LITHUANIA

LABOUR MARKET INTEGRATION OF REFUGEES FROM UKRAINE

JANUARY - MARCH 2024

IOM
UN MIGRATION

GLOBAL DATA INSTITUTE
DISPLACEMENT
TRACKING MATRIX

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Cover photo: DTM Enumerator conducts survey with a refugee from Ukraine at the Migration Information Center in Vilnius, Lithuania. © IOM 2024

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KEY FINDINGS

DEMOGRAPHICS

485 Ukrainian respondents

86%

14%

LABOUR MARKET

70%
active population

30%
inactive population

EMPLOYMENT

63%
employed

37%
unemployed

EXPENSES COVERED BY:*

- Income (47%)
- Support from family (40%)
- Savings (29%)
- Support from authorities (15%)
- Benefits from Ukraine (13%)

*Multiple answers possible

REMITTANCES

29% Received 20 to up to 4,500 EUR during 30 days period

71% No funds received

BARRIERS*

62% Language

20% Family

20% Health

*Multiple answers possible

BUSINESS ATTITUDE

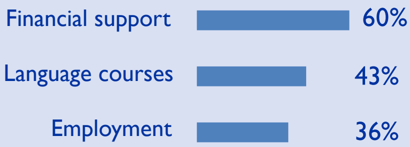
18% Have a desire to open a business

6% Own a business

65% Uninterested

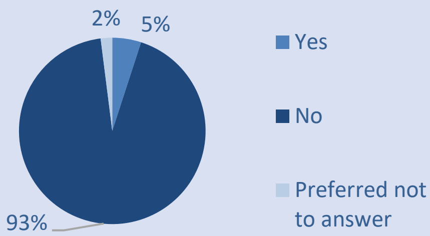
11% Unknown

TOP NEEDS*



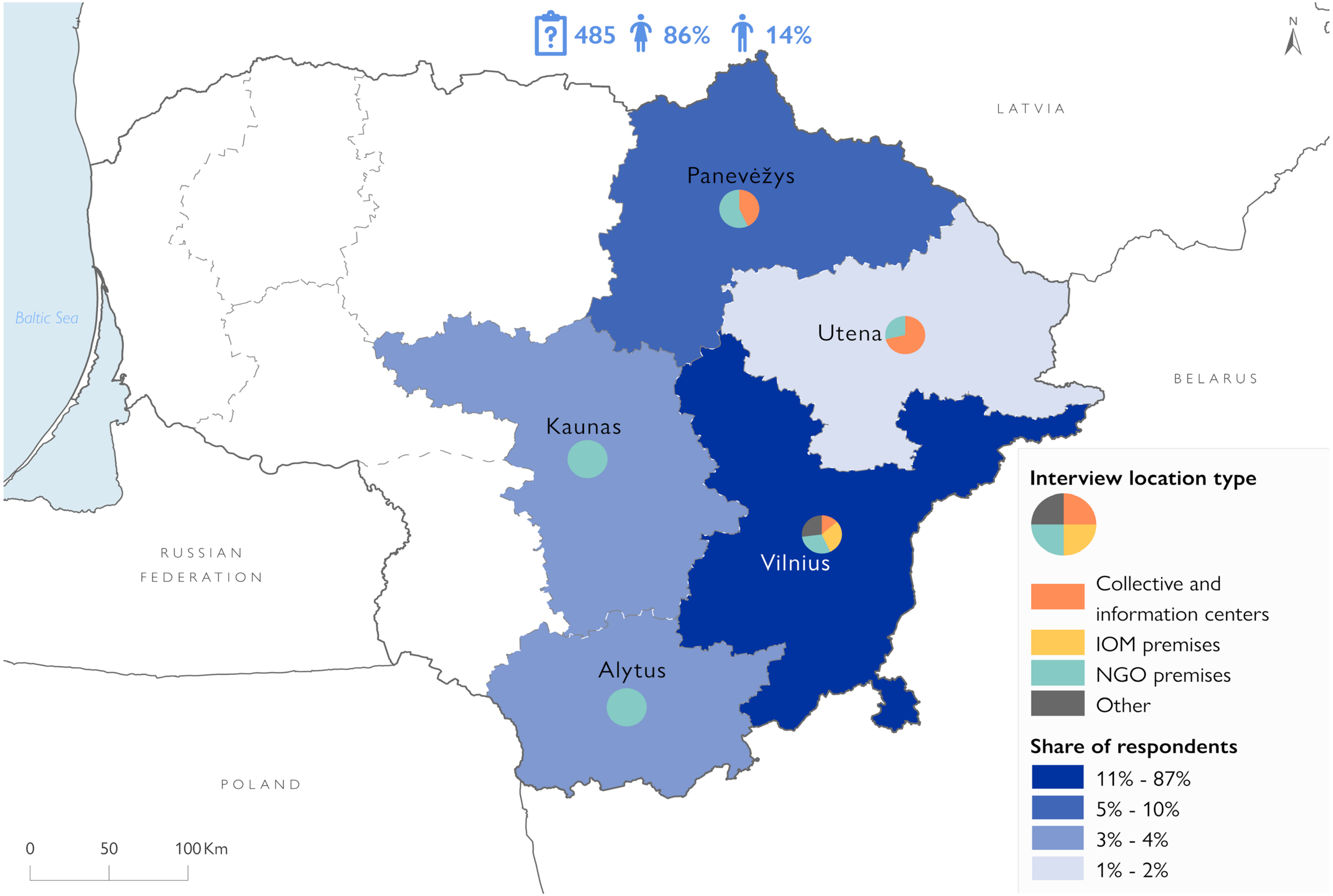
*Multiple answers possible

EXPLOITATION IN THE WORKPLACE*



*Working extra hours without pay, no formal contract or no salary received.

Overview: Number of surveys and locations of data collection in Lithuania, January - March 2024



This map is for illustration purposes only. The boundaries and names shown, and the designations used on this map do not imply official endorsement or acceptance by IOM.

SOCIO-DEMOGRAPHIC PROFILE

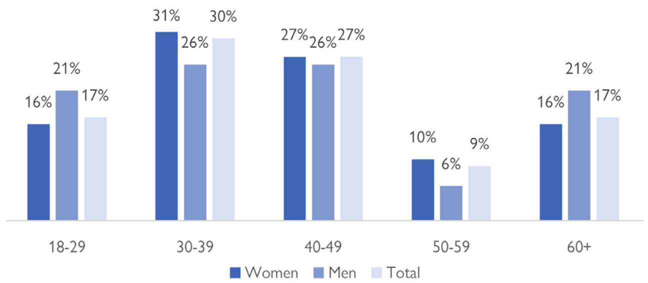
IOM's Displacement Tracking Matrix collected data through Surveys with Refugees in the Ukraine Response region from January to March 2024. In Lithuania, they interviewed a total of 485 individuals. This report explores different aspects of the economic integration, employment profiles, and prospects of the adult respondents, specifically those who have an intention to stay or have already established themselves in the country. These individuals, who intend to stay in Lithuania for the foreseeable future, are actively using their skills and resources to fully integrate into the host community. The report offers insights into their involvement in the labour market and detailing their experiences, needs, and intentions concerning employment in Lithuania for the duration of their displacement.

GENDER & AGE

Among those who intend to stay (n=485), 86 per cent were women, while the remaining 14 per cent were men. The most represented age groups of respondents were between 30 and 39 years old (30%), followed by those between 40- and 49-years old (27%), and those aged 60 years and above (17%).

The average age for the sample was 43 years old. Among women, the largest age group represented was 30 to 39 year-olds (31%), followed 40 to 49 year-olds (27%). Among men, the most represented age groups were 30 to 39 years old (30%), followed by 40 to 49 year-olds (26%).

Figure 1. Respondents by age and gender (%) n=485

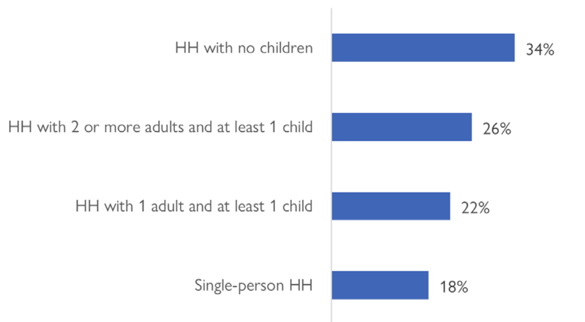


HOUSEHOLD SIZE & TYPE

The most common household sizes were those of two and three persons (35% and 26% respectively). Fewer participants were members of single-person households (18%) and four-person households (16%). Five-person and six-person households were the least common (3% and 2% respectively).

Slightly more than a third of the respondents (n=485) were part of households with no children (34%). The second most common type was a household with two or more adults and at least one child (26%), followed by households with one adult and at least one child (22%), and single-person households (18%). In the case of households with one adult and at least one child, all the respondents were women, with roughly every fourth female respondent facing such a situation (26%).

Figure 2. Respondents by household type (%) n=485

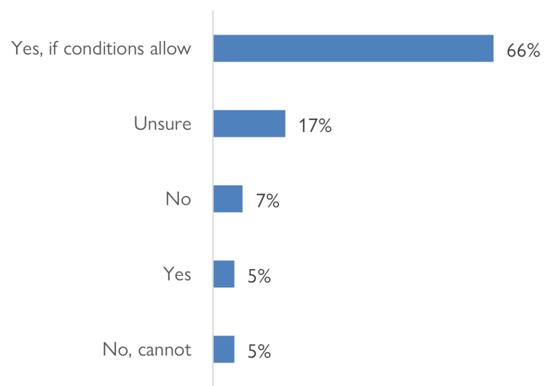


MOVEMENT INTENTIONS

Only one per cent of respondents had intentions to move outside of Lithuania within the next six months, while the share of those firmly intending to stay was as high as 79 per cent. Twenty per cent of participants were unsure about their plans.

Twelve per cent either had no desire to return to their home country (7%) or could not return (5%). A significant majority (71%) expressed a willingness to return, with five per cent ready to do so unconditionally and 66 per cent were awaiting favorable conditions. The remaining respondents were uncertain about their decision to return.

Figure 3. Desire to return to the home country (%) n=485



ACTIVE AND INACTIVE POPULATION

TRENDS AFTER DISPLACEMENT

Ukrainian refugees who plan to stay in Lithuania participate in the local labour market more compared to previous periods in Ukraine preceding their displacement.

At the time of the interview, 70 per cent of respondents (n=485) were actively involved in the workforce (73% of men and 70% of women), whereas 30 per cent of respondents remained inactive (27% of men and 30% of women).

The highest proportion of active respondents was observed in the age group of 30 to 39 year-olds (25%), followed by the age group of 40 to 49 year-olds (23%). Meanwhile, those older than 60 years and the 18 to 29 age group had the highest proportion of inactive individuals (14% and 7% respectively).

Within the active population (n=334), 63 per cent were in employment (45% employed, 15% self-employed, and 3% daily workers), whereas the remaining 37 per cent were unemployed and looking for a job. Additionally, women were distinguished by a higher share in employment compared to men (64% versus 61%).

Figure 4. Active and inactive population after displacement by gender (%) n=485

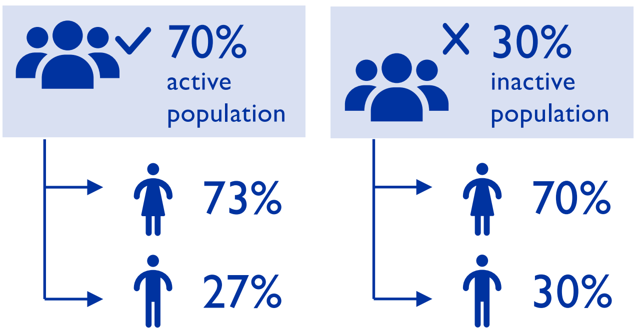


Figure 5. Active and inactive population after displacement, by age (%) n=476

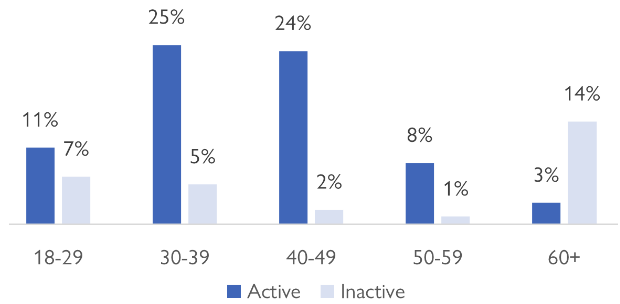


Figure 6. Employment status within active population after displacement (%) n=334

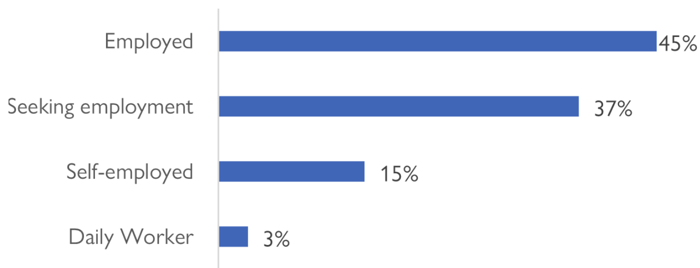
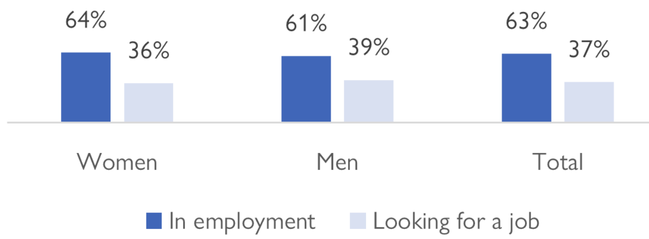


Figure 7. Employment status within active population after displacement by gender (%) n=334



The inactive population consists of individuals neither employed nor actively seeking employment. Among the respondents, 30 per cent belonged to the inactive population (n=142). This percentage included people on parental leave (16%), retirees (49%), students (20%), and those who were unemployed without actively looking for a job (15%). Notably, 18% per cent of women were on maternity leave, while none of the men were on paternity leave. Similarly, more women were unemployed and not seeking employment (15% versus 11%). Male respondents were more likely to be in retirement (56%) compared to women (48%). The proportion of individuals with the student status was also higher among men than women (33% versus 19%).

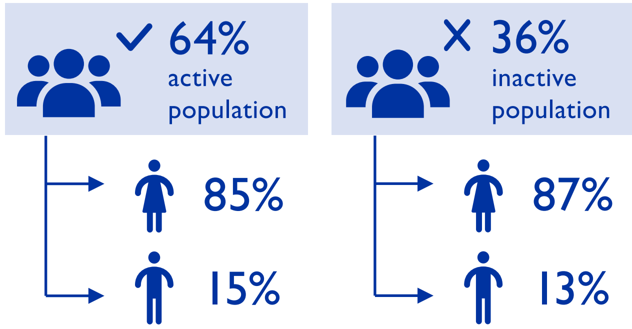
TRENDS BEFORE DISPLACEMENT

Prior to leaving Ukraine, 64 per cent of respondents (n=475) were actively participating in the labour market, which is lower than the current rate of participation among respondents in Lithuania (70%). The other 36 per cent were not actively involved in the labour market. In addition, similar to the situation after the displacement, there was a gender gap in labour market involvement before respondents left Ukraine, as 85 per cent of women versus 15 per cent of men were active.

Ninety-seven per cent of those surveyed within the active group were employed (81% as regular employees, 15% as self-employed, and 1% as daily workers), while three per cent were actively seeking employment despite being unemployed. Within the inactive population, reasons for not participating in the labour force included parental leave (23%), retirement 43%), student status (23%), and individuals not actively seeking employment (11%).

Before displacement more women than men were employed (99% versus 89%). Moreover, within the inactive population, only women specified parental leave as their reason for inactivity (26%). The share of respondents who were unemployed and not seeking employment before leaving Ukraine was higher among women (12% versus 5%), whereas the share of students and retired individuals was higher among men (45% versus 20% and 50% versus 42% respectively).

Figure 8. Active and inactive population before displacement, by gender (%) n=475



EMPLOYMENT IN THE COUNTRY OF DESTINATION

Almost a third of all interviewees (n=212) were employed in education (15%) and other services and activities (14%). Meanwhile, slightly over one third was employed in information and communication, human health and social work, and arts, entertainment and recreation (11% each). Less prominent sectors of employment include manufacturing (7%), accommodation and food services (5%), construction and domestic work (4% each) as well as wholesale retail and transporting (3% each).

The majority of respondents utilised their personal networks to obtain their current employment (62%). The second and third most common means of finding employment were through job portals (11%) and the Lithuanian labour office (7%). Less prevalent ways included starting one's own business (5%), using social media, an agency in Lithuania or an agency in Ukraine (3% each). Some respondents found their job through Ukrainian social media (2%), and some kept their Ukrainian employment with remote work arrangements (1%). The remaining three per cent either did not know or preferred not to answer.

It was either very difficult or somewhat difficult to find employment for more than a third of those intending to stay in Lithuania (34%). Meanwhile, 20 per cent estimated that it was either somewhat easy or very easy. A fourth of respondents (25%) were unsure about the difficulty of finding employment, and another 20 per cent thought it was neither difficult nor easy. One per cent preferred not to answer.

Most respondents (n=212) work officially in Lithuania (85%) or have an official remote work arrangement outside of the country (6%). However, six per cent have only a verbal employment arrangement either in Lithuania (5%) or remotely outside of it (1%). Three per cent were either unsure or not willing to answer.

Figure 9. Difficulty finding employment (%) n=485

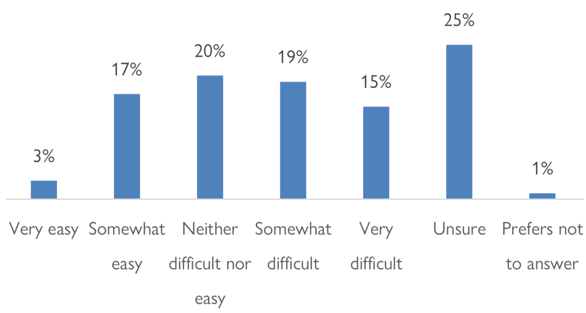
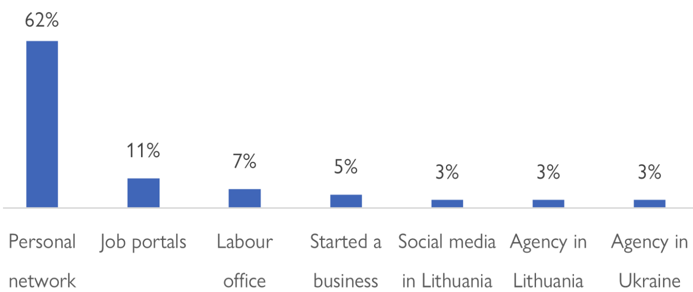


Figure 10. Top sources of finding employment (%) n=212



Thirty-nine per cent of survey participants (n=485) were somewhat or very satisfied with their employment, while only seven per cent were somewhat or very dissatisfied. Almost half (46%) were neither satisfied nor dissatisfied, seven per cent were unsure, and one per cent preferred not to answer.

Among those who have intended to stay in Lithuania (n=485), the need for employment emerged as a top priority, with 36 per cent citing it. Notably, women specified employment among their needs more compared to men (30% versus 5%). Other priority needs included financial support (60%), language courses (43%), health services (34%), and long-term accommodation (25%).

Some respondents also expressed a need for items of personal hygiene (22%), education for adults (22%), food supply (20%), business support (20%), and medicines (19%).

Figure 11. Employment satisfaction (%) n=485

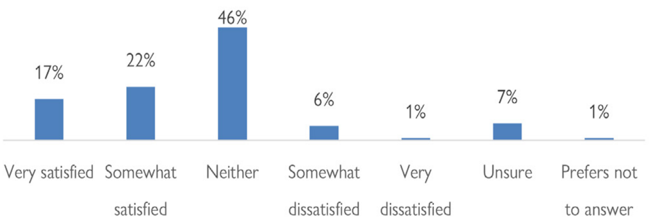
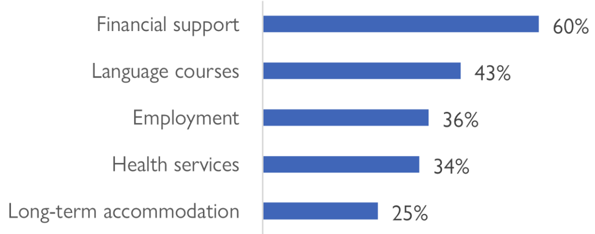


Figure 12. Top five priority needs (%) n=485



Multiple answers possible

INCOME AND EXPENSES

The respondents indicated different levels of household's total net monthly income. Ten per cent reported not having any income, whereas 22 per cent had income between 1 to 550 euros. Over one quarter (27%) of survey participants declared a net monthly income from 550 to 1,000 euros, while the income of six per cent was between 1,001 and 1,400 euros. Twelve per cent specified a net monthly income within the range of 1,400 to 2,000 euros, while the amounts of 2,001 to 3,000 and 3,001+ were reported only by two and 1 per cent respectively. Some respondents preferred not to answer (17%), while others did not know the amount (3%).

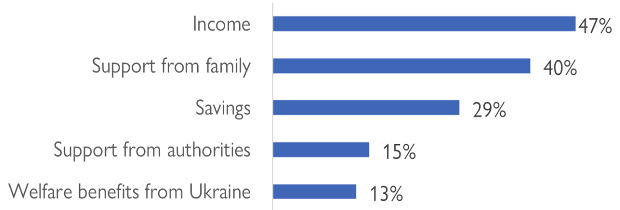
The majority of respondents (71%) did not receive any funds from the country of origin, whereas 29 per cent were sent amounts ranging from 20 to 4,500 euros.

Meanwhile, the percentage of survey participants who spent their funds in the country of origin was 44 per cent, with the amounts ranging from 10 to 2,000 euros. For 89 per cent, it was a recurring monthly expense (n=186), and for the remaining 11 per cent it was a one-time transaction. About one half (56%) did not cover any expenses in Ukraine.

When questioned regarding the use of funds in the country of origin, most participants (n=186) indicated covering other, unspecified expenses (80%), 11 per cent referred to spending on charity, 8 per cent on healthcare, 7 per cent covered expenses in education, and 5 per cent made investments. Another 4 per cent preferred not to answer, while 3 per cent sent their funds to enable the purchase of food.

Survey participants (n=485) relied on various means for covering their household's daily expenses. Personal income was specified by 47 per cent of respondents, while slightly fewer referred to support from their family (40%). Almost a third mentioned savings (29%), 15 per cent relied on support from authorities, and 13 per cent used their welfare benefits from Ukraine.

Figure 13. Top five sources for covering daily expenses (%) n=485



Multiple answers possible

Figure 14. Funds spent in the country of origin (%) n=394

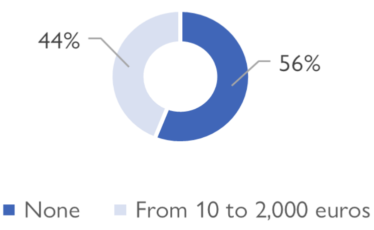
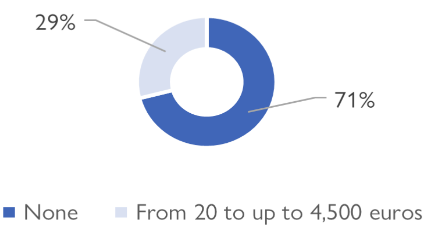


Figure 15. Funds received from the country of origin (%) n=394



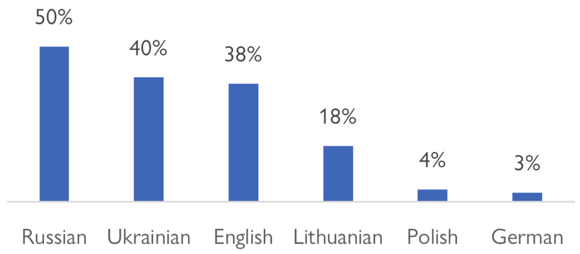
ECONOMIC INTEGRATION ENABLERS AND BARRIERS

KNOWLEDGE OF LANGUAGES

More than a half of respondents (n=485) used Ukrainian as the main language of communication at home (59%), while 40 per cent used Russian, and the remaining one per cent spoke Hungarian, Romanian, and Azeri. Survey participants also had the knowledge of other languages, the most common being English (38%), Lithuanian (18%), Polish (4%), and German (3%).

The respondents (n=485) were additionally asked to evaluate their Lithuanian language reading, speaking, writing, and listening skills. Over one quarter reported having moderately good reading skills (27%), 19 per cent could read well or very well, while 42 per cent could not read well or at all. Twelve per cent could not assess their reading skills. Similarly, one third indicated moderately good speaking skills (30%), 12 per cent spoke well or very well, and almost one half could not speak well or at all (47%). Eleven per cent did not know how to answer. In the case of writing skills, the share of those who could not write well or at all increased even further to 52 per cent, while 23 per cent could write moderately well, 11 per cent — well or very well, and 14 per cent could not estimate it. Lastly, one third had moderately good listening skills (30%), 21 per cent — good or very good. However, 38 per cent were not good or not good at all, and 11 per cent could not answer.

Figure 16. Main languages spoken, excluding Lithuanian (%) n=484



Multiple answers possible

Figure 17. Lithuanian language reading skills (%) n=485

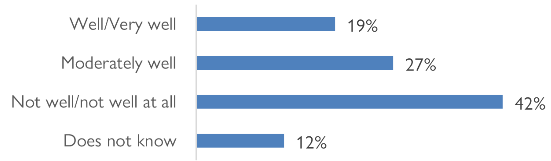


Figure 18. Lithuanian language speaking skills (%) N=485

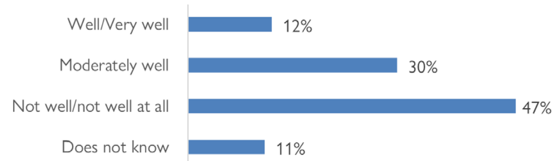


Figure 19. Lithuanian language writing skills (%) N=485

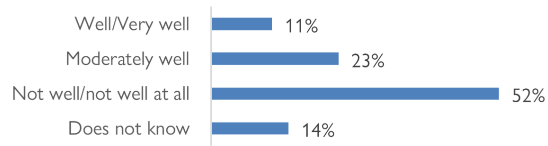
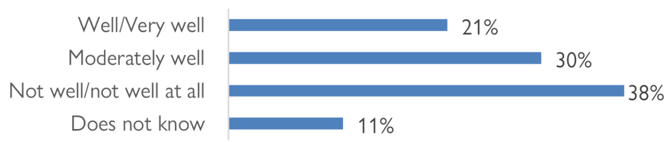


Figure 20. Lithuanian language listening skills (%) N=485



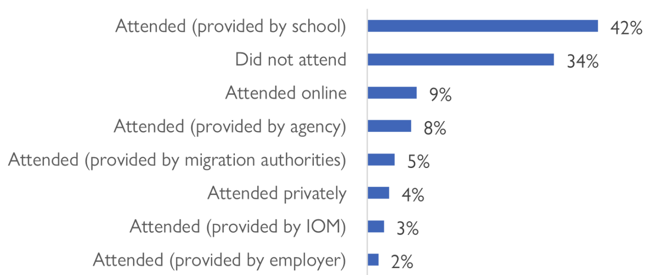
LITHUANIAN LANGUAGE COURSES

Most respondents (n=485) attended Lithuanian language courses provided by schools (42%), agencies (8%), migration authorities (5%), private tutors (4%), IOM (3%), or employers (2%). Thirty-four per cent did not attend any language courses, and nine per cent attended them online.

Ninety-seven per cent of respondents' (n=308) courses were free of charge, whereas three per cent participated in paid courses.

The participants who had not participated in any Lithuanian language courses (n=166) had varying reasons for not attending, including lack of time (43%), Lithuanian being too difficult to learn (34%), and learning by themselves (9%). Fifty per cent did not know the answer, while 3 per cent had other, unspecified reasons.

Figure 21. Lithuanian language courses (%) N=485



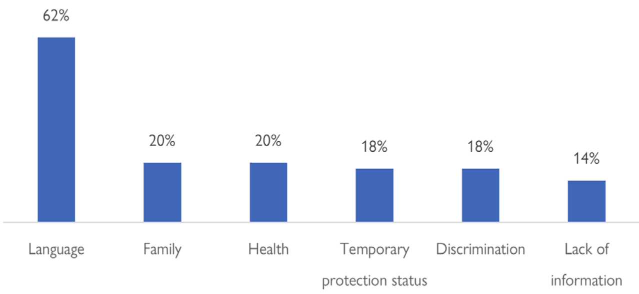
Multiple answers possible

BARRIERS TO EMPLOYMENT

The lack of Lithuanian language knowledge was found to be the most prevalent barrier while seeking employment, with 62 per cent of respondents (n=122) specifying it.

Other common responses included family and health issues (20% each), temporary protection status not being well regarded by local employers (18%), discrimination (18%) and lack of information (14%).

Figure 22. Main barriers while seeking employment (%) n=122



Multiple answers possible

ENTREPRENEURIAL AND PERSONAL DEVELOPMENT

While 65 per cent neither had a business nor were interested in opening one, almost a quarter of respondents (24%) expressed positive entrepreneurial attitudes. Within this group, some respondents already had a business at the time of the interview (6%), eight per cent had a business in their country of origin and would like to open one in Lithuania, and ten per cent never had a business but were interested in starting one. For 93 per cent of respondents (n=88), the lack of funding was the most significant obstacle. Survey participants also lacked sufficient legal information (48%), legal requirements (32%), knowledge (15%), legal status (11%), and participation in local networks (3%). Seven per cent had unspecified barriers to opening a business.

Figure 23. Possession of a business or interest in starting one (%) n=485

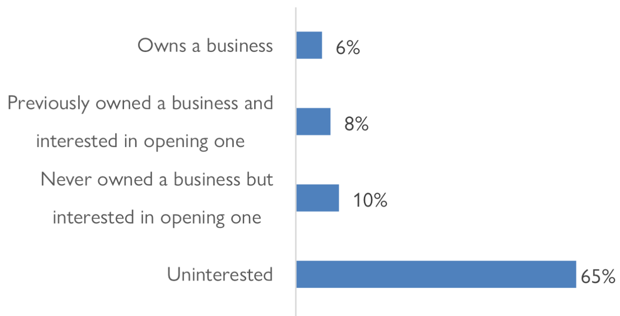
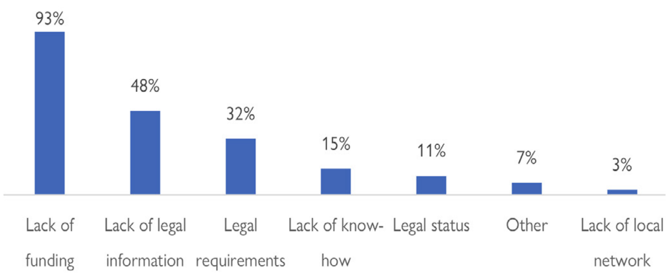


Figure 24. Obstacles to opening a business (%) n=88



Multiple answers possible

About one half (54%) of all respondents (n=485) were willing to invest in their skills development through the means of training, learning, coaching, or other forms of personal development. However, within this group, only 18 per cent had sufficient funds for such an investment.

Meanwhile, 35 per cent did not want to invest to develop their skills, 10 per cent were unsure, and one per cent preferred not to answer. The amounts that interviewees (n=89) were willing to invest ranged from 20 to 3,000 euros, with 70 per cent of participants specifying 100 euros or less.

COUNTER-TRAFFICKING: EXPLOITATION IN THE WORKPLACE

Five per cent of all respondents (n=485) reported working or performing other activities without receiving the expected payment, while ninety-three per cent did not face exploitation in the workplace. The remaining two per cent preferred not to answer.

Two per cent of respondents indicated having been forced to perform work or other activities against their will. Eight respondents who mentioned such experiences specified that it occurred in the cleaning, transportation, and cooking sectors. Ninety-six per cent did not indicate experiencing forced work, while the remaining two per cent preferred not to answer.

In addition, 99 per cent of respondents stated they have not experienced any form of physical violence, whereas one per cent preferred not to answer.

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 were conducted by four trained enumerators, with adult refugees from Ukraine (18+ years-old). Surveys were collected at selected locations (IOM and NGO premises, collective, cultural, and information centres, universities, and dormitories) in five regions of Lithuania. The survey is anonymous and voluntary, administered after obtaining consent from the respondent. Respondents can stop the survey at any time. In Lithuania, the questionnaire is available in English, Ukrainian and Russian, and the preferred language is determined by the interviewee. Only fully completed surveys are considered 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 refugees who have already settled or intend to settle in Lithuania, including their economic integration and labour market participation.

Target population

The report focuses on the economic integration of Ukrainian refugees who have already settled or intend to settle in Lithuania.

Location and execution

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

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 five regions of Lithuania. 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 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

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