



Women's Initiative
for New Growth and Skills
Empowering Migrant Careers
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LABOUR MARKET IN HOST COUNTRIES FOR EMPLOYMENT OF MIGRANT WOMEN FROM UKRAINE

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Outline

- Introduction
- Job opportunities for migrant women from Ukraine in host countries:
 - Czech Republic,
 - Germany,
 - Poland, and
 - Türkiye
- Conclusions



Introduction (1)

- Migration is not a new phenomenon in the modern world.
- The war against Ukraine initiated by Russia in 2022 has transformed it into an unprecedented global challenge.
- According to the UN Refugees Operational Data Portal (UNHCR), more than 9.855 million Ukrainians are forced to leave their homes and be migrants because of war in 2024.
- Among these individuals, 3.555 million have been displaced internally within Ukraine, while 6,3 million have sought refuge abroad, including 5.9 million in Europe.
- A striking characteristic of this forced migration is that 80% of the displaced individuals are women with children.



Introduction (2)

- These women, upon arriving in host countries, face numerous challenges including
 - language barriers,
 - difficulties in securing employment,
 - social isolation,
 - legal and administrative hurdles,
 - non-recognition of qualifications and
 - restricted access to education and training opportunities.
- As both **caregivers** and **breadwinners**, many of these women have lost their previous jobs and experienced a sharp decline in their social and economic status, further complicating their efforts to rebuild their lives.



Introduction (3)

- The aim of this work is
 - to analyze in host countries (Czech Republic, Germany, Poland, and Türkiye) for migrant women from Ukraine
 - labor market,
 - employment, and
 - job opportunities.



Research Method (1)

- A **qualitative analysis** of
 - scientific publications,
 - documents, and
 - statistical reports.
- The research was motivated by the **research question**:
 - What kind of job opportunities exist in host countries for migrant women from Ukraine?
- **Czech Republic, Germany, Poland, and Türkiye** have been selected due to their participation in the Erasmus+ project “WINGS: Women's Initiative for New Growth and Skills – Empowering Migrant Careers”.



Research Method (2)

- The **purpose of the study** was
 - to evaluate employment opportunities that exist in host countries for migrant women from Ukraine.
- The analysis took place in the period between January-September 2025.



- Analysis of
 - **Economic situation** (growth or decline) in host countries (Czech Republic, Germany, Poland, and Türkiye)
 - **Labour market** in host countries (Czech Republic, Germany, Poland, and Türkiye)
 - **Employment and job opportunities** for migrant women from Ukraine



Conclusions (1)

- **Economic situation** (growth or decline) in host countries (Czech Republic, Germany, Poland, and Türkiye):
 - In the nearest future, economies in the host countries, namely Czech Republic, Germany, Poland, and Türkiye, are projected to show robust growth.
 - The expected **growth** in the host countries can be of different extend, e.g. by around
 - 2.1% in Germany,
 - 2.4% in Czech Republic
 - 3.4% in Poland and
 - 3.9% in Türkiye.



Conclusions (2)

- **Labour market** in host countries (Czech Republic, Germany, Poland, and Türkiye):
 - Due to the projected robust economic growth, the labor market in these host countries will accordingly **increase.**



Conclusions (3)

- **Employment and job opportunities** for migrant women from Ukraine:
 - There is a **discrepancy between required professions and actual employment** of Ukrainian females in host countries.
 - **Czech Republic and Germany** preferable need employees in
 - engineering and
 - technical fields
 - **Poland and Türkiye** experience the lack of employees in
 - the service sector“
 - health and hospitality accordingly.



Conclusions (4)

- **Employment and job opportunities** for migrant women from Ukraine:
 - There is a **discrepancy between required professions and actual employment** of Ukrainian females in host countries.
 - However, Ukrainian females in Czech Republic, Poland, and Türkiye are mainly employed in **low-level job** in comparison to their employment in Ukraine.
 - This can be explained by the wish of Ukrainian females to integrate quickly in the labor market as
 - they are often the **only breadwinners and caregivers in their families**
 - their **skill recognition** needs a longer period of time in host countries.



Conclusions (5)

- **Employment and job opportunities** for migrant women from Ukraine:
 - There is a **discrepancy between required professions and actual employment** of Ukrainian females in host countries.
 - Additionally, **Czech Republic, Poland, and Türkiye** require a certain **language proficiency** level for employment.
 - In **Germany**, German language proficiency requirement varies depending on the field of working:
 - In medicine and school education, German language proficiency is obligatory required.
 - In science, engineering, and similar fields, for example, language proficiency is not checked.



Conclusions (6)

- Ukrainian females have to simultaneously combine
 - their jobs with
 - caring about their family's disadvantaged members (children and older generation representatives) and
 - language courses.
- These issues, namely skill recognition, language proficiency, and family situation, postpone the employment of Ukrainian females in jobs in host countries relevant to their educational and employment background.



Conclusions (7)

- The present work is **limited** by only theoretical analysis of relevant literature (published scientific works, statistic data, and documents).
- **Further research** intends to investigate
 - the links
 - between the employment of Ukrainian females in host countries as well as
 - their educational and employment biographies.



Many Thanks!

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