The Impact of the Russia/Ukraine War on Working People

Yasemin Levent, MEB, cemreleyan@gmail.com, 0000-0003-1685-0192

Osman Levent, MEB, flametalevo@gmail.com, 0009-0002-6604-7023

Keywords	Abstract
	This research examines the effects of the Russian/Ukrainian War on 24.02.2022 on the working population in Ukraine. The research was carried out on working people in the southwestern region of Ukraine in 2021-2022 in the ongoing war process. The research was carried out with a phenomenological design from qualitative research methods. Information was collected with a semi-structured interview form, and content analysis was used. It is important in terms of the reflections of the ongoing war process on the extensions of the working segment, which is in the middle of violent mass and individual events, and the emerging problems are important in terms of researching for the first time. It is aimed to examine the difficulties experienced by the working segment in the individual, social, social, and economic dimensions of the war. In addition to the incredible dimension of people's support for the military during the war, it covers the process that continues with the emergence of moral power, trust in the government, the emergence of the sacrifice aspects of the operating segment, the adoption of those who come from the hot war zone, the intense feeling of the war in work efficiency. It aims to examine the war's effects on the operating segments. To provide psychological, economic and social support, it is recommended to carry out studies to eliminate the effects of the losses experienced during the war process on people and the working segment.

To cite this article: Levent, Y., & Levent, O. (2023). The impact of the Russia/Ukraine war on working people. *International Journal of Trends and Developments in Education, 3* (1), 1-18.

INTRODUCTION

Today, many individuals find themselves in the midst of war, terrorist attacks, conflicts and political battles. Wars, in particular, has undoubtedly caused much damage to individuals and society, such as injuries, disabilities, deaths, losses, and traumas. This destruction harms not only many segments of the population but also affects working people. When we look at the historical processes of wars, it is witnessed that despite the change in form, the causes have not changed much and that they have started and continued as a result of disagreements during the sharing of wealth and natural resources, taking refuge in various justifications. Socioeconomic policies have been the most important determinant of wars (Çağlayan, 2002).

In one of his last articles on war, "La Politique de Demain" (The Tomorrow of Politics), Emile Durkheim explains that war and having fought in it is an invaluable experience for a society and that this experience teaches society what national consciousness means (Mergy, 1999). The Franco-Prussian War and the First and Second World Wars have been described as wars that have added very important values to people and societies; wars that have reminded and taught all societies how valuable social solidarity, sacrifices, and lives sacrificed to save their homeland, loyalty to and love for their state and nation are in times of war. Thus, according to Durkheim, war offers a unique experience to society and humanity. At the same time, Durkheim argued that national solidarity should be an attitude of "continuity." He emphasized that people should maintain this solidarity not only in times of war but also in times of peace and that only this continuity can build eternal peace and patriotism (Mergy, 1999: 4). According to Clausewitz, war is the continuation of these policies through other means, namely violence.

Studies on wars, their origins and causes, the collection of data obtained as a result of these studies, and probability studies with these data have developed ideas to understand leaders, regimes, and international systems that are more prone to war (Geller & Singer, 1998; Vasquez, 2009). It is worth noting that even in studies that attempt to compile extensive data on the wars that have emerged since the eighteenth century and thus explain the general trends that cause wars, the causes vary according to period and geography. It is also noted that these prominent causes of war are not valid for all wars. (Holsti, 1991:3-5; Lebow, 2010:13-16).

However, it is known that the problems between Russia and Ukraine go back many years. With the dissolution of the Soviet Union in 1991, Russia, Ukraine, and Belarus formed the Commonwealth of Independent States. After these separations, Belarus established close relations with Russia and Ukraine with the West. Russia saw this situation as a threat for years and annexed Crimea in 2014, taking advantage of Ukraine's authoritarian vacuum. This led to clashes between pro-Russian citizens and the Ukrainian army. Due to its location between Europe and Russia, Ukraine and its citizens are divided into pro-Russian and pro-Western groups. There are historical reasons for this ethnic diversity in Ukraine. For centuries, the eastern part of Ukraine was occupied by Russia and the western part by Austria and Poland. At this point, the settlement and cultural policies of the occupiers influenced the formation of Ukraine's current ethnic structure (Sarı, 2015). For example, under Tsarist Russia and the USSR (Union of Soviet Socialist Republics), Russians were deliberately settled in Ukraine.

On the other hand, it is known that the famine that broke out during the Stalin era led to the death of around 10 million Ukrainians, and Russians were settled in their place (Sarı, 2015). However, another place where ethnic resettlement and efforts for change have been observed is the Crimean region. During World War II, Crimean Tatars were exiled under Stalin because they had collaborated with the Nazis and were replaced by Russians. As a result of these practices, 60% of the region's two million inhabitants are Russians, 25% Ukrainians, and 13% Tatars. The sectarian divide follows this. The Orthodox, known to be close to Russia, belong to the Ukrainian Metropolitanate of the Moscow Patriarchate. The Orthodox are mostly located in eastern Ukraine and speak a language close to Russian (Cipof, 2013). This ethnicity (seeing oneself in a group other than one's own) and sectarian divisions lead to identity problems and deepen them. Although atheism is widespread in the country,

"the distinction between the Orthodox and Catholic churches has created the problem of religious identity, the difference between the ethnic groups living in the country has created the Russia has created the problem of political identity and accordingly the identity problem in foreign policy." (Balcı, 2014).

War is inevitable and any attempt at peaceful political arrangements is futile (Hobbes, 1997:197-205). Towards the end of 2021, this situation increased further, and the first signs of war manifested themselves on November 2, 2021. While this process was ongoing, NATO Secretary General Jens Stoltenberg stated that support could not be provided because Ukraine was not a NATO member. On February 24, 2022, Russia launched an operation in the Donbas region in eastern Ukraine and called on the army to lay down arms, starting a negative process that panicked the population (BBC, 2022).

Wars negatively affect the struggle for life of all people, big and small, men and women, working and non-working. It is undeniable that individuals who have to continue their lives in this difficult situation and who cannot defend themselves must carry this heavy psychology. Death, injury, disability, illness, detention, and psychological problems, followed by a negative quality of life and trying to cope with it, are indicators that negatively affect individuals. It should be a priority to ensure that they are kept in a group system similar to the school system, receive psychosocial support from trauma specialists and/or paid professionals, and at least not be separated from their parents (Çağlayan, 2002). In addition, factors such as good education and socioeconomic level, good cognitive capacity, absence of comorbid mental illnesses, robust support system, absence of psychopathology in the family and oneself before the war, and short duration of exposure to trauma were found to be protective against the negative effects of war. Therefore, providing appropriate tertiary protection to trauma survivors in the post-war period is crucial for post-war rehabilitation and rapid recovery. Considering the current scientific facts, the most important points to be emphasized are "ending all wars as soon as possible" and, in fact, for primary protection, individuals all over the world should provide and maintain a "peaceful environment" (Friedman, 2005).

War should include moral questions such as "To what extent is a citizen morally responsible for war? It should also include moral questions such as "To what extent is a citizen morally responsible for war?". But as regards the causes of war, if one is not responsible for the actual initiation of war, one must question whose authority it is to initiate war. One can question who has the legal authority to declare war and then go into the question of whether that authority is justified. For example, whether this authority reflects what 'the people want or whether the authority dictates what they want (or what they should want). Are the masses easily swayed by the ideas of the authority, or does the authority ultimately articulate the demands of the majority? Here, some blame the authority for the war, while others blame the masses for encouraging the reluctant authority to fight (Tocqueville, 2002: 609-611; Luard, 1992: 50-51).

People's desire to sacrifice for a cause is recognized as a contributing factor to war. Nevertheless, only a small number of wars in history have been caused by peoples' desire for war. Most of the time, people have found themselves involuntarily involved in war by their rulers or states (Akalın, 2009).

EFFECTS OF WARS ON WORKING PEOPLE
In addition, with the vast majority of the working male population either volunteering or being conscripted to go to war, many families found themselves in a situation where they lost some, or in some cases all, of their household income in order to survive." The British Library" provides access to documents relating to the "Separation Allowance," which was introduced to alleviate some of these problems. The allowance consisted of a portion of a soldier's salary, usually paid by the government, to prevent the soldier and his dependents from becoming destitute. There is a widespread view that unemployment is a critical factor leading to conflict, which is why it is important to address post-conflict unemployment challenges. There are three reasons why this is so. Industries such as education and clean energy are more labor intensive. For a given level of expenditure, most of that money goes

to hiring workers and less to equipment and materials. Finally, because wages and benefits in these sectors are, on average, lower than the market for military contractors and personnel, the same amount of money will hire more people in these non-military sectors). In simple terms, economic crises arise from overproduction and underconsumption, a necessary contradiction of capitalism.

For example, had the US not been at war between 2001 and 2019 but instead channeled resources into expanding the clean energy industry, expanding health care coverage, and increasing educational opportunities, between 1.4 and 3 million more jobs would have been created. The unemployment it created could have been significantly reduced (Galdo, 2013). The working class has been changing throughout the twenty-first century. Changes in military actions and strategy largely caused these changes. More importantly, studying the relationship between war and the psychology of working people helps us understand the domestic consequences of current and future military actions and how workers can improve their conditions without relying on "endless" wars. Moreover, conflicts and the channels (direct and indirect) and the intensity of their impact on civilians outside the conflict zone are increasing. Many scholars believe that the impact of military conflicts on civilian populations has increased dramatically. For example, at the beginning of the 20th century, 85-90% of all casualties were military, while in the late 1990s, 80-90% were military (Collier, 2003). However, some argue that methodological differences in counting casualties and high levels of mortality and measurement error have cast doubt on this dramatic shift toward civilian casualties (Roberts, 2010).

The advent of powerful and technologically advanced weapons and the transmission of threats of violence through the mass media and social networks has significantly increased levels of anxiety and fear among the general population affected. Wars have a lasting impact not only on the mental health of civilians living in conflict zones (Cesur et al., 2013). For these reasons, social scientists have long tried to understand how wars can empower workers and the working class.   Workers' power in the mid-twentieth century was seriously eroded at the beginning of the twenty-first century. So what is the level between war and workers' power today? What is the psychological reflection of this level in the working class?

The empowerment of the working class in such situations was much narrower and more short-lived than in previous wars, where improvements were won for broad sections of the working class. Given the narrow and uncertain empowerment resulting from the current wars, current situations may offer the working class an opportunity to look elsewhere for more stable empowerment. However, more than that, finding new power sources can begin the critical process of liberating workers' interests from the ravages of death and destruction wrought by inter-state wars (Öngen, 1997).

From March 1, 2022, Ukraine plans to increase the military support of the Armed Forces of Ukraine so that all soldiers who have not yet received a raise this year will receive a thirty percent salary increase. In particular, it is planned to establish monthly bonuses and increase allowances for the specifics of military service. If, after taking into account all surcharges, the cash security increase is less than thirty percent, the commanders will have to increase the size of the monthly bonus to achieve this growth rate (Serdyuk, 2022).

For the martial law period, following the Council of Ministers' Decree on "Issues regarding certain payments to be made to soldiers, officers, police officers, and their families during martial law," it was told that soldiers and other security officers would be paid an additional 30,000 per month. (budgetnyk.com). In addition, the Ukrainian government approved the payment of 15 million hryvnias to the families of the deceased servicemen and other servicemen mentioned in this resolution. This amount will be distributed among all recipients per the legislation on protecting the military and their families. If the deceased's family is entitled to both the lump-sum cash assistance provided in Resolution No. 168 and the lump-sum cash assistance or compensation provided by other legislation, one of them will be paid according to their choice (Serdyuk, 2022).

The financial planning to protect working people in the current process is like this according to the data of the news sources, and it will become more holistic when we reach the end of our research process to learn what this process is experiencing on a one-to-one basis on working people.

PURPOSE OF THE RESEARCH

As a result of the war, many people's lives are ending, people are losing their futures; and in such an environment, it is essential to evaluate the health of working people, the destruction of labor power, and the problems of the economic crises created by the war in terms of working people (Çağlayan, 2015). With the wars, he became more interested in patriotism and state and national issues and tried to develop deeper sociological analyses (Schnapper, 2017). During the war period, it is essential to express the reflections of violent mass and individual events on the extensions of the working class, who were in the middle of the violent mass and individual events, and the problems arising from the deterioration of the psychological and social cohesion necessary to cope with the emerging problems (Friedman, 2005). Revealing the factors that cause the increase in social consciousness developed against war determines the existence of a group of people who actively use the values of national and military power in war. Finding answers to the evaluation of the psychological aspects of being the targets of armed violence and revealing how working people who have to continue working in situations such as fear, anxiety, and loss of confidence are affected in this process will contribute to the literature. The Russian/Ukrainian War is still taking place today, and the article aims to investigate and reveal the process created by the ongoing process to working sector and this historical information in the present time. It is also essential to examine the reflections of the ongoing war process on the working sector for the first time.

METHODOLOGY

RESEARCH DESIGN

This study deemed it appropriate to use the phenomenology method, one of the qualitative research designs. The phenomenology method enables people to define the ordinary meaning of a phenomenon or concept (Creswell, 2013). In phenomenological research, data are collected from people who can reflect the phenomenon that constitutes the focus of the research (Yıldırım & Şimsek, 2018). In this context, the phenomenological study provides an understanding of the essence of the experience of individuals (Creswell, 2013) and how they describe the phenomenon (Patton, 2014). In addition to the interpretive description, it is a process in which the meaning of experiences is interpreted (Van Mannen, 1990; Creswell, 2013). This framework, through phenomenology, it aims to reveal the participants' perceptions and experiences regarding the phenomenon (Kocabıyık, 2016). For this purpose, the phenomenology method was used to   Determine the situation of the working class in the ongoing war process in Ukraine and the dimension reflected on them.

WORKING GROUP

In this study, the criterion sampling method, one of the purposeful sampling methods, was preferred. The criterion sampling method consists of individuals and events with specified characteristics (Büyüköztürk et al., 2018). The criterion used is that the participants are in the war process and are from the working class. In the interviews with the participants, the priority of volunteerism was important for the ongoing process. Interviews were recorded at times determined by them, taking into account the continuation of the war process. In the interviews, a single interpreter was used for those who speak English, and interpreters were used for Ukrainian and English languages for those who speak only Ukrainian. Much attention was paid to the reliability of the translations. Interviews were conducted with the working population in Kolomyia, in the southwest of Ukraine. It was taken into consideration that they were going through a sensitive process, and the interviews were conducted over a long period. Demographic information of the participants is given in Table 1.

Table 1. *Demographic information of the participants*

Code	Gender	Age range	Year in the profession	Education status

W_1	Female	41-50	Over 16 years	High school
W_2	Male	31-40	11-15	licence
W_3	Female	31-40	Over 16 years	master's degrees
W_4	Male	20-30	6-10	licence
W_5	Female	41-50	Over 16 years	licence
W_6	Female	41-50	Over 16 years	licence
W_7	Male	41-50	Over 16 years	High school
W_8	Female	31-40	Over 16 years	licence
W_9	Male	20-30	6-10	master's degrees
W_{10}	Male	41-50	Over 16 years	master's degrees

Total 10

The demographic information of the participants interviewed within the scope of the research is given in Table 1. It was observed that the participants consisted of 50% men and 50% women. Although the majority of the country's population consists of women, there was no problem in reaching the male working segment when it was forbidden for men to go abroad, except in some cases. Looking at the age group of the participants, it was found that 50% were between the ages of 41-50, 30% were between the ages of 31-40, and 20% were between the ages of 20-30. 70% of the participants worked in the profession for more than 16 years, 20% worked between 6-10 years, and 10% worked in the profession between 11-15 years. It is seen that the minor working segment has experienced between 6-10 years. Due to the confidentiality of personal information, the operating segments in the tables are coded as Q1, Q2...

DATA COLLECTION PROCESS

The interview is a compelling method to reveal people's perspectives, subjective experiences, feelings, values, and perceptions. Supporting the interview process with data obtained from observation and written documents increases the validity and reliability of the research. (Yıldırım & Şimşek, 2008: 40-41). The qualitative research method deals with the process rather than products or outputs by using semi-structured interview techniques in the design and realization of the research. Therefore, meanings are important in qualitative research (Merriam, 1988: cited in Yılmaz & Altınkurt, 2011). Moreover, in order to best complement the reflections of the ongoing war process on the research, semi-structured interviews are generally preferred by researchers due to their certain level of standardization and flexibility, eliminating the limitations of writing and filling tests and questionnaires and helping to obtain in-depth information on a specific subject (Yıldırım & Şimşek, 2003). Since the interviews could not be face-to-face, the data were recorded through video and audio interviews accompanied by interpreters. The interviews were conducted at the time determined by them due to the ongoing war process. Before the interview, the purpose of the research was explained meticulously, considering that they were in a difficult process. The fact that the data collection process was in the form of interviews in this process is important in terms of communication with the citizens of a foreign nation with the right feedback. Interviews were carefully conducted with one interpreter if the employees spoke English and two interpreters if they spoke only Ukrainian as their mother tongue. My interviewee, who works in Ukrainian Tourism, has a good command of Turkish, as her husband is Turkish, and she could communicate with him one-on-one. Interviews were important in my study in terms of giving immediate feedback when a mispronunciation was detected, taking into account the integrity of the meaning of the problem, and the semi-structured interview technique was used to provide flexibility away from rigid attitudes, taking into account the psychology of the working people who are victims of war. In the first step of the interview, demographic questions were asked, while in the second step, questions were formulated in consultation with experts. The questions were meticulously prepared considering they were war victims, and are as follows.

1. As a working person, what is your position in your job? How did your position change with the war?

2. What are the reflections of the war on you?
3. Do you plan to leave your country? Please give reasons.
4. What sacrifices have you made as a citizen in this process?
5. What kind of citizenship consciousness do you think developed with the war?
     a) Can you give examples of what changes have taken place?
     b) Which situations do you see as reasons for the change?
6. Has your position at work changed during this process?
7. What concerns do you have about its changeability?
8. How did the war bring about changes in living standards?
9. What are the reflections of this process on your performance at work?
10. What would you do if you were laid off from your job?

VALIDITY AND RELIABILITY

The use of multiple data collection methods is important in terms of increasing the validity and reliability of the findings (Yıldırım & Şimşek, 2008: 89).   In this study, in order to ensure the internal validity (credibility) of the research, continuous feedback was given to the participants during the interviews to measure whether they were correctly understood and confirmed by the participants. The prepared questions were sent to the opinions of two experts, paying particular attention to the ethicality of the questions, and the interviews were started after approval. After this interview, the reliability of agreement was found to be 0.88. The reliability value obtained is determined as a value suitable for scientific studies. (Miles & Huberman, 1994). The data will be preserved and used when needed within the scope of external reliability. During the interview, care was taken to ensure silence and distance from disturbing factors. Creswell (2003: 190-194) emphasizes that data analysis in qualitative research is a process that continues from the beginning to the end and cannot be separated from other research activities (such as data collection or formulating research questions).

With descriptive analysis, data are summarized and interpreted. Methods such as detailed description, participant confirmation, and triangulation were used**.**

FINDINGS

In this part of the research, 135 codes were obtained as a result of the analysis of the data obtained from the interviews with the working segment affected by the Russian/Ukrainian war. As a result of the analysis of these codes, themes, categories and codes were presented. The findings obtained were handled in the form of thems and tabulated. The theme, code, and quotations related to the questions of the interviews conducted in the tables are indicated. The Freakans section shows the working segment as Q1, Q2, Q3.....

Table 2. *What kind of changes occurred in our position in your profession with the war? "the themes and codes related to their answers to the question".*

Theme 1: The effect of war on working conditions

Codes	Frequency-running	Code quote
Running as administrator	(4) Q2, Q3, Q6, Q8	*Q-3: I have been managing the Human Resources Department in a company for the last four years.*
Working as a worker	(3) Q1, Q4, Q7	*Q-7: I am still waiting for my job as a carpenter worker, even though I cannot get new jobs and cannot find materials*

Working as civil servant	(3) Q5, Q9, Q10	*Q-10: I am a physical education teacher at a vocational high school.*
Continuing in the same job Transfer to another job	(7) Q2, Q3, Q4, Q6, Q7, Q9, Q10	*Q-6: I am currently working as a quality control manager in a company.*
	(3) Q1, Q5, Q8	*Q-1: While I was a sewing master, I changed my position and continued to work as a normal work.*

Table 2 is examined; five codes were obtained from the questions asked to measure the changeability of the working conditions of the working segment in the war environment. The working participants are a manager, workers, and civil servants. Three cannot continue their work. Q5 *"I was working as a bank clerk in Kyiv. I am on standby because our bank was bombed.* "The other seven participants can continue their work. Q2" *I continue to work as a logistics material planning manager in a factory.*" The answers of the working group to the second question are presented in Table 3.

Table 3 *"What are the aspects of war reflected on you? "The themes and codes created with the answers to the question.*

Theme 2: Reflections of the war in general

Codes	Frequency-Employee Code	Quote
Being displaced from your home	(3) Q1,Q5,Q8	*Q-1: For our safety, we left our home and moved to a safer area in Ukraine and went into the unknown.*
Loss of relatives	(3) Q1,Q5,Q8	*Q-8: My cousin was among those who formed a wall. The panzer ran over him.*
Going into the unknown	(3) Q1,Q6,Q9	*Q-6: Emotional stress... This situation did not cause a change in the workplace. The biggest lesson for us now is to be thankful, we live in the moment, not knowing tomorrow...*
Increased anxiety	(5) Q2,Q4,Q6,Q8,Q9	*Ç-2: Our anxiety has increased, the uncertainty continues, and the war is reflected in our family relationships and work, and I feel guilty, my peers were recruited.*
Feeling powerful	(4) Q2,Q3,Q5,Q9	*Q-5: I became stronger with the war. I left everything and came to the hot war zone.*
Need for a profession	(3) Q5, Q9, Q10	*Q-5: Although my dream was Switzerland, I did not leave my country, this country needs economists like me*

Decline in purchasing power	(10)Q1,Q2,Q3, Q4,Q5,Q6,Q7,Q8,Q9,Q10	*Q-7: The war has affected us a lot economically. We have become tense and more selective. People's priority is not to get things done. Many of my colleagues had to close their workplaces.*

When we look at Table 3, we see that seven codes were formed. All participants stated that their purchasing power decreased. It was stated that the country's economy was significantly affected during the ongoing war; prices increased, only basic needs could be purchased and the lack of gasoline affected the purchasing power. Q8, "I love my country very much, but we had to leave our country for the psychology of our family." This is the participant's opinion expressing the reason for leaving their home. Q9 expressed this view of the reflection of the war on the economic dimension with the expression, "The first stages of the war process were very stressful. We do not know what we will be like tomorrow. We cannot find oil economically. How can we help our soldiers, our minds are full of this question." Again, it was determined that most of the operating segment made statements about the anxiety dimension of the war. Q 10," I am terrified of losing my job. Most of the students either took refuge in villages or left the country. If   there   Is not enough numbers, we will not be needed.

The participant includes the anxiety-filled expressions of the working segment of the war. Another striking dimension is the code for feeling strong. Q2," *Working in a stressful environment made me stronger.* "It was expressed by the participants that the war made them feel stronger and able to cope with difficulties.

Table 4: *"Do you plan to leave your country? Please specify the reasons. "The themes and codes created with the answers received regarding the question*.

Theme 3: *The dimension of the war in relation to staying in the country.*

Codes	Frequency-Employee Code	Quote
Having a love for homeland (10)	Q1 ,Q2, Q3, Q4,Q5 ,Q6, Q7, Q8, Q9, Q10.	*C-1: I have never thought of leaving my country, even in the most difficult times...I never want to even think about it because of my loyalty to my country*
Future anxiety (3)	Q4,Q7,Q8	*Q-7: Honestly, I think our country has no future anymore, so we are planning to leave. Countries where English language is used are our priority.*
Thoughts of leaving the country (3)	Q4, Q7, Q8	*Q-8: I love my country very much, but we had to leave our country for The psychology of our family.*
Need for the profession (3)	Q5, Q9, Q10	*Q-9: As a young male lawyer, I never think of leaving my country, they need me.*
Support request (3)	Q3, Q7, Q10	*Q-7: I want to do my best to defend my country. I do not plan to leave my country*

The most striking situation in Table 4 is that all participants made expressions related to the code of having love for their homeland*. In addition*, five codes, such as having future concerns*,* the thought of leaving the country, the need for a profession, and the desire for support, were identified*.*

Q3" *I was even surprised by such a question, I would never leave my country*, I *have to protect my country.*" Q7 "*I want to do my best to defend my country. I do not think about leaving my country.*" These are the opinions of the working segment expressing their preference to stay in the country and their love for their homeland. In addition, there are opinions expressing the idea of leaving the country in case of the negativities of the war. Q-4: "*Frankly speaking, we are planning to leave because I think that there is no future in our country. Countries where the English language is used, are our priority.*" In the statement, leaving the country and concerns about the future are also seen in the statements.

In Table 5, some statements meet the question, "What sacrifices do you make as a citizen in this process?".

Table 5. *"What sacrifices did you make as a citizen in this process?" and "What kind of citizenship consciousness do you think has developed with the war?" The themes and codes created with the answers to the questions.*

Theme 4: Awareness of citizenship and sacrifice developed with the war.

Codes	Frequency-Employee Code	Quote
Support for the military awareness raising	(10) Q1, Q2, Q3, Q4, Q5, Q6, Q7, Q9, Q10	*Q-9: The beginning of the war process was very stressful. We didn't know what we would be tomorrow. Economically, we can't find oil. How can we help our soldiers, our minds are full of these questions.*
Increased sacrifices	(10) Q1, Q2, Q3,Q4, Q5, Q6,Q7, 8,Q9 Q10	*Q-3: I opened my house and*
Refugee solidarity	(6) Q1,Q3,Q4,Q5,Q8,QÇ10	*Q-8: When we left the country, we allowed refugees to settle in our house*
Trust in the government	(6) Q1, Q3, Q4, Q8, Q9, Q10	*Q-4: In the past the government gave up and gave Crimea. Now our leaders are personally involved in the war process, which increases our confidence.*
Sense of benevolence	(10)Q1,Q2,Q3,Q4,Q5,Q6,Q7, Q8, Q9, Q9, Q10	*Q-5: I cook for the soldiers and communicate with aid organizations*
Creation of citizenship awareness	(8) Q1, Q2, Q3, Q5, Q6, Q7, Q9, Q10	*Q-2: I give financial support to the military. This should be the duty of every citizen.*

The codes formed in Table 5 are as follows; awareness of support for the military, increase in sacrifices, refugee solidarity, trust in the government, sense of benevolence, and formation of citizenship awareness. six codes were formed, and the majority of the participants' opinions indicating expressions in favor of the sacrifice dimension of the war were found. If we give sample quotations from these; Q9. "I support voluntary aid organizations; I do not leave home unless necessary; I try to do my work remotely. Q10 "During the war process, I provided moral support to my family and even took 9 people from the hot war zone refugees into my house with their animals." Q3, "I opened my house and apartments to refugees, I did not participate in religious holidays and *celebrations, and I support aid organizations for the military*." The statements that meet the support for the military and

refugee solidarity dimension of sacrifices were found in the majority of the participants. The statements of Ç4, *"We provide accommodation for refugees who are homeless in the hot war zone.*" and *Q2: "I provide financial support to the military." are the* views of the working segment. Another remarkable code formation is a sense of trust in the government. Six people expressed their thoughts at this point regarding trust in the government. Q9 "*This is our homeland; we have been making preparations since Russia attacked Crimea; we will not retreat; we think to finish by winning. Those who govern my country made the right decisions by not withdrawing.* "The fact that the government in charge was personally involved in the events during the war, the previous government attitudes were different, and this support given personally was reflected in the working segment as trust in the government. The war also contributed to the stimulation of citizenship consciousness among the working population. Eight participants expressed their opinions in this direction.6: "*The war increased our sense of citizenship. Our sense of solidarity came to life."* The opinion given by the working class expressed the importance of citizenship and cooperation.

Table 6. *"Has your position at work changed in this process? What concerns do you have about its changeability? What are the aspects of the war reflected on your job performance? The themes and codes created with the answers received regarding the questions*
Theme 5: The effects of war on working conditions

Codes	Frequency-Employee Code	Quote
Focus on your work	(7) Q1, Q2, Q3, Q5, Q6, Q9, Q10	*Q-2: The war process did not change my position in my job. I do not want to worry abouchangeability. I am only interested in my job*
The business case for war acceptance of reflection	(10)Q1, Q2, Q3, Q4, Q5, Q6, Q7, Q8, Q9, Q10	*Q-1: I became a worker when I was a foreman*
Need for professions	(3) Q5, Q9, Q10	*Q-5: I am open to new offers, the fact that most of the skilled workers have left the country shows how much we are in need.*
Alarm sound	(3)Q3, W4, W6	*Q-6:: Alarm sounds increase our Anxiety level a lot.*
Unconditional work	(10) Q1, Q2, Q3, Q4, Q5, Q6, Q7, Q8, Q9, Q10	*Q-7: I would do anything even if I lost my job..*
Occupational anxiety	(4) Q4, Q7, Q8, Q10	*Q-10: I am very afraid of losing my job. Most of the students have either taken refuge in villages or left the country. If there are not enough of Us, we will not be needed*
Having remote working status	(3) Q5, Q9, Q10	*Q-10: Our future is entrusted to young people, I do what I can in line with my means. If I lose my job, I will do any job. The fact that the current*

process is remote affects us a lot, it is inefficient

When we examine the reflection of the war on the working conditions of the working segment in Table 6, it is seen that there are seven codes. In the code of acceptance of the reflection of the war on the working position, it is seen that all employees gave statements confirming this code. Again, all participants confirmed that the war process could change the working conditions with the code of unconditional work. Ç8: "Since *people no longer prefer Ukraine for tourism, we left the place where we live and move abroad. England is our priority. I think I will improve my English with courses. I can work in any place.* "Four employees have professional anxiety and state that the war triggered the process of losing their job. Ç4 gave an example of the code of anxiety about losing their profession: "*People's priority has become to meet their needs to live. It is not our priority to practice our profession (carpenter); people live only to meet their basic needs. No one is in a position to build something for their home.*" Three employees in the officer-employee group stated that they were in the process of providing distance education. Ç5: "*I am open to new offers; the fact that most of the qualified people have left the country shows how much we are needed. We will manage the banking sector remotely.*" *The* officer working in the banking sector expressed his opinion in this statement. *It is* noteworthy that all seven employees expressed that the war process made them more focused on their work, with *Ç-9:* "*My performance is very good to be more focused on my work and to help my people.* They stated that the psychological effects of the war process were avoided by concentrating on their work and moving away from negative psychology.

Table 7. *Themes and codes created with the answers to the question "How did the living standards change with the war?*

Theme 6: Effects of war on living standards

Codes	Frequency-Working Code	Quote
Decline in purchasing power	(10) Q1,Q2,QW3, Q4,Q5 Q6,Q7,Q8,Q9,Q10	Q-7: The war has affected us a lot economically. We have become tense and more selective. People's priority is not to get things done. Many of my colleagues had to close their workplaces.
Lack of gasoline	(10) Q1, Q2, Q3, Q4, Q5 Q6, Q7,Q8, Q9, Q10	Q-2: We can't fin diesel, gasoline. We wait for hours just to buy 10 liters.
Loss of relatives	(3) Q1, Q5, Q8	Q-8: My cousin, who was among those who built a wall, was hit by a panzer during this process.
Decreased quality of life	(10) Q1, Q2, Q3, Q4, Q5 Q6, Q7, Q8, Q9, Q10	Q-3: I opened my house and apartments to refugees and did not participate in religious holidays and celebrations.
The importance of spirituality	(4) Q1, Q3, Q7, Q10	Q-3: As the people of the country, we material is valuable in our mortal life. realized that everything .

In Table 7, all the working people interviewed gave expressions regarding the codes of the war; decrease in purchasing power, lack of gas stations and the negativities it creates, and decrease in the quality of life. Q3: "*We live in the moment; we cannot think in a planned way. The goods we consume*

are very expensive. Our living standards are not what they used to be. I come to work by bicycle." It is the statement coding the lack of gasoline and the decrease in purchasing power it brings. Q-5": *I lost my house and settled in a village house in a safer area. It is very far from the life I am used to.*" this expresses that the quality of life is not what it used to be. As it is seen that the war has reduced the standards in these categories, there are four statements coding the orientation towards spirituality. Q-7: "*Our priority has been spirituality and support for each other.*" It is stated that they are in a process where everything material can be destroyed, and spiritual feelings gain more importance.

DISCUSSION AND CONCLUSION

In this research, in which I examined the reflections of the war on the working sector, After a difficult research process because the war that started on February 24, 2022, is in a very new dimension and still in the ongoing process, many results were obtained with the support of participant opinions.

When the effects of war on people and societies are examined in much literature, it has been observed that the warring countries and the inhabitants of other countries are affected in many ways. Due to their highly variable nature, approaches that try to make sense of wars at the international level are insufficient to convey the inner workings of state mechanisms. Certainly, it will not be possible to understand the causes of war without in-depth studies on human nature and state structures, but there are findings on the consequences of war. The Franco-Prussian War and the First and Second World Wars have been described as wars that added fundamental values to people and societies; wars that reminded and taught all societies how valuable social solidarity was in times of war, sacrifices and lives sacrificed to save their homeland, loyalty to and love for their state and nation are (Mergy, 1994).In the interviews, it is understood that they are very sad that the Russian/Ukrainian states, which are brothers, are in this situation and do not want to make sense of it. In addition to mentioning the spiritual dimension of wars, my study shows that the spiritual dimension of war (Table 7) plays an important role on the working class, instantly destroying material values. At the same time, Durkheim also argued that national solidarity should be an attitude of "continuity." In other words, he made statements supporting the national solidarity process of the war in my research, arguing that literary peace can be mentioned when solidarity and solidarity during the war process are carried to the aftermath.

As for the effects of the war on the working population, the majority of the working population interviewed are aware of the possibility of the end of their jobs even if they continue to work in their jobs and are aware of the effects of the war in this dimension. Those who continue their jobs are not selective, accept every condition to sustain their lives, and if they have to work in different positions, they respond to this situation with gratitude. Working during the hot war period sometimes seems to be a source of motivation and support to get away from psychological distress, while at other times, it alternates between a process that turns into panic with alarm sounds. It has been determined that it is a good opportunity to concentrate on their work, to forget the negativities for a moment, and to contribute to work efficiency. The participants in my interviews are far from the eastern region, which is a hot war zone, but some came here as refugees (sewing workers Q1 and bank clerks Q5). They lost their homes, belongings, memories, jobs, and surroundings and started from scratch on this road they set out to save their lives. Many fears followed them, but the fact that they did not lose their faith and trust despite this brought with them a sense of citizenship. Although the sound of alarms was difficult at first, getting used to it over time, leaving work, going to shelters, and going back to work again caused problems at the focal point from time to time. This situation caused the interviews to be very sensitive.

When viewed most reflected situations of the war, the economic dimension of the work is undeniable...All of the interviewees stated that the shortage of gasoline is a very big problem; while eighty percent of the country's gasoline needs were provided by Russia, which was at warnow there is no supply; on the other hand, the supply from European countries has been confiscated, and it is not

coming from transportation, and it emerges as a situation that is affected on a country basis. People live with the limit of being able to buy only 10 liters of gasoline and state that the military prioritizes the need for fuel...Also, with the presence of gasoline queues for hours...The working segment saw the solution to this situation as being able to continue their lives without using a vehicle and found a way to provide transportation by bicycle...Mostly on foot...In this process, it was stated that they could not leave the house except to go to work and meet their needs. The fact that the war process is in the dimension of uncertainty has brought along many concepts, such as living in the moment and being able to be grateful even just for being alive. The fact that there is very little gasoline has limited transportation and the products in the market. It has been determined that there are products for basic needs, plus brackets. Although Russian-produced products are more common in the markets, they are also cheaper but not protested and taken. Of course, it was reported that there are basic needs, but the increase in prices is at least fifty percent.

In the midst of all these negativities, we still encounter an increase in the concept of support for the war in this process, combined with support for the military as a way to get out with less damage. People share their ary on social media after his bank and house was bombed in the hot war zone is one of the best examples of the triggering of the sense of citizenship in the effort to help regardless of the difference in position as a working earnings and belongings by supporting the military and establishing and supporting various aid organizations. The fact that a banker employee came to the city of Kolomyia in the southwest of Ukraine to support the milit segment. For the martial law period, it was said that following the Council of Ministers' Decision on "Issues regarding some payments to be made to soldiers, officers, police officers, and their families during martial law," 30 thousand additional monthly payments will be made to soldiers and other security organizations' officers. (budgetnyk.com) This statement indicates the funds provided to the military by the war. The people and the government know that they are at war with a powerful state and that the necessary means of resistance pass through the military. In addition, not only the financial support dimension but also all men who have military experience and are not sick are enlisted in the military and are prohibited from leaving the country. The carpenter (Q-4) from the working sector sees it as a sense of guilt that he was not enlisted in the military because he has diabetes. Again, the employee who works as a lawyer (Q9) stated that he could not be enlisted in the military because he did not have military experience and that they compensated for this by helping the military.

It is seen that individuals who find themselves in uncertainty try to treat this process by bandaging each other's wounds with the awareness of help. The citizens who come to the southwestern region of Ukraine, which is currently farther away from the hot war zone, are provided with job opportunities, and citizens open their homes for them to stay. However, the decisions made at this point also bring dismissal processes from the working sector. The government's statement that it would pay the first three salaries of refugees where they were hired resulted in the job holders choosing to hire refugees and dismissing former employees. Finally, "since wages and benefits in these sectors are, on average, lower than the market for military contractors and personnel, the same amount of money would hire more people in these non-military sectors." (Powell B, 2002). In simple terms, economic crises arise from overproduction and underconsumption, which is the necessary contradiction of capitalism."

Again, at this point, employees with the status of lawyer, banker, and teacher have not lost their ambition to work with the thought that this country needs their profession. It has been revealed that this negative process has strengthened the working segment. The feeling of "what can be worse than war?" has revealed many of their abilities, such as finding a solution, being united, and using the means at their disposal.

It is enough for most employees to have a job regardless of the change in their Working conditions, regardless of being affected. In case of losing their jobs, the awareness of working unconditionally has been formed; that is, they do not see themselves in a selective situation (Table

11). But this situation brings anxiety with it. Individuals are afraid that their jobs are no longer needed, and those working in the tourism, teaching, and carpentry sectors state that they will be directly affected by the negative effects of the war on the content of their professions. The teacher stated that most young students either went to villages far away from the war or left the country. It was revealed that because of the lack of students, the state did not pay their salaries in full, and cuts were made. The carpenter stated they were not needed because people did not make plans and changes about their homes in the struggle for life. In addition, while trying to finish the products, he was negatively affected by the bad news he listened to on the radio and social media and could not do his job efficiently. The emergence of powerful and technologically advanced weapons and the transmission of threats of violence through the mass media and social networks have significantly increased the levels of anxiety and fear among the affected general population. Wars permanently affect the mental health of not only civilians living in conflict zones (Cesur et al., 2013).

Those working in the tourism sector stated that Ukraine is no longer a place for tourists to come and have fun and that they no longer have professional processes because it is not likely to be preferred. In addition, the increase in trust in the government is not a point that has been encountered in wars so far. Although Ukraine is not a very strong state, the fact that Ukraine did not give up in this process, the government's attitude that the government did not leave the war has reached the point where individuals' trust and belief in the government has increased. Can the masses be easily swayed by the ideas of the authority, or does the authority ultimately express the demands of the majority? Here, while some blame the authority for the war, others blame the masses for encouraging the reluctant authority to fight (Tocqueville, 2002: 609-611; Luard, 1992: 50-51).In the Russian/Ukrainian war, the attitude of the Ukrainian people that the government did not give up in favor of great power, that the government was always with its soldiers and took part in the war itself had positive results on individuals and renewed the awareness of trust. In some statements, this attitude was found to be the same for the non-governmental side. In the Russian/Ukrainian war, it was also found that other countries also received support and assistance, especially the UK inviting people to their countries and providing financial support to churches. They also showed their gratitude to Turkey, which sent a drone named "Bayraktar" by naming children born during the war "Bayraktar."

RECOMMENDATIONS

There may be many different reasons for the outbreak of each war, but although there are similarities in terms of the spread of the negativities it creates, the existence of differences has emerged in our research because it is a current war. Regardless of the reason for the outbreak of war, it is not correct to talk about the positive aspects of a process where there is death, struggle, fear, and panic at the end. But it has been observed that the war has been observed to create citizenship awareness, increase the strength of unity and solidarity, and reinforce solidarity. Like every individual and citizen, the working sector has faced many effects in this process.

In this process, the material and moral security of the working groups should be ensured; psychological support should be received during and after the war. In addition, the world's countries need to support the end of wars in the 21st century. Country administrators should work toward the end of the war. Citizens who live with limited means and constantly face death should participate in a peaceful world environment by supporting their basic needs. In this process, no changes should be made in the rights of the working class; this process should be timed to give importance to the safety of life, psychological support units should be established, and the settlements in safe areas should accelerate...We should not forget the perception that life and survival is the most important part of the world order. It is recommended that efforts should be made to eliminate the effects of the losses experienced during the war process on people and working people and that psychological, economic, and social support should be provided.

REFERENCES

Akalin, U. S. (2009) A Short Note On Keynes And General Theory. *Society And Democracy Journal.*

Balcı,   *C.*   (2014).   *Ukraine   jeopolitics,   International   Storancık   Bakış   Institute,* *7.http://www.usbed.org/yayinlar/ukrayna_jeopolitigi.pdf*

Birey, A. K. (2020). War and society: Essays on war. NOSYON: *International Journal of Society and Culture Studies*, Nosyon: *International Journal of Society and Culture Studies* Gürsoy Akça Special Issue , 254-263 . Retrieved from https://dergipark.org.tr/tr/pub/nosyon/issue/59339/825304

Budak, M. M. (2020). Origins of War and Terrorist Organizations as Proxy War Actors. *Turkish Journal of Political Science*, 3 (2), 91-112. Retrieved from https://dergipark.org.tr/tr/pub/tsbder/issue/56775/794295

BBC, (2022). accessed from https://www.bbc.com/turkce/topics/cy0ryl4pvx6t on 30.03.2022.

Büyüköztürk, Ş., Kılıç, E., Aygün, Ö.E., Karadeniz, Ş., & Demirel, F. (2018). Scientific research   methods in education. Ankara: *Pegem Akademi.*

Cesur, R., Chesney, A., and Sabia, JJ (2016). *War exposure, cigarette consumption and substance use*. Economic Inquiry, 54 (3), 1705-1726. https://doi.org/10.1111/ecin.12312

Cipof, B. (2013). Church Wars in Ukraine. Accessed: 3 November2014, http://www.21yyte.org/tr/ arastirma/ Sözmez, A.S., Bıçakcı, H., Yıldırım, C. (2015). *Analysis of Russia-Ukraine relations in the context of the Crimean issue, theostrategy*-research center/ 2014/08/22/7747/ukraine-church-wars.

Clausewitz, C. V. (2011). *On War*. (Trans. S. Koçak) Istanbul: Doruk.

Collier, P. (2003). *Breaking the conflict trap: Civil war and development policy* (Vol 41181, No. 4). World Bank Publications

Corey R. Payne. (2020). "War and labor power in the United States: Workers' struggles in war-making industries, 1993-2016" Journal of Labor and Society.

Creswell, J.W (2020). *Qualitative Research Methods: Qualitative Research and Research Design According   to Five Approaches,* (Trans. Ed: Tüm, M. & Demir, SB). 5th Edition, Ankara: Political Bookstore.

Creswell, J. W. (2019). *30 basic skills for qualitative research*. Ankara: Anı Publishing.

Çağlayan, Ç. (2002). War And Health Of Workers. *TMA Journal of Occupational Health and Safety*, 3 (11), 18-33. https://dergipark.org.tr/tr/pub/msg/issue/49267/629042

Friedman, M. (2005). Toward a public mental health approach for survivors of terrorism. *Journal of aggression, maltreatment and trauma,* Volume 10, Issue 1-2, Pages (527-539), https://doi.org/10.1300/J146v10n01_11

Galdo, J. (2013). The Long-Run Labor-Market Consequences of Civil War: Evidence from the Shining Path in Peru.   *Economic   Development   and   Cultural   Change*,   *61*(4),   789-823. https://doi.org/10.1086/670379

Geller, D. & Singer, J. (1998). Nations at War: *A Scientific Study* of International Conflict (Cambridge   Studies in International Relations). Cambridge: Cambridge   University Press. doi:10.1017/CBO9780511521713

Hanin, M. (2012). *Thomas Hobbes' Theory Of Conscıence. History of Political Thought, 33*(1), 55–85. http://www.jstor.org/stable/26225687

Hobbes, T. (1997). *Leviathan. London: Touchstone*

Holsti, K. J. (1991). *Peace and War: Armed Conflicts and International Order 1648-1989. Cambridge: Cambridge University Press.*

Kocabiyik, O. O. (2016). *Phenomenology and embedded theory: Comparison in terms of some features*. Trakya University Journal of Education Faculty, 6(1), 55-66

Lebow, R. (2010). *Why Nations Fight: Past and Future Motives for War*. Cambridge: Cambridge   University Press. doi: 10.1017/CBO9780511761485

Luard, E. (1992). Basic Texts in International Relations. London: Macmillan.

Mergy, J. (1999). "La Politique de Demain': Un texte inconnu d'Emile". *Durkheim. Durkheimian   Studies / Études Durkheimiennes. (5):* 1-7. Available at: http://www.jstor.org/stable/2386680

Merriam, S. B. (1988). Case study research in education – a qualitative approach. San Francisco: Jossey-Bass Publishers

Miles, B. M., &Huberman A. M. (1994). *Qualitative data analysis: An expanded source book*. California, USA: Sage Publications

Öngen, T. (1993). Contemporary Social Conflict. *Ankara University Journal of SBF*, 48 (01), DOI: 10.1501/SBFder_0000001639

Özmen Akalın, A. (2021). Sociological approach of Emile Durkheim to war and its effects on society. *Eurasian Journal of International Studies*, 9 (28), 248- 265. DOI: 10.33692/avrasyad.952177

Patton, MQ (2014). *Qualitative research and evaluation methods*: Integrating theory and practice. Wise publications.

Sarı, G. (2015). *Ukraine on the way to the EU: European neighborhood policy and EU-Ukraine relations* (Unpublished Master's Thesis, Atılım University, Institute of Social Sciences, Ankara).

Schnapper, D. (2017). "Durkheim et la nation". Revue internationale de philosophie (2) (2): 201-221. Access address: https://doi.org/10.3917/rip.280.0201.

Serdyuk, O. (2022). *Financial support to military personnel and martial law, compensation to military families.* https://www.budgetnyk.com.ua/article/1299-groshove-   zabezpechennya-   vyskovoslujbovtsv-ta-kompensatsya-smyam-zagiblih-na-chas-vonnogo

Sevim, Y. (2010). Terror Victims: Is Backward Migration a Solution? *Journal of International Security and Terrorism*, 1(1), 17-35

Tilly,C.(2004).Terror,   Terrorism,   Terrorists.   *Sociological   Theory*,   *22*(1),   5–13. http://www.jstor.org/stable/3648955

Tocqueville, A. (2002). *Democracy in America*. (Trans. H. Reeve). Pennsylvania: A Penn State   Electronic Classics Series Publication

Valentine, J. (1997). Hobbes'political geometry. *History of Human Sciences, 10* (2), 23-40. https://doi.org/10.1177/095269519701000202

Vasquez, J. (2009). *The War Puzzle Revisited* (Cambridge Studies in International Relations). Cambridge: Cambridge University Press. doi:10.1017/CBO9780511627224

Yıldırım, A., & Şimşek, H. (2018). *Qualitative Research Methods in Social Sciences*. Ankara: Seçkin.Merriam, S. B. (2018). *A Guide to Design and Implementation* (3rd Edition). (S. Turan, Çev. Ed.). Ankara: Nobel (2009).

AUTHOR CONTRIBUTION

- The first author made significant contributions to the creation of the conceptual framework, planning, data acquisition and analysis and interpretation of the data.

- The second author contributed to the review of the findings related to the article's content, the preparation of the draft, and the final form of editing.