UKRAINE RESPONSE

HUNGARY

ECONOMIC INCLUSION OF REFUGEE WOMEN FROM UKRAINE

JANUARY - MARCH 2024

IOM UN MIGRATION | GLOBAL DATA INSTITUTE DISPLACEMENT TRACKING MATRIX

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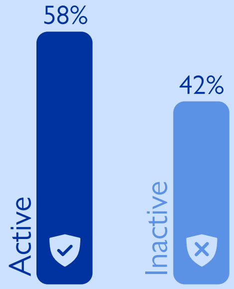
KEY FINDINGS

Sample

137
Female Ukrainian respondents
(18 - 64 years old)

Workforce*



Employment

58%
Working

42%
Unemployed
(looking for work)

Challenges

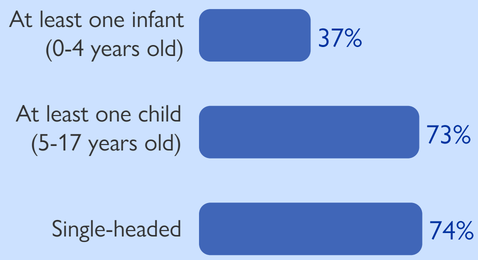
Lack of contract
9%

Long working hours
9%

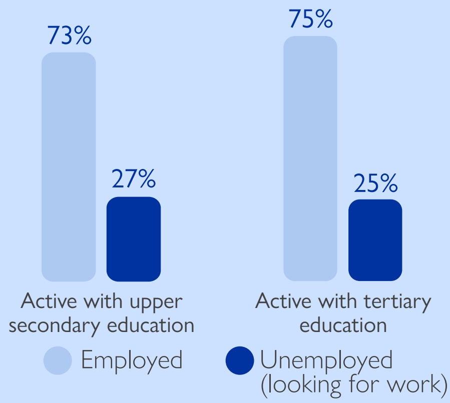
Being underpaid
4%

multiple answers possible

Employment rates among households



Education



Needs

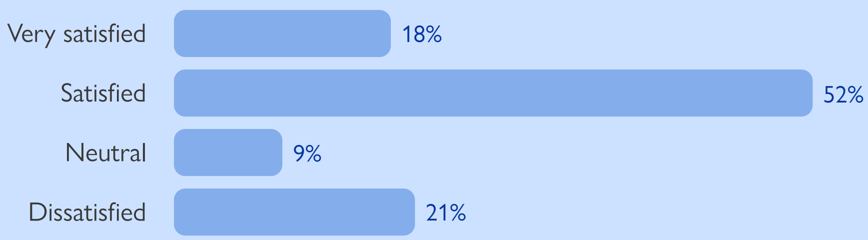
Financial support
77%

Labour market counselling
32%

Business support
7%

multiple answers possible

Job Satisfaction



Resilience

Only 9% are:

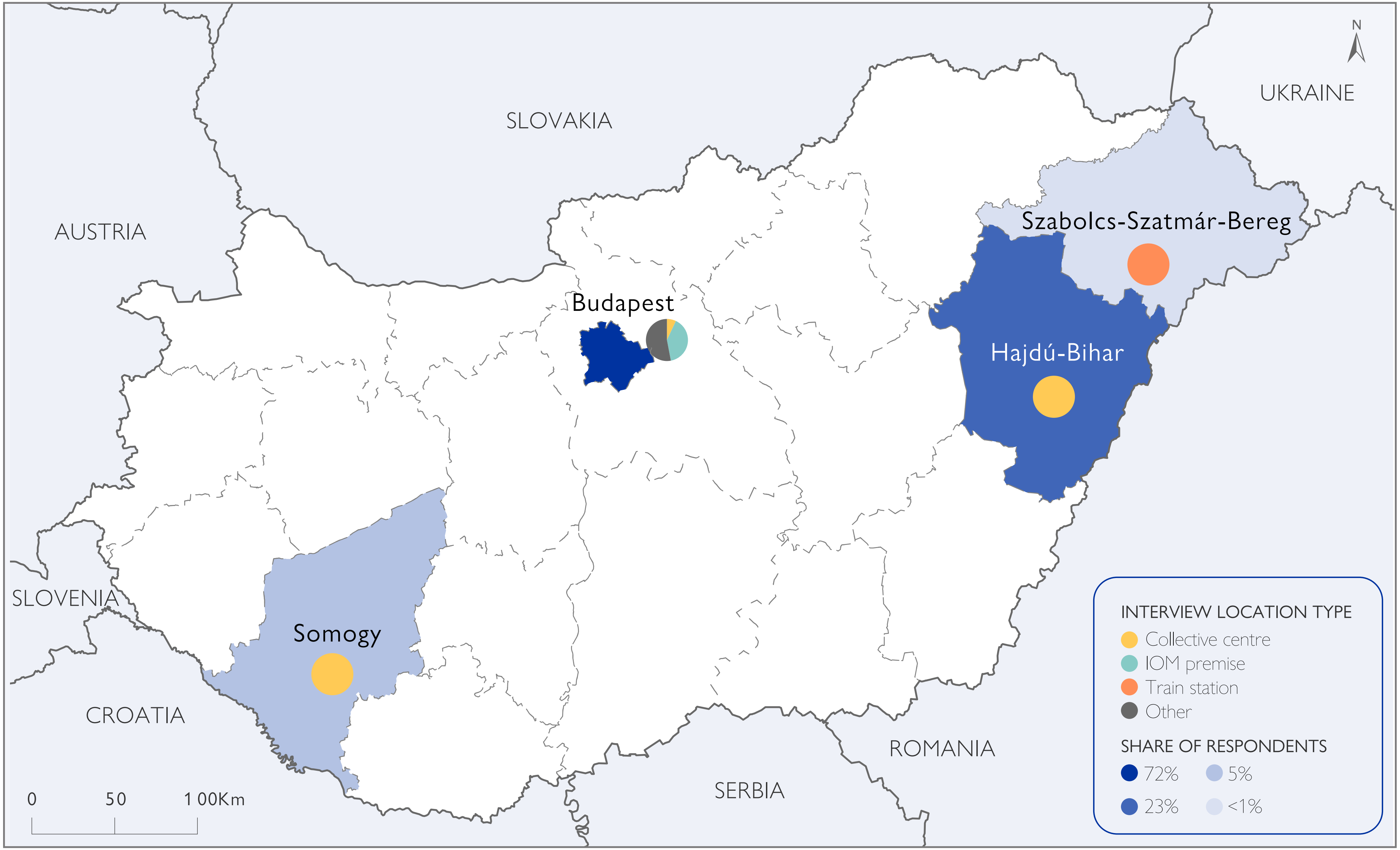
In private accommodation

Employed or self-employed

Able to cover unexpected expense of 100 euros

* see page 6 for detailed definitions

MAP: NUMBER OF SURVEYS AND LOCATIONS OF DATA COLLECTION IN HUNGARY, JANUARY-MARCH 2024



This map is for illustration purposes only. Names and boundaries on this map do not imply official endorsement or acceptance by IOM

INTRODUCTION

The IOM's Displacement Tracking Matrix collected data through Surveys with Refugees in the Ukraine Response region from January to March 2024 (Q1), reaching a total of 167 individuals who plan to stay in Hungary for the foreseeable future. Within this sample, 90 per cent (n=150) belonged to the working age bracket (18-64 years old). Among those of working age, 91 per cent (n=137) were women and 9 per cent (n=13) were men.

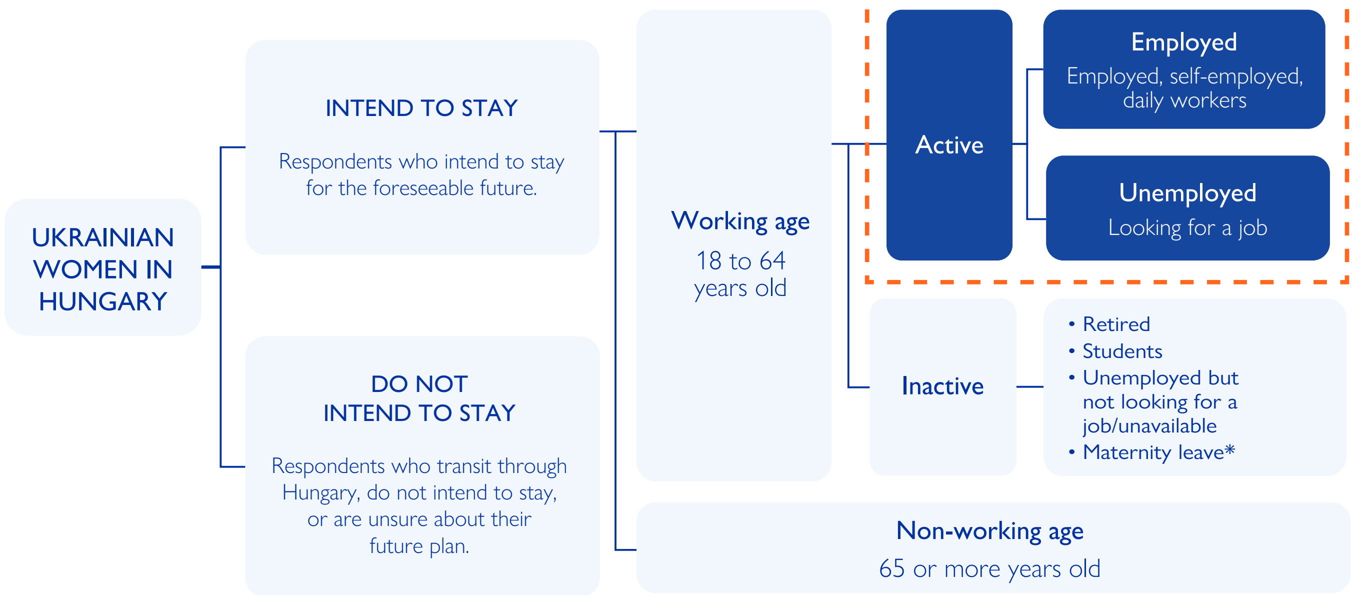
This report delves into the employment profiles and prospects of the 137 female Ukrainian respondents of working age. It sheds light on their involvement in the labour market and elaborates on their experiences, needs and aspirations regarding employment in Hungary during their displacement. This group is central to the forthcoming analysis. The working age group is further divided into active (employed or unemployed and looking for a job) and inactive (students, respondents on maternity leave, retirees and those unemployed who are not looking for a job) respondents. Employment and unemployment rates are calculated only on the active labour force, excluding those who are inactive.

The majority of surveys were carried out in Budapest (72%), followed by Hajdú-Bihar county (23%), Somogy county (5%) and Szabolcs-Szatmár-Bereg county (<1%). For more information on the methodology, please see the Methodology section.

This report explores the economic inclusion of female refugees from Ukraine in Hungary. The forthcoming in-depth analysis aims to support humanitarian interventions in line with Sustainable Development Goal (SDG) 10.7, which emphasizes the facilitation of orderly, safe, regular and responsible migration and mobility of people. Labour market inclusion is fundamental to restoring the dignity of refugees and fostering their independence within host countries. Addressing this need is essential for achieving equitable and inclusive societies.

FOCUS

This report presents the findings of surveys with female Ukrainian citizens, discussing their employment profiles and prospects in Hungary. It focuses on those who intended to remain in the country for the foreseeable future. The findings expand on 137 Ukrainian refugee women of working age (active in the labour market) and review the sectors of employment in the host country.



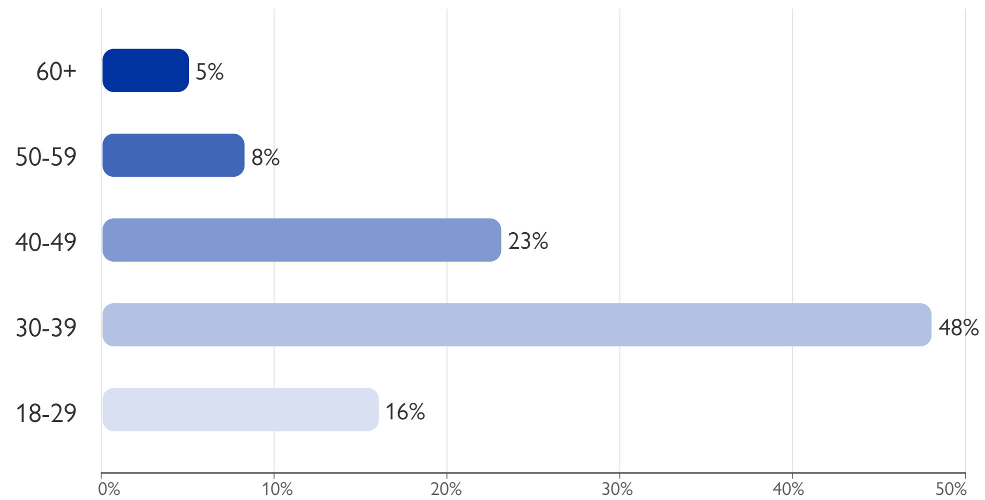
Maternity leave is included among inactive because 1) in Ukraine, benefits are not dependent upon an employment contract and are received for quite a long period, and 2) in the host countries, pregnant or breastfeeding women may have not yet tried to look for a job at the time of the survey.

SOCIO-DEMOGRAPHIC PROFILE

AGE

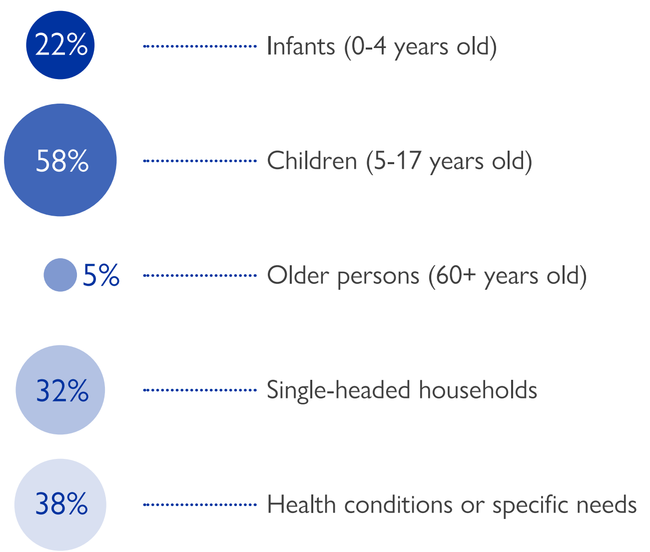
The average age of respondents was 38 years old. The highest proportion fell within the 30-39 age range (48%), while smaller percentages belonged to the 40-49 and 18-29 age groups, accounting for 23 per cent and 16 per cent, respectively. An additional 8 per cent of women belonged to the 50-59 age group, and 5 per cent were above the age of 60.

Figure 1. Respondents by age (%) (n=137)



HOUSEHOLD COMPOSITION

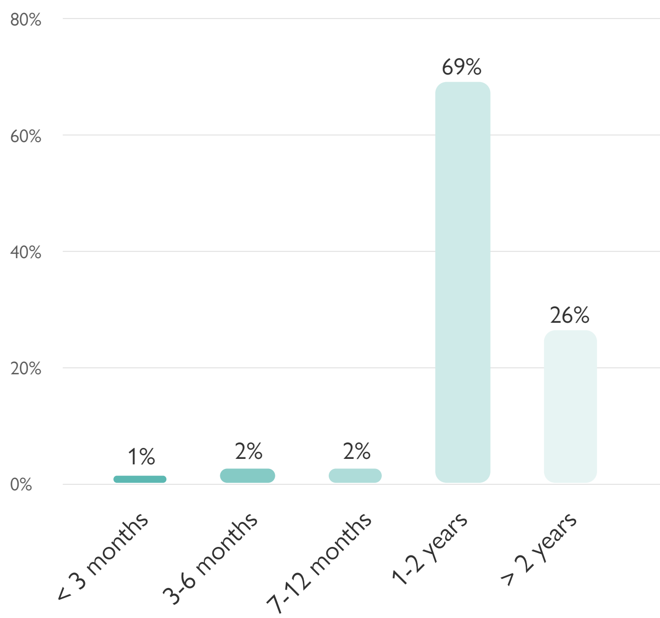
On average, households consisted of three individuals. With regards to children within the households, 67 per cent of households included children between 0-17 years old. More precisely, 22 per cent of households stayed with infants aged 0 to 4 years old, while 58 per cent had children aged 5 to 17 years. Nearly one-third (32%) of households were led by a single adult with children. Overall, 5 per cent of respondents stayed with at least one older person above the age of 60. In addition, over a third of households stayed with people who had serious health conditions or specific needs (38%).



LENGTH OF STAY IN HUNGARY

The majority of the respondents have resided in Hungary (95%) for over a year, with 69 per cent having spent over a year, and 26 per cent having spent over two years in displacement. The remaining 5 per cent spent between 7 to 12 months (2%), 3 to 6 months (2%) or less than three months (1%) in displacement.

Figure 2. Length of stay of respondents in Hungary (%) n=137

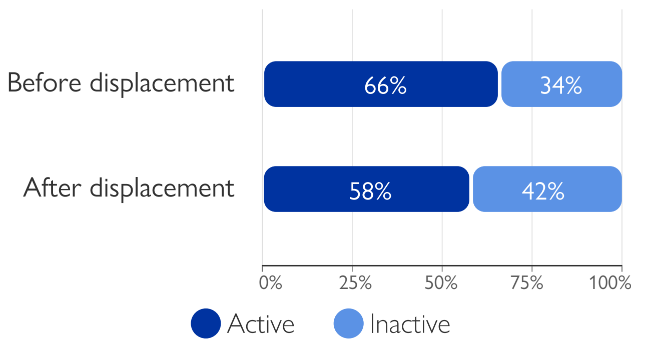


ACTIVE POPULATION

Over half (58%) of the respondents who provided information about their employment status (n=134) were active in the labour market. The remaining 42 per cent of respondents were inactive. When disaggregating by age, the age group with the highest share of active respondents was between 50 and 59 years, with 80 per cent being active, followed by the 40-49 age group with 74 per cent. Conversely, the highest share of inactive respondents was between 18 and 29 years, with 73 per cent being inactive. This was followed by the 60 and older age group with 71 per cent of respondents being inactive.

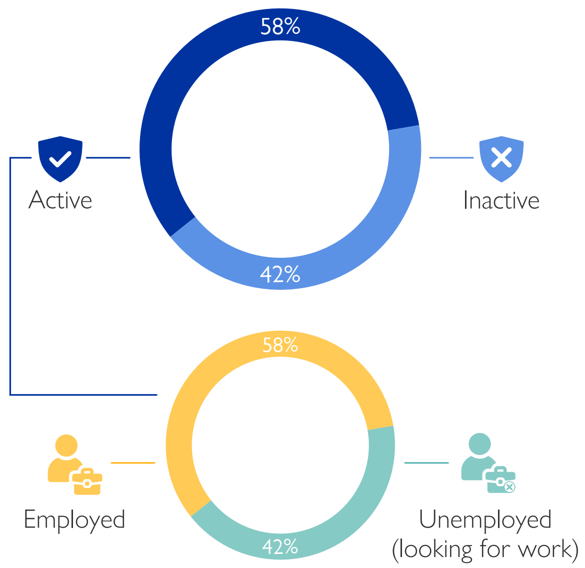
Among respondents who disclosed information on their employment status before displacement (n=137), a around one-third were inactive (34%), while the remaining two-thirds (66%) were active.

Figure 3. Labour market participation, before (n=137) and after displacement (n=134)



Among respondents who were part of the labour force (n=78), more than half were employed (58%), while 42 per cent were unemployed and looking for a job.

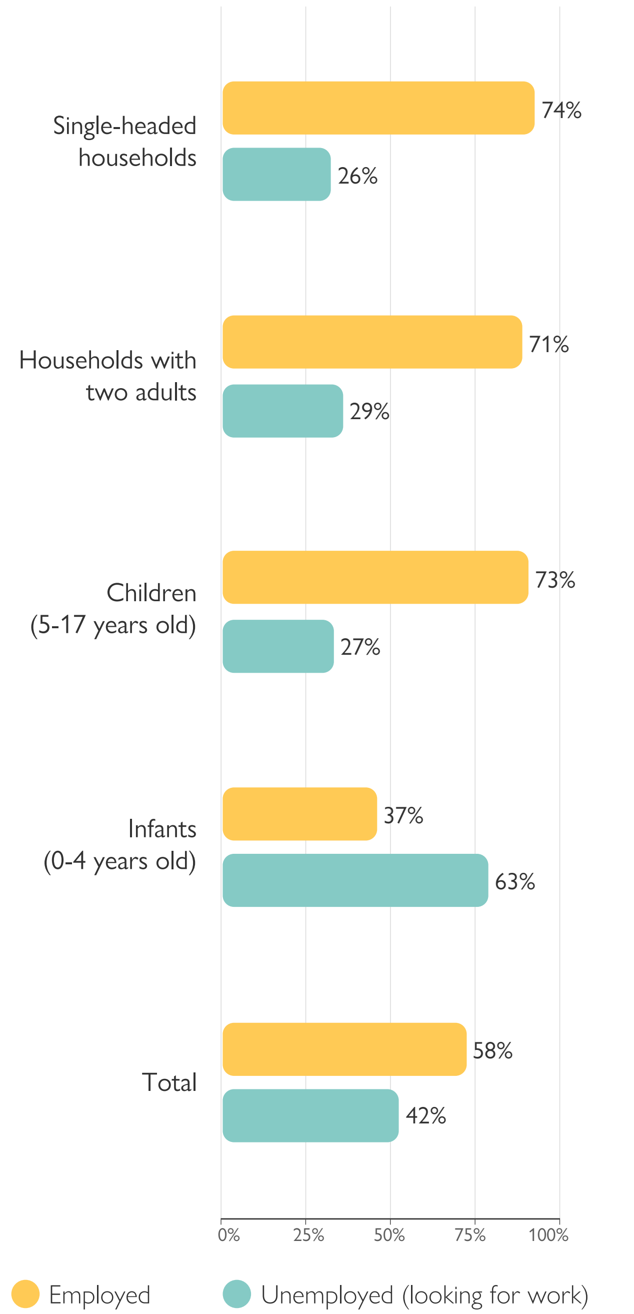
Figure 4. Labour market participation (n=134) and employment rate (n=78)



EMPLOYMENT STATUS BY HOUSEHOLD COMPOSITION

Employment rates varied depending on the household composition. In households with children between 5-17 years old (n=51), the percentage of employed respondents was higher (73%) than in households with at least one infant (n=8) between 0-4 years old (37%). It is worth noting that in single-headed households (n=31), the employment rate was 74 per cent, higher than in households with two adults (n=21, 71%).

Figure 5. Employment status by household composition (%) (n=78)

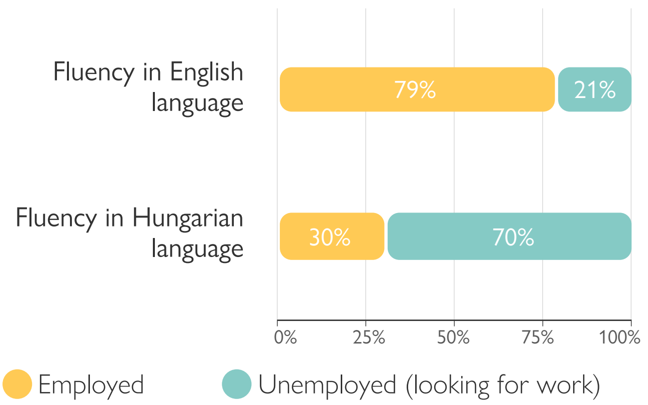


EMPLOYMENT STATUS BY LANGUAGE AND EDUCATIONAL BACKGROUND

The survey found that proficiency in Hungarian language did not necessarily yield higher employment rates compared to those without these skills. Among those who speak Hungarian (n=20), 30 per cent were employed and 70 per cent were unemployed and looking for a job. The higher unemployment rate within this group (n=14) can be attributed to numerous factors, with one of the reasons being the fact that among them, 36 per cent have only completed lower secondary education, and 43 per cent have not completed education. Conversely, among Hungarian speakers who were employed (n=6), 67 per cent completed tertiary education.

When considering fluency in the English language (n=34), 79 per cent of respondents were employed and 21 per cent were unemployed.

Figure 6. Employment status, by knowledge of English (n=34) and Hungarian languages (n=20)

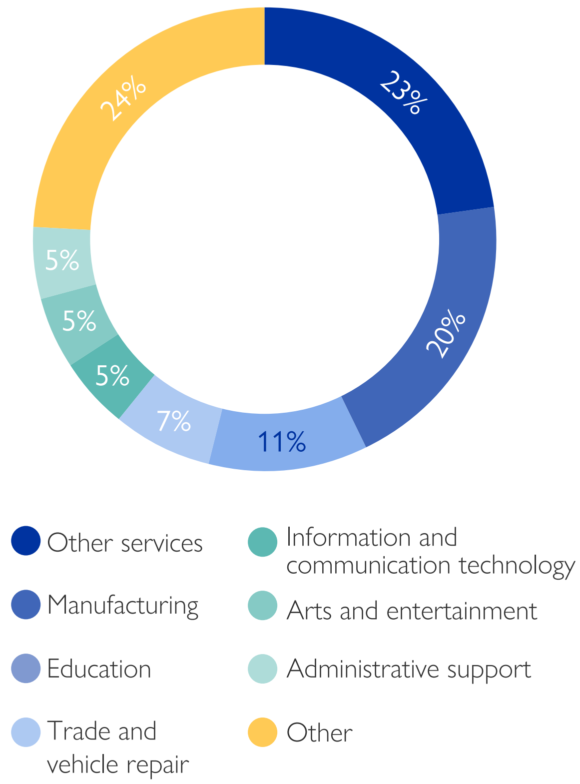


According to survey findings, higher educational attainment levels translated into higher employment rates among refugee women from Ukraine. The highest employment rate was observed among respondents who had completed upper secondary education (73%) and tertiary education (75%), followed by those who had completed post-secondary education (67%). In addition, the level of education might have influenced the types of occupations in which survey respondents were employed. While those having completed primary education primarily worked in elementary occupations (100%),[1] those with upper secondary education were employed in either elementary occupations (63%) or as plant and machine operators (13%). Conversely, those who completed tertiary education worked in professional categories (36%) and to a lesser extent in elementary occupations (21%) or in services and sales (18%).

SECTORS OF EMPLOYMENT

Among respondents disclosing their current sectors of employment (n=44), the most common sectors included services such as washing and cleaning, hairdressing, and other beauty treatments (23%), manufacturing (20%), education (11%), trade and vehicle repair (7%), information and communication technology (5%), arts and entertainment (5%), and administrative support functions (5%). The remaining 24 per cent worked in other sectors.

Figure 7. Most common sectors of employment (%) (n=44)



OCCUPATION

Upon examining the occupation of respondents (n=45), the most frequently mentioned occupations included elementary occupations such as cleaners, mining or construction workers, street vendors (36%), and professional occupations (27%).[2] This was followed by respondents who held positions in sales and services, such as cooks, hairdressers, or protective services (16%) and those who worked as plant or machine operators (including bus or truck drivers) (11%). Other respondents worked in clerical support (7%), as managers (2%) or held other occupations (1%).

1. Elementary occupations include cleaners, mining or construction workers, and street vendors.
2. Professional roles include those in physical sciences, mathematics, engineering, technology, life sciences, medical and health services, social sciences and humanities, among others.

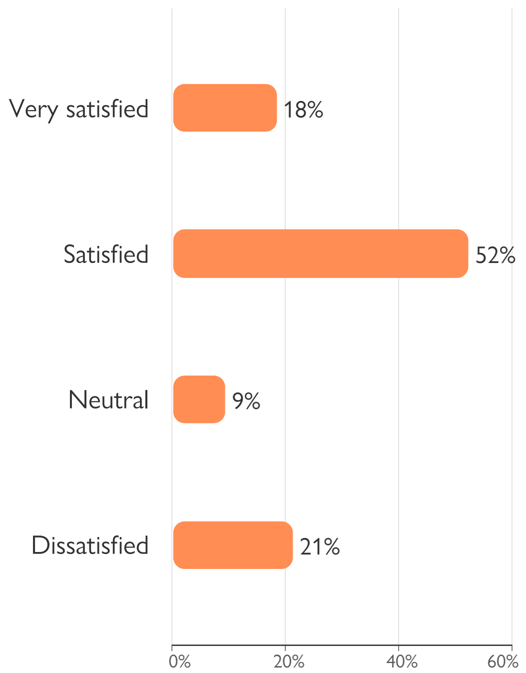
FINDING EMPLOYMENT

More than half of those who were employed (n=45) found their jobs with the help of their personal networks (56%), followed by through social media (22%), or remotely from Ukraine (7%). Four per cent mentioned applying through job portals, while other respondents mentioned the use of recruitment agencies from Ukraine (2%), local agencies in Hungary (2%), or relied on other avenues for securing employment (7%).

JOB SATISFACTION

When survey participants were asked about the level of satisfaction regarding their current employment status (n=44), nearly one-fifth of respondents were very satisfied with their employment status at the time of the interview (18%), while over half of the employed respondents were satisfied (52%). This was followed by one out of five who were dissatisfied (21%), while a smaller share of respondents (9%) mentioned being neither satisfied nor dissatisfied. Among those who were dissatisfied with their employment status (n=9), the largest share mentioned low-income levels and instability of the work as the main reason for dissatisfaction, followed by reasons related to language barriers and job mismatching due to lack of language knowledge.

Figure 8. Job satisfaction of employed respondents (%) (n=44)

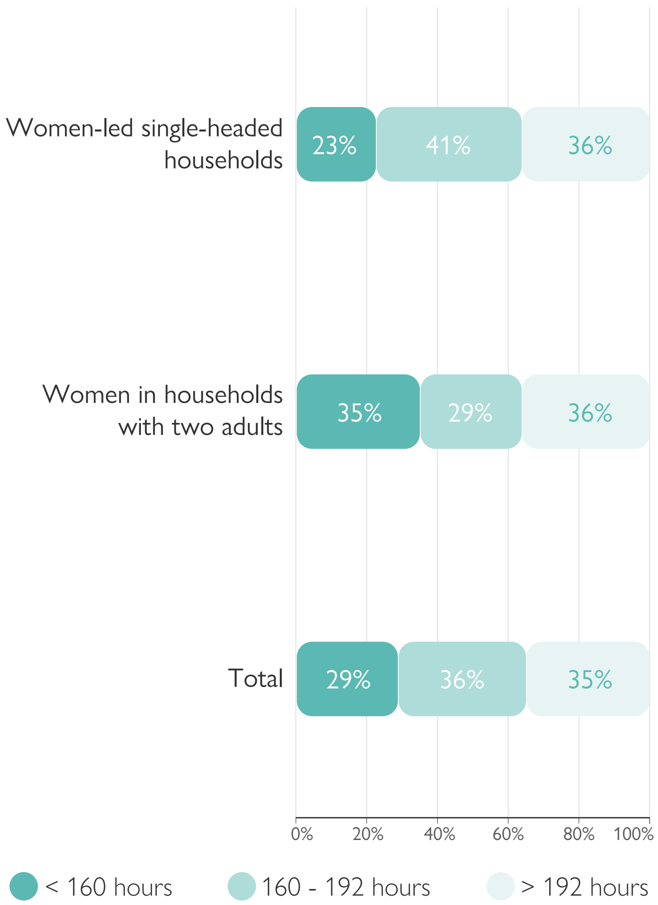


Notably the survey found lower satisfaction levels among single-headed households with at least one child between 0-17 years old (65%), compared to households with two adults taking care of at least one child between 0-17 years old (71%).

WORKING HOURS IN A MONTH

The largest share of employed respondents (n=42) reported working between 160 and 192 hours in a month (36%). This was followed by over one-third (35%) of respondents who worked overtime (over 192 hours in a month), and by those who worked less than 160 hours per month (29%). When women-led single-headed households were assessed (n=22), a smaller share of women were found to work less than 160 hours (23%), while a higher share worked between 160 and 192 hours (41%) or worked overtime (36%), over 192 hours a month. Conversely, among women in households with two adults (n=14), a smaller share worked 160 hours (29%), with 36 per cent having worked overtime. Among these household types, women who belonged to households with two adults were found to work less than 160 hours the most frequently (35%).

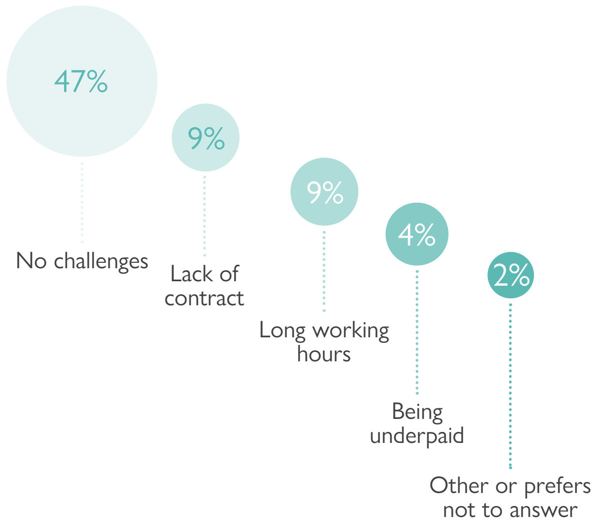
Figure 9. Hours worked in a month by household type (%) (n=42)



When assessing the time that respondents (n=42) spent commuting to work, it was notable that over half of them spent less than an hour commuting (55%), while 26 per cent spent between one to two hours commuting. One in five (19%) commuted for two or more hours a day.

CHALLENGES

Upon examining the problems in the workplace, nearly half of employed respondents (n=45) did not report any problems (47%). The most widespread problem cited by respondents was the lack of employment contracts (9%). This was followed by problems linked to long working hours (9%), the fact of being underpaid (4%), or other non-disclosed problems (2%).



Multiple answers possible

Among all employed respondents, 71 per cent had an official work arrangement, including 72 per cent who had a formal contract in Hungary and 28 per cent who had a remote contract with an employer abroad. Around one-fourth of respondents (27%) relied on a verbal employment arrangement. Two per cent did not share information on their work arrangement.

UNEMPLOYED AND LOOKING FOR A JOB

Respondents who were unemployed tried multiple ways to search for employment. Over half of the 33 unemployed respondents who were looking for a job (55%) were relying on their personal networks, while 39 per cent were searching on job portals, followed by social media (36%). Twenty-seven per cent were distributing their CVs to potential employers. An additional 27 per cent frequented the local labour office with the aim of receiving support in securing employment, while 12 per cent were looking for a job through Ukrainian agencies. To a lesser extent, respondents attended language classes to learn Hungarian (9%) or reached out to local recruitment agencies in Hungary (6%). Six per cent of the unemployed respondents received labour market counselling from IOM.

Among those who faced difficulties finding work (n=28), 64 per cent considered finding a proper listing very difficult. Thirty-two per cent found it difficult to find a job, and the remaining 4 per cent found job searching in Hungary neither difficult nor easy. The main barriers faced by respondents while looking for a job included the language barrier (63%), family duties (30%), lack of qualifications (26%), health-related issues (15%), and difficulties in having qualifications recognised (15%).

SATISFACTION

Among those who were unemployed and looking for a job (n=26), 31 per cent were very dissatisfied and an additional 31 per cent were somewhat dissatisfied with their status, while 38 per cent of respondents were neither satisfied nor dissatisfied. The reasons for their dissatisfaction emanated from the unavailability of job opportunities, and from the difficulties faced while trying to find a job, primarily linked to language barriers, their age, or certain disabilities.

ENTREPRENEURIAL AND PERSONAL DEVELOPMENT

Upon assessing the entrepreneurial attitudes of refugee women from Ukraine residing in Hungary (n=136), the survey found that 43 per cent of respondents would have been willing to develop their skills through trainings or coaching but were unable to contribute financially to such endeavours.

43%

are intersted in skills development but are unable to contribute financially

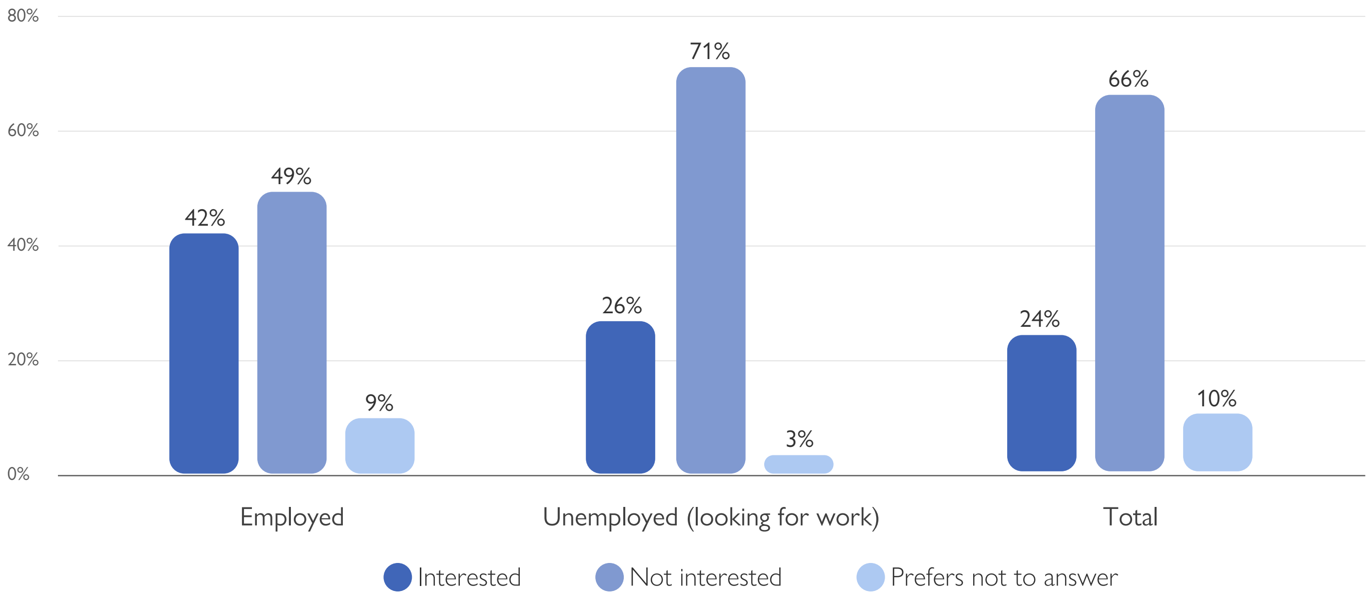
An IOM staff talks about employment with a refugee from Ukraine at a job fair organized in Budapest, Hungary. © IOM 2024

Conversely, 8 per cent of the respondents would have been willing and able to invest in their skills development. Forty per cent indicated that they were not interested in following such trainings, while the remaining 9 per cent remained undecided.

When assessing the willingness of employed respondents (n=45) to participate in skills development, it was found that a higher percentage would have been able to contribute financially (18%). Among those who were unemployed and looking for a job (n=33), a higher share (55%) would have been willing to invest their time but were unable to contribute financially.

Regarding the willingness of opening their own business (n=134), two-thirds (66%) of respondents indicated that they were not interested. In addition, 24 per cent expressed their interest in opening a business, while the remaining 10 per cent were undecided about their entrepreneurial intentions. Remarkably, the share of those who were interested in entrepreneurship was higher among respondents who were employed (42%), compared to those who were unemployed and looking for a job (26%).

Figure 10. Share of respondents who expressed interest in opening their own business, by employment status (%) (n=134)



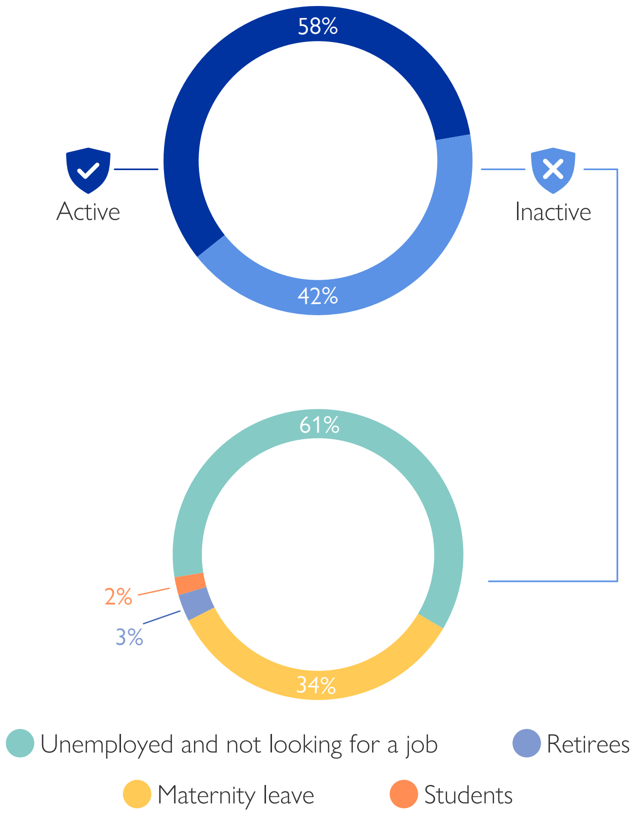
Among those who expressed their interest in entrepreneurship (n=33), the three main barriers to doing business included the lack of financial means (79%), the lack of legal information (48%) and the lack of knowledge on how to start a business (24%).

multiple answers possible

INACTIVE POPULATION

Among respondents who provided information about their employment status (n=134), 42 per cent were inactive. The inactive population (n=56) consisted of respondents who were unemployed and not seeking work (61%), respondents on maternity leave (34%), retirees (3%), and students (2%).

Figure 11. Labour market participation (n=134) and inactive respondents (n=56)



Across age groups (n=134), the highest share of inactive individuals was observed within the range of 18 to 29 years old (73%) and within the 60 and older age group (71%).

Among those who were unemployed and not actively seeking employment, nearly two-thirds (62%) mentioned family responsibilities as the primary reason. Within this group (n=21), 29 per cent cared for at least one infant (0-4 years old) and 76 per cent took care of at least one child (5-17 years old). An additional 23 per cent of respondents who were not looking for employment could not take up work due to medical conditions, while 3 per cent indicated plans to leave Hungary later on. The remaining 12 per cent preferred not to answer to this question.

Figure 12. Reasons for not looking for a job among unemployed (%) (n=34)

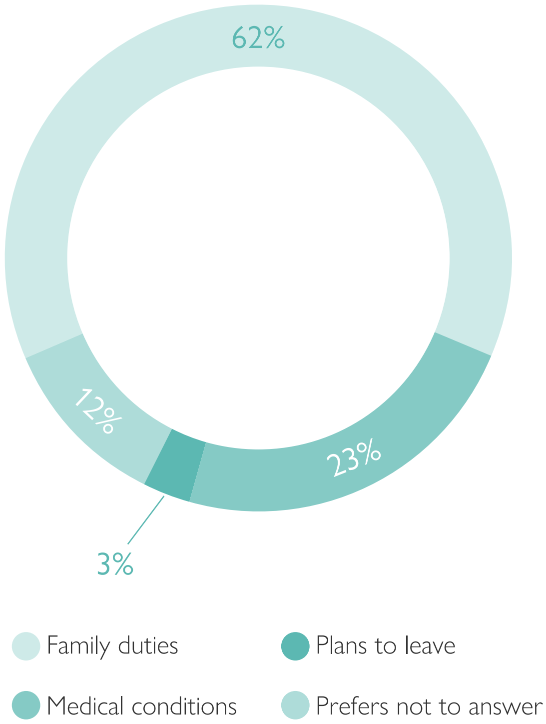
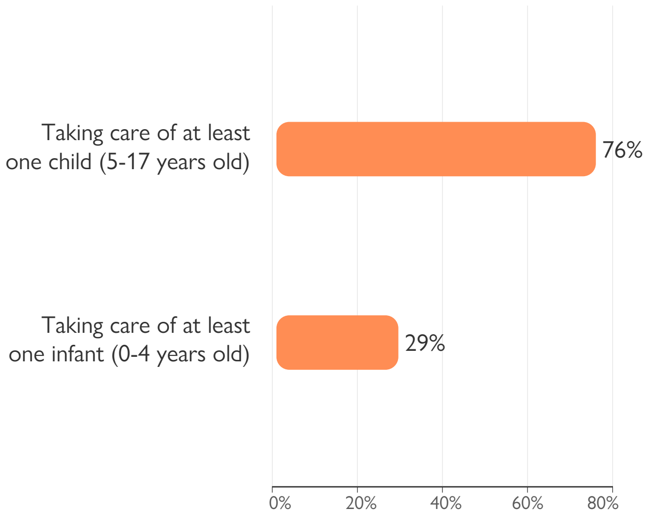


Figure 13. Household composition of respondents with family duties as a reason for not looking for a job (%) (n=21)



Multiple answers possible

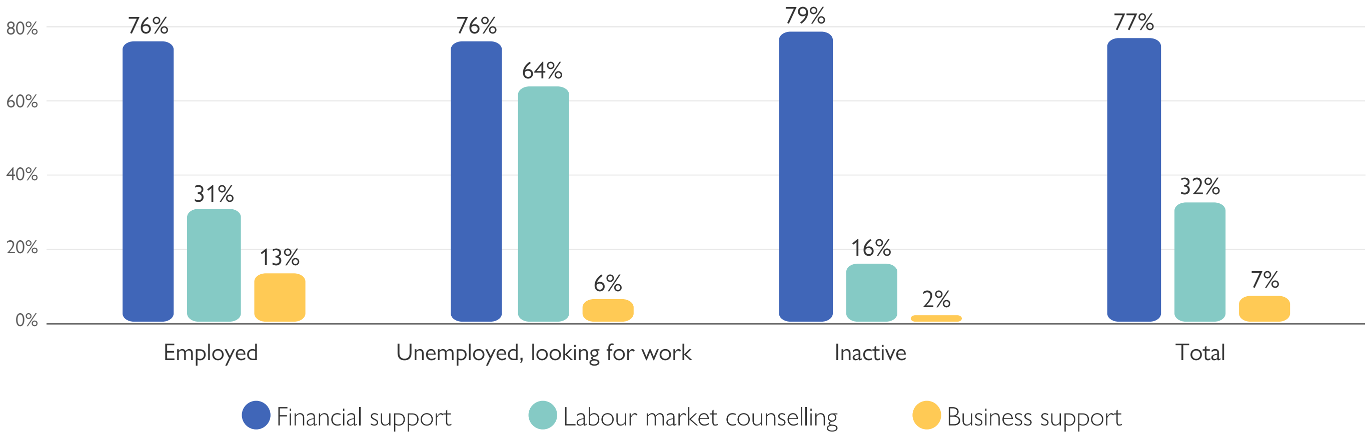
EMPLOYMENT AND FINANCIAL NEEDS

PRIORITY NEEDS

Support with labour market counselling ranked among the most pressing needs for nearly one-third of respondents (32%), while financial support was among the most important needs for 77 per cent of respondents.[3] To a smaller extent, 7 per cent of respondents needed support with starting their business.

Among those who were employed (n=45), financial support (76%) and labour market counselling (31%) were mentioned to a lesser extent by respondents than the average (77% and 32%, respectively). Additionally, entrepreneurial support was indicated by a slightly higher share of respondents (13%). Notably, among those unemployed but looking for a job (n=33), respondents needed labour market counselling at a higher frequency, cited by 64 per cent, while a comparable share of respondents (76%) needed financial support. In addition, 79 per cent of respondents who were inactive (n=56) in the labour market were in need of financial support. Labour market counselling and business support were cited as the priority needs of inactive respondents to a smaller extent, by 16 per cent and 2 per cent, respectively. Among those who were somewhat or very dissatisfied with their employment status at the time of the interview (n=36), nearly half (47%) needed support with labour market counselling.

Figure 14. Respondents' needs, by employment status (%) (n=137)



Multiple answers possible

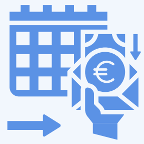
IOM staff speak to a group of refugees from Ukraine at a job fair in Budapest, Hungary. © IOM 2024

3. Other priority needs included food assistance (55%), healthcare services (36%), personal hygiene (36%), and long-term accommodation (35%).

FINANCIAL SECURITY AND RESILIENCE

Forty-four per cent of respondents covered their daily expenses with income generated from employment. Among those who provided information regarding the level of household income (n=51), 27 per cent earned less than 464 euros per month, inferior to the minimum wage in Hungary as of January 2024.[4] An additional 61 per cent of respondents earned between 500 to 1,000 euros per month, while the remaining 12 per cent earned above 1,000 euros per month.

44%
cover daily expenses through income



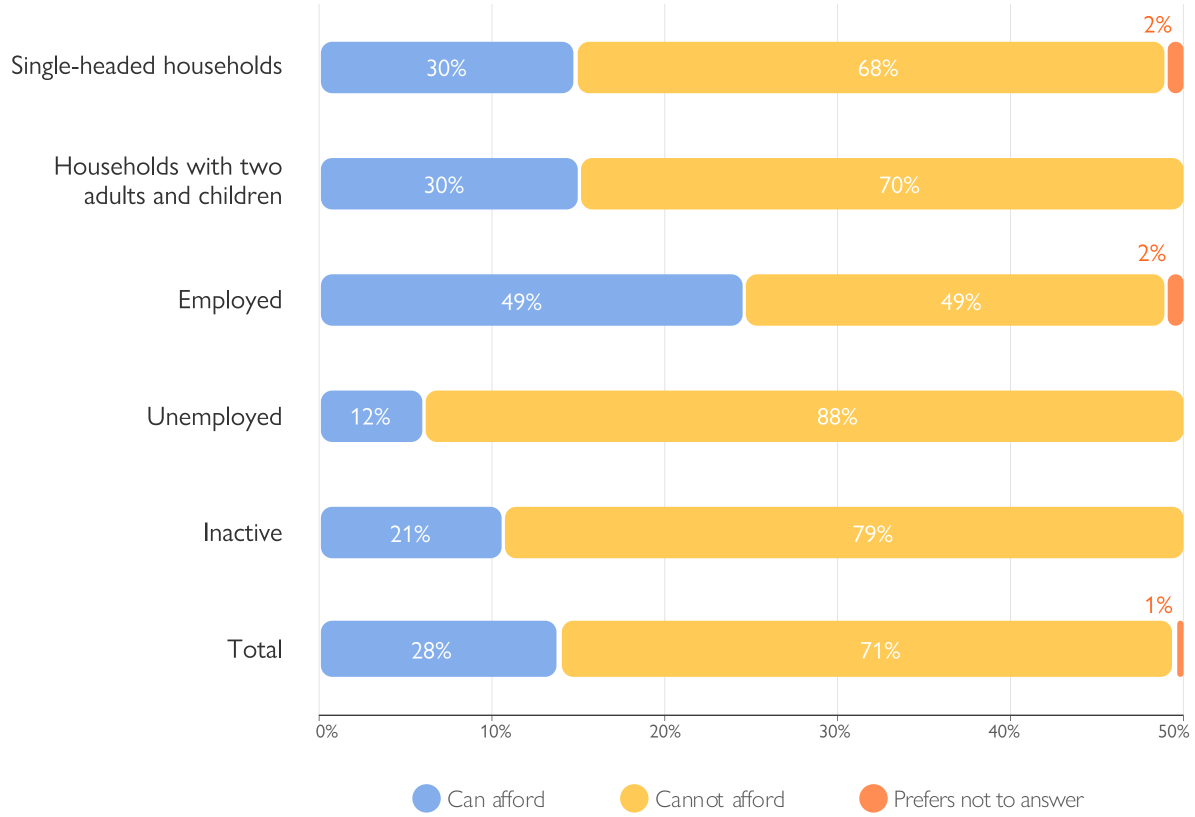
and among them **27%**
earn less than the monthly minimum wage

The survey found that most respondents faced financial insecurity. Seven out of ten (71%) respondents would have been unable to cover an unexpected expense of 100 euros. Slightly above one-fourth declared that they would have means to do so (28%) if an unexpected expense had arisen. A small portion (1%) were uncertain about their financial capability to cover such an expense.

Respondents who were employed had more confidence in being able to cover an unexpected expense of 100 euros. Among those who were employed, a higher share reported being able to cover an unexpected expense (49%), while 49 per cent still could not afford it. Among unemployed respondents, 88 per cent lacked the financial means for this expense, while 79 per cent of inactive respondents faced the same situation.

Notably, households with two adults and children between 0-17 years old displayed a higher level of financial security, with 30 per cent being able to cover the expense. Single-headed households faced similar financial challenges, as 68 per cent were unable to cover an unexpected expense of 100 euros, with 30 per cent having the financial means to do so.

Figure 15. Ability to afford an unexpected expense of 100 euros, by employment status and household type (%) (n=137)



4. Income refers to net monthly income. Minimum wage refers to the net minimum wage, in case of individuals not eligible for tax advantages. The monthly net minimum wage in Hungary is 463,5 euros per month as of January 2024 (Source: Eurostat, 2024. https://ec.europa.eu/eurostat/web/products-datasets/-/earn_mw_cur)

For the purpose of this report, the indicator for describing financial resilience considered the variables linked to employment status, accommodation type, and the ability to cover unexpected expenses. Those were considered financially resilient who: stayed in private accommodation (either for rent or through work), who were either self-employed or employed, and could afford an unexpected expense of 100 euros. According to this methodology, a small share of respondents had the financial resilience to cope with shocks, with 9 per cent being categorized as financially resilient.

9%
are financially resilient

Upon assessing the remittances received from Ukraine by refugee women residing in Hungary (n=129), nearly two-thirds (60%) did not receive any money transfers from Ukraine. However, 14 per cent received between 1 and 100 euros, while 10 per cent of them received between 101 and 200 euros per month from their country of origin. The remaining 16 per cent of respondents received between 201 and 1,800 euros from Ukraine on a monthly basis.

According to the findings of the Crossing back to Ukraine surveys conducted between January and March 2024, among Ukrainian women crossing back directly from Hungary (n=19) for the long-term (over 30 days), 21 per cent returned due to lack of resources, while another 21 per cent mentioned the lack of employment as a main reason for their return. Additionally, 11 per cent returned because they had found a job in Ukraine.

21%
Lack of resources

21%
Lack of employment

11%
Job in Ukraine

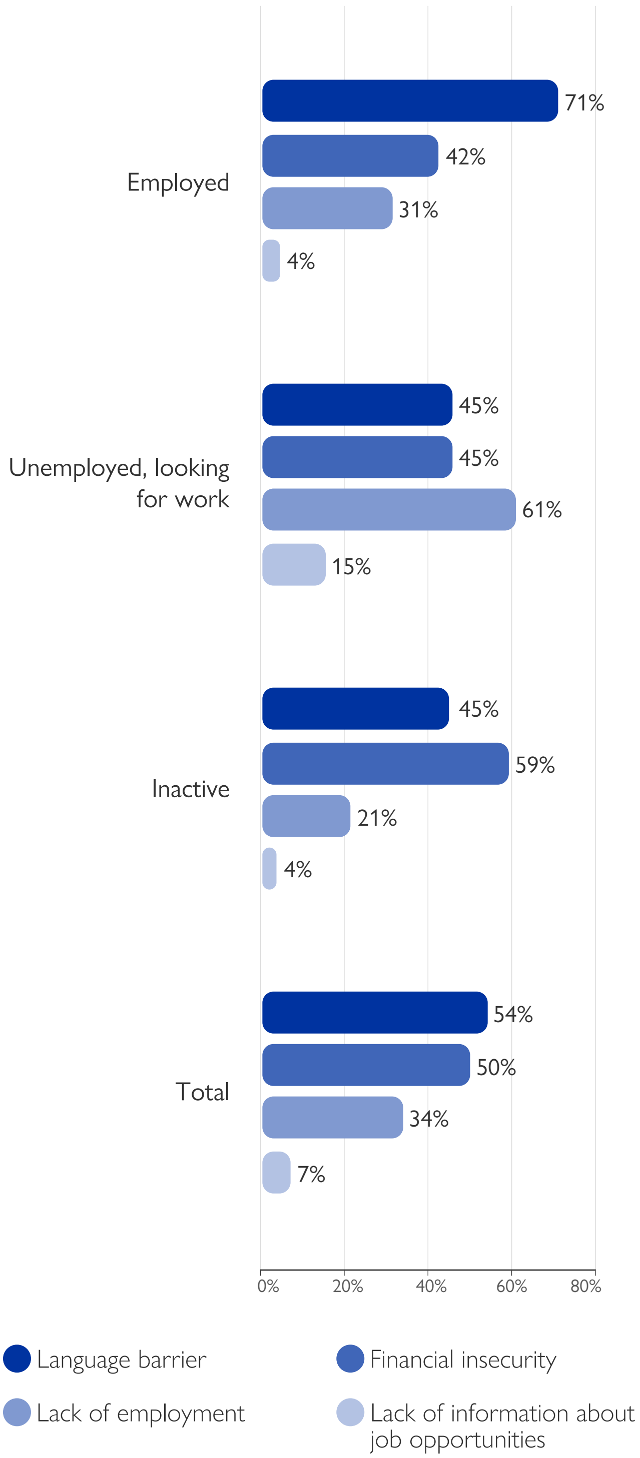
Multiple answers possible

CHALLENGES TO SOCIO-ECONOMIC INCLUSION

Among respondents who disclosed the three main inclusion challenges that they faced in Hungary (n=137), the five most important challenges were the language barrier (54%), financial insecurity (50%), lack of long-term housing (37%), lack of employment (34%) and lack of access to services (12%). Additionally, lack of information on employment opportunities was mentioned by 7 per cent of respondents.

Among the employed respondents, the language barrier was mentioned by a bigger share (71%), while for unemployed respondents, not having employment was indicated as the most pressing challenge to inclusion (61%). For inactive respondents, financial issues ranked among the most important barriers, mentioned by 59 per cent.

Figure 16. Inclusion challenges, by employment status (%) (n=137)



Multiple answers possible

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.

This report is based on surveys conducted by IOM's Displacement Tracking Matrix (DTM) in Hungary. The survey is available in 9 out of the 10 countries included in the Regional Response Plan for Ukraine in 2024:[5]

- 5 countries neighbouring Ukraine: Hungary, Poland, the Republic of Moldova, Romania, and Slovakia
- 4 additional countries in Europe, particularly impacted by the arrivals of refugees from Ukraine since the start of the largescale invasion in February 2022: Czechia, Estonia, Latvia and Lithuania.

The analysis presented in this report is based on data collected between January and March 2024 through a network of 10 enumerators, with various timelines and specific survey tools adapted to the country context and needs. The target population was that of adult refugees from Ukraine and other TCNs (18 years of age and above) who were living in the country of the survey at the moment and had not participated in a similar survey in the last 3 months. Prior to the start of the fieldwork, 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 mechanisms in place.

Respondents were approached in a simple random sample by enumerators at selected locations, including humanitarian aid distribution points, information and community centres, accommodation centres, IOM premises and transit points in four regions in Hungary. The survey was anonymous and voluntary. Face-to-face surveys were administered only if consent from the respondent was given. The respondent could stop the survey at any time.

ABOUT THE SURVEY

Aim

To improve the understanding of the profiles of refugees from Ukraine residing in Hungary, including their displacement patterns, intentions, and needs.

Target Population

The present analysis focuses on the economic inclusion and employment prospects of working-age (18-64 years-old) refugee women from Ukraine.

Location and execution

Face-to-face surveys were conducted by 10 trained enumerators stationed at selected locations in 4 regions of Hungary. Surveys are conducted in English, Ukrainian and Russian with the help of a mobile application.

Regional data collection:

The survey is deployed in 9 countries: 5 neighbouring countries (Hungary, Poland, the Republic of Moldova, Romania, Slovakia), and 4 other countries (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 staying in the various regions across Hungary where surveys were conducted. This is due to the limited availability of comparable baseline information.

The geographic spread of enumerators deployed, and locations targeted captures most of the key transit and destination points. Whilst results cannot be deemed representative, the internal consistency within the data in each country and at the regional level suggests that the findings of the current sampling framework have practical value.

Whilst every attempt was made to capture all types of profiles of refugees from Ukraine residing in Hungary, the operational reality of fieldwork was confronted with different levels of accessibility of different types of locations and the different availability of possible target individuals to comfortably spend about 20 minutes responding to the questionnaire depending on a mix of personal conditions. Other factors also play a role which are more relevant to a specific time of the day, period of the year and conditions at a specific location such as organizational changes by national authorities or organizations managing covered transit and reception locations, weather conditions, festive periods, etc.

5. See https://data.unhcr.org/en/documents/details/105903 for more information.

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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

DTM is part of IOM's Global Data Institute.