

REPORT FROM INDIVIDUAL IN-DEPTH INTERVIEWS CARRIED OUT AS PART OF THE PROJECT: “THE FATE OF YOUNG UKRAINIANS ON THE LABOR MARKET IN CENTRAL EUROPE”

*Report from the research module carried out in
Hungary*

Authors:

Dr. Damian Liszka, Institute of Sociology, University of the National Education Commission, Krakow, Hungary, e-mail: damian.liszka@up.krakow.pl; ORCID: 0000-0002-2192-1672

Dr. Paweł Walawender, Institute of Sociology, University of the National Education Commission, Krakow, Hungary, e-mail: pawel.walawender@up.krakow.pl, ORCID: 0000-0003-4573-5759

English corrector and proofreader:
Dr. Mirosław Liszka, ORCID: 0000-0002-3310-1815

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Abstract:

This report presents the results of qualitative research conducted among war refugees as part of the project "THE FATE OF YOUNG UKRAINIANS ON THE LABOR MARKET IN CENTRAL EUROPE" (financed by the National Agency for Academic Exchange: NAWA). The study was conducted in the form of interviews using the Individual In-depth Interview (IDI) method. IDI consists of a casual conversation with the respondent conducted by a qualified researcher based on a previously prepared interview scenario. The sample was selected according to a "random-route" scheme. The research was conducted for knowledge enrichment, to better understand the main problems that refugees face in their host countries, and to allow for a better interpretation of the results obtained in the quantitative survey. The interviews were carried out in April-May 2023 among 6 people aged 18-34 who crossed the Hungarian-Ukrainian border after Russia's invasion of Ukraine (after the date: February 24, 2022).

This report refers to the results of the qualitative study and aims to present the opinions of respondents who were in the "NEET" (not in employment, education or training) status for at least 3 months in Hungary, as well as in Ukraine before crossing the European Union border, regarding their living, housing, material, and family situation as well as work patterns, attitudes toward education, lifestyle and future plans.

Keywords: war refugee, migrations, labor market, NEET, youth, education and training.

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1. Introduction

The presented document was developed as part of the project: "THE FATE OF YOUNG UKRAINIANS ON THE LABOR MARKET IN CENTRAL EUROPE" (financed by the National Agency for Academic Exchange: NAWA).

The aim of the project was to try to answer the question about the fate of Ukrainians who reached Central Europe after the day of the Russian Federation's attack on Ukraine in 2022.

The armed conflict caused the migration of Ukrainians, e.g. to Central Europe (by May 2022, Poland, where over 3.6 million citizens of Ukraine arrived, and Hungary, with over 671,000, are among the top three European Union countries that have welcomed Ukrainians). The project was interdisciplinary and aimed at examining the mental condition of young Ukrainians who live in Central Europe, their plans for further migration or return to their homeland, and the degree of the risk of social exclusion.

Particular attention was paid to the study of the fate of young immigrants in the host countries. The issues of activation in the labor market or education, taking into account, among others, variables such as the education and the social status of respondents were investigated.

The project was carried out by a transnational and interdisciplinary Research Team composed of:

In Poland (University of the National Education Commission, Krakow):

- Dr. Paweł Walawender, Head of the Research Team
- Dr. Damian Liszka, Deputy Head of the Research Team
- Dr. Aldona Guzik, author of desk research report
- Dr. Mateusz Szast, author of desk research report

In Hungary (University of Debrecen, Debrecen):

- Prof. Molnárné Kovács Judit, Head of the Hungarian Team, Contractor Researcher
- Dr. Csukonyi Csilla, Contractor Researcher
- Dr. Karolina Eszter Kovács, Contractor Researcher
- BA Szandra Roman, 12 IDIs' interviewer

The presented document is one of many that have been created, as part of the project, so far. In addition to this report, partial and comparative reports on quantitative research were prepared on refugees arriving in Poland and Hungary, two desk research reports, one per each country, and one report from IDIs conducted with refugees residing in Polish cities¹.

This report refers to the results of the qualitative study and aims to present opinions of respondents in the "NEET" (not in employment, education or training) status residing in Hungary regarding their living, material, and family situation as well as work patterns, attitudes toward education, lifestyle and future plans.

¹ All the project products are available at the project's web-site: <https://fate.uken.krakow.pl/to-download/>

The report has the following structure. The first chapter is a short introduction to the project, the research goals and the methodology and characteristics of the interviewed sample.

The second chapter presents the motives for choosing the host country and the housing situations of the respondents living in Hungary.

Chapter three refers to the material and housing situations of the interviewees.

Chapter four presents the family situations of the respondents, and the particular needs of support in the context of their situations.

The next chapter focuses on the professional mobility of the refugees.

Chapter six deals with the refugees' expectations, perceptions, and needs associated with their work-related situations.

The following chapter focuses on the expectations, perceptions, and needs associated with the refugees' own education-related situations.

The eighth chapter presents the lifestyles and future plans of the respondents.

The research report ends with a summary and conclusions from the research.

1.1 Purpose of the research

The research was conducted for knowledge enrichment and to understand the main problems that refugees aged 18-34 in the so called "NEET" status face in the host countries. Another goal of the research was to allow for a better interpretation of the results obtained in the quantitative survey which was carried out as part of the project in November-December 2022. The research focused on a number of specific issues in order to provide answers to the following questions:

- What oblast had the respondents lived in Ukraine before first crossing the Hungarian border and what region do they live in Hungary? What was the size of the settlement in Ukraine and what is it in Hungary?
- Why have the respondents decided to stay in Hungary? Why did they choose this country and not any other?
- What are their housing situations? Where do they currently live?
- What are the respondents' marital statuses?
- Do they live with any dependents in Hungary? If yes, what type of dependents? Do the dependents require constant assistance that can be provided by external persons or institutions?
- Is taking care of dependents and housework discouraging respondents from taking part in professional activities?
- Do the respondents live with any family members, relatives, or friends?
- What is the respondents' main source of income while staying in Hungary?
- Have the respondents been looking for jobs while staying in Hungary? If yes, where, how, and how often? If no, why not and what are the main obstacles?
- Are there any incentives a potential Hungarian employer can offer to encourage the respondents to work?
- What is the respondents' opinion on working informally, without an employment or work contract, health insurance, and social benefits?

- Are the respondents satisfied with their levels of education in the context of staying in Hungary, and what are the reasons behind being satisfied or dissatisfied?
- What are the respondents' Hungarian language skills? Do they plan to improve their language skills while staying in Hungary?
- What are the reasons for not participating in any educational activities?
- Are there any incentives to encourage the respondents to participate in educational activities?
- How are the lifestyles of the respondents during their stay in Hungary? How do they spend an average day? Do they spend time with their friends and if so, are they Hungarians or Ukrainians?
- Are the respondents going to stay in Hungary after the war is over?

1.2 Methodology

The research was carried out using the Individual In-depth Interview (IDI) technique. An IDI is one of the most common qualitative techniques. It involves a conversation between two persons that is conducted on the basis of a specially constructed script which indicates the most important topics to be discussed during the conversation. The script and instructions for the interviewer were prepared and presented at the Krakow seminar, as part of the project, by Dr. Liszka in February 2023. The script consisted of the following main parts: Information about the project and inclusion criteria, body parts (Part 1. Living and material situation, Part 2. Family situation, Part 3. Work Patterns, Part 4. Attitudes toward Education, Part 5. Lifestyle and plans), ending.

This type of interview allows to expand the knowledge in a given area. Obligatory parts of the interview were (chronological order): 1) Information about the project; 2) Inclusion criteria verification; 3) Gaining consents from the respondent; 4) Interview based on the body part of the interview script.

During the interviews, a Ukrainian interviewer selected the respondents in accordance with the sample instructions and then asked questions from the constructed script. The respondent was supposed to provide honest, short, but possibly exhaustive answers. All the answers were confidential and no personal data was collected, except for the first name, gender, and the city of stay of the respondent in Hungary. Nobody except the project team had access to the personal data.

The sample was selected according to a scheme known as "random-route" in accordance with the principles of the sampling adopted in the qualitative research methodology.

1.3 Characteristics of the sample

The main inclusion criteria for the interviewees were:

- Being a refugee of the 2022 Ukrainian war – the respondent must have a Ukrainian citizenship and must have entered Hungary for the first time not earlier than on February 24, 2022
- Having a “NEET” status in Hungary – the respondent must reside in Hungary and had not worked nor participated in an educational or training activity in Hungary for at least 3 full calendar months, and does not intend to do so in the nearest future
- Having a “NEET” status in Ukraine – the respondent must have not worked, nor participated in an educational or training activity in Ukraine before first crossing the border of Hungary
- Being a “Young” person – the respondent must have been in the age range of 18-34 at the time of the interview

The interviews were carried out in April-May 2023 among 6 Ukrainian citizens (5 women and one man) aged 18-34. It should be noted that at the time of our study the data on the refugee population in Hungary were incomplete. We were obliged to rely on statistics of some main research centers. Our research focused on adult refugees and excluded minors. The share of women in the refugee population differs substantially between European countries. The share of women among adult refugees was 70% on average at the beginning of 2023. The share was even higher in some countries like Poland where it was estimated to be 84% (OECD Data 2023). The share of women refugees in the general refugee population, as well as in the 18-34 age group, was not known in Hungary due to data availability limitations in the first half of 2023. Although “martial law” was in effect in Ukraine at the time of the study, there were many exceptions under which adult men could leave Ukraine (please see: VisitUkraine.today 2022). Therefore, we ensured the inclusion of at least one man in the sample. We focused on respondents residing mainly in central, large, and medium size cities. The respondents were living in the following Hungarian cities: Budapest (3 respondents), Debrecen (2 respondents), and Jászberény (1 respondent). Before the migration, the respondents lived in the following cities in Ukraine: Lutsk (small town², Donetsk Odblast), Mukachevo (medium size city³, Zakarpattia Odblast) – 2 respondents, Sievierodonetsk (large city⁴, Luhansk Odblast), Sumy (large city⁴, Sumy Odblast), Kharkiv (Kharkiv Oblast).

² up to 20,000 inhabitants

³ 20,000 to 99,000 inhabitants

⁴ 100,000 to 500,000 inhabitants

2. Motives for choosing the destination country

MOD: What were the main reasons for the decision to stay in Hungary? Why did you choose this particular country and not some other?⁵

There are large differences in the population structure of the refugees arriving in Western countries in 2015–2016 compared to the refugees arriving from Ukraine after the 24th of February, 2022. Kosyakova and Kogan (2022) asked an open empirical question as to whether the integration patterns of refugees arriving in 2015–2016 will be comparable to the patterns of Ukrainian refugees in 2022. Even within the post-2022 Ukrainian refugee population, it should be noted that those who crossed the border immediately after the 24th of February, 2022 may differ from those who migrated at some later time. The latter could have some more time to prepare for the migration and could be closer in behavior to economic migrants. Similarly for the Ukrainians from West Ukraine—the region that was much less affected by the war than East Ukraine.

The main reason given by our respondents for choosing the destination country was that they already have social networks (family or friends) in Hungary (4 responses):

R01HU: ... my husband had acquaintances here.

R03HU: Because my man knows how to speak Hungarian and actually he has a job here and that's why we decided to come to Hungary.

R04HU: I chose Hungary because I have friends who have already worked there...

R06HU: To be honest, at that time my mother first went there with her children and in principle, when she found shelter and so on, she offered for me to come too...

Hungary being perceived as a safe shelter for the refugees and their families was indicated by three of our respondents:

R01HU: We chose Hungary because it is safe here ...

R04HU: ...so I feel safe here, calm, quiet and my parents also came here, that's why I chose Hungary.

⁵ The report contains the actual wording of the script questions

R06HU: ...because it is safer here, because going anywhere when you don't know anything is very difficult, especially if I am there alone with a small child.

Another indicated reason was that Hungary is Ukraine's closest neighbor (2 out of 6 respondents indicated it):

R04HU: I chose Hungary because (...) it is not so far from Ukraine. You know, I wanted to go somewhere, but I didn't want to go far.

R05HU: Hungary is the closest to Ukraine, very close to home, and you can return home soon.

The response of one interviewee pointed out the Hungarian allowances for Ukrainian refugees (concerning accommodation, foot, travel, and aids) as the reason:

R02HU: Because refugees from Ukraine in Hungary have affordable accommodation, affordable food prices, humanitarian aid and free travel.

3. Housing and material situation

3.1 Housing situation (type of accommodation, roommates)

MOD: What is your current housing situation? Where do you live now?

Finding suitable housing is perceived as one of the major problems faced by refugees (Jolly et al. 2016). One of our respondents claimed to live in a hostel. The other five of respondents stated that they rented apartments in the Hungarian cities that they lived in, as the following statements indicate:

R01HU: We currently live in a rented apartment.

R02HU: I live in an apartment that I rent.

R04HU: I live in an apartment, a small apartment.

R05HU: I am currently renting an apartment.

R06HU: I rented an apartment, that is, I have a place to live, so my housing situation is good.

MOD: Apart from family members or dependents, do other people live with you in Hungary, such as friends or colleagues?

Since all of our respondents rented apartments or live in a paid hostel, we were curious whether they lived by themselves / with their families, or also with roommates. All of the respondents rented their places only for themselves. Interestingly, respondents pointed out that they didn't even live with their parents who are also in Hungary, and instead lived alone or with spouses and children (if the respondents had any). Here are their responses:

R01HU: No, I live with my husband. My husband is currently not working in his profession, he works in a company that processes technological waste, such as batteries, etc.

R02HU: No, I don't, I live alone.

R03HU: No, I don't live with any, only with my family, I live with my husband and two children.

R04HU: No, I live alone as my parents live separately.

R05HU: No, I live alone.

R06HU: No, just me and my son. (...) My mother is in Hungary, but she lives separately, she rented her apartment, so we live separately. Of course we go to visit and so on.

3.2 Material situation in the host country (main source of income)

MOD: First, please tell me what is your main source of income during your stay in Hungary?

Per the inclusion criteria, all of our respondents indicated being in the “NEET” status in Hungary – the respondent must have lived in Hungary and not worked nor participated in any education or training in Hungary for at least 3 full calendar months. We asked the interviewees what was their main source of income during their stay in Hungary since all of them rented apartments or a hostel in Hungarian cities: Budapest (3 respondents), Debrecen (2 respondents), and Jászberény (1 respondent), where the rental prices are high.

Five of our respondents indicated that their main source of income were various social security payments provided by programs supporting refugees. Malta Service was also mentioned for providing food and aid. Below are the respondents' statements:

R01HU: ...the Malta Service also helps.

R02HU: There is social assistance for the unemployed from the employment center.

R03HU: This is a temporary protection payment.

R04HU: This is social assistance, we are also helped by the Maltese service, providing various products, foodstuffs, various things.

R06HU: Of course, these are payments as refugees, because I say that I do not have a job yet, so these payments are our main income now.

Two of our respondents mentioned relying on support of their closest family members (spouse, parents):

R01HU: The main source of income is that the husband works...

R05HU: My parents help me. / MOD: Is this your main source of income? / R05HU: Yes.

4. Family situation, needs related to the family situation

4.1 Marital status

MOD: Tell me, please, what is your marital status?

Our first question concerning the family situation of the respondents was about the marital status. The group consisted of: a single man, two single women, and three married women.

4.2 Family status (dependents, number of dependents, children's age)

MOD: At the moment, do you live in Hungary with a person or people as dependents whom you take care of? Dependents can be children, the elderly, people with disabilities or the chronically ill. Are there people you provide care for?

MOD: If yes, please answer, are there dependent children, the elderly, the disabled, or the chronically ill? If so, how many are there?

The single man and the two the single women lived in Hungary without any dependents:

R02HU: No, I don't, I live alone.

R04HU: Nope.

R05HU: No, I live alone.

One married woman replied she lived alone with her husband with no dependents. The two other married female respondents indicated that they lived with dependents that are a child or children, and none of them lived with the elderly, the disabled, or the chronically ill. As research results indicate, having family responsibilities may affect the integration of refugee women, it may lead to a worsening position in the European labor market and it may lead to inequalities which may intensify over time (Cheung and Phillimore 2017; Salikutluk and Menke 2021).

Among the married female respondents with dependents that we interviewed, one lived with one child, and the other with two.

4.3 Needs for medical, physiotherapeutic and psychological assistance for the dependents

MOD: If you have dependents, does the person or people need ongoing care that can be provided by outside persons or institutions (e.g. doctor, nurse, rehabilitator, psychologist, etc.)? Have you sought help from external persons or institutions in Hungary?

The two respondents living with dependents were asked whether they required constant help that could be provided by external people or institutions (e.g. medical care, nurses, rehabilitators, psychologists, others).

Both married mothers with a child or children answered that they sometimes need help from a doctor (pediatrician) when a child is sick, and that they haven't applied for any governmental or NGO support:

R03HU: We did not apply, but we need the help of a doctor for children.

R06HU: On a permanent basis, no, when a child is usually sick, you have to go to a pediatrician and have him take a look, and on a permanent basis, he does not need any in principle, if you mean whether there are any diseases that require constant supervision or something like that, then there is no such thing.

5. Professional mobility

5.1 Readiness to take actions aimed at obtaining employment (active search for a job)

MOD: Tell me, please, did you look for a job while in Hungary?

Brell et al. (2020) provided an overview of the integration of refugees into the labor markets in a number of high-income countries, including European countries (Denmark, Finland, Germany, Norway, Sweden, and the United Kingdom). They found that the employment rates of refugees are below 20 percent in the first two years after the migration (except for the United Kingdom, the United States, and Canada). The employment rates of refugees are below those of other migrants, especially in the first years of stay in the host country (Dustmann et al. 2017), and increase in the subsequent years (Brell et al. 2020). These findings are in line with the results of other studies. Fasani et al. (2022) analyzed the labor market performance over time of refugees and other types of migrants across 20 European countries. They found that refugees are 11.6% less likely to have a job and 22% more likely to be unemployed than other migrants, and also have a lower income, occupational quality, and labor market participation.

The interview data indicate that only half of our respondents declared interest in being active on the labor market and having looked for a job since first arriving in Hungary:

R02HU: Yes, I was looking.

R03HU: Yes, I was looking.

R04HU: Yes.

The other three respondents haven't taken any actions towards finding a job in Hungary:

R01HU: No, not at the moment.

R05HU: Nope.

R06HU: Not yet.

MOD: If not, tell me more: - Why didn't you look for a job? - Was it your personal choice, were there any obstacles? If so, please tell us about the obstacles?

The above mentioned respondents declared that it was their personal decision. Various reasons were indicated for not partaking in an active job search in Hungary including: a poor mental health condition and the need for constant help of specialists

(married woman without any children), receiving support from parents and a lack of knowledge of the Hungarian language (single woman without any children), lack of time for a job search since arriving in Hungary and lack of knowledge of the Hungarian language (married woman with a child). Below are their statements:

R01HU: Now I can't work, I don't even want to anymore, because I go to a psychologist, a psychiatrist, and need to get my mental state in order. And it was my personal choice.

R05HU: No need, because my parents help me, plus I don't know Hungarian. (...) It was my personal choice.

R06HU: Not yet, because I've been in Hungary for about three months (...), so I haven't had time yet, because they were dealing with documents, registrations, and so on, and there wasn't even time to look for a job yet. (...) I understand that you need to learn the language in order to find a more decent job, so we planned to learn the language and then look for a job.

5.2 Job search channels

MOD: If yes, tell me more: - Where and how? [Instructions for MOD – ask if the respondent looked for work in traditional media such as television, radio or newspapers, or the Internet, or asked about job offers from family or friends, or used professional organizations that help refugees find work in Hungary]

Our three respondents tried to find a job through many ways. All of them used the Internet, as indicated in the below responses:

R02HU: I looked for a job online...

R03HU: Yes, of course I searched, it's just hard to find because of the children, the children go to school, because of that it is not possible to go to work, but I searched on the Internet...

R04HU: Yes, I searched on the Internet...

Despite using resources and services on the Internet, the respondents also searched through other channels. One of them tried to find a job through employment agencies:

R02HU: I (...) applied to special organizations such as MENEDEK, but they offered me a job at IKEA, which was not suitable for me because they required knowledge of the Hungarian language.

The other respondent indicated contacting employers directly:

R03HU: I (...) contacted various organizations, factories, hotels. There is a lot of work, but there is no way to leave the children with anyone.

Social networks play a very important role in various areas of refugees' lives (Simich et al. 2005) and when seeking employment. Possessing particular social networks (for example, contacts with ethnic (Lamba 2003) or religious and co-national groups) helps with housing and access to work (Cheung and Phillimore 2014), especially if the networks are mobilized for the job search (Görxhani and Kosyakova 2020). Only one of our respondents tried to find a job through social networks (friends):

R04HU: Yes, I (...) asked friends, but you know it's hard in factories, you have to work 12 hours a day everywhere.

5.3 Readiness to make “sacrifices” to find a job

Based on the literature and existing research results, it was assumed that the professional and educational mobility of refugees can be understood as the ability to adapt to the requirements of the labor market through the readiness to make specific "sacrifices". In the interviews, respondents were asked what inconveniences they were willing to accept and to what extent.

The first question was about the average number of days a week they looked for a job.

MOD: On average, how many days a week did you look for work?

Two interviewees searched for a job every day of the week. Their statements are below:

R03HU: I am looking for a job every day.

R04HU: I've been looking for more than 4 months, 5 days a week, that's what I wanted.

The other respondent indicated 3-4 days a week.

Next, we asked if the respondents tried to find a job that matched their skills and if not, why? If yes, we were curious if they found such job in Hungary.

MOD: Are you looking for jobs that match your skills? If yes, did you find it? If not, why?

Previous studies showed that refugees often face: a loss in the occupational status compared to the situation before the migration (Chiswick et al. 2005; Tsolak and Bürmann 2023); occupy jobs with a significantly lower level of wages (Brell et al. 2020); and undertake part-time or temporary jobs (Bakker et al. 2017; Jackson and Bauder 2014)

requiring low skills (Kanas and Steinmetz 2021) for which they are overqualified (Akresh 2006; Lamba 2003).

One of our respondents tried to find a job that matched her skills (qualified warehouse or factory worker). Although she found such job in Hungary, she quit after finding it too physically demanding:

R02HU: Yes, I am looking according to my competencies, such as warehouse or factory work. / MOD: - If so, did you find it? If not, why? /

R02HU: Yes, I found it, but I worked for 2 weeks and decided that it is physically very difficult, so this job is not suitable for me.

Two other respondents (a single woman and a married woman with children) tried to find any job, not necessarily in line with their skills or competences, but one that would fit into their expected time schedule, as indicated in the below responses:

R03HU: I'm looking for a job specifically that fits my schedule, so that I can send my children to school in the morning, and so that I can return when the children return from school, so that they don't spend a lot of time alone at home after school.

R04HU: Not really, it's important for me that the time suits me, the main thing is that I have to work 8 hours a day, because 12 is hard and that the weekend is free, but so far I haven't found a job.

None of the above respondents found such a job in Hungary.

6. Expectations, perception, and needs associated with the one's own work-related situation

6.1 Acceptance of working illegally

MOD: How do you feel about informal work ("in the gray zone"), that is, work without an employment contract, without health insurance and social benefits?

The particular situation, and the obstacles, that the refugees face makes them vulnerable to a more disadvantaged situation than economic migrants in European countries (Brücker 2022; Bevelander et al. 2019; Fasani et al. 2022). This may lead to lower future job expectations (Akkaymak 2017). One of the submissive behaviors on the labor market is working without an employment contract, without health insurance and social benefits. In Hungary, such employment is referred to as being "in the grey zone". One of the respondents presented a neutral attitude toward illegal employment:

R03HU: To be honest, I don't care, I'm neither positive nor negative, work is work, the main thing is to earn.

The other five respondents presented negative attitudes toward such form of employment. Below are their responses:

R01HU: Very bad attitude...

R02HU: I am negative...

R04HU: I am negative...

R05HU: I have a bad attitude, I do not support it.

R06HU: Not good to be honest, I'd say I'm negative about it.

Four out of the above 5 interviewees explained that their negative attitudes toward working „in the grey zone” stemmed from the lack of health insurance that is important in Hungary, as well as other health-related benefits at work:

R01HU: ... insurance is very important.

R02HU: I am negative because I want to work officially with insurance, with all the conditions provided for my work, whether it is work clothes or something else, everything is necessary, it is important for health.

R04HU: ...because without health insurance it is dangerous to work, treatment in Hungary is very expensive, so negative.

R06HU: Because as you yourself say, there is no, for example, health insurance...

One of the respondents condemned this type of work due to its illegal character:

R05HU: I do not support this type of activity, that is, everything should be official.

One of the respondents explained that such a form of employment may lead to instability and different forms of exploitation of the disadvantaged refugee by the employer (such as dismissal from work overnight, without prior notice). Below is the statement highlighting this issue:

R06HU: Because as you yourself say, there is no, for example, health insurance, informal work means that today you work, and tomorrow you do not have a job, it is some kind of unstable income, it is instability, I would like a stable and official job with how you will know that today and tomorrow you will have a job, that you will have a stable salary, that your employer will not tell you that today you no longer have a job and we no longer need your work. I want a stable, normal job, because informal work is unstable, which is why I have such a negative attitude towards it.

6.2 Impact of having dependents on the professional career

MOD: If you have dependents, do you find that taking care of them and doing housework hampers your professional activities?

In a study among a nationally representative sample of 2958 U.S. wage and salaried workers, Galinsky et al. (1996) concluded that parent and non-parent employees, although quite similar in many respects, differed in values they placed on benefits and policies, the sacrifices made in their personal lives for their jobs, and in the time available for completing household and childcare responsibilities. Job demands also foster work-family conflict between the working parents (Bakker et al. 2008). The ability to manage work and family roles is affected negatively by heavy job demands, low wages, and extended parental or family responsibilities (Annor 2013). The findings of other studies (Chapple 2001; Preston et al. 1993) confirmed that women with children are likely to seek a workplace close to home and reduce commuting times. The last question we asked our two respondents living with dependents concerned their opinion on whether or not taking care of the dependent persons and doing housework affects their professional activities.

Both of the respondents living with a child or children indicated such a relationship. Below are the sample replies:

R03HU: Yes, of course.

R06HU: Yes ...

The married woman with a child indicated that, in her opinion, taking care of small children affects the professional development of the respondent:

R06HU: Yes, there is such a thing as taking care of the child, because he does not go to kindergarten, so yes, I think it slows down my, so to speak, some kind of development, I think so. I think a child takes a lot of time, to play with him, to walk and to feed him, and all this takes a lot of time.

It should be noted that the previously stated responses of both the respondents with dependents indicate that taking care of their children affects their professional situations while living in Hungary.

6.3 Employer incentives that can help respondents find employment in the host country

MOD: Are there any incentives that a potential Hungarian employer can offer to encourage you to work?

The respondents were asked to indicate what incentives from employers could help them to find employment in Hungary. The responses differed, indicating that employers may provide many possible incentives. Two of the respondents (a married woman without dependents and a single woman without children) indicated there are no such incentives:

R01HU: Unfortunately not at the moment.

R05HU: Nope. / MOD: Can you say why not, expand a little more? /

R05HU: I personally don't need it because I plan to go home.

Two of the respondents (a mother of two children and a single woman without dependents) indicated that flexible working hours that fit their personal preferences or family responsibilities are the most desired incentive. Sample statements indicating the expectations are below:

R03HU: I need a schedule that fits in that I can take the kids to school in the morning and be free after school to pick up the kids from school.

R04HU: Yes, of course, I think that I already told you that 8 hours of work, a free day off, would suit me, for example, I would like to work as a salesperson in some store, in a clothing store, etc.

One respondent indicated career growth opportunities and language courses offered by the employer.

R06HU: For there to be some career growth, for it not to be a simple job like this, to constantly do the same work and not develop, and to sit absolutely in one place, I didn't really want that, if there is career growth and an opportunity to learn the language well, maybe some courses.

One of the single women without children mentioned wishing for an employer who wants to hire an Ukrainian-Russian translator. Nonetheless, it cannot be considered as an employer incentive, rather a job offer.

R02HU: I think it would be an incentive if they offered the position of translator, I could work as a translator from Ukrainian to Russian and from Russian to Ukrainian.

7. Expectations, perception, and needs associated with one's own education-related situation

7.1 Self-evaluation on the level of education in the context of the stay in Hungary

MOD: Are you satisfied with your level of education in the context of your stay in Hungary?
MOD: If yes, please tell me why? / MOD: If not, please tell me why?

Education is one of the basic variables that differentiates one's position on the labor market. We asked the respondents whether or not they are satisfied with their levels of education in the context of their stay in the destination country.

Only half (3) of our respondents were satisfied with their level of education. Two of them stated that their levels of higher education obtained in Ukraine before the migration were appropriate. They did not, however, specify how the education could be helpful while staying in Hungary, as outlined in the statements:

R02HU: Because I received a full secondary higher education in Ukraine, which I am satisfied with.

R04HU: I only finished high school, but for now I have peace, I'm safe, my parents are with me, so that's important and the main thing for me right now.

One of the respondents was undecided while answering the question. As a philologist of the Modern Greek language, she was satisfied with the level of education she obtained in Ukraine. Nonetheless, she stated that having such qualifications makes it difficult to find a job in Hungary and it will probably be necessary to retrain professionally, for example by taking additional courses or trainings. Below is her response:

R06HU: I am a philologist of the Modern Greek language by education and, most likely, my specialty is not very relevant for Hungary, so I don't even know how to answer. / MOD: Are you satisfied with your education in the context of your stay in Hungary? / R06HU: In principle, yes, I am satisfied with my education, but in the context of whether my higher education will be needed in Hungary, I doubt it very much, because it is a narrow specialization, so I think that if I have to look for a job, then maybe I need some courses, that is, for some reason it will be necessary to study again, for some reason I suspect that it will be so.

Finally, half of the respondents were dissatisfied with the level of education they obtained in Ukraine in the context of staying in Hungary. The reasons behind such an attitude were: a lack of knowledge of the Hungarian language (2 responses), having a degree in a profession (an accountant) in which finding a job is very difficult either in Ukraine or in Hungary (1 response), a lack of professional experience when obtaining the education in Ukraine (1 response).

7.2 Self-evaluation of Hungarian language skills and plans to improve them

MOD: What is your knowledge of the Hungarian language? Do you plan to improve your Hungarian language skills in Hungary?

While knowing English may help Ukrainians with communicating in particular situations while staying in Hungary, Hungarian is the official language. In many cases, a rapid, unprepared migration results in refugees arriving in the host countries with inadequate or completely lacking skills in the local language (van Tubergen and Kalmijn 2009; Kristen and Seuring 2021). Moreover, it is harder for refugees traveling with small children to invest additional time to improve their language skills in the host country, or partake in schooling or training that can help them in the labor market of the new country (Bernhard and Bernhard 2021). Therefore, we were curious how the respondents evaluated their knowledge of the Hungarian language and if they plan improve their Hungarian language skills while staying in Hungary.

Three of the respondents answered that they didn't know the Hungarian language:

R01HU: Because I don't know Hungarian... / MOD: What is your knowledge of the Hungarian language? / R01HU: At the level of hello, bye, sorry.

R05HU: ... I don't know Hungarian / MOD: What is your knowledge of the Hungarian language? / R05HU: Minimal.

R06HU: My knowledge is minimal.

We haven't asked the respondents to evaluate their Hungarian language proficiency using the Common European Framework of Reference for Languages (CEFR) reference levels directly, but the analyses of the responses allows us to use the guideline by categorizing the statements.

One of the respondents mentioned her Hungarian language proficiency being at the A1 level. Two other respondents claimed that their Hungarian language proficiency level was "very low" and "entry level" which we may classify as level A ("Basic user"), rather at A1 than A2 based on analyses of the following responses:

R02HU: My knowledge of the Hungarian language is A1, it is basic knowledge...

R03HU: Very low, 10 percent...

R04HU: Very entry level.

One of the interviewees did not plan to improve her Hungarian language proficiency since she was going to return to Ukraine. All the other 5 respondents planned to improve their Hungarian language skills while staying in the Hungary. Below are their responses:

R01HU: Yes.

R02HU: ... I would like to improve it in Hungary.

R03HU: ...plan to improve.

R04HU: Yes, of course...

R06HU: ...I plan to take Hungarian language courses.

The respondents provided reasons as to why they plan to improve their Hungarian language skills. Most of them intend to do so due to: more easily communicate in everyday situations (4 responses), strengthen their position in the labor market (2 responses), and to improve their social relationships (2 responses). One of the respondents also stated that it will help her to improve her standard of living. Their sample responses are below:

R01HU: Because it is a beautiful country, the language is one of the most difficult, and knowing it is very promising.

R02HU: Because when I need help, for example, I can turn to anyone, but in general, I would like to talk freely with people without the help of an interpreter.

R03HU: Because we plan to stay here and language is the most important thing for me.

R04HU: Yes, of course, I want it to be easier to communicate with Hungarian people, also thanks to this, the standard of living can improve, I think the work that the employer can provide will be better paid, of course I want to.

R06HU: Because, for example, I see that not everyone understands English, or understands it, but does not want to speak English, this is my observation, but Hungarian is still the state language, and I have already

understood that in order to find a decent job, you have to knowledge of the language, not even English, but Hungarian.

7.3 Reasons for not engaging in education or training activities in the nearest future

MOD: Since you're not going to participate in any educational activity, what is the reason? Was it your personal choice, or were there any obstacles? If so, please tell me about the obstacles?

None of our respondents were interested in engaging in any educational or training activities in the nearest future while staying in Hungary. We asked for the reasons for such an attitude.

Five of the respondents stated that it was a personal choice for them and one stated she did not feel any need for engaging in any educational or training activity due to plans to return to Ukraine. Below are their sample responses:

R01HU: Of course this is my personal choice.

R02HU: It was my personal choice.

R03HU: Yes, it was my choice...

R04HU: This is my personal choice.

R05HU: I don't need it. / MOD: Was it your personal choice, were there any obstacles? If so, please tell us about the obstacles? / R05HU: This is my personal choice.

One respondent found herself unable to answer the question for the reasons for not engaging in educational activities. Another stated health reasons were preventing her due to her being under the care of a psychologist and a psychiatrist. Two of the respondents declared that the main reason for the decision is a lack of free time, one of which mentioned that it was due to childcare responsibilities. Below are their statements:

R02HU: ... also studying takes a lot of time...

R06HU: I am not going to, because I have a small child and studies will take a lot of time, and whether I will be able to combine studies, work, and childcare is a difficult question, and if I have a higher education, then most likely not, I do not plan to.

One of our respondents expressed disappointment with her previous educational experiences and gave up on any future endeavors, and one respondent did not find any interesting studies:

R02HU: Because I didn't find an interesting major that I was very interested in (...), so I decided that a job would be the best option for me.

R03HU: Because I was disappointed in my education, there is no point, since I won't be able to work in my profession anyway.

7.4 Incentives that can help respondents to become involved in an educational activity in the host country

MOD: Are there incentives that would encourage you to participate in educational activities?

MOD: If yes, please tell me what are the incentives?

We asked if they are any incentives that can encourage our respondents to engage in any educational or training activities since none of our respondents were interested in engaging in such activities in the nearest future while staying in Hungary.

Five of the respondents replied that there are no such incentives. Below are their responses:

R01HU: Unfortunately, not yet.

R02HU: I think not, because now the scholarships are not very big, and the conditions for entering the university are also difficult.

R03HU: No, I don't think so, I can't remember anything that would be an incentive for education.

R04HU: Currently, I think there is no such incentive, except perhaps sufficient financial support, somehow.

R05HU: No, there isn't.

One other respondent mentioned the possibility of offering studies in a European university:

R06HU: The incentive is that if you have a higher education and a diploma from a European university, you will be able to find a better job, this is an incentive.

8. Lifestyle and plans

8.1 Spending a typical day and free time in Hungary

MOD: How do you spend your free time? How is your typical day?

We were curious how our respondents spend an average day or their free time since they were not involved in any educational or employment activities.

The single respondents stated that they spend a typical day on partaking in relaxing activities (going to events, doing sports, meeting with friends or family members, watching TV):

R02HU: I meet with friends, go to yoga, and also attend events organized by charitable organizations for Ukrainians, such as the Reformed Church.

R04HU: My day passes normally, I cook, clean the apartment, do housework there, meet with my parents, take care of myself, do sports as well.

R05HU: I get up in the morning, have breakfast, go for a walk in Budapest, go to the river, call my friends who live in Ukraine, watch the news, what's happening in Ukraine, and that's it, that's how my weekdays go.

Respondents that were wives and mothers stated that they spend an average day taking care of their family and doing house work. During some free time they partake in relaxing activities (having a walk, meeting with friends, doing sports, going to the movies, events). Below are the sample responses:

R01HU: My typical day: we wake up, make breakfast, my husband goes to work, I prepare lunch, go to the store or go for a walk, then I clean the house, cook dinner, have dinner with my husband, and go either for a walk or immediately go to bed.

R03HU: I go to the park every day for a walk, we go to the cinema with my children, we also learn Hungarian, we watch films in Hungarian, we go to events organized for Ukrainians and so on.

R06HU: We walk with my son, we read with him, we go somewhere, in principle, now my whole life is taking care of the child, his studies, and household chores, if I don't have household chores, then we learn educational games, or we go to the park, walk.

8.2 Social relationships

MOD: Do you spend a lot of time with friends?

When leaving their home country, Ukrainian refugees lost their existing social ties (Tsolak and Bürmann 2023). We were curious if they still maintain relationships with their friends. Half of our respondents declared that they have not spent a lot of time with their friends since they left Ukraine or moved to other European countries. Below are their statements:

R03HU: I can't say that I hang out a lot, because most of my friends stayed in Ukraine, and I don't have many friends here yet.

R05HU: No, absolutely not, because my friends are in Ukraine.

R06HU: No, unfortunately, it is not possible to meet my friends, because now all my friends have moved all over the European Union, that is, they are in different countries, so there is no opportunity to see each other, but we usually talk on the phone, see each other via video link.

One respondent declared not meeting friends very often, but she expressed willingness to maintain contact with them:

R04HU: No, not much, but we try to meet.

The remaining 2 respondents indicated that they spend a lot of time with their friends:

R01HU: Yes, we try.

R02HU: Yes, we spend a lot of time together and meet every weekend.

MOD: Are your friends mostly Ukrainians or Hungarians? If they are mainly Ukrainians, please explain why?

When asked whether the respondents' friends were mostly Ukrainians or Hungarians, 5 of them stated that they are Ukrainians. When asked the reason for such a choice, four of our respondents mentioned language-related barriers:

R02HU: I met them at events organized by charitable organizations, and we were able to become friends there. Since I don't speak Hungarian, it's hard for me to make Hungarian friends because we don't have a common language.

R04HU: Because we understand each other well with Ukrainians, and with Hungarians, since I don't know the language, it's somehow not possible to talk yet, I can't express myself in Hungarian when I want to say something, I can only communicate in Ukrainian and Russian at the moment.

R05HU: Because I don't know Hungarian.

R06HU: Ukrainians, it is difficult to communicate with Hungarians, because the language barrier gets in the way. Of course, you can communicate in English, but there are still difficulties, because English is not my native language and for a Hungarian, English is also not native language, so there are certain problems, this language barrier in communication, but if you wish, you can communicate in principle, if you do not know Hungarian, then in English (...). The answer is very simple, because it is easier to communicate, because language, if you want to share something or tell something, then of course it is easier to tell it in your own language, I would gladly communicate and be friends with someone from Hungary, but everything is connected in me with language

Another respondent pointed-out that Ukrainians live nearby:

R03HU: Because mostly they all live near us.

Only one of the respondents mentioning being fascinated by the Hungarian lifestyle and declared that most of her friends are Hungarian women:

R01HU: In Hungary, my friends are mostly Hungarian women, we communicate in English or through a translator. / MOD: If it is mostly Hungarians, please explain why? / R01HU: I am very impressed by their lifestyle, how they treat their children, how they divide their time, they

are not in a hurry, everything flows with them somehow and I really like it.

8.3 Plans regarding staying in Hungary

MOD: Do you intend to stay in Hungary after the end of the war?

MOD: If you are going to stay in Hungary after the war, please explain why?

Among our respondents, only two wanted to definitely stay in Hungary after the Russian-Ukrainian war is over. The reasons they mentioned were: a better standard of living, a feeling of safety, having a good job and higher earnings of the spouse, and sympathy toward Hungary. Their statements are below:

R01HU: I like this country, the standard of living is high, that is, I like their lifestyle again. You can feel safe here, for now I can only answer in this way, because this is the most important thing for me right now.

R03HU: Because we are used to it here, the children like it here, the school is better for them, the husband has a good job, his salary is good.

Two of the respondents declared willingness to stay in Hungary if two main conditions are met: finding a suitable job and managing to learn the Hungarian language. Below are their statements:

R04HU: After all, Ukraine is my country, my city is there, my house is there, but I can imagine life in Hungary, there are already many Ukrainians here, maybe if I find a job, I think so, if there is a reliable job, then I will stay in Hungary, then you just have to study the language very hard.

R06HU: It's a difficult question, I don't know, depending on how I will manage to learn the language and find a job, I have two factors: language and work, if I can find a job so that I can live decently, and rent an apartment and cover all my needs then it would be possible to stay, maybe not in this city, maybe in some other one, I mean that it would be possible to stay in the country.

The other two respondents declared that they are not going to stay in Hungary. Among the mentioned reasons were: the decision to go back to Ukraine (1 response), material ties in Ukraine (1 response) and social ties (family, friends) (1 response). Below are their sample responses:

R02HU: Ukraine is my native country, it is my home, my family and friends are there, so I would like to go back and find a job and live there with my family and friends.

R05HU: Because I'm going home.

Summary

The interviews were carried out in April-May, 2023 among 6 Ukrainian citizens (5 women and one man) aged 18-34 who crossed the Hungarian-Ukrainian border after Russia's invasion of Ukraine (February 24, 2022). The respondents were living in the following Hungarian cities: Budapest (3 respondents), Debrecen (2 respondents), and Jászberény (1 respondent). Before the migration, the respondents lived in the following cities in Ukraine: Lutsk (small town, Donetsk Odblast), Mukachevo (medium size city, Zakarpattia Odblast) – 2 respondents, Sievierodonetsk (large city, Luhansk Odblast), Sumy (large city, Sumy Odblast), Kharkiv (Kharkiv Oblast).

The main reason for choosing Hungary as the host country by our respondents was that they already have social networks (family or friends) in Hungary (4 responses). Hungary was perceived as a safe shelter for the refugees and their families which was indicated by three of our respondents. Other reasons indicated were: that Hungary is Ukraine's closest neighbor (2 out respondents), and the Hungarian allowances for Ukrainian refugees – concerning accommodation, foot, travel, and aids (1 response).

One of our respondents claimed to live in a hostel. The other five respondents answered that they rent apartments. All of the respondents rented their apartments only for themselves, without roommates. Interestingly, respondents pointed out that they don't even live with their parents who are also in Hungary, and only lived alone or with spouses and children (if the respondents have any).

Five of our respondents indicated that their main source of income were various social security payments provided by programs supporting refugees. Malta Service was also mentioned for providing food and aid. Two of our respondents mentioned relying on the support of their closest family members (spouse, parents).

The interviewed group consisted of: a single man, two single women, and three married women. The single man lived in Hungary without any dependents, and so did the two single women. One of the married women lived alone with her husband, with no dependents. The other two married respondents indicated that they live with dependents. All of them indicated a child or children as dependents, and none of them lived with the elderly, the disabled, or the chronically ill.

The two respondents living with dependents were asked whether they required constant help that could be provided by external people or institutions (e.g. medical care, nurses, rehabilitators, psychologists, others). Both the married mothers with a child or children answered that they sometimes need help from a doctor (pediatrician) when a child is sick, but they haven't applied for any governmental or NGO support.

The interview data indicated that only half of our respondents declared an interest in being active on the labor market and looked for a job since first arriving in Hungary. The respondents declared that it was their personal decision, and stated various reasons for not actively searching for a job in Hungary including: a poor mental health condition and the need for constant help of specialists (married woman without any children), receiving support from parents and not knowing the Hungarian language (single woman without any children), a lack of time to search for a job since arriving in Hungary and not knowing the Hungarian language (married woman with a child). Three of our respondents tried to find a job through many ways. All of them used the Internet. The respondents also searched through other channels despite using the resources and services on the Internet.

One of them tried to find a job through employment agencies, and another respondent indicated contacting employers directly. Only one of our respondents tried to find a job through social networks (friends).

Based on the literature and existing research results, it was assumed that the professional and educational mobility of refugees can be understood as the ability to adapt to the requirements of the labor market through the readiness to make specific "sacrifices". In the interviews, respondents were asked what inconveniences they were willing to accept and to what extent. The first question was about the average number of days a week that the respondents looked for a job. Two interviewees searched for a job every day of the week. Another respondent indicated searching for a job 3-4 days a week.

In addition, the respondents were asked if they tried to find a job that matched their skills and if not, then why? If yes, we were curious if they found such job in Hungary. One of our respondents tried to find a job that matched her skills (qualified warehouse or factory worker). Although she found such job in Hungary, she quit after finding it too physically demanding. Two other two respondents (a single woman and a married woman with children) tried to find any job, not necessarily in line with their skills or competences, but rather one that would fit into their expected time schedule. None of the above respondents found such a job in Hungary.

One of the submissive behaviors on the labor market is working illegally, without an employment contract, without health insurance and social benefits. In Hungary, such employment is referred to as being "in the grey zone". One of the respondents presented a neutral attitude towards illegal employment. The other five respondents presented negative attitudes toward such a form of employment. Four out of the five interviewees explained that their negative attitudes toward working „in the grey zone" stemmed from the lack of health insurance that is important in Hungary, as well as other health-related benefits at work. One of the respondents condemned this type of work due to its illegal character, and another explained that such a form of employment may lead to instability and different forms of exploitation of the disadvantaged refugee by the employer (such us dismissal from work overnight, without prior notice).

We asked our two respondents living with dependents about their opinions on whether or not taking care of the dependent persons and doing housework affects their professional activities. Both of the respondents living with a child or children indicated such relationship. The married woman with a child indicated that, in her opinion, taking care of small children affects her professional development.

The respondents were asked to indicate what incentives employers could provide that would help them with finding employment in Hungary. Based on the differing responses, employers may provide many possible incentives. Two of the respondents (a married woman without dependents and a single woman without children) indicated that there are no such incentives. Two of the respondents (a mother of two children and a single woman without dependents) indicated that flexible working hours that would fit their personal preferences or family responsibilities are the most desired incentive. One respondent indicated career growth opportunities and language courses offered by the employer as an incentive.

We asked the respondents whether or not they are satisfied with their levels of education in the context of their stay in Hungary. Only half (3) of our respondents were satisfied with their levels of education. Two of them stated that their levels of higher education obtained in Ukraine before the migration were sufficient. They did not, however, specify how their education could be helpful while staying in Hungary. One of the respondents was undecided while answering the question. As a philologist of the

Modern Greek language, she was satisfied with her level of education obtained in Ukraine. Nonetheless, she stated that having such qualifications makes it difficult to find a job in Hungary and it will probably be necessary to retrain professionally. Finally, half of the respondents were dissatisfied with their levels of education obtained in Ukraine in context of staying in Hungary. The reasons behind such an attitude were: not knowing the Hungarian language (2 responses), having a degree in a profession in which finding a job is very difficult either in Ukraine or in Hungary (1 response), a lack of professional experience when obtaining the education in Ukraine (1 response).

We haven't asked the respondents to evaluate their Hungarian language proficiency using the Common European Framework of Reference for Languages (CEFR) reference levels directly, but the analyses of their responses allows us to use the guideline by categorizing the statements. One of the respondents mentioned her Hungarian language proficiency being at an A1 level. Two other respondents expressed their Hungarian language proficiency levels as: "very low" and "entry level", which we may classify as level A ("Basic user"): rather at A1 than A2.

One of the interviewees did not plan to improve her Hungarian language proficiency since she was going to return to Ukraine. All the other 5 respondents planned to improve their Hungarian language skills while staying in Hungary. The respondents provided reasons as to why they plan to improve their Hungarian language skills. Most of them intend to do so to: more easily communicate in everyday situations (4 responses), strengthen their position in the labor market (2 responses), and improve their social relationships (2 responses). One of the respondents also stated that it will help her to improve her standard of living.

None of our respondents were interested in engaging in any educational or training activities in the nearest future while staying in Hungary. We asked for the reasons for such an attitude. Five of the respondents stated that it was a personal choice for them and one stated that she did not feel any need for engaging in any educational or training activities due to her plans to return to Ukraine. One respondent found herself unable to answer the question for the reasons for not engaging in any educational activities. Another stated health reasons were preventing her due to her being under the care of a psychologist and a psychiatrist. Two of the respondents declared that the main reason for the decision is the lack of free time, one of who mentioned that it is due to childcare responsibilities. One of our respondents expressed disappointed with her previous educational experiences and gave up any future endeavors, and another respondent did not find any interesting studies.

We asked our respondents if there are any incentives that would encourage them to engage in any educational or training activities since none of our respondents were interested in such activities in the nearest future. Five of the respondents replied that there are no such incentives. One respondent mentioned the possibility of offering studies in a European university.

We were curious in what ways our respondents spent their average day or their free time since they were not involved in any educational or employment activities. The single respondents stated that they spend a typical day on partaking in relaxing activities (going to events, doing sports, meeting with friends or family members, and watching TV). Respondents that were wives and mothers stated that they spend an average day taking care of their family and doing house work. During some free time they partake in relaxing activities (having a walk, meeting with friends, doing sports, and going to the movies or events).

In addition, we asked if our interviewees spend time with their friends. Half of our respondents declared that they have not spent a lot of time with their friends since their friends remained in Ukraine or moved to other European countries. One respondent stated that she did not meet her friends very often, but she expressed the willingness to maintain contact with them. The remaining two respondents indicated that they spent a lot of time with their friends.

When the respondents were asked whether their friends were mostly Ukrainians or Hungarians, 5 of them stated that their friends are Ukrainians. When asked for the reasons for such a choice of friends, four of our respondents mentioned language-related barriers and another one pointed-out that Ukrainians live nearby. Only one of the respondents declared that most of her friends are Hungarian women and mentioning being fascinated by the Hungarian lifestyle.

Only two of the respondents wanted to definitely stay in Hungary after the Russian-Ukrainian war is over. The reasons they mentioned were: a better standard of living, a feeling of safety, having a good job and higher earnings of a spouse, and sympathy towards Hungary. Two of the respondents declared a willingness to stay in Hungary if two main conditions are met: finding a suitable job and managing to learn the Hungarian language. The remaining two respondents declared that they are not going to stay in Hungary. Among the mentioned reasons were: the decision to go back to Ukraine (1 response), material ties in Ukraine (1 response) and social ties (family, friends) (1 response).

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