

Challenges in Ensuring Sustainable Careers for Ukrainian Women Refugees in Lithuania and Poland

Asta Savanevičienė

Kaunas university of technology, School of Economics and Business, Lithuania
asta.savaneviciene@ktu.lt

Gita Šakytė-Statnickė

Kaunas university of technology, School of Economics and Business; Klaipėdos valstybinė kolegija /
Higher Education Institution, Lithuania
gita.stanicke@ktu.lt

Meda Andrijauskienė

Kaunas university of technology, School of Economics and Business, Lithuania
meda.andrijauskiene@ktu.lt

Rūta Salickaitė-Žukauskienė

Kaunas university of technology, School of Economics and Business, Lithuania
ruta.salickaite@ktu.lt

Natalja Mažeikienė

Kaunas university of technology, School of Economics and Business; Vytautas Magnus University,
Lithuania
natalja.mazeikiene@ktu.lt

Rūta Čiutienė

Kaunas university of technology, School of Economics and Business, Lithuania
ruta.ciutiene@ktu.lt

Abstract

The war in Ukraine has forced many people to leave their country and move to neighbouring countries and countries with similar cultural backgrounds. Of the neighbouring countries, Poland has received the largest number of refugees from Poland. The number of refugees from Ukraine registered in Poland (as of 10 December 2024, according to UNHCR, 2024) is 985,105 refugees from Ukraine, which is 2.69 percent of the total population of Poland. Meanwhile, the Baltic state that has received the greatest number of Ukrainian refugees is Lithuania, with 47,850 (as of 12 May 2024, according to UNHCR, 2024) refugees, or 1.68 percent of the country's population. Most of these refugees are women with children who provide for their own and their families' financial

and social well-being. In this regard, it is crucial to comprehend how the personal traits of female refugees, the country's institutions, and employers contribute to ensuring their sustainable careers.

The paper aims to investigate the challenges in ensuring sustainable careers for Ukrainian women refugees in Lithuania and Poland. Research data were gathered from a sample of 757 Ukrainian refugee women in Lithuania and Poland. Structural equation modelling using SPSS AMOS 29.0 was performed to reveal the impact of personal traits, societies, and employers on the sustainable careers of women refugees from Ukraine.

The study revealed that there are certain discriminatory attitudes in societies, which are transmitted to organizations and have a negative impact on the sustainable careers of Ukrainian women. However, this negative impact is mitigated by perceived organizational support, and personal traits in terms of resilience and future orientation operate as mediators. The study also presents the differences that emerged when comparing the challenges faced by Ukrainian women refugees building sustainable careers in host countries.

Keywords: Sustainable careers. Ukrainian women refugees. Lithuania. Poland