

SPEAKERS ABSTRACTS

Ukraine: The long, rocky road to a liberal market economy

Professor Michael Dobbins, PhD, University of Konstanz, Germany

Abstract: The long-term survival of democratic Ukraine is closely linked to its economic fate. Poor decisions that lead to economic stagnation or extremely unequal distribution of wealth between population groups or regions can massively undermine the legitimacy of the political system and support for democracy. Weak economic development, high unemployment and widespread poverty jeopardize the country's internal cohesion and make it more susceptible to Russian influence. An economic elite seen as corrupt and only acting in its own interests also weakens the country's international reputation in the eyes of investors, donors and aid organizations. Non-transparent economic conditions and corrupt structures also pose an enormous challenge to 'honest' entrepreneurs in the country. Against this backdrop, economic policy decisions have a direct impact on the stability and viability of Ukraine. A lack of economic growth increases the risk of an exodus of highly qualified workers, weakens the country's military capabilities and makes it almost impossible to maintain a functioning welfare state and education system.

There are already numerous detailed analyses of Ukraine's post-communist economic development (e.g. Åslund 2015; Havryryshyn 2016). Various authors show how the capture of the state by powerful oligarch groups undermined the economic liberalization and modernization process in Ukraine (Pleines 2005). Authors also have argued that no 'reset' of oligarch-centered Ukrainian economic policy took place after the Orange Revolution (Stykow 2011; Motyl 2008; Pleines 2016). In other words, systematic research has already been conducted into why Ukraine is not one of the successful post-communist economic reformers.

What has been missing so far, however, is a quantitative analysis of Ukraine's post-communist economic policy reform path. In this article, I address this research gap with a quantitative and graphic overview at the country's socio-economic development since 1991. I draw on the Liberalization Dataset by Armingeon et al. (2019), which takes a systematic inventory of 'liberalizing' and 'de-liberalizing' reforms in 37 democratic, capitalist countries (1973-2013). The dataset comprises policy outputs, i.e. legislative measures in 13 socio-economic policy fields (e.g. competition policy and market regulation, corporate governance, privatization).

I expand the dataset with an analysis of Ukraine's post-communist liberalization and de-liberalization path from 1991 to 2024. Using the analysis and coding methods developed by the research consortium (Armingeon et al. 2019), I address following specific questions: At what stages did liberalization surges take place in Ukraine and how far-reaching were they? To what extent did authoritarian or democratically-minded Ukrainian governments pursue de-liberalization? How did critical political junctures (e.g. state independence, Orange Revolution, Euromaidan) affect Ukraine's socio-economic development path in quantitative terms? And: What influence has the large-scale Russian invasion had on Ukraine's economic policy?

Based on the methods of the Liberalization Database, I coded all laws passed by the Verkhovna Rada since 1991 in the 13 policy areas covered by the dataset. Against this background, I quantitatively weight Ukraine's economic policy on the (de)liberalization dimension, which includes important aspects such as labour market regulation, industrial relations and tax policy. This approach enables us to systematically address the questions raised above 'from a bird's eye view' and offer direct insights into the legislative activities of the Verkhovna Rada throughout Ukraine's post-communist history.

Keywords: liberalization, market economy, deregulation, quantitative analysis, critical junctures.

Adaptive learning & international and multidisciplinary education

Michael Radin, PhD, Rochester Institute of Technology, USA

Abstract: What is adaptive learning? We can define Adaptive Learning as acclimation to changing circumstances and to the new developing environment. What new virtues arise and what traditional traits do you retain? How do you balance the similarities and contrasts between the traditional and new virtues? Adaptive Learning indicates the essence of new information and knowledge and staying current and fresh. Adaptive Learning compares the similarities and contrasts between the past the present. What categories of learning does adaptive learning unfold?

How do we define Digital Adaptive Learning during the digital transformation process in the digital landscape? How do we apply adaptive learning effectively during the digital transformation? In the digital landscape, using the virtues of iterative and machine learning and accurate data analysis, Digital Adaptive Learning offers precise, individualized and supportive feedback that stimulates deeper individualized learning explorations and hence leads to stronger grasp of concepts, engagement, and performance.

Digital Adaptive Learning also unfolds a new technological discovery learning path due to encounters with numerous software and hardware. Cellular phones, digital tablets, iPads, scanners and cameras are examples of hardware. Examples of software include Microsoft Office, Desmos, Photoshop, Zoom, Microsoft Teams, Slack, WhatsApp, etc.

Keywords: adaptive learning, international and multidisciplinary education, digital adaptive learning.

Suspecting refugee families: diplomatic everyday bordering practices of family reunification in Brazil¹

Patricia Nabuco Martuscelli, PhD, University of Sheffield, United Kingdom

Abstract: Family reunification, the process through which family members can enter and lawfully reside in the destination country where the immigrant already lives, is essential to guarantee the right to family life to refugees that cannot go back to their countries of residence. This paper shows how Brazilian diplomats employ everyday border practices connected to ideas of “real family” and “real refugees” to deny family reunification visas in a Global South country with a broad definition of family. It employs a content analysis of diplomatic documents between Brazilian consular authorities abroad and the Headquarters of the Ministry of Foreign Affairs (MRE) in Brazil to understand their strategies to securitize some refugee families. This analysis is complemented by 24 semi-structured expert interviews with authorities and civil society organizations involved in the family reunification procedure. It shows that the Brazilian diplomats in Kinshasa (Democratic Republic of Congo) through the visa practices control the migration of refugees’ relatives by constructing refugee families as “suspicious”. Diplomats deny visas that were initially approved by the National Committee for Refugees (CONARE) in Brazil, relying upon allegations of fake family ties, false economic dependency relationships and the credibility of refugees in Brazil.

Keywords: family reunification; refugees; critical security studies; Brazil; everyday border practices.

Adaptation of forth fully displaced Ukrainian scholars in France

Professor Olena Kovalchuk, PhD, National University of Food Technology, Ukraine,
President of the Association "Ukrainian Scientific Diaspora in France", France

Abstract: The main reason for leaving the country of residence for many interviewed Ukrainian scientists was the search for security. In addition to the physical destruction of universities, laboratories and research centers, the funding of scientific research and its demand have significantly decreased. The lack of security and means of living forced scientists to leave their homes, flee from war and seek refuge in countries. However, the search for a safe and refugee-friendly academic environment presents domestic educators with challenges at all levels of adaptation. Some of the interviewed academics left their country for a neighboring country with severe restrictions and discrimination as a temporary transition stage until they find a good accommodation in a welcoming host country. Others were able to connect with organizations that provided safe housing for Scholars-at-Risk and provided teaching or research work. As part of the general analysis, we identified the challenges faced by Ukrainian scientists from the risk

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group when integrating into the academic environment of French institutions at three levels of adaptation: administrative, academic, and individual.

Some of the interviewed academics left their country for a neighboring country with severe restrictions and discrimination as a temporary transition stage until they find a good accommodation in a welcoming host country. Others were able to connect with organizations that provided safe housing for Scholars-at-Risk and provided teaching or research work. As part of the general analysis, we identified the challenges faced by Ukrainian scientists from the risk group when integrating into the academic environment of French institutions at three levels of adaptation: administrative, academic, and individual. France, as a country with considerable experience in managing migration policy, faced a number of challenges in providing asylum to Ukrainian refugees in order to offer a sustainable integration process. An effective asylum policy should be developed by national authorities, supported by the relevant experience of civil society, and should reflect both the national situation and European rules. For Ukrainians, the challenges they faced in the above-mentioned countries during adaptation in the academic environment also became an indicator of integration into Western Europe. In this context, respect for the socio-economic rights of refugees and asylum seekers, especially their dignity, based on equality and non-discrimination, can provide European society with more advantages than fears and threats.

Keywords: academics, integration, forced migration.

Migration of Ukrainians to Poland and Polish-Ukrainian relations (2022-2024)

Professor Olha Morozova, PhD, University of Warsaw, Poland, Cherkasy National University, Ukraine

Abstract: Russia's military attack on Ukraine radically not only changed the established picture of Europe and international relations, but also led to mass migrations of Ukrainians. In the first years of the war, the largest number of Ukrainians (about 3 million) ended up in Poland. On the one hand, this can be assessed as a big problem for the Ukrainian state. Ukrainians received significantly better working conditions. And it is obvious that a significant part of Ukrainian migrants will not return to Ukraine. On the other hand, the situation can be seen as positive from the point of view of the experience that Ukrainians get abroad. Ukrainian-Polish cooperation has significantly intensified. In our opinion, it is important to understand the need to use the situation with the greatest possible advantages for both Ukraine and Poland. The migration of Ukrainians can become a new starting point for the integration of Ukraine into the EU. And for Poland, this is a good opportunity to get to know Ukrainians better, to develop Polish-Ukrainian cooperation, and to enrich the European cultural heritage with new achievements and prospects.

Keywords: Ukraine, Poland, Russian-Ukrainian war, migration, Polish-Ukrainian relations.

European labor market under the impact of migration processes

Professor Yulia Moroz, PhD, Zhytomyr Polytechnic State University, Ukraine

Abstract: Globalization has intensified international migration, which is a powerful driver and an important factor of political, economic, social and demographic changes in the countries of the world economy. Migration processes in the world are gaining enormous proportions, leading to a redistribution of population between territories, changes in the structural characteristics of the population of countries and regions, and the transformation of the global labor market. The intensification of international migration is fully observed on the European continent. Europe has a long history as a place of origin, transit and destination for migrants. Migration processes have a significant impact on the European labor market, which necessitates research into the relationship between them.

The study is based on a comprehensive analysis of scientific literature, reports of international organizations, and statistical information from selected countries. By using a wide range of sources, it was possible to explain how migration processes affect the European economy as a whole, and especially the labor markets of European countries. The study found that migration processes have a significant impact on the economic, cultural, social, and political development of European countries. In particular, migration has a complex and bilateral relationship with the labor market and can be both a consequence and a cause of changes in it. The study of the state and trends of the European labor market by key indicators, as well as global migration processes, allowed us to identify positive and negative consequences of their mutual influence in both donor and recipient countries.

The positive effects on the formation of labor markets in donor countries include: unloading the labor market, reducing competition for jobs and reducing unemployment; return of migrants with new skills and experience, which contributes to the development of the local economy; remittances from migrants, which improves the welfare of their families, promotes consumption growth and creates new jobs; reducing youth unemployment, as youth migration reduces the pressure on the labor market for new generations.

Among the adverse effects on the formation of the labor market in donor countries are the following: the outflow of skilled workers and the loss of professionals, which creates shortages in critical sectors of the economy, can deepen structural unemployment and slow economic growth; despite the importance of remittances from migrants to support the economy, they create a risk of dependence, which slows down the development of the domestic labor market. The positive impact on the labor market in the recipient countries of migrants is manifested in: covering the shortage of workers, especially in sectors suffering from labor shortages; increasing the flexibility of the labor market, as migrants are willing to work on short-term contracts or move to other regions; meeting the demand for seasonal labor.

The negative effects on the formation of the labor market in recipient countries include: the arrival of migrants can increase competition in the labor market, especially for the local population with low qualifications; migrants without official status often work in illegal markets, which distorts unemployment statistics and can create inequality in the labor market. Given the significant number of consequences of migration processes in terms of their impact on the

European labor market, as well as on the economic, cultural, social, and political development of both donor and recipient countries, this study is of great importance for ensuring their security and development.

Keywords: labor market, migration flows, migration challenges, global economy.

Adaptability of Ukrainian migrants in the Polish labor market

Svitlana Chugaievska, PhD, Professor Dariusz Fatula, PhD, Andrzej Frycz Modrzewski Krakow University, Poland

Abstract: The large-scale increase in migration flows as a result of the war in Ukraine has become a serious challenge for many European countries, in particular for Poland, which has received a significant number of Ukrainian migrants. There is a need to develop new approaches to analyzing the adaptation of migrants in the labor market, which is a key factor in their integration into the host society. In this study, an indicator for analyzing the adaptability of migrants — the Migrant Adaptability Index in the Labor Market, is presented. This indicator was developed to assess the ability of a migrant to take a job that corresponds to his or her qualification level and professional experience acquired before migration. The index allows for assessing adaptation both in cases of internal displacement and international migration flows, which makes it a universal tool for analyzing migration processes.

The study presents the results of a survey of Ukrainian migrants working in the Polish labor market. The survey was conducted in two stages: at the end of the first and second years of the full-scale war in Ukraine. This allowed us to study the dynamics of changes in the characteristics of migrants and their employment in conditions of a protracted conflict. The main indicators analyzed include gender and age distribution, level of education, standard of living, areas of employment, and duration of stay in the new socio-cultural environment. The results of the study showed that Ukrainian migrants demonstrate high adaptability in the Polish labor market, especially in such areas as services and IT. However, we also identified certain challenges associated with adaptation to new conditions, including language barriers, differences in professional skills and legal restrictions. The use of the Adaptability Index allows us to obtain a quantitative assessment of the level of integration of migrants into Polish society, which is important for the development of effective support policies.

The Adaptability Index of Migrants in the Labor Market, which was developed within the framework of this study, will become the basis for building econometric models aimed at a deeper understanding of the process of integration of Ukrainians into Polish society. These models will help identify the factors that most affect the success of adaptation and will contribute to the formation of socio-economic integration strategies. In future studies, we plan to apply this index to analyze the adaptability of other migrant groups in different regions, which will allow us to compare the effectiveness of integration approaches in different socio-economic contexts. The introduction of such an indicator into the practice of studying migration processes opens up new opportunities for assessing the quality of migrant integration, which is a key task in the

current conditions of global migration challenges. This study contributes to the development of the methodological basis for analyzing migration processes and helps to improve the understanding of the socio-economic consequences of migration for both the recipient country and the migrants themselves.

Keywords: adaptability, migration processes, Ukrainian migrants, labor market.

Changes in Ukrainian Female Labor Market (2014–2022) - trends and challenges

for the future

Anna Dybala, PhD, Jan Kochanowski University of Kielce, Poland,
Oksana Bezsmertna, PhD, Vinnytsia National Technical University, Ukraine

Abstract: The Ukrainian female labor market has undergone significant transformations between 2014 and 2022, shaped by economic, demographic, and socio-political events. This presentation explores key trends and challenges during this period, focusing on labor force participation, employment rates, unemployment, and part-time work, alongside broader metrics indicating the female position on the labor market such as the Global Gender Index. Sectoral employment shifts and the "brain drain" effect caused by the out migration of skilled female workers are examined, highlighting the resulting crises in critical industries.

Looking to the future, the reintegration of returning migrants, demographic pressures like declining fertility, and structural weaknesses such as wage gaps and inadequate childcare systems pose significant challenges. Recommendations for strengthening Ukraine's labor market include targeted support for returning migrants, fostering entrepreneurship, and implementing family-friendly policies to ensure sustainability and resilience in the face of ongoing global migration challenges.

Keywords: Ukrainian labor market, female employment trends, migration and brain drain, demographic pressures, economic resilience.

Migration flows during wartime: the development of regional labor markets through the lens of new socio-economic networks

Iryna Kravets, PhD, AWO Kreisverband Wesel Moers, Germany

Abstract: Migration flows triggered by war pose challenges to regional labor markets but simultaneously offer opportunities for their development through the formation of new socioeconomic networks by migrants. Integrating migrants into local economies through educational programs, retraining initiatives, and support for entrepreneurship has the potential to stabilize labor markets and foster regional economic growth.

Keywords: migration flows, forced migration, socio-economic networks, regional labor markets.

Modern challenges in the field of logistics in Ukraine and the potential for its recovery in conditions of shortage of personnel

Oksana Bezsmertna, PhD, Vinnytsia National Technical University, Ukraine

Abstract: The field of logistics is critically important for the development of the economy of Ukraine. The potential of logistics becomes even more relevant in the context of globalization and changes in logistics routes associated with such recent events as the coronavirus pandemic and the war in Ukraine. According to analysts, logistics is one of the most sought-after areas on the labor market in Ukraine, and the demand for qualified specialists continues to grow. Modern companies are looking for specialists who know how to organize work in compliance with international standards, have knowledge in the management of supply chains, warehousing and transport, and are also able to implement innovative solutions. However, with the spread of the coronavirus disease pandemic in 2019, many companies laid off staff to reduce costs. Labor shortages in production and supply led to problems with logistics and delivery of goods. In February 2022, when the full-scale invasion of the Russian Federation into Ukraine began, companies suffered from a shortage of personnel as a result of the mobilization and migration of the population. With the most positive forecasts of the end of the war in Ukraine, the nearest return of Ukrainian migrants' home will be gradual, at the beginning no more than 300-400 thousand people per year. But they should see the prospects of returning home, real employment opportunities. Already in the summer of 2022, an active recovery of the transport and logistics industry was observed. Chernihiv, Cherkassy, Zhytomyr, Ivano-Frankivsk region and the frontline Mykolaiv region showed the largest increase in logistics vacancies in April 2023. The infrastructure of Mykolaiv region was already prepared in April 2023 for the resumption of work within the "grain initiative".

Newly created jobs await the return of Ukrainian citizens to their previous places of residence. And this process depends on such factors as security in the country; the level of social and economic development; restoration of social infrastructure, damaged housing; introduction of institutional mechanisms for working with migrants so that citizens, while abroad, feel their importance for the state, have a desire to do useful things for Ukraine, both in the country itself and outside its borders.

Keywords: potential of logistics, shortage of personnel, coronavirus pandemic, war in Ukraine, mobilization, migration, migrants, infrastructure.

Navigating challenges: Ukrainian forced migrants between vulnerability and resilience

Iryna Maidanik, PhD, leading researcher of Institute for Demography and Life Quality Problems of the National Academy of Sciences of Ukraine, Ukraine

Abstract: The full-scale Russian invasion of Ukraine has triggered unprecedented levels of forced migration. These migrants are often viewed through a lens of vulnerability, considering factors such as their departure circumstances, family status, dependents, health issues, and loss of home. Vulnerability is a highly under-theorized concept. The scope of vulnerability encompasses three specific elements: first, the reasons that make a person vulnerable; second, the circumstances in which vulnerability may emerge; and third, the manifestations of vulnerability. (Magni, 2020). Thus, the concepts of "vulnerable circumstances," "a person in vulnerable circumstances," and "a vulnerable person" are not identical. Policy efforts should aim, first, to eliminate vulnerable circumstances, second, to prevent individuals from becoming vulnerable due to harmful factors, and, thirdly, to provide support to vulnerable individuals.

In discussions on vulnerability, many sources indeed highlight the concept of an opposite or contrasting state, often termed resilience (Kasperson & Berberian, 2011), agency (Schenk, 2020) or coping capacity (UNDRR, 2004). The concept suggests that vulnerability is not a static condition but exists on a spectrum where people may fluctuate between vulnerable and resilient states based on various factors and circumstances. This duality is especially important in forced migration domain, where policies and interventions often aim to minimize vulnerability by fostering resilience or supporting protective factors.

The goal of this presentation is to shift the research focus toward the resilience of forced migrants from Ukraine through the prism of their civic engagement. The study of the International Federation of Red Cross identifies six intertwined dimensions of resilience (IFRC, 2024): regulatory safety, financial, physical, human capital, social and natural capitals. The civic engagement of migrants holds particular importance in resilience studies because, firstly, it extends beyond personal interests to encompass community or even national levels. Secondly, it plays a crucial role in fostering various forms of resilience.

A survey which we conducted in the Institute for Demography and Social Studies² of the National Academy of Sciences of Ukraine, involving 429 forced migrants, reveals active civic engagement among Ukrainians abroad. This engagement bolsters their political awareness and strengthens resilience in both host and home countries. Many migrants advocate for Ukraine's sovereignty, countering Russian misinformation with fact-based perspectives. Nearly one in five (18.2%) reported regular participation in activities by Ukrainian organizations abroad, while an additional 43.4% participate occasionally. The survey highlighted three main types of civic engagement among Ukrainian migrants: (1) involvement in demonstrations for Ukraine, producing camouflage nets, and fundraising for the Ukrainian army; (2) organizing cross-cultural events; and (3) assisting compatriots' adaptation in host countries.

The strong civic involvement of Ukrainian migrants could play a vital role in future post-war return and reintegration policies. Policymakers in Ukraine could benefit from fostering

² Starting on January 1, 2024, the Institute has changed its name to the Institute for Demography and Life Quality Problems

partnerships with civil society organizations abroad to facilitate structured support for returnees, which may enhance resilience, reduce re-migration risks, and contribute to community revitalization upon their return.

Keywords: forced migration, resilience, Ukraine, civic engagement.

Labor integration challenges and policy approaches for Ukrainian refugees in EU countries

Kateryna Shymanska, PhD, Prague University of Economics and Business, Czech Republic

Abstract: This presentation explores labor integration challenges and policy responses for Ukrainian refugees in the European Union (EU) following the Temporary Protection Directive (TPD) activation. With most refugees being highly educated women with dependents, unique integration barriers have emerged, including language and qualification recognition issues, limited access to childcare, and housing scarcity. These factors lead to skill mismatches, with many refugees working below their qualifications.

EU and national policy responses aim to address these barriers through simplified qualification recognition, tailored language programs and expanded public employment services. NGOs and diaspora networks also support integration by offering essential community services. Early evidence shows that Ukrainian refugees contribute positively to host economies, especially in sectors facing labor shortages. However, sustainable integration will require long-term strategies to improve housing, childcare, and targeted employment opportunities. This presentation highlights recommendations to enhance integration, fostering mutual benefits for refugees and host countries.

Keywords: Ukrainian refugees, labor integration, EU policy, skill recognition.

Ekonomiczny wkład migrantów wojennych w rozwój kraju: studium przypadku Polska-Ukraina

Professor Viktoriia Hurochkina, PhD, Uniwersytet Zielonogórski, Centrum Studiów Ukraińskich SGH», Prezes Fundacji «Ukraińska diaspora naukowa w Polsce»

Streszczenie: W kontekście wojny rosyjskiej na terytorium Ukrainy nastąpił wzrost międzynarodowej migracji siły roboczej. Zjawisko to stało się zarówno wyzwaniem, jak i istotnym narzędziem strategicznego rozwoju gospodarczego, nie tylko dla krajów przyjmujących, ale także dla Ukrainy. Dlatego ważne jest, aby temat ten został szeroko omówiony i przedyskutowany. Szczególnie migracja z Ukrainy do Polski wzrosła po rozpoczęciu rosyjskiej agresji, co spowodowało zwiększenie liczby ukraińskich migrantów poszukujących bezpieczeństwa i pracy. Ich wkład ekonomiczny w kraj przyjmujący ma istotne znaczenie dla rozwoju obu krajów, ponieważ migracja ta nie tylko wspiera wzrost gospodarczy Polski, ale również pomaga utrzymać stabilność finansową Ukrainy poprzez przekazy pieniężne. Proces ten tworzy unikalną więź,

przynosząc korzyści zarówno krajowi - receptorowi, jak i państwu pochodzenia migrantów, co czyni go ważnym przedmiotem badań.

Rola ukraińskich migrantów w gospodarce Polski. Ukraińcy stali się ważną częścią polskiego rynku pracy. Według danych Zakładu Ubezpieczeń Społecznych (ZUS), w 2023 roku w systemie zarejestrowanych było około 860 tysięcy Ukraińców, którzy regularnie opłacają składki społeczne i podatki. Składki na ZUS wspierają polski system emerytalny, ubezpieczenia chorobowe i zdrowotne, co stanowi około 22% ich łącznych wynagrodzeń. Przewiduje się, że w 2024 roku składki społeczne pracowników ukraińskich w Polsce wzrosną do 6 miliardów złotych, co przyczyni się do wsparcia funduszy socjalnych kraju. Znaczący wkład ekonomiczny Ukraińców w Polsce widoczny jest również w ich wpłatach podatkowych, które stanowią istotną część dochodów narodowych. Na przykład w 2023 roku łączna kwota podatków i składek społecznych opłacanych przez Ukraińców wyniosła od 18,2 do 22,5 miliarda złotych, co zasiliło polski Fundusz Ubezpieczeń Społecznych (FUS) i wspierało gospodarkę Polski w warunkach zwiększonej turbulencji ekonomicznej.

Wpływ przekazów pieniężnych na gospodarkę Ukrainy. Ukraińscy migranci w Polsce wnoszą istotny wkład w stabilność gospodarki polskiej dzięki wpłatom podatkowym, składkom społecznym oraz pracy w różnych sektorach. Ułatwia to nie tylko odciążenie finansowe polskiego systemu socjalnego, ale również wspiera wzrost dochodów, stabilizację funduszy socjalnych oraz stabilność ekonomiczną kraju. Z drugiej strony przekazy pieniężne migrantów z Polski na Ukrainę wspierają stabilność finansową ukraińskich gospodarstw domowych i regionów, w tym tych dotkniętych wojną, oraz stanowią ważną rezerwę dla gospodarki Ukrainy. W 2022 roku wartość przekazów pieniężnych ukraińskich migrantów wyniosła około 13 miliardów dolarów, co znacznie pomogło w stabilizacji waluty narodowej, zrównoważeniu wskaźników zewnętrznych oraz zapewnieniu podstawowych potrzeb gospodarstw domowych. Znaczna część tych środków jest wydawana na usługi medyczne i edukacyjne oraz koszty mieszkaniowe, co wspiera popyt konsumpcyjny i stabilizuje gospodarkę. Przekazy pieniężne wspierają również rozwój małych przedsiębiorstw na Ukrainie, ponieważ część migrantów inwestuje zarobione środki w tworzenie nowych miejsc pracy w swoich społecznościach, co przyczynia się do odnowy aktywności gospodarczej w regionach dotkniętych wojną. Doświadczenie to potwierdza wagę przemysłanej polityki migracyjnej, która umożliwia krajom wykorzystanie potencjału ekonomicznego migrantów dla wspólnego rozwoju.

Słowa kluczowe: migracje międzynarodowe, kapitał społeczny, efekt ekonomiczny, Zakład Ubezpieczeń Społecznych (ZUS), podatki, przekazy prywatne, bezpieczeństwo ekonomiczne społeczeństwa

Financial security of migrants: mapping of fintech solutions for Ukrainian refugees in Poland

Profesor Yevheniia Polishchuk, PhD, Kyiv National Economic University named after Vadym Hetman, Ukraine, Crakow Economic University, Poland

Abstract: Migrants face unique financial challenges that impact their financial security, including limited access to banking, high remittance fees, and difficulties establishing credit. Fintech solutions are increasingly filling these gaps by offering products and services specifically tailored to migrants' needs, such as low-cost remittances, digital banking, credit access, and financial literacy resources. This paper maps the landscape of fintech solutions addressing the financial security of migrants, categorizing offerings into remittance services, digital banking, credit, savings and investment, insurance, financial education, identity verification, gig economy financial tools, and community-based lending.

A particular focus is given to Ukrainian migrants in Poland, who represent one of the largest migrant communities in the region following the Russian invasion of Ukraine. The urgent financial needs of Ukrainian migrants have driven the rapid adoption of cross-border payment services, accessible digital banking options, and language-specific financial literacy tools tailored to Ukrainian speakers. In response, fintech companies and local banks have developed targeted solutions that facilitate money transfers, enable mobile-based account opening without extensive documentation, and offer microloans for urgent expenses.

This paper further introduces a classification framework for fintech solutions targeting migrants, categorizing services by function, accessibility, and regulatory context. It examines migrants' financial behavior in relation to fintech usage, particularly their reliance on mobile-first banking, the prioritization of remittances, and their approach to credit and savings under conditions of financial uncertainty. By mapping both the fintech landscape and behavioral patterns, this paper highlights the opportunities and challenges in delivering financial security to migrants globally, with insights into the specific needs and behaviors of Ukrainian migrants in Poland. Finally, it underscores the importance of regulatory support and cross-sector collaboration to enhance these solutions' reach and impact across migrant populations. This paper will be interesting to wide range of stakeholders: policy makers and regulators, financial institutions and fintech companies, NGOs, researchers, migrants and migrants support network, UN organizations etc.

Keywords: financial security, fintech for migrants, financial behavior, war refugees, migrants.

Statistical characteristics of the integration process of Ukrainian refugees in Germany (based on the pilot survey)

Professor Nataliia Kovtun, PhD, Taras Shevchenko National University of Kyiv, Ukraine;
Maria Salabai, MA, Data Analyst of Walz Leben & Wohnen GmbH, Germany

Abstract: The phenomenon of forced migration of Ukrainians because of the war in Ukraine remains highly relevant and calls for sociological surveys to provide a statistical assessment of the intentions of Ukrainians granted temporary protection in Europe between 2022 and 2024, considering their psycho-emotional state and living conditions. Temporary protection is an exceptional status established to provide immediate and temporary protection to displaced persons from non-EU countries who are unable to return to their country of origin. This status was first activated on March 4, 2022, in response to the full-scale invasion of Russia into the territory of Ukraine, to offer quick and effective assistance to people fleeing the war in Ukraine.

This article, based on a survey of Ukrainian refugees who received temporary protection during the full-scale war in Ukraine, analyses the key factors influencing their integration into a new socio-cultural environment and their willingness to remain abroad. The data for this study was collected in 2024 through a survey of Ukrainian refugees living in Germany. The sample included 145 participants, selected via snowball sampling and self-selection methods, with stratification by gender, age, and employment status. The article explores the theoretical and methodological foundations of this pilot sociological survey and provides a critical review of prior studies on Ukrainian refugees abroad. The socio-demographic profile of the survey participants, who have received temporary protection in Germany, is presented, along with a statistical description of factors affecting their psycho-emotional state, living conditions, and future intentions. A statistical evaluation was conducted to assess the factors influencing the adaptation of Ukrainian refugees to the new socio-cultural environment. Additionally, the analysis identifies the significant factors affecting the refugees' willingness to remain in Germany on a permanent basis after the war. The study also developed several binary regression models (probit models) to estimate the likelihood of Ukrainians not returning to their homeland after the war. Based on these binary classification models, a final model was constructed, which may be used to estimate potential losses in the working-age population, the decline in natural population growth, and the overall impact on the demographic situation in Ukraine.

Keywords: pilot survey, Ukrainian refugees, war, emigration, social adaptation, integration, socio-cultural barriers, ANOVA, crosstabulation tables, binary response models, probit model, probability estimation.

Ukrainian war migrants in Poland: European values and trust in social institutions

Oksana Pyatkovska, PhD, Lviv Polytechnic National University, Ukraine

Abstract: Based on the quantitative survey of Ukrainian war migrants in Poland, which was conducted by the International Institute of Education, Culture and Diaspora Relations of Lviv Polytechnic National University (field work – March 2024) and covered more than 2000 respondents, we can trace the following main features in European values and trust in social institutions of the respondents.

Ukrainian forced migrants in Poland are convinced that birth or origin is not decisive for European identity, because in order to feel or to be a European, it is most important to respect European institutions and laws (95,9%), to share European values (92%) and culture (88,6%). This also explains the results of the survey that in comparison with Ukrainians, Europeans seem to the respondents as those who are more careful about their state language (81,3%), their culture and history (75,7%) and they are more law-abiding (75%). Besides, Ukrainian war migrants are convinced that Ukrainians should still make efforts to catch up with Europeans in such matters as tolerance, religiosity, planning and prioritizing self-realization, as well as maintaining order in public places.

In terms of trust in social institutions, Ukrainian war migrants show a higher level of trust in volunteers in Poland (85,3%) rather than volunteers in Ukraine (79,4%), Polish citizens (86,6%) rather than Ukrainians in Poland (73,2%). But generally, the share of respondents, who show their trust in Ukrainians, Poles, volunteers from different organizations is high enough – not less than 73%. Totally, the level of trust in international organizations such as the UN, NATO and the EU prevails over mistrust, also it should be noted that it was the highest in the EU case (84,3%) and the lowest for UN (69,9%).

In the context of the trust of Ukrainian war migrants in state institutions in Poland, the obtained data indicate its overall high level: the education system (87,3%), the social security system (86,9%), public services (84,6%) and the police (84,7%) received the highest level of trust. On the other hand, the lowest level of migrants' trust was in mass media (62,4%). Data on the level of trust in state institutions in Ukraine distributed totally opposite trends – the level of trust dominated over distrust only for two categories: the education system (76,2%) and the health care system (69,4%).

Keywords: Ukrainian forced migrants, European identity, trust and distrust in state institutions.

Ukrainian women in the Polish labor market: challenges and market adaptation

Liudmyla Huliaieva, PhD, Academy of Labor, Social Relations and Tourism, Kyiv, Ukraine, Associate Researcher of Massachusetts Institute of Technology Cambridge, USA

Abstract: The arrival of Ukrainian women in Poland due to the war has created both opportunities and challenges for the Polish labor market. The influx of skilled and motivated workers has highlighted systemic barriers, such as language proficiency requirements, diploma recognition processes, and limited access to positions aligned with professional qualifications. At the same time, the Polish labor market faces the necessity of adapting its structures to meet the needs of these migrants, including offering family-friendly work arrangements and vocational retraining programs.

This presentation will focus on the key challenges faced by Ukrainian women and the corresponding responses from Polish institutions, businesses, and non-governmental organizations. It will also explore strategies to bridge the gap between migrant potential and labor market demands, emphasizing how inclusive policies and innovative approaches can benefit both the host country and the migrant population. The discussion aims to provide actionable insights into fostering sustainable integration while addressing the immediate needs of a workforce reshaped by conflict.

Keywords: Ukrainian women, Polish labor market, Migration challenges, Workforce adaptation, Inclusive policies.

Analysis of host countries' public policies to facilitate the labor market integration and social inclusion of Ukraine's migrants

Olha Zahvoiska, PhD, Jagiellonian University in Krakow, Poland

Abstract: The integration of Ukrainian migrants into host countries' labor markets and social structures has become a significant challenge for policymakers, especially in the context of the war and economic instability in Ukraine. Ukrainian migrants, whether fleeing conflict or seeking economic opportunities, face unique barriers that require tailored public policies to facilitate their labor market integration and social inclusion. This research provides a comprehensive analysis of the strategies adopted by host countries such as Poland, Norway, and Canada, focusing on legislative frameworks, employment support programs, language training initiatives, and multicultural adaptation measures.

Labor Market Integration Policies. Host countries with advanced migration management systems have developed effective measures to facilitate the integration of Ukrainian migrants into their labor markets. These measures include expedited work permits, recognition of Ukrainian educational and professional qualifications, and targeted vocational training programs. For example, Poland has implemented streamlined processes for granting work authorization, reflecting its role as a primary destination for Ukrainian migrants. Norway emphasizes skill

recognition and provides tailored retraining programs to bridge gaps in qualifications. Similarly, Canada offers settlement services that combine language instruction with job placement assistance, ensuring migrants can transition seamlessly into the labor market.

Despite these advancements, many Ukrainian migrants experience challenges such as qualification and labor market segmentation. Problem qualification occurs when highly educated or skilled individuals accept roles below their professional capacity due to systemic barriers, such as unrecognized credentials or limited local job opportunities. This issue not only hinders migrants' professional development but also results in underutilization of their skills, limiting the economic benefits for host countries.

Social Inclusion Measures. Beyond economic integration, fostering social inclusion is critical for the long-term well-being of Ukrainian migrants. Host countries have introduced programs aimed at reducing cultural and social barriers. Language training remains a cornerstone of integration efforts, enhancing migrants' communication skills and employability. Community-building activities, such as cultural exchange events and local mentorship programs, have proven effective in promoting multicultural adaptation.

The role of non-governmental organizations (NGOs) and international organizations is essential in this context. These entities supplement state efforts by providing services such as legal counseling, housing assistance, and psychological support. NGOs often act as mediators between migrants and local communities, fostering trust and collaboration. For instance, Canada's partnership model between government agencies and NGOs ensures a coordinated approach to migrant integration.

Challenges and Gaps. Despite the progress made, disparities persist in the accessibility and effectiveness of integration programs. Smaller or economically underdeveloped regions often lack the resources needed to implement comprehensive support systems, leaving many migrants underserved. Additionally, remain barriers to full social inclusion, highlighting the need for public awareness campaigns to promote acceptance and diversity. **Policy Recommendations:** to address these challenges, this research proposes a holistic approach to integration. **Increase Funding:** host countries should allocate additional resources to expand and enhance integration programs. **Address Overqualification:** initiatives such as employer incentives, mentorship programs, and job placement services tailored to highly skilled migrants can combat underemployment. **Promote Equitable Access:** integration services should be equally available across regions, regardless of local economic conditions. **Strengthen Collaboration:** governments should enhance partnerships with NGOs and international organizations to leverage their expertise and resources.

The integration of Ukrainian migrants represents both a challenge and an opportunity for host countries. By adopting a balanced approach that prioritizes both labor market participation and social inclusion, policymakers can optimize the benefits of migration while ensuring the well-being of migrants. This analysis highlights the need for coordinated efforts across government, civil society, and international organizations to address the multifaceted nature of migration. The insights provided can serve as a model for future migration crises, emphasizing the importance of resilience, adaptability, and inclusivity.

Keywords: Ukrainian migrants, labor market integration, social inclusion, migration policy, overqualification, host countries, language training, cultural adaptation, employment programs, international cooperation.

Family homestead settlements as an innovative administrative mechanism in regional labor markets

Oksana Prysiashniuk, PhD, Oleksiy Buluy, PhD, Mariia Plotnikova, PhD, Polissia National University, Ukraine

Abstract: In recent years, the concept of family homestead settlements has emerged as a promising administrative mechanism to address regional labor market challenges. This innovative approach integrates sustainable living, economic development, and community building, offering a multifaceted solution to the complex issues faced by regional labor markets.

Family homestead settlements, also known as eco-villages or intentional communities, are designed to promote self-sufficiency, environmental sustainability, and social cohesion. These settlements typically consist of small, self-contained communities where families live and work together, often engaging in agricultural activities, artisanal crafts, and small-scale enterprises. The primary goal is to create a balanced and resilient local economy that can withstand external economic shocks and provide stable employment opportunities for residents.

One of the key benefits of family homestead settlements is their potential to revitalize regional labor markets. By fostering local production and consumption, these communities reduce dependency on external markets and create a diverse range of job opportunities. Residents can engage in various economic activities, from organic farming and renewable energy production to tourism and education. This diversification not only enhances economic stability but also encourages innovation and entrepreneurship.

In addition to economic advantages, family homestead settlements offer significant social and environmental benefits. These communities often prioritize sustainable practices, such as permaculture, renewable energy use, and waste reduction. By living in harmony with nature, residents can reduce their ecological footprint and contribute to environmental conservation. Socially, these settlements promote a strong sense of community and mutual support, which can improve overall well-being and quality of life.

Despite their potential, family homestead settlements face several challenges. Establishing and maintaining these communities requires significant investment in infrastructure, education, and governance. Additionally, there may be resistance from local authorities or existing residents who are unfamiliar with or skeptical of this model. To overcome these obstacles, it is essential to engage in comprehensive planning, community outreach, and policy support.

Family homestead settlements represent an innovative administrative mechanism that can address regional labor market challenges by promoting economic diversification, social

cohesion, and environmental sustainability. While there are challenges to implementation, the potential benefits make this approach a valuable tool for regional development. By fostering resilient and self-sufficient communities, family homestead settlements can contribute to a more stable and prosperous future for regional labor markets.

Keywords: efficiency, innovative entrepreneurship, development, operational strategy, cooperation, production systems, quality management, Family Homestead Settlements

Entrepreneurship of migrants in Poland: patterns, challenges, and development potential with a focus on Ukrainian migrants

Kateryna Romanchuk, PhD, Poznan University of Economics and Business, Poland

Svitlana Chugaievska, PhD, Andrzej Frycz Modrzewski University in Krakow, Poland

Abstract: The article examines migrant entrepreneurship in Poland, focusing on patterns, challenges, and development potential, with particular attention to Ukrainian migrants. The study presents data on the number of applications for establishing sole proprietorships (SMEs) by Ukrainian citizens in 2022–2024, as well as the number of Ukrainian students studying in Poland during the same period. Students are highlighted as a potential group that could contribute to developing entrepreneurship and fostering integration and innovation in the Polish market.

Additionally, the paper includes data on the number of economic entities with Ukrainian capital established in Poland between 2022 and 2024. This analysis sheds light on the dynamics of Ukrainian business development in Poland and identifies key barriers and opportunities. The findings aim to explore how the influx of Ukrainian migrants influences the Polish labor market and entrepreneurship while offering recommendations for enhancing this group development potential.

This study aims to analyze the patterns, challenges, and development potential of migrant entrepreneurship in Poland, with a specific focus on Ukrainian migrants. The research seeks to explore how the influx of Ukrainian migrants influences the Polish labor market and entrepreneurship landscape, and to identify strategies that can enhance their entrepreneurial potential and integration into the Polish economy.

Keywords: Migrant entrepreneurship, Ukrainian migrants, sole proprietorships, small and medium enterprises (SMEs), labor market

Regional labor markets amid the war in Ukraine: from problem analysis to solutions and practices (case of Lviv region)

Professor Olha Hrynkevych, PhD, Professor Uliana Sadova, PhD, Ivan Franko National University of L'viv, Ukraine

Abstract: Analytical research is part of the activities within the framework of the International Labor Organization project "Inclusive labor market to create jobs in Ukraine". The study aims to analyze the gap in the labor force's skills in the labor market of the Lviv region, to determine promising directions for overcoming the identified gaps based on training programs, and other short-term and medium-term measures to support the participants of the labor market. The research methodology included three groups of methods: 1. Desk studies of the labor market based on data from the State Employment Service and other open sources. 2. Survey of employers of Lviv region. 3. Focused group interviews with employers (10 employers) and IDPs (8: unemployed (4) and employed (4)).

Key findings: The modern labor market of the Lviv region is undergoing significant transformations. On the one hand, the mobilization of the population as a result of Russian military aggression, the loss of human resources due to the global COVID-19 pandemic, and forced migration have significantly changed the structure of the labor market by gender, age, and other characteristics. On the other hand, there are positive impulses of revitalizing economic life brought by relocated businesses from other regions of Ukraine. In martial law conditions, the Lviv region became a humanitarian hub for hundreds of thousands of Ukrainians, a powerful logistics center, and a region for preserving Ukraine's human capital and economic potential.

As a result of the survey and analysis, it was found that in almost all employers, the biggest gaps are observed in the group of solid professional-functional and professional-technical skills of employees. Increased competition in the business environment, its accelerated digitization, and increased business risks lead to an increased demand from employers for skills related to maximum orientation to client needs, work with documents that ensure business safety and efficiency. In terms of the absolute size of the gaps, digital skills are not significantly inferior to professional-functional skills. Businesses of all sectors of the economy have the largest gaps in the basic digital skills of employees, which are related to computer and office software proficiency. The second largest gaps are the skills of working with CRM and ERP systems.

Recommendations: Based on the research results, recommendations were formulated regarding: 1) target groups of participants in programs of retraining, improving the qualifications of the workforce among the unemployed; 2) professional groups participating in programs of retraining, improving the qualifications of the workforce, 3) content of programs for retraining and improving the qualifications of the workforce; 4) activation of the process of official employment of IDPs; 5) for amendments to the Law of Ukraine and other Legislation.

Keywords: labor market, region, skills gap, internally displaced persons, Ukraine.

Wsparcie Empathy Dolls w grupie dzieci z Ukrainy w szkole podstawowej nr 1 w Strzelcach Krajeńskich

Anna Halasz, MA, Szkoła Podstawowa nr 1 w Strzelcach Krajeńskich, Polska

Streszczenie: Z końcem lutego media przekazały informację, która spowodowała przewrót w sytuacji europejskiej – wojna w Ukrainie. Uciekające kobiety z dziećmi wybierały Polskę, stała się ona głównym krajem migracji. W marcu zaczęli zgłaszać się do polskich szkół uczniowie ukraińscy. Tak też stało się w Szkole Podstawowej nr 1 w Strzelcach Krajeńskich, w której pracuję na stanowisku logopedy. Powstał oddział przygotowawczy, który liczył około 20 osób (dzieci z klas 4-6). Mój udział w oddziale polegał na poprowadzeniu zajęć wspierających rozwój językowy dzieci. Cel jaki sobie wyznaczyłam to - stworzenie podstawowego słownictwa i zestawu reguł gramatycznych przydatnych do budowania komunikatów językowych. Starłam się zaopiekować sferę emocjonalną dziecka i skierować ich refleksję na miejsce i czas, w którym się aktualnie znajdowały. Do tego celu pomocna mi była lala terapeutyczna Empathy Dolls o imieniu Zosia. Przedstawię moje obserwacje w przestrzeni komunikacyjnej, relacje, adaptację dzieci z Ukrainy w naszej szkole.

Słowa kluczowe: trauma wojenna, wsparcie, migracja, szkoła.

Integracja ukraińskich kobiet uchodźczyń w sektorze edukacji w Polsce

Nataliia Dobroier, PhD, Narodowy Uniwersytet Politechniczny w Odessie, Ukraina

Streszczenie: Referat poświęcony jest badaniu procesu integracji ukraińskich kobiet-uchodźców w sektorze edukacji w Polsce, w kontekście globalnych wyzwań migracyjnych. Analizowane są problemy i strategie, z którymi kobiety stykają się podczas adaptacji w polskim kontekście edukacyjnym i zawodowym. Szczególną uwagę poświęcono trudnościom związanym z przekwalifikowaniem, barierami językowymi oraz adaptacją do nowego kulturowego środowiska. Referat omawia również, jak zdobycie wykształcenia podyplomowego w Polsce pomaga kobietom nie tylko przezwyciężyć te trudności, ale także zwiększyć ich mobilność społeczną, tworząc możliwości pracy w sektorze edukacji. Badanie podkreśla dynamikę zmian w preferencjach zawodowych i sytuacjach życiowych kobiet, co odzwierciedla proces ich integracji i asymilacji w polskim społeczeństwie. Główny nacisk kładziony jest na rolę edukacji jako środka społecznej adaptacji i zawodowego rozwoju dla kobiet-uchodźców.

Słowa kluczowe: integracja, kobiety-uchodźcy, edukacja, Polska, adaptacja.

Wpływ danych taksonomicznych na analizę regresji migracji zarobkowych

Magdalena Kawecka, PhD, Zuzanna Krysiak, PhD, Uniwersytet Ekonomiczny w Katowicach, Polska

Streszczenie: W obliczu dynamicznych zmian demograficznych, w tym starzenia się społeczeństwa, problematyka migracji pracowników nabiera szczególnego znaczenia dla rynku pracy w Polsce. Niniejszy artykuł analizuje wpływ migracji, zarówno napływu pracowników z zagranicy, jak i emigracji młodych Polaków, na sytuację demograficzną i strukturalne zmiany w zatrudnieniu. Celem pracy jest zbadanie wpływu danych taksonomicznych na analizę regresji w badaniu migracji zarobkowej w Polsce.

Przeprowadzono analizę empiryczną, wykorzystując dane dotyczące migracji zarobkowej na poziomie regionalnym, z uwzględnieniem zmiennych takich jak poziom wykształcenia, wskaźnik bezrobocia, czy średni poziom dochodów. Wyniki wskazują, że właściwe uwzględnienie taksonomicznej różnorodności danych pozwala na bardziej precyzyjne modelowanie mechanizmów migracyjnych, jednocześnie zmniejszając ryzyko błędnej specyfikacji modelu. Ponadto, włączenie tych zmiennych znacząco wpływa na identyfikację kluczowych czynników przyciągających i wypychających w procesie migracji. Praca podkreśla znaczenie danych taksonomicznych w badaniach nad migracją zarobkową, sugerując ich większą integrację w analizach ilościowych.

Słowa kluczowe: migracje; rynek pracy; demografia.

Comparative analysis of the population migration system of the USA and the European Union

Adrianna Grudzinska, PhD, University of Warsaw, Poland

Abstract: A comparative analysis of the migration systems of the United States (USA) and the European Union (EU) offers a fascinating opportunity to explore two very different approaches to managing migration flows, integration policies, and border controls. Despite sharing some similarities in dealing with international migration, the US and the EU have distinct political, legal, and social frameworks that shape their policies and the outcomes of migration. Comparative analysis of the population migration system of the USA and the European Union focuses on human migration both in EU and the USA plays as key role in managing migration both within states and at the international migration level. Migration policies gives control to policymakers to shape migration rhetoric within the country. The aim of the research work is to conduct a detailed analysis of this system in the context of the political, social and economic consequences of migration in the 21st century within areas Migration Policy Frameworks, Types of Immigration, Border and Security Management, Integration Policies, Public Perception and Political Debate.

Keywords: migration, EU, USA, Ukrainian War