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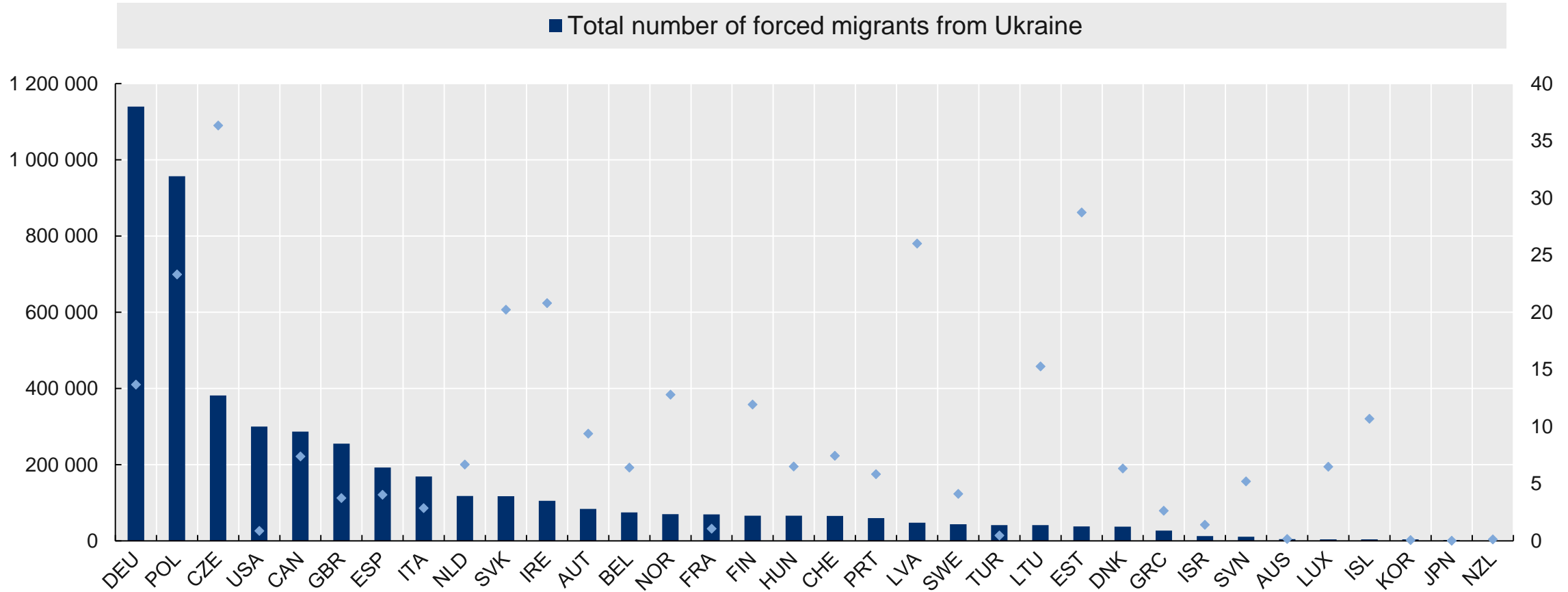
LABOUR MARKET INTEGRATION OF EXTERNALLY DISPLACED UKRAINIANS

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The largest and fastest displacement in Europe since WWII



Number of recorded forced migrants from Ukraine in OECD countries, absolute numbers and per thousand of total population, June 2024



Key findings of the Joint EMN-OECD Inform on
“Labour market integration of beneficiaries of temporary protection from
Ukraine”



Employment outcomes are better than average, yet vary significantly between countries

Overall, BoTP have integrated into the labour market more quickly than other refugee groups.

Employment rates, however, differ significantly from one country to another. The factors shaping this include among others:

- Specific demographic profiles of Ukrainian arrivals
- General labour market conditions in host countries
- Available support measures
- Pre-existing migration patterns
- The presence of established Ukrainian communities

Moreover, the employment patterns do not necessarily reflect their skill profiles.

Employment outcomes in 2023

Country	Working-age BoTP	Employed	ER (%)
LT	44 700	29 600	66
NL	78 045	42 900	55
EE	22 790	12 324	54
CZ	248 870	118 661	48
LU	2 470	1 020	41
ES	116 050	42 049	36
IE	61 680	21 840	35
SI	5 515	1 856	33
FR	57 235	18 148	32
PT	39 740	11 750	30
DE	699 075	138 278	25
AT	42 950	8 973	21
BE	44 955	7 550	17

Employment outcomes from selected responding countries in 2023. See inform for information on more countries.



How are employment figures progressing?

Country	ER 2022 (%)	Difference	ER 2023 (%)	Difference	ER 2024 (%)
AT	15	+6%	21	+8%	29
BE	11	+6%	17	+3%	20
CZ	35	+13%	48	+18%	66*
DE	19	+6%	25	+5%	30
EE	42	+12%	54	+5%	59**
FI	22	0	22	+2%	24
IE	27	+8%	35	+10%	45
LV	30	0	30	+5%	35
NL	44	+11%	55	0	55
SK	23	+6%	29	+11%	40

Different sources have been used for 2024 figures, which is why they may not be entirely comparable to the figures used in the Inform.

**CZ data includes part-time and precarious employment (e.g., zero-hour contracts, day labour).*

***EE figures vary depending on the inclusion criteria, as displaced Ukrainians may reside under different legal statuses. The lowest estimates are 44%.*



Main sectors of employment

Sector (NACE)	Country
I - Accommodation and food service	AT, BE, BG, DE, EE, FR, HR, IE, LU, LV, NL, PL, PT, SK
N – Administrative and support service activities	AT, BE, DE, EE, FI, FR, IE, IT, LU, PT, SK
C - Manufacturing	AT, CZ, DE, EE, ES, FI, IE, LV, NL, PL, SK
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	AT, BE, BG, HR, EE, ES, FI, FR, IE, LV, SK
F - Construction	BE, DE, EE, ES, FI, FR, HR, LV



What do we know about the situation outside the EU?

Country	Situation
CANADA	ER estimated at 71% in late-2023, with 82% of those indicating that they are working on a full-time basis. Over half (59%) work in the same sector as they did in Ukraine. Main sectors are sales and services (26%), trades, transport and equipment operators (23%), and manufacturing and utilities (11%).
JAPAN	Different surveys have estimated ER between 38-46% as of 2024, but about 3 out of 4 displaced Ukrainians were employed part-time.
UNITED KINGDOM	ER estimated at 70% in 2024, which includes self-employment. The most common industries for those employed in the UK were hospitality (26%) and manufacturing or construction (including mining and fuel) (13%).
SWITZERLAND	As of November 2024, 29% of displaced Ukrainians with "S" status are employed. Of these, 20% work in the hotel/catering sector, 20% in planning/consulting/IT, and 6% in personal services.

The most recent figures are drawn from various sources, rather than those included in the Inform report.



A vast variety of different labour market integration policies and measures have been utilised

- Mainstream vs. targeted approaches
 - Sector-specific measures, gender-specific measures, adaption of administrative procedures, involvement of diverse stakeholders
- Common policy priorities and measures:
 - Ensuring immediate access to the labour market
 - Boosting language acquisition
 - Reducing qualification mismatches
 - Supporting the recognition of qualifications
- Voluntary vs. mandatory participation in measures





LOOKING AHEAD



“Waiting dilemma” remains a challenge, yet uncertainty is unlikely to abate soon and should not prevent from planning ahead

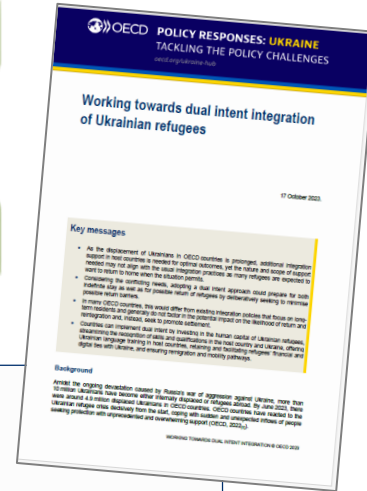
- Many host countries have implemented significant measures to support Ukrainian arrivals, from initial reception efforts to initiatives aimed at socio-economic integration.
 - However, in some countries, the uptake of these integration measures has been lower than expected, and the outcomes are perceived as falling short of initial expectations.
- Meanwhile many Ukrainians continue to face a "**waiting dilemma**"—a sense of uncertainty that complicates their ability to fully invest in integration efforts within host countries, as they hold onto the hope of eventually returning home.
- Furthermore, there is broad consensus that the return of displaced Ukrainians will play a critical role in Ukraine's recovery. Even if it is also acknowledged that any decision to return must be voluntary and should remain a personal choice for individuals and their families.

So, what steps can be taken in the face of all this uncertainty?

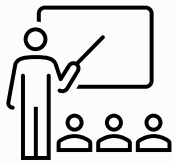


Dual intent integration prepares for both indefinite stay and return

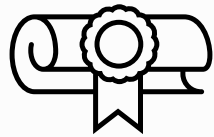
In the framework of dual intent integration, integration measures and activities prioritise improving forced migrants' socio-economic opportunities regardless of their future location, while deliberately looking to minimise possible return barriers in both host and origin countries.



How can host countries and Ukraine implement dual intent:



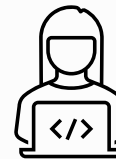
Invest in human capital development



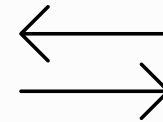
Streamline mutual recognition of skills and qualifications



Offer Ukrainian language training in host countries



Facilitate financial and digital ties to Ukraine



Ensure remigration and mobility pathways



Efforts are gaining momentum to enhance the human capital of displaced Ukrainians, with a particular focus on addressing recovery needs



A strategic commitment is needed from various partners within and outside Ukraine to support the enhancement of human capital of displaced Ukrainians, with the objective to contribute to recovery and reconstruction in Ukraine.



During Ukraine Recovery Conference 2024, Germany, Ukraine, and over 50 international organisations, states, and companies launched the "**Skills Alliance for Ukraine**" to train and upskill over 180,000 Ukrainians in the next three years for the country's recovery and reconstruction.

- Finnish National Agency for Education (EDUFI) is also a signee of Skills Alliance.

The Alliance is chiefly directed towards people in Ukraine but also supports Ukrainians abroad.



Diverse projects are already being implemented across the OECD, sometimes with specific groups in mind

WOMEN

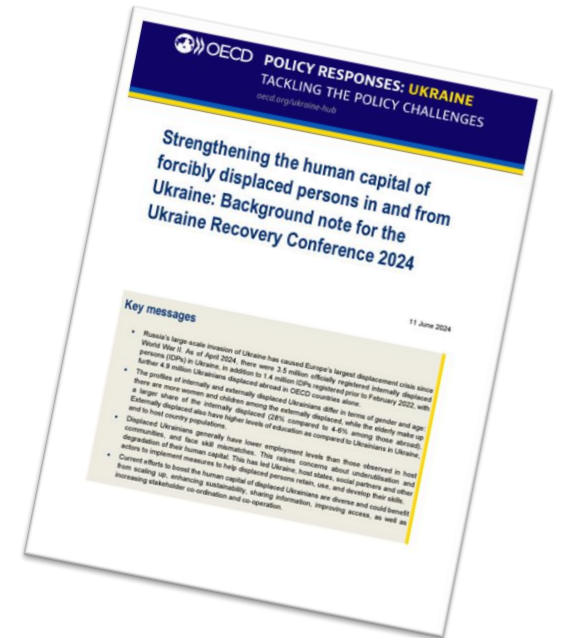
In 2023, UNITAR launched a Japan-funded, six-month hybrid training programme in Poland for about 500 Ukrainian women. It focused on high-demand digital skills to enhance employment and income potential, guide participants in developing digital start-ups, and build leadership and entrepreneurial skills to drive innovation.

WOMEN

Reskilling Ukraine, a project run by the Skill Shift Initiative in partnership with Scania and funded by the Swedish Government, has, since the beginning of 2024, trained and supported over 300 displaced Ukrainian women in their career transitions.

YOUTH

UNICEF's CESTY Initiative in Czechia partners with multiple stakeholders to support 1,500 displaced Ukrainian youth in 2024 through three skills-building pathways: (1) paid internships and apprenticeships, (2) low-skilled jobs with professional development and language learning opportunities, and (3) scholarships covering basic needs for full-time study, in collaboration with the private sector. UNICEF is looking to expand this initiative to other host countries.





Find out more:

Migration

Migration is a highly topical issue in OECD countries. Migrants arrive for diverse reasons – to reunite with their families, to address labour shortages, or to flee conflict. Effective policies are necessary to make the most out of international migration, to help migrants integrate and build inclusive and cohesive societies.

Policy issue

Key links

[International Migration Outlook 2023](#) >
[State of integration in Germany](#) >



Explore all our content on Ukraine

Learn more

OECD's work on migration:
<https://www.oecd.org/en/topics/policy-issues/migration.html>

OECD's work on Ukraine:
<https://www.oecd.org/en/countries/ukraine.html/>

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