

Research Terms of Reference

Longitudinal Study of Refugees from Ukraine

REG2204

Ukraine

March 2025

REACH Informing more effective humanitarian action

1. Executive Summary

Country of intervention	<i>Host countries for refugees from Ukraine following the 2022 full-scale invasion (all host countries, with a focus on Germany and Poland)</i>		
Type of Emergency	<input type="checkbox"/> Natural hazard	<input checked="" type="checkbox"/> Conflict	<input type="checkbox"/> Other (specify)
Type of Crisis	<input type="checkbox"/> Sudden onset	<input type="checkbox"/> Slow onset	<input checked="" type="checkbox"/> Protracted
Mandating Body/ Agency	N/A		
IMPACT Project Code	REG2204		
Overall Research Timeframe (from research design to final outputs / M&E)	March – December 2025 (subject to funding confirmation) ¹		
Research Timeframe <i>Add planned deadlines (for first cycle if more than 1)</i>	1. Pilot/ training: 11/04/2025	6. Preliminary presentation: -	
	2. Start collecting data: 14/04/2025	7. Outputs sent for validation: 11/07/2025	
	3. Data collected: 14/05/2025	8. Outputs published: 25/07/2025	
	4. Data analysed: Quantitative 09/06/2025 Qualitative 13/06/2025	9. Final presentation: 25/07/2025	
	5. Data sent for validation: 13/06/2025		
Number of assessments	<input type="checkbox"/> Single assessment (one cycle)	<input checked="" type="checkbox"/> Multi-assessment (more than one cycle) <i>Semi-yearly – two quantitative longitudinal rounds, complemented by ad hoc qualitative component</i>	
Humanitarian milestones <i>Specify what will the assessment inform and when</i> <i>e.g. The shelter cluster will use this data to draft its Revised Flash Appeal;</i>	Milestone		Deadline (can be tentative)
	<input type="checkbox"/>	Donor plan/strategy	-- / / ----
	<input type="checkbox"/>	Inter-cluster plan/strategy	-- / / ----
	<input type="checkbox"/>	Cluster plan/strategy	-- / / ----
	<input type="checkbox"/>	NGO platform plan/strategy	-- / / ----
<input checked="" type="checkbox"/>	Other (Specify): Policymakers within the EU; Humanitarian response planning in Ukraine's neighbouring countries; domestic policymakers working on		(no deadline)

¹ This ToR covers the period from March to December 2025; however, the assessment continues the longitudinal study began in March 2022: https://repository.impact-initiatives.org/document/impact/4a56be21/IMPACT_GLO_UKR_TORs_longit-study_June-2022_ext.pdf

		returns and reintegration (Ministry of National Unity of Ukraine).	
Audience Type & Dissemination <i>Specify who will the assessment inform and how you will disseminate to inform the audience</i>	Audience type		Dissemination
	<input checked="" type="checkbox"/> Strategic <input checked="" type="checkbox"/> Programmatic <input type="checkbox"/> Operational		<input checked="" type="checkbox"/> General Product Mailing (e.g. mail to NGO consortium; Donors) <input checked="" type="checkbox"/> Mailing through an established partnership network <input checked="" type="checkbox"/> Regional WG Mailing <input checked="" type="checkbox"/> Presentation of findings <input checked="" type="checkbox"/> Website Dissemination (Relief Web & REACH Resource Centre)
Stakeholder mapping <i>Has a detailed stakeholder mapping been conducted during research design to identify all actors that could contribute to and/or benefit from the research?</i>	X	Yes	<input type="checkbox"/> No
General Objective	<p>To analyse how the refugee situation evolves over time across key host countries and the key factors shaping these changes, using a longitudinal approach with multi-sectoral coverage.</p> <p>Given the prolonged stay of Ukrainian refugees abroad, the study aims to continue focusing on humanitarian needs monitoring, but also will increasingly focus on long-term integration – particularly in the areas of employment, professional qualifications, and broader socio-economic aspects of integration. The study aims to provide time-sensitive insights into evolving trends, supporting the assessment of the Refugee Response Plan (RRP) 2025-2026² and exploring its alignment with refugee lived experiences, as well as supporting regional policy-makers within the EU with evidence-based data on evolving situations of Ukrainian refugees living there, specifically focusing on Poland and Germany. Additionally, it aims to inform the Government of Ukraine about refugees' intentions to return and their connections with Ukraine.</p>		
Specific Objective(s)	<ul style="list-style-type: none"> - Analyse the displacement profiles of refugees, focusing on their movement trajectories over time across geographies, as well as the key rationales behind their movements. - Assess changes in household composition and demographic characteristics and how they change over time. - Assess the extent to which refugees are integrated into host countries, mapping their pathways toward integration, including education for children and adolescents, language acquisition, accommodation and employment trajectories, in particular: <ul style="list-style-type: none"> - Analyse language acquisition among refugees, including the role of language barrier in getting better job opportunities, as well as the accessibility of language learning opportunities. - Examine the employment situation of refugees, tracking changes over time, common professions, alignment with pre-displacement qualifications, and working conditions. - Evaluate the socio-economic conditions of refugee households during their stay in the host country, examining financial stability, housing situation, and the adequacy of household income over time. 		

² Refugee Response Plan is a coordinated humanitarian strategy led by UNHCR and partners to support Ukrainian refugees in host countries by providing protection, aid, and long-term integration support. For more information on the plan, please follow the [link](#).

	<ul style="list-style-type: none"> - Investigate the extent of integration of refugee children into the host country's educational system, including the matter of double-school attendance (host country school and online in Ukraine), as well as common challenges they encounter. - Examine how humanitarian needs and access to assistance for refugees evolve over time, identifying key trends in support mechanisms and gaps in aid provision. - Explore refugee intentions and aspirations regarding integration, further movement or return, assessing how mobility intentions evolve over time and the key factors influencing decisions to stay, move, or return to Ukraine.
<p>Research Questions</p>	<p>1 – What are the displacement profiles of refugees?</p> <p>1.1 What are the main trajectories and patterns of displacement?</p> <p>1.2 What is the rationale for displacement in relation to timelines and geography?</p> <p>1.3. How mobile are Ukrainians abroad, and do they continue relocating to other host countries? If so, what drives these movements?</p> <p>2 – What are the household composition and demographic characteristics and how do they change over time?</p> <p>2.1 What is the age and gender composition of displaced Ukrainians, and does it differ between host countries and compared to non-displaced Ukrainians?</p> <p>2.2 How does household composition change over time? Who moves in and out of the household compared to the initial post-displacement composition?</p> <p>2.3 Who did Ukrainian refugees live with and separate from before their displacement due to the war? Did they manage to reunify with pre-displacement household members outside of Ukraine?</p> <p>2.4 What are the demographic-related vulnerabilities of Ukrainian refugees? Specifically, what is the share of single-parent households, households with little children, older people, people with disabilities, pregnant and breastfeeding women, and how does it differ between refugee host countries?</p> <p>3 – To what extent refugees are currently integrated into the host countries? What was their path towards this integration?</p> <p><u>Language of the host country</u></p> <p>3.1 How does language skill improve within refugees over time?</p> <p>3.2 To what extent is the language barrier influencing refugees' employment, and how accessible are the opportunities to overcome it (like language courses)?</p> <p><u>Employment</u></p> <p>3.3 What share of the working-age population is employed and how does this change over time?</p> <p>3.4 What professions are taken up by refugees, and how do they correlate with people's pre-displacement qualifications?</p> <p>3.5. What are the barriers to employment, in particular, women and single caregivers?</p> <p>3.6 What are the working conditions among employed working refugees?</p> <p><u>Livelihoods and housing</u></p> <p>3.7 What is the financial situation among refugee households and how it changes over time?</p> <p>3.8 To what extent the household income of the refugees is sufficient to maintain existence in the host country?</p> <p>3.9 What is the housing situation among refugee households and how it changes over time?</p> <p><u>Education</u></p> <p>3.10 What is refugee children's attendance at kindergartens, schools and other educational institutions in the host country?</p> <p>3.11 Do refugee children still attend Ukrainian schools online and how does it correlate with the household's intentions of returning to Ukraine?</p> <p>3.12 How does attendance at childcare facilities affect the employment of caregivers, particularly women and single caregivers?</p>

	<p>4 – What is the reported level of unmet acute needs, humanitarian support, and access to basic services for refugees abroad?</p> <p>4.1 What are the most reported refugee needs and how does it change over time? 4.2 How does the level of provided aid change (decrease) over time and whether it correlates with the change (decrease/increase) of reported unmet urgent needs? 4.3 Which of the demanded services refugees do not have access to?</p> <p>5 – What are refugees’ intentions and aspirations in terms of further movement or integration and how does it change over time?</p> <p>5.1 How do the mobility intentions of refugees change over time? 5.2 What are the main factors influencing their decisions to move or stay? 5.3 To what extent are refugees still willing to return to Ukraine at any point in the future, and what potential factors might motivate them to make such a decision?</p>
<p>Geographic Coverage</p>	<p>Host countries for refugees from Ukraine (All host countries³, with a focus on Germany and Poland)</p>
<p>Secondary data sources</p>	<p>General:</p> <ul style="list-style-type: none"> • IMPACT Longitudinal Study (2022-2024) • Ukraine Regional Refugee Response – Socio-Economic Insights Survey (SEIS) (former MSNA - Multi-Sectoral Needs Assessment) 2024: <ul style="list-style-type: none"> - Poland 2024 - Moldova 2024 - Romania 2024 - Slovakia 2024 - Czechia 2024 • Ukraine Regional Refugee Response Plan, Indicators and Lessons Learned: <ul style="list-style-type: none"> - Regional Refugee Response Plan 2025-2026 - Ukraine Situation - 2024 RRP Regional Indicators - Ukraine Situation: 2025/26 RRP Regional Indicators - Regional Refugee Response 2024: Ukraine Situation - Lessons learned, challenges, and good practices on intersectional data analysis in the Ukraine refugee response • Other Surveys: <ul style="list-style-type: none"> - UNHCR - Intentions survey (“Lives on hold”) - UNHCR - Regional Protection Analysis (Belarus, Bulgaria, Czechia, Estonia, Hungary, Latvia, Lithuania, Moldova, Poland, Romania, and Slovakia) - IOM - Needs, Intentions and Border Crossings Dashboard (Belarus, Hungary, Poland, Moldova, Romania, Slovakia, Bulgaria, Czechia, Estonia, Latvia, Lithuania) - CES - Ukrainian Refugees After Three Years Abroad. Fourth Wave of Research • Statistics: <ul style="list-style-type: none"> - Eurostat - beneficiaries of temporary protection at the end of the month by citizenship, age and sex - monthly data - UNHCR - Operational Data Portal -Ukraine Refugee Situation • Other frameworks: <ul style="list-style-type: none"> - IFRC - Integration and Inclusion Framework — Europe and Central Asia - Global Compact on Refugees - Indicator Framework 2022 <p>Topic-specific surveys:</p> <ul style="list-style-type: none"> • Education: <ul style="list-style-type: none"> - UNHCR - Education Of Refugee Children And Youth From Ukraine - IOM-DTM - Access to Education for Refugees from Ukraine (January – June 2024) - IRC, Save the Children, CARE - Assessment on barriers to school enrolment for Ukrainian refugee adolescents in Poland • Employment: <ul style="list-style-type: none"> - BiB - Employment of asylum seekers from Ukraine in Germany – 2024 [translated]

³ The survey does not cover respondents in the Russian Federation.

	- OECD – Labour market integration of beneficiaries of temporary protection from Ukraine - 2024					
Population(s)	<input type="checkbox"/>	IDPs in camp	<input type="checkbox"/>	IDPs in informal sites		
	<input type="checkbox"/>	IDPs in host communities	<input type="checkbox"/>	IDPs		
	<input type="checkbox"/>	Refugees in camp:	<input type="checkbox"/>	Refugees in informal sites		
	<input checked="" type="checkbox"/>	Refugees in host communities: Refugees from Ukraine following the full-scale invasion in 2022	<input type="checkbox"/>	Refugees [Other, Specify]		
	<input type="checkbox"/>	Host communities				
Stratification	<input checked="" type="checkbox"/>	Geographical: host country Population size per strata is known? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No				
Data collection tool(s)	<input checked="" type="checkbox"/>	Structured (Quantitative)	<input checked="" type="checkbox"/>	Semi-structured (Qualitative)		
	Sampling method		Data collection method			
Structured data collection tool # 1 <i>Quantitative individual survey</i>	<input checked="" type="checkbox"/>	Purposive: using the sample from LS 2022-2024 <input type="checkbox"/> Probability / Simple random <input type="checkbox"/> Probability / Stratified simple random <input type="checkbox"/> Probability / Cluster sampling <input type="checkbox"/> Probability / Stratified cluster sampling	<input type="checkbox"/>	Key informant interview (Target #): ___ <input type="checkbox"/> Group discussion (Target #): ___ <input type="checkbox"/> Household interview (Target #): ___ <input type="checkbox"/> Individual interview (Target #): ~2500-3000 per round <input type="checkbox"/> Direct observations (Target #): ___		
Disaggregation by gender and age	Gender		Age			
	<input checked="" type="checkbox"/>	Yes	<input checked="" type="checkbox"/>	Yes		
	<input type="checkbox"/>	No	<input type="checkbox"/>	No		
Data management platform(s)	<input checked="" type="checkbox"/>	IMPACT	<input type="checkbox"/>	UNHCR		
	Sampling method		Data collection method			
Semi-structured data collection tool (s) #2 <i>Qualitative individual survey</i>	<input checked="" type="checkbox"/>	Purposive <input type="checkbox"/> Snowballing	<input type="checkbox"/>	Key informant interview (Target #): ___ <input checked="" type="checkbox"/> Individual interview (Target #): 8-12 <input type="checkbox"/> Focus group discussion (Target #): ___		
Expected output type(s)	<input type="checkbox"/>	Situation overview #: __	<input checked="" type="checkbox"/>	Report #: 1 per round	<input type="checkbox"/>	Profile #: __
	<input type="checkbox"/>	Presentation (Preliminary findings) #: __	<input checked="" type="checkbox"/>	Presentation (Final) #: 1 per round	<input type="checkbox"/>	Factsheet #: _
	<input checked="" type="checkbox"/>	Interactive dashboard #: 1	<input type="checkbox"/>	Webmap #: _	<input type="checkbox"/>	Map #: _
Access	<input checked="" type="checkbox"/>	Public (available on REACH resource centre and other humanitarian platforms)				
	<input type="checkbox"/>	Restricted (bilateral dissemination only upon agreed dissemination list, no publication on REACH or other platforms)				
Visibility	IMPACT					
	Donor: International Red Cross and Red Crescent Movement					

	Coordination Framework: N/A
	Partners: IFRC, URCS

2. Rationale

2.1 Background

Since the escalation of the conflict in Ukraine in February 2022, over 6.7 million Ukrainians have sought refuge across Europe, leading to the activation of the European Union's Temporary Protection Directive (TPD)⁴. This directive grants beneficiaries immediate rights to live, work, education and social services in host countries. As of January 2025, Germany (about 1.2 million⁵), and Poland (998,070 persons⁵) hosted the largest number of people under Temporary Protection.

The Regional Refugee Response Plans for the Ukraine Situation (RRP) for 2022 and 2023 initially prioritised emergency assistance. However, as the crisis entered its third year, the RRP for 2025-2026 has adopted a forward-looking approach, prioritising long-term socio-economic integration and emphasizing the importance of national and local ownership. The plan advocates for host governments and civil society to invest in socio-economic inclusion programmes, ensuring refugees can access legal status, rights, and tailored social support effectively.

Launched in March 2022⁶, the Longitudinal Study of Ukrainian Refugees has evolved to align with the changing policy environment and the corresponding information needs of stakeholders. In 2025, the study will focus on understanding the integration pathways, which have become increasingly critical as displacement becomes prolonged. While the survey remains multisectoral, employing a longitudinal approach to track diverse aspects of refugee life, its central pillars now include employment, education, language acquisition, and access to essential services.

Despite the relatively high share of employed working-age refugees in some host countries (75% in Czechia⁷, 69% in Poland⁸, and 66% in Slovakia⁹, by the end of 2024), many still report financial hardship. This is largely due to low-paid, unskilled jobs^{10,11,12} and the financial strain of renting accommodation. Additionally, refugees often face professional downgrading¹¹, language barriers¹¹, lack of childcare options^{11,12}, and the burden of double school attendance^{8,9,11,13} for their children. Addressing these challenges is crucial for fostering meaningful participation in host societies and allowing refugees to contribute their skills in a dignified manner.

Political developments in 2025 add further uncertainty. Ongoing discussions of a potential ceasefire may already be shaping refugees' perceptions of return prospects, while an actual ceasefire could directly influence both their plans and host countries' policies. At the same time, the TPD is set to expire in early 2026, with a likelihood of non-renewal, leaving Ukrainians' legal status subject to new and yet-unknown legislative frameworks¹⁴. Meanwhile, political shifts within the EU are driving changes in refugee policies, with some governments already adopting more restrictive approaches to refugees¹⁵.

⁴ EPRS | European Parliamentary Research Service, [Temporary Protection Directive](#)

⁵ UNHCR, Operational Data Portal, [Ukraine Refugee Situation](#)

⁶ See the details on the modalities of the longitudinal study in 2022-2024 further in this section.

⁷ IOM DTM, Ukraine Regional Response: [Needs, Intentions, and Border Crossings](#)

⁸ UNHCR, Operational Data Portal, [Poland: Socio-Economic Insights Survey in Poland - Results Analysis \(SEIS 2024\)](#)

⁹ UNHCR, Operational Data Portal, [Slovakia: Socio-Economic Insights Survey in Slovakia \(SEIS – 2024\)](#)

¹⁰ European Commission, [OECD, EMN, Labour market integration of beneficiaries of temporary protection from Ukraine - 2024](#)

¹¹ IMPACT Initiatives, [Housing, Language and Employment: Are refugees from Ukraine finding stability in Germany after more than two years of the full-scale invasion?](#)

¹² IMPACT Initiatives, [Economic integration of Ukrainians in Poland by the end of 2023: insights and challenges](#)

¹³ UNHCR, Operational Data Portal, [Ukraine Situation - Moldova : Socio-Economic-Insights-Survey \(SEIS\) 2024 Situation Overview](#)

¹⁴ Discussions on the extension of the Directive beyond 2026 and possible options for transition to other legislative frameworks: European Parliament, [Displaced Ukrainians: Challenges and outlook for integration in the EU, What happens when temporary protection ends?; ICMPD, Phasing out temporary protection? Shaping EU policies through national experiences](#)

¹⁵ Changes to the refugee support policy in certain countries: UNHCR, [UNHCR concerned by Hungary's legislative changes impacting Ukrainian refugee housing](#); SME, [Support for Ukrainian refugees slashed as Slovakia tightens belt](#); Euronews, [Slovakia threatens to cut aid to Ukrainian refugees over end of Russian gas](#)

These uncertainties could have significant implications for refugees' plans and integration trajectories, underscoring the need for the continuation of the longitudinal study.

Analysis of the 2024 Longitudinal Study¹⁶ reveals a consistent trend: approximately 90% of respondents express a strong intention to remain abroad in the short term (over the next six months), while long-term intentions to return to Ukraine continue to decline, with around 60% still planning to return eventually. These patterns suggest that refugee mobility is slowing as displacement becomes more prolonged, reducing the need for frequent monitoring. A comparison of consecutive survey rounds shows minimal short-term variations; however, significant trends become apparent over longer periods. Given this slower pace of change, the 2025 study has adjusted its methodology, shifting from bi-monthly to semi-annual surveys. This revised approach ensures data collection remains aligned with both policy developments and actual dynamics, improving efficiency while capturing meaningful shifts in refugee experiences.

2.2 Overview of the evolution of the Longitudinal Study and a summary of changes in 2025

The Longitudinal Study of Refugees from Ukraine was initially launched in March 2022, in response to the outbreak of full-scale war (Table 1). Its primary objective was to track Ukrainian refugees' displacement trends, humanitarian needs and evolving intentions over time by following the same respondents across multiple rounds. Initially designed as a qualitative study, it collected only basic quantitative data related to demographics and geography of displacement. After the piloting stage, in the summer of 2022, the study was transformed into a quantitative one¹⁷. To address the increasing trend of respondents returning to Ukraine, a new section was added to focus on returning Ukrainians (former refugees) and their reintegration needs.

As the context evolved, the 2023-2024 survey was adapted to ensure relevance. While the core questions remained unchanged to measure long-term trends, new in-depth, one-off ad hoc thematic modules were gradually introduced to address emerging information needs. These additions provided a more nuanced understanding of refugee needs, including topics such as child protection (added in rounds 7, and 15), diploma recognition (added in round 15), income and expenditure questions (added in rounds 8-10), pendular movements (added in rounds 23, and 24), access to consular services (added in 25 round), debts (21, 22, 27 and 28 rounds), recovery (added in rounds 27, and 28), children's education (added in rounds 30, and 31), and others.

In 2025, the survey continues this approach, retaining the core questions to track changes over time, while adding more detailed, integration-oriented questions to respond to protracted refugee movements, gradually moving away from humanitarian aspects. By continuously monitoring employment, housing, language acquisition, and broader socio-economic integration, this study provides time-sensitive insights to inform policies and programmes that support refugees' integration and address emerging needs. At the same time, the survey frequency will be adjusted to address the declining mobility of refugees compared to the early rounds of the survey and the slower pace of change in their lives, as described in Section 2.1.

Unlike the 2022–2024 study, which relied solely on quantitative data, the 2025 Longitudinal Study incorporates a qualitative component to enrich the analysis. This will include 8-12 in-depth interviews with Ukrainian refugees in a selected host country. The addition of the new component is driven by two key factors:

- a. The need for a rapid response to potential legal and political changes that could influence refugees' intentions or trigger new waves of return (see Section 2.1)/
- b. The oversaturation of general trends data creates a growing demand for detailed, nuanced insights into specific challenges, particularly related to employment, language acquisition, education and other aspects of integration.

¹⁶ IMPACT Initiatives, [Regional Longitudinal Survey with Ukrainian Refugees and Returnees](#)

¹⁷ Research Terms of Reference, [Longitudinal Survey of People Displaced from Ukraine](#)

The focus of the ad hoc thematic qualitative component will be determined in relation to information needs prior to data collection.

Table 1. The timeline of the longitudinal study, 2022-2025 (Table 1)

Phase	Timeline	Frequency	Modality	Rounds	Population
1	March 2022 – June 2022	One-off (combined round was collected in 4 months)	Pilot, qualitative	1-2 (merged)	Refugees and returnees; interviewed together within one round
2	July 2022 – September 2023	Monthly	Quantitative	3-16	Refugees and returnees; interviewed together within one round
3	September 2023 – December 2024	Bi-monthly	Quantitative	17-31	Refugees and returnees; interviewed separately (odd-numbered round is refugee, even-numbered – returnee)
4	April 2025 onwards	Semi-annually	Mixed qualitative and quantitative	32,33	Refugees

Timeline of the longitudinal study rounds (2022-2024)

Phase 1 (pilot, qualitative)

round	start	end
1-2	27.03.2022	30.06.2022

Phase 2 (quantitative, monthly)

round	start	end
3	07.07.2022	03.08.2022
4	10.08.2022	03.09.2022
5	14.09.2022	06.10.2022
6	12.10.2022	06.11.2022
7	16.11.2022	07.12.2022
8	13.12.2022	04.01.2023
9	13.01.2023	07.02.2023
10	13.02.2023	06.03.2023
11	10.03.2023	03.04.2023
12	06.04.2023	01.05.2023
13	09.05.2023	30.05.2023
14	07.06.2023	29.06.2023
15	12.07.2023	03.08.2023
16	17.08.2023	10.09.2023

Phase 3 (quantitative, bi-monthly)

round	start	end
17	21.09.2023	11.10.2023
18	26.10.2023	08.11.2023
19	21.11.2023	10.12.2023
20	20.12.2023	04.01.2024
21	17.01.2024	04.02.2024
22	14.02.2024	28.02.2024
23	07.03.2024	31.03.2024
24	11.04.2024	28.04.2024
25	08.05.2024	29.05.2024
26	10.06.2024	24.06.2024
27	09.07.2024	04.08.2024
28	15.08.2024	03.09.2024
29	13.09.2024	08.10.2024
30	18.10.2024	12.11.2024
31	21.11.2024	20.12.2024

2.3 Intended impact

This longitudinal study will provide time-sensitive insights into the socio-economic integration of Ukrainian refugees, focusing on employment, qualifications, and broader integration trends in key host countries. The findings will inform the assessment of the RRP 2025-2026, ensuring it aligns with refugees’ real-life experiences and supports policy refinement at national and regional levels.

By analysing integration pathways, employment challenges, and skill recognition gaps, the study will offer actionable recommendations for NGOs, national statistical offices, and host governments. Thematic reports, starting with employment and qualifications, will guide programmatic adjustments.

Additionally, the research will support the Government of Ukraine in understanding refugees' mobility intentions, return readiness, and connections to Ukraine, aiding reintegration planning. Findings will be shared across regional coordination platforms, government forums, and refugee response networks to drive informed decision-making and long-term policy development.

3. Methodology

3.1 Methodology Overview

Before data collection, a secondary data review will be conducted to refine the methodology based on evolving policy developments and integration trends. Consultations with key stakeholders, including relevant refugee response actors, former donors (Red Cross Societies), national CSOs, and the OECD, will help align the research focus with current information needs.

The study will employ convenience sampling, targeting respondents who have already participated in previous rounds of the longitudinal study. Two rounds of structured surveys will be conducted, maintaining the same questionnaire structure while adjusting thematic blocks to reflect emerging trends and evolving policy contexts.

The data collection will take place exclusively by phone, with surveys administered via phone.

To complement the quantitative data, 8-12 in-depth qualitative interviews will be conducted with refugees from a specific group of interest, selected based on their relevance to the thematic focus of each report. These interviews will provide deeper insights into personal experiences, decision-making processes, and socio-economic challenges.

Recruitment for in-depth interviews will be facilitated through the existing contact database of longitudinal study participants. Selected respondents will be contacted directly, ensuring voluntary participation and informed consent.

The study's findings will be analysed in a time-sensitive manner, capturing evolving trends and informing thematic reports on integration, starting with employment and qualifications, and expanding to other critical areas in subsequent rounds.

Key definitions relevant to the research:

Refugee from Ukraine – A person who fled Ukraine after February 2022 due to the full-scale invasion, sought protection in another country, and remained abroad for at least one month. This includes individuals under the EU Temporary Protection Directive (TPD) and other national protection schemes, regardless of their legal status.

Temporary Protection – An emergency mechanism activated by the European Union (EU) in March 2022, providing immediate residence, access to employment, education, and social services to Ukrainian refugees in member states without the need for an individual asylum procedure.

Integration – The process by which refugees establish economic and social stability in the host country through employment, education, language acquisition, and access to essential services, allowing them to participate in society independently.

Employment Trajectories – The patterns of refugee employment over time, including entry into the labour market, job stability, career progression, and alignment of work with prior qualifications.

Qualifications Recognition – The process by which host countries assess and validate refugees’ educational and professional credentials, determining their ability to access skilled employment or further training.

Labour Market Integration – The extent to which refugees gain employment that matches their skills, experience, and career aspirations, while overcoming barriers such as language, legal restrictions, and discrimination.

Mobility Intentions – Refugees’ aspirations and decision-making regarding further movement, including staying in the host country, moving to another country, or returning to Ukraine.

3.2 Population of interest

- **Geographical area assessed:** key host countries in Europe (Poland and Germany; other countries to be determined based on the context and thematic focuses of the outputs).
- **Population assessed:** refugees from Ukraine. Sub-groups will provide different experiences of displacement (area of origin, host country) and socio-demographic profiles (vulnerabilities, livelihoods, family composition).
- **Unit of measurement:** individual interviews and general information given on the respondent’s HH.

3.3 Secondary data review

Secondary source	Purpose of source
IMPACT Longitudinal Study (2022-2024)	<ul style="list-style-type: none"> • Analysis of the results of the previous 31 rounds of the survey to develop the strategy for the next survey rounds • Appropriateness of methodology: continuing to use similar methodological frameworks to ensure comparability of results between rounds of different phases of the study
Ukraine Regional Refugee Response - SEIS (former MSNA) 2024 (Poland, Moldova, Romania, Slovakia, Czechia)	<ul style="list-style-type: none"> • Contextual understanding • Verify/triangulate primary data and findings
Frameworks: <ul style="list-style-type: none"> • IFRC Integration and Inclusion Framework – Europe and Central Asia • Global Compact on Refugees - Indicator Framework 2022 	<ul style="list-style-type: none"> • Appropriateness of Methodology
Ukraine Regional Refugee Response Plan, Indicators and Lessons Learned: <ul style="list-style-type: none"> • Regional Refugee Response Plan 2025-2026 • Ukraine Situation - 2024 RRP Regional Indicators • Ukraine Situation: 2025/26 RRP Regional Indicators 	<ul style="list-style-type: none"> • Appropriateness of Methodology • Contextual understanding • Verify/triangulate primary data and findings

<ul style="list-style-type: none"> Regional Refugee Response 2024: Ukraine Situation - Lessons learned, challenges, and good practices on intersectional data analysis in the Ukraine refugee response 	<ul style="list-style-type: none"> Good practices on intersectional data analysis
<p>Other Surveys:</p> <ul style="list-style-type: none"> UNHCR - Intentions survey (“Lives on hold”) UNHCR - Regional Protection Analysis (Belarus, Bulgaria, Czechia, Estonia, Hungary, Latvia, Lithuania, Moldova, Poland, Romania, and Slovakia) IOM - Needs, Intentions and Border Crossings Dashboard (Belarus, Hungary, Poland, Moldova, Romania, Slovakia, Bulgaria, Czechia, Estonia, Latvia, Lithuania) CES - Ukrainian Refugees After Three Years Abroad. Fourth Wave of Research 	<ul style="list-style-type: none"> Contextual understanding Verify/triangulate primary data and findings
<p>Statistics:</p> <ul style="list-style-type: none"> Eurostat - beneficiaries of temporary protection at the end of the month by citizenship, age and sex - monthly data UNHCR: Operational Data Portal -Ukraine Refugee Situation 	<ul style="list-style-type: none"> Contextual understanding Verify/triangulate primary data and findings
<p>Topic-specific surveys:</p> <p>Education:</p> <ul style="list-style-type: none"> UNHCR - Education of Refugee Children and Youth from Ukraine IOM-DTM - Access to Education for Refugees from Ukraine (January – June 2024) IRC, Save the Children, CARE - Assessment on barriers to school enrolment for Ukrainian refugee adolescents in Poland <p>Employment:</p> <ul style="list-style-type: none"> BiB - Employment of asylum seekers from Ukraine in Germany – 2024 [translated] OECD – Labour market integration of beneficiaries of temporary protection from Ukraine - 2024 	<ul style="list-style-type: none"> Contextual understanding Verify/triangulate primary data and findings Deep understanding of integration in employment and education

3.4 Primary Data Collection

Method: Mixed qualitative and quantitative longitudinal data collection.

All tools will be developed in consultation with key stakeholders, incorporating insights from secondary data reviews, previous survey rounds, and emerging policy frameworks, ensuring relevance to the RRP 2025-2026 and national integration strategies.

Quantitative Data Collection

- **Tools:** The structured interviews will use a standardised questionnaire, designed to track longitudinal trends in refugees’ socio-economic integration, with a focus on employment, qualifications, and integration. While maintaining a consistent core structure which enables measuring the change between rounds through a longitudinal approach, thematic blocks will be added and adjusted between rounds to capture evolving dynamics and emerging policy-relevant insights.
- **Rounds:** 2 rounds of phone interviews with the same pool of respondents. Rounds are conducted at intervals of 5 to 7 months apart

- **Sampling:** 2500-3000 individual interviews carried out from LS 2022-24 refugee sample.
- **Triangulation/briefing and debriefing of enumerators:** use of phone call monitoring dashboard to overview in real time the enumerators' calls. Employment of the same enumerators for each round, if possible. The same enumerators will interview respondents they surveyed before, calling them from the same sim card, to increase the probability of respondents picking up the phone. Training session and enumerators' feedback on the tool.

Qualitative Data Collection

- **Tools:** The in-depth interview guide will include semi-structured questions, tailored to explore key themes agreed upon with partners. These interviews will provide qualitative depth to complement survey findings, focusing on personal experiences, decision-making processes, and integration challenges.
- **Frequency of data collection:** ad hoc data collection via online/phone interviews with pre-defined group of respondents.
- **Sampling:** 8-12 in-depth interviews with refugees in a pre-defined country (TBD in coordination with partners).
- **Triangulation/briefing and debriefing of enumerators:** Interviews will be conducted by the SAO or an experienced enumerator who has previously interviewed participants for the longitudinal study. The SAO will provide comprehensive training to the enumerator on the nuances and methodology of qualitative research.

3.5 Data Processing & Analysis

- The structured individual interviews will be collected through the Kobo Toolbox within the IMPACT Global Kobo account. During primary data collection, the IMPACT Data Officer will download and clean the data daily to ensure collection methodology is being followed by enumerators and investigate any problematic data to ensure the sampling methodology is being carried out by the data analysis plan. Additionally, the collected data will be analysed for "Other" and Open-ended inputs (translated and recoded if needed) and cross-checked for linked questions and to review enumerators' comments. The data cleaning process will adhere to IMPACT's Minimum Standards Checklist for Data Cleaning and Processing for Structured (Quantitative) Data as well as IMPACT's Data Protection SoPs. An analysis will also be conducted using R, and outputs will be based on that analysis.
- To ensure the collection of high-quality, relevant data, all in-depth interviews will be conducted by the SAO or an experienced enumerator who has previously interviewed respondents of the longitudinal study. All interviews and enumerator debrief forms will be transcribed and translated. Audio recordings will be securely stored on IMPACT's Global Cloud server and deleted once the transcription is complete. Personally identifiable information (PII), such as surnames and addresses, will not be collected. However, first names and phone numbers of informants will be collected during data collection for logistical purposes but will be deleted following transcription to ensure confidentiality. Following transcription and translation, the qualitative data will be analysed using a qualitative data saturation grid.

3.6 Limitations

- **Sampling Bias:** The study relies on convenience sampling of respondents who have previously participated in the longitudinal survey. While this approach ensures continuity and allows tracking of individual trajectories, it does not provide a representative sample of the broader refugee population. Findings should be interpreted as indicative rather than statistically generalisable. In order to mitigate the limitations, ongoing checks of secondary sources will be conducted to verify the validity of the findings and recommendations.
- **Participant Retention:** Given the longitudinal nature of the study, attrition is a risk, as some participants may become unreachable due to relocation, loss of interest, or changing personal circumstances. Efforts will be made

to maintain engagement through periodic follow-ups and reminders. Additionally, the same enumerators will interview respondents they surveyed before, calling them from the same sim card, to increase the probability of respondents picking up the phone.

- **Online and Phone-Based Data Collection:** The exclusive use of remote data collection may limit participation among refugees with unstable internet access or limited phone availability. This could introduce bias toward respondents with more stable living conditions, potentially underrepresenting the most vulnerable groups. Additionally, respondents relocating to another country can change their phone numbers which can lead to an additional attrition and bias of losing more mobile respondent groups. Efforts will be made to collect new phone numbers of existing respondents, for example, by contacting them using other methods of communication in various messengers through alternative phone numbers.
- **Thematic Scope of Qualitative Component:** 8-12 in-depth interviews per round will focus on a specific group of interest aligned with each thematic report. While this provides rich qualitative insights, it does not capture the full diversity of refugee experiences across all integration aspects at once.
- **Contextual and Policy Changes:** As the study spans multiple rounds, external factors such as shifts in host country policies, economic conditions, and the security situation in Ukraine may significantly influence refugees' decisions and integration paths. These changes may complicate direct comparisons between rounds and require careful interpretation of evolving trends.

1. Key ethical considerations and related risks

The proposed research design meets/does not meet the following criteria:

<i>The proposed research design...</i>	Yes/ No	Details if no (including mitigation)
... Has been coordinated with relevant stakeholders to avoid unnecessary duplication of data collection efforts?	Yes	
... Respects respondents, their rights and dignity (<i>specifically by: seeking informed consent, designing length of survey/ discussion while being considerate of participants' time, and ensuring accurate reporting of information provided</i>)?	Yes	
... Does not expose data collectors to any risks as a direct result of participation in data collection?	Yes	
... Does not expose respondents / their communities to any risks as a direct result of participation in data collection?	Yes	
... Does not involve collecting information on specific topics which may be stressful and/ or re-traumatising for research participants (both respondents and data collectors)?	Yes	
... Does not involve data collection with minors i.e. anyone less than 18 years old?	Yes	
... Does not involve data collection with other vulnerable groups e.g. persons with disabilities, victims/ survivors of protection incidents, etc.?	NO	Vulnerable groups are part of the population of interest (refugees). The team will integrate input from HQ, and the experienced Field Team (both managers, as well as enumerators) in terms of sensitivity

		of the questions. Enumerators have support from the team lead and field team.
... Follows IMPACT SOPs for management of personally identifiable information ?	Yes	

2. Roles and responsibilities

Task Description	Responsible	Accountable	Consulted	Informed
<i>Research design</i>	Senior Assessment Officer	Research manager	Research manager, HQ	HQ
<i>Supervising data collection</i>	Senior Assessment Officer, Field Officer, Data Officer	Senior Assessment Officer	Field Team, SOPs	Research Manager
<i>Data processing (checking, cleaning)</i>	Data Officer	Senior Assessment Officer, HQ	Data cross-cutting, HQ	HQ
<i>Data analysis</i>	Data Officer, Senior Assessment Officer, Assessment Officer (if available)	Senior Assessment Officer	Data Cross-cutting, HQ	HQ
<i>Output production</i>	Assessment Officer (if available), Senior Assessment Officer	Research Manager, HQ	Deputy Country Director, HQ	HQ
<i>Dissemination</i>	Senior Assessment Officer	Comms team	Comms team	Deputy Country Director
<i>Monitoring & Evaluation</i>	Research Manager	Deputy Country Director	HQ	HQ
<i>Lessons learned</i>	Senior Assessment Officer	Research manager	Deputy Country Director	HQ

Responsible: the person(s) who executes the task

Accountable: the person who validates the completion of the task and is accountable of the final output or milestone

Consulted: the person(s) who must be consulted when the task is implemented

Informed: the person(s) who need to be informed when the task is completed

3. Data Analysis Plan

Data Analysis Plan, including all tools, is available upon request

4. Data Management Plan

Available upon request

5. Monitoring & Evaluation Plan

Available upon request