

СЕКЦІЯ 5

СОЦІАЛЬНА РОБОТА З ВНУТРІШНЬО ПЕРЕМІЩЕНИМИ ОСОБАМИ ТА МІГРАНТАМИ: НАЦІОНАЛЬНИЙ ТА МІЖНАРОДНИЙ ДОСВІД

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CAREER GROWTH AND SKILLS DEVELOPMENT FOR UKRAINIAN MIGRANTS: THE WINGS PROJECT APPROACH

Introduction. The full-scale war in Ukraine has triggered one of the largest displacement crises in Europe, forcing millions to flee their homes. As of August 2024, 6.7 million Ukrainian refugees have sought safety abroad, with 6.2 million residing across Europe, while 3.7 million remain internally displaced within Ukraine [1]. The majority of those displaced are women and children, many of whom face significant barriers to employment, social integration, and financial independence in their host countries.

Despite possessing professional qualifications and work experience, Ukrainian women migrants often struggle to integrate into local labor markets due to language barriers, difficulties in balancing work and family responsibilities, financial instability, unfamiliarity with local labor market regulations, a lack of professional networks, and challenges in diploma recognition. These challenges put them at risk of long-term economic exclusion. Addressing these urgent issues, the WINGS: Women's Initiative for New Growth and Skills – Empowering Migrant Careers project was launched under the Erasmus+ KA220-ADU framework (Project Number 2024-1-DE02-KA220-ADU-000247718) [2]. The project aims to facilitate the professional reintegration of

Ukrainian women migrants through structured learning programs, mentorship, and skill development initiatives. In Ukraine, the project focuses on assisting internally displaced women (IDPs) in rebuilding their professional paths. In Germany, Poland, Czechia, and Türkiye, the initiative targets Ukrainian refugee women, helping them integrate into local labor markets and achieve economic and social inclusion.

The WINGS project (2024-2026) is a transnational initiative coordinated by Wismar University of Applied Sciences, Technology, Business and Design (Germany) in collaboration with partners from Poland (Fundacja Marki Polskiej im. prof. Witolda Kieżuna), Ukraine (NGO SYLA KRAINY), Czechia (Prague City Vysoka Skola s.r.o.), and Türkiye (NGO Akademi Kultur ve Egitim Dernegi).

The WINGS Project: Objectives and Implementation. The core objective of WINGS is to equip 100 adult Ukrainian women forced migrants in five countries with the skills, knowledge, and networks necessary for sustainable career development and financial autonomy. The project achieves this through a multi-faceted approach:

The project is built around three key components.

1. Guidebook “Rise Up: Career Development Strategies for Migrant Women” (2024-2025) is a multilingual resource available in Ukrainian, Polish, Czech, Turkish, and German, designed to provide country-specific guidance on employment strategies and professional integration. The guidebook offers detailed information on labor market regulations, recognition of foreign qualifications, and employment support structures in each participating country. It includes practical tools such as career planning checklists, self-assessment exercises, and step-by-step guides for job applications and entrepreneurship opportunities. Additionally, it highlights case studies of successful labor market integration, illustrating pathways for different professional profiles. To ensure accessibility, the guidebook will be available in both printed and digital formats, with at least 500 copies distributed per country and online versions freely accessible through the project’s website and partner networks.

2. Comprehensive Integration Learning Program (CILP) “Leap Forward: Women’s Career Transformation” (2025-2026) is a structured educational initiative aimed at providing career counseling, job readiness training, and entrepreneurial skill development. The program consists of interactive digital learning modules, live workshops, and mentorship sessions facilitated by professionals in various sectors. The curriculum includes practical job-seeking strategies, industry-specific training, and guidance on starting a business in the host country. A blended learning approach combines self-paced courses with real-time mentoring and peer-to-peer networking. Participants will receive personalized career plans based on their qualifications and labor market needs, along with hands-on experience in CV writing, interview preparation, and professional branding. By the end of the program, at least 100 women will have completed targeted training and gained the necessary competencies to enter or advance in the workforce.

3. Dissemination and Stakeholder Engagement (2024-2026) ensures that the project’s outcomes have a broader impact beyond direct participants. Public discussion forums and networking events will be held in each partner country, connecting migrant women with potential employers, policymakers, and labor market experts. Five major

multiplier events under the title “Step by Step: Empowering Women Migrants for Career Success” will provide a platform for sharing best practices and advocating for policies that support migrant women’s economic inclusion. The project will also establish partnerships with local businesses, NGOs, and government agencies to enhance awareness and create long-term support mechanisms for Ukrainian women migrants. Key findings and recommendations from the WINGS project will be compiled into policy briefs, best practice reports, and training materials, ensuring that its impact extends beyond the project’s duration.

By implementing these three components, the WINGS project creates a structured pathway for Ukrainian migrant women to achieve professional stability and long-term economic security.

Key Challenges and Innovative Solutions. Several obstacles hinder the professional reintegration of Ukrainian women migrants:

- Skills mismatch: Many women possess qualifications that are either unrecognized or not in demand in their host countries.
- Language barriers: Limited proficiency in the local language restricts access to employment opportunities.
- Limited networks: The lack of professional and social connections makes career advancement difficult.
- Psychological and social stress: Displacement often results in reduced self-confidence and motivation [3].

To overcome these challenges, WINGS employs an inclusive, adaptable, and practical methodology. The CILP model integrates tailored mentorship by pairing participants with experienced professionals who provide career guidance and validate their skills. It also includes localized training modules that offer context-specific career development programs aligned with national labor market trends. Additionally, the model emphasizes empowerment through knowledge by utilizing the guidebook, which provides step-by-step strategies for navigating employment opportunities and accessing available resources.

The project is expected to generate several long-term benefits, primarily enhancing the employability of Ukrainian women migrants. At least 100 participants will complete the program, obtaining certified career training and mentorship support, which will strengthen their professional qualifications and facilitate their integration into the labor market. Additionally, the initiative will contribute to the development of sustainable professional networks, fostering an active support system that enables migrant women to exchange knowledge, access career opportunities, and build long-term professional relationships.

Expected Outcomes and Impact. Furthermore, the project aims to provide policy recommendations based on the insights gained throughout its implementation. These findings will be disseminated among local and EU-level stakeholders to inform and influence future policies on migrant integration, ensuring that institutional frameworks become more inclusive and supportive of displaced women. Lastly, the project will enhance awareness and advocacy efforts by increasing public and institutional recognition of the challenges faced by Ukrainian women migrants. By

promoting inclusive employment strategies and highlighting the socio-economic contributions of migrant women, the initiative seeks to drive systemic changes that improve access to labor markets and professional development opportunities.

Conclusion. The WINGS project represents a structured, multi-level response to the socio-economic exclusion of Ukrainian women migrants. By offering practical training, networking opportunities, and mentorship, it provides a tangible pathway toward professional reintegration and financial independence. The project's scalable and replicable model ensures its potential for expansion, fostering a long-term positive impact on migrant women's economic and social inclusion across Europe. This initiative highlights the necessity of collaborative, cross-border efforts in adult education and skills development to address modern displacement challenges. By leveraging the strengths of international partners and implementing evidence-based career transformation strategies, WINGS contributes to a more inclusive and resilient European labor market.

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EVOLVING BARRIERS OF CULTURAL ADAPTATION OF UKRAINIAN WAR REFUGEES TO POLAND: A THREE-YEAR PERSPECTIVE

The objective of the paper is to explore the barriers to cultural adaptation faced by Ukrainian war refugees in Poland, in the context of the large-scale migration triggered by the Russian invasion of Ukraine in 2022 and three-year perspective of migration experiences.

The situation of encounter between newcomers and host communities may have a different course. The most popular framework for research on acculturation is John W. Berry's acculturation model: Berry's concept has been extensively applied in various fields, including psychology, sociology, education, and migration studies, due to its clear structure and comprehensive approach to understanding how individuals and groups adapt to new cultural contexts (Berry, 1997). Researchers frequently use Berry's four acculturation strategies (assimilation, separation, integration, and marginalization) as a basis for studying acculturation processes and their psychological and social impacts. In reference to John Berry's concept Polish sociologists noted, that "immigrants find their place in the host society differently, therefore various terms are