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INTEGRATION AND LABOUR MARKET ADJUSTMENT OF UKRAINIAN REFUGEES
IN ESTONIA: CHALLENGES AND PATHWAYS TO EMPLOYMENT

Master Thesis

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I have written this master's thesis independently. All viewpoints of other authors, literary sources and data from elsewhere used for writing this paper have been referenced.

Abstract

This thesis examines the challenges encountered by Ukrainian refugees in integrating into the Estonian labour market after the full-scale invasion of Ukraine in 2022, leveraging a blend of statistical data and survey results. Utilizing a mixed-methods approach that combines quantitative analysis supported by official sources such as Statistics Estonia, with data up to January 2024, and the Estonian Unemployment Insurance Fund, covering the period from March 2022 to February 2024, alongside qualitative insights from a survey of Ukrainian citizens conducted in March 2024, it reveals a landscape marked by both opportunities and hurdles. The results show that Ukrainian refugees, while active in the Estonian labour market, often face wage disparities and sectoral mismatches, societal barriers like language and discrimination by nationality.

Keywords: *integration, refugees, labour market, challenges, Estonia,*

CERCS: *S196 Social economics*

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1. Introduction

The modern world is facing one of the largest waves of migration since World War II, caused by the outbreak of war in Ukraine in February 2022. As of December 2023, 6,444,800 refugees from Ukraine were officially registered globally (UNHCR, December 2023). These events marked the beginning of restructuring the existing global order, the thawing of global conflicts, and a transition to the time of instability (Lehne, 2023). Massive population movements, similar to but even larger than the 2015 European refugee crisis when over a million refugees arrived from Syria, have posed severe challenges for European countries, necessitating new approaches to integrate and adapt refugees (Barbu, 2023). The relevance of research on the integration of refugees in host countries becomes significant, especially integration into the labour market in connection with the continuation of the war and the reduction of financial support for refugees. More than 20% of refugees, including many working-age Ukrainians and their children, will not return after the war (Tverdostup, 2023).

As of early December 2022, Estonia had accepted over 62,000 refugees, making it the leader in the EU with one of the largest shares of refugees per capita (Tambur, 2022). By the beginning of March 2024, the number of Ukrainian refugees hosted by Estonia slightly decreased to over 55,000 (Estonian Police and Border Guard Board, March 2024). This brings a load on its social and economic systems. The study of the processes associated with the adaptation and inclusion of these people in the Estonian labour market takes on particular significance in the context of searching for practical approaches to integration that take into account different aspects and challenges generated by the current situation.

However, despite significant interest in migration issues at the global level, research on the specifics of the integration of Ukrainian refugees in Estonia, especially in the context of employment and market adaptation, remains limited. Before the Russian invasion of Ukraine in February 2022, Estonia had a minimal number of displaced individuals — 372, roughly 0.03% of the population. It was not a favored destination for asylum seekers and refugees, and by 2020, 30% of those who received protection in 1997–2019 had moved on to other countries. (Witt et al., 2023) This gap in the literature highlights the need for analysis of the existing situation, barriers, and opportunities for Ukrainian refugees in the Estonian labour market, which is the main objective of this study.

The central question of my research concerns *identifying the key difficulties Ukrainian refugees face when integrating into the Estonian labour market*. Understanding these aspects

can also contribute to broader societal benefits by fostering a more inclusive approach to integration and enhancing cultural understanding.

Immigrants are often more likely than the native population to work in lower-qualified positions (Bygren, 2013). Consequently, even though immigrants may possess similar education and work experience, they may not be direct replacements for local workers. Many immigrant professionals, particularly from Third World countries, experience devaluation and denigration of their prior learning and work experience, as their knowledge is often perceived as deficient, incompatible, and inferior (Guo, 2009). Moreover, native workers often have better communication skills and country-specific cultural and social knowledge, and existing discriminating norms create a competitive advantage over similarly skilled immigrants (Adjei et al., 2021). Borjas (1987) and Guzi et al. (2022) demonstrated that an immigrant's expected earnings are influenced by the economic and political circumstances of their home country, not just by their individual skills. Thus, for example, intra-EU immigrants moving to different parts of the EU are likely to fare better with fewer barriers to integration than non-EU immigrants, regardless of whether they have the same skill level (Guzi et al., 2022). Discussions about refugees at the Estonian and local levels focused more on the 'type' of refugee and their country of origin (Jauhiainen & Erbsen, 2023).

According to a public opinion survey conducted by Turu-uuringute AS in December 2023 among 1252 people aged 15 years and older from all over Estonia, 63% of all respondents supported accepting Ukrainian war refugees. Among Estonian respondents, the support was even higher, with 72% backing the acceptance of Ukrainian war refugees. Therefore, it is noteworthy how the Russian origins of the population impact the level of support for Ukrainians. Going forward, this thesis will further explore the issues of discrimination and societal acceptance of Ukrainian refugees, highlighting these as significant challenges.

This study uses a mixed-methods approach to explore how Ukrainian refugees integrate into the Estonian labour market. Quantitative data from official sources, including Statistics Estonia and the Estonian Unemployment Insurance Fund, is combined with qualitative observations gathered through a survey of Ukrainian citizens conducted in March 2024. Using the latest publicly available data as of March 2024, this research highlights the role of digital and social media in employment, compares employment conditions with the general population, and offers insights into areas of underemployment and overrepresentation. These findings contribute to ongoing discussions on labour market equality, discrimination, and the effectiveness of existing integration methods.

In the further text of this work, a literature review, methodology, analysis of the labour market data obtained, and a discussion of the results with conclusions and limitations were presented. These sections highlight the further contribution of the study to the understanding of the current situation and will serve as the basis for the subsequent development of improvements for the integration of refugees into the society and labour market of Estonia using the example of Ukrainian refugees.

2. Literature Review

The current wave of migration caused by the war in Ukraine has forced European countries to confront and adapt to the challenges of integrating refugees into their labour markets and societies. EU authorities chose temporary protection as the most appropriate response given the scale of the situation. Temporary protection allows for consistent rights to be applied throughout the EU, aiming to provide an adequate level of protection (Oleksiewicz, 2023). However, despite equal rights, immigrants might find that their skills and experience are not suitable for their adopted labour market (Chiswick & Miller, 2009). Qualifications and expertise of immigrants gained in other countries are often valued less than those acquired within the domestic market (Friedberg, 2000).

A look at the literature in this area provides a multifaceted understanding of integration. This section is divided into three subsections focusing on (i) the challenges within labour market integration, (ii) the influence of social integration and policies, and (iii) the contributions of host societies.

2.1. Labour Market Integration

Looking deeper into the refugee wave's structure, the majority of Ukrainians are well-educated but, at the same time, work in low-skilled jobs due to the problems associated with the language barrier and childcare, 70% of the refugees being women (Jane, 2023). They face labour market integration challenges, which are connected to problems that go beyond the borders of a particular country:

- the number of registered refugees varies by region in Europe, which creates an uneven burden on the socio-economic sphere of individual European countries;
- demographic problems and labour shortages in many European regions;
- the employment rate of female refugees in Europe is 45%, which is 17 percentage points lower than that of male refugees. A similar situation also applies to the participation rate of female refugees compared to male refugees - 57% and 77%, respectively (OECD, 2016, p.6). This data is based on the survey of 1.8 million individuals aged 15-64 who stated they arrived in Europe seeking international protection. (OECD, 2016, p.7-9)

When considering refugees in the labour markets of high-income countries, it is worth distinguishing between the experiences of refugees and economic migrants. Origin, trauma,

and language skills play a significant role here. Based on extensive data analysis with a focus on employment and wage indicators, it found that refugees face many more problems than migrant workers, such as health (specifically mental health), capital, traumas, documents and protection to stay in the country legally, non-recognition of qualifications. (Brell et al., 2020) However, employment levels have improved over time, even though wages remain low. There are two different groups: refugees and other immigrants from the same countries, for whom it is important to have immediate access to training and re-education programs to improve refugees' employment prospects and the quality of jobs (Jestl & Tverdostup, 2023). Since these two groups differ in their rights and access, one can argue for heterogeneous models of integration in the labour market. While refugees typically need nearly three years (1,090 days) to secure their first job, other migrants find work within approximately 1.2 years (450 days) (Jestl & Tverdostup, 2023, p.17). In April 2022, about 100,000 refugees began working in Poland; in the summer, this number already exceeded 235,000 (Gromadzki & Lewandowski, 2023). The results support the hypothesis that Ukrainian refugees in Estonia may face similar initial employment challenges but may achieve better integration with appropriate support and policies.

2.2. Social Integration and Policy Impact

Many analysts predicted the war unleashed by Russia against Ukraine in February 2022. However, the problems associated with regulating the flows of Ukrainian migrants, both within the country and in the European Union, were underestimated. Exploring new qualitative aspects of the integration processes of Ukrainian migrants into the EU should emphasize the importance of understanding social relations, accumulating knowledge, and responding to conflict factors. (Buzarov, 2023) Local Ukrainian communities played a vital role in the initial adaptation of refugees. At the same time, in later stages, host country authorities and international organizations began to play a significant role. Buzarov (2023) classified migrants by their residence status and the possibility of returning to Ukraine:

- Migrants who are permanent residents of a particular EU community and have the possibility of returning to their home country, provided their homes remain unoccupied;

- Migrants who are permanent residents of a particular EU community and do not have the possibility of returning to their home country due to their homes being occupied by the Russian Federation or they entirely moved to the EU;
- Migrants who have been granted collective protection status in the EU but can return or have returned to permanent residence in Ukraine but frequently depart due to safety concerns.

Understanding each group can highlight the need for integration strategies, considering their diverse experiences. Lithuania faces challenges in developing effective migrant integration policies after the influx of migrants from Ukraine (71,000) and Belarus (20,000) in 2022. Lithuania has a low score on the Migrant Integration Policy Index (MIPEX - 37/100), which indicates significant opportunities for improving integration policies. After analyzing policy frameworks and market trends, Braziene et al. (2023) insist on the lack of equal opportunities for immigrants to integrate into society despite fundamental rights and protections. In assessing the country's policies towards refugees and migrant workers, this study highlights the urgent need for active integration policies to facilitate the successful inclusion of migrants and refugees in the labour market.

An analysis of multi-level governance (MLG) in the management of integration and temporary protection of Ukrainian refugees in the EU, using the case of Estonia, provides a fresh perspective on integration issues by focusing on governance structures rather than refugee characteristics, compared to studies focusing on refugee demographics or individual indicators integration. Jauhiainen & Erbsen (2023) used a mixed methodology combining discourse analysis at the EU, national (Estonia), and local (Estonian municipalities) levels with an extensive survey of 500 Ukrainians benefiting from the Temporary Protection Directive (TPD) in Estonia. Initially, the TPD process, directed from the highest levels of the European Commission down to member states and finally to local people and communities, proved successful in saving lives and fostering solidarity among EU member states and their citizens. Estonia's historical relationship with Russia has shaped its particularly welcoming approach toward Ukrainians, marking a shift in the country's immigration discourse from cautious to supportive amid concerns linking European security to immigration. However, Estonia's top-down approach to implementing support measures revealed a gap between providing immediate assistance and promoting long-term integration, focusing on the rapid integration of Ukrainian refugees into the labor market and education systems without adequately addressing their diverse needs. Also, the nuanced implementation of the strengths and weaknesses of TPD and MLG in promoting sustainable integration pathways for

Ukrainians highlights the urgent need for inclusive, participatory governance models that include refugees and their perspectives in policy formulation and implementation. While this provides insight into Estonian and EU strategies for integrating Ukrainian refugees, potentially in parallel with issues and strategies in the Estonian labour market, the study's focus on the early stage of TPD implementation may not reflect long-term integration outcomes. (Jauhiainen & Erbsen, 2023)

2.3. The Role of the Host Society in Refugee Integration

An approach emphasizing the role of host societies over the characteristics of refugees themselves outlines locality, discourse, relationships, structure, initiatives, and support as key factors influencing integration outcomes, advocating for a more nuanced understanding of integration processes at different levels (Phillimore, 2020). First, this speaks of tolerance and understanding of the problems that refugees have to go through upon arrival. If the society is not inclined to accept forcibly displaced persons and does not provide the opportunity for their adaptation, then this is the basis of the integration problems. Estonian society focuses more on acceptance of the 'type' of refugee and their 'country' of origin. An interesting finding was the clarification of the "good" and "bad" refugees based on a survey of 1,500 Estonians. The average good refugee was a *"22-year-old Ukrainian woman who left Ukraine due to the war, is Christian, speaks English fluently, works as a medical doctor, and will only stay temporarily in Estonia."* Speaking about the opposite, a *"66-year-old Russian man who left Russia for economic reasons, is Muslim, does not speak English, is unemployed, and will stay long in Estonia"* (Jauhiainen & Erbsen, 2023, pp. 423-424) is the worst example of a refugee. At the same time, because of the Soviet past, many Estonians know Russian, especially those 40 years old and older. This, in turn, makes it easier for Ukrainian refugees in everyday life and helps them access many jobs in which part of the instructions and communication can be done in Russian (Jauhiainen & Erbsen, 2023). However, without knowledge of the Estonian language, getting into the public sector is impossible, and the number of vacancies in the private sector is also quite limited. While young startups often use English and plan for international expansion, established SMEs and large companies like Helmes, LHV Pank, and Eesti Energia conduct all business in Estonian, making it difficult for non-Estonian speakers to secure employment (Atanu, 2023).

Stivachtis and Stephenson (2023) highlighting that over time, refugee migration significantly impacts host countries by forming new ethnic minorities and transforming societies into more ethnically and culturally diverse ones. This shift often challenges traditional views on nationality, citizenship, and civic duties despite the historical fact that past migrations have shaped most nations. Such issues are frequently highlighted by populists and nationalists, influencing public perception and debate.

Based on the UK concept of integration of refugees and migrants into new societies, Ager and Strang (2008) provide a structure of ten main domains that can be defined as markers of successful integration: employment, housing, education, health, social bridges, social bonds, social links, language and cultural knowledge, safety and stability, rights and citizenship. Given the focus on Ukrainian refugees in Estonia, the proposed framework offers a valuable conceptual tool for analyzing integration problems and outcomes, especially in the area of labour market integration, and also highlights the need for an integrated approach that takes into account social, economic, and political aspects (Ager & Strang, 2008). The most significant benefit of the approach is the power to influence policy-making and service development, which marks its value in guiding research and practice in refugee integration.

3. Methodology

The study explores how Ukrainian refugees integrate into the Estonian labour market using a mixed-methods approach that merges quantitative data from official sources with qualitative observations gathered through a survey of Ukrainian citizens.

Quantitative data was obtained from the Estonian Unemployment Insurance Fund and Statistics Estonia, providing insights into the employment status, occupational distribution, wage differences, and unemployment rates and benefits among all Ukrainian citizens, Ukrainians with temporary protection and the whole market in Estonia aged 15 - 74 years. The data spanned various parameters, including age, gender, education level, economic activity sectors, county distribution, labour services, and the duration of employment. For this study the most recent data publicly available at the time of the research were used to ensure the analysis reflected the current state of the Estonian labour market as it relates to Ukrainian refugees. For the statistical data sourced from Statistics Estonia, the cut-off date was January 31, 2024, which included labour market data up to this point and salary and wage information for the 4th quarter of 2023. Similarly, data from the Estonian Unemployment Insurance Fund was leveraged up to February 29, 2024, encompassing historical data since March 2022 to track the trajectory of unemployment trends among Ukrainian refugees.

For qualitative data the anonymized survey was conducted over two weeks, from March 13 to March 26, 2024, aimed at gathering personal insights and experiences of Ukrainian refugees in Estonia. The survey was shared among Ukrainian community groups and job-seeking groups for Ukrainians in Estonia via Facebook and Telegram. This targeted approach ensured the participation of individuals actively engaged in the job market, either in search of employment or currently employed. A total of 117 responses were collected. This strategy was employed to gather a broad spectrum of experiences from the Ukrainian refugees, enriching the study's findings with diverse personal narratives. The survey comprised both closed and open-ended questions. All survey participants were informed about the purpose of the research and the intended use of the data collected. Participation was voluntary, with assurance of anonymity and confidentiality to protect the identities and sensitive information of the respondents.

Quantitative data analysis involved descriptive statistics, comparative analysis, and trend evaluation to understand the employment dynamics and unemployment trends among Ukrainian refugees. For qualitative data, thematic analysis was conducted to identify recurring themes within the refugees' experiences and perceptions.

Although alternative methods might provide a more focused and detailed perspective on specific employment trends, the selected mixed-method approach is more suitable as it encompasses the complexities of labour market integration experiences among Ukrainian refugees. This method facilitates a thorough exploration of the current labour market situation and the problems faced by this group.

4. Estonian Labour Market Integration and Survey Results

4.1. Employment Overview: Ukrainian Refugees versus Estonian Labour Market

The distribution of Ukrainian citizens by registered labour status reveals a significant gender disparity in employment rates (see Figure 1). Among all Ukrainians aged 15-74, 40% of females were employed, compared to 56% of males. Conversely, unemployment rates were higher among females (12%) than males (6%).

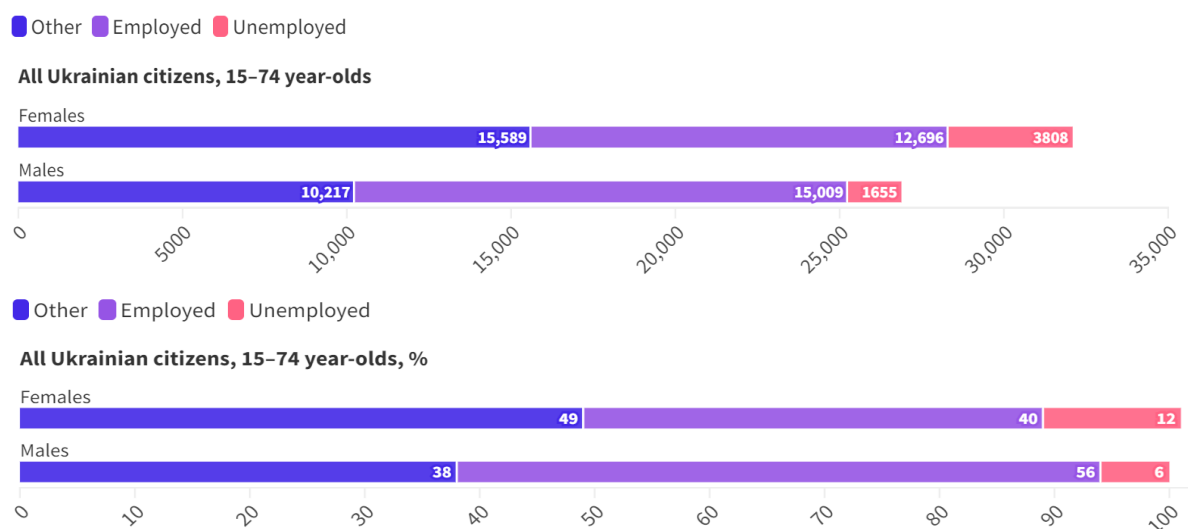
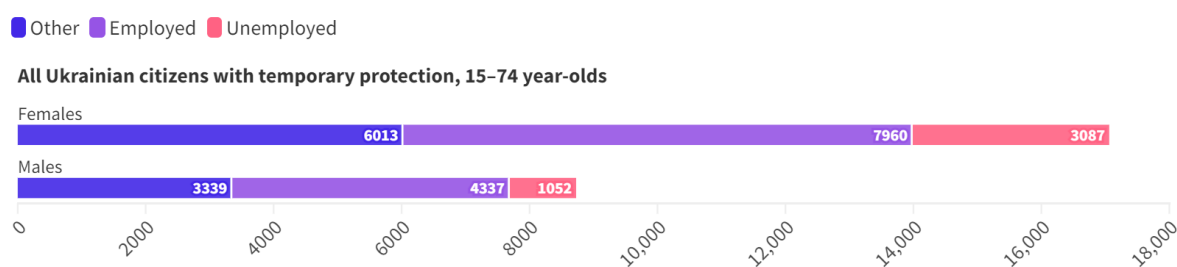


Figure 1. Ukrainian citizens by registered labour status, gender and age group, as of 31.01.2024.

Notes. Persons employed under section 11 of the Labour Market Measures Act are also included among the registered unemployed. A person who does not appear as employed in the employment register or as unemployed in the Estonian Unemployment Information System is classified as "Other."

Source: Statistics Estonia

When focusing on Ukrainians with temporary protection, a higher percentage of women (47%) were employed compared to their overall population, yet they still faced a higher unemployment rate of 18% than their male counterparts, with 12% (see Figure 2).



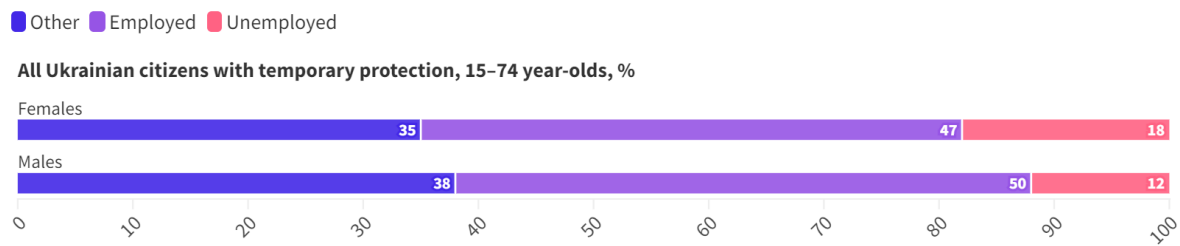


Figure 2. Ukrainian citizens with temporary protection by registered labour status, gender and age group, as of 31.01.2024.

Notes. Persons employed under section 11 of the Labour Market Measures Act are also included among the registered unemployed. A person who does not appear as employed in the employment register or as unemployed in the Estonian Unemployment Information System is classified as "Other.". Temporary protection can be applied for by Ukrainian citizens and their family members (including citizens of other countries) who have fled to Estonia because of the war.

Source: Statistics Estonia

Ukrainian refugees in Estonia show a unique educational profile compared to the general labour market. While only 2.9% of all Ukrainian citizens and 3.9% with temporary protection have basic education or less, lower than the Estonian labour market's 9.9%, they are slightly underrepresented at the highest education levels: 16.1% of all Ukrainian citizens and 15.8% with temporary protection hold a master's degree or higher, compared to 18.5% in the entire labour market. Notably, Ukrainians with temporary protection have a higher rate of bachelor's degree attainment (16.6%) than the general labour market with 15.4% (see Figure 3).



Figure 3. Distribution of employed Ukrainian citizens and the entire labour market (%) by educational attainment, as of 31.01.2024.

Note. Temporary protection can be applied for by Ukrainian citizens and their family members (including citizens of other countries) who have fled to Estonia because of the war.

Source: Statistics Estonia

In Estonia, Ukrainian citizens, including those with temporary protection, form a noticeable labour market segment, particularly in specific regions. In Harju county, 5.5% of the region's employed population are people with Ukrainian citizenship. Hiiu county shows a lower percentage, with Ukrainians making up 0.6% of the region's employed. The share of Ukrainians in the employed population varies across counties, from a low of 0.6% in Hiiu county to a high of 5.5% in Harju county (see Figure 4).

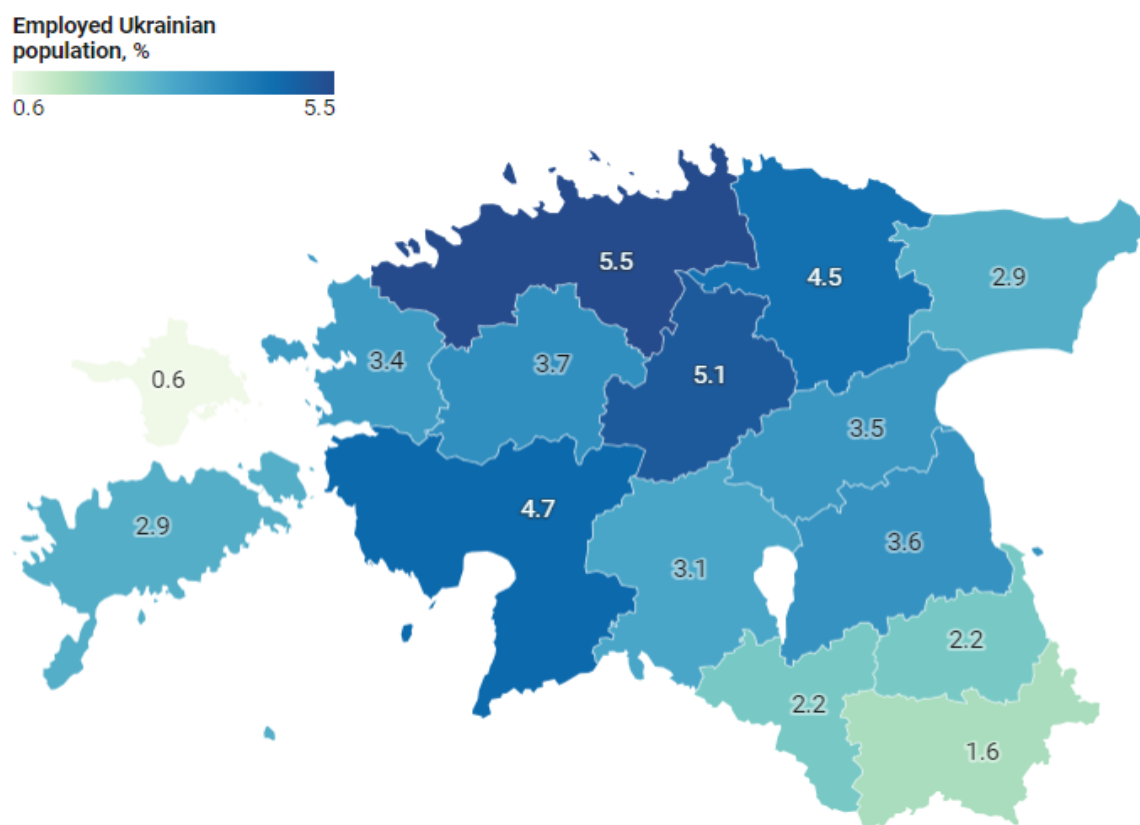


Figure 4. Share of employed beneficiaries of temporary protection and other Ukrainian citizens (%) by county of workplace, as of 31.01.2024.

Note. Temporary protection can be applied for by Ukrainian citizens and their family members (including citizens of other countries) who have fled to Estonia because of the war.

Source: Statistics Estonia

The occupational distribution of employed Ukrainian citizens in Estonia reveals a significant concentration in lower-skilled jobs compared to the entire labour market. Notably, 28.2% of all Ukrainian citizens and 17.9% with temporary protection are employed as craft and related trades workers, against 12.3% in the broader labour market. Similarly, 29.2% of all Ukrainians and an even higher 39.3% of those with temporary protection are in elementary occupations, significantly above the 9.2% Estonian average. In contrast, Ukrainians are underrepresented in higher-skilled categories such as managers (1.5% of all Ukrainians and 0.6% with temporary protection against 8.4% in the labour market) and professionals (6% of all Ukrainians and 4.3% with temporary protection against 20.8% labour market) (see Figure 5).

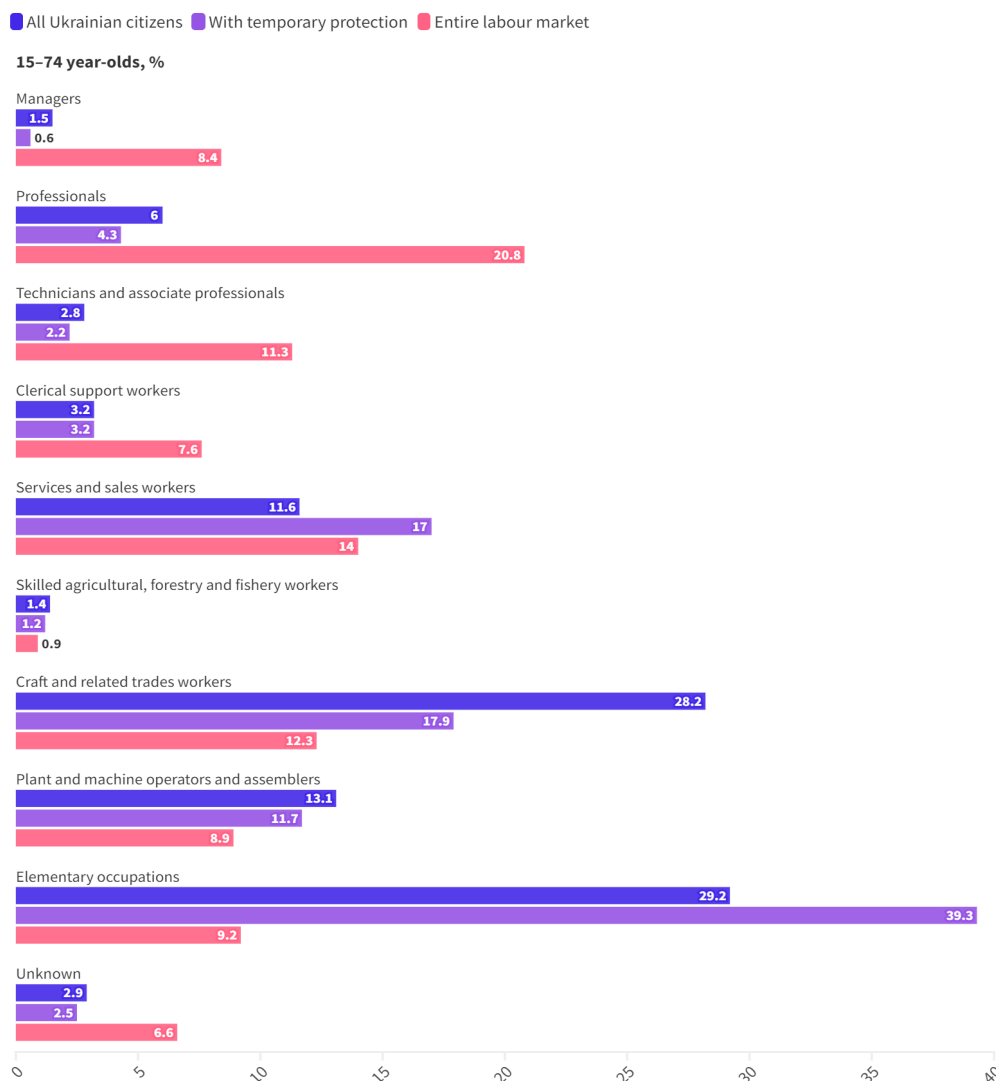


Figure 5. Distribution of employed Ukrainian citizens and the entire labour market (%) by a group of occupation, as of 31.01.2024.

Note. Temporary protection can be applied for by Ukrainian citizens and their family members (including citizens of other countries) who have fled to Estonia because of the war.

Source: Statistics Estonia

In the Estonian labour market, Ukrainian refugees are more involved in sectors like manufacturing, where 28.2% of all Ukrainian citizens and 24.4% of those with temporary protection are employed, compared to the general labour market's 16.4%. Construction, administrative and support service activities, as well as accommodation and food service activities, also see higher Ukrainian participation, overshadowing the broader market's involvement with 7.6%, 5.4%, and 4%, respectively. Conversely, Ukrainians are less represented in sectors such as information and communication, education, and public

administration, where their employment percentages are below the Estonian labour market average (see Appendix A).

Regarding earnings, Ukrainians find the highest wages in the information and communication sector, with an average monthly gross salary of €3662 for all Ukrainian citizens (€2082 for temporary protection holders), albeit below the sector's market average of €3275. In contrast, the lowest earnings for Ukrainians are in the accommodation and food service activities and other service activities sectors, with gross wages of €1039 and €1016 for temporary protection holders, respectively, underscoring disparity with the broader labour market. The average monthly gross wages for Ukrainians stand at €1430 for all citizens and €1183 for those with temporary protection, significantly lower than the Estonian labour market average of €1907 (see Appendix A).

The distribution of wage brackets for Ukrainian citizens compared to the entire Estonian labour market in the 4th quarter of 2023 shows significant disparities. A higher percentage of Ukrainians, including those with temporary protection, earn in the lower wage brackets (less than 700 euros and up to 899 euros) compared to the general labour market. Specifically, 17.3% of Ukrainians with temporary protection earn less than 700 euros, against 9% in the entire labour market. In contrast, the percentage of individuals earning more than 3500 euros is significantly lower among all Ukrainian citizens (3.4%) and those with temporary protection (1.4%) compared to the broader Estonian labour market with 9.6% (see Figure 6).

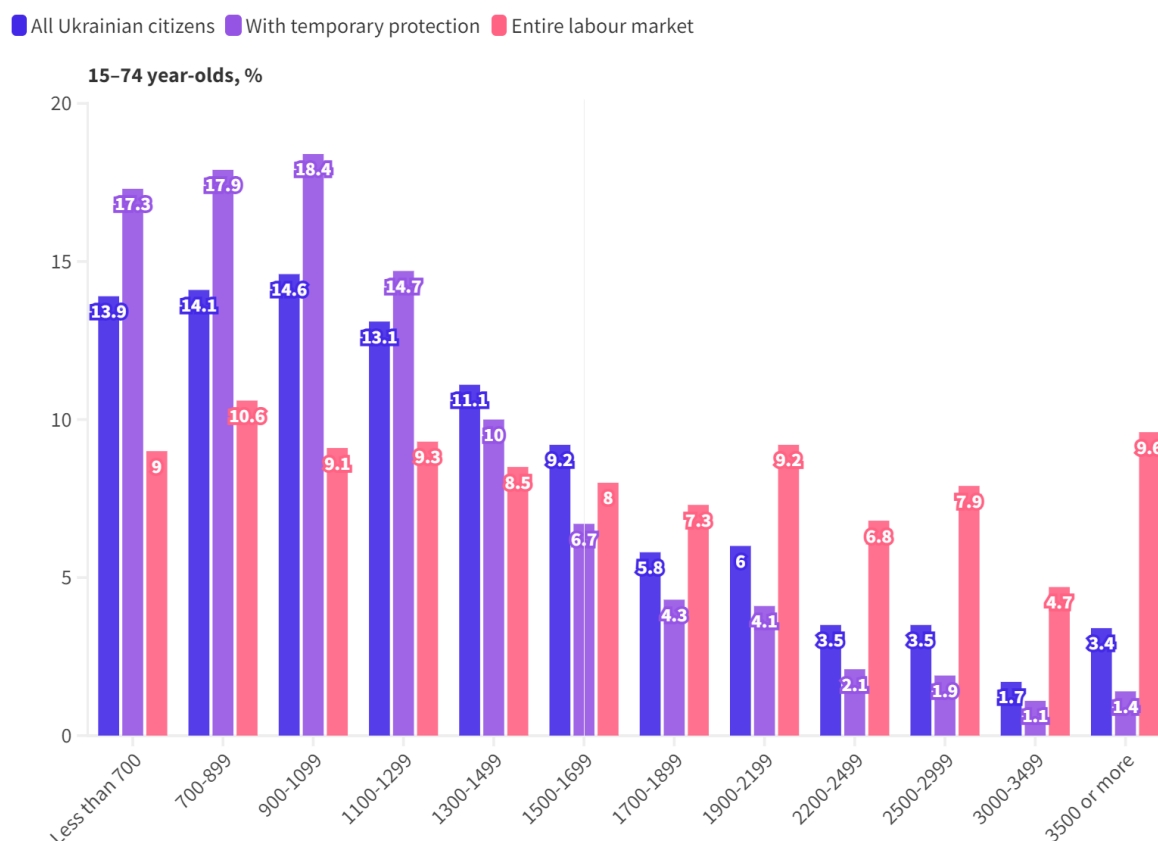


Figure 6. Distribution of wage brackets (gross wages in EUR) for Ukrainian citizens and the entire labour market, 4th quarter 2023.

Note. Temporary protection can be applied for by Ukrainian citizens and their family members (including citizens of other countries) who have fled to Estonia because of the war.

Source: Statistics Estonia

The distribution by duration of current employment reveals that Ukrainian citizens, particularly those with temporary protection, are more likely to be in shorter-term employment than the entire Estonian labour market. For instance, 25.7% of Ukrainians with temporary protection are employed for 200-399 days, significantly higher than the 9% in the broader market. Similarly, for employment durations of 90-199 days, the rate is 21.2% for Ukrainians with temporary protection, compared to 7.9% for the entire labour market. However, the share of long-term employment (1000 days or more) is substantially lower among Ukrainians, at 13.6% for all citizens and just 0.1% for those with temporary protection, versus 57.7% in the overall labour market (see Figure 7).

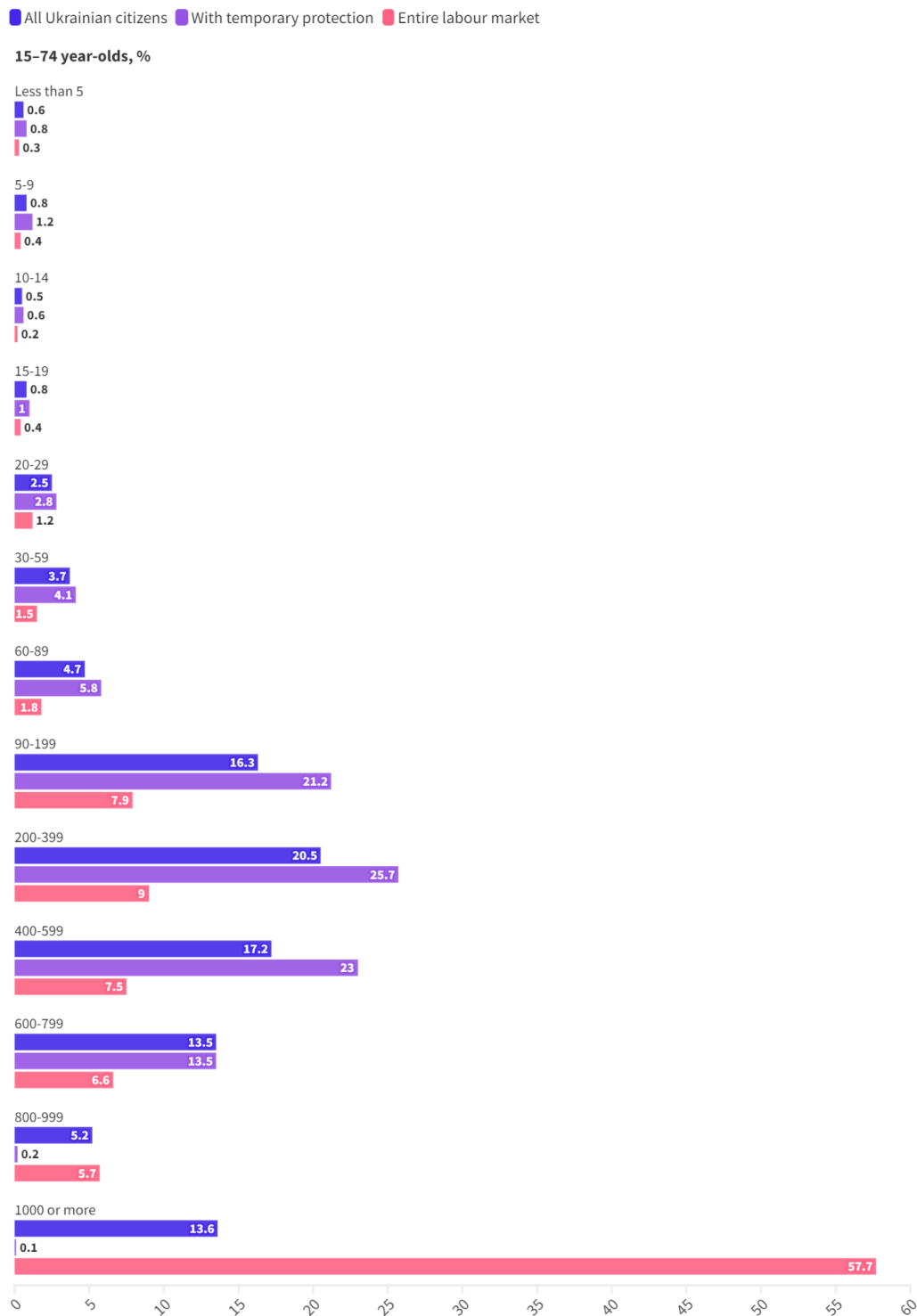


Figure 7. Distribution of employed Ukrainian citizens and the entire labour market (%) by the duration of current employment (in days), as of 31.01.2024.

Note. Temporary protection can be applied for by Ukrainian citizens and their family members (including citizens of other countries) who have fled to Estonia because of the war.

Source: Statistics Estonia

4.2. Unemployment Patterns Among Ukrainian Refugees

Most unemployed Ukrainian refugees with protection are female, constituting 71% (3339 individuals), while males represent 29% (1374 individuals). The age distribution of the unemployed highlights that the majority fall within the 25-54 working age group, representing 73% of the total, with 60% of the total holding higher education degrees (see Figure 8).

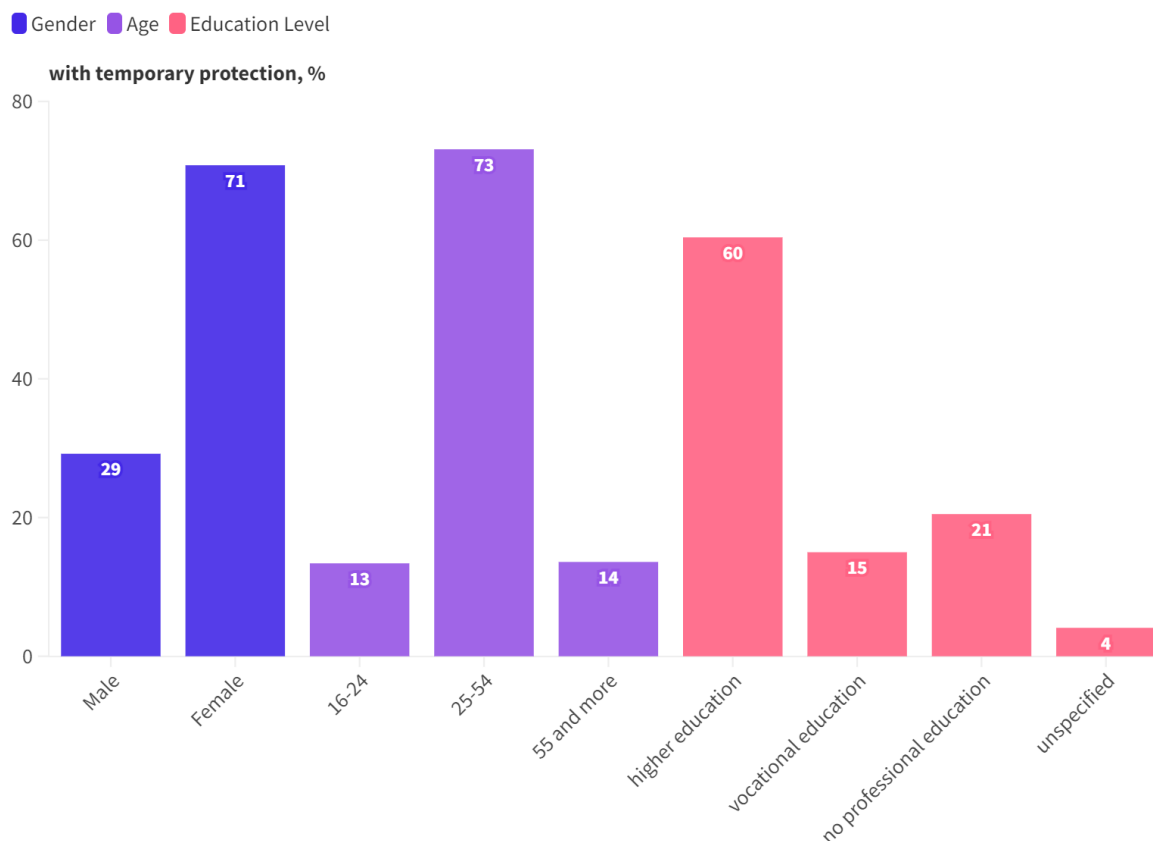


Figure 8. Ukrainian citizens with temporary protection registered as unemployed (%) by gender, age group and education level, as of 29.02.2024.

Note. The percentages presented are based on the total number of Ukrainian refugees with temporary protection registered as unemployed, totaling 4713 individuals.

Source: Eesti Töötukassa

Among the Ukrainian refugees with temporary protection registered as unemployed, 99.4% report proficiency in Russian and 96.9% in Ukrainian, with a smaller proportion proficient in English - 12.8%, and an even smaller fraction in Estonian - 0.8% (see Figure 9).

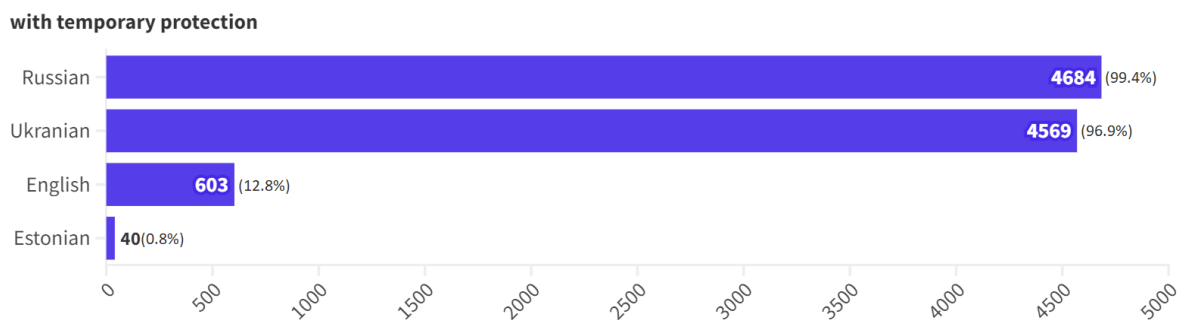


Figure 9. Ukrainian citizens with temporary protection registered as unemployed by language skills, as of 29.02.2024.

Note. The data represents proficiency in Ukrainian, Russian, English, and Estonian at a minimum of B1 level.

Source: Eesti Töötukassa

The distribution of unemployed Ukrainians with protection across Estonian counties shows Harju County with the highest at 2726 (10% of the county's total unemployed), followed by Ida-Viru, Tartu, and Pärnu counties. The lowest count is in Hiiu County, with only 2, making up 1% of its total unemployed (see Figure 10).

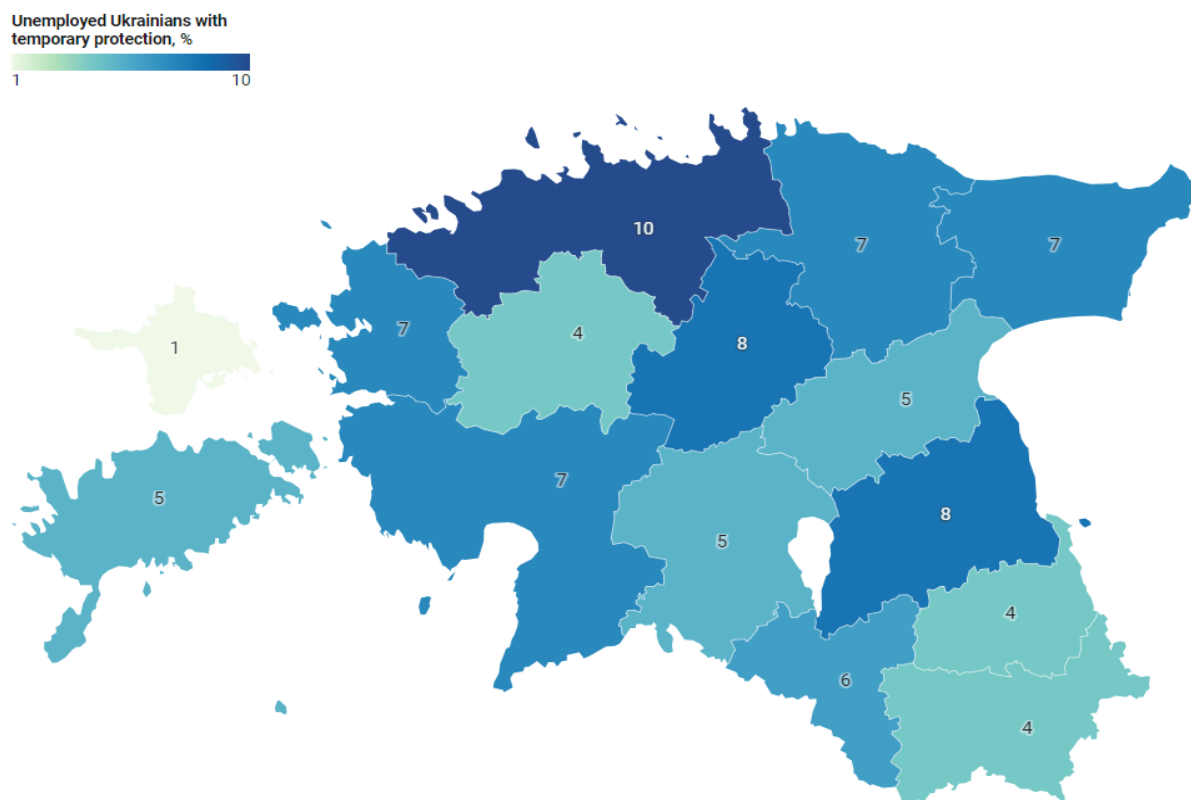


Figure 10. Share of Ukrainian citizens with temporary protection registered as unemployed among all unemployed persons (%) by county, as of 29.02.2024.

Source: Eesti Töötukassa

In March 2022, after the EU activated the temporary protection directive (Council of the European Union, 2024), 1554 Ukrainian citizens with temporary protection were registered as unemployed, constituting 3.4% of all unemployed individuals. This number peaked in November 2022 with 6231 registered unemployed individuals, making up 12.5% of the total unemployed population. However, by February 2024, the number decreased to 4713, representing 8.4% of all unemployed. The highest proportion of Ukrainian unemployed was recorded towards the end of 2022 and early 2023 before a gradual decline was observed (see Figure 11).

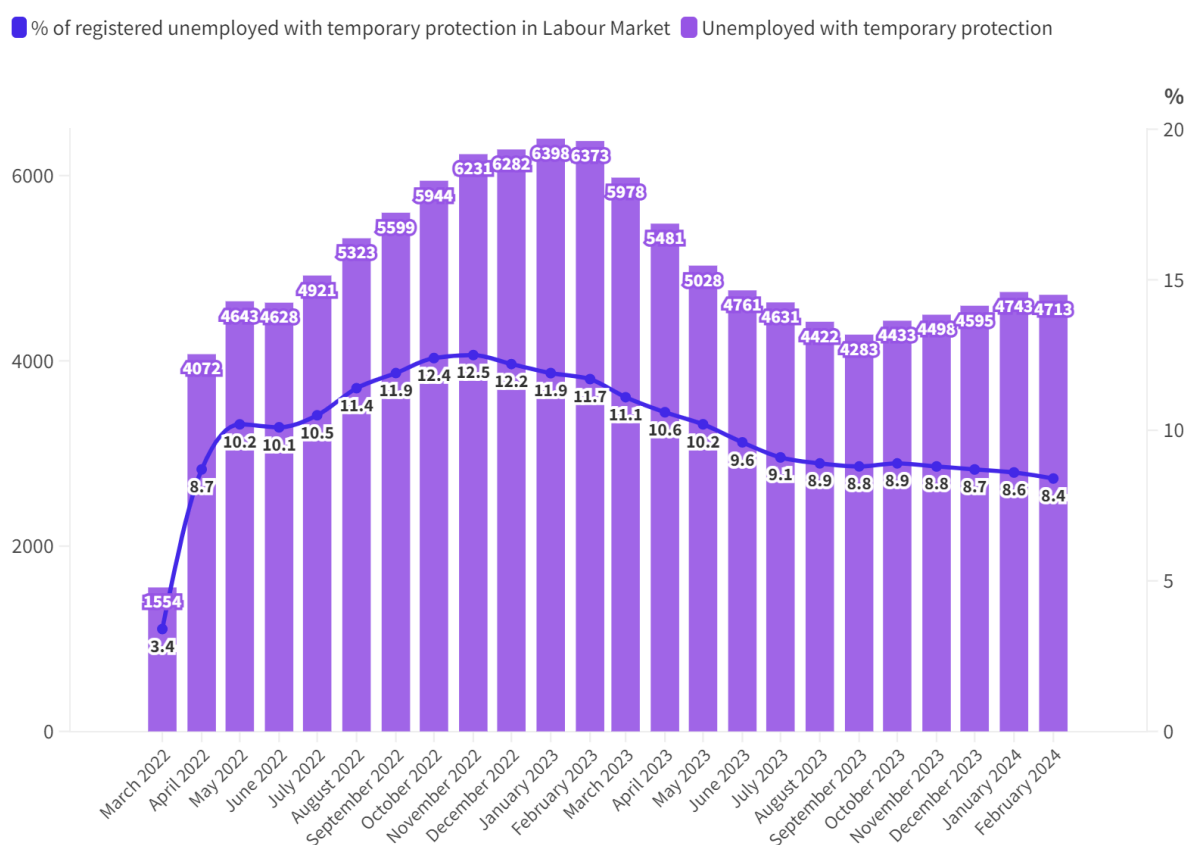


Figure 11. Number of Ukrainian citizens with temporary protection registered as unemployed and their share of all unemployed persons (%) by month for period March 2022-February 2024, as of 29.02.2024.

Source: Eesti Töötukassa

71.6% of Ukrainian refugees with temporary protection from March 2022 to February 2024 left unemployment status due to finding work, with voluntary deregistration at 17.9%.

Breaches of unemployment duties led to 7.5% of termination, while retirement accounted for 0.6%. Other reasons comprised 2.4% of the total terminations (see Table 1).

Table 1.

Reasons for termination of unemployment registration among Ukrainian citizens with temporary protection, as of 29.02.2024

Reasons for termination	Total number of individuals	Share weight
Applying to work	16537	71.6%
At the person's own request	4134	17.9%
Other reasons	546	2.4%
Getting a pension	129	0.6%
Breach of duties by the unemployed	1737	7.5%
Total	23083	100.0%

Note. The data presented in the table represent the total number of individuals from March 2022 to February 2024.

Source: Eesti Töötukassa

Among Ukrainian citizens with protection registered as unemployed, the distribution by the last occupation reveals a concentration in specific job categories. Elementary Occupations represent the largest group at 24.3%, followed by Service and Sales Workers at 18.3%, indicating a prevalence of lower-skilled roles among the unemployed. Top Specialists and Craft and Related Trades Workers also form significant portions, at 10.6% and 8.8%, respectively, showing diversity in the professional background of the unemployed. 10.5% reported as having no previous work experience (see Table 2).

Table 2.

Distribution of unemployed Ukrainian citizens with temporary protection by last occupation, as of 29.02.2024

Last occupation	Number of individuals	Share weight
Managers	177	3.8%
Top Specialists	499	10.6%
Technicians and Associate Professionals	395	8.4%

Last occupation	Number of individuals	Share weight
Clerical Support Workers	227	4.8%
Service and Sales Workers	863	18.3%
Skilled Agricultural, Forestry and Fishery Workers	48	1.0%
Craft and Related Trades Workers	415	8.8%
Plant and Machine Operators and Assemblers	361	7.7%
Elementary Occupations	1145	24.3%
Armed Forces Occupations	2	0.0%
Occupation Not Stated	87	1.8%
No Previous Work Experience	494	10.5%

Source: Eesti Töötukassa

The distribution of unemployed Ukrainian citizens with temporary protection by their last field of occupation showcases a concentration in general skill sectors, with Trade, Customer Service (10.3%), Catering, Accommodation, and Organization of events (8.7%), and Cleaning Service (7.8%) being predominant. 10.5% had no previous work experience, highlighting entry-level job seekers. In contrast, sectors requiring specific qualifications like IT, Law, Mining, or Healthcare show minimal representation (see Appendix B).

From March 2022 to February 2024, the trend in receiving subsidies and benefits among Ukrainian citizens with temporary protection registered as unemployed shows a gradual increase in numbers across all categories. In March 2022, the number of individuals without unemployment benefits and subsidies was high at 1104, reflecting the initial phase of their arrival in Estonia. Over time, the numbers receiving unemployment benefits surged, peaking in November 2022, with 4656 individuals receiving unemployment benefits. The number of recipients of work capacity allowance and unemployment insurance benefits also increased to 250 and 361 by February 2024 (see Figure 12).

■ Unemployment Insurance Benefit Recipients ■ Work Capacity Allowance Recipients ■ Unemployment Benefit Recipients
 ■ Unemployed Without Benefits

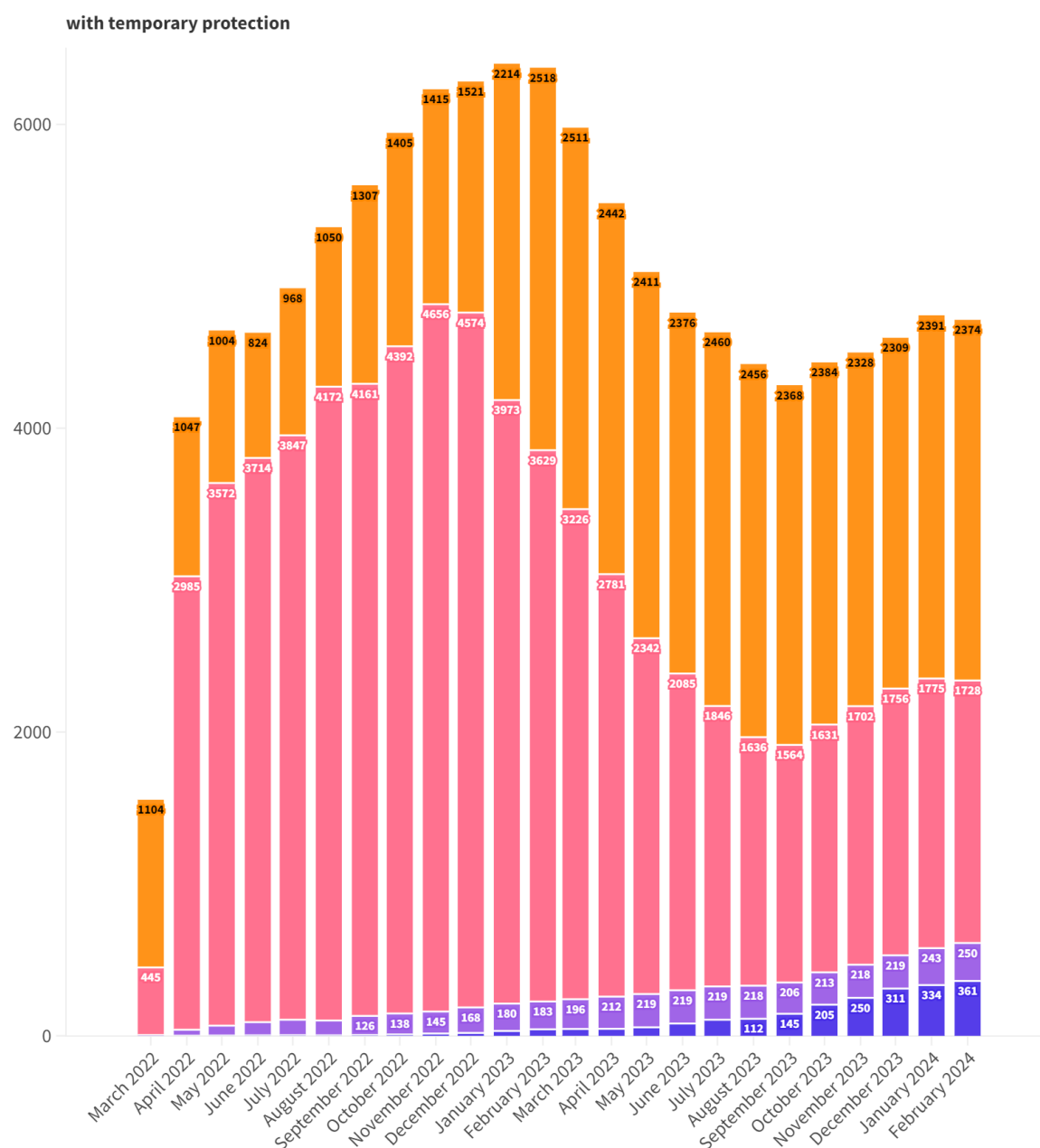


Figure 12. Distribution of subsidies and benefits among unemployed Ukrainian citizens with temporary protection for the period March 2022-February 2024, as of 29.02.2024

Source: Eesti Töötukassa

Starting from March 2022, participation in labour market services among Ukrainians with temporary protection, including both those registered as unemployed and those not, began with low engagement, totaling 35 accesses, of which 31 were by those registered as unemployed. Engagement increased, reaching its peak in September 2022 with 1611 total accesses, 1052 of which were by registered unemployed individuals, indicating a growing

utilization of these services. By February 2024, the total number of accesses to labour market services decreased to 1071, of which 750 were by individuals registered as unemployed, reflecting a sustained engagement with these services as Ukrainians with temporary protection continued seeking employment opportunities (see Figure 13).

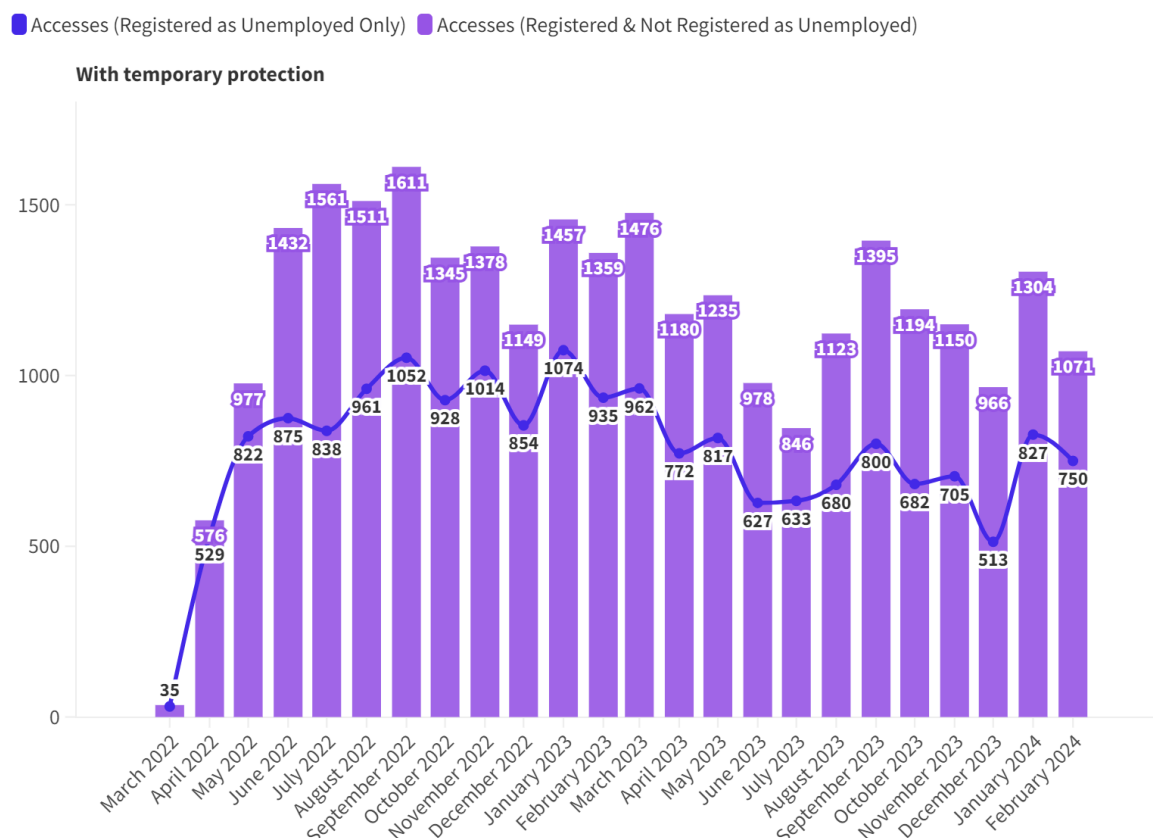


Figure 13. Access to labour market services by Ukrainian citizens with temporary protection: total and registered as unemployed for the period March 2022-February 2024, as of 29.02.2024.

Note. Services are accessible to both protected Ukrainian citizens registered as unemployed and those who have not registered.

Source: Eesti Töötukassa

From March 2022 to February 2024, Ukrainian citizens with temporary protection, both registered and not registered as unemployed, participated most frequently in employment training for the unemployed and job seekers, with 5989 individuals accessing this service. The focus is on employment readiness, followed by job search and career counseling workshops attended by 4360 and 3394 people registered as unemployed, respectively. A notable discrepancy was observed in the payment of the mentoring fee to the employer of the recipient of temporary protection, which attracted 4847 participants in total

but only 68 among those registered as unemployed, suggesting a distinct approach to engagement between registered and unregistered groups. Services like debt counseling, experience counseling, regional job creation support, and training support for the development of digital skills were the least accessed, highlighting a clear prioritization towards direct employment support (see Figure 14).

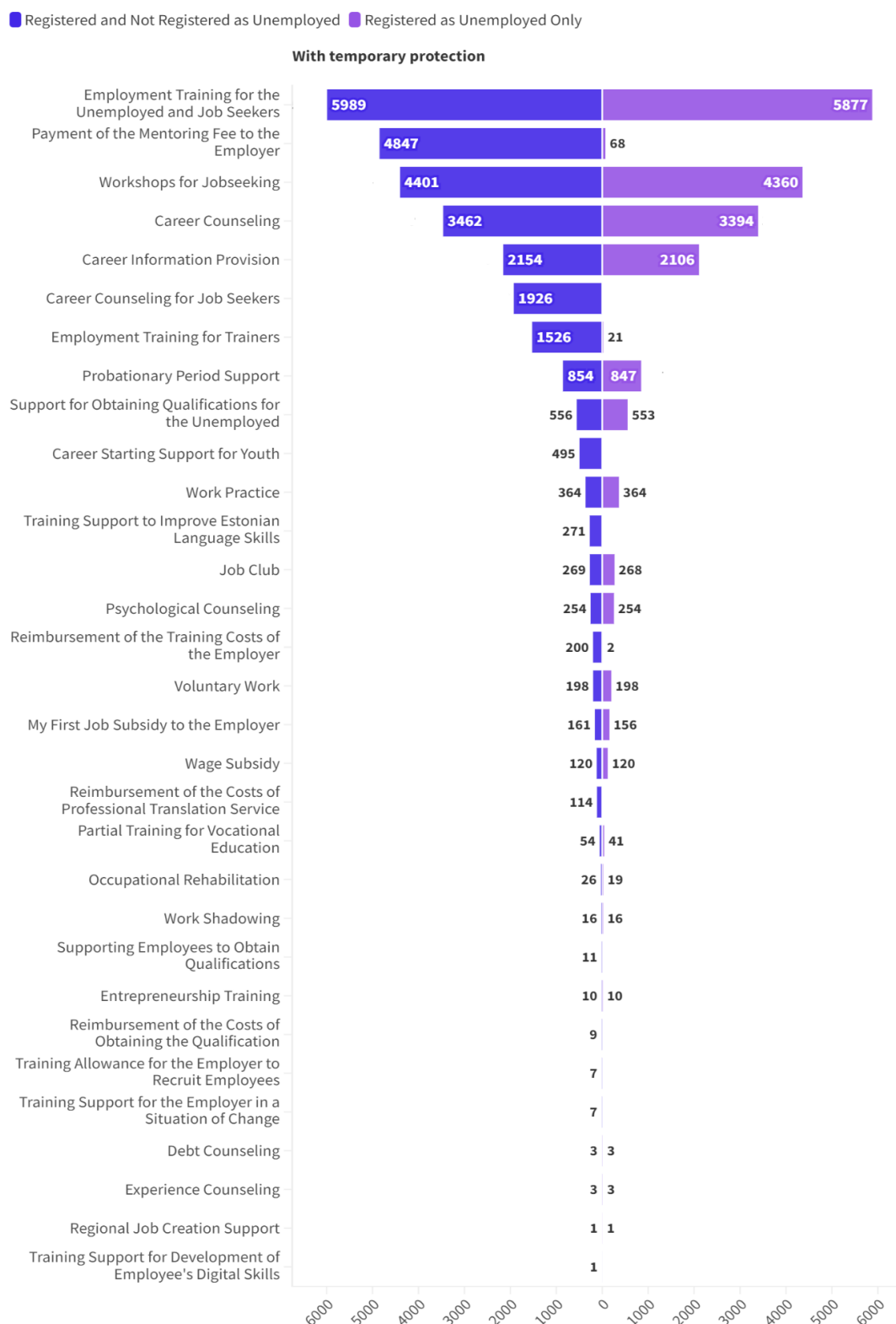


Figure 14. Participation in labour market services of Ukrainian citizens with temporary protection by service for March 2022 - February 2024

Note. Services are accessible to both protected Ukrainian citizens registered as unemployed and those who have not registered.

Source: Eesti Töötukassa

4.3. Survey results

Apart from the data, a personal survey of Ukrainian refugees about their own experience of integration in Estonia has a significant contribution. Based on 117 anonymous survey results collected from Ukrainian community groups and job search groups for Ukrainians in Estonia via Facebook and Telegram, they gave a personalized vision of problems and challenges.

The survey respondents include a larger proportion of females at 76% compared to males. The most represented age groups are 18-29 years and 30-39 years, accounting for 48% and 27% of respondents, respectively, pointing to a young demographic. Regarding education, 44% possess a master's degree or higher, and 27% have a bachelor's degree, indicating a high level of education among this group (see Figure 15).

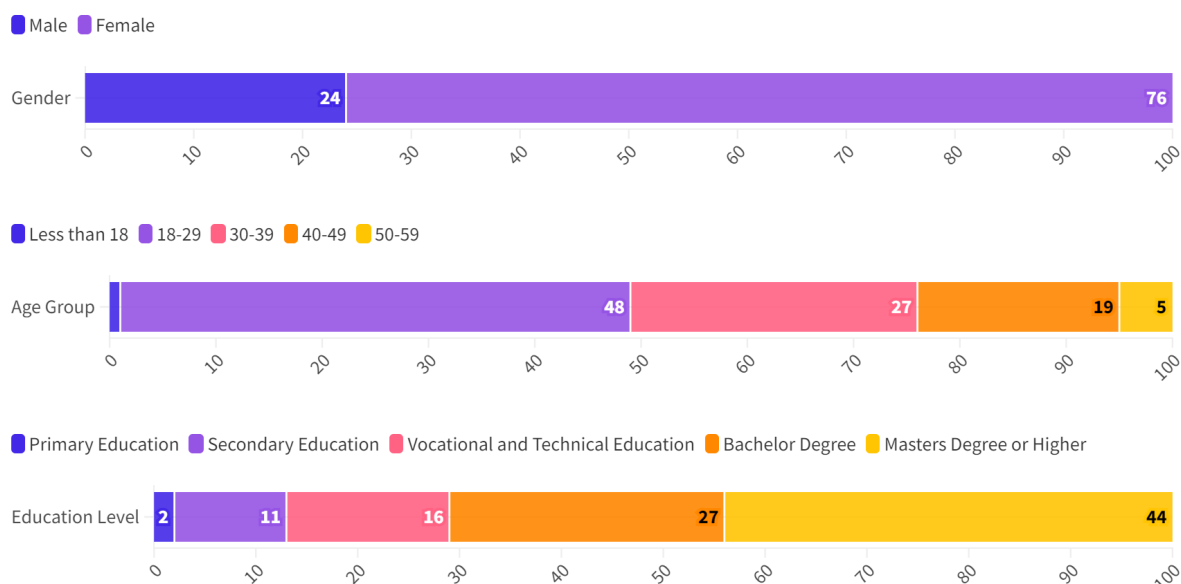


Figure 15. Distribution of the survey respondents (%) by gender, age and education level, as of 26.03.2024.

Note. The percentages presented are based on total survey responses, totaling 117 individuals.

Source: author's calculation

Most respondents stay under temporary or international protection, accounting for 91% of responses, while 5% hold a visa, and 4% are in Estonia under other conditions. Regarding the length of stay, 53% of the respondents have been in Estonia for 1-2 years, followed by 38% who have stayed for more than 2 years, indicating that a significant portion of survey participants has established a medium to long-term presence (see Figure 16).

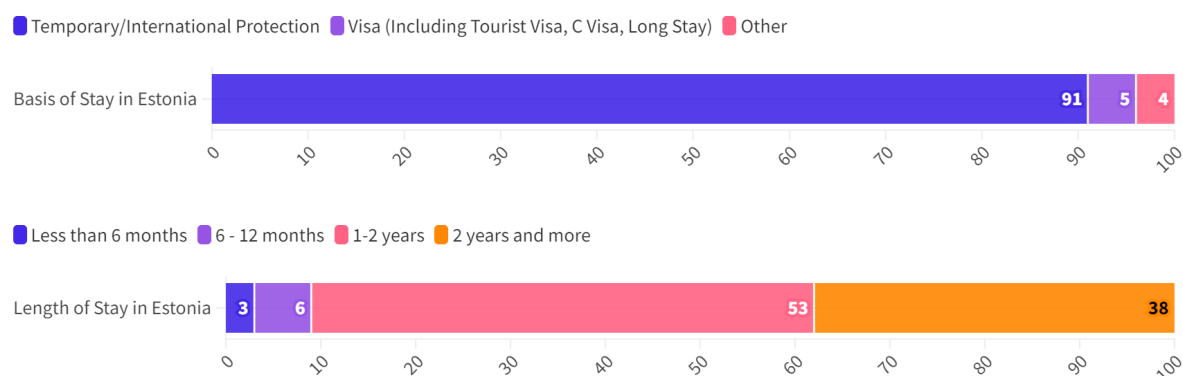


Figure 16. Distribution of the survey respondents (%) by the basis and length of stay in Estonia, as of 26.03.2024.

Note. The percentages presented are based on total survey responses, totaling 117 individuals.

Source: author's calculation

65% of respondents report having only basic proficiency in the Estonian language, while 21% are not proficient (see Figure 17). Despite this, 80% have engaged in Estonian language learning programs. However, when it comes to professional development courses or other skill-improving programs, participation drops, with only 20% having taken part (see Figure 18).

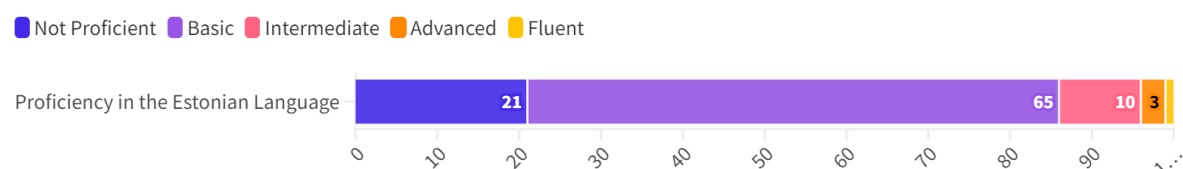


Figure 17. Distribution of the survey respondents (%) by Estonian language proficiency, as of 26.03.2024

Note. The percentages presented are based on total survey responses, totaling 117 individuals.

Source: author's calculation

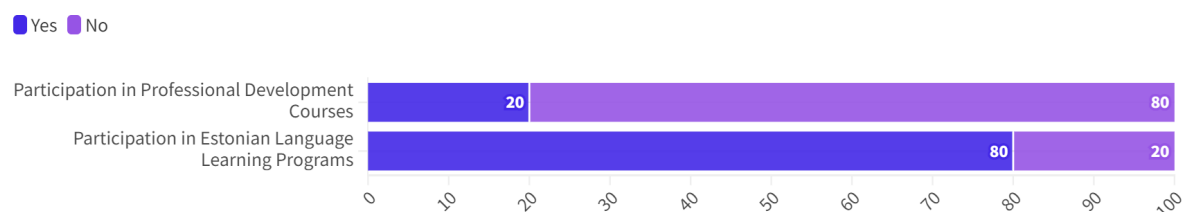


Figure 18. Distribution of the survey respondents (%) by participation in Estonian language and other professional development courses, as of 26.03.2024

Note. The percentages presented are based on total survey responses, totaling 117 individuals.

Source: author's calculation

Among the surveyed Ukrainian citizens, 57% registered with the Estonian Unemployment Insurance Fund, with compensation for accommodation being the most commonly received benefit (51%). 24% of respondents indicated they had not received any benefits (see Figure 19).

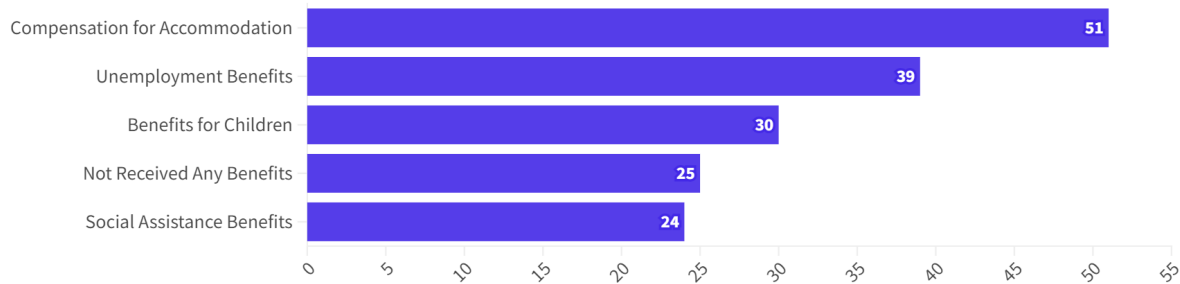


Figure 19. Distribution of the survey respondents (%) by benefits received since arriving in Estonia, as of 26.03.2024

Note. The percentages presented are based on total survey responses, totaling 117 individuals.

Source: author's calculation

Among the survey participants, 69% are employed, with 68% holding permanent or full-time positions (see Figure 20). Among the unemployed, 81% actively seeking employment or planning to do so in the next 3 months (see Figure 21). The primary channels for finding employment highlight the importance of social connections, with personal or professional contacts (28%) and recommendations from friends or family (27%) leading the way, followed by online job search platforms (21%) as it is mentioned in Figure 22.



Figure 20. Distribution of the survey respondents (%) by type of employment, as of 26.03.2024

Note. The percentages presented are based on survey respondents who are employed, totaling 81 individuals.

Source: author's calculation

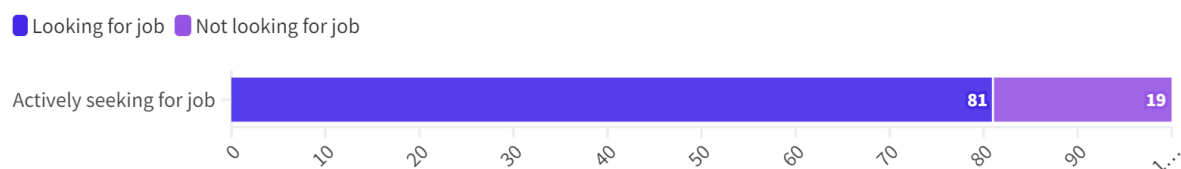


Figure 21. Distribution of the survey respondents (%) by job search intentions, as of 26.03.2024

Note. The percentages presented are based on survey respondents who are unemployed, totaling 36 individuals.

Source: author's calculation

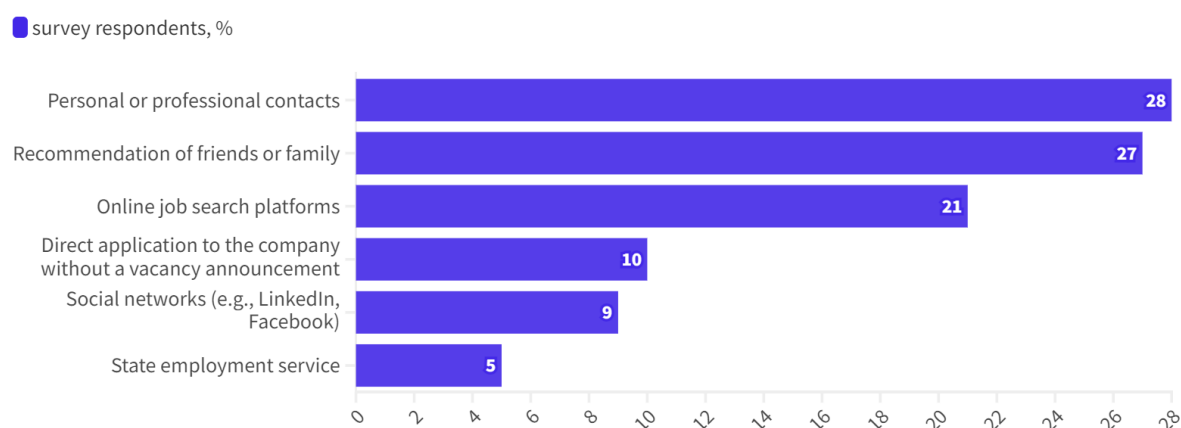
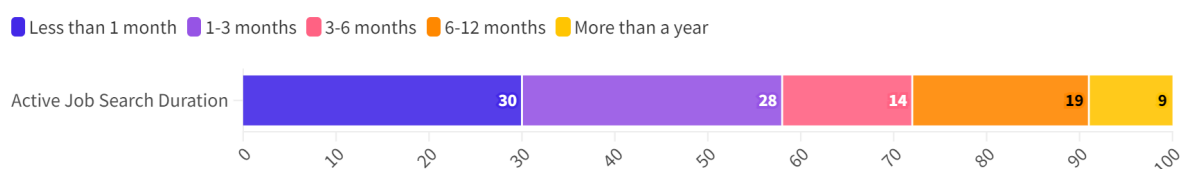


Figure 22. Distribution of the survey respondents (%) by method job was found, as of 26.03.2024

Note. The percentages presented are based on survey respondents who are employed, totaling 81 individuals.

Source: author's calculation

In their search for jobs, 30% of respondents have been actively searching for less than a month, and 28% are between 1 and 3 months. However, 9% have been searching for more than a year, reflecting diverse experiences in the labour market. Online job portals (75%) and social media (64%) emerge as the most popular resources in their search, emphasizing the significance of digital platforms. Friends or family also play a crucial role, with 56% of respondents leveraging personal networks to seek job opportunities (see Figure 23).



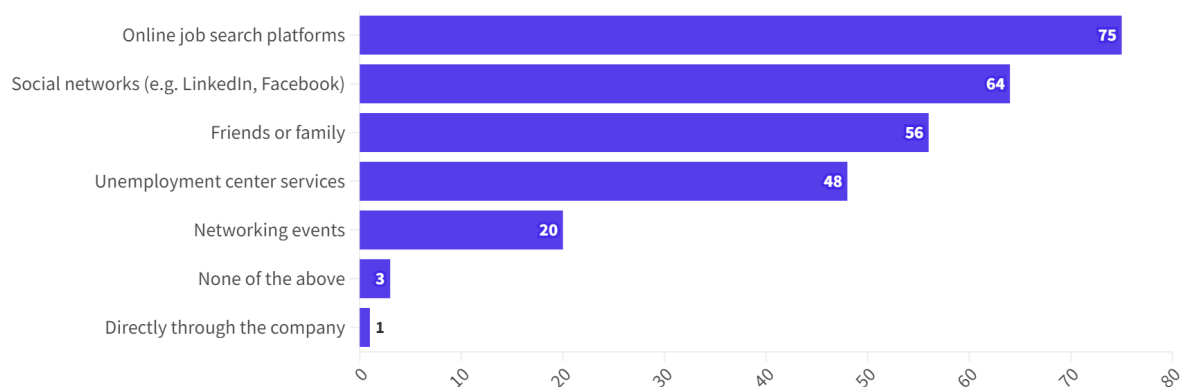


Figure 23. Distribution of the survey respondents (%) by active job search duration and resources used to find job opportunities, as of 26.03.2024.

Note. The percentages presented are based on total survey responses, totaling 117 individuals.

Source: author's calculation

Language barriers (80% of respondents) emerged as the most significant challenge for interviewees integrating into the Estonian labour market. This was closely followed by high competition for vacancies (38% of respondents) and discrimination based on nationality or refugee status (28% of respondents). 4% of respondents did not identify with any of the provided challenges (see Figure 24).

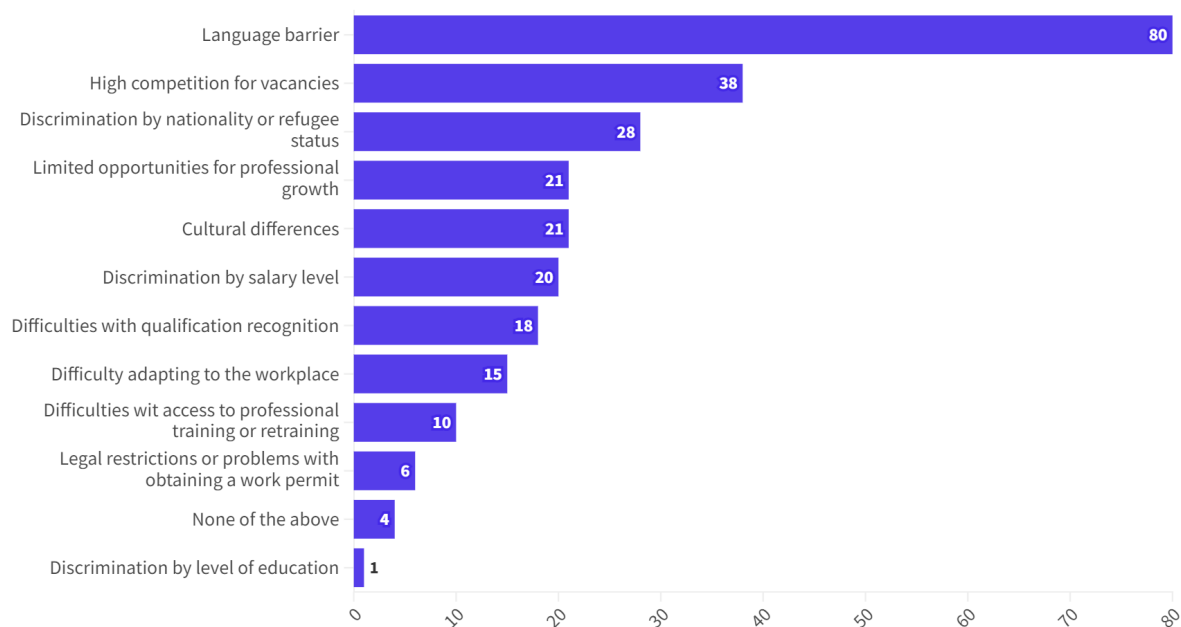


Figure 24. Distribution of the survey respondents (%) by challenges in the Estonian labour market, as of 26.03.2024

Note. The percentages presented are based on total survey responses, totaling 117 individuals.

Source: author's calculation

Additional comments from Ukrainians reveal more details about their employment experiences in Estonia. The most common challenges were discrimination in the workplace, lower wages, increased demands, and increased workload, mainly aimed at Ukrainians.

*‘Discrimination in the workplace, lower wage, higher requirements, and increased workload because I am Ukrainian.’**

*‘I faced bullying and safety violations, and all of this for low pay.’**

*Source: author’s survey

Many pointed to the role of language proficiency, noting that despite a sufficient level of Estonian (B1), obstacles remain in finding employment in their field of expertise.

*‘I have experience in the design field, and my spoken Estonian is at level B1, which is enough to exhibit products and make good displays. I was refused work without reason.’**

*‘I applied to dozens of companies for project manager position but did not fit anywhere - such positions require a high level of language knowledge, and I just passed B1. Furthermore, I did not want to work below my qualifications. Now I work in my specialty in an international company, the language of communication is English, and there are prospects for growth.’**

*Source: author’s survey

Positive experiences were also shared, such as successful employment through niche skills or professional connections.

*‘Having connections increased my chances of getting a job.’**

*‘I found a job a month later in the management field, but I managed to be at the right time and place with my ‘niche’ skills. They hired me after the first interview.’**

*Source: author’s survey

However, the main problems are underemployment, working in positions below one's qualifications, and strict requirements for proficiency in Estonian at level C1 like for social workers in some organizations.

*‘I am a social worker with English, Ukrainian, and Russian knowledge. My qualification is confirmed, and I worked in my specialty with Ukrainian refugees. The project ended, and there was no job proposition in a government structure without the Estonian C1 level according to the organization's rules. Moreover, it is confirmed that there is a need for my services.’**

*‘Employed outside of my specialty. I have a low-skilled job in Estonia. I was not able to find a job in my specialty.’**

*Source: author’s survey

5. Discussion of the Results and Conclusions

This thesis investigates the obstacles Ukrainian refugees face when entering the Estonian labor market, utilizing a combination of statistical data and survey findings. It presents an analysis of challenges that exist, and contrasts these with the personal experiences of the refugees, as documented in the survey.

Statistical data underscores a stark reality: Ukrainian refugees, while active in the Estonian labour market, often find themselves in lower-wage sectors and occupations. For instance, their average monthly gross salary is significantly lower (€1183 for Ukrainians with temporary protection) compared to the general labour market average of €1907. This discrepancy signals a profound challenge in fully utilizing the professional capacities and qualifications of Ukrainian refugees, echoing the literature that underscores the devaluation of immigrant credentials in host countries (Friedberg, 2000). Furthermore, the sectoral employment distribution reveals this challenge. A significant portion of employed Ukrainians with temporary protection is concentrated in manufacturing and elementary occupations, at 24.4% and 39.3%, respectively. These figures not only reflect a misalignment with the broader Estonian economic landscape but also stress the potential underutilization of Ukrainian refugees' skills, resonating with Ager and Strang's (2008) domains of integration that stress the importance of employment in line with refugees' qualifications for successful integration.

Based on this, it would be advisable to suggest some improvements to alter the situation:

- advanced training from companies, governmental and non-governmental organizations in order to have all the skills needed for a particular industry and an understanding of the European approach;
- providing opportunities for preparation and passing of certifications necessary to meet specialization criteria.

The survey component of this study sheds light on another layer of challenge: language barriers emerge as the most common barrier, with 80% of respondents identifying it as a primary hurdle. This finding aligns with the broader literature on refugee integration challenges and speaks to the critical role of language and cultural knowledge in securing quality employment (Ager & Strang, 2008). Moreover, high competition for vacancies and discrimination based on nationality or refugee status were mentioned, underscoring societal and systemic barriers that compound the integration process.

It is important to offer an advanced language courses beyond the basic A1 and A2 levels, which are insufficient to meet company requirements. Concurrently, financial assistance should be provided during language training to enable learners to focus on their studies without financial stress. This is crucial as the inability to balance work and language courses, due to financial constraints, often compels individuals to accept low-paying jobs that do not require communication skills, merely to earn enough for basic survival after arriving.

Considering the issue of discrimination, it would be advantageous for the government to offer special incentives to companies that hire Ukrainian refugees. This strategy would benefit both the companies and the refugees, potentially reducing the problem of discrimination. Companies, in particular, would be more inclined to hire Ukrainians if they could, for example, benefit from reduced taxes. It is also considered necessary to train the local population regarding cooperation and acceptance into local communes.

Moreover, personal and professional contacts were pivotal for 28% of employed respondents in finding their current jobs, indicating the value of social networks alongside digital platforms. This reflects the broader narrative within refugee employment research, pointing out the importance of social bridges in facilitating labour market integration (Ager & Strang, 2008).

From the survey, the reliance on digital platforms and social networks for job searching emerges as a contemporary trend among Ukrainian refugees, reflecting a shift towards modern, technology-driven approaches to labour market integration. This trend, while only briefly captured in existing literature, signals a broader digital transformation that Estonia, known for its digital society, could harness more effectively to aid refugee integration.

Combining together statistical analysis with survey results, this thesis not only outlines the contours of Ukrainian refugees' labour market integration but also separates the challenges that refugees face — from wage disparities and sectoral mismatches to societal barriers like language and discrimination. It contributes to the ongoing discourse on refugee integration, offering evidence-based findings that focus on the need for targeted policy measures and support mechanisms to bridge the gap between the potential and the actual labour market outcomes for Ukrainian refugees in Estonia.

While providing a broad overview into the integration of Ukrainian refugees into the Estonian labour market, also encounters several limitations that should be acknowledged for a more complete understanding of its scope and applicability:

- the study's focus on the most recent data available up to early 2024 captures a specific moment in time, ensuring relevance but excluding any changes in policies, economic conditions, or migration trends that have occurred since then;
- the survey conducted among Ukrainian refugees with 117 responses, while informative, may not capture the full diversity of experiences among the wider refugee population in Estonia;
- the gender imbalance in responses may not fully represent the experiences of male refugees, limiting the findings;
- the sample size and the collection method through social media and job search groups may introduce biases towards those more active or engaged in these platforms;
- depth of qualitative data could be further enhanced with a larger number of interviews or focus groups to capture a wider range of personal narratives and experiences;
- the focus on Ukrainian refugees in Estonia limits the generalizability of the findings to other contexts or refugee populations;
- employment patterns and wage disparities among Ukrainian refugees and the general population do not take into account broader economic trends, sectoral shifts, or labour market demands that may influence these dynamics.
- The findings that are relevant to the Estonian labour market may not align with labour market conditions in other countries.

These limitations stressed out areas for further research, suggesting the need for ongoing data collection and analysis, broader qualitative studies, and comparative research across different contexts to deepen understanding of refugee integration into the labour market.

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Appendix A

Distribution of employed Ukrainian citizens and the entire labour market by economic activity (%) and average monthly gross wages (in EUR).

Economic Activity	All Ukrainian Citizen		With Temporary Protection		Entire Labour Market	
	%	Average monthly gross wages (EUR)	%	Average monthly gross wages (EUR)	%	Average monthly gross wages (EUR)
A – Agriculture, Forestry and Fishing	3.3	1424	3	1254	2.3	1585
B – Mining and Quarrying	0.1	2027	0.1	n/a	0.3	2221
C – Manufacturing	28.2	1525	24.4	1266	16.4	1763
D – Electricity, Gas, Steam, Air Conditioning Supply	0.3	2016	0.3	1951	0.9	2553
E – Water Supply; Sewerage, Waste Management, Remediation	0.3	1295	0.3	1231	0.6	1841
F – Construction	11.5	1285	7.1	1151	7.6	1678
G – Wholesale and Retail Trade; Repair of Motor Vehicles	10	1133	13.8	1027	14.5	1656
H – Transportation and Storage	6.2	1466	5	1332	6	1690
I – Accommodation and Food Service Activities	8.4	1039	13.3	1005	4	1194
J – Information and Communication	2.6	3662	1.3	2082	5	3275
K – Financial and Insurance Activities	0.5	3323	0.3	1929	2.2	2903
L – Real Estate Activities	1.5	1156	1.5	1084	2.1	1339
M – Professional, Scientific, Technical Activities	1.5	2088	1.1	1829	4.9	2284
N – Administrative and Support Service Activities	15	1149	16.3	1029	5.4	1603
O – Public Administration and	0.2	1724	0.3	1651	6.1	2538

Economic Activity	All Ukrainian Citizen		With Temporary Protection		Entire Labour Market	
	%	Average monthly gross wages (EUR)	%	Average monthly gross wages (EUR)	%	Average monthly gross wages (EUR)
Defence; Compulsory Social Security						
P – Education	2.7	1665	3.5	1532	9.4	1945
Q – Human Health and Social Work Activities	3.4	1866	4.7	1362	7.2	2269
R – Arts, Entertainment and Recreation	0.8	1271	1	1099	2.5	1562
S – Other Service Activities	1.9	1016	2.3	1001	2	1252
Unknown	1.6	-	0.7	-	0.5	-
Average	-	1430	-	1183	-	1907

Notes. Temporary protection can be applied for by Ukrainian citizens and their family members (including citizens of other countries) who have fled to Estonia because of the war. The salary data presented corresponds to the 4th quarter of 2023, while the distribution by economic activity reflects the status as of January 31, 2024.

Source: Statistics Estonia

Appendix B

Distribution of unemployed Ukrainian citizens with temporary protection by field of last occupation, as of 29.02.2024

Field of the last occupation	Number of individuals	Share weight
No Previous Work Experience	494	10.5%
Trade, Customer Services	484	10.3%
Catering, Accommodation, Organization of events	410	8.7%
Cleaning Service, Housekeeping, etc	367	7.8%
Construction	353	7.5%
Other Manufacturing, Processing	278	5.9%
Unclassified Simple Work	207	4.4%
Finance, Accounting, Statistics	135	2.9%
Social Work, Care, Childcare	119	2.5%
Marketing, Customer Relations	119	2.5%
Business, Organizational Management	115	2.4%
Beauty Services	112	2.4%
Documentation and Information Work	107	2.3%
Logistics, Warehousing, Postal Services	97	2.1%
Vehicle driving, Forklift driving	96	2.0%
Plant Growing, Livestock, Fisheries	91	1.9%
Health Care: Medical Nurse	91	1.9%
Occupation Not Stated	87	1.8%
Metal and Machine Industry	86	1.8%
Food Industry	78	1.7%
Education: Managers and Pedagogues	64	1.4%
Other Services	60	1.3%
Textile, Leather, and Clothing Industry	57	1.2%
Education: Various Specialties	55	1.2%
IT, Telecommunications	53	1.1%
Electronics, Automatics	51	1.1%

Field of the last occupation	Number of individuals	Share weight
Wood and Paper Industry	47	1.0%
Forestry, Hunting, Fishing	36	0.8%
Arts, Photography, Music	32	0.7%
Public Administration	31	0.7%
Healthcare: Doctors	31	0.7%
Electricity and Energy Production	30	0.6%
Vehicle or Machine Mechanics, Repair	27	0.6%
Aviation	24	0.5%
Healthcare: Pharmacists, Laboratory Workers, Therapists	23	0.5%
Sport and Entertainment	20	0.4%
Protective Services	19	0.4%
Precision Instrument Repair, Handicrafts	18	0.4%
Journalism, Editing, Translation	16	0.3%
Nature or Precision Sciences	16	0.3%
Law	16	0.3%
Agriculture, Veterinary	13	0.3%
Plastics, Rubber, Chemical Industry	10	0.2%
Museums, Galleries, Libraries, Archives	8	0.2%
Film, Theater, Broadcasting	7	0.1%
Waste Disposal, Garbage Transportation	7	0.1%
Mining, Quarrying	7	0.1%
Photo, Print Industry	4	0.1%
Regional Development, Land Management	2	0.0%
Furniture Industry	2	0.0%
Social or Human Sciences	1	0.0%

Source: Eesti Töötukassa

Appendix C

Survey Questions

Section: Demographics

1. Gender:

- ☐ Male
- ☐ Female

2. Age group:

- ☐ Less than 18
- ☐ 18-29
- ☐ 30-39
- ☐ 40-49
- ☐ 50-59
- ☐ 60+

3. Highest Level of Education:

- ☐ Primary Education
- ☐ Secondary Education
- ☐ Vocational and Technical Education
- ☐ Bachelor's Degree
- ☐ Master's Degree or Higher

4. Length of Stay in Estonia:

- ☐ Less than 6 months
- ☐ 6-12 months
- ☐ 1-2 years
- ☐ 2 years and more

5. Basis of Stay in Estonia:

- ☐ Temporary/International Protection
- ☐ Visa (Including Tourist Visa, C Visa, Long Stay)
- ☐ Other

Section: Language and Education

6. How would you rate your proficiency in the Estonian language?

- ☐ Not proficient
- ☐ Basic
- ☐ Intermediate

☐ Advanced

☐ Fluent

7. Have you participated in any Estonian language learning programs since arriving?

☐ Yes

☐ No

8. Have you participated in any professional development courses or other professional development programs since arriving?

☐ Yes

☐ No

Section: Employment Status and Experience

9. Are you currently employed?

☐ Yes

☐ No

10. (If employed) What type of employment contract do you have?

☐ Permanent / Full-time

☐ Temporary / Contract

☐ Part-time

☐ Self-employed

11. (If employed) How did you find your current job in Estonia?

☐ Through the state employment service

☐ Via online job search platforms

☐ On the recommendation of friends or relatives

☐ Through social networks

☐ Through personal or professional contacts

☐ Through direct application to the company without a vacancy announcement

12. (If unemployed) Are you currently looking for a job or are you planning to start looking for a job in the next 3 months?

☐ Yes

☐ No

Section: Labour Market Integration Challenges

13. Have you faced any of the following challenges in the Estonian labour market? (Select all that apply)

☐ Language barrier

☐ High competition for vacancies

- ☐ Discrimination by nationality or refugee status
- ☐ Limited opportunities for professional growth
- ☐ Cultural differences
- ☐ Discrimination by salary level
- ☐ Difficulties with qualification recognition
- ☐ Difficulty adapting to the workplace
- ☐ Difficulties with access to professional training or retraining
- ☐ Legal restrictions or problems with obtaining a work permit
- ☐ None of the above
- ☐ Other (please specify)

Section: Registration, Benefits, and Job Search Experience

14. Have you registered with the Estonian Unemployment Insurance Fund (Töötukassa) or any unemployment center?

- ☐ Yes
- ☐ No

15. Have you received any of the following benefits since arriving in Estonia? (Select all that apply)

- ☐ Unemployment benefits
- ☐ Compensation for accommodation
- ☐ Benefits for children
- ☐ Social assistance benefits (except unemployment or child benefit)
- ☐ I have not received any benefits

16. How long have you been actively searching for a job in Estonia?

- ☐ Less than 1 month
- ☐ 1-3 months
- ☐ 3-6 months
- ☐ 6-12 months
- ☐ More than a year

17. Have you used any of the following resources to find job opportunities? (Select all that apply)

- ☐ Unemployment center services
- ☐ Online job search platforms
- ☐ Networking events
- ☐ Social networks (e.g. LinkedIn, Facebook)

- ☐ Friends or family
- ☐ Other (please specify)
- ☐ None of the above

Section: Share your experience

18. If you would like to share additional information or comments related to your employment experience in Estonia, please do so here:

Resümee

UKRAINA SÕJAPÕGENIKE LÕIMUMINE JA KOHANEMINE EESTI TÖÖTURUL: TÖÖHÕIVE VÄLJAKUTSED JA VÕIMALUSED

Oleksandr Hranat

Käesolev lõputöö uurib väljakutseid, millega seisavad silmitsi Ukraina sõjapõgenikud Eesti tööturule integreerumisel alates 2022. aastal alanud sissetungist Ukrainasse. Eelnevalt viidatud väljakutsete analüüsimiseks kasutati statistilisi andmeid ning uuringute tulemusi. Autor on käesolevas magistritöös kasutanud segameetodi lähenemist ehk omavahel on ühendatud kvantitatiivne analüüs ning ametlikud allikad Statistikaametist (kuni 2024. aasta jaanuari andmetega) ja Eesti Töötukassast (hõlmab ajavahemikku 2022. aasta märtsist 2024. aasta veebruarini) ning kvalitatiivseid arusaamu uuringust, mille viisid läbi Ukraina kodanikud 2024. aasta märtsis. Käesolev uuring viitas töömaastikule, mida iseloomustasid nii võimalused kui ka takistused. Tulemused näitavad, et Ukraina sõjapõgenikud, olles aktiivsed Eesti tööturul, seisavad sageli silmitsi nii palgaerinevuste ja sektorite ebakõladega kui ka ühiskondlike barjääridega nagu keel ja diskrimineerimine rahvuse alusel.

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20/05/2024