Access to Labour Markets and Employment in Europe for Refugees from Ukraine

Data collected: January – March 2023

Belarus, Hungary, Poland, Republic of Moldova, Romania, Slovakia, Estonia, Latvia, Lithuania, Bulgaria and Czechia

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Publisher

This report was issued without formal editing by IOM.

Cover photo: Refugee from Ukraine taking a local language class, Poland. © IOM 2023

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The report focuses on "stayers" of working-age, respondents who intend to settle or have settled already and who are between 18 and 64 years of age (58% of the total sample). Stayers who are 65 years old or more (non-working age) (11%) and respondents who are transiting, not intending to stay in the country of the survey (31%), are not the focus of the present analysis.

KEY FINDINGS

- **High economic activity**: refugees from Ukraine intending to stay in the country of displacement and being of working-age (18-64 years old) show a high level of economic activity on average (66%) which is only slightly lower than the activity rate they had in Ukraine before displacement (70%). Activity rates are comparable to those reported for the total resident population of the country of displacement.

- Most (65%) of those at working-age who are currently inactive (not in employment and not looking for a job) **have care duties for other family members** (e.g. children, older persons and persons with a disability), because they have a medical condition on their own or they are on maternity/paternity leave. The remaining are retirees (22%), students (11%) or do not specify (2%).

- **Among those active, more than half (62%) is in employment** (employed, self-employed, daily worker) while the remaining 38 per cent is unemployed and looking for a job. On average, unemployment rate is higher among women than among men (40% versus 30%).

- Full or some **knowledge of the official language of the host country is associated with higher shares of employment** (71% versus 58% of those with no local language knowledge at all).

- **Language is also by far the most common barrier when looking for a job**, reported by three quarters of respondents in search of employment. Other barriers frequently mentioned are the lack of jobs in the area of residence (46%), difficult reconciliation of family duties and working arrangements (24%), health conditions (19%) and discrimination (16%). Among active population, respondents speaking the local language have employment rates 13 percentage points higher on average than those who do not ("language premium").

- **The education level marks a difference in terms of type of occupation and sectors** among those who have a job at the time of the interview, although it is not directly associated with higher or lower employment rate on average. Those with tertiary education were more frequently in a professional category (30%), working in services and sales (15%), in elementary occupations (15%) and as clerks (8%) while those with secondary education or lower reported to be in elementary occupations (30%), to work in services and sales (19%), as plant or machine operators (18%) or in crafts and related trades (9%).

Map 1: Share of active population, employment status and top sectors of employment, by country of stay, (%).

Surveys: 11,560
Countries: 11

Men - 18%
Women - 82%

% of active population, among stayers of working-age
- 81% - 84%
- 71% - 80%
- 61% - 70%
- 51% - 60%
- 48% - 50%

Employment status*
Unemployed — Employed
* among active population

Top sectors of employment
- Accommodation and food service activities
- Education
- Human health & social work
- ICT
- Manufacturing
- Other services activities
- Wholesale and retail
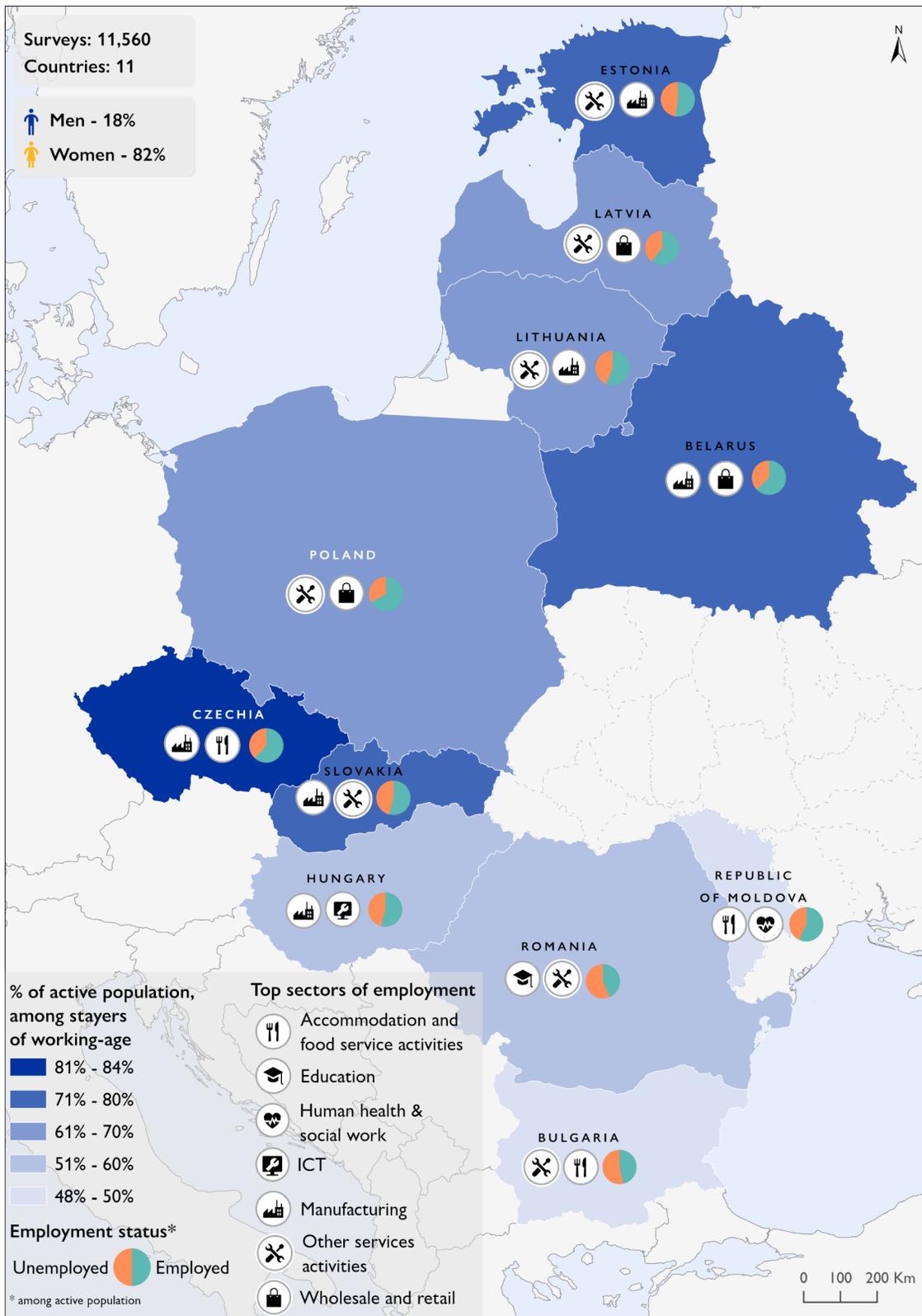
This map is for illustration purposes only. The boundaries and names shown, and the designations used on this map do not imply official endorsement or acceptance by IOM.

I. INTRODUCTION

Over **11,500 thousand**
surveys conducted from **January to March 2023**

11 Countries

Belarus, Hungary, Poland, Republic of Moldova, Romania, Slovakia, Estonia, Latvia, Lithuania, Bulgaria and Czechia

This report refers to 11 countries in Central and Eastern Europe that are part of the IOM's Regional Ukraine Crisis Response plan. A total of 11,560 adult refugees from Ukraine were interviewed between January and March 2023 for the survey's purposes.

The highest number of respondents was in Romania, with 2,474 participants, while the lowest was in Estonia, with 223 respondents. Most respondents (69%) intend to stay in their current country or have already settled there at the time of the survey ("stayers"), while the remaining 31 per cent were either transiting through or planning to move soon out of the country (returning or moving elsewhere).

The share of stayers ranged from 40% in Poland to 96% in Lithuania, with a variety that depends on the composition of the samples by location of the interview during the reference period (whether including border areas/new arrivals or not).

Figure 1: Share of respondents transiting/returning/moving soon and of stayers by age group, by country of the survey and total (%)

Legend: ■ % Stayer - 18-64 years old ■ % Stayer - 65+ years old ■ % Transiting/returning/moving soon - Total
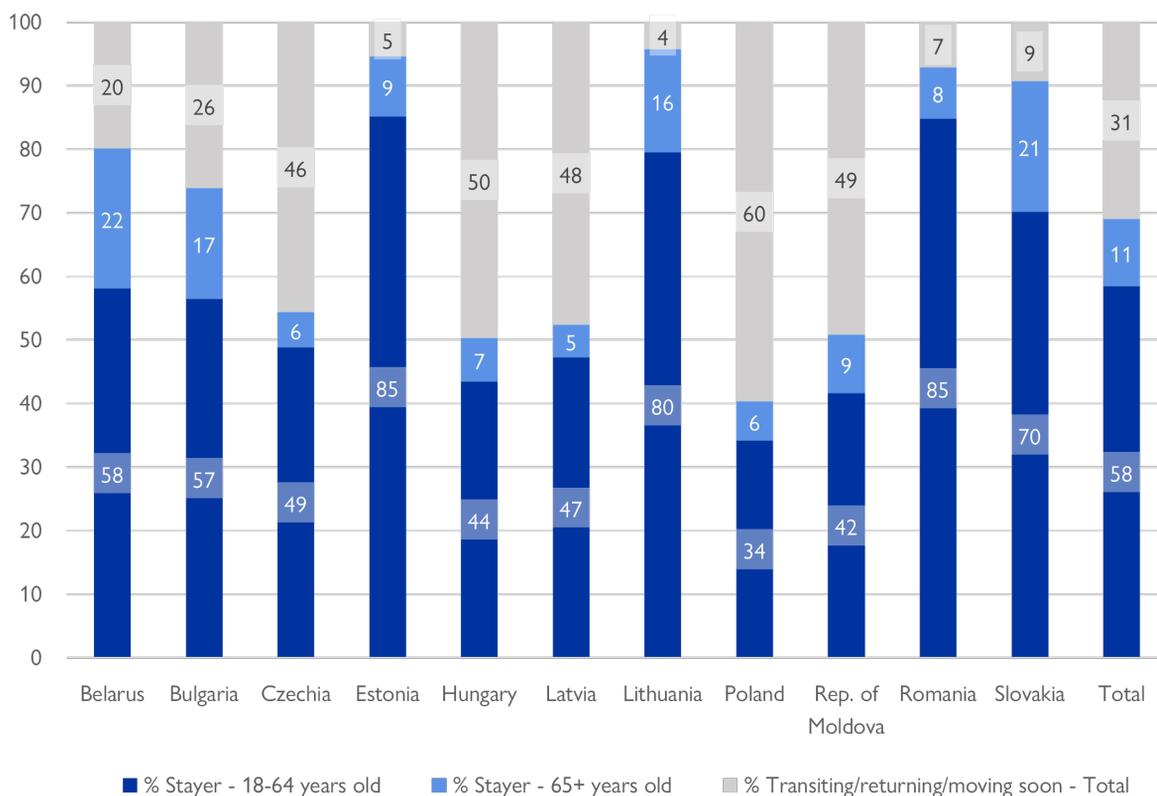
The present report focuses on the employment profiles and prospects of respondents in their current country of displacement, with a particular attention to the "stayers" who are considered to be investing more human and social resources to fully participate in the life of the communities of their host countries. Among "stayers", this report focuses on the 6,760 respondents who are in their working-age population (18-64 years old) to present findings relative to their participation in the labour market and their sector of employment, by gender and by country of displacement (see Figure 2). It does not address the conditions of employment (length, pay, formality, among others).

Figure 2: Sample disaggregation by intention to stay/leave, age and employment status
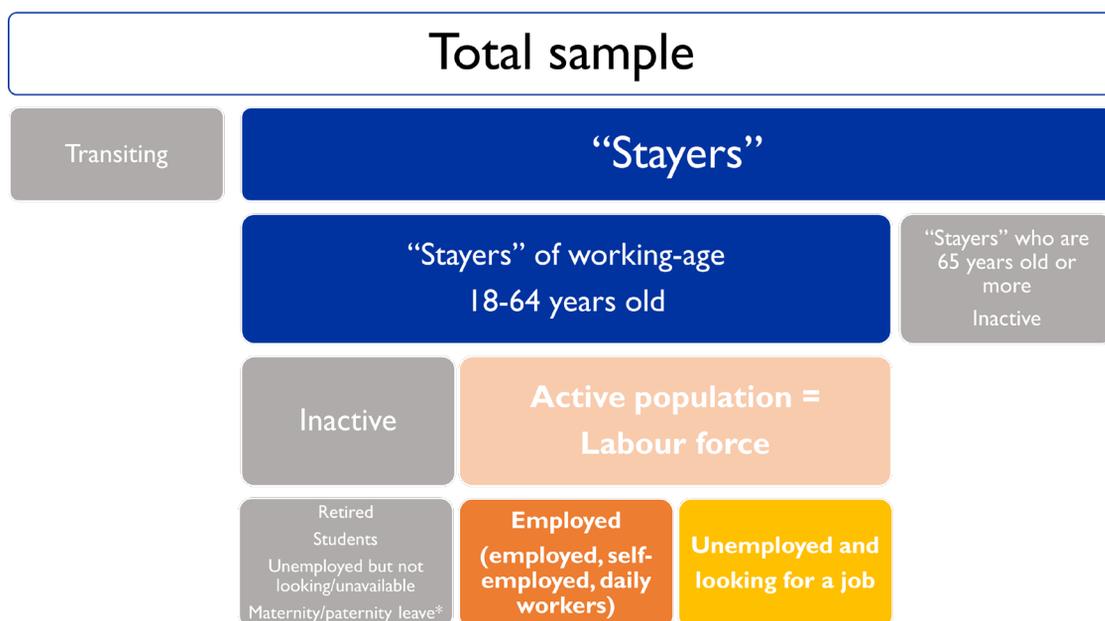
* Maternity/paternity leave is included among inactive because 1) in Ukraine, benefits are not dependent upon an employment contract and are received for quite long 2) in Europe, it is unlikely that those currently pregnant or with infants have ever tried to look for a job in the country of displacement yet.

Table 1: Share of "stayers" aged between 18 and 64 years, by gender, by country of the survey and total (%)

Country of survey	Men (%)	Women (%)
Belarus	28	72
Bulgaria	15	85
Czechia	20	80
Estonia	22	78
Hungary	23	77
Latvia	36	64
Lithuania	11	89
Rep. of Moldova	13	87
Poland	23	77
Romania	16	84
Slovakia	20	80
Total	19	81

II. REGIONAL OVERVIEW

Participation in the labour market

More than three thirds (70%) of respondents of working age were active[1] in the labour market before leaving Ukraine, while the remaining 30 per cent were inactive, or not participating in the labour market. Among the inactive, 35 per cent were on maternity or paternity leave, 25 per cent were retired, 23 per cent were unemployed and not looking for a job and 17 per cent were students. Among the active, the unemployment rate before leaving Ukraine was 12 per cent for women and 8 per cent for men.

The participation in the labour market slightly decreases for both men and women after displacement but seems to remain remarkably high on average. About 66 per cent of respondents are part of the labour force at the moment of the interview (65 per cent among women, 77 per cent among men) while 34 per cent are inactive. The share of active population is lower than the average in eastern European countries: Hungary (60%), Romania (54%), Bulgaria (50%) and Republic of Moldova (48%). The share of active population significantly decreases after displacement only in Romania (-22%), Bulgaria (-15%), and the Republic of Moldova (-8%), while it increases remarkably in Poland (+12%), Czechia (+6%) and Lithuania (+6%). Activity rates are comparable to those reported for the total resident population of the country of displacement.[2]

Among those active, more than half (62%) is in employment (employed, self-employed, daily worker) while the remaining 38 per cent is unemployed but looking for a job.

On average, unemployment rate is higher among women than among men (40% versus 30%). Hence, even with caveats and limitations connected with the self-reporting of the employment status by the respondents, these findings seem in line with some previous evidence on the inclusion of refugees from Ukraine in the European labour markets, which appears to be faster on average than for other refugee populations.[3]

Among the currently inactive, besides retirees (22%) and students (11%), 43 per cent are not employed and not looking for a job and 25 per cent are on maternity or paternity leave. Almost half (48%) of those not employed and not looking for a job reported to be out of the labour market as they have care duties for other members of the family (e.g. children, older persons and persons with a disability), while others reported as main reasons to have a medical condition on their own (18%), or to have no need to work as others in their household are employed (13%). The remaining 20 per cent has other reasons or do not specify.

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1. 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. Please see Figure 2.

2. See Eurostat: Activity rates by sex, age and citizenship (%) [LFSA_ARGAN] for 2022.

3. OECD. 2023. 'What We Know about the Skills and Early Labour Market Outcomes of Refugees from Ukraine'. Paris: OECD. Accessible via: https://www.oecd.org/ukraine-hub/policy-responses/what-we-know-about-the-skills-and-early-labour-market-outcomes-of-refugees-from-ukraine-c7e694aa/

Figure 3: Share of active respondents, before displacement and now, by country of the survey and total (%) and currently, by country

Country	Share of active before displ. - total (%)	Share of active now - total (%)
Total	70	66
Belarus	69	71
Bulgaria	65	50
Czechia	78	84
Estonia	74	78
Hungary	53	60
Latvia	63	61
Lithuania	64	70
Poland	58	70
Rep. of Moldova	56	48
Romania	76	54
Slovakia	72	75

■ Share of active before displ. - total (%)   ■ Share of active now - total (%)
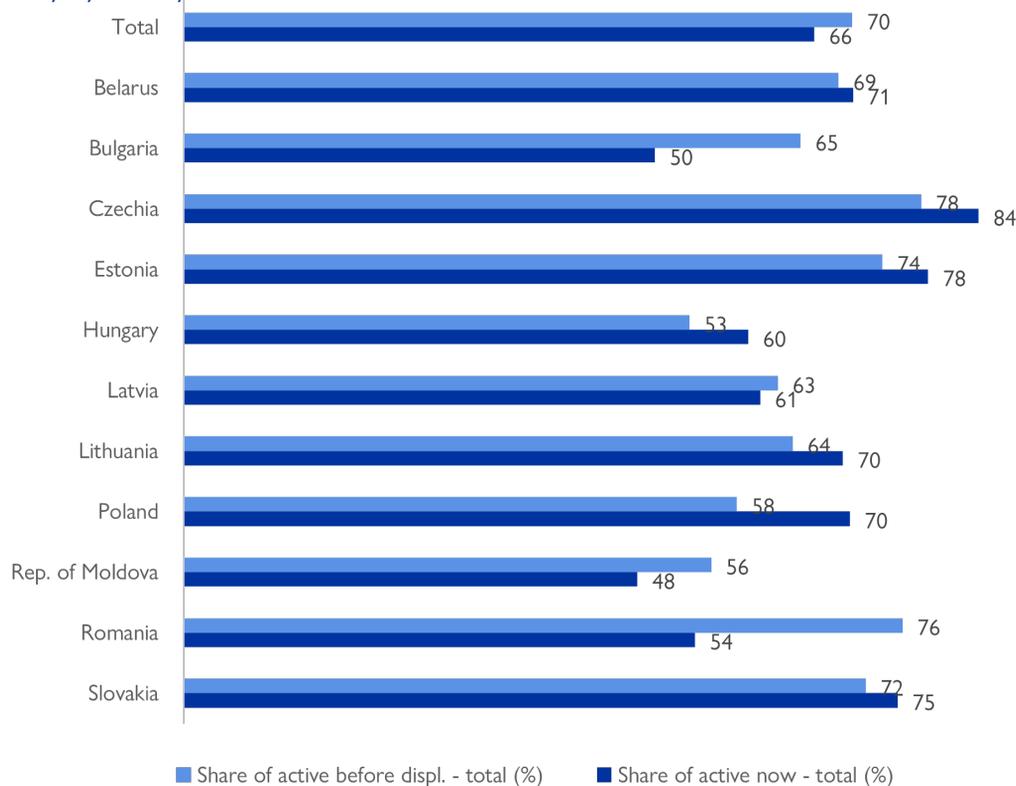
Employment

Focusing on the active labour force, some factors seem to be more or less conducive to employment in the current country of displacement. Although a minority in the sample and among the refugee population, men tend to be more frequently in employment than women (70% versus 60% on average). Employment rates of women are lower than men's in Belarus, Bulgaria, Czechia, Lithuania, the Republic of Moldova, Romania, and Slovakia. Parity or slightly higher employment rates among women than men are observed in Estonia, Hungary, Latvia, and Poland.

Younger persons are more frequently employed than older persons: the difference in employment rate between persons aged 18 to 59 years, and persons aged 60 to 64 years is of 20 percentage points (63% versus 43% overall). Respondents who are alone or who are in a household without children are more frequently

employed than those with children, especially if these are under 5 years of age. Having full or some knowledge of the official language of the host country is also associated with higher shares of employment (71% versus 58% of those with no local language knowledge at all).

Duration of displacement in current country is associated with a higher probability to be employed rather than unemployed: the employment rate of those arrived between January and March 2023 is 33 per cent, compared to 70 per cent employment rate among those arrived in the first half of 2022 (immediately after the start of the war).
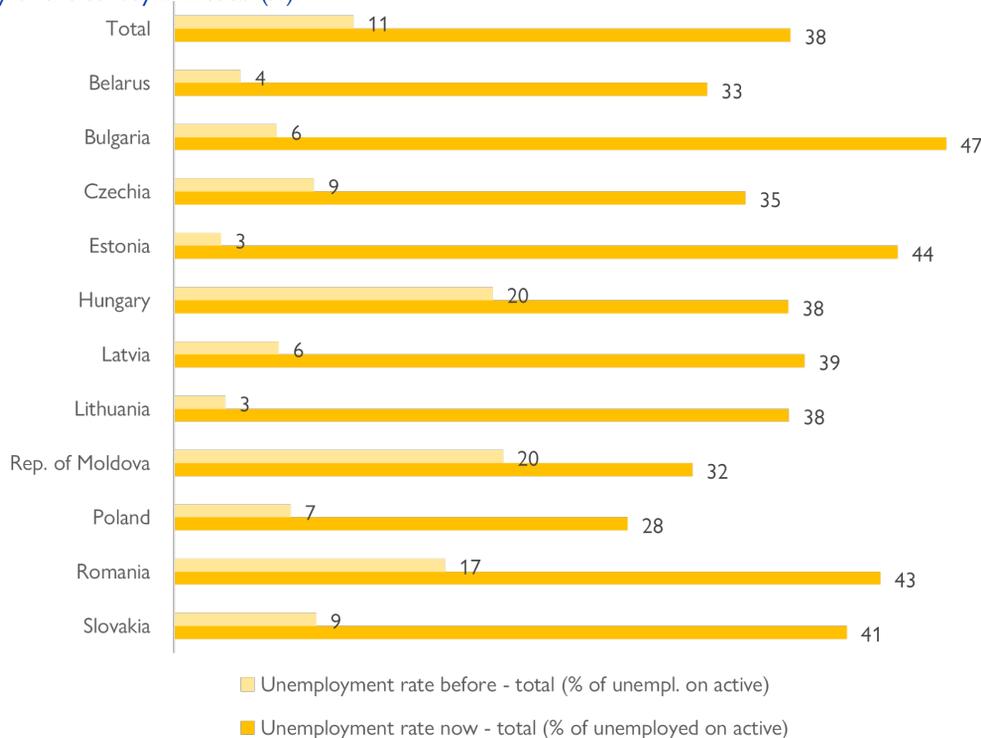
Also, among the active population, the employment rate is slightly but significantly higher in non-neighbouring countries than in neighbouring countries (63% vs 61%).

While the education level is not associated with more or less employment on average, it marks a difference in terms of type of occupation and sectors among those who have a job at the time of the interview. Those with tertiary education were more frequently in a professional category (30%), working in services and sales (15%), in elementary occupations (15%) and as clerks (8%) while those with secondary education or lower reported to be in elementary occupations (30%), to work in services and sales (19%), as plant or machine operators (18%) or in crafts and related trades (9%). Similarly, tertiary educated respondents in employment were working in the education sector (14%), in manufacturing (10%) and information and ICT (9%), while those with secondary education or lower were in other services activities (17%), manufacturing (15%) and accommodation and food services (10%). Although the information is available for only a portion of respondents, the comparison between the type of occupation before displacement and currently among those currently employed shows a decrease of managerial, professional and technical occupations in favour of machine operators and elementary occupations.

Language is by far the most common barrier when looking for a job, reported by three quarters of respondents in search of employment. Among active population, respondents speaking the local language of the country where they are displaced have employment rates 13 percentage points on average higher than those who do not ("language premium"). Other barriers frequently mentioned are the lack of jobs in the area of residence (46%), difficult reconciliation of family duties and working arrangements (24%), health conditions (19%) and discrimination (16%).

Figure 4: Unemployment rate before displacement and now (% of unemployed and employed on active), by country of the survey and total (%)[4]

Legend:
- Unemployment rate before - total (% of unempl. on active)
- Unemployment rate now - total (% of unemployed on active)

Country	Before	Now
Total	11	38
Belarus	4	33
Bulgaria	6	47
Czechia	9	35
Estonia	3	44
Hungary	20	38
Latvia	6	39
Lithuania	3	38
Rep. of Moldova	20	32
Poland	7	28
Romania	17	43
Slovakia	9	41

4. Official unemployment rates of population 15-64 years old in 2022 were: 4.2 per cent in Belarus, 4.3 per cent in Bulgaria, 2.3 per cent in Czechia, 5.9 per cent cris Estonia, 3.7 per cent in Hungary, 7.1 per cent in Latvia, 6.2 per cent in Lithuania, 2.9 per cent in Poland, 2.2 per cent in Rep. of Moldova, 5.6 per cent in Romania, 6.2 per cent in Slovakia. Source: Eurostat [LFSA_URGAN] for EU countries, World Bank from ILO [SL.UEM.TOTL.ZS] for Belarus and the Rep. of Moldova.

Figure 5: Difference in current employment rates between respondents speaking the local language and those who do not, by country of the survey and total (%) ("language premium")
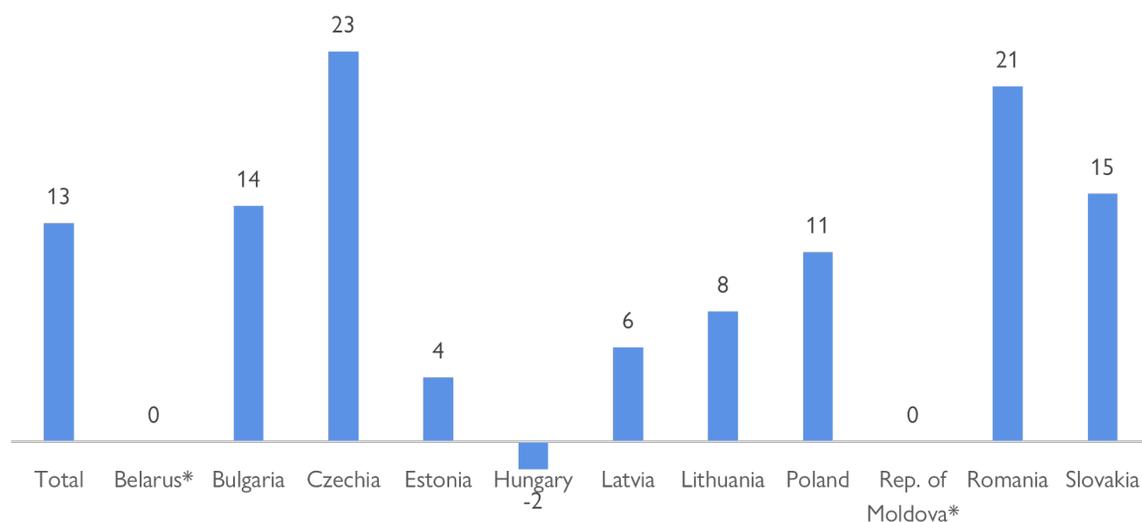
* All respondents in Belarus and in the Republic of Moldova report to speak Russian, which is widely used in both countries.

Table 2: Gender outcomes of employment rates, by country of the survey and total (%)

Country of the survey	Share of Women who are stayers and working-age (%)	Employment rate now - women (% of employed on active)	Difference between employment rates of women and men now (%)*
Total	83	60	-9
Belarus	73	64	-11
Bulgaria	90	52	-7
Czechia	81	62	-14
Estonia	78	56	0
Hungary	79	63	4
Latvia	64	63	5
Lithuania	89	61	-16
Rep. of Moldova	88	66	-34
Poland	88	73	4
Romania	84	55	-8
Slovakia	80	54	-20

* A negative difference means that men's employment rate is higher than that of women.

III. NEIGHBOURING COUNTRIES

Belarus

Out of the 917 respondents, 735 (80%) intend to stay in the country for the time being, i.e. are "stayers". Among the "stayers", 69 per cent were active before displacement, and the remaining 31 per cent were either retired, students, or unemployed and not looking/not available for work (inactive). Currently, 68 per cent of stayers are active, while 32 per cent are inactive. Among the active, almost two-thirds (62%) are employed, and the remaining 38 per cent are unemployed. Women (who are 72% of stayers) are employed in 60 per cent of the cases, compared to 70 per cent among men.

Figure 6: Top 5 sectors of activity for employed women – Belarus (%)[5]

Sector	%
Wholesale and retail	17
Manufacturing	12
Agriculture	9
Education	9
Human health & social work	9
Other	45
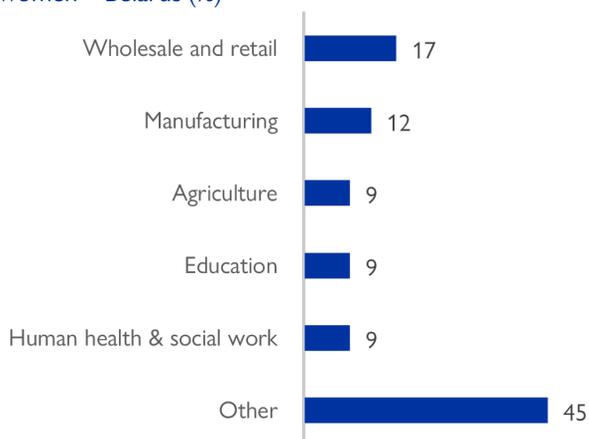
Figure 7: Top 5 sectors of activity for employed men – Belarus (%)

Sector	%
Manufacturing	22
Construction	16
Wholesale and retail	10
Agriculture	9
Transportation & storage	7
Other	36
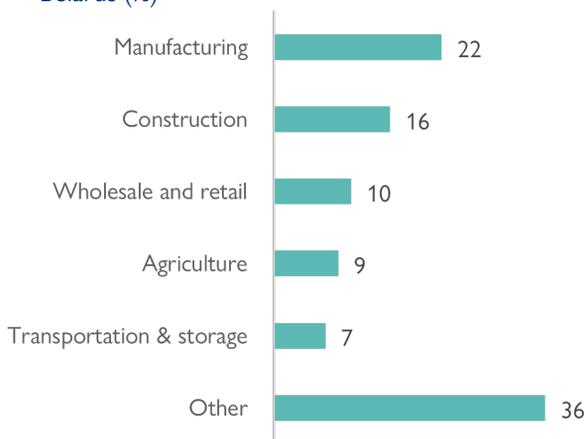
Hungary

Out of the 793 respondents, 399 (50%) are "stayers". Among "stayers", 53 per cent were active before displacement, and the remaining 47 per cent were inactive. Currently, 60 per cent of "stayers" are active, while 40 per cent are inactive. Among the active, 62 per cent are employed, and the remaining 38 per cent are unemployed. Women (77% of "stayers") have an employment rate of 63 per cent compared to 60 per cent among men.

Figure 8: Top 5 sectors of activity for employed women – Hungary (%)

Sector	%
Manufacturing	20
ICT	12
Financial & insurance services	12
Other services activities	8
Education	8
Other	40

Figure 9: Top 5 sectors of activity for employed men – Hungary (%)

Sector	%
Construction	41
Manufacturing	24
ICT	12
Agriculture	6
Accommodation and food services	6
Other	12

5. All data on sectors of employment use the NACE rev.2 classification adopted by Eurostat.

Poland

Out of the 1,804 respondents, 728 (40%) are "stayers". Among the stayers, 58 per cent were active before displacement, and the remaining 42 per cent were inactive. Currently, 70 per cent of stayers are active, while 30 per cent are inactive. Among the active, 72 per cent are employed, and the remaining 28 per cent are unemployed. Women (87% of stayers) have an employment rate of 73 per cent compared to 69 per cent among men.

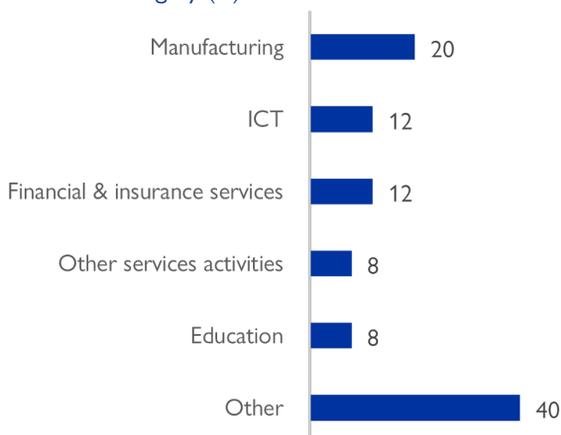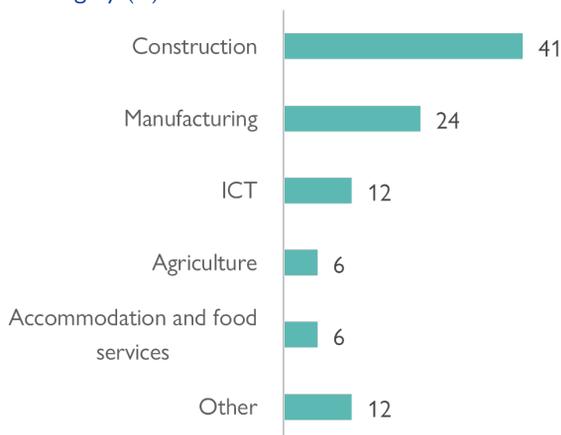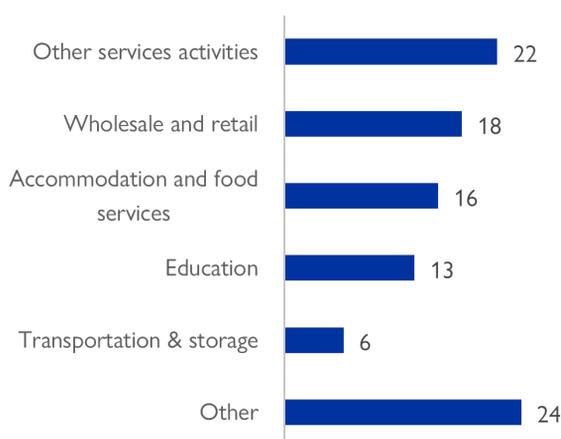Figure 10: Top 5 sectors of activity for employed women – Poland (%)

Sector	%
Other services activities	22
Wholesale and retail	18
Accommodation and food services	16
Education	13
Transportation & storage	6
Other	24

Figure 11: Top 5 sectors of activity for employed men – Poland (%)

Sector	%
Human health & social work	25
Other services activities	13
Construction	13
Manufacturing	13
Transportation & storage	13
Other	25

Republic of Moldova

Out of the 427 respondents, 217 (51%) are "stayers". Among the "stayers", 56 per cent were active before displacement, and the remaining 44 per cent were inactive. Currently, 48 per cent of stayers are active, while 52 per cent are inactive. Among the active, 56 per cent are employed, and the remaining 44 per cent are unemployed. Women constitute 68 per cent of the sample, with an employment rate of 66 per cent compared to 100 per cent among men.

Figure 12: Top 5 sectors of activity for employed women – Rep. of Moldova (%)

Sector
Human health & social work
Accommodation and food services
Other services activities
Administrative support
Financial & insurance services
Other

Figure 13: Top 5 sectors of activity for employed men – Rep. of Moldova (%)

Sector	%
Wholesale and retail	25
Other services activities	25
Financial & insurance services	25
Administrative support	25
Other	0

Although the language barrier is virtually non-existing as Russian is widely spoken in the Republic of Moldova, refugees from Ukraine meet other type of obstacles to join the labour market:[6]

- Very low-waged and low-skilled at minimal remuneration jobs available & advertised: the minimum wage in Moldova increased from MDL 3,500 ($ 197) in 2022 to MDL 4,000 per month in 2023 (appr. $225).

- Economic barriers to entrepreneurship: refugees from Ukraine who want to carry out independent and entrepreneurial activities have to pay almost 2000 MDL (113 USD) for health insurance per month (or appr. 1,350 USD per year).

- Only short-term employment contracts for refugees from Ukraine: the hiring process was simplified but every employment contract should be based on the individual fixed-term employment contract for the period of the state of emergency.[7]

- Complicated procedures to open bank accounts for foreign citizens.

Romania

Out of the 2,474 respondents, 2,299 (93%) are "stayers". Among them, 76 per cent were active in the labour market before leaving Ukraine, while the remaining 24 per cent were inactive. Currently, 53 per cent of respondents are active, while 47 per cent are inactive. Among those active, 57 per cent are employed, while 43 per cent are unemployed but looking for a job. Women (84% of stayers) have an employment rate of 55 per cent compared to 63 per cent among men.

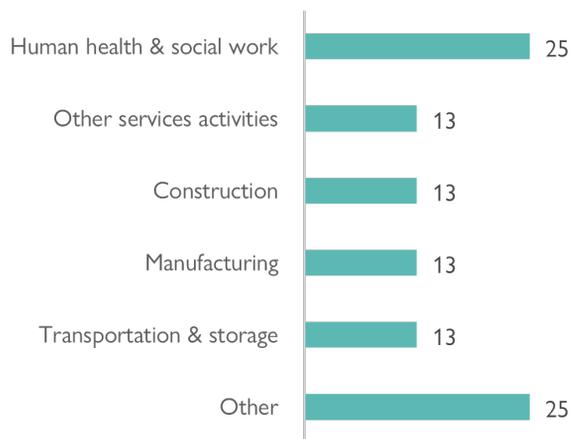Figure 14: Top 5 sectors of activity for employed women – Romania (%)

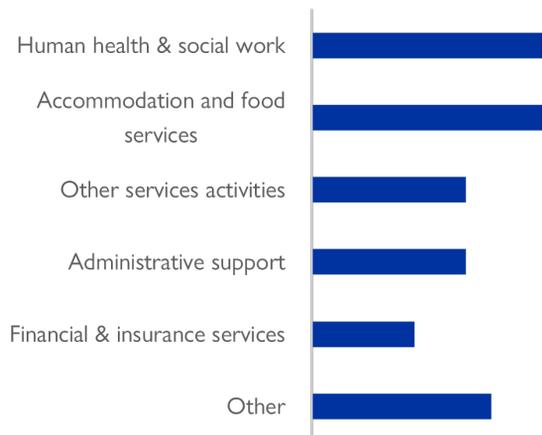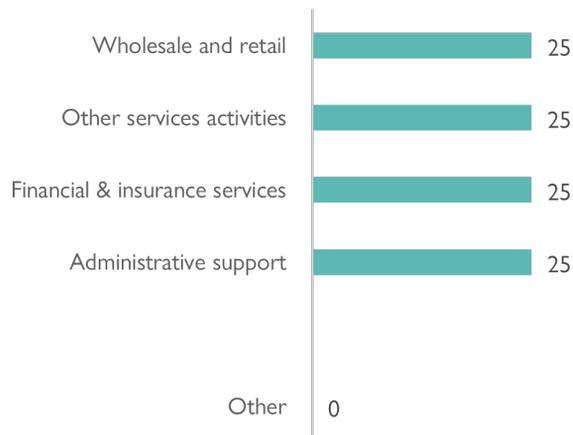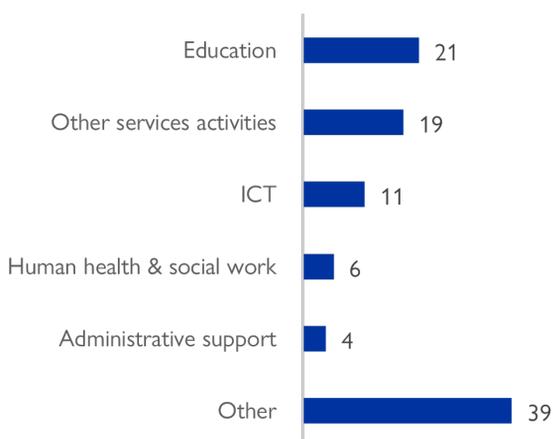| Sector	%
Education	21
Other services activities	19
ICT	11
Human health & social work	6
Administrative support	4
Other	39

Figure 15: Top 5 sectors of activity for employed men – Romania (%)

Sector	%
Transportation & storage	34
ICT	20
Construction	8
Other services activities	5
Education	5
Other	27

6. The following points are based on qualitative information and data from IOM direct assistance to refugees from Ukraine through various activities run in the Republic of Moldova.

7. The Republic of Moldova has been in a state of emergency since 24 February 2022, extended until now due to persistent risks and threats, including energy, humanitarian, as well as social and security challenges. On 10 May 2023, the Moldovan Commission for Exceptional Situation has abrogated several provisions of the previous Decisions regarding the right to stay, the right of temporary residence and the right to work for the refugees who have not applied for a form of protection (See https://dtm.iom.int/reports/republic-moldova-surveys-refugees-ukraine-needs-intentions-and-integration-challenges-jan?close=true).

Slovakia

Out of the 842 respondents, 764 (91%) are "stayers". Among them, 72 per cent were active in the labour market before displacement, while the remaining 33 per cent were inactive. Currently, 75 per cent of respondents are active, while 25 per cent are inactive.

Among those active, 59 per cent are employed, while the remaining 41 per cent are unemployed but looking for a job. Women (80% of stayers) have an employment rate of 54 per cent compared to 74 per cent among men.

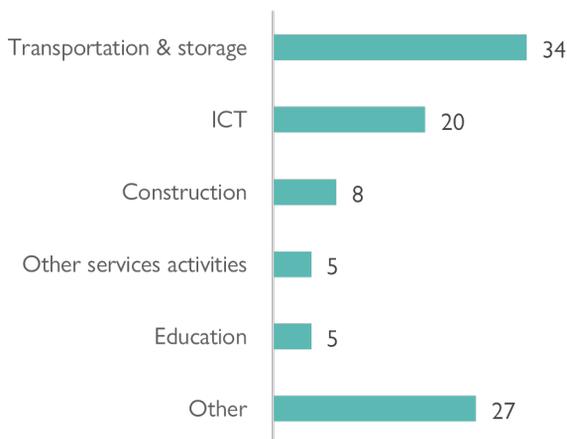Figure 16: Top 5 sectors of activity for employed women – Slovakia (%)

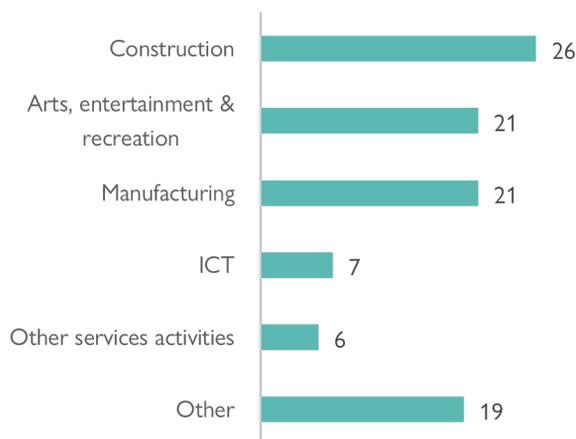| Sector	%
Other services activities	20
Manufacturing	19
Wholesale and retail	11
Arts, entertainment & recreation	8
Accommodation and food services	8
Other	33

Figure 17: Top 5 sectors of activity for employed men – Slovakia (%)

Sector	%
Construction	26
Arts, entertainment & recreation	21
Manufacturing	21
ICT	7
Other services activities	6
Other	19
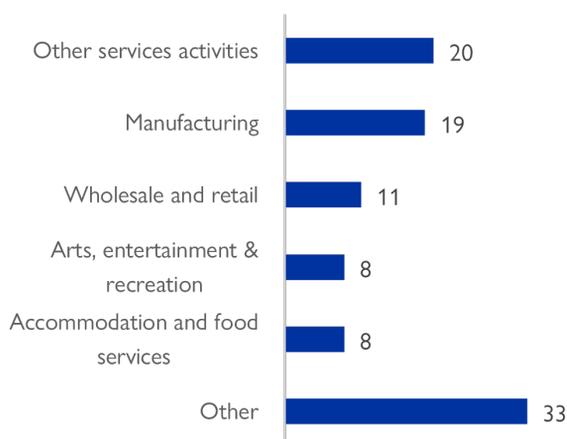
Amongst the reasons for non-employment: helping other family members, medical conditions preventing them from working, plans to leave Slovakia soon, no need to work due to external support. Most of those with a job (employed, self-employed or daily workers) managed to find work with help of friends (41%). Seventeen per cent were able to find a job through an agency in Slovakia, and six per cent through Ukrainian agency (working remotely). Job advertising internet websites were helpful only to seven per cent of the respondents.

IV. BALTIC COUNTRIES

Estonia

Out of the 223 respondents, 211 (95%) are "stayers". Among stayers, 74 per cent were active before displacement, and the remaining 26 per cent were inactive. Currently, 78 per cent of stayers are active, while 22 per cent are inactive. Among the active, 56 per cent are employed, and the remaining 44 per cent are unemployed. Women (78% of stayers) have an employment rate of 56 per cent compared to 56 per cent among men.

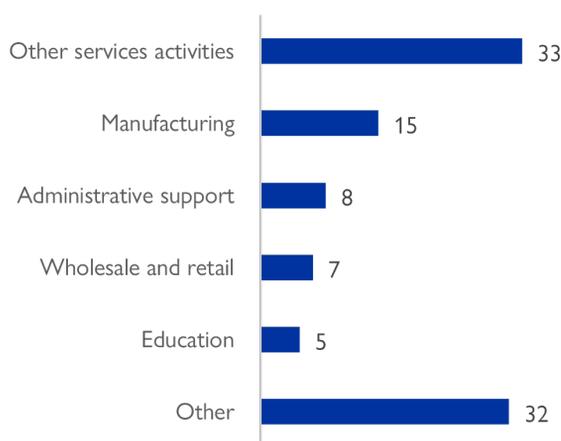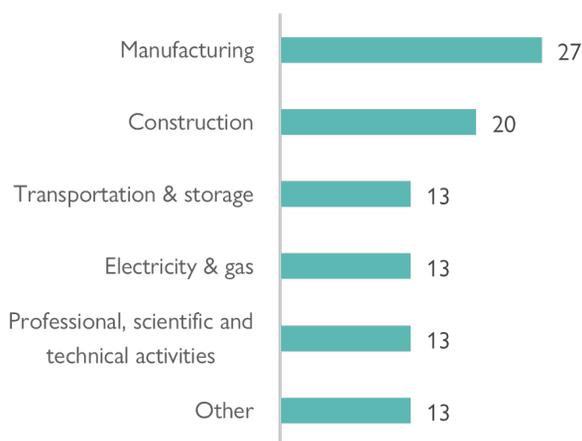Figure 18: Top 5 sectors of activity for employed women – Estonia (%)

Sector	%
Other services activities	33
Manufacturing	15
Administrative support	8
Wholesale and retail	7
Education	5
Other	32

Figure 19: Top 5 sectors of activity for employed men – Estonia (%)

Sector	%
Manufacturing	27
Construction	20
Transportation & storage	13
Electricity & gas	13
Professional, scientific and technical activities	13
Other	13

Latvia

Out of the 368 respondents, 225 (61%) are "stayers". Among stayers, 63 per cent were active before displacement, and the remaining 37 per cent were inactive. Currently, 61 per cent of stayers are active, while 39 per cent are inactive. Among the active, 61 per cent are employed, and the remaining 39 per cent are unemployed. Women (64% of stayers), with an employment rate of 63 per cent compared to 58 per cent among men.

Figure 20: Top 5 sectors of activity for employed women – Latvia (%)

Sector	%
Accommodation and food services	21
Other services activities	16
Wholesale and retail	16
Transportation & storage	11
Manufacturing	5
Other	32

Figure 21: Top 5 sectors of activity for employed men – Latvia (%)

Sector	%
Manufacturing	25
ICT	25
Construction	13
Electricity & gas	13
Wholesale and retail	13
Other	13

Lithuania

Out of the 376 respondents, 360 (96%) are "stayers". Among stayers, 64 per cent were active before displacement, and the remaining 36 per cent were inactive. Currently, 70 per cent of stayers are active, while 30 per cent are inactive. Among the active, 62 per cent are employed, and the remaining 38 per cent are unemployed. Women (87% of stayers) have an employment rate of 61 per cent compared to 76 per cent among men.

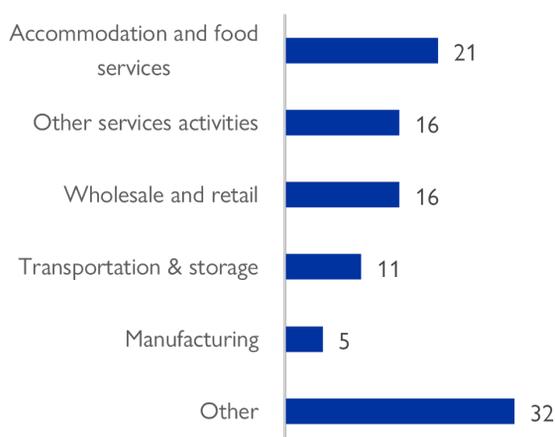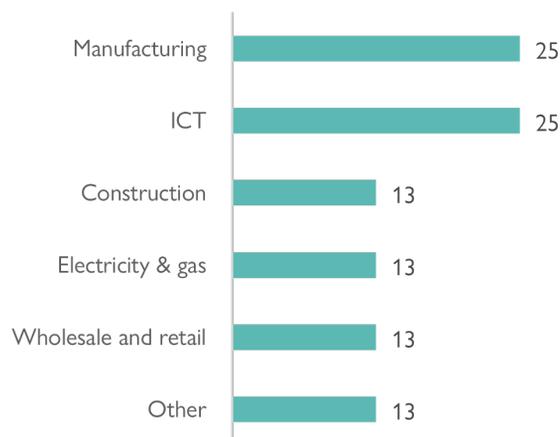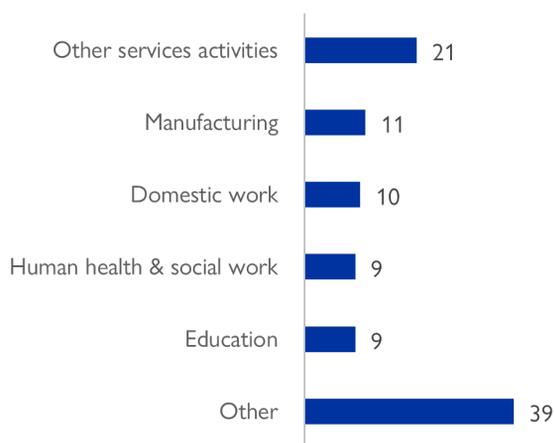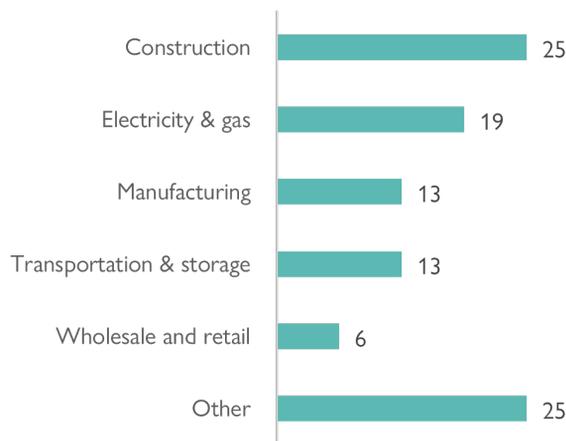Figure 22: Top 5 sectors of activity for employed women – Lithuania (%)

Sector	%
Other services activities	21
Manufacturing	11
Domestic work	10
Human health & social work	9
Education	9
Other	39

Figure 23: Top 5 sectors of activity for employed men – Lithuania (%)

Sector	%
Construction	25
Electricity & gas	19
Manufacturing	13
Transportation & storage	13
Wholesale and retail	6
Other	25

Among those currently unemployed and not looking for a job, 57 per cent were taking care of children, older people, or persons with disability. Another 20 per cent did not see the need to look for a job, 11 per cent were unable to work due to their medical conditions, 6 per cent planned to leave the country soon. The remaining 6 per cent preferred not to answer or indicated other non-specified reasons.

V. OTHER COUNTRIES IN EUROPE

Bulgaria

Out of the 1,341 respondents, 991 (74%) are "stayers". Among stayers, 65 per cent were active before displacement, and 35 per cent were inactive. Currently, 40 per cent of stayers are active, while 50 per cent are inactive.

Among the active, 53 per cent are employed, and the remaining 47 per cent are unemployed. Women (85% of stayers) have an employment rate of 52 per cent compared to 59 per cent among men.

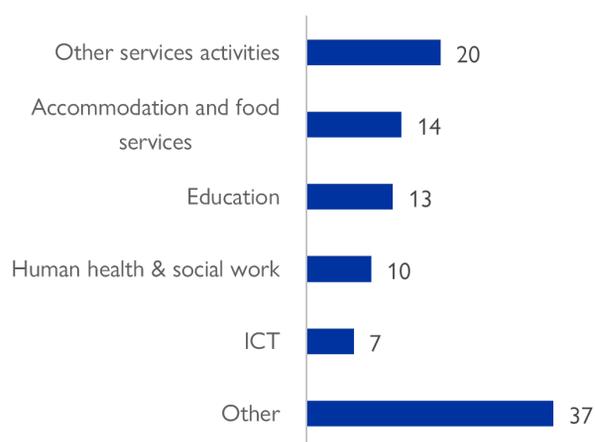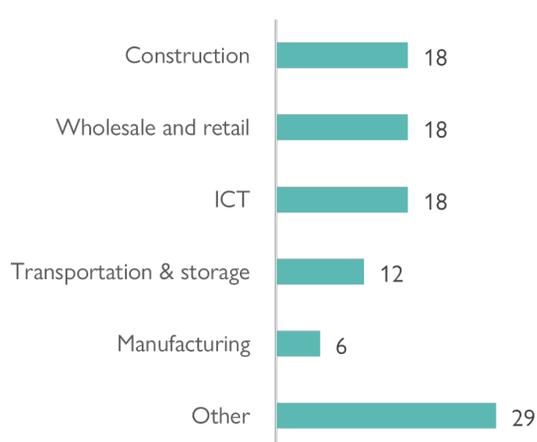Figure 24: Top 5 sectors of activity for employed women – Bulgaria (%)

Sector	%
Other services activities	20
Accommodation and food services	14
Education	13
Human health & social work	10
ICT	7
Other	37

Figure 25: Top 5 sectors of activity for employed men – Bulgaria (%)

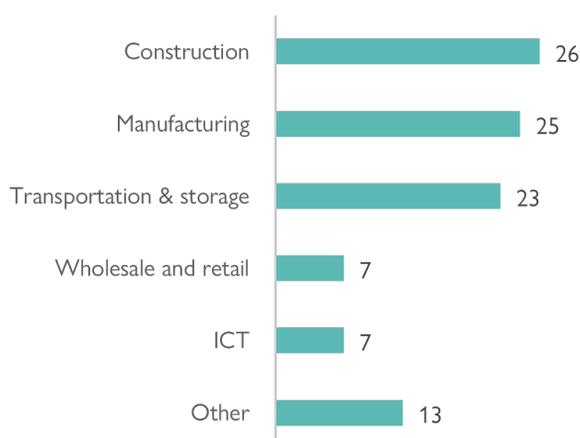| Sector	%
Construction	18
Wholesale and retail	18
ICT	18
Transportation & storage	12
Manufacturing	6
Other	29

Czechia

Out of the 1,995 respondents, 1,238 (62%) are "stayers". Among stayers, 78 per cent were active before displacement, and the remaining 22 per cent were inactive. Currently, 91 per cent of stayers are active, while 9 per cent are inactive. Among the active, 65 per cent are employed, and the remaining 35 per cent are unemployed. Women (80% of stayers) have an employment rate of 62 per cent compared to 76 per cent among men.

Figure 26: Top 5 sectors of activity for employed women – Czechia (%)

Sector	%
Manufacturing	19
Accommodation and food services	18
Wholesale and retail	9
Transportation & storage	9
Other services activities	8
Other	35

Figure 27: Top 5 sectors of activity for employed men – Czechia (%)

Sector	%
Construction	26
Manufacturing	25
Transportation & storage	23
Wholesale and retail	7
ICT	7
Other	13

VI. METHODOLOGY

This report is based on a survey of displacement patterns, needs and intentions conducted by IOM's Displacement Tracking Matrix (DTM) in the 11 countries included in the Regional Response Plan for Ukraine in 2023:

- 6 countries neighbouring Ukraine – Belarus, Hungary, Poland, the Republic of Moldova, Romania, and Slovakia

- other 5 countries in Europe, particularly impacted by the arrivals of refugees from Ukraine since the start of the war in February 2022 – Bulgaria, Czechia, Estonia, Latvia and Lithuania.

The analysis presented in this report is based on data collected between January and March 2023 through a network of more than 150 enumerators, with various timelines and specific survey tools adapted to the country context. Nevertheless, the sampling approach, main definitions and features of the survey tool make country-level datasets comparable.

Face-to-face surveys were conducted by trained enumerators with adult refugees from Ukraine and other TCNs (18 years of age and above).

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 mechanisms in place.

Respondents were approached in a simple random sample by enumerators at selected entry, exit, transit points and accommodation centres. In border crossing point areas, both persons entering/exiting by car, by bus, by foot and by train were interviewed. The survey was anonymous and voluntary. Surveys were administered only if consent from the respondent was given. The respondent could stop the survey at any time.

The questionnaire was available in Ukrainian, Russian, English and Romanian language. The preferred language was determined by the interviewee. All responses were checked for any systematic issues by enumerator and this process did not identify any problems. Only fully completed surveys were taken in account for this report.

Country-Level Implementation and Limitations

The sampling framework was not based on verified figures of refugees from Ukraine and TCNs entering through the various BCPs or staying in the various regions (counties, districts, rayons) across each of the country where surveys were conducted. This is due to the limited availability of comparable baseline information across countries.

The geographic spread of enumerators deployed and locations targeted captures most of the key arrival, transit and destination points. Whilst results cannot be deemed representative, the internal consistency within the data within 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 arrivals at the BCPs, the operational reality of fieldwork was confronted with different levels of accessibility of BCPs and other transit and stay locations and 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 – organizational changes in the entry and transit areas from national authorities, weather conditions, also play a role.

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

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

DTM is part of IOM's Global Data Institute.

For more information, please consult: https://dtm.iom.int/responses/ukraine-response and country-pages:

https://dtm.iom.int/belarus

https://dtm.iom.int/hungary

https://dtm.iom.int/poland

https://dtm.iom.int/republic-of-moldova

https://dtm.iom.int/romania

https://dtm.iom.int/slovakia

https://dtm.iom.int/estonia

https://dtm.iom.int/latvia

https://dtm.iom.int/lithuania

https://dtm.iom.int/bulgaria

https://dtm.iom.int/czechia

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