

## LEVERAGING SOCIAL ENTREPRENEURSHIP AMONG UKRAINIAN REFUGEES FOR RESILIENT COMMUNITIES

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Due to Russia's war of aggression against Ukraine, European countries have faced a consistent inflow of displaced persons and refugees from Ukraine. Today, there is an urgent need for specific measures aimed at fostering social cohesion between refugees and the local population. In order to ensure well-being and integration of Ukrainian refugees in the host country's workforce and local community, it is necessary to have a comprehensive societal response enabling the Ukrainian refugees to act as agents of social changes and their own professional development through upskilling and reskilling opportunities as well as employment assistance initiatives.

One of the pathways is to develop social entrepreneurship and promote entrepreneurial intention among refugees, as it can play a crucial role in their integration into a host country and can improve their overall well-being. The study utilises the Theory of Planned Behaviour (TPB) and "4A engine" approach to determine entrepreneurial behaviour among refugees and influence key factors to raise the intention level towards social entrepreneurship.

Developing social entrepreneurship among refugees not only benefits the individuals themselves but also contributes to the social, economic, and cultural integration of other refugees and their dependencies into host countries and communities. It creates opportunities for mutual learning, collaboration, and empowerment, ultimately fostering more inclusive and cohesive societies.

*Keywords:* Ukrainian refugees and displaced persons, integration challenges, social entrepreneurship, entrepreneurial behaviour, social entrepreneur, professional development, upskilling and reskilling, social welfare.

### **Introduction and problem statement**

Since the onset of Russia's war of aggression against Ukraine, European countries have faced a consistent inflow of displaced persons and refugees from Ukraine. In this article, the term 'refugee' is used in a broad sense and refers to displaced persons fleeing Russia's military aggression against Ukraine.

Those countries, which have borne the major influx of refugees from Ukraine, have demonstrated remarkable efforts at local, national, and regional

levels, swiftly developed infrastructure to provide protection and aid to displaced individuals and facilitated their access to social services. Much of the effective social work has been executed by local municipal authorities and civil society entities, notably non-governmental organisations. However, the coordination among various stakeholders has presented challenges [7]. While the response of the European public to the influx of refugees from Ukraine has generally been positive [5], certain signs of ‘fatigue’ are emerging in some host countries and communities [3], which can be attributed to economic slowdowns, particularly impacting low- and medium-income households, as well as the increasing influence of russian propaganda. Thus, there is an urgent need for specific measures aimed at fostering social cohesion between refugees and the local population.

To ensure social welfare and integration of Ukrainian refugees in the host country’s workforce and local community, it is necessary to have a comprehensive societal response, engaging not only governmental and non-governmental sectors but also broader society and, what is even more important, enabling the Ukrainian refugees to act as agents of social changes and own professional development.

#### Methodology

A questionnaire was developed and addressed to Ukrainian refugees who are interested in acquiring new competencies, including in social entrepreneurship. The survey was conducted via online means during January–February, 2024. The study encompassed 69 Ukrainian refugees who were forced to seek refuge due to the ongoing russian aggression against Ukraine.

Predominantly situated in Georgia (51 %) and Poland (33 %), the respondents – Ukrainian refugees possessing temporary protection status — are also located in Sweden, the UK, and Ireland. Notably, two participants have recently returned to Ukraine (fig. 1).

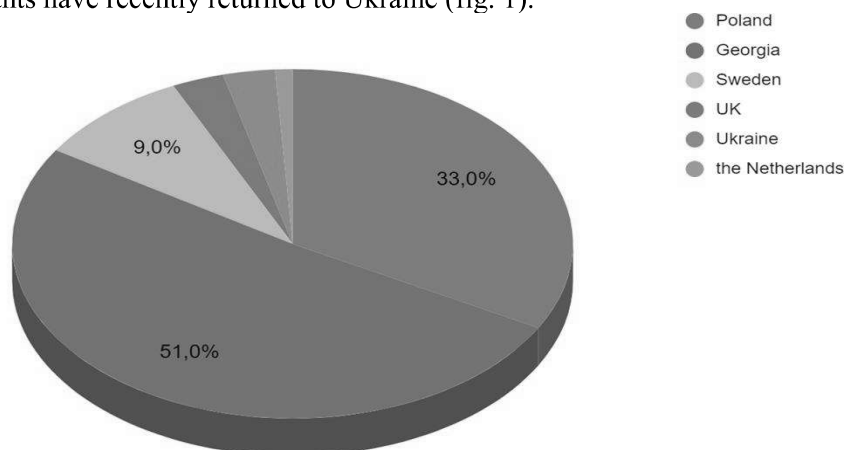


Fig. 1. Distribution of Ukrainian refugees among the host countries

An overwhelming majority of respondents (87 %) are women, with the largest contingent (57 %) falling within the 36–45 age bracket. A mere 19 % represent women aged 26–35 and 14 % represent women aged 46–55. The male respondents are concentrated in the 36–45 age group (as presented in fig. 2).

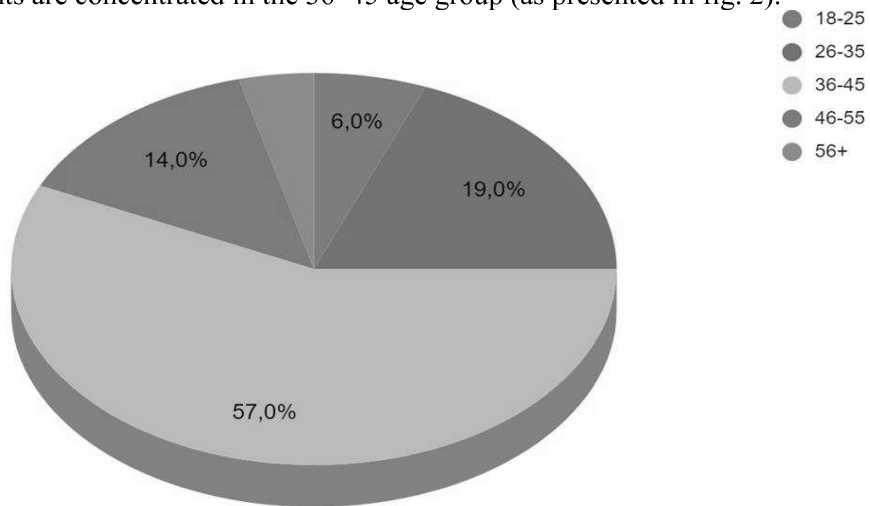


Fig. 2. Distribution of Ukrainian refugees by age groups

Family dependencies are prevalent among the respondents, with 82 % supporting other family members, primarily child/children, alongside parents and minor siblings (fig. 3).

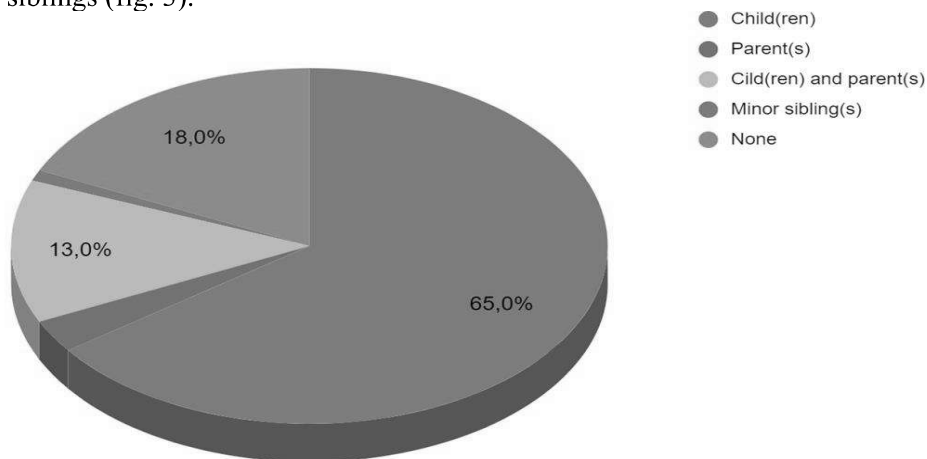


Fig. 3. Presence of family dependencies

These figures mainly correspond to the official statistics where, in terms of demographic, a notable proportion of the displaced persons from Ukraine find themselves in vulnerable situations. Among the 4 million individuals who have been granted temporary protection, the majority are women (46,6 %) and children (34,4 %). Furthermore, 22 % of households include at least one member with a specific need, while 13 % of households include one or more elderly persons, aged 60 or above [11].

In terms of the educational attainment and professional background (see fig. 4), the majority of respondents (81 %) possess higher education qualifications, encompassing Bachelor's, Master's, or PhD degrees, while an additional 15 % hold vocational training certificates.

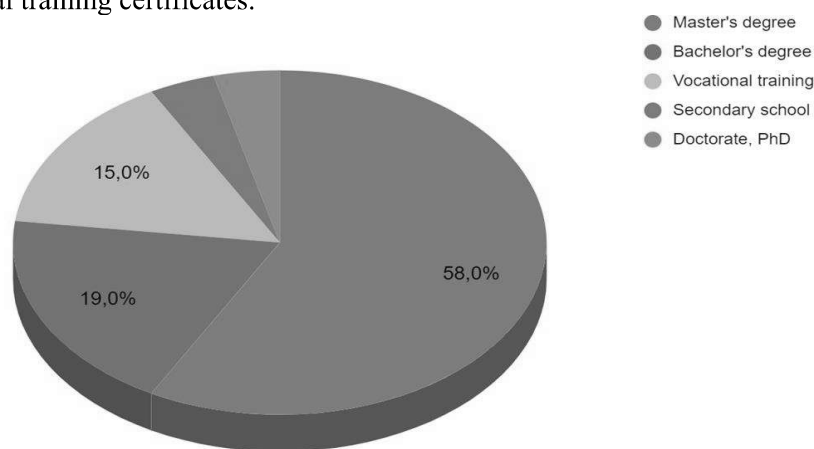


Fig. 4. Level of education of the Ukrainian refugees

Their major and academic disciplines vary widely, spanning software development, IT, medicine, economics, machine building, culture, pedagogy, psychology, law, engineering, natural sciences, foreign languages, media, and other domains.

Pre-displacement professions of the surveyed displaced individuals were diverse, encompassing roles such as journalist, lawyer, physician, dentist, teacher, nurse, film director, project manager, individual entrepreneur, software developer, accountant, stylist, psychologist, administrator, banker, barista, design engineer, financial analyst, and more.

Speaking about their current employment status (as presented in fig. 5), approximately 36 % of respondents are employed in their host country, while 18 % are self-employed, engaged in temporary employment, or working remotely in Ukraine or another country. Besides, 28 % are unemployed, and 14 % are homemakers and/or engaged in childcare responsibilities.

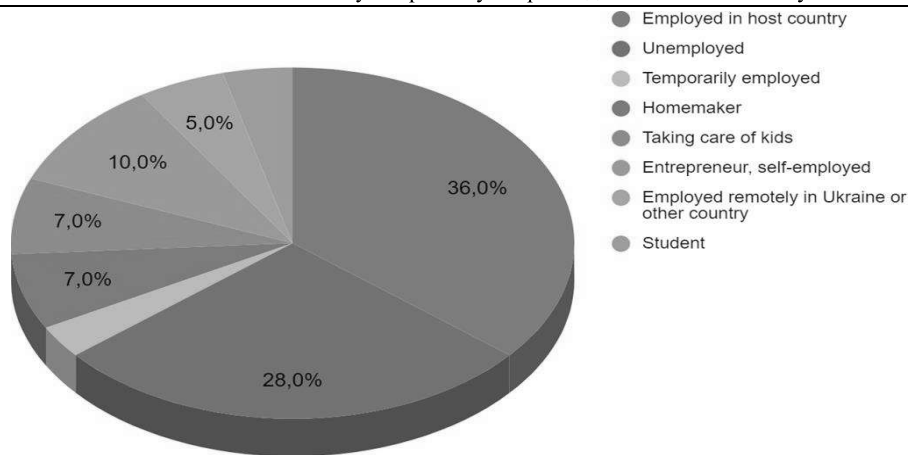


Fig. 5. Current employment status of Ukrainian refugees in host countries

### Cultural Aspects

From the answers received to the question concerning *any specific cultural features or values in the host country that the Ukrainian refugees find meaningful and interesting, any customs, practices, or values they celebrate and appreciate*, we can see those refugees resettling in the host nation often find themselves captivated by the cultural attributes and principles prevalent within the community. One such noteworthy observation is the profound emphasis on respecting personal sovereignty and fostering tolerance. This is reflected in the prevailing attitudes of docility, understanding, and non-interference, which contribute to a harmonious societal fabric. Additionally, refugees admire the strong sense of patriotism among the populace (e. g., in Poland), particularly in their reverence for language and historical legacies (e. g., in Georgia). The host nation's dedication to upholding traditional values, such as respect for elders, familial bonds, and faith in God, resonates deeply with refugees, offering a sense of cultural continuity and belonging. Furthermore, refugees appreciate the nation's commitment to maintaining a balanced lifestyle, evident in the prioritisation of family time, work-life equilibrium, and reverence for personal time. The warmth and hospitality extended by the locals, coupled with their openness and sincerity, create an inclusive environment where refugees feel welcomed and valued. Overall, refugees find solace in the host nation's cultural ethos of tolerance, equality, and environmental stewardship, which align with their own values and aspirations for a better future.

On the other hand, speaking about the way *how the preservation of Ukrainian cultural identity and celebration of own traditions can contribute to the well-being and integration of refugees and displaced persons in the host country*,

the answers demonstrate that preserving Ukrainian cultural identity and celebrating traditions within the context of the host country can significantly contribute to the well-being and integration of Ukrainian refugees and displaced persons. Initiatives such as multicultural events, cultural societies, and educational programs play a pivotal role in fostering a sense of belonging and community cohesion. Establishing Ukrainian schools, cultural centres, and culinary establishments not only provides a platform for preserving language, history, and customs but also serves as a focal point for social interaction and mutual support among fellow Ukrainians. Intercultural coaching and comparative cultural exploration aid in bridging cultural divides and facilitating adaptation to the new environment. Furthermore, the promotion of Ukrainian culture enriches the cultural landscape of the host country and also strengthens the resilience and morale of Ukrainian refugees, reinforcing their sense of identity and connection to their homeland. Through these efforts, refugees can find solace in their cultural heritage while simultaneously fostering cross-cultural understanding and integration within the host society.

### **Integration Challenges**

Initially, efforts of the host countries were primarily directed towards meeting fundamental needs of the displaced persons, including the provision of shelter, mitigation of infectious disease risks, and delivery of urgent medical assistance. However, as the conflict persists, there is a discernible shift towards addressing emerging needs, such as heightened demand for childcare facilities, psychological support services, and employment [10]. Given the prolonged nature of Russia's aggressive actions, there is an imperative to develop medium and long-term strategies to ensure refugees' access to such essential services as permanent housing, healthcare provisions, social aid, educational opportunities, and very importantly, upskilling and reskilling opportunities as well as employment assistance initiatives. Additionally, considerable emphasis must be placed on promoting and safeguarding rights, along with ensuring equitable access to key protection services [12].

The proposed questionnaire also included questions related to the key challenges and barriers the Ukrainian refugees come across during their stay abroad. As it can be seen from the results presented in Table 1 below, the respondents' average rating of challenges faced during integration into the host country's workforce or community, measured on a scale from 0 (no problem) to 5 (very big problem), indicates relatively low levels of difficulty related to overall social integration and adaptation to a host community. At the same time, the main challenges for the Ukrainian abroad included employment and search for a job of a similar level to the position/work performed in Ukraine or of a corresponding level, language barriers, recognition of professional qualifications, and access to healthcare.

*Table 1. Average rating of challenges faced by Ukrainian refugees during their integration into the host country's workforce and/or community*

Key challenges:	Rate (0...5)
Language barrier	<b>2.9</b>
Cultural adaptation	0.8
Recognition of professional qualification (nostrification of a diploma)	<b>1.8</b>
Social integration	0.9
Discrimination or bias	0.8
Difficulties related to children's education	0.9
Difficulties related to healthcare	<b>1.6</b>
Difficulties with obtaining a tax number	0.7
Employment, search for a job of a similar level to the position/ work performed in Ukraine, or of a corresponding level	<b>3.4</b>

Speaking about the *specific challenges the Ukrainian refugees have faced in achieving professional growth or economic independence since being displaced*, the most common answers included: (1) job search, finding a high-paying job or getting a position of the level they had in Ukraine due to a stereotype that Ukrainians can only work as a service at lower levels, no possibility to apply knowledge and skills, high competition in the labour market, and lack of knowledge about how the market works and local corporate ethics; (2) language barrier and learning a professional foreign language; (3) nostrification of a diploma, obtaining a (doctor's) licence; (4) narrow social circle; (5) lack of knowledge of a particular country's legal rights of foreigners and different types of contractual terms; (6) lack of knowledge about the promotion of one's business and marketing, absence of clients; (7) financial issues, insufficient wages to provide basic needs of life, no possibility to take a loan, problems with rent and/or lack of permanent residence; (8) internal psychological barriers, uncertainty regarding term prospects, feeling at a loss and not knowing where to start.

### **Discussion**

In this context, it is fundamental to identify strategies and programs that could help host countries and support refugees by improving their competencies, helping them thrive and develop their capabilities, acquire new skills and realise their potential.

One of the pathways is developing social entrepreneurship and promoting entrepreneurial intention among refugees as it can play a crucial role in their integration into a host country and can improve their overall well-being for a number of reasons:

(1) a way to formal employment: social entrepreneurship can serve as a stepping stone to formal employment for refugees, where through their endeavours, they can gain valuable experience, develop necessary transferable skills, and build networks that increase their chances of securing traditional employment opportunities in the future (if they like);

(2) a tool for economic empowerment: since social entrepreneurship provides refugees with opportunities to create their own businesses and generate income, it not only improves their financial situation but also fosters a sense of dignity and self-reliance;

(3) a possibility of skill utilisation: since many refugees come with valuable skills and experiences that can contribute to the host country's economy and local community, social entrepreneurship allows them to leverage these skills effectively;

(4) a driving force for community engagement: since social enterprises or startups often focus on addressing local social or environmental challenges, by participating in such initiatives, refugees can actively engage with the local community, build networks, and develop a sense of belonging;

(5) a vehicle for cultural exchange: since social entrepreneurship due to its nature encourages interaction and collaboration between refugees and the local population, both groups can easily learn from each other, share experiences, and foster understanding, thereby breaking down cultural barriers and promoting social cohesion;

(6) provision of access to services: since social enterprises often provide essential services in the fields of healthcare, education, vocational training, etc., refugees, even within their community, can gain access to much-needed services that facilitate their integration and improve their quality of life;

(7) a way to improve psychological well-being and mental health: starting and running a social enterprise provides refugees with a meaningful way to contribute to society, which can boost their confidence, resilience, and sense of purpose.

The study utilises the Theory of Planned Behaviour (TPB) by Ajzen [1] and “4A engine” approach by Katernyak & Loboda consisting of 4 phases: Attention, Actualisation, Attraction, and Action [8] to determine entrepreneurial behaviour among refugees and influence key factors to mobilise resources and gain “velocity” that will create the entrepreneurial momentum for “take-off”.

For the purpose of this research, we use the “idealised” definition of social entrepreneurship proposed by J. Gregory Dees in 1998 [6] and supplemented by



Dr. Teresa Chahine from Yale University [4], according to which social entrepreneurs play the role of “agents of change” who use entrepreneurial principles and techniques to address social, cultural, or environmental issues, and to tackle pressing problems in society while also creating positive social impact.

According to the TPB, it is assumed that in the process of making any decisions, individuals act rationally, according to their attitudes, subjective norms, and perceived behavioural control. These three factors are not necessarily consciously considered, but they form the backdrop for the formation of a specific intention. “*Intentions are assumed to capture the motivational factors that influence behaviour; they are indications of how hard people are willing to try, of how much of an effort they are planning to exert, in order to perform the behaviour*” [2, p. 181]. Thus, in the TPB, intentions are determined by three variables: personal attitudes, subjective norms, and perceived behavioural control.

In our understanding, entrepreneurship is about: *people* who transform a problem into an opportunity, success in a dream, construct their future, and accept responsibility for their own choice and destiny; and *freedom* – constructing your life on your own terms, with no bosses, no restricting schedules and no one holding you back. Today, a new term has been coined – *Entrepreneurship*, which means acting as an Entrepreneur. The 4A approach, which we call “4A engine” [9], is used to maintain the momentum for startup, where Attention = everything is possible, Actualisation = passion, Attraction = we are interconnected, and Action = the time has come to act.

### **Findings**

*Attitude toward the behaviour* means the individual’s perception of entrepreneurship as a desirable and viable career option, including their beliefs about the potential rewards and benefits.

Concerning their perceptions of entrepreneurial pursuits, most respondents, encompassing 54 %, aspire towards autonomy, independence, and pursuing a vocation aligned with personal preferences. Additionally, 42 % perceive entrepreneurship as an avenue for positive growth, while 25 % acknowledge its potential for broadening their social networks. These represent prevalent values within the Ukrainian refugee cohort.

*Attention = everything is possible.* Entrepreneurship is about opportunities to abandon the status quo of the refugees and change the world around them for the better. 54 % of the respondents believe that when they become entrepreneurs, they will be autonomous, independent, and will have a job that they really enjoy. 42 % of them believe they will follow the path of positive growth.

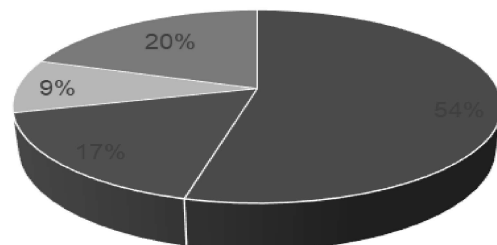
*Actualisation = passion.* It is when a person focuses on an innovative solution to the problem (how to meet the need of potential customers) and their capability of conceptualising, creating, and providing a new value to the market, their vision of systemic transformations. 17 % of the respondents believe that they

will be able to initiate new things and will change the world for the better, while 10 % of them expect to achieve wide recognition in their local or professional community.

*Attraction = we are interconnected:* only 9 % of the respondents are characterised by valence, create connections, work hard to build a team and expand their network, and build their ecosystem for a startup where they are consulted, motivated, united, and stimulated. Such benchmarks are a kind of energy level that they have to achieve to leave their comfort (valence) zone and move on. While 25 % consider they will have a benefit from expanding the circle of their communication.

*Action = the time has come to act.* It means that a person has to be 100 % committed, which depends on their passion, belief in themselves, the ability of their team, and the importance of the mission a person performs, as well as on how quickly they can mobilise and gain 'velocity' that will create the momentum for the take-off of their endeavour.

In all actions and situations, it is necessary to look for lessons to learn from and success factors. As can be seen from Figures 6–7, 20 % of the respondents believe that they will take full responsibility for their life, while 23 % believe that failures don't discourage them; they harden them, so they are going to become more resistant to failure and motivated to constantly learn and develop. Each mistake is a higher level of mobilisation, or a corrected course of further progress (pivot). To do this, one has to be smart, insightful, curious, and inquisitive, avoid perceiving everything as it is; try to look further beyond the horizon.



- I'll be autonomous, independent, will have a job that I really enjoy
- I'll initiate new things, will change the world for the better
- I'll create a team united by the vision of a viable business
- I'll take full responsibility for my life

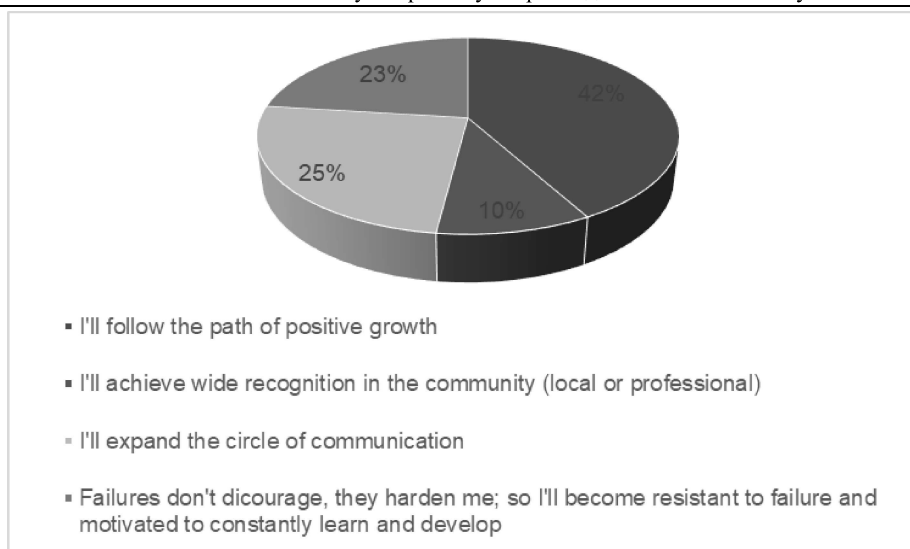


Fig. 6–7. Results or experiences, which Ukrainian refugees believe they could get as entrepreneurs

*Subjective norms* capture the influence of social factors on entrepreneurial intention. It includes perceptions of approval or disapproval from important others, such as family, friends, and local entrepreneurs. From our survey, we can see that a notable proportion of refugees, constituting 44 %, discern instances of entrepreneurial activity within their community and identify role models of entrepreneurs among fellow refugees, signifying a substantial presence of Ukrainian entrepreneurs in their milieu.

*Perceived Behavioural Control and Readiness to Act* — this dimension assesses the individual's perception of their ability to successfully start and manage a business. It includes factors such as proactivity, self-confidence, perceived skills, the belief that they have control over the situation, and influence on it, readiness to act, and optimistic outlook.

Reflecting on their current circumstances, having already come a long way and overcome various obstacles and challenges, a significant portion of respondents (38 %) characterise themselves as proactive individuals who prefer taking action when confronted with challenges, instead of letting them continue. Another cohort (27 %) self-identifies as self-assured and confident individuals possessing the capacity to control pertinent events, intervene effectively in specific situations, and influence outcomes. 22 % of the respondents are ready to spend energy and mental effort, as they are used to participating in various events and expect and often receive a reward or benefit. While 13 % of them are sure that if (or when) they start their own business, they'll most likely be successful (fig. 8).

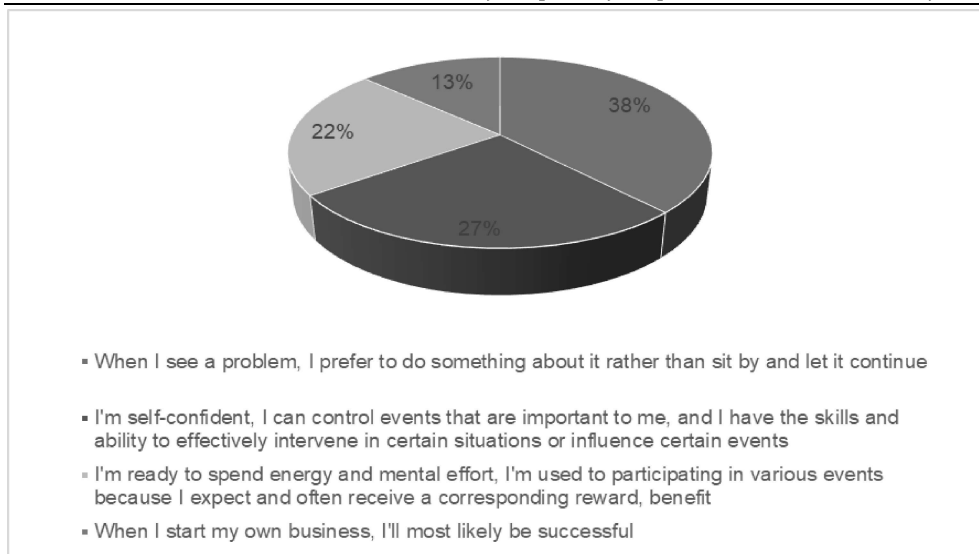


Fig. 8. Perceived behavioural control and readiness to act of the Ukrainian refugees

All this collected data within the 4A engine framework are indicators that define refugees' intention to become entrepreneurs, by the following levels:

1. Choice intention (preference for self-employment over paid employment).
2. The innovation commitment.
3. Commitment to entrepreneurship.
4. Nascent entrepreneurship (when a person has already started implementing their start-up).

Our recommendation is also to create entrepreneurial eco-systems where the intention level towards entrepreneurship among Ukrainian refugees can be raised from level 1 (choice intention) to level 4 (nascent entrepreneurship).

#### **Future prospects**

A substantial majority of respondents, constituting 61 %, have acquired new knowledge or skills during their stay in the host country, deeming them very valuable for future applications (fig. 9).

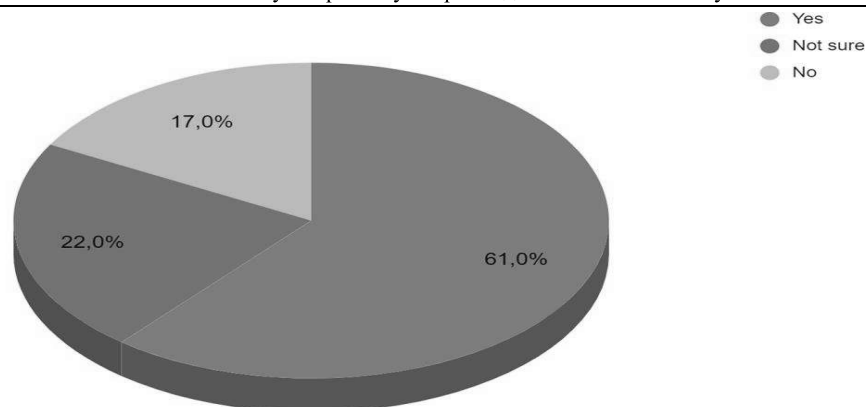


Fig. 9. Perceived acquired new and valuable knowledge/skills by Ukrainian refugees during their stay in the host country

In contemplating the sectors where the newly acquired or enhanced knowledge and skills could be effectively employed after returning to Ukraine, respondents most frequently identified the following industries:

- Startups and new ventures – 26 %
- Science & Education – 26 %
- Social assistance (incl. reintegration of veterans) – 16 %
- Healthcare services (incl. rehabilitation) – 16 %
- Construction and territory development – 15 %
- Agriculture, food & processing industries, agro-industry – 12 %
- Cultural services and entertainment – 12 %
- ICT and cybersecurity – 7 %
- Environment and waste processing – 6 %

As presented in the chart in fig. 10, a notable proportion, accounting for 45 % of respondents, expresses intentions to return to Ukraine in the future – as soon as it is safe to do so, or after their temporary protection status expires.

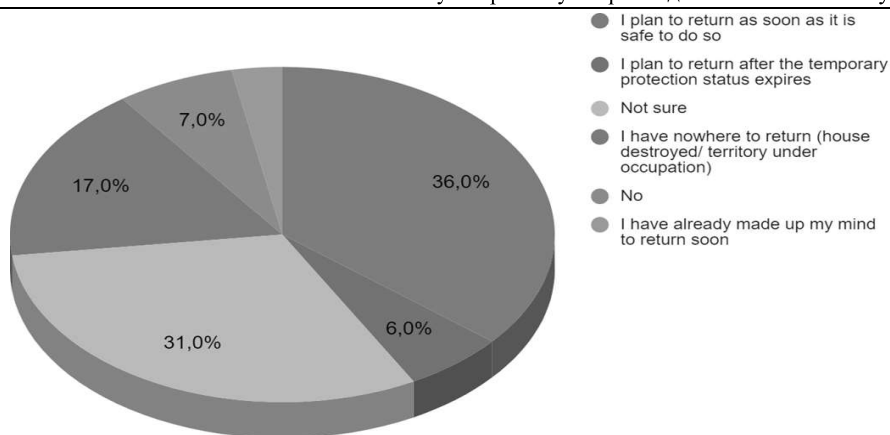


Fig. 10. Refugees' plans concerning their return to Ukraine in the future

In terms of receptivity to training or skill development initiatives, 79 % of respondents express openness and interest in participating in programs such as Social Entrepreneurship training, events, and mentorship programs (fig. 11). Conversely, a mere 4 % exhibit no interest whatsoever in such endeavours (predominantly these are women on maternity leave, taking care of their young kids).

This attests to a noteworthy inclination towards ongoing learning and professional development within the surveyed population.

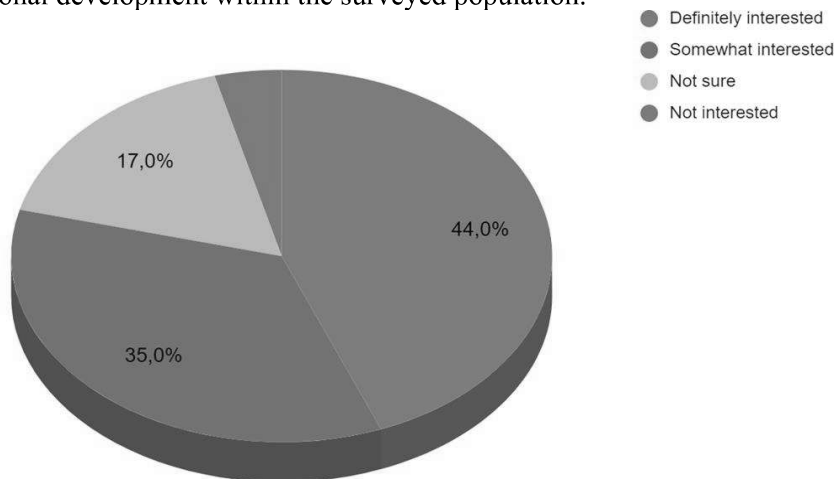


Fig. 11. Refugee's interest in participating in training/skill development programs, such as Social Entrepreneurship training, events, and mentorship programs

The comments or suggestions received from the surveyed Ukrainian refugees regarding the *initiatives for the development of social entrepreneurship and professional training* underscore the importance of such endeavours in facilitating the integration and empowerment of displaced individuals. There is a notable desire for increased availability and diversity of training opportunities, as evidenced by respondents expressing interest in expanding their skill sets in various fields. Additionally, the provision of practical and hands-on experiences through internships and practicums is emphasised as a means to augment learning and skill development. Community building emerges as a crucial aspect, with suggestions to foster collaboration, exchange of ideas, and mutual support among participants. Furthermore, involving experienced professionals and experts to deliver trainings and consultations is advocated to ensure the quality and relevance of the learning experience.

Respondents also highlight the need for flexibility and adaptability in navigating the challenges of starting anew in a foreign country, emphasising the importance of acquiring skills that are relevant and marketable in diverse employment settings, including small start-ups. There is recognition of the potential of social entrepreneurship to provide pathways for financial independence and self-reliance, particularly in places (like small towns) where traditional employment opportunities may be limited. Furthermore, suggestions are made to introduce social entrepreneurship education in schools and universities, reflecting the recognition of the value of early exposure and education in fostering entrepreneurial mindsets and skills. This feedback also underscores the significance of financial literacy and practical skills training (like time management), to equip individuals with the necessary tools for personal and professional success. Moreover, concerns about access to financing for startups and the need for ongoing support and assistance throughout the entrepreneurial journey are mentioned.

Furthermore, 70 % of the survey participants have willingly provided their contact information, indicating a positive inclination towards the anticipated benefits of future professional development programs, which is a very positive sign.

### **Conclusion**

In conclusion, the challenges faced by Ukrainian refugees in achieving professional growth and economic independence since displacement are multifaceted: from difficulties with finding suitable employment due to stereotypes and market knowledge gaps to language barriers and struggles with diploma recognition, refugees encounter numerous obstacles on their path towards integration. Additionally, financial constraints, limited social networks, insufficient teamwork and communication skills, and psychological barriers further exacerbate their difficulties. Addressing these challenges requires comprehensive support systems that offer language training, vocational guidance, legal assistance, and psychological support. Moreover, initiatives aimed at bridging cultural divides,

promoting social entrepreneurship, and enhancing access to resources can empower refugees to overcome barriers and rebuild their lives with dignity and resilience. It would be beneficial to provide them with creativity tools so that they become able to think out of the box, gain design thinking, and not be afraid to act, so that they believe that they are able to change the situation around them for the better. By recognising and addressing these challenges, host countries and international projects can contribute to the successful integration and economic empowerment of Ukrainian refugees, fostering inclusive and thriving communities.

So, the study results reflect the Ukrainian refugees' aspiration for inclusive and comprehensive support systems that address the diverse needs of displaced individuals, ultimately enabling them to contribute meaningfully to their new communities. And thus, social entrepreneurship could promote Ukrainian culture as a *value proposition* for local communities, and on the other hand, create a platform to celebrate cultural differences with the host community.

Overall, developing social entrepreneurship among refugees not only benefits the individuals themselves but also contributes to the social, economic, and cultural integration of other refugees and their dependencies into host countries and communities. It creates opportunities for mutual learning and collaboration, ultimately fostering more inclusive and cohesive societies.

To do so, future international projects should focus on the development of new initiatives aimed at fostering the professional activation of Ukrainian refugees (displaced persons) by their learning the basics of social entrepreneurship, and participating in various training, events, and mentor/coaching programs.

Innovative solutions driven by social entrepreneurship are imperative not only to address immediate needs but also to foster long-term resilience, solidarity, and community cohesion. Social entrepreneurs, by leveraging their creativity, empathy, and commitment to social impact, can catalyse positive change and contribute to sustainable solutions.

#### **Acknowledgement**

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Стаття: надійшла до редколегії 14.04.2024

доопрацьована 24.04.2024

прийнята до друку 27.04.2024

**РОЗВИТОК СОЦІАЛЬНОГО ПІДПРИЄМНИЦТВА СЕРЕД УКРАЇНСЬКИХ  
БІЖЕНЦІВ ЗАДЛЯ ЗАБЕЗПЕЧЕННЯ СТІЙКОСТІ ГРОМАД****Вікторія Лобода<sup>1</sup>, Ігор Катерняк<sup>2</sup>***Львівський національний університет імені Івана Франка,  
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Через загарбницьку війну росії проти України європейські країни стикаються з постійним потоком вимушених переселенців та біженців з України. Сьогодні існує нагальна потреба в конкретних заходах, спрямованих на посилення соціальної єдності між біженцями та місцевим населенням. Для того, аби забезпечити добробут та інтеграцію українських біженців на ринок праці та у місцеву спільноту приймаючої країни, важливо знайти комплексне рішення, яке дасть змогу українським біженцям бути агентами соціальних змін та власного професійного розвитку шляхом підвищення кваліфікації та перекваліфікації, а також через ініціативи допомоги у працевлаштуванні.

Одним із шляхів є розвиток соціального підприємництва та підтримка підприємницьких намірів серед біженців, оскільки це може відіграти вирішальну роль у їх інтеграції у приймаючу країну та у покращенні їх загального благополуччя. У дослідженні використано Теорію запланованої поведінки (ТРВ) та підхід “4A engine” для визначення підприємницької поведінки серед біженців та впливу на основні фактори для підвищення рівня наміру щодо соціального підприємництва.

Розвиток соціального підприємництва серед біженців принесе користь не лише їм, а й сприятиме соціальній, економічній та культурній інтеграції інших біженців та осіб, які перебувають на їх утриманні, у приймаючі країни та громади. Це створить можливості для взаємного навчання, співпраці та розширення можливостей, зрештою сприяючи більш інклюзивним і згуртованим спільнотам.

*Ключові слова:* українські біженці та переміщені особи, виклики інтеграції, соціальне підприємництво, підприємницька поведінка, соціальний підприємець, професійний розвиток, підвищення кваліфікації та перекваліфікація, соціальний добробут.