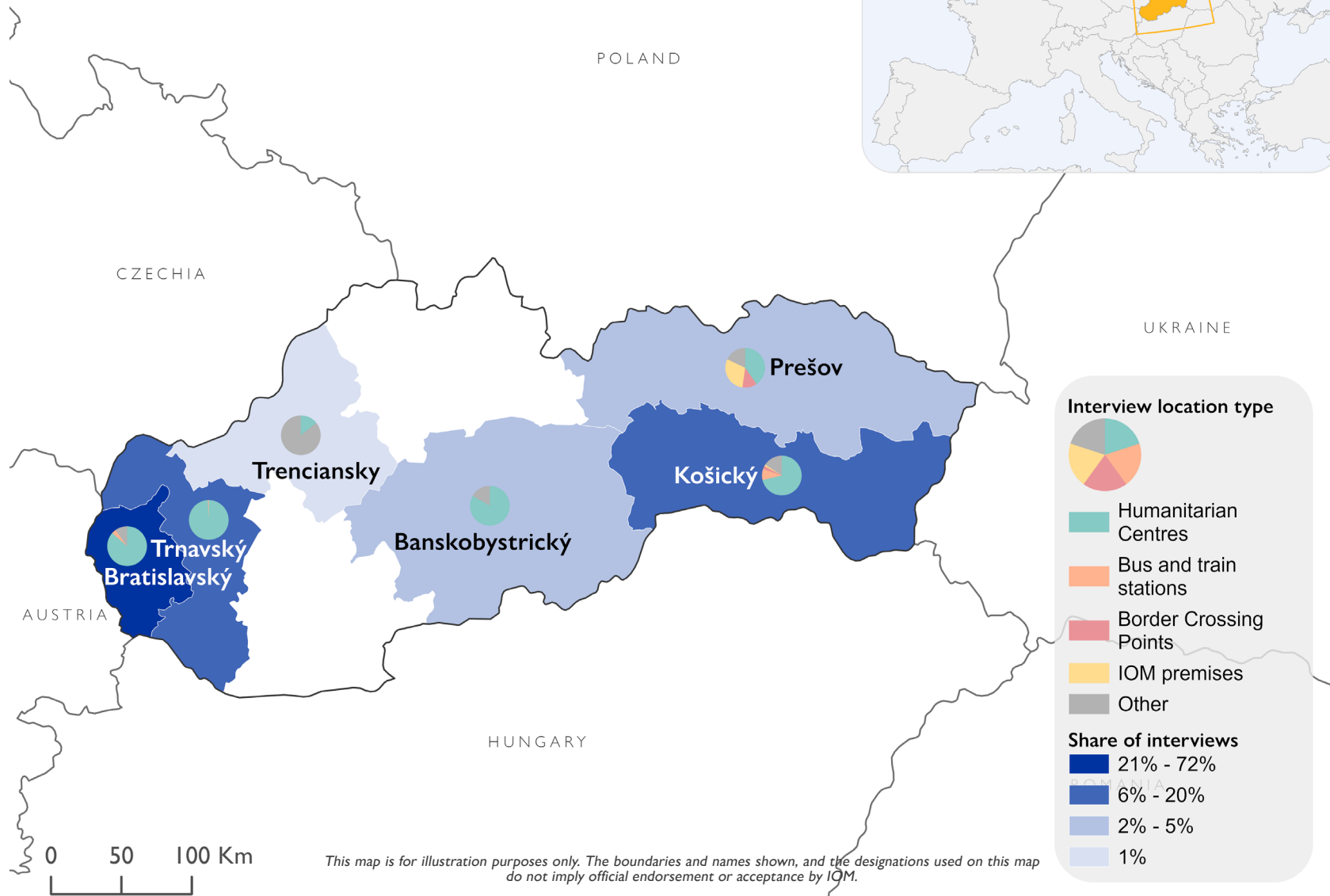


More than one answer possible

Overview: number of surveys and locations of data collection in Slovakia in 2023

Surveys: 1,982
Provinces: 6

Men - 22%
Women - 78%



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LABOUR MARKET PARTICIPATION

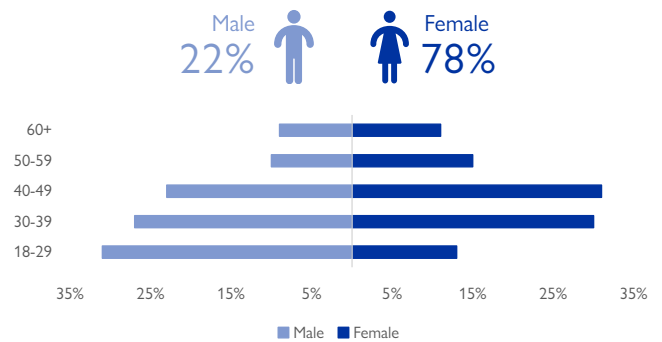
DTM collected data on the Needs, Intentions, and Integration Challenges of Ukrainian refugees in Slovakia from January to December 2023, interviewing a total of 2,600 individuals over the year. This report delves into the employment profiles and prospects of the adult respondents, placing particular emphasis on individuals who either have the intention or have already settled in the country (n=2,402). These individuals, deemed as 'stayers' for the purpose of this study, are those actively investing

human and social resources to fully engage in the life of the host community. Among this group, the report narrows its focus to the subset of 1,982 respondents who fall within the working age range (18-64 years old), providing insights into their participation in the labour market and detailing their experiences, needs, and intentions related to employment in Slovakia throughout the duration of their displacement.

GENDER AND AGE

Among the working-age stayers (n=1,982), 78 per cent are women, while men make up the remaining 22 per cent. Among the women, a combined majority falls within the 30-39 age group (30%) and the 40-49 age group (31%), whereas the largest proportion of men belong to the 18-29 age group (31%). The majority of surveys were conducted in Bratislava (71%) and Košice (16%), while the remaining 13 per cent were collected in four other regions in Slovakia.¹

Figure 1. Respondents by age and gender (%) n=1,982



TRENDS AFTER DISPLACEMENT

Participation in the labour market increased slightly among working-age stayers in Slovakia compared to their participation in Ukraine prior to displacement. At the time of the interview, 75 per cent of respondents (n=1,408) were engaged in the labour force² (90% of men and 71% of women). Meanwhile, 25 per cent of working-age stayers remained inactive. The highest proportion of active respondents was observed within the 40-49 age group (34%), whereas the highest proportion of inactive individuals was found in the 60+ age group (27%) and the 30-39 age group (24%).

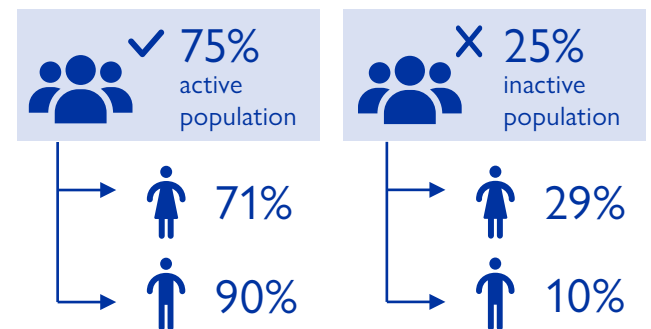
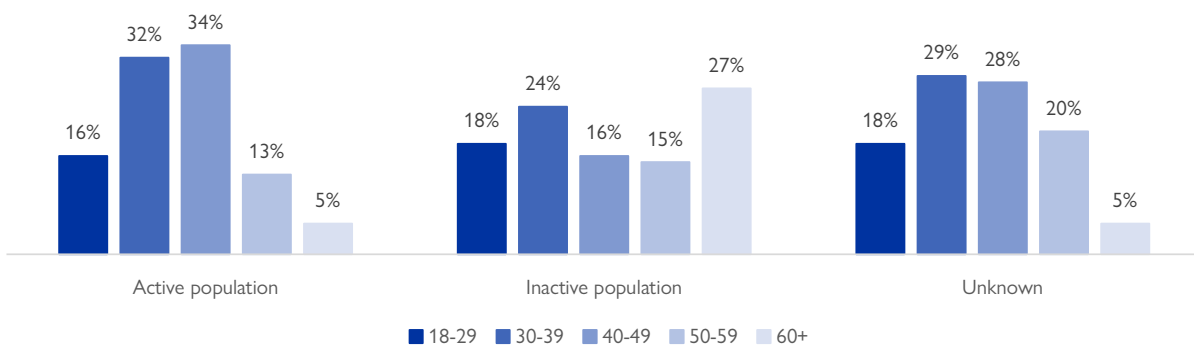


Figure 2. Active and inactive population by age (%) n=1,982



¹ The remaining 13 per cent of surveys were collected in Trnava (7%), Prešov (3%), Banská Bystrica (2%), and Trenčín (1%).

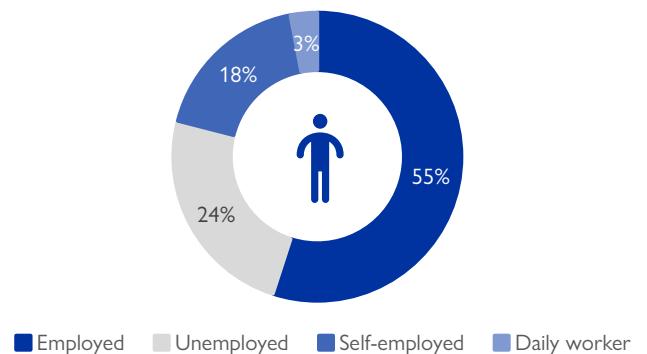
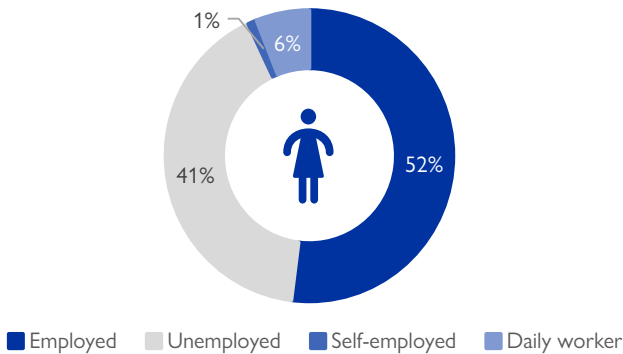
² Active population is the sum of employed and unemployed at working-age. Inactive population is the sum of retirees, students, unemployed not looking for a job, at working age. Employment and unemployment rates are calculated only on the active labour force, excluding those who are inactive.



Among the active population (n=1,408), 63 per cent is in employment (53% employed, 5% self-employed and 5% daily worker), while 37 per cent is unemployed and looking for a job.

Figure 3. Employment status within active population, female (%) n=1,040

Figure 4. Employment status within active population, male (%) n=368



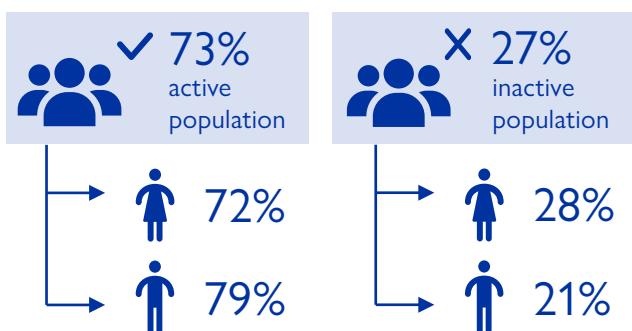
TRENDS BEFORE DISPLACEMENT

Nearly three quarters (73%) of respondents within the working-age bracket (n=1,982) were actively engaged in work before leaving Ukraine, which is a slightly lower rate compared to the respondents' current rates of labor market participation in Slovakia. The remaining 27 per cent were not part of the labour force.

Among respondents, 66 per cent were in employment (59% employed, 6% self-employed and 1% daily workers), and 7 per cent were unemployed but actively seeking employment. Among the inactive respondents, reasons for not being part of the labour

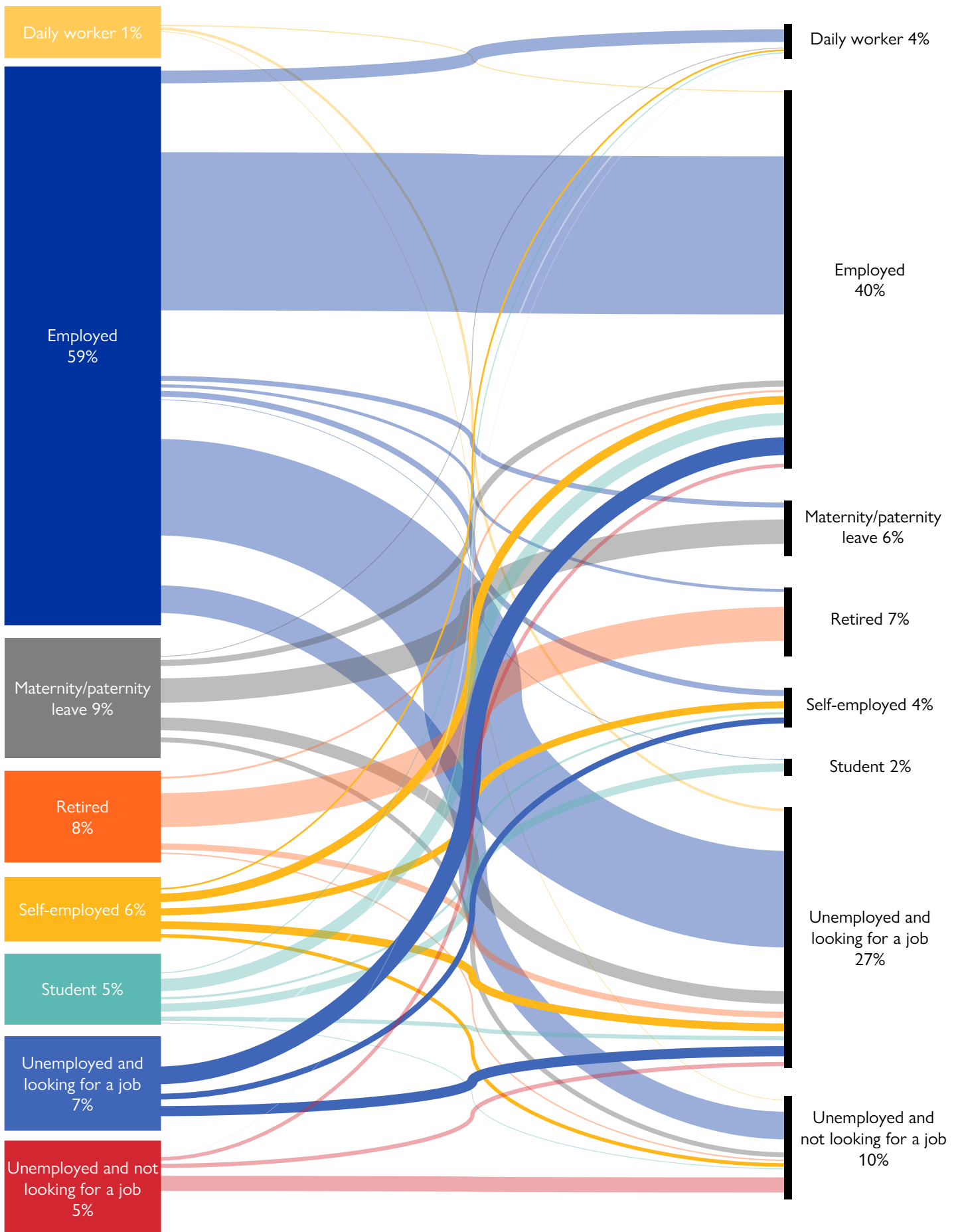
force included parental leave (9%), retirement (8%), student status (5%), in addition to those not seeking employment (5%).

Prior to displacement, the likelihood of being in employment was similar for both genders (66% for both women and men). However, a higher share of men were unemployed and were looking for a job compared to women (13% versus 6%). Among the inactive group, a greater share of women reported being on parental leave (11%) or being unemployed and not seeking a job (5%) compared to three per cent of men.



Labour market presentation and training for Ukrainian refugees in Prešov ©IOM 2023

Figure 5. Employment before and after displacement (%) n=1,982



ACTIVE POPULATION

JOB MATCHING

More than half of respondents (56%) stated that their current job in Slovakia aligns with their level of education and professional experience, with men expressing greater satisfaction with job matching (70%) than female respondents (51%). For those whose academic and professional background was not in line with their current employment, the highest levels of mismatches were observed among individuals with tertiary education (59%) and respondents with upper secondary education (22%).

FINDING A JOB

The most frequent way of securing employment in the current location was through the assistance of friends, as nearly half (42%) of respondents who answered the question on how they found a job (n=893) reported being helped by friends (40% of women and 47% of men). A smaller proportion of individuals (17%) obtained a job by applying on job portals (18% of women and 15% of men), followed by 13 per cent who found employment through a local agency (16% of women and 7% of men).

Similarly, a significant portion of individuals (68%) who are actively seeking employment while being unemployed (n=232) are relying on their personal networks to explore job opportunities and establish connections. Additionally, 42 per cent distributed their CVs directly to potential employers, and 33 per cent used online job portals as a means to find employment.

HOURS WORKED IN A MONTH

Respondents who disclosed the number of hours they work on a monthly basis (n=336) predominantly reported working between 160-192 hours (53% of women, 47% of men, and 51% overall). A smaller proportion of respondents (28%) reported working fewer than 160 hours per month, with women being more likely to fall into this category (33%) compared to men (14%). Conversely, the study revealed that men tend to work more than 192 hours per month (39%), in comparison to women (14%). This can be attributed to factors such as a lack of alternative job options that are less demanding or workplace expectations that necessitate longer working hours.

EXPENSES COVERED BY INCOME

Among respondents (n=1,499), 50 per cent are covering their daily expenses in Slovakia through income generated from employment. It is noted that the duration of displacement correlates with the proportion of individuals relying on income to cover their expenses. Only one-fifth (19%) of respondents cover their expenses with income among those who have spent less than a month in the country. However, this proportion increases to 52 per cent among those who have stayed between one and a half and two years, and reaches 95 per cent among those who have spent more than two years in Slovakia.

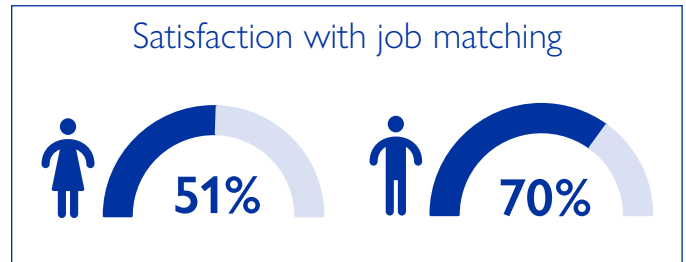
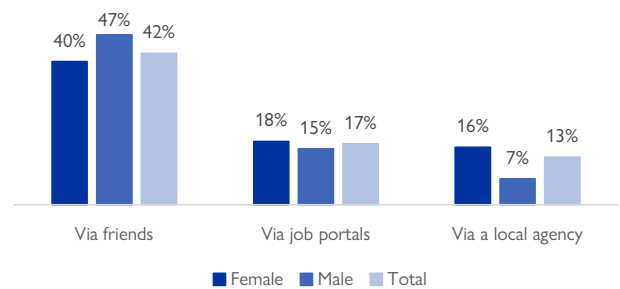


Figure 6. Most common ways of finding a job (%) n=893



Notably, among self-employed individuals, the most commonly used channel for securing a job was through the help of friends (42%), followed by those who started their own business (23%) or sought employment via job portals (12%).

Figure 7. Hours worked in a month (%) n=336

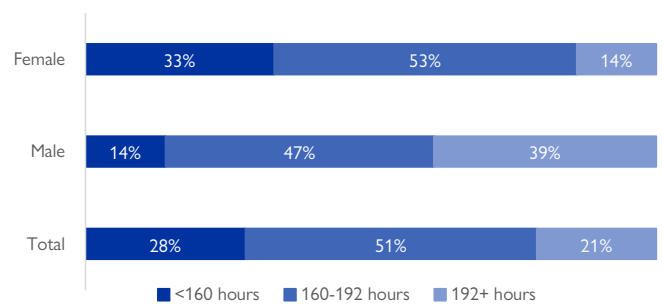
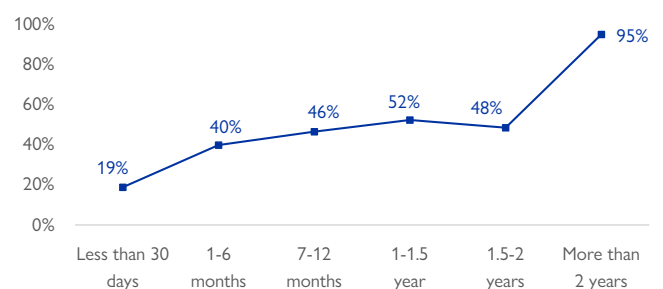


Figure 8. Covering daily expenses with income vs duration of displacement (%) n=1,449

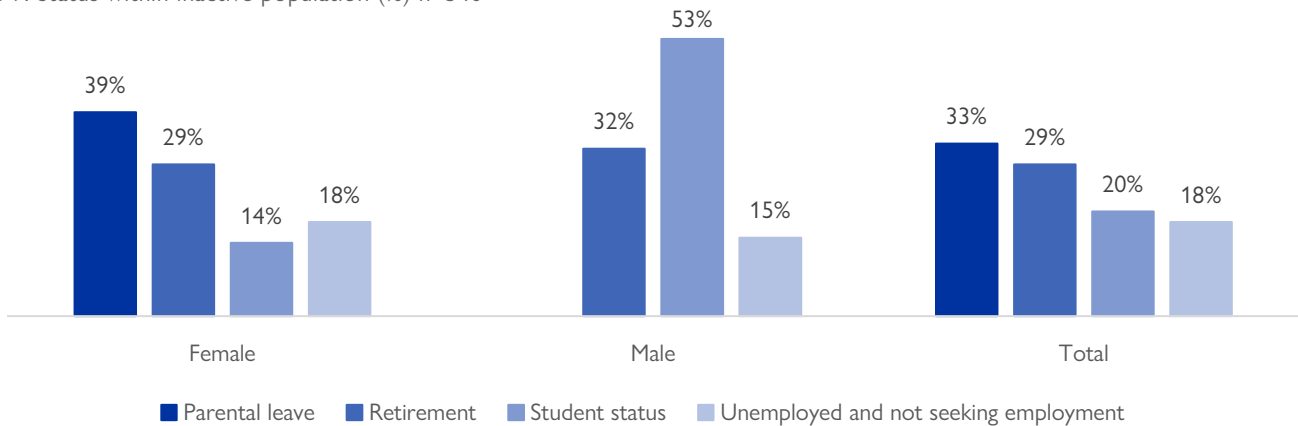


INACTIVE POPULATION

The inactive population comprises individuals who are not seeking employment, including individuals on parental leave (33%), retirees (29%), students (20%), and those unemployed who are not looking for a job (18%). Notably, 18 per cent of women and 15 per cent of men indicated not searching for a

job. A substantial 39 per cent of women were on maternity leave, whereas none of the men were on paternity leave. Male respondents were more likely to have a student status (53%) compared to women (14%). The share of retirees was comparable among women and men (29% and 32%).

Figure 9. Status within inactive population (%) n=540



UNEMPLOYED AND NOT LOOKING FOR A JOB

Those who are not employed and not actively seeking a job (n=196) indicated that their absence from the labour market is primarily driven by family responsibilities (57%), such as caring for children, elderly family members, or persons with disabilities. Others identified their medical condition (23%) as a main impediment, while some mentioned the lack of a need for employment (7%), as other members in their households are

already employed and cover necessary expenses. The remaining 13 per cent cited various reasons, including plans to return to Ukraine soon (3%) or they opted not to disclose their reasons. Notably, women were more likely to attribute their unemployment to family duties (58%) compared to men (33%), while men mentioned medical conditions (33%) more frequently than female respondents (23%).



“

I am not able to work due to my severe medical condition that I have been battling with.

”

Fifty-one year old woman, originally from Kharkivska oblast, residing in Bratislava, Slovakia.

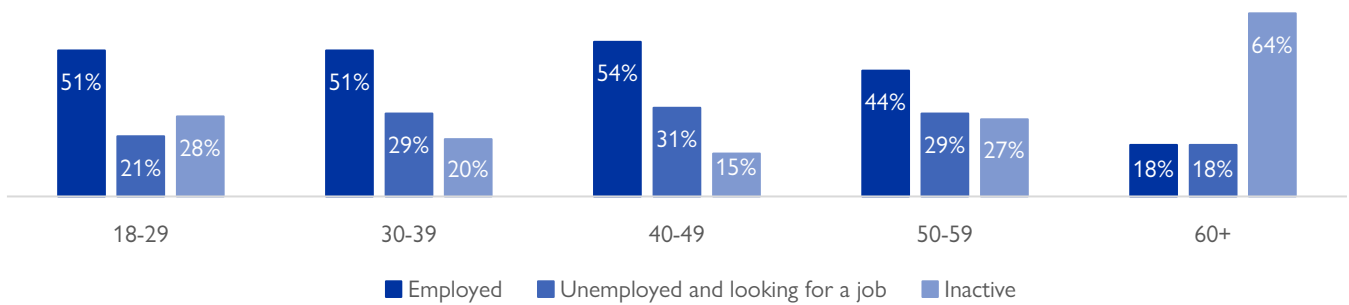
ENABLING FACTORS AND BARRIERS TO EMPLOYMENT

GENDER AND AGE

Certain factors were identified as either more or less favorable for securing employment in Slovakia. As previously emphasized, women exhibited a lower likelihood of being employed (42%) compared to men (68%). Notably, within age groups below 60 years, significantly higher employment rates were observed

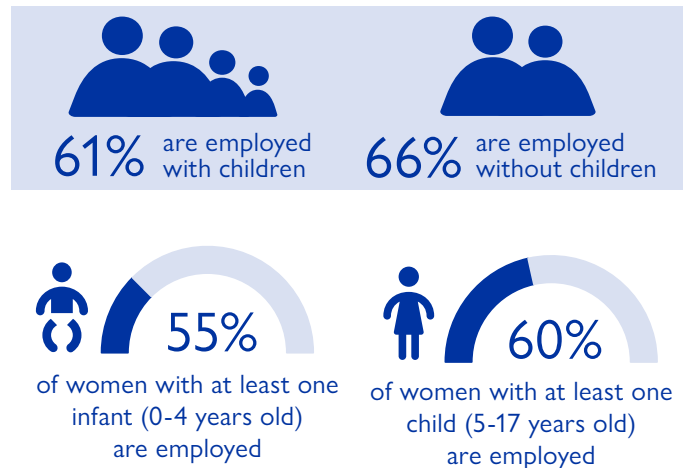
when contrasted with the 60+ age group. Employment rates varied from 51 per cent in the 18-39 age range to 54 per cent in the 40-49 age group and 44 per cent in the 50-59 age group. Conversely, only 18 per cent of individuals in the 60-64 age group were employed.

Figure 10. Employment status by age group (%) n=1,886



HOUSEHOLDS WITH CHILDREN

Respondents in the labour force without childcare responsibilities (n=566) exhibit a higher likelihood of being employed (66%), compared to those with children (n=842), among whom 61 per cent are employed. Among women in the labour force, the fact of having children (0-17 years old) does not significantly impact the rate of employment. Women with children (n=691) and those without children (n=349) both have an employment rate of 59 per cent. However, a notable disparity in employment rates is observed among women caring for infants (0-4 years old) compared to those with children aged 5-17 years old. The employment rate is recorded at 55 per cent for women with at least one infant, while it stands at 60 per cent among women with children aged 5-17 years old.



SINGLE-HEADED HOUSEHOLDS

Remarkably, a relatively higher proportion of women (62%) acting as the sole heads of their households were in employment, potentially attributable to the circumstance that, in many cases, they have limited alternatives.

When evaluating the hours worked, it was evident that the majority (57%) of women in single-headed households typically work between 160-192 hours per month, with a smaller proportion (10%) exceeding this range.



Mother and daughter from Ukraine residing in Bratislava, Slovakia ©IOM 2023

DURATION OF DISPLACEMENT

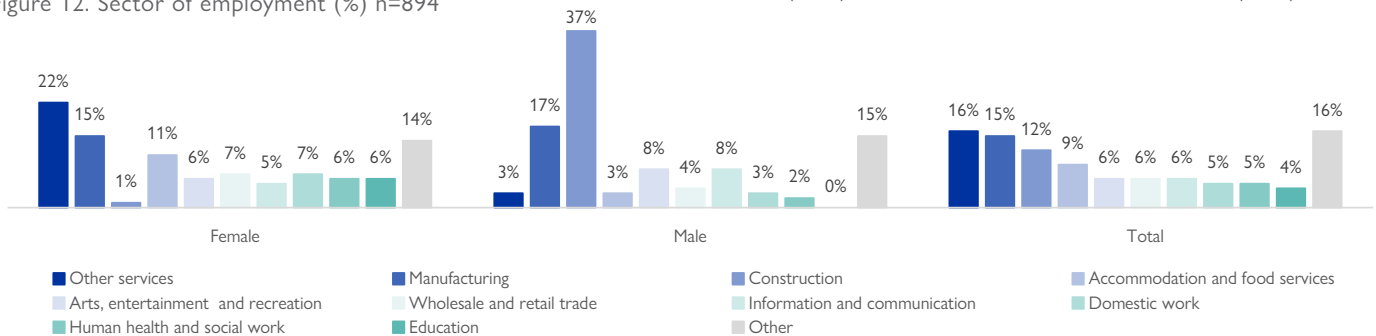
Duration of displacement in Slovakia is linked to a higher likelihood of employment. Active individuals who have spent less than a month in the country exhibit an employment rate of 25 per cent, contrasting with a significantly higher employment rate of 76 per cent for those who have been in the country for one and a half to two years. Conversely, unemployment rates decline as the duration of displacement increases. It decreases from 75 per cent among those who have stayed less than a month in the country to 24 per cent among those who have stayed between one and a half to two years in Slovakia.

LEVEL OF EDUCATION

The study identified no significant correlation between the highest level of education achieved and the reported employment rates in Slovakia. However, distinctions arise concerning the type of occupation and sectors among those currently employed. Individuals with higher levels of education were more inclined to be employed in services and sales or fall into a professional category (e.g., teachers, doctors, lawyers, accountants, etc.).

Notably, 67 per cent of individuals holding a post-graduate diploma reported working in a professional category. In contrast, among those with tertiary education, 31 per cent were engaged in services and sales, followed by 18 per cent in professional roles post-displacement. Conversely, individuals with secondary education or lower were observed to be working in elementary occupations (37%) or crafts and related trades (21%).

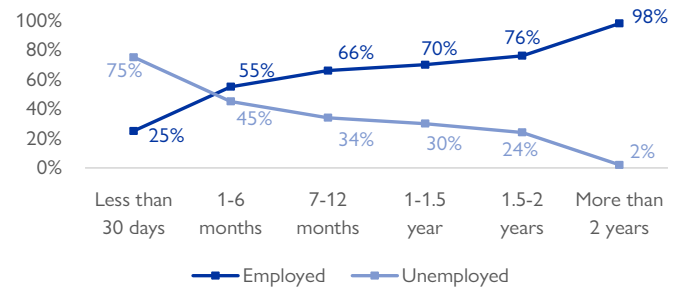
Figure 12. Sector of employment (%) n=894



SLOVAK LANGUAGE PROFICIENCY

Possessing a certain proficiency in the Slovak language was associated with increased levels of employment among respondents. Those without any knowledge of the local language (n=672) had an employment rate of only 56 per cent and an unemployment rate of 44 per cent. Conversely, among those who possess a certain level of Slovak knowledge (n=736), a significantly higher percentage (70%) of respondents reported being employed, with an unemployment rate of 30 per cent among them. Among those with knowledge of the local language, 57 per cent were in involved in regular employment, 9 per cent were self-employed and 4 per cent engaged in daily work.

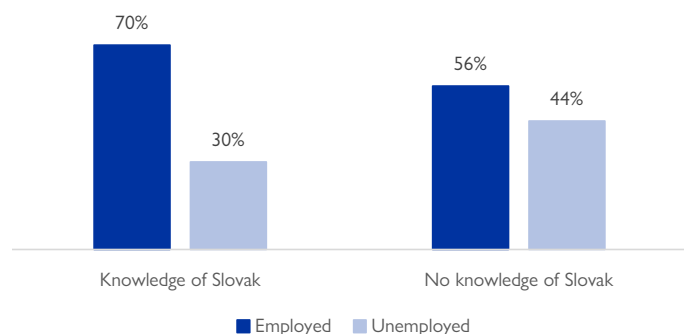
Figure 11. Employment rate by length of stay (%) n=1,408



Regarding employment sectors, among those employed, the majority (16%) worked in the services sector, followed by the sectors of manufacturing (15%), construction (12%) and activities related to accommodation and food services (9%).

Upon evaluating the sectors of employment based on the highest level of education completed, it was found that individuals with a postgraduate diploma are more inclined to work in the education sector (33%) and the information and communications technology sector (22%). Meanwhile, those with tertiary education more commonly find employment in service activities (13%) and manufacturing (12%). Conversely, individuals with secondary education or lower are often employed in the construction sector (27%) and other service activities (21%), while those with only primary-level education are more frequently engaged in domestic work (33%) or work in the construction sector (17%).

Figure 13. Employment status by language knowledge (%) n=1,408



BARRIERS TO EMPLOYMENT

Among unemployed individuals actively seeking employment (n=232), respondents identified language barriers (52%), family responsibilities such as caring for children, elderly, or disabled family members (24%), health conditions (11%), and the scarcity of job opportunities in the area (11%) as the primary obstacles to securing employment in their current location. Notably, 18% reported facing no challenges in this regard. In addition to the lack of language knowledge, women were found to refer to family duties more frequently (55%), whereas for men the second most often cited barrier was medical conditions (11%), followed by the lack of available jobs (11%).

LANGUAGE BARRIER

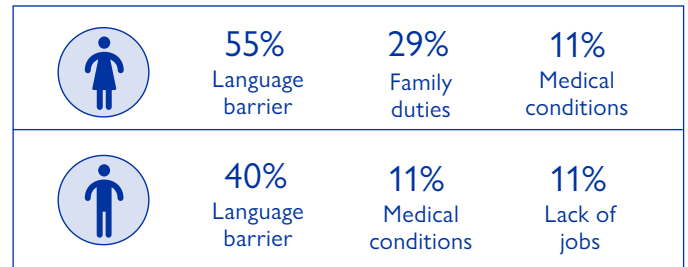
When evaluating language as a barrier to employment, it is observed that there is an increasing trend in considering language as an obstacle up to the first year of displacement, after which it begins to decline. Specifically, a language barrier is mentioned by 42 per cent of those who have stayed in Slovakia for less than a month, followed by 63 per cent among those who have been in the country for 7-12 months. Among individuals who have stayed one and a half to two years in the country, the proportion reporting a language barrier decreases to 54 per cent, but remains higher than those who have been in Slovakia for less than a month.

Among individuals who speak the local language, nearly one third (32%) participated in language classes facilitated by an agency, 18 per cent took online classes, 15 per cent attended private classes, 12 per cent enrolled in classes organized by migration authorities, and 11 per cent learnt the language through their employers. Notably, 23 per cent did not attend language classes.

On the contrary, among those who do not speak the language, 49 per cent did not partake in language classes. Of those who did not follow language classes in Slovakia, the reasons cited included a lack of overall time (35%), time constraints due to childcare responsibilities (25%), or uncertainty about where to access language classes (22%). Among respondents (n=198), 71 per cent expressed a willingness to accept and attend language classes if offered by their employers.

Remarkably, among those who are unemployed and looking for a job, but do not speak the local language, only less than half (45%) attended language classes, while 55 per cent did not follow Slovak courses. This was attributable to the lack of knowledge on where to access classes (59%), time constraints due to taking care of children (22%) and a lack of overall time (11%), while another four per cent did not need language classes. The remaining 11 per cent reported other reasons.

Figure 14. Top three barriers to employment by gender (%) n=232



More than one answer possible

Figure 15. Language barrier over time (%) n=231

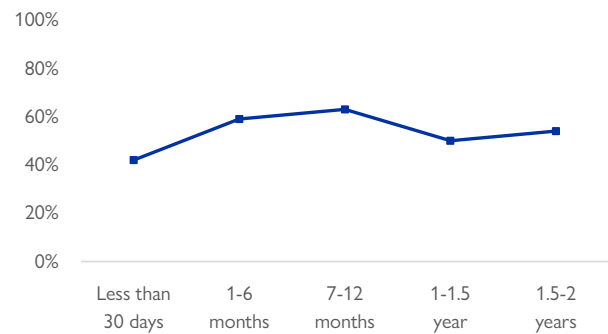
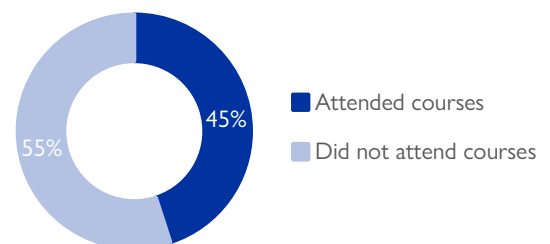


Figure 16. Unemployed, looking for a job, but not speaking the local language (%) n=49



FUTURE PROSPECTS, ASPIRATIONS, AND NEEDS

Among respondents who aspire to secure employment (n=945), 23 per cent of women (n=779) expressed a desire to work in services and sales roles (e.g., cooks, hairdressers, protective services). Another 23 per cent aimed for professional occupations (e.g., teachers, doctors, lawyers, accountants), while nine per cent hoped to find employment in elementary occupations (e.g., cleaners, construction workers, street vendors). Conversely, 17 per cent of men (n=166) aspired to work as plant or machine operators, 17 per cent as worker in crafts and related trades (e.g., metal or wood workers, repairers, electronic installers), while 13 per cent expressed a preference for professional occupations.

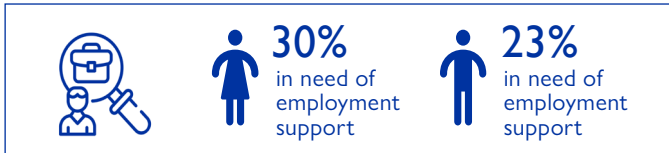
“ In the future, I would like to work as a teacher, but I lack information on how to make my qualifications recognized. ”

Woman originally from the city of Kyiv, residing in Prešov.

NEED FOR EMPLOYMENT SUPPORT

The need for employment support (29%) emerged as one of the top five priority needs³ among respondents, with 30 per cent of women (n=1,552) and 23 per cent of male respondents (n=430) expressing the need for support. As the duration of displacement increases, the demand for employment support diminishes. Among those who have been in displacement for less than a month (n=242), 60 per cent expressed the need for

Figure 17. Employment support as a priority need (%) n=1,982



DOING BUSINESS

Most active women have no plans to start a business (70%) while in Slovakia, with only 30 per cent expressing entrepreneurial intentions. In contrast, a greater percentage of active male respondents (50%) are open to the idea of establishing their own business while in displacement, while 50 per cent have no intentions of pursuing entrepreneurship.

Assistance for starting a business was not highlighted among the most immediate priority needs by respondents. Only three per cent of women and five per cent of men identified business support as a current priority. Concerning the duration of their stay, the demand for business support grew proportionally with the length of displacement. Five per cent of respondents (n=366) mentioned this need among those who have stayed one and a half to two years in displacement, compared to two per cent among those who have spent only a month in the current country of displacement (n=242).

employment support, whereas only one-fifth (20%) of those who have been displaced for one and a half to two years still require assistance with finding employment. Among respondents who were uncertain about where to seek assistance (n=298), employment-related information needs were the second most frequently mentioned (24%), surpassed by the need for information on health services (51%).

Figure 18. Need for employment support over time (%) n=1,982

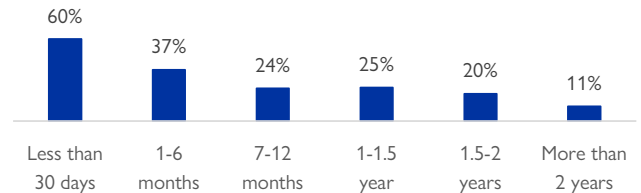
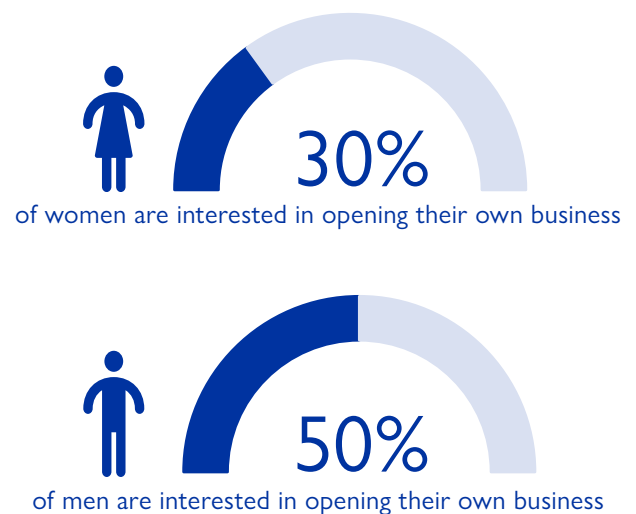


Figure 19. Interest in opening a business by gender (%) n=597



³ Other priority needs included health services (49%), financial support (46%), medication (40%), and language courses (35%).

METHODOLOGY

IOM's Displacement Tracking Matrix (DTM) is a system to track and monitor displacement and population mobility. It is designed to regularly and systematically capture, process and disseminate information to provide a better understanding of the movements and evolving needs of displaced populations, whether on site or en route.

Since April 2022, IOM Displacement Tracking Matrix has been regularly surveying individuals who are residing in the eleven countries included in the Regional Refugee Response Plan for Ukraine. The aim of the survey is to improve the understanding of their profiles, displacement patterns, intentions and needs. The survey is deployed in 6 countries neighbouring Ukraine – Belarus, Hungary, Poland, the Republic of Moldova, Romania, and Slovakia, and other 5 countries in Europe, particularly impacted by the arrivals of refugees from Ukraine, including Bulgaria, Czechia, Estonia, Latvia and Lithuania.

Face-to-face surveys are conducted by 17 trained enumerators in Slovakia, with adult refugees from Ukraine (18+ years-old). Surveys are collected at selected locations (information centres, humanitarian aid distribution points, accommodation centres, transit points, BCPs, and IOM premises) in six regions of Slovakia. The survey is anonymous and voluntary, administered after obtaining consent from the respondent. Respondents can stop the survey at any time. In Slovakia, the questionnaire is available in Ukrainian and Russian, and the preferred language is determined by the interviewee. Only fully completed surveys are into account for analysis.

Prior to the start of the survey, all enumerators were trained by IOM on DTM standards, the use of Kobo application, IOM approach to migrants' protection and assistance, the ethics of data collection and the provision of information and referral mechanism in place.

About the Survey

Aim

To improve the understanding of the profiles of Ukrainian nationals residing or transiting through Slovakia, including their displacement patterns, intentions and needs.

Location and execution

Face-to-face surveys were conducted by 17 trained enumerators stationed at selected locations in 6 regions of Slovakia. Surveys are conducted in Ukrainian and Russian with the help of a mobile application.

Target population

The present analysis focuses on the labour market integration and employment prospects of working-age (18-64 years-old) Ukrainian refugees who have already settled or intend to settle in Slovakia.

Regional data collection and analysis

The survey is deployed in 11 countries: 6 neighboring countries (Belarus, Hungary, Poland, the Republic of Moldova, Romania, Slovakia), and 5 other countries (Bulgaria, Czechia, Estonia, Latvia and Lithuania) impacted by the arrival of refugees from Ukraine.

LIMITATIONS

The sampling framework was not based on verified figures of refugees from Ukraine entering through all land border points or staying in the various regions where the surveys are conducted, due to the lack of baseline information.

The geographic spread of enumerators deployed captures a wide range of locations. Whilst the overall results cannot be deemed as representative, the internal consistency of data collection in each country and at the regional level suggests that the current sampling framework produces findings of practical value.

While every attempt was made to capture all types of locations, the operational reality of fieldwork was confronted with different levels of accessibility of BCPs and other transit and stay locations, including the different availability of possible target individuals to comfortably spend 10-20 minutes responding to the questionnaire depending on a mix of personal conditions. Other factors more related to the conditions at a specific location and period, such as organizational changes in the entry and transit areas from national authorities, or weather conditions, also play a role.

DTM

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 destinations and prospects of permanence abroad or return; 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.

For more information, please consult:

<https://dtm.iom.int/responses/ukraine-response>