



## ‘Public Employment Services step up support to persons displaced from Ukraine’: Overview of the PES questionnaire February 2023

*PES are one of the main actors to integrate displaced people from Ukraine in the labour market. To facilitate sharing of information and experience, the PES Network Secretariat launched a questionnaire<sup>1</sup> to collect information from PES.*

*This publication includes a summary of main findings of the last update of the survey in February 2023 and builds on information gathered via a dedicated PES Network Working Group which has been operating since autumn 2022. The summary does not aim to provide a comprehensive overview of practices in place. Rather, it emphasizes developments as they have been reported by PES within the questionnaire as well as during the related PES Network mutual learning activities.*

### One year of continuous PES support led to increased employment in almost all reporting countries

The number of persons in employment has increased for all reporting countries compared with the last questionnaire in November 2022. This confirms the direction indicated in the latest questionnaires.

In February 2023, 25 PES have reported on employment. Figures reported by PES<sup>2</sup> indicate that more than 1 300 000<sup>3</sup> people displaced from Ukraine are in employment in these countries; this figure should include mainly people with Temporary Protection status. Jobs are mostly found in sectors with labour shortages. While these vary across countries, sectors as construction, hospitality as well as wholesale and retail trade are often mentioned.

The use of different sources across countries can affect comparability of employment data and most PES are not responsible for employment statistics in their countries. Moreover, some PES report on difficulties to distinguish between persons covered by Temporary Protection and other Ukrainian citizens that started working in their country before the war. The statistics should therefore be interpreted with some caution.

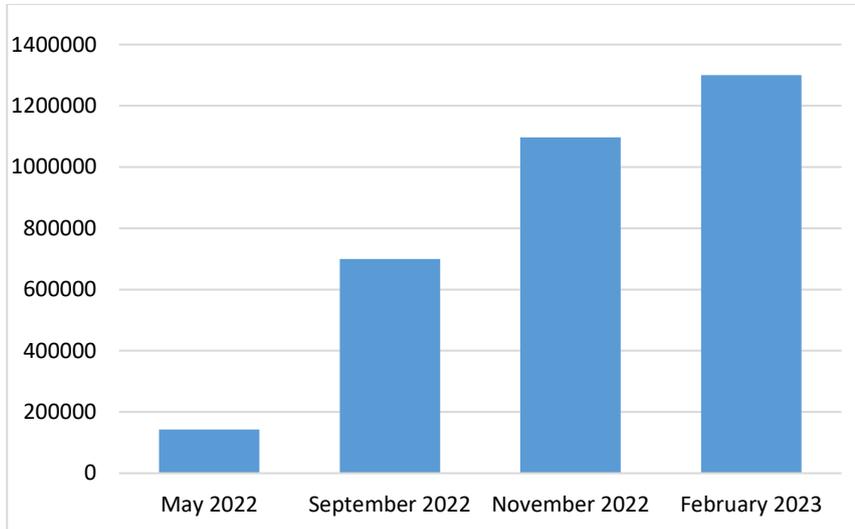
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<sup>1</sup> The 6th version of the questionnaire was sent out to Advisors for European PES Affairs (Afepas) on 10 February 2023. During the period until 1 March 2023 30 PES responded. PES mentioned in this compilation are examples, and therefore not comprehensive.

<sup>2</sup> A rough estimate based on information from 25 PES (AT, BE ACTIRIS, BE VDAB, BG, HR, DK, EE, FI, FR, DE, HU, IE, IS, LI, LV, MT, NL, NO, PL, PT, RO, SI, SK, ES, SE).

<sup>3</sup> The figures reported by some countries may include both Ukrainian citizens with and without temporary protection (for instance Poland has reported 963 000 people from Ukraine in employment, and it is not possible to separate the number of employed with TPD).

**Figure 1. People displaced from Ukraine that are in employment, reported by PES.**



Source: European Commission, DG EMPL, PES Network questionnaire to PES.

### The number of registered displaced people from Ukraine is relatively stable at most PES

To facilitate registration of displaced people from Ukraine and their access to profiling and job search measures PES across Europe have adapted their offer. Most PES offer website information in multiple languages. Materials and measures are being prepared and translated into Ukrainian (and sometimes Russian). Many PES offer a simplified registration/pre-screening for displaced people from Ukraine. Others have dedicated counsellors or teams of counsellors, speaking Ukrainian or with access to interpreters.

In some PES, EURES advisers are part of dedicated teams, they are involved in dissemination of information, or their competence is used in other ways. Co-operation with other authorities such as municipalities, social services, migration authorities as well as NGOs to facilitate support and integration is widespread.

In the February survey<sup>4</sup>, on an aggregated level, the number of persons registered at PES amounts to more than 353 000 registrations<sup>5</sup> at the 28 PES that have reported on this question<sup>6</sup>. More than 50 percent of these registrations are reported from Germany.

The number of registered people displaced from Ukraine has continued to increase for most PES in February, compared with the previous questionnaire in November, for example in Denmark, Estonia, Finland, France, Hungary, Iceland, Ireland, Italy, Poland, Slovakia, Slovenia, Spain and Sweden. For other PES the number has

<sup>4</sup> The questionnaire was sent to the Public Employment Services (PES) of all the 27 EU Member States as well as Norway, Iceland and Liechtenstein.

<sup>5</sup> A rough estimate based on information from 28 PES (AT, BE Actiris, BE Le Forem, BE VDAB, BG, HR, CY, DK, EE, FI, FR, DE, GR, HU, IE, IS, IT, LV, LT, LI, NO, PL, PT, RO, SK, SI, ES, SE). The cut-off date of the data varies somewhat across the PES, and for RO the exact cut-off date is not specified.

<sup>6</sup> What are the latest figures of the number of displaced people from Ukraine registered at your PES? Please note that the figures should be interpreted with caution due to some differences in reporting.



decreased slightly, for example in Austria, Germany and Lithuania. Overall, PES reported about 3 000 more registered unemployed persons displaced from Ukraine compared to the questionnaire in November.

### **Public Employment Services take an innovative approach**

Most PES continue to draw predominantly on existing Active Labour Market Policies to support people from Ukraine to integrate in the labour market. In the latest questionnaire PES highlight some new initiatives and the targeting of existing programme to support persons displaced from Ukraine.

In the context of the French PES Pôle Emploi's programme "Les Entreprises S'engagent" or "Companies get involved" (which aims at highlighting the role of companies in the building of a more inclusive society and helping firms to roll out a sustainable, local, supportive economy), an interface now exists where firms can fill a form to be contacted by Pôle emploi about procedures to hire people displaced from Ukraine.

The French PES Pôle Emploi has also launched on 17 January an experimental application "Travailler en France", targeting all foreigners willing to work in France. It aims at offering a better access to information and are now on a trial basis, only available for a limited sample.

In Belgium it is now possible for any jobseeker registered at FOREM to test two or more jobs before deciding which training to follow or which job to choose, via access to the existing job trial programme. This could reduce the risk of over overqualification in the context of displaced people from Ukraine, where many have been ready to accept any job rather than waiting for the right job given the uncertainty regarding the length of stay.

### **Language barriers remain a major concern**

According to PES, concerns by employers to hire displaced people from Ukraine relate primarily to the language barrier.

Therefore, language training is highlighted as particularly important. In some countries, language training in English is also offered in addition to training in the host country language (e.g. Norway). The experience made during the 2015/2016 refugee crisis can be built upon.

### **Skills assessment and recognition of qualification of utmost importance**

Assessments of skills and recognition of qualifications is another high priority. Professional recognition, however, is reportedly as being often lengthy. The longer refugees stay in the host country, the more they expect to use their existing qualifications, so long-term integration demands language training, skills assessment, and recognition of qualifications.

To speed up this process, some countries, for example Poland and Latvia, have waived some standard qualification requirements in areas like teaching and healthcare for displaced people from Ukraine. Spain is installing fast-track assessment for medical qualifications and Lithuania has no language requirements for



Ukrainian teachers for up to two years.<sup>7</sup> In Belgium-Wallonia, Ukrainians with a profession as a construction worker and/or bricklayer can have their skills screened in their own language.

### **Follow up**

The PES Network will therefore regularly update the questionnaire as long as the PES members need it, with a focus on the statistical updates and new measures.

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<sup>7</sup> Lithuania requires an appropriate qualification and a licence. In Lithuania, many refugees are qualified as doctors, nurses, paramedics or care workers. To ensure qualification recognition, Lithuania has set up a centre applying special requirements. Medical staff can also work as assistants to Lithuanian doctors while waiting for their licences.

## Annex 1: PES questionnaire on Ukraine – February 2023

1. Which role have you as a PES been assigned regarding the situation with displaced people from Ukraine? Is this responsibility going beyond direct labour market measures? Please explain new actions since last survey.
2. What kind of access to PES measures do the people that are displaced from Ukraine have in your country? Is it the same as other refugees, national citizens or other? Please explain new actions since last survey.
3. What actions have you implemented, or do you plan to implement due to the situation? Are there any organisational changes in your PES? If yes, please elaborate. Please explain new actions since last survey.
4. Do your PES cooperate or coordinate actions with other relevant actors? If yes, please elaborate. Please explain new actions since last survey.
- 5a. What are the latest figures of the number of displaced people from Ukraine registered at your PES? If available, please indicate the cut-off date of the numbers. Please indicate the number of registered unemployed at a given point in time, and not cumulatively for the whole period. If the numbers include Ukrainian citizens not registered with Temporary protection, please clarify. Please insert source/link to statistics if there is one.
- 5b. Could you please explain the profiles (gender, skills, education). Please insert source/link to statistics if there is one.
- 5c. Can you please provide information and data about people displaced from Ukraine that are neither working, participating in training nor registered at the PES?
6. Do you have any figures or indicators on how many people displaced from Ukraine with TPD status that are in employment in your country in total (with and without support from PES), and in which sectors? If it is not possible to separate the number of employed with TPD, please provide the number of Ukrainian citizens employed if available and clearly indicate the definition used. If PES doesn't produce numbers, numbers from other sources as Statistical offices etc. are very welcome. If available, please indicate cut-off date. Please insert source/link to statistics if there is one.
7. Do you have any estimates or forecasts on how many people displaced from Ukraine that might require support from your PES? If not, do you have qualitative assessments? For example, stable/increasing/declining numbers. Please explain.
8. Are extra budgets put in place to support labour market integration of displaced people and/or PES support? Are specific targets being considered? If not, is there any work in progress? Please explain new information since last survey.

9. Are specific ALMPs being developed? If yes, please explain. Or have you implemented changes, for example combinations of work and an ALMP measure? Are specific ALMPs much in use for this group of people? Have you developed any partnership programmes with employers to help integrate persons displaced from Ukraine into the labour market? Please elaborate.
10. What kind of support do you need from the PES Network and other PES in this context? Please explain new needs since last survey.
11. What kind of information do you need from the Commission? Please explain new needs since last survey.
12. Do employers express the need of certain support to employ displaced people from Ukraine? For example, language training or update/recognition of skills. Please explain.
13. Do you have useful experiences or initiatives that can be shared with other PES? Are there new or specifically innovative activities which you would like to bring to the attention of other PES? If yes, please explain news since the last survey or add links.
14. Has your PES used EU-funding in this context or does your PES plan to do so? Please elaborate on updates since the last survey (in particular on which fund and for which activity).
15. Do your PES use EURES in this context? If yes, please explain possible updates since the last survey.
16. Have you been in contact with the Ukrainian PES? If yes, please elaborate on updates since the last survey.
17. Do you have any plans to contact the Ukrainian PES, or do you have practices or experience that you would like to share with them in bilateral or multilateral co-operation.
18. How many displaced people from Ukraine have de-registered from PES? Do you have any information about the reason for de-registration (for example starting in jobs or education, returning to Ukraine, or moving to another country)?
19. Do you have any other relevant information? Please elaborate.
20. Additional question from WG on integration of displaced people and refugees to get an overview: Please list the ALMP measures available for displaced people from Ukraine at your PES (as bullet points).