

Voice of Ukrainians: job application, skills and qualifications refugees

/ Research among refugees



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RESEARCH

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Main findings

Work activity and what it depends on

- / 1 / Over 40% of economically active Ukrainian refugees in the Czech Republic currently do paid work (adults excluding students, seniors and parents on parental leave). Most of them work over 30 hours a week and some of them also work remotely in Ukraine. Around 8% only work remotely in Ukraine. **Overall, half of the economically active refugees are working.** Others may have had bump jobs and deals in the past.
- / 2 / Among parents , **those who have found a kindergarten for their children work significantly more often. More often, people who live in standard housing work.** University-educated Ukrainians more often work remotely in Ukraine, less often for Czech employers. Refugees in Prague work less overall. This may be related to a higher connection to the already earning Ukrainian diaspora, less availability of pre-school care or barriers in getting involved in qualified positions in the metropolis.

Use of qualifications

- / 3 / A large part of the Ukrainians who came to the Czech Republic since February had relatively high work qualifications in Ukraine - 2/3 of the economically active respondents in Ukraine belonged to specialists, technical or managerial workers or officials (occupational classification ISCO).
- / 4 / **In the Czech Republic, however, working refugees very often lose their qualifications. 44% of Ukrainians who work for Czech employers work in significantly worse qualifications than in Ukraine (mainly drop from specialized positions to unskilled manual work), in 21% their qualifications deteriorated slightly (for example, a drop in qualifications within manual work) and the remaining roughly one third retained their qualifications.**
- / 5 / Of the currently working people, people who worked in Ukraine as technical and professional workers and officials most often fall into less qualified positions. Two-thirds experienced a drop in qualifications, and less than half of them work as auxiliary workers, laborers, etc. The greatest stability of employment is among the minority of Ukrainian refugees who already worked in unskilled manual professions at home.
- / 6 / Regardless of qualifications, roughly half of economically active refugees are currently not working. **However, people from originally more specialized positions significantly more often work remotely in Ukraine and less often found employment in the Czech Republic.**

Precarization

- / 7 / Extreme overwork of refugees by Czech employers or by combining jobs in the Czech Republic occurs, but is relatively infrequent – 5% of working refugees work in the Czech Republic more than 60 hours a week. / 8 / Many refugees work for little pay and wages. **More than a third (35%) earn up to CZK 100 net per hour and only 11% over CZK 200 net per hour.** This is mainly due to work in unskilled professions, but also pressure for lower salaries, etc. **In most fields, Ukrainians have a lower income than the average for Czechs. However, overall earnings are low given mainly by the fact that they work in unskilled positions.**
- / 9 / **According to them, around a fifth of working refugees work for agencies (13%) or for informal labor intermediaries (7%),** which is often associated with limited income. A number of others have experience with these jobs in the past or have been offered them.

Satisfaction and the search for a new job

/ 10 / Roughly half (52%) of working refugees are satisfied with their work. Less than a third (31%) say that they work in an appropriate qualification, which is in line with the above comparison of professions in Ukraine and the Czech Republic. Satisfaction is related to the amount of income and the possibility to use one's qualifications.

/ 11 / **Only 20% of working refugees say that their income from work in the Czech Republic would be enough for them to live on** including securing their own housing, if they had no additional income from Ukraine or support.

/ 12 / Three quarters of refugees who do not work and 40% of those who work are actively looking for a new or different job.

According to their own words, a better knowledge of Czech would help them the most (mentioned by 83%) and recognition of qualifications from Ukraine (mentioned by 32%).

Language and ICT competences

/ 13 / Roughly a fifth of refugees already say that they know enough Czech to communicate in common situations and understand the text. The majority (57%) can put at least a few sentences together in their own words and understand simpler ones. However, progress in subjective language skills since June is relatively limited.

/ 14 / The reason may be that only a third of adult refugees attend language courses – 22% face-to-face and 10% online. A large part (45%) tries to self-educate instead of taking courses. However, only a minority of refugees (30%) are able to study Czech intensively (more than 5 hours a week).

/ 15 / The reason for limited education is not the reluctance of refugees, but the fact that they lack money for paid courses (38%), do not know about courses or do not have time due to work or childcare.

/ 16 / People who can communicate in Czech in common situations are significantly more likely to work in the Czech Republic. They are also more likely to work in professions that match their qualifications.

/ 17 / The connection between job application and ICT skills is more complex. People with very tall With ICT competences, they often work remotely in Ukraine.

Overall summary

Despite the relatively high work activity of Ukrainians, the **warning** of experts [from March 2022 is still relevant](#), that the language barrier, the non-recognition of qualifications and the lack of kindergartens can lead to the **majority of refugees finding employment in unqualified and lower-paid positions**.

This is not advantageous for the Czechia either, because in these sectors there may be pressure on wages and their non-increase, and on the contrary, we do not use the qualifications and expertise of many refugees.

PAQ Research recommendations

- / 1 / To strengthen certainty and the possibility of planning for employers.** For example, to clarify the conditions for the extension of temporary protection and the subsequent obtaining of a work permit.
Enable refugees' stay to be counted towards the time required to obtain permanent residence, etc. With greater certainty, employers can be expected to be more willing to invest in language education, retraining, etc.
- / 2 / Strengthen and accelerate the possibility of recognition of qualifications** - revision of the list of regulated professions, expansion and acceleration of nostrification capacities, standardization and acceleration of the process examinations for proving the profession, enabling proof of competence through the employer, abolition of fees for the recognition of qualifications.
- / 3 / Strengthen the system of assistance** on the labor market - for example, send offers from the Ú and other sources to refugees who have only found employment significantly below their declared qualifications.
- / 4 / Significantly strengthen adult language education** – support for free language education (either online or hybrid), employers' obligation to release working hours for language education.
- / 5 / Strengthen the availability of children's groups and pre-school education**, especially in congested regions with a limited offer of kindergartens (Prague and surroundings, Brno, etc.).
- / 6 / Fight against the gray economy** - by strengthening the control activities of the labor inspectorate or tax changes that will reduce the taxation of lower income earners.

About research

Objectives and content of the research

In the document, you will find findings from the second representative survey of Ukrainian refugees in the Czech Republic, which dealt with issues of work, mobility and skills. This report describes the experience of working in the Czech Republic, employment in various qualifications, the precariousness of refugee work, the level of Czech and IT skills. It also describes the connections between employment and the various conditions of refugees living in the Czech Republic. The report is part of the Voice of Ukrainians research series.

Implementers and partners

The research is carried out by **PAQ Research, z. ú.** (content and processing of outputs) **Institute of Sociology of the Academy of Sciences of the Czech Republic, vvi** (data collection, cooperation on content). The research was financially supported by the **Capital City of Prague** (expansion of the sample within Prague for a more detailed mapping of the situation in the city districts), **Google Czech Republic** (research on language and IT skills and their relationship with employment) and the **3WFoundation** (topic of job precarization).

Methodology

The report is mainly based on the second wave of research among refugees from Ukraine, in which N=1590 adult economically active refugees took part (respondents who were students, pensioners or on maternity leave before leaving Ukraine are omitted - that is, adults who cannot be assumed to be active in work). The survey took place from 4 August to 18 August 2022.

In the case of questions about the development of knowledge of the Czech language and the qualification of the work performed, we also base it on the answers of N=1300 refugees from Ukraine (questionnaire from 6/20 to 7/13/2022) – these two groups overlap.

The research is carried out by online questioning of a panel of refugees from Ukraine, which is operated by the Institute of Sociology of the Academy of Sciences of the Czech Republic. The panel was created in cooperation with the Social Security Office of the Czech Republic and the Ministry of Labor and Social Affairs of the Czech Republic, which during the census of the work activity of humanitarian benefit applicants approached refugee households with the opportunity to participate in the research of the Social Security Office of the Czech Republic. Participation in the research is anonymous and paid (transfer of rewards to charity), the identity of the respondents is verified by phone during the recruitment of the panel.

The outputs presented in this report are based on a sample that is **representative in terms of the region of residence within the Czech Republic, the combination of age and gender of the respondents within the regions and in terms of education at the level of the Czech Republic (roughly corresponds to the statistics of the Ministry of Internal Affairs and Communications on beneficiaries humanitarian benefits)**. Representativeness is ensured by a combination of random stratified sampling (approaching randomly selected contacts within the microregions of the Czech Republic) and subsequent data import so that the structure of the sample corresponds to statistics from the data of the Ministry of the Interior of the Czech Republic (CIS) and the Ministry of the Interior of the Czech Republic.

The research represents the attitudes and experiences of people from Ukraine who came to the Czech Republic after February 2022 and are still staying in the Czech Republic.

/ 1 / Employment status and what it depends on

They publish data on the employment of refugees employment offices, according to which 107 thousand Ukrainians started working in the Czech Republic. However, these data include all refugees since the beginning of the war, some of whom have already left the Czech Republic. And at the same time, they include agreements for the performance of work and other contracts, regardless of whether work is currently being performed on them. On the other hand, they do not consider possible illegal work. That is why it is good to examine data on work activity through a sample survey.

According to our research, 41% of economically active adult Ukrainian refugees currently do paid work in the Czech Republic (*Chart 1.1*). A total of 32% of refugees have a scope of work close to full-time and 9% work part-time (less than 30 hours per week).

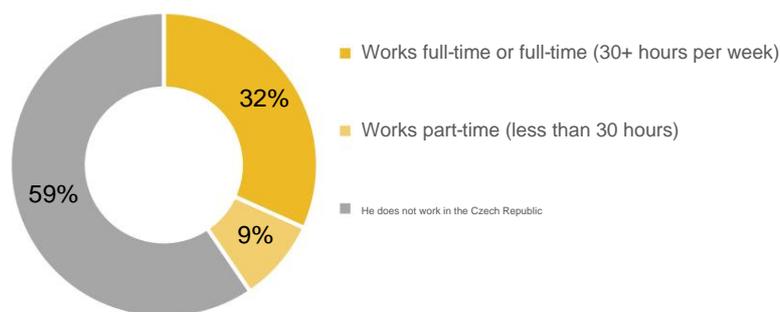
This is roughly in line with the official estimates of the Ministry of Internal Affairs and Communications, although our data suggests that real work activity may be slightly lower than the number of concluded agreements and contracts.¹

At the same time, some people in the Czech Republic work remotely for companies based in Ukraine. This concerns 22% of economically active refugees. At the same time, most of them combine this work with work in the Czech Republic – as a result, 14% of adult refugees from Ukraine also work remotely in the Czech Republic (*Chart 1.2*).

This sample includes only those refugees who are economically active, i.e. not students, pensioners or parents who took parental leave in Ukraine, and therefore cannot be assumed to have a job here.

Chart 1.1

/ Participation of Ukrainian refugees in the labor market

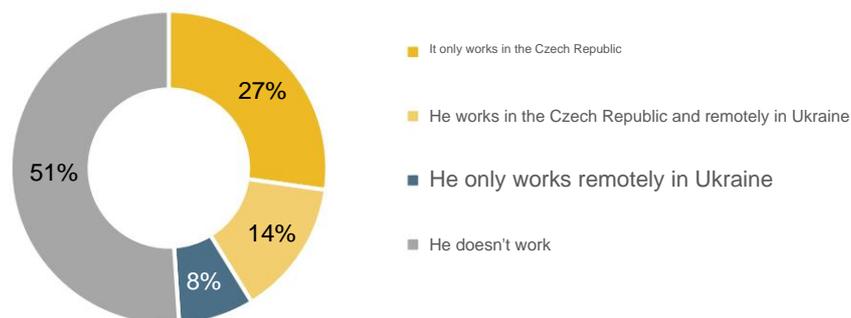


Note: N=1590. Wording of the questions: Are you currently in paid work? / How many hours a week do you usually spend working in the Czech Republic?

¹ Based on the data of the ÚP and the estimated number of refugees, work activity could be estimated at 50-60%. Our data indicates that it may have been interrupted and interrupted for some, or that some of the people with active contracts returned to Ukraine, etc.

Graph

1.2 / Combination with work in Ukraine



Note: N=1590. Question wording: Do you currently do paid work?

Table 1 describes the labor activity rate of Ukrainian refugees depending on a number of factors. There is a big difference between parents and people without children. For parents, it depends on whether the educational services in the Czech Republic are able to "take care" of their children. Specifically, in the case of parents of children of preschool age, 55% of those whose children go to kindergarten work for Czech employers, but only 26% of those who do not.

People work more often in standard apartment living (44%) and, conversely, less often people in apartments that do not meet the standards of quality and living space² (38%). The causality here can be given in both directions – people who work could afford to improve their housing. But non-segregated housing can also help to make better contacts and find work.

Significantly more refugees in the Czech Republic work outside Prague (45%) than in Prague (32%). Refugees in Prague more often only work remotely in Ukraine (10% vs. 7% outside Prague), but more often they are also completely inactive at work. This may be due to their higher social status and savings from Ukraine, higher connections with the existing diaspora and their income. But also because Ukrainian refugees in the Czech Republic are often still dependent on unskilled work, which in Prague is limited in the areas of industry, production and agriculture. In Prague, the language barrier and (non)recognition of qualifications can block work activity more.

Ukrainians with university education are a little less likely to be employed by Czech employers, only 39% of them work here compared to 42% of Ukrainians with primary or secondary school and 57% of those with higher professional education. The low work activity of refugees with higher education can be a given by making it harder for them to find jobs in the appropriate qualifications due to language and recognition qualifications. At the same time, however, university-educated refugees are significantly more likely to work remotely only in Ukraine (11%) than those with lower education (1-4%).

A little more, but not significantly, refugees who immigrated in the first two months of the war also work in the Czech Republic. On the contrary, there is no relationship between the level of work activity and whether the refugees had a close relative in the Czech Republic before the war. This may be due, among other things, to the fact that they sometimes draw on the income of this original diaspora and often live within it.

² We wrote about the housing of Ukrainian refugees and the level of substandard housing in the [previous report from the Voice of Ukrainians series](#).

Table 1

/ Employment according to factors: kindergartens, type of housing, location, education, time of arrival

		All	They have children of preschool age		Type and quality of housing			Location		Education			When did they arrive in the Czech Republic?		
			No	Yes, in kindergarten	Yes, but they are not in kindergarten	Non-residential	Housing substandard	Residential standard	Prague	Outside Prague	Elementary/High School	Vocational School	University	February-March	April and beyond
Work in the Czech Republic	High hours (30+ h)	32%	34%	35%	20%	35%	28%	34%	22%	36%	31%	48%	29%	32%	30%
	Partial ev. (up to 30 h)	9%	8%	20%	6%	8%	9%	10%	10%	8%	10%	8%	8%	9%	6%
	They don't work in Czech republic	60%	58%	44%	74%	58%	64%	57%	68%	56%	59%	44%	63%	59%	64%
Work	Only in the Czech Republic	27%	29%	28%	19%	26%	25%	32%	22%	29%	22%	35%	28%	27%	28%
	In the Czech Republic + remotely at UA	14%	13%	28%	10%	17%	13%	12%	10%	16%	19%	22%	11%	15%	10%
	Only remotely on UA	8%	9%	2%	6%	7%	8%	9%	10%	7%	1%	4%	11%	7%	11%
	They don't work	51%	48%	41%	66%	50%	54%	47%	59%	48%	58%	39%	50%	51%	51%

Note: N=1590; Wording of the questions Do you currently do paid work? / How many hours a week do you usually spend working in the Czech Republic? Green fields indicate significantly higher values compared to other categories.

/ 2 / Use of qualifications

In addition to employment and the number of hours worked, it is also important to map the fields in which people from Ukraine work in the Czech Republic and whether their job positions correspond to the experience and qualifications they brought with them from Ukraine. For this mapping, we used the official [CZ-ISCO job classification](#). Respondents accurately described their profession in Ukraine and their work in the Czech Republic. These professions are coded in the detailed ISCO codebook (contains hundreds of professions), where they are grouped in the first level into 9 types of jobs differing in the level of qualification and the nature of the work.

Because some types are underrepresented within the original or practiced professions in the Czech Republic, we use the ISCO categorization into 6 types of jobs in the following analysis:

ISCO original category	Merged categories
1 Legislators and managers	Specialists and managers
2 Specialists	
3 Technical and professional workers	Technical / professional staff, officials
4 Officials	
5 Workers in services and sales	Service and sales workers
6 Skilled workers in agriculture, forestry and fishing	Craftsmen and skilled manual labor
7 Craftsmen and repairmen	
8 Operation of machines and equipment, assemblers	Laborers and Unskilled / Auxiliary Manual Workers
9 Auxiliary and unskilled workers	

The analysis shows that working refugees in the Czech Republic very often lose their qualifications (*Charts 2.1 a 2.2*). If we are based only on people who are currently working, then:

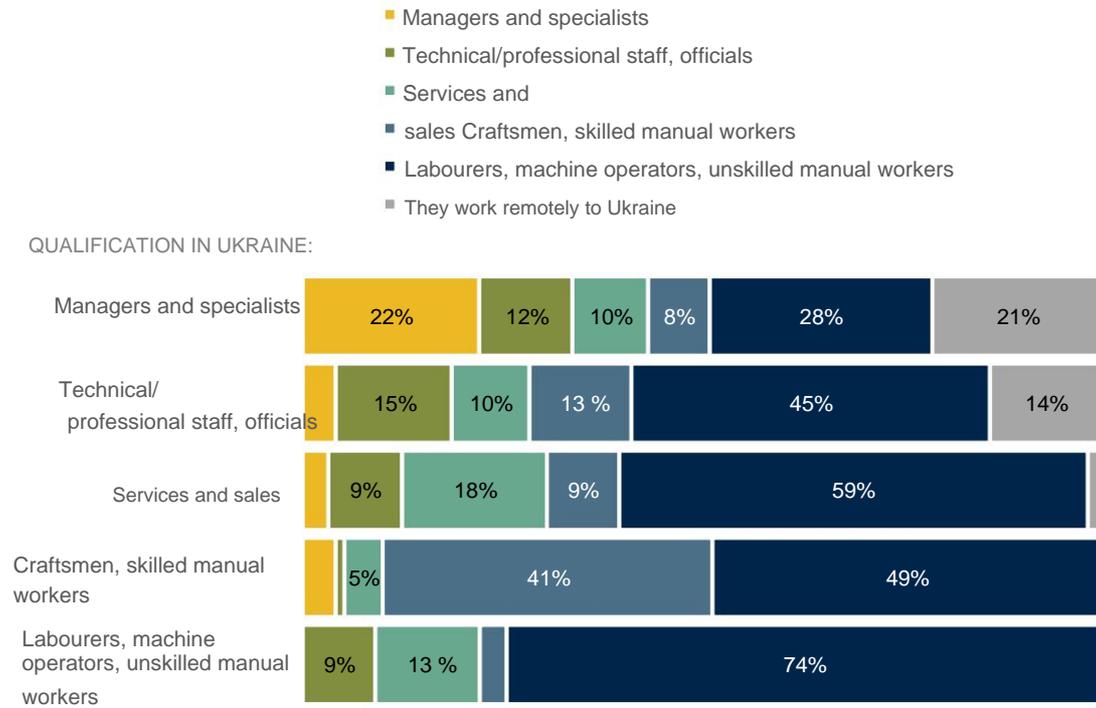
- a. Within the framework of people who worked in Ukraine as *"Executives and specialists"*, 22% with similar qualifications work for a Czech employer, 21% remotely. The remaining 57% work in less qualified professions – including 28% as laborers, auxiliary workers, etc. b. *"Technical/professional workers and officials"* from Ukraine work in a fifth of cases in comparable or higher qualifications, in 14% of cases remotely on Ukraine.

The rest mostly work in lower qualifications, 45% as auxiliary workers, laborers, etc.
- c. Roughly 59% of Ukrainians who worked at home in regular positions in services and sales (cooks, salespeople, etc.) and 49% of those who were craftsmen at home also moved into the least qualified manual positions.
- d. The greatest stability of employment is thus among the minority of Ukrainian refugees who already at home they worked in unskilled manual occupations.

The fact that roughly half of economically active refugees (aged 18 and over excluding students, pensioners, and maternity leave) are currently not working applies across qualifications. However, as expected, people from expert positions significantly more often work remotely in Ukraine and less often find employment in the Czech Republic.

Graph 2.1

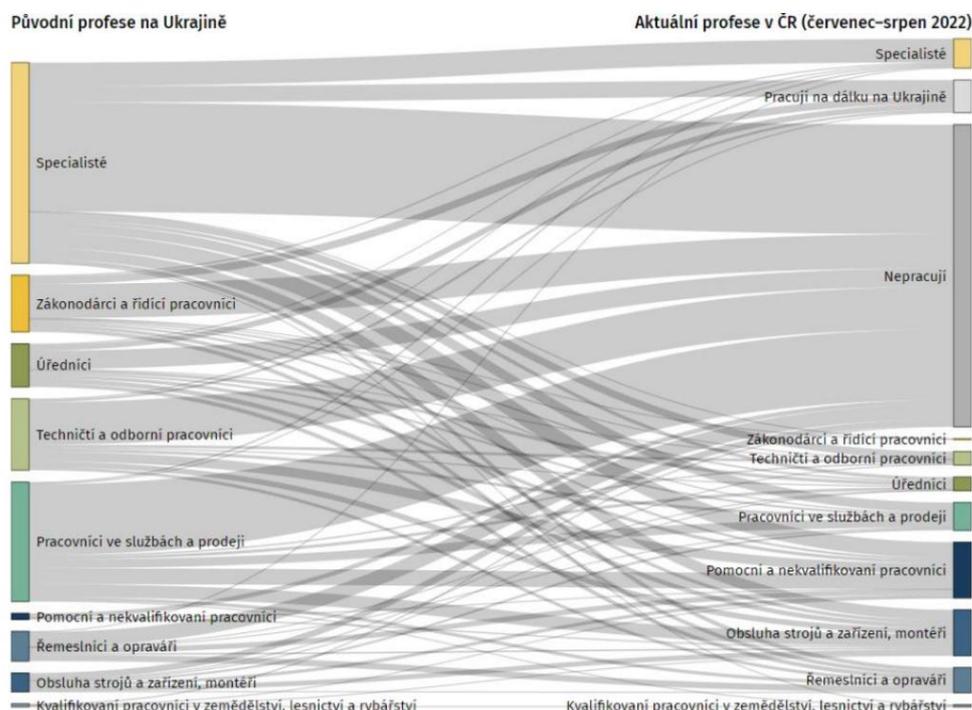
/ Changes in the job description between the original job in Ukraine and the current one in the Czech Republic (only employees)



Note: N=826; The percentages show the profession in which, according to ISCO, refugees who had work in Ukraine are now working in the individual categories of professions described in the rows. People who are currently not working or have not been economically active are excluded. Wording of the questions: What was the last job you did before leaving Ukraine?; (Job title, What was the job content) & What kind of work do you mainly do in the Czech Republic now? (Title of work, What is the content of the work).

Graph 2.2

/ Changes in the job description between the original work in Ukraine and the current one in the Czech Republic (all).
An interactive chart can be seen [on the PAQ Research website](#).



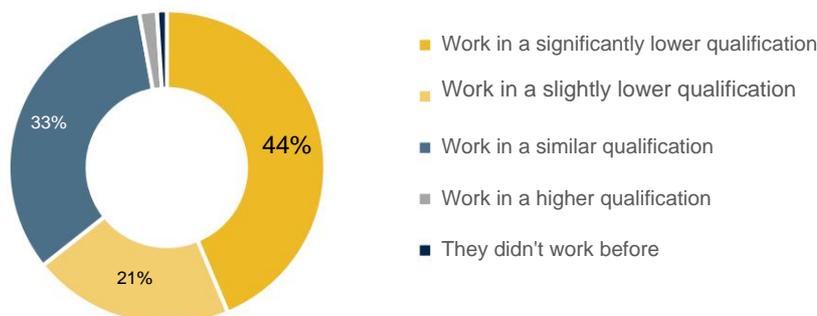
Note: N=1924, left side = original work in Ukraine according to ISCO classification, right side = people who worked in the given profession category in the Czech Republic in July–August; Only economically active people are included (not pensioners, students, on parental leave). Wording of the questions: What was the last job you did before leaving Ukraine?; (Job title, What was the job content) & What kind of work do you mainly do in the Czech Republic now? (Title of work, What is the content of the work).

In order to compare the decline in qualifications, we compared in detail the specific professions practiced in Ukraine and in the Czech Republic. Of the people who found a job in the Czech Republic, 65% work in less qualified jobs than they had in Ukraine, and 44% in significantly less qualified jobs (Chart 2.3).

People with university degrees were particularly offended, 53% of whom are in jobs with significantly lower qualifications, compared to 28-31% of people with less education. In Table 2, we present selected examples of changes in professions between Ukraine and the Czech Republic, which correspond to the frequency of changes in qualifications in the population.

Graph 2.3

/ Fulfillment of qualifications in the Czech Republic



Note: N=786; Question wording: What was your last job before leaving Ukraine?; (job title, what was the content of the job) & What kind of work do you mainly do now in the Czech Republic? (Title of work, What is the content of the work).

Combining data from surveys in June and August

Table 2

/ Fulfillment of qualifications in the Czech Republic – examples

shift	Original work in Ukraine		Current work in the Czech Republic	
	ISCO	Job description in Ukraine	ISCO	Job description in the Czech Republic
Similar qualifications	2431	Marketing Research Specialist 2512		QA Engineer
Similar qualifications	2433	Expansion Manager	2141	Product Manager
Similar qualifications	5223	Saleswoman in a jewelry store	5132	A barmaid in a hotel
Slightly lower qualifications	3412	Social Worker	5120	The cook in the dining room
Slightly lower qualifications	5223	Seller of tobacco products	9112	Maid in a hotel
Significantly lower qualification 4313		Accountant	7533	Seamstress
Significantly lower qualification 4312		Civil servant in the field of budget	7119	Hourly Husband / Repairman
Significantly lower qualification 3314		Statistician	9112	Maid in a hotel
Significantly lower qualification 2221		Surgical nurse	5131	Waitress
Significantly lower qualifications	1212	Head of training department in HR	5131	Waitress

Note: Selected examples of original professions in Ukraine and current ones in the Czech Republic, the number of examples in each category of shift in qualifications corresponds to the frequency in the population of working refugees.

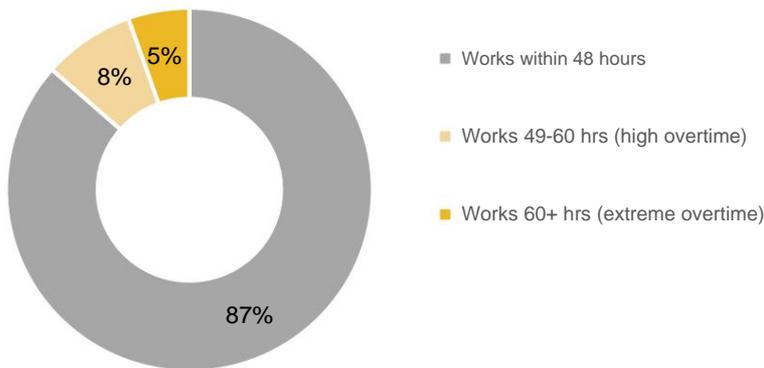
/ 3 / Precarization of work

Thirteen percent of refugees who work in the Czech Republic work more than 48 hours a week and 5% work more than 60 hours, i.e. they are extremely busy (Chart 3.1). (This includes only the work done in the Czech Republic, not any additional work in Ukraine.) High workload is more often related to people without higher education and with lower IT skills. These are people who work in the least skilled jobs, such as laborers

in agriculture, artisans, fitters and various auxiliary workers in manufacturing and elsewhere (ISCO categories 6–9). These employees work high overtime at 23%, while people in the most qualified positions (ISCO 1-2) only at 10%. People who have more than one job in the Czech Republic (40% of them) work high overtime more often.

Graph 3.1

/ Share of refugees with extreme workload (in the Czech Republic)

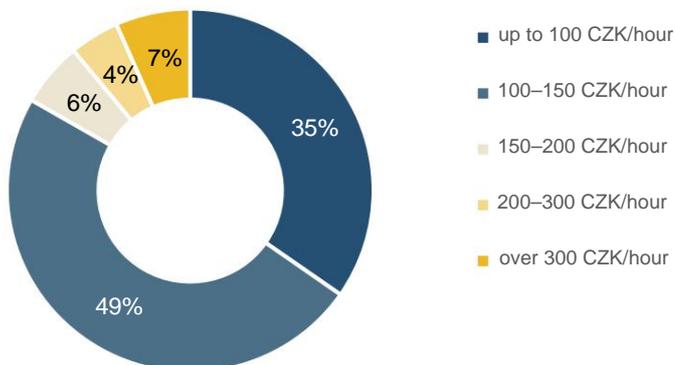


Note: N=618, only respondents who work in the Czech Republic; Question wording: How many hours a week do you usually spend working in the Czech Republic?

The average net hourly wage among Ukrainian refugees is 146 CZK/h, 83% work in the Czech Republic for less than 150 CZK/h (Chart 3.2) ³. The average wage differs between types of work, refugees in the least qualified jobs (ISCO professions 6–9) earn below 150 CZK/hour in 91%, while in the rest of the more qualified positions it is 71%.

Graph 3.2

/ Estimated net hourly wages from work performed in the Czech Republic



Note: N=618, only respondents who work in the Czech Republic; Wording of the questions: How many hours a week do you usually spend working in the Czech Republic? / What is your net monthly income from work (in crowns) in the Czech Republic?

³ The hourly wage is calculated from the hours worked and the net wages reported by refugees.

Table 3 compares the average net hourly wages of Ukrainian refugees in different ISCO categories with the Czech standard from ISPV data. The results suggest that refugees are under-represented, with the exception of service workers and unskilled support workers. Here the earnings are roughly comparable. But this can also be due to the fact that Ukrainians more often perform less qualified work on agreements (lower taxation) and here we draw on their declarations, where they also include informal payments in hand. Those of the Czechs are not included, because the estimate of earnings is based on data on average wages of the ISPV, where there are only wages at the HPP - not additional agreements or cash payments.

Overall, the earnings of Ukrainians are slightly lower than those of Czechs for similar jobs. But the low average net wage of CZK 146 per hour is primarily due to the fact that they are employed in low-skilled professions.

Table 3

/ Net hourly wages in individual qualifications, comparison of Ukrainian refugees and the Czech average

ISCO category	Average net hourly wage: Ukrainian refugees [CZK/hour]	Average net hourly wage: data for the Czechia, 2021 [CZK/hour]
1 Legislators and managers	ON	430
2 Specialists	200	295
3 Technical and professional workers	190	200
4 Officials	120	150
5 Workers in services and sales	138	124
6 Skilled workers in agriculture, forestry and fishing	ON	130
7 Craftsmen and repairmen	130	155
8 Operation of machines and equipment, assemblers	125	150
9 Auxiliary and unskilled workers	138	124

Note: The Czech net hourly wage is calculated from the average gross monthly wage in the ISCO categories, the number of working hours per month and corresponds to 80% of the gross wage, source: ISPV. Some values (NA) are omitted due to too small a sample of Ukrainian refugee workers.

About 270,000 people in the Czech Republic are provided with the work of an employment agency.⁴ This percentage is lower than in many other countries. But the problem is that, in addition to serious and often international employment agencies, there are also those that do not comply with the Labor Code, do not pay bonuses and overtime, do not adequately insure employees in case of accidents, etc. According to some estimates, up to 100,000 workers have worked for these agencies in the past "gray agencies".⁵ Other workers - especially foreigners - work for completely unofficial labor brokers, often without an official contract and with large deductions from wages, etc.⁶ We also asked refugees from Ukraine about these experiences.

Of the working refugees, over 13% report that they work through agencies, and 7% admit that they work through illegal labor brokers who pay them hand over fist without an official contract and compliance with labor laws. There is little overlap between these groups. Overall, roughly a fifth of workers are dependent on these forms of job mediation. Next

⁴ <https://archiv.hn.cz/c1-66943430-pres-agenturu-bude-ve-firmach-pracovat-nejvyse-desteina-lidi-planuje-malacova-zakon-ktery-kvoty-zavadi-uz-slala-k-pripominkam>

⁵ .

⁶ <https://cesky.radio.cz/nelegalni-zamestnavani-cizincu-kontroly-loni-odhalily-tisice-pripadu-8739764>

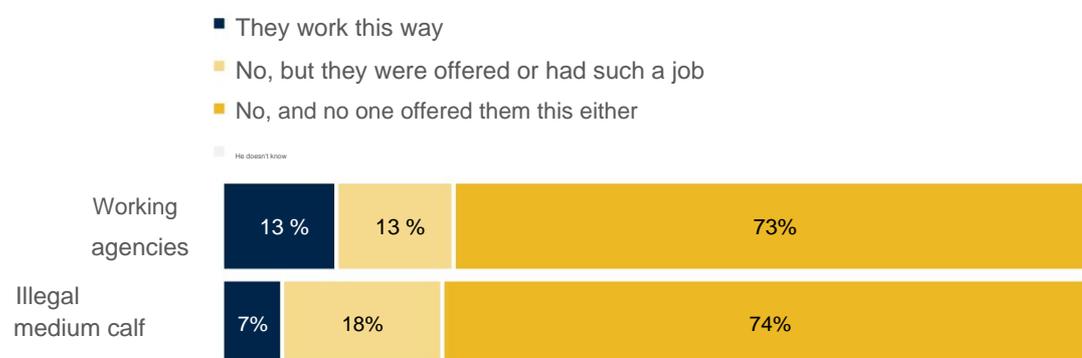
at the same time, refugees encountered this type of work in some way – 18% of refugees say that they were offered work through unofficial intermediaries or did it for a short time in the past (*Chart 3.3*).

Most often, work through agencies concerns refugees in hostels, where 21% of people work in this way, as well as refugees who do not understand Czech even at a basic level (19% compared to 5% of those who get along in normal situations). It was also more often encountered (as well as working for illegal intermediaries) by people without higher education. This confirms the fear that the combination of segregation in housing and barriers on the labor market (language) can lead to higher vulnerability on the labor market.

While agencies employ refugees more often outside Prague, in Prague, on the other hand, refugees more often work through illegal intermediaries (12%). This may be due to the extent of the Ukrainian diaspora in the metropolis, which mediates the work.

Chart 3.3

/ Share of respondents working in the Czech Republic through agencies or unofficially



Note: N=618; only respondents who work in the Czech Republic. Wording of the questions: A) Some people in the Czech Republic work for employment agencies (Manpower, Grafton, etc.). These are companies that officially employ a person, and they provide their work in other businesses, factories, companies, etc. Do you work in this way?; B) Some people in the Czech Republic work for unofficial labor brokers. They get paid by companies and give money to people mostly. This work can take place even without a contract, and the mediator usually keeps part of the money. Do you work this way?

/ 4 / Job satisfaction and the search for a new job

Less than half of the refugees working in the Czech Republic claim that their income is sufficient to cover their living expenses, and only 20% are sufficient to live in the Czech Republic for the long term, including securing their own housing without state assistance (*Chart 4.1*). People with full-time hours are significantly more satisfied at work, both in terms of job content and income.

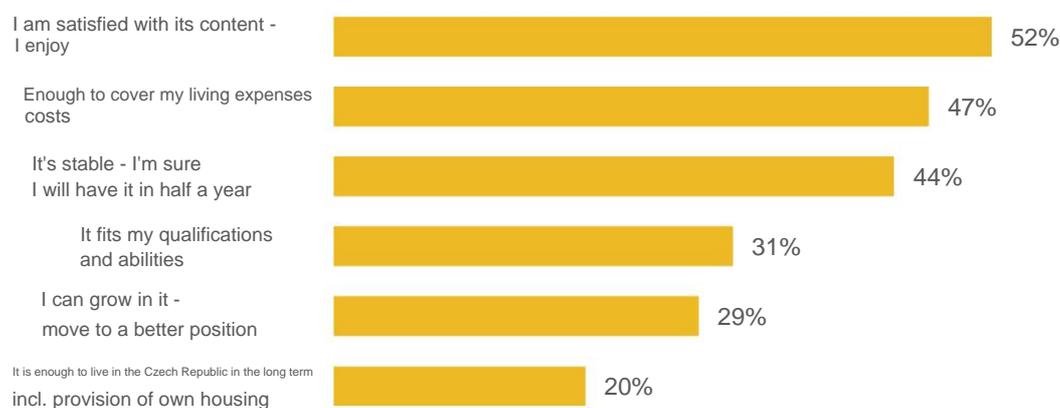
Less than a third of people have a job that they say matches their qualifications. This corresponds to an objective comparison of qualifications in Ukraine and the work performed in the Czech Republic ([Chapter 2](#)). Satisfaction with job qualifications is significantly lower outside of Prague, where 73% of workers claim that the job does not match their qualifications, compared to 55% in Prague. Outside of Prague, fewer refugees also have a job in which they can grow, i.e. move to a better position (27%) than in Prague (36%). These findings are also in line with the analysis of professions – outside of Prague, refugees are significantly more likely to work in the least qualified positions.

The stability and quality of work is also related to the type of housing refugees have. Half of working people in standard apartments have a job they consider stable, compared to only 35% of people in accommodation facilities. Ukrainians in standard residential housing are also more likely to have a job that matches their qualifications (42% versus 23% in non-residential housing) and in which they can grow.

In terms of labor income, working parents with children are worse off - according to 59% of work not enough to cover current expenses (compared to 40% for people without children). This is due to higher family costs and the fact that refugees with children often work fewer hours.

Chart 4.1

/ How do you perceive your work in the Czech Republic ?

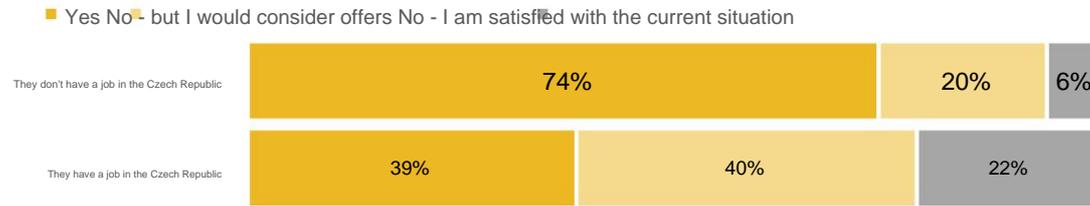


Note: N=618, only respondents who work in the Czech Republic; Wording of the question: How do you perceive your work in the Czech Republic?

Of the Ukrainian refugees working in the Czech Republic, 39% are actively looking for another job. Among economically active refugees who do not yet have a job, 74% are actively looking for work and 20% would consider offers (*Chart 4.2*).

Chart

4.2 / Are you looking for a new/different job?



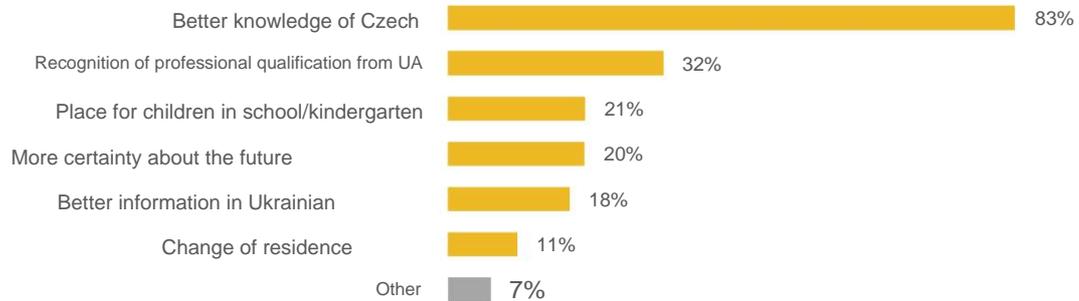
Note: A) N=972, Question wording: Are you looking for a paid job that you would do here in the Czech Republic?; B) N=618, Question wording: Are you looking for a better or better-paid job in the Czech Republic than the current one?

Among the conditions that would help them find a job, refugees most often mention a better knowledge of the Czech language (83%, *Graph 4.3*). The second most frequently mentioned condition is the recognition of a professional qualification from Ukraine. This would especially help people with a university education, 42% of whom cited the recognition of their qualifications as a barrier.

Places for children in kindergarten or school would help 28% of people with children to get a job, more often in Prague. It is in Prague that earlier [analyzes drew attention to the lack of places in kindergartens](#). Almost a fifth of people would be helped by better availability of information in Ukrainian about how and where to look for a job, which mainly concerns less educated people.

Graph 4.3

/ What would most help refugees find work



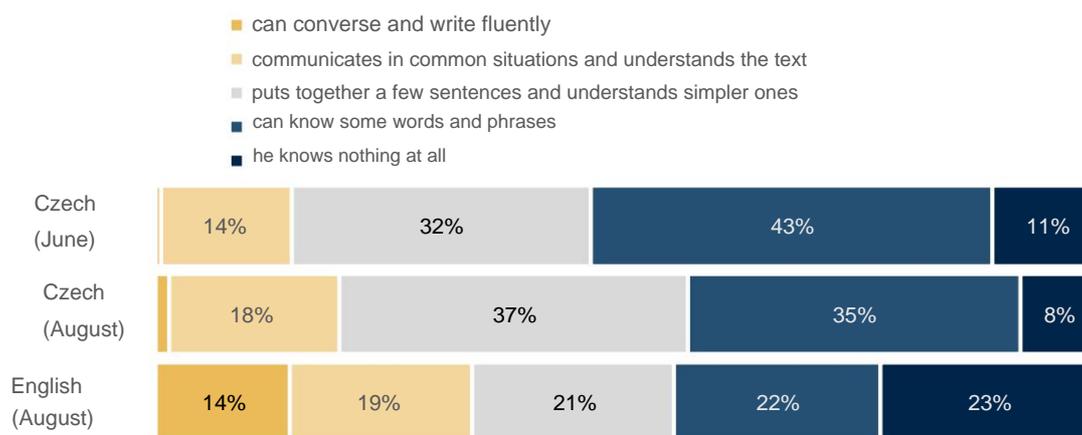
Note: N=1230, only people who want (another) job; Wording of the question: What would most help you find a job in the Czech Republic according to your ideas, if you want it? Other: there is a recurring need for professional courses (for example, orientation in the Czech system for Ukrainian accountants) and a small offer of adequately paid work.

/ 5 / Czech and IT skills as a job prerequisite

More than half of Ukrainian refugees can put together at least a few sentences in Czech and understand simpler sentences (*Chart 5.1*). A total of 18% can communicate in common situations and understand a text - this share increased by four percentage points from 14% between the June-July and August surveys. Refugees have a slightly more advanced level of English.

Chart 5.1

/ Knowledge of Czech and English and comparison over time

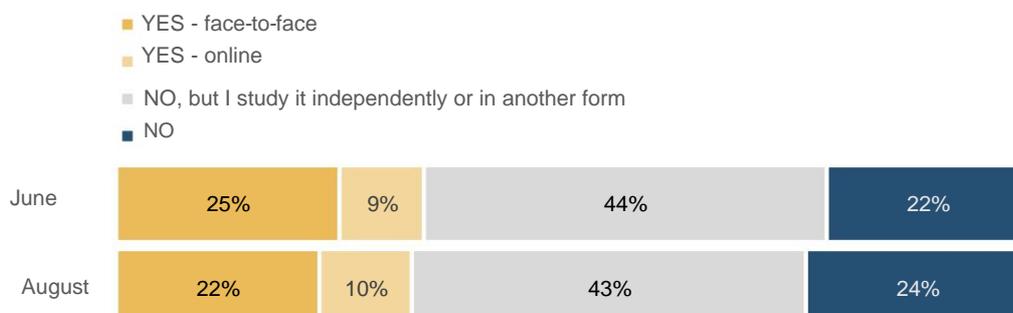


Note: N=1312 (June), N=1590 (August); Question wording: What is your language skills in the following languages? (Czech, English)

In addition to the relatively short period of time, the limited shift in knowledge of the Czech language between June and August is due to the fact that only a third of economically active Ukrainian refugees attend Czech language courses (face-to-face or online). 43% learn it in another form or independently, and almost a quarter do not learn Czech at all. People who attend courses or learn in another way can speak Czech significantly better on average. Since the previous survey carried out in June, the proportion of people learning Czech has decreased slightly, despite the increase in skills, but this may also be due to the limited offer of courses in the summer regime. From the June sample, it can be seen that most people study Czech for 2-5 hours a week and the same part (30%) learn more than 5 hours a week (*Chart 5.3*).

Graph 5.2

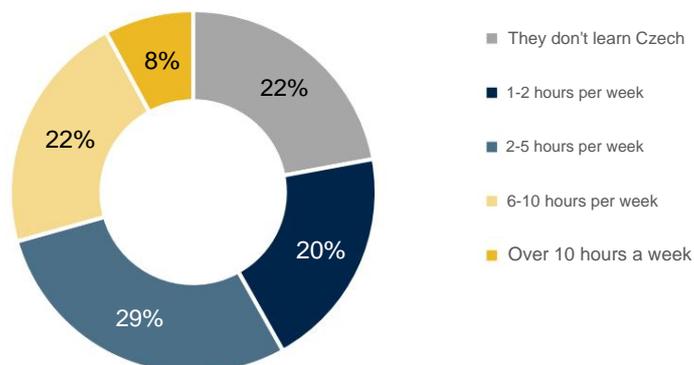
/ Do you attend Czech language courses?



Note: N=1312 (June), N=1590 (August); Wording of the question: Do you go to Czech language courses?; *NO = NO, I am not currently studying Czech + NO, I do not need to study Czech

Graph

5.3 / How many hours a week do you spend studying Czech?



Note: N=1312; dates from June; Wording of the question: On average, how many hours a week do you spend on courses or targeted study of the Czech language?

Of the Ukrainians who attend Czech language courses, 79% have them provided free of charge, 11% pay a smaller amount and 11% pay more than 400 CZK/hour. However, the price of the courses is a barrier for those who do not study. Most of them (38%) state that they do not attend courses precisely because of the high price, a quarter also because they do not know about available courses in their area (Chart 5.4).

Chart 5.4

/ Barriers to attending Czech language courses



Note: N=845; People who do not attend a Czech language course and do not declare that they do not need to learn Czech. Wording of the question: What prevents you from attending Czech language courses?

In IT skills, we examined basic skills using a battery taken from the World Internet Project (WIP), which includes skills such as finding simple information on the Internet, connecting to the Internet, or finding people on social networks. 75% of refugees have these basic IT skills very high or high. A detailed comparison (Appendix) shows that these basic skills are slightly higher in the population of adult refugees than in the Czech population in 2014 (the last WIP).

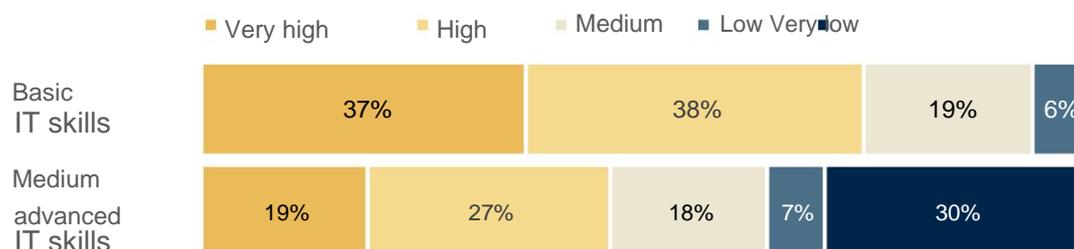
46% of refugees have confidence in intermediate computer skills (Chart 5.5). This means that most tasks such as creating a PowerPoint presentation, an invitation to a video call or working with shared documents online are easy for them.

However, it should be noted that the research on IT skills is only online

and people whose IT skills do not allow even opening an email and filling out a questionnaire cannot participate in it.

Graph

5.5 / IT skills



Note: N=1590, N=1590 (August); Basic IT skills: Find out some specific information on the Internet, Verify the truth of some information on the Internet, Set up basic security of your computer against tracking or information theft, Set up an Internet connection on your computer, Find people with similar interests or problems on the Internet. / Intermediate IT skills: Create a presentation, Create an invitation to a scheduled video call and invite participants, Perform an advanced Google search to find a photo, Check the credibility of an online media/site, Create a shared folder and share permission to edit it with several other people, Save the file to a shared folder, to which you will receive a link by email, Identify that you have downloaded a suspicious file, Download and install an antivirus, let the antivirus check the suspicious file. See Appendix for detailed results.

The level of Czech is related to the work activity of refugees, 42% of those who can communicate in common situations work full-time or full-time in the Czech Republic, but only 26% of those who know only a few words and phrases are also more often unemployed (*Table 4*). At the same time, refugees state the level of Czech as the most common barrier to getting a job (see [Chapter 4](#)). Knowledge of the Czech language and thus the affordability of the courses appear to be one of the most important conditions for the involvement of refugees from Ukraine in the labor market with adequate qualifications.

People with a level of Czech that can be negotiated in normal situations less often work in a significantly lower qualification than in Ukraine - this decrease is 32% compared to about 50% among people with poorer language skills. Although they also often fail to maintain their original qualification (36% work in the same or higher qualification), they do not experience such a professional decline.

On the other hand, the relationship between computer skills and work activity of refugees in the Czech Republic is not as clear as with knowledge of the Czech language. IT skills do not increase the probability of work activity, on the contrary, people with very advanced skills have the least number of jobs in the Czech Republic (65%, *Table 4*). At the same time, these people balance their work activity by working remotely in Ukraine, which concerns 17% of them compared to 9% of the total population. These differences, as with the effect of higher education, are probably due to the fact that it is difficult for the more educated part of the refugees (without knowledge of the language) to find a job that would match their qualifications, and so more often than not they have no job in the Czech Republic.

Table 4:

/ Czech, IT skills and work activity in the Czech Republic and remotely in Ukraine

		All	Knowledge of Czech			Intermediate IT skills			
			He doesn't speak Czech	He understands simpler sentences	They agree in normal situations	Low	Medium	High	Very high
Work	Full-time (30+ h) Part-time	32%	26%	32%	42%	32%	34%	34%	30%
	(up to 30 h)	9%	6%	10%	11%	9%	11%	10%	6%
	They don't work	60%	68%	57%	47%	59%	55%	56%	65%
	They only work in the Czech Republic	30 %	22%	28%	37%	21%	27%	38%	28%
	They work in the Czech Republic and at the UA	12 %	12%	15%	17%	20%	20%	8%	8%
	They only work on UA	9%	8%	8%	6%	7%	4%	6%	17%
	They don't work	48%	58%	49%	40%	51%	49%	48%	47%
	Work in a significantly lower qualification	44%	45%	53%	32%	38%	45%	51%	55%
	Work in a slightly lower qualification	21%	21%	16%	32%	25%	26%	22%	7%
	Work in a similar or higher qualification	35%	34%	30%	36%	37%	30%	26%	38%

Note: N=1590; Question wording: What is your language skills in the following languages? (Czech) – data from August; The IT skills score is calculated from the evaluation of individual items from the intermediate IT skills battery - see Appendix. Green fields indicate significantly higher values compared to other categories.

Appendix: IT skills

Table 5:

/ Basic IT skills

Skills	The Voice of Ukraine (2022)	WIP — Czech Republic (2014)
Find out some specific information on the Internet	91%	83%
Verify the truth of some information on the Internet	81%	63%
Set basic security of your computer against tracking or theft of information	36%	44%
Set up an internet connection on your computer	73%	60%
Find people on the Internet with similar interests or problems	72%	69%

Note: N=1590; Proportion of respondents for whom this task is easy or very easy. Question: How easy is the following entry for you on PC ...; WIP = data from worldinternetproject.net: *THE WORLD INTERNET PROJECT – CZECH REPUBLIC*, online [HERE](#)

Table 6:

/ Intermediate IT skills

Skills	The Voice of Ukraine (2022)
Create a presentation. (e.g. in PowerPoint, Google Slides)	39%
Create an invitation to a planned video call (Zoom, Google Meets, MS Teams) and invite other participants to it.	42%
Do an advanced Google search to find the photo.	51%
Online media/site credibility check.	31%
Create a shared folder (Google Drive, Dropbox, etc.) and share permission to edit it with several other people.	40%
Save the file to a shared folder, to which you will receive a link by email.	54%
Identify that you have downloaded a suspicious file.	41%
Download and install an antivirus, let the antivirus check the suspicious file.	43%

Note: N=1590; Proportion of respondents for whom this task is easy or very easy. Question: How would you handle the following tasks? Comparative data is not available.