

NGO "German-Ukrainian Dialogue" (Augsburg, Germany)
Lviv National Academy of Arts (Lviv, Ukraine)
Pedagogy and Adult Education Department of the University
of Augsburg (Augsburg, Germany)
The Kunstsammlungen & Museen Augsburg
International Institute of Education, Culture and Diaspora Relations of National University
"Lviv Polytechnic" (Lviv, Ukraine)
NGO "Ukrainian-German Cultural Society of Chernivtsi"
at the centre Gedankendach (Chernivtsi, Ukraine)
NGO "Center of Social Innovations" (Lviv, Ukraine)

INTERNATIONAL SCIENTIFIC SYMPOSIUM FORCED MIGRATION IN THE XXI CENTURY: CHALLENGES, VALUES, REFLECTIONS

1-3 December 2023, Augsburg, Germany

PROCEEDINGS

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Die Sammlung enthält Thesen der Vorträge der Symposiums Teilnehmer zu folgenden Thematische Schwerpunkte: Migration und Menschenrechte; kulturelle Dimension der Migration; Auswirkungen der Migration auf die sozioökonomische Entwicklung.

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The proceedings includes abstracts of the Symposium participants' reports covering the following thematic areas: migration and human rights; cultural dimension of migration; impact of migration on socio-economic development.

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INTERNATIONAL LABOUR MARKET AND JOB SEARCH BY MIGRANTS AND REFUGEES: AN EXAMPLE OF SWISS PROJECT FOR UKRAINIANS

The issue of job search and employment is acute for most, if not all, countries of the world. This point is even more drastic for migrants and refugees who must compete with the local population facing additional challenges than local people such as: unknown labour market, diploma recognition, language barriers, mismatching of formal requirements and skills needed to obtain a position they had before, etc. This is obvious that the integration process is smoother for migrants as they are better prepared for the migration. However, considering refugees an integration path ought to be developed by local authorities in cooperation with representatives of educational, scientific, civic, organizations. Moreover, for some refugees there is a need for re-qualification as they cannot find the same job on the same level as they did in their home countries.

The challenges mentioned above many Ukrainians who have their refugee status in different countries fleeing from the war face now. In fact, the range of skills and competencies of each person is much wider than are imagined. In addition, it is difficult for different individuals to correlate them with other functions that they have not performed before. It is good to determine the full range of competencies that each person has, compares them with various professions and offers not 2-3 positions that suit each of them, but 10-15. And when such a survey is conducted based on a scientifically based approach, then such success stories as a radical change of profession and achieving significant results in them will not be an exception, but a good practice.

However, today there are a lack of such affordable tools that combine a full range of specialties. Below a description of the project J4UA (Jobs for Ukrainians) is given. The project was initiated in Switzerland based on the scientific project called J4U (Jobs for You) within Behavior-Change Technology to Support Job Seekers Project [1]. The author of this work is one of the team members of the project which is led by Prof. Rafael Lalive, University of Lausanne, Switzerland. When creating the J4U platform, a scientific apparatus was used, which allows to combine cognitive abilities, competencies and professions that are in demand in Switzerland [2]. In addition, it will allow to identify appropriate directions for the skills and competencies development.

The project can be spread in all cantons in Switzerland and are able to cover all refugees from Ukraine, of whom, according to official data, there are 65719 persons, where a percentage of persons in employment is only 12.21% (dated on October 5th, 2023) [3]. Also, the J4UA can be offered in other EU countries, where in total there are more than 4.1 million Ukrainian immigrants residing (based on European Commission statistics, dated on July 31st, 2023 [4]), of which at least half are of working age and are looking for a job.

The impact of the project is the following:

1. Social: adaptation of Ukrainian refugees to social life and the labour market; the creation of a high-quality and useful product for Switzerland, which can be adapted to other ethnic groups; the creation of a tool that allows everyone to assess their competencies, expands the understanding of career prospects and opportunities in the labour market, online, at the place of their residence; creation of an innovative personnel selection system for Swiss employers; reducing the burden on the staff of employment offices and other state institutions.

2. Economic: reduction of the financial burden on the Swiss budget; reduction of the unemployment rate, including due to the subsequent use of the tool for other target groups.

3. Ecological: the online format will lead to a reduction in paper document turnover, and to a reduction in waste; the project reduces the load on the country's transport systems.

Thus, the J4UA project can be used for Ukrainian refugees not only in Switzerland, but also in other European countries, as well as in the period of post-war reconstruction in Ukraine itself. The analysis of the results of the work of platform will allow developers to learn quickly and with small investments to deploy it for new target groups.

It is also important to note that the understanding of competencies and suitable jobs obtained as a result of interaction with the J4UA will make it easier for Ukrainians to find a job when they return to Ukraine, since it is already clear today that some will not be able to return to their previous places.

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