

THE IMPACT OF MIGRATION ON WOMEN'S
PROFESSIONAL IDENTITY, CAREER,
AND WORKING CONDITIONS:
THE CASE OF INTERNALLY DISPLACED
PERSONS IN UKRAINE

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Abstract: This article examines the impact of forced internal migration on the professional identity, career trajectories, and working conditions of women in the context of the war in Ukraine. The object of the study is the professional adaptation of internally displaced women, including their ability to restore career development and integrate into new socio-economic conditions. The aim of the study is to identify key factors that facilitate or hinder access to the labor market, professional self-determination, and social adaptation of internally displaced women. The main tasks include analyzing theoretical approaches to forced migration and professional adaptation, identifying barriers to employment, assessing the influence of psychological resilience, education, and retraining programs on career opportunities, and examining the role of local authorities' support



and participation in international programs in promoting the integration of internally displaced women. The methodology employs a comprehensive approach, including the analysis of scientific literature and theoretical frameworks, a survey conducted among internally displaced women in four regions of Western Ukraine, and a comparison of the results with international practices in migrant adaptation. The key findings indicate that professional adaptation of internally displaced women largely depends on psychological resilience, access to retraining and upskilling programs, active support from local authorities, and opportunities to participate in international projects. It was found that involving women in decision-making processes regarding integration programs enhances the effectiveness of their social and professional adaptation. Based on the study, recommendations are proposed to improve conditions for professional integration and social recovery of internally displaced women, aimed at strengthening economic stability, ensuring gender equality, and supporting sustainable development of local communities.

Keywords: integration, internally displaced women, migration, professional identity, territorial community

Introduction

The full-scale war in Ukraine has caused one of the largest waves of internal migration in modern Europe, which has significantly affected the socio-economic development of regions and the structure of the labor market. The situation of women who are internally displaced persons (IDPs) requires particular attention, as their professional integration, opportunities to realize their labor potential, and career trajectories are crucial for the economic stability of households and the country's recovery process.

Despite growing scientific interest in the topic of migration, the issues of professional identity of internally displaced women (IDW), their career trajectories, and working conditions in wartime remain understudied. The lack of systematic data complicates the development of effective integration and retraining programs aimed at overcoming barriers to labor market access.

The purpose of this study is to identify the key influencing factors and obstacles that shape the professional identity, career trajectories, and working conditions of IDW in Ukraine during the war, taking into account their experience of integration into a new socio-economic environment.

In this context, it is important to find answers to the following research questions:

What factors most influence the professional integration of IDW in wartime?

What barriers hinder their integration into a new socio-economic environment?

What tools and forms of support are most effective in promoting employment and professional development?

The article is structured as follows: the introduction defines the relevance of the topic, formulates research questions and tasks, and separately provides an extended justification of the relevance of the issue in the form of an analytical section. Next, an overview of scientific literature and conceptual approaches that form the theoretical basis of the study is presented. The next section contains a description of the methodology, sample, and research tools, followed by the main empirical results and their interpretation. The final part includes a summary of the results, conclusions, and practical recommendations aimed at improving measures to support the professional integration of IDW.

Background

Forced internal migration caused by the war in Ukraine has significantly affected the social and professional integration of women, creating new challenges in terms of their employment, adaptation to the labor market, and self-realization in a changed socio-economic environment. IDW constitute a significant proportion of the population, and they are tasked not only with providing for their own families, but also with supporting the country's economy in its struggle for independence.

Migrant women tend to have lower educational status than men and face greater difficulties than men, both during migration and later, with their integration into the labor market of their destination. The war in Ukraine has exacerbated gender issues, because regardless of whether women have remained in Ukraine or been forced to move abroad, they bear an additional burden, in addition to their professional activities, of caring for children and elderly relatives, volunteering, adapting to new conditions, etc. In addition, there have been numerous cases where women and girls have wanted to join the Armed Forces of Ukraine since the beginning of the war, but have faced gender stereotypes that military service is not for women (Hassai 2023).

Research shows that the labor market in Ukraine has undergone significant changes during the war. This is due to a decline in employment, the mobilization of the male population, rising unemployment, migration, and deteriorating working conditions. In conditions

of uncertainty and economic instability, employers often resort to reducing personnel costs, limiting social guarantees, and curtailing activities (Vyshnovetska et al. 2024). This also does not help forcibly displaced women find employment in their new place of residence.

IDW have a positive impact on the economic well-being and employment opportunities of local residents. This is confirmed by research (Koroutchev 2024), which indicates that the situation in Zakarpattia has improved thanks to the creation of new jobs and the arrival of well-established IDW from the rest of the country. Such trends play an important role in formulating decisions and strategies at various levels of government aimed at reducing the inequalities and challenges faced by internally displaced women. They should form the basis for the development of targeted support programs, expanding access to education and professional development, improving employment conditions and economic self-sufficiency, and ensuring access to quality health services and social protection at both the community and state levels.

Current State of Research and Theoretical Approaches

Research into migration and internal displacement issues and the social integration of displaced persons is a relatively new field of study. Academic publications on this topic are closely linked to theories of resilience, empowerment, gender, and livelihoods. However, many scholars agree that this research is developing on a broad interdisciplinary basis in the social sciences, including refugee studies, economics, and development, rather than on core business disciplines (Al-Dajani 2022). In their scientific works, authors use both a reflective approach (Al-Dajani 2022) and the concept of participation (Lokot et al. 2023), as well as a dynamic approach (Balinchenko 2021).

The subjects of study by researchers in the context of women's displacement included various issues such as family formation patterns (Elnakib et al. 2024) and the prevalence and contributing variables of gender-based violence against refugees and internally displaced women (Tadesse et al. 2024; Kelly et al. 2024).

Many authors study external migration (Tumen et al. 2023; Hillmann et al. 2021; Ortlieb et al. 2023; Hernandez 2023, Szczepanikova et al. 2018). Their focus is on the long-term reflection of displaced persons in the socio-economic system of the host country and in the labor market (Ivlevs et al. 2018). It has been proven that the level of external migration decreases when conditions for the integration and employment of internal migrants are created.

The main goal of internal migration is to find a better place of employment in order to increase well-being (Morrison et al. 2011; Hatab et al. 2022; Caliendo et al. 2016). Other reasons for internal migration include unemployment, low economic development in the region of residence, low wages, discrimination, poor living infrastructure, and low expectations for career development (Manandhar 2023). Studies show that internal migration plays an important role in reducing poverty (Salam et al. 2023), and that the general propensity to migrate decreases with age (Thomas 2019). There is also a significant difference between the ideology of planned internal migration, associated with the search for better work or living conditions, and forced migration due to military conflicts and natural disasters (Smutchak et al. 2022).

The degree to which internal migration goals are achieved can be assessed through a gender lens. Researchers argue that gender diversity in teams is characterized not only by creativity and innovation, but also by better financial performance (Shatilova et al. 2021; Wasilczuk et al. 2022). Women are more likely to experience burnout at work than men. In 2021, 42 percent of women often or constantly experienced burnout at work, which is 7 percent more than among men. This is according to the annual McKinsey and Lean In survey, which involved 65,000 employees from 423 organizations (McKinsey & Company 2021).

It is always more difficult for migrants to find decent work, as confirmed by research (Synthesis report 2021: 7). Even in cases where migrant workers have the necessary level of professional knowledge and skills, many of them work in jobs that do not match their talents or skill level, leading to “underemployment” or a mismatch between their skills and the job they have obtained.

Scientists have been studying the characteristics of population migration in the context of the war in Ukraine since the beginning of hostilities in 2014. Some studies describe how armed conflict affects migration (Williams et al. 2021). Other works have focused on screening the strategic efforts that forced migrants make to rebuild their lives (Greta Lynn Uehling 2021), identifying the needs (material and non-material), challenges, and opportunities for social integration of internally displaced persons into host communities (Voznyak, et al. 2023b), attitudes towards IDP status, discussing it and confirming their citizenship in narratives and interactions with the state (Tarkhanova 2023). Internally displaced persons face significant challenges related to social vulnerability (loss of housing, jobs, and consequently income, difficult emotional state due to constant dangers and threats associated with war) (Capasso et al. 2022), and a lack of due diligence with regard to human rights (Khrystova et al. 2021). In particular, researchers have studied the prevalence of war trauma, PTSD levels by symptom

clusters, and whether socio-demographic factors are associated with positive PTSD indicators among urban civilians and internally displaced persons (Johnson et al. 2022).

Some studies address the problems encountered only by Ukrainian urban IDPs in adapting to new geopolitical and life realities and integrating into host communities (Havryliuk 2022), or use the example of only one western region of Ukraine, which is becoming a transit point on the way to leaving the country (Lozynskyy et al. 2024; Voznyak et al. 2023a; Voznyak et al. 2023b).

A significant part of scientific works address the problems of employment of displaced women in host communities (Meekees et al. 2022; Yaroshenko et al. 2023). An important aspect here is the role and tools of local authorities (Roshchuk et al. 2024).

It is also necessary to emphasize the important circumstance of displaced women's search for professional identity. Women constantly adapt to the family circumstances and career demands faced by their husbands, striving to maximize their usefulness within these frameworks (Stebur 2023).

A review of the literature shows that the issue of migration and internal displacement is interdisciplinary and covers economic, sociological, psychological, and managerial aspects. Research focuses on the following: the mechanisms of adaptation of displaced persons and strategic efforts to integrate them into host communities; the study of gender-related issues, in particular women's professional identity, their employment and social vulnerability; differences between voluntary and forced migration, the role of the labor market and social policy in reducing the scale of migration; the impact of war on migration processes, mental health, social integration, and the well-being of internally displaced persons.

The literature confirms that integration policies and the creation of employment opportunities reduce the level of external migration and contribute to the stabilization of the socio-economic situation. Researchers pay particular attention to gender aspects, as women are a more vulnerable group and are more likely to experience burnout, violence, and challenges to professional fulfillment.

The issues of migration and the conditions for the formation of an environment for professional identity, career, and working conditions remain under-researched, especially in the context of the adaptation and employment of internally displaced women. To gain a comprehensive understanding of this issue, it is necessary to cover several regions of Ukraine that differ in their economic, social, and cultural characteristics. In addition, it is important to conduct research in a dynamic manner in order to track changes in the processes of adaptation and

integration of IDW into new professional environments. This approach will allow for more thorough conclusions to be drawn, which can form the basis for the development of effective strategies to support these women in employment, career development, and the formation of professional identity.

Presentation of the Study

To reveal the multidimensional nature of the challenges and opportunities faced by IDW as they adapt to their new socio-economic environment in western Ukraine, the results of a structured sociological survey based on questionnaires and in-depth interviews were used. This study was commissioned by the non-governmental organization Women's Perspectives Center with financial support from the United Nations Women's Peace and Humanitarian Fund (WPHF) as part of the project "Advocacy Support for Internally Displaced Women in Western Ukraine." The survey of IDW was conducted in the form of questionnaires, as this method is the most appropriate for obtaining reliable data and resource costs. The structured survey of IDW was conducted in the form of paper questionnaires for older people and computer-assisted web interviewing (CAWI), with the aim of reaching the largest number of respondents at optimal resource costs. The survey was preceded by consultations with experts and representatives of local self-government bodies (LSG), which allowed us to select the most appropriate questions for the questionnaire. The questionnaire consisted of 16 questions, which was sufficient to obtain complete information about the needs of IDW without taking up too much of the respondents' time. Open and closed questions with answer options were used, as well as questions with a rating scale (Likert).

The survey of IDW was conducted through direct contact with specially selected and trained coordinators who asked respondents to fill out questionnaires in paper or Google form. Local interviewers – coordinators who work with IDW – were involved in the survey, which helped to increase trust. The survey involved three stages of data collection. Data collection for each stage of the survey took place over three-and-a-half weeks. The survey was conducted in three stages to identify trends in change and how they affect the lives and employment of IDW. The first stage took place from 18 October to 29 November 2022. The second stage lasted from 27 January to 19 February 2023. The final, third stage took place from 8 January to 26 January 2024.

The survey was conducted in places where IDW actually live and where there was a comfortable atmosphere for communication, namely

in special settlements for IDW, assistance centers for IDW, medical and psychological centers, and places of education and retraining for IDPs. Respondents were assured that their answers and the information provided would not have any negative consequences for their emotional or physical well-being, would not threaten their safety, and would remain anonymous or confidential. Paper questionnaires were centrally entered into the survey results database for further processing.

The study covered four regions of Western Ukraine: Lviv, Ternopil, Khmelnytskyi, and Rivne. A multi-stage stratified sample was used to select IDW based on the following criteria: communities with the largest number of IDPs (Table 1). The survey results are representative, as random selection was observed and minimum sample sizes were calculated (at least 400 people in each territorial community (TC)). The accepted confidence level is 95 percent, and the margin of error of 1 percent corresponds to a standard error of 0.5 percent and a coefficient of variation of 10 percent.

Table 1: List of communities and regions that participated in the survey of IDW*

Region	Name of TG	Sample size, persons
Ternopil region	Berezhanska	1060
	Zolotopotitska	
	Kopychnets	
	Podvolochysk	
	Ternopil	
Rivne region	Klevanska	1035
	Dubenska	
	Berezne	
	Zdolbunivska	
Lviv region	Morshynska	773
	Rudkivska	
	Bibrsk	
	Murovanska	
Khmelnytskyi region	Khmelnytsky	1066
	Krasylyvska	
	Horodok	
	Dunaivetska	
	Volochyska	
Total	x	3934

* Authors' calculations

Each stage of the assessment had its own objectives. Thus, the first stage examined the problems and challenges faced by IDW in Ukraine in the context of war. In addition, the most important thing in the first stage of the study was to determine the emotional state

of IDW, since emotional state greatly influences the ability to adapt to new conditions, make effective decisions, and maintain professional identity during a crisis. The study also examined the possibility of working remotely while retaining the jobs that women had left behind in their homes. These aspects are particularly important, as remote work allows women to maintain contact with their previous professional environment, reduces economic risks, and helps stabilize their emotional state.

This category of internally displaced women is seen as an asset and an opportunity for local community development, so analyzing these issues was key in the first stage of developing measures to support IDW in their efforts to keep their jobs, adapt to new working conditions, and ensure economic stability for themselves and their families, which in turn contributes to strengthening the country's economy in wartime.

The first stage of the study demonstrated that 7 months after the beginning of the war, IDW have partially adapted to the changes. However, a significant portion found it difficult to determine their emotional state (38 percent), while 33 percent reported feeling somewhat positive, and 19 percent assessed their emotional state as negative.

Most IDW were unable to work remotely at their previous (pre-war) places of employment in host cities. This indicates that, despite partial adaptation, challenges related to emotional stability and employment continuity remain pressing. The inability to maintain remote work underscores the need for targeted interventions aimed at creating flexible employment opportunities and providing psychological support.

Based on the screening results, depending on their emotional state and identified professional needs, local authorities provided different types of assistance and support to different categories of women. Repeat studies in the form of questionnaires made it possible to analyze the effectiveness of the implemented adaptation mechanism through the dynamics of indicators such as emotional state, desire to remain in the host community, and level of integration into the new environment.

Trauma support and counseling are crucial and should be offered before employment opportunities are provided. When providing counseling, it was particularly important to consider that group counseling could help women feel more comfortable talking about their problems.

The objectives of Phase II are related to clarifying the factors of women's professional integration by community. In the second phase, it was found that 37 percent of women managed to find work in their profession, while another 14 percent worked in less skilled jobs than before the war. Another 5 percent of IDW started their own businesses

or obtained better jobs than they had before the war. These data are consistent with the results of another study, which indicate that only 32 percent of IDPs were engaged in either full-time or part-time employment through remote work or other means (Koroutchev 2024).

Consequently, the remaining women had problems finding employment. It turned out that the qualifications and skills of IDW often do not meet the requirements of the local labor market, which creates significant difficulties in their professional integration. In the communities studied – Berezne, Volochysk, Horodok, and Murovany – only about half of women have professional competencies that meet the needs of the local market. This highlights the relevance of retraining and adaptation to new working conditions.

In addition, it was found that women face numerous challenges in the labor market, including limited opportunities for career growth, insufficient social guarantees, and lack of support from local authorities. Women reported discrimination in the form of potential employers refusing to hire them simply because they believe that they plan to stay in the community for only a short time and will return home or move elsewhere at the first opportunity.

The task of the third stage was to assess the dynamics of the identified factors of women’s professional integration. The analysis of the general indicators of the LPR survey in different TG in all the regions analyzed made it possible to identify the regions with the most significant changes in dynamics (comparing the results of the second and first surveys). For clarity, the data is presented in tabular form. Thus, the regions with the most positive changes in dynamics are presented in Table 2, and those with negative changes are presented in Table 3.

Table 2: Positive changes noted by IDW after the third survey, % *

Question	Generalized indicator for all communities	Average indicator for the assessed TG Lviv region	Average indicator for assessed TG Ternopil region	Average indicator for assessed TG Khmelnytskyi region	Average indicator for assessed TG Rivne region
Do you plan to stay in the community for a longer period of time? (“Yes,” “Most likely yes”), %	47	50	48	37	54
How has your emotional state changed over the past six months? (“Improved,” “Significantly improved”), %	56	58	58	65	46

How much more significant has the problem of employment become for you over the past six months? (“Decreased,” “No longer exists”), %	29	30	35	43	22
Has your desire to re-train (change your profession) changed in the last six months? (“I have developed a desire,” “I have already taken certain steps”), %	36	27	34	42	36
Has your desire to start your own business changed? (“I am working in this field,” “I have already started...”), %	24	19	29	28	23
Has your sense of belonging to the community changed over the past six months? (“Improved,” “Significantly improved”), %	51	63	38	47	55

* Authors’ calculations

As can be seen from Table 2, according to the answers regarding women’s plans to remain in the community, Rivne region stood out most positively, as 54 percent of the women surveyed supported this answer. This is due to the fact that these women have moved from eastern regions, it is closer for them to return home, and they hope for a quick end to the war. In the communities of the Lviv region, fewer women want to stay, as this region is a border region and many displaced women move there for a while to then seek a better life abroad. This category usually includes IDPs whose homes have been completely or partially destroyed as a result of military operations. The largest proportion of female IDPs in the Khmelnytskyi region note an improvement in the employment situation, and in these communities, displaced women also note the greatest improvement in their emotional state (65 percent), so it can be assumed that these factors are interrelated. This is also confirmed by scientific research, which shows that women tried to maintain their daily lives and safety in new conditions, continuing to hope for a better future, for example through religion and faith, through education and work, or through play, humor, and optimism (Jolof et al. 2022).

The purpose of the survey was to identify the desire to start one’s own business. The survey results indicated positive changes, but they

are relatively insignificant (no more than 29 percent). This is due to the fact that a significant proportion of women do not have the necessary knowledge and skills, start-up capital opportunities, or consider such activities to be difficult in wartime conditions.

Table 3: Negative changes reported by IDW after stage III of the survey, %*

	Generalized indicator for all communities	Lviv region	Ternopil region	Khmelnyskyi region	Rivne region
Do you plan to stay in the community for a longer period of time?, %	16	13	13	21	15
How has your emotional state changed over the past six months? (“Worsened,” “Significantly worsened”), %	15	6.45	13.6	10.2	23.25
How much more significant has the problem of employment become for you over the past six months? (“Has become more acute,” “Has become significantly more acute”), %	20	10.75	21	17	26
Has your desire to retrain (change your profession) changed in the last six months? (“Lost desire,” “Never had and still don’t have desire”), %	45	58.7	42.19	42.25	43.1
Has your desire to start your own business changed? (“I never had and still don’t have this desire,” “I gave up on this idea”), %	49	5	38	44	49.66
Has your sense of belonging to the community changed over the past six months? (combines the questions “Worsened” and “Significantly worsened”)	7	9	11	4	4

* Authors’ calculations

The survey results revealed negative changes in plans to remain in the community, albeit insignificant (up to 21 percent in the Khmelnytskyi region). This was due to the fact that critical infrastructure facilities are located in this region, making the relevant communities more dangerous to live in, which is where this indicator increased. A quarter of women feel a deterioration in their emotional state in the Rivne region. Also, in this region, the largest proportion of women noted a deterioration in employment levels, which again confirms the

correlation between these two phenomena. More than half of women in the Lviv region no longer want to retrain or start their own business.

The changes outlined above have affected the processes of adaptation and integration, in particular, a small percentage of negative changes was noted (no more than 11 percent in the Ternopil region). This indicates that local communities have done a good job of accepting IDPs. Every community to which migrants have moved (regardless of whether it is external or internal migration) should be interested in helping them integrate as quickly as possible, because failure to do so will lead to a deterioration in the socio-economic indicators of the community. The lack of job opportunities for migrants, the devaluation of human capital, and poorer health are important reasons for the slower adaptation process of displaced persons (Bevelander 2020).

Other studies (Synthesis report 2021: 14) also confirm that women are less likely than male migrants to have the opportunity to participate in work-oriented initiatives such as labor market training, job placement, and job subsidies. To overcome these challenges, various countries have organized special programs, such as Equal Entry and other initiatives, where, in addition to advocacy support, female migrants are given opportunities to travel or receive childcare support (Synthesis report 2021: 14). Between October 2022 and January 2024, displaced women had the opportunity to participate in various integration mechanisms established by local authorities. These mechanisms varied in scope and duration and were funded from the budget of the territorial community, the regional budget, and international donors.

However, the third stage of the study showed only minor changes in the key indicators of IDW's needs in response to the question, "Do your qualifications match the local labor market?" 14 percent fewer respondents said that their qualifications matched. This is due to the fact that some IDW are leaving communities and new ones are arriving to replace them, i.e., there is internal migration of displaced women. The adaptation, integration, and employment of IDW is closely linked to their emotional state, and due to frequent shelling and threats, the emotional state of most remains negative. The results of professional identification were also influenced by the regions of Ukraine and the type of settlement (city or village) from which the new displaced persons arrived, as well as whether they had professional experience before the war.

In the previous stages, most women were unable to answer whether they wanted to change their profession or retrain. However, such changes did occur, and according to the results of the third stage, the leader among such communities is Krasylivska, where 64 percent of

women indicated that they wanted to retrain and had even taken the first steps in this direction. The top five also included the Gorodok, Zdolbuniv, and Kopychyntsi communities and the city of Ternopil. This indicates the favorable conditions created by local authorities, local residents, volunteer organizations, and international projects that contributed to this change in women's desires.

The results of the study showed that there are communities where IDW who are new arrivals do not feel the desire to retrain. This may indicate the following: either the local labor market is unattractive; or women can find jobs and decent wages in the local labor market with the qualifications they already have; or women have the opportunity to work remotely from their previous place of employment. Among such communities, Klevan, Bibrsk, and Murovansk stood out significantly.

The results of the third stage showed that positive changes in the adaptation of female IDPs occurred in all communities studied, where at least one-third of respondents felt part of the community over the past six months. After spending some time in the community, female IDPs begin to adapt to new conditions and integrate into their living environment. The results of the study confirm that there is a direct correlation between positive changes in the integration of IDW and their emotional state. Displaced persons who have been displaced by war have more difficulties adapting due to circumstances, traumatic experiences, and feelings of loss. This is also confirmed by research (Krasilova et al. 2024), which emphasizes the importance of understanding the psychological aspects of adaptation for Ukrainian IDPs, examines the factors that cause difficulties in adaptation, and outlines that the lack of group support and social integration can exacerbate adaptation problems. Social adaptation can be complicated by conflicts between IDPs and military veterans in Ukraine (Singh et al. 2021). Therefore, it is important that local authorities, volunteers, and psychologists work to improve the emotional state of displaced persons. Studying forced migrants due to armed conflicts, researchers note that they are at greater risk of developing mental disorders (Siriwardhana et al. 2014). However, resilience, defined as a person's ability to successfully adapt or recover from stressful and traumatic experiences, has been identified as a key potential protective factor.

A scientific study has been devoted to investigating the factors that influence the resilience of women who have been forcibly displaced as a result of armed conflict (Jolof et al. 2022). Forcibly displaced women face changed living conditions associated with significant discrimination, danger, violence, and the need to survive on a daily basis while caring for their families. Research on the experiences of IDW as a result of armed conflict suggests that they drew on resources for

resilience from their families and social support from women who had been in similar situations. In comparison, Ukrainians who emigrated to the US due to the war in Ukraine have higher levels of resilience. This can be explained by the fact that forced Ukrainian migrants in the US may have higher levels of resilience due to a greater sense of security and satisfaction with themselves and their lives, as well as lower levels of anxiety and other mental health problems, as the results of this study show that the majority (61 percent) of respondents reported avoiding thoughts, emotions, and feelings about the war and the situation (Andrushko et al. 2024).

During the third stage, women were also surveyed about manifestations of discrimination, and the results showed ambiguous dynamics. The study found that IDW experienced discrimination from employers because they believe that displaced persons are temporary residents and may leave the community at the first opportunity. However, the highest number of IDW who no longer experienced discrimination was observed in the communities of Ternopil, Berezhany, and Zdolbuniv.

Discussion

Speaking in general terms about women's intentions to remain in their communities for a longer period of time, there were no significant fluctuations in the respondents' answers during the periods studied. At the first stage, less than half of the women had such intentions, with fluctuations within 5 percent. According to the results of the third stage, the number of people planning to remain in the community for a longer period of time increased overall. The leaders among such communities were, and remain, the cities of Rivne, Dubno, Morshyn, and Berezhany, which are comfortable places to live. There are also communities from which a large percentage of women plan to leave. In particular, this category includes the Pidvolochysk territorial community, where every third woman does not plan to stay, but in this case, there is a positive trend, because in the previous stages, this indicator was higher, and every second woman thought so. However, the situation is different in the Zdolbuniv and Berezhne communities, as the number of IDW who do not want to stay in the community has increased significantly over the past six months. This should be a signal to the leadership of these communities.

The results of this study showed that there are leaders among the communities where IDW are working towards starting their own businesses and have even already done so. The Kopychyntsi territorial community tops this ranking. However, we would also like to highlight

the Krasylivska TG, where 38 period wanted and really wanted to start their own business, and half of them have already done so. In the case of the Berezivska community, almost all those who wanted to (41 percent) have done so. In general, these results can be attributed to the active work of community organizations and the effectiveness of various events that take place in the community and create a favorable environment.

After examining the reasons for the results of the sociological survey, it was found that they were caused by a combination of several factors, which in synergy create barriers or drivers for the professional integration of IDW (Table 4).

Table 4: Factors influencing the professional identity, career, and working conditions of women*

Factor	Strength of influence	Possible consequences	Recommended measures to strengthen/weaken
Level of socio-economic development of the host community	High	More opportunities for employment and integration, access to resources and support	Infrastructure development, investment attraction, implementation of international assistance programs
Place of origin of the displaced woman (city/village)	Average	Level of prior professional training may affect ability to adapt to new environment	Implementation of adaptation programs, particularly for women from rural areas, individual approach
Matching the needs of the local labor market with women's professional skills	High	Difficulties with employment, need for retraining	Cooperation with employers to create retraining courses, implementation of training programs
Previous entrepreneurial experience	Average	Opportunity to start your own business, increase economic independence	Conducting training in business planning, microgrants for start-ups
Psychological resilience	Average	Improved ability to adapt to new conditions, overcome stress	Psychological support, mutual aid groups, educational seminars
Gender stereotypes in the labor market	High	Limited career opportunities, discrimination	Information campaigns on gender equality, strengthening control over compliance with labor rights
Support from local authorities	High	Facilitation of adaptation and economic integration, creation of new jobs	Development of business support infrastructure, advisory centers, grant programs

Participation in international projects	Medium	Expansion of network connections, attraction of additional resources	Strengthening cooperation with international organizations, developing professional exchange programs
Access to housing and social services	High	Reducing social instability, improving quality of life	Creating affordable housing and providing quality social services

*Developed by the authors

Key factors include lack of access to quality retraining programs, limited employment opportunities in rural and small communities, gender stereotypes regarding women's employment, and the psychological consequences of forced migration. These factors are interrelated and require a comprehensive approach to overcome them.

Conclusion

The analysis of the literature allowed us to form a theoretical basis for the study, which draws on several interrelated perspectives. The theory of resilience explains how displaced persons are able to overcome socio-economic challenges and rebuild their lives, while the theory of empowerment highlights the importance of restoring autonomy and agency, particularly for displaced women. A gender approach ensures that the differences between men and women's experiences in migration processes are taken into account, providing a more nuanced understanding of their needs. The concept of livelihoods allows for the assessment of access to resources, employment opportunities, and levels of well-being, while reflective and dynamic approaches facilitate the analysis of changes in migrants' needs and adaptation strategies over time. Finally, the concept of participation emphasizes the significance of involving migrants themselves in the development and implementation of integration solutions, ensuring that interventions are responsive and effective. Thus, the theoretical framework combines social, economic, and gender approaches, creating a comprehensive toolkit for further analysis of the integration of internally displaced persons and the employment characteristics of displaced women.

The process of successful professional integration of internally displaced women is multifactorial and depends on a complex of economic, social, and psychological factors. It has been determined that the most significant of these are the opportunity to find employment in the labor market as a hired worker, the creation of conditions for starting one's own business, access to retraining and advanced training

programs, as well as the overall attractiveness of the economic environment of the local community. The emotional state of women, their level of psychological resilience, previous professional experience, and existing skills are also important factors that determine the speed of adaptation and the ability to realize one's potential in new conditions. The combined effect of these factors shapes individual integration trajectories and determines the degree of socio-economic stability of IDW in host communities.

The results of the study emphasize the importance of a comprehensive approach to supporting internally displaced women, taking into account their social and professional integration. It was found that a significant proportion of IDW who arrived in host urban communities had previous entrepreneurial experience or intentions to start a business, which indicates their potential for economic self-realization.

The active development of host communities, support from international organizations, and participation in international projects were found to be factors conducive to adaptation. The openness of local self-government bodies, which promote the integration of women into local economic processes, plays an important role. For example, the Kopychyntsi community has a business advisory center that helps women develop entrepreneurial skills and receive advice on starting their own businesses.

The findings of the study form the basis for the development of policies and programs aimed at meeting both the short-term needs of IDW (housing, employment support) and long-term strategies for their integration. In particular, special attention should be paid to building resilience, developing entrepreneurial potential, and ensuring equal opportunities in the new socio-economic environment.

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