

RESEARCH OF THE ECONOMIC ACTIVITY OF IDP WOMEN AND THEIR STRATEGIES REGARDING THE RESTORATION OF THE SOURCE OF INCOME

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Glossary

CCI - Chamber of Commerce and Industry

IDI - In-depth interview

IDP - Internally Displaced Persons

NGO – non-government organization

Disclaimer

The research “The economic activity of IDP women and their coping strategies to renovate the sources of income” assisted by the German Government, is being carried out by InfoSapiens LLC on behalf of the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH in frame of the project “Supporting the economic participation of vulnerable population groups, including IDPs, in Ukraine”. Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH may not share the opinion of the authors and is not responsible for the content of the research. No part of the research “The economic activity of IDP women and their strategies regarding restoration of the source of income” may be reproduced or used in any way without appropriate reference to the original source.

Research background

As of January 23, 2023, an estimated 5.4 million people have been internally displaced within Ukraine due to the large-scale military operations on its territory¹.

The project “Supporting the economic participation of vulnerable population groups, including IDPs, in Ukraine” aims to improve the economic situation and provide new opportunities to people from vulnerable groups and primarily to internally displaced persons.

The focus of this research is more aimed at IDP women as the most vulnerable population group. The research aims to determine:

A) The level of economic participation and income recovery strategies of IDP women (whether they rely on social benefits and humanitarian aid, whether they are looking for work, whether they plan to become self-employed specialists/entrepreneurs, etc.) in different parts of Ukraine;

B) The needs of IDP women in professional (re)orientation, (re)training in accordance with the requirements of the local labor market, the search for work by IDP women and the problems they face during the implementation of their plans (for example, the need to care for other family members, the condition health and psychosocial problems);

¹ IOM DTM (2023). Ukraine: Internal Displacement Report - General Population Survey, Round 12, 16-23 January 2023. Retrieved from <https://dtm.iom.int/reports/ukraine-internal-displacement-report-general-population-survey-round-12-16-23-january-2023>

C) Opportunities to cover the identified needs by state structures, local self-government bodies, non-governmental organizations, challenges and opportunities for local stakeholders

It is necessary to study the problem of displaced women and their employment for several reasons:

Gender Equality: Displaced women often face significant challenges in accessing employment opportunities and face discrimination in the workplace. By studying their employment, we can identify the barriers they face and develop strategies to promote gender equality in the workforce.

Economic Empowerment: Employment is a critical factor in the economic empowerment of women. It can provide them with a stable income, financial independence, and the ability to support their families. Studying the employment of displaced women can help us understand the economic impact of displacement and develop programs to support their economic empowerment.

Social Integration: Employment can also help displaced women integrate into their new communities. It provides opportunities for social interaction and helps them develop a sense of belonging and psychological wellbeing. By studying their employment, we can identify ways to support their social integration and reduce their vulnerability.

Sustainable Development: Displaced women represent a significant proportion of the world's displaced population. By promoting their employment, we can contribute to sustainable development by harnessing their skills and talents and enhancing their economic and social contributions.

Methodology and sample design

The research was conducted using a comprehensive approach that involved both **quantitative** and **qualitative** stages. The quantitative phase of the research was carried out through the use of a computer-assisted telephone interviewing (CATI) with calls to mobile numbers, while the qualitative phase was implemented through in-depth interviews (IDIs).

Data collection was carried out in 5 regions of Ukraine:

- North (Sumy, Chernihiv, Kyiv, Zhytomyr regions and Kyiv city)
- West (Lviv, Transcarpathian, Rivne, Ivano-Frankivsk, Chernivtsi, Ternopil, Khmelnytsky, Volyn regions)
- Center (Poltava, Cherkasy, Kirovohrad, Vinnytsia regions)
- South (Odesa, Mykolaiv, Kherson regions)
- East (Dnipro, Zaporizhzhia, Kharkiv regions)

The quantitative component of the fieldwork was conducted in January-February 2023 and the qualitative component — in March 2023. The quantitative component was conducted in the period of regular electricity blackouts which ended in March 2023.

Quantitative stage

The mobile numbers of the respondents were generated randomly. The total sample size constituted 2050 respondents - about 400 interviews were conducted in each region. The margin of theoretical sample error for each region does not exceed 5% and for the total sample — 2,2%.

For total all-Ukraine analysis the share of each region was weighted proportionally to the population size. All-Ukraine sample is representative to the population of government-controlled areas by pre-war region and settlement of residence, gender and age according to the data of State Statistics Service of Ukraine as of 01.01.2022. Sample doesn't include refugees abroad and dwellers of occupied areas of Ukraine.

The population of each region was divided by four groups: IDP women, local women, IDP men and local men. About 500 interviews were conducted with each group. The margin of theoretical sample error for each group does not exceed 4,7%. For total all-Ukraine and regional analysis, the share of each group was weighted proportionally to the population size.

Overall IDPs constitute 18% of the population of Ukraine and women constitute 54% of them (this figure corresponds to the share of women among total population - 55%).

The data for the five regions, four target groups and total population of Ukraine is presented in the tables in Annex. The percentages are presented as whole numbers and their sum in single answer questions can deviate from 100% by 1-2 p.p. due to round off.

The differences between regions and target groups described in the report are statistically significant at the confidence level

Qualitative stage

Besides population survey, IDIs were conducted with specialists in charge of labour market/business development and supporting IDPs. Overall 20 IDIs were conducted in 5 regions with the representatives of the following organizations:

- NGOs working with IDP women:
 - *All-Ukrainian Women Farmer's Council (Odesa)*
 - *Centre Women's Perspectives (Lviv)*
 - *Divergent Woman (Kremenchuk)*
 - *Institute of Creative Innovation (Zhytomyr)*
 - *Studio of public women's initiatives (Toretsk)*
- City councils of Mariupol, Mykolaiv, Novoyavorivsk, Vinnitsa, Zhytomyr in charge of integration/adaptation and assistance to IDPs
- Employment Centers in Dnipro, Lviv, Odesa, Sumy, Vinnytsia
- Local business associations:
 - *Actual women (Kharkiv)*
 - *Chernihiv CCI*
 - *Poltava Business Association*
 - *The Women's Business Chamber of Ukraine (Lviv)*
 - *We Kheísoneís (Kheíson)*

Summary

The project "Supporting the economic participation of vulnerable population groups, including IDPs, in Ukraine" launched the Research of the economic activity of IDP women and their strategies regarding the restoration of the sources of income. The research was conducted by Info Sapiens in January-March 2023. It included a representative survey of the Ukrainian population of government-controlled areas and a qualitative survey of specialists from local authorities, State Employment Centers, and NGOs in charge of the labor market or business development and supporting IDPs.

The sample size of the quantitative component constituted 2050 respondents with subsamples of 569 IDP women and 442 IDP men for comparison. The fieldwork was conducted during the period of regular electricity blackouts which ended in March 2023.

Within the qualitative component, 20 interviews were conducted in different regions: 5 interviews were conducted with city councils, 5 - with State Employment Centers, and 10 — with NGOs, business associations, and Chambers of Commerce.

Economic participation and income recovery strategies of IDP women

Overall 24% of Ukrainian employees lost jobs as a result of the full-scale war and among IDP women this rate is twice higher — half of the pre-war employees lost their jobs. Only 31% of IDP women are employed vs. 59% among IDP men and local men and 45% of local women. Specifically, 19% of IDP women are full-time employees, 8% work part-time, and 4% are entrepreneurs or self-employed; 20% of IDP women are looking for a job. The employment rate of IDP women in the West and North regions is twice higher as in the Center, South, and East regions — 44% and 42% vs. 26%, 22%, and 19%, respectively.

Overall IDPs constitute 32% of the unemployed population (specifically, IDP women constitute 18% and IDP men — 14%).

As a result of a massive job loss, IDP women are the most financially vulnerable among target groups: 59% of them have to save on basic needs such as food and/or clothes while among local women this figure constitutes 51%, among IDP men — 40% and among local men 35%. The financial situation of IDP women is better in North and West regions: about half of IDP women have to save on basic needs in these two regions while the worst financial situation is in the East region where 75% of IDP women have to save on basic needs, in the South region this figure constitutes 64% and in the Center region — 59%.

Rent payments create an additional financial burden for IDP women: 57% of IDP women rent an apartment vs. 51% of IDP men.

The main income recovery strategies of IDP women are the following:

- Part-time jobs: the share of part-time employees among employed women increased from 14% to 26% while the share of full-time workers and self-employed decreased as a result of the full-scale war.
- Remote jobs: 30% of IDP women work remotely vs. 15% of IDP men, 7% of local women, and 5% of local men
- Social security and humanitarian assistance payments (specifically, IDP payments). IDP women depend on IDP and other social security and humanitarian assistance payments for the largest extent among the target groups – on average, 59% of their household budget constitutes social security and humanitarian assistance payments while for IDP men this figure constitutes 42%, for local women – 44%, for local men — 36%.

The needs of IDP women in support for employment and starting own business

44% of IDP women said that they need to find a job for income increase and 4% - to start an entrepreneurial activity. IDP women most often among all target audiences look for work with a flexible schedule (41%), remote work (29%), and part-time employment (28%). Only half of IDP women look for full-time jobs (vs. two third of IDP and local men).

The most attractive sectors for employment for IDP women:

- Sales - 30% (vs. 15% for IDP men)
- Production - 24% (vs. 25% for IDP men)
- Operating personnel (e.g. loader, cook, etc.) - 16% (vs. 11% for IDP men)
- Education – 15% (vs. 2% for IDP men)
- IT – 12% (vs. 25% for IDP men)

The problems with the job search for IDP women are the following:

- The uncertainty regarding the place of living: only a half of IDP women don't plan to change their place of residence in the next 6-12 months
- Lack of vacancies and labor market imbalances: high-skilled professionals cannot find jobs that correspond to their level of education and experience in their communities, and they are often unwilling to work in lower-level positions or undergo retraining. As for the blue-collar workers most have worked for a long time in specialized manufactures and cannot find relevant employment in the region. They need to retrain and learn a new profession, but they lack the motivation to do so if they are not sure that they will leave in the settlement.
- Household chores, taking care of children and other family members. Not all settlements have kindergartens and schools often operate online, so mothers are unable to leave their children at home and go to work. Therefore, there is a high demand for remote work and flexible schedules;
- Difficulties in commuting or lack of transportation;
- The bad psychological state of IDP women, including depression and apathy;

- Discrimination: employers are afraid that women with children will often take sick leave, and prefer younger specialists
- Absence of permanent Internet access
- Insufficient knowledge of the English language
- Insufficient knowledge of the Ukrainian language

Half of the IDP women are ready to master a new profession or receive new skills, and 67% of them are ready to spend more than two hours per day on training. Online learning is preferable for the majority, but 45% are also ready to complete unpaid internships in companies.

The top 5 courses that IDP women are interested in are:

- English language – 35%
- Ukrainian language – 17%
- Internet sales (through social networks, marketplaces, and online stores) – 17%
- Programming, information technology (IT) – 16%
- Design, graphics, and photo editing – 15%

The business potential among IDP women is thrice lower than among IDP men: 5% of IDP women plan to start a business vs. 18% of IDP men.

Among IDP women who would like to start their own business 36% have chosen the sale sector while each tenth has chosen education, IT, and beauty industry as preferred sectors of entrepreneurship.

The top barriers for IDP women to starting a business are lack of start-up capital for development (73%) and lack of knowledge and experience (50% - specifically, on how to start a new business, accounting, and legislation).

About 10% of IDP women mentioned the budgets in each of these intervals for starting a business: 1-20 000 UAH, 21-49 000 UAH, 50-99 000 UAH, 100-150 000 UAH, 151-200 000 UAH. 36% said that they do not know the exact amount of money they need to start a business.

Overall approximately a third of IDP women willing to change their profession or start their own business don't know how to start.

Challenges for local stakeholders

Only 1% of IDP women and 1% of IDP men participated in retraining and/or support projects for small and medium-sized businesses during the last year — the scaling of current initiatives is needed for tangible changes.

Most initiatives are targeted at all unemployed population which may lead to insufficient involvement of IDPs. Specifically, IDPs are covered by the services of Employment Centers less than the local population. According to the official State Employment Center data² 329,1 thousand Ukrainians including 27,9 thousand IDPs received the services of State Employment Centres in January-March 2023. Thus, IDPs constitute only 8% of the clients of State Employment Centres while they constitute about a third part of the unemployed population

– so they apply to State Employment Centres four times less often than the local unemployed population. 14% of the clients were employed by Employment Centers; among IDPs, this figure constitutes 12% so the effectiveness of the services for IDPs is approximately the same as for the local population. The State

² <https://www.dcz.gov.ua/analitics/68>

Employment Centers don't provide the IDP statistics by sex, but according to the survey, IDP women looking for a job more often applied to Employment Centres than IDP men — 34% vs. 24%.

The stakeholders mentioned the following challenges for labor market development efforts:

- Lack of long-term and strategic programs for recovery of suffered regions and integration of IDPs in communities.
- Lack of financial support for NGOs. It is essential to provide stable support for local community organizations and their projects, including office expenses.
- Lack of cooperation between State Employment Centers and NGOs, specifically in designing projects for IDPs and other vulnerable groups
- NGOs providing microgrants would like to have a reserve fund from which grant recipients could be supported in the long-term period if necessary
- Lack of information on the profile and needs of IDPs and IDP women specifically
- Lack of cooperation between local government, civil sector, and business
- Lack of psychosocial support for the project participants
- Reducing purchasing power in the most suffering areas makes impossible business development. That's why the respondents from Kherson suggest providing financial assistance rather than products or vouchers (which are accepted only in supermarkets) to help local producers and sellers
- Restoration of kindergartens, childcare centers, and schools is vital for supporting IDP women with children as otherwise they cannot work or study. The organization of restrooms for mothers with children at NGO facilities should also be supported
- The complexity of grant applications – the procedures should be as simplified as possible, given the conditions of war and power outages. Also, some NGOs ask to translate documents and grant applications into Ukrainian as they don't have enough specialists with sufficient knowledge of the English language.

Recommendations

The following initiatives are recommended for supporting the employment of IDP women:

- To focus on the Centre, South, and East regions where the employment situation is the worst
- To support local professional orientation projects and disseminate information about available opportunities
- To support English and Ukrainian language courses and disseminate information about available opportunities
- To support IT, design, graphics, photo editing, Internet sales, and other courses which allow to work remotely and/or with a flexible schedule and disseminate information about available opportunities
- To support training programs worked out in cooperation with employers and based on local studies of IDP women's needs
- To support business education projects and disseminate information about available opportunities
- The training programs should be accompanied by psychosocial support and scholarships
- To support internship programs and to disseminate information about available opportunities
- To support childcare opportunities

- To support microgrants programs for training, Internet access, childcare services, starting or developing own business, and to disseminate information about them. To provide a reserve fund from which grant recipients could be supported in the long-term period if necessary
- To disseminate information about the services of Employment Centers, success stories about finding a job via Employment Centers by IDP women, especially for white-collar workers (specifically, Start in the IT program)
- To facilitate cooperation between Employment Centers and NGOs for focusing on IDPs and other vulnerable groups
- To facilitate cooperation between local government, civil sector, and business
- To provide financial support, recovery grants for NGOs in the regions most suffered from war
- To consider the possibilities of simplification of grant procedures especially for the regions most suffered from war
- To organize trainings for NGOs on English language and grants writing
- To support anti-discrimination projects specifically against ageism
- To provide humanitarian aid in cash instead of the products or vouchers (which are accepted only in supermarkets) to support local producers and sellers

I IDP profile

Reasons for displacement

The main factors that forced IDPs to change their place of residence are hostilities in the settlements of living of nearby, bombing and shelling. 30% of IDP women said that their settlements are occupied and 24% - that their home is destroyed. Except for the safety factors, economic and social factors became the reasons for displacement for most IDPs: 33% said that family members have lost a job or a significant part of earnings (37% of women vs 29% of men), 14% mentioned the difficulties in receiving medical treatment (no significant differences between women and men) and 11% - the difficulties in providing education for children (15% of women vs. 7% of men).

Plans for future

Only a half of IDP women don't plan to change the place of residence in the next 6-12 months (no significant differences between men and women), 32% plan to move and others are undecided. Among those who consider changing the place of residence 83% of women and only 51% of men plan to return home, other IDP women plan to move to other settlement in Ukraine (11%) or abroad (3%) while among IDP men these figures are thrice higher. Men more often mentioned better job opportunities as a factor of relocation while women more often mentioned that they would like to return home. These findings highlight the strong emotional ties that many IDP women have to their previous homes and communities.

Age

IDPs are younger than local population because older people usually have higher barriers for displacement than younger ones. IDP women are older than IDP men: 29% of them are aged 18-34, 48% - 35-59 and 23% are older than 60 y.o. while among men these figures constitute 39%, 45% and 16%, respectively. Presumably, younger women more often moved abroad. Besides, older women are more often in charge of caring for children, grandchildren, and other family members than older men - this may make them more likely to move to a safer location with their families to ensure their safety and well-being.

Household composition

IDP women live in the largest households comparing to local population and IDP men: only 11% of them live alone (vs. 16% of IDP men and 17% of total population) and 39% live in the households with 4 and more members (vs. 29% among IDP men and 31% among total population).

Members of the households of 54% of IDP women need constant care (vs. 43% of IDP men and 46% among total population). 28% of IDP women indicated that 2-5 members of their households need constant care (vs. 17% of IDP men and 21% among local population).

Housing and Internet access

57% of IDP women rent an apartment vs. 51% of IDP men so the financial burden of rent payment is higher for women than for men. Only 4% of IDP women live in own apartment vs. 7% of IDP men. Other IDPs mostly live in apartments of relatives or friends, also 5% of IDP women live in dormitories or temporary apartments provided by the state.

IDP women have worse Internet access than men: 53% of women have permanent Internet access vs. 66% of men. Besides 38% of women and 27% of men have access to Internet, but not permanent, and others don't have access or don't use Internet. Almost all women and men who use Internet, but don't have permanent access to it, said that they need it.

Employment and education

Only 31% of IDP women are employed while 63% were employed before the full-scale war - so about a half of employees lost the job as a result of the full-scale war. Specifically, 19% are full-time employees, 8% work part time and 4% are entrepreneurs or self-employed. The share of part-time employees among the employed women increased from 14% to 26% while the share of full-time workers and self-employed decreased as a result of the full-scale war.

Among IDP men 59% are employed vs. 82% before the full-scale war — so 28% of employees lost the job as a result of the full-scale war. Specifically, 40% are full-time employees, 7% work part time and 12% are entrepreneurs or self-employed.

For comparison, local employees lost the jobs less often — 10% of local women and 17% of local men lost the job as a result of the full scale war. Overall 24% of Ukrainian employees lost jobs as a result of the full-scale war.

The employment rate of IDP women in West and North regions is twice higher than in Center, South and East regions — 44% and 42% vs. 26%, 22% and 19%, respectively. The employment rate among total population in West and North regions is also higher than in Center, South and East regions — 57% and 48% vs. 42% in the last three regions. Thus, Center, South and East regions should be prioritized for the interventions.

While IDP women have the lowest employment rate they are the most educated among all groups: 66% of them have higher or incomplete/primary higher education while among IDP men and local women these figure constitutes 60% and among local men — 50%.

Each fifth IDP – both among men and women – are looking for the job. The highest unemployment rate among IDP women is the East region (25%) and the lowest is in the West region (14%).

Overall IDPs constitute 32% of unemployed population (specifically, IDP women constitute 18% and IDP men – 14%).

Financial situation, sources of income and recovery strategies

Payments for IDPs are the most prevalent income recovery sources for IDPs in the situation of job loss or decrease of earnings and/or increase of expenses for rent. 69% of IDP women and 49% of IDP men receive payments for IDPs; on average payments for IDPs constitute 31% of household budget of IDP women and 19% - of household budget of IDP men.

IDP women depend on social security and humanitarian assistance payments for the largest extent among the target groups – on average, 59% of their household budget constitute social security and humanitarian assistance payments while for IDP men this figure constitutes 42%, for local women – 44%, for local men – 36%.

Consequently, IDP women are the most financially vulnerable among target groups: 59% of them have to save on basic needs such as food and/or clothes while among local women this figure constitutes 51%, among IDP men – 40% and among local men 35%. Overall 45% of Ukrainians have to save on food and/or clothes.

The financial situation of IDP women as well as the financial situation of overall population is better in North and West than in other regions. The worst financial situation of IDP women and overall population is in East region where 75% of IDP women and 55% of total population have to save on food and/or clothes.

52% of IDP women say that their financial situation has significantly worsened comparing to 2021 year while among IDP men this figure constitutes 44%. For comparison, about one third of the local population reported significant worsening of the financial situation (no significant differences between men and women).

44% of IDP women said that they need to find the job and 3% - to change the current job, 4% - to start an entrepreneurial activity and 5% - to improve knowledge and skills to increase income in the next 3-6 month. Also, 4% mentioned that they need to increase the level of qualification and ask for promotion at current job. Among other target audiences about one third of the respondent said they need to find the job or to change current one to increase their income.

II Employment: sectors, challenges, recruitment channels

Sectors and challenges

The most prevalent sectors of employment of IDP women are education (25%), sales (11%), healthcare (10%) and production (8%). The most prevalent sectors of employment of local women are rather similar while men (both local and IDPs) much more often work in production and much less often – in education. 8% of IDP men work in IT vs. 2% among IDP women.

According to the IDIs with specialists a common trend is that women are beginning to partially replace traditionally male positions in production due to the mobilization of men. Also women more often began to work in the sectors of logistics, and the number of women working in the construction industry is increasing. There is also a growing employment of women in the IT sector, but some respondents mentioned that women in this sector may face prejudices against women in IT. The positive result of the research is that only 3% of employed IDP women mentioned warning or bad attitude from supervisors and colleagues among work problems, but within so-called “male” professions this figure can be higher.

43% of employed IDP women say that their job matches to the received education, 18% say it matches partially and 38% say it doesn't match education at all – the figures among the total population are almost similar. IDP

men most often work in the sectors which don't match to received education (32%, 25% and 42%, respectively).

Remote work is a prevalent income recovery strategy for IDP women: 30% of IDP women work remotely vs. 15% of IDP men, 7% of local women and 5% of local men. Overall remote work is the most prevalent in South and East presumably because of the safety situation: 13% and 15% of the employees have remote work in these regions vs. 8% in the North, 5% in the West and 1% in the Center.

86% of IDP women and 83% of IDP men are satisfied with their jobs vs. 93% of local women and 90% of local men. Thus, IDPs more often would like to change the jobs — 27% among IDP women and 29% among IDP men vs 12% among local women and 21% among local men. At the same time, only 16% among IDP women and 16% among IDP men look for another jobs, others among those who would like to change the job don't do it mostly because of the fear of losing stability and disbelief that they can find better job.

IDP women mentioned different work problems significantly more often than other employees: 30% mentioned low salary (vs. 15% of IDP men and 26% among local population), 22% - difficulties in the performance of duty due to the stress and fatigue associated with the war (vs. 13% and 16%, respectively), 21% - lack of access to the Internet or its poor quality (vs. 12% and 9%), 18% - the need to do the job despite the dangers of war (vs. 14% and 17%), 15% - difficulty balancing work with raising children or caring for other family members (vs. 6% and 7%).

Recruitment channels

47% of IDP women found the job vs. friends and acquaintances, 24% - through job search site, 13% posted the resume and the employer found them and only 4% found the job through the Employment Center. IDP men more often found the job via job search site (31%) and less often — via friends and acquaintances (36%).

According to the State Employment Center data³ 329,1 thousand Ukrainians including 27,9 thousand IDPs received the services of State Employment Centres in January-March 2023. Thus, IDPs constitute only 8% of the clients of State Employment Centres while as was mentioned before they constitute about a third part of unemployed population — so they apply to State Employment Centres four times less often than local unemployed population. 14% of State Employment Centre's clients were employed and among IDPs this figure constitutes 12% - so the effectiveness of the services for IDPs is approximately the same as for the local population. Unfortunately, State Employment Centers don't provide the IDP statistics by sex, therefore, we asked the IDI respondents to provide the available statistics.

The share of IDPs among Employment Centre's is very different — it varies from 6% in Vinnitsa to 36% in Lviv. In all surveyed centres women constituted majority of employed IDPs — from 60% to 90%. The only exception is Sumy Regional Employment Center where women constitute only 38% of employed IDPs while they constitute majority among the IDPs registered in the Center. It worth sharing the best practices of the centers which employ the highest share of IDPs, specifically women.

³ <https://www.dcz.gov.ua/analytics/68>

1. The North region, **Sumy Regional Employment Center**

Statistics for the employment for July-December of 2022

	Men, N	Men, %	Women, N	Women, %	Total, N	Employed IDP, %
Registered IDPs	138	18%	623	82%	761	
Employed IDPs	44	62%	72	38%	116	15%

2. The West region, **Lviv Regional Employment Center**

Statistics for 2022

	Men, N	Men, %	Women, N	Women, %	Total, N	IDP, %
Employed clients	2859	40%	4203	60%	7062	
IDPs	559	22%	1986	78%	2545	36%

3. The Centre region, **Vinnitsa City Employment Center**

Statistics for the employment for July-December of 2022

	Men, N	Men, %	Women, N	Women, %	Total, N	IDP, %
Employed clients	3575	49%	3792	51%	7367	
IDPs	190	40%	281	60%	471	6%

4. The South region, **Odesa Regional Employment Center**

Statistics for the employment for July-December of 2022

	Men, N	Men, %	Women, N	Women, %	Total, N	IDP, %
Employed clients	1667	41%	2441	59%	4108	
IDPs	142	29%	350	71%	492	12%

5. The East region, **Dniproviskiy City Employment Center**

Statistics for the employment for March-December of 2022 (approximate figures)

	Men, N	Men, %	Women, N	Women, %	Total, N	Employed IDP, %
Registered IDPs	2000	38%	5200	62%	7200	
Employed IDPs	200	9%	2000	91%	2200	31%

III Entrepreneurs: sectors, challenges, hiring IDPs

The quantitative survey sample includes only 169 self-employed respondents and entrepreneurs which is insufficient for the analysis on the regional level. Within this subsample only 21 IDP women are surveyed which is insufficient number for reliable analysis and this data should be treated with caution.

At the same time, the qualitative survey respondents provided the overview of the business development in different regions. The quantitative survey data describes the situation in micro level while the qualitative survey respondents characterised it on macro level.

Micro level: sectors and challenges

Most of the surveyed entrepreneurs work in the area of sales (21%), IT (16%), production (10%), transport and logistics (9%). Relative majority of IDPs work in IT — 30% among IDP women-entrepreneurs and 58% among IDP men-entrepreneurs.

Women much less often report stability or growth of the business: 51% of IDP women vs. 74% of IDP men (in both cases mostly due to the IT sector), 38% of local women vs. 59% of local men.

Along with the blackouts (which are no longer an issue for the time of report preparation) the main challenges for the entrepreneurs are reducing the purchasing power of the population (37%), recession due to war (29%), problems with supply chains and raw materials (23%). Besides each fifth among IDP women and men mentioned difficulties in adapting to a new place.

IDP women tend to display the highest degree of conservatism in their approach to business with 59% indicating a desire to maintain their current level of activity in the next 6-12 months vs. 39% among IDP men, 47% among local women and 51% of local men. Only 8% of IDP women plan to expand their activities (vs. 30% among IDP men) and the same percentage plan to reduce their activities (vs. 1% among IDP men). Besides 29% of IDP women plan to study and acquire new skills and directions vs. 46% of IDP men. This difference in attitudes towards risk and learning may be attributed to a variety of factors including lack of time because of taking care about other household members, cultural norms, access to education and training.

Micro level: hiring IDPs

Only 45 respondents among entrepreneurs have employees and 16% of them employ IDPs. At the same time, only 66% of them know about preferential conditions for hiring IDPs - thus this information should be further communicated among microbusinesses.

According to the IDI respondents, the reimbursement for hiring IDPs motivates businesses (especially small ones) to hire IDPs. Most businesses don't have any barriers to hire IDPs, but the respondents in Western and Central regions mentioned the cases when IDPs showed hostile attitude towards the Ukrainian language or anti-Ukrainian position — such candidates were not hired.

Macro level: business development in the regions which less suffered from the war

The IDI respondents told about successful cooperation between local government and business which facilitated economic development in the regions which less suffered from the war.

Lviv region

There are many promising industries in the region: tourism, service sector, sewing industry, agriculture, food and processing industries, IT, logistics, construction industry, and metalworking.

The local government representatives are working on business development, organizing meetings for entrepreneurs and manufacturers. The local authorities support relocated businesses, their adaptation and development. Not all communities have official programs to support relocated businesses, but informal support always exists at the community level in the issues such as land allocation and finding premises.

At the same time, not all entrepreneurs have a clear vision for the development of their businesses in a new region or community, that's why networking is very important. A representative of business organizations stated that there are a lot of women micro-businesses initiatives and the trainings in entrepreneurship is needed. Business support programs are developing, but the funding is not enough for all entrepreneurs. Granting support for businesses is an important direction that helps companies to withstand the war.

Vinnytsia region

The respondents indicated that the following sectors are the most successful: agricultural, food and processing industries, wholesale and retail trade; city Vinnytsya is a leader in the number of industrial parks.

The local authorities provide support for the relocated businesses. There are more than 250 relocated enterprises, and there is a large number of applications. The informal support exists in the issues such as land allocation and finding premises.

"In Vinnytsia, based on the results of 2022, we have reached the same nominal level in the industry as in 2021. And this is a fairly good result because even during the military period, we did not see a nominal decline in the industry. There are many different factors involved here. I think it relates to the fact that Vinnytsia was not at the epicenter of hostilities. The city has a fairly good logistical location. More than 250 business entities have been relocated to Vinnytsia since the beginning of the war until today." (Vinnytsia)

The development of grant support for business is needed.

Zhytomyr region

According to the respondents there is a decrease in all areas comparing to the pre-war situation. In the first months of the military actions nothing worked, but now the economy is gradually recovering. Specifically, sewing enterprises are developing. The civil sector is strengthening, and a lot of humanitarian aid is coming in. Before the war, the region rarely became a target for international programs, but now the situation is changing.

Relocated businesses are present in the region (IT business was mentioned), and cooperation with local authorities and local business organizations has been established.

"Entrepreneurs who wanted to bounce back after the pandemic in '21 felt the full burden of the war in '22. For almost three months, everything in the city was closed, it was dangerous, and the Zhytomyr and Zhytomyr region was a combat zone. Fortunately, now we are developing, trying to move forward, and making plans." (Zhytomyr)

The development of grant support for business is needed.

Macro level: business development in the regions which significantly suffered from the war

The programs to support entrepreneurs almost do not work in the regions which significantly suffered from the war. The part of the IDIs respondents pointed out system problems in communication between local authorities and businesses. Authorities are not interested in the needs of businesses and are not willing to help with their development. For businesses, permits should be as simplified as possible, and entrepreneurs should also be involved in the budget allocation, which will promote trust and create a higher motivation to pay taxes. Also, entrepreneurs should be involved in creating community development strategies, but it makes sense only after the end of hostilities

Donetsk region

In the Donetsk region, many cities are destroyed and the military actions take place. Some sectors may partially function, including IT, e-commerce services, and internet-related businesses that can operate remotely. Respondents noted that there are cases where businesses were unable to relocate and remain operational on temporarily occupied territories.

There are no programs to support entrepreneurs due to the ongoing military actions in government controlled areas.

Kharkiv region

Life is slowly starting to recover and some businesses - service industries and individual productions - are beginning to operate. However, there are still shellings and high security risks. Many enterprises have suffered destruction, and there are logistics problems due to ruined roads, lost supply chains, logistic schemes, and suppliers. Businesses mostly need to be built from scratch which creates a feeling of crisis and burnout. A large portion of businesses has relocated from the area. Local authorities do not effectively interact with NGOs and businesses. International business support programs during the war was terminated, and only humanitarian aid programs remain. Local organizations and entrepreneurs are expecting the resumption of public business support programs.

Kherson region

Kherson region has traditionally been agricultural, but due to military operations significant areas are mined, and demining will require significant funds. The region's economy is not functioning, hostilities continue, and security risks are high. Most enterprises have relocated to the West.

"Absolutely all sectors have suffered significant losses; everything has stopped. The left bank is still occupied. In the unoccupied part, agricultural enterprises have been looted; fields have been destroyed and ruined. If we talk about problems, it's the lack of equipment, the lack of people, and also the lack of planting material." (Kherson)

The respondents indicated that local authorities, businesses, and NGOs should think about the future recovery of the region's economy and create strategies for the returning of enterprises that left the region due to the military threats.



Mykolaiv region

The food and processing industries, as well as the agricultural and sewing sectors are operating in the Mykolaiv region. Enterprises currently record damage and register it with the relevant local authorities. The preliminary estimate of losses in the city is 900 million euros. The ports in the city of Mykolaiv are not operational. However, many enterprises have suffered from hostilities and require restoration. Programs for the restoration of enterprises and insurance programs are necessary, as the risks of hostilities remain.

IV Job search: sectors, challenges, recruitment channels

Sectors

The most attractive sectors for employment for IDP women who are unemployed or who want to change the job are:

- Sales - 30% (vs. 15% for IDP men)
- Production - 24% (vs. 25% for IDP men)
- Operating personnel (e.g. loader, cook, etc.) - 16% (vs. 11% for IDP men)
- Education – 15% (vs. 2% for IDP men)
- IT – 12% (vs. 25% for IDP men)

Except for IT, production and sales the most attractive sectors for IDP men are transport/logistics (20%) and construction (15%). These seven sectors are the most popular for the total population looking for the job.

Notable that IDI respondents mentioned the highest number of vacancies for the first four sectors: sales, operating personnel (specifically, food service, cleaners), manufacturing and education. Specifically, in all regions the sewing industry requires workers due to large defence orders. Respondents mentioned that this is a difficult but well-paid job and Employment Centers and employers offer training opportunities. There are often vacancies for drivers of various categories, and employers are willing to hire women, including IDPs, but a few women work in this sector. Besides they have mentioned agriculture (seasonal work), beauty industry, healthcare, accountancy, E-commerce, and internet marketing — each tenth IDP women is interested in each of the last four sectors.

The surveyed representatives of Employment Centers have indicated that they have vacancies in most of the mentioned areas. However, the overall number of vacancies has decreased by approximately a third compared to pre-war times in most regions.

"For comparison, in 2021, we had 31,186 vacancies, and in 2022 we had 21,006 vacancies. That's 10,180 fewer vacancies. During the better times, the workload for one job was 2-3 people, which is a normal phenomenon for unemployment. During the quarantine year, it was six people, but in 2022, 10 people competed for one job. It is a worrying signal for the job market." (Odesa)

Only 7% of IDP women and 4% of IDP men have work experience of less than a year while 86% of IDP women and 79% of IDP men have work experience of more than 5 years.

At the same time each third IDP who is looking for a job is ready to work or start entrepreneurial activity in the new area: 31% of IDP women plan to get a job in a new field and 4% - to start entrepreneurial activity in the new area and among men these figures constitute 21% and 8%, respectively.

Women less often look for the full-time job than men. Only a half of IDP and local women look for the full-time job vs. two third of IDP and local men. IDP women most often among all target audiences look for the work with a flexible schedule (41%), remote work (29%) and part-time employment (28%).

Challenges and recruitment channels

43% of IDP women and 41% of IDP men are looking for the job for more than 4 months – the figures among local population are approximately the same.

IDP women more actively than IDP men search the jobs via Internet (63% vs. 51%), via acquaintances (45% vs. 39%) and via Employment Centers (22% vs. 11%). Overall 34% of IDP women applied to Employment Centers vs. 24% among IDP men.

Also about one third of both women and men IDPs sent the resume or called to the companies they would like to work for. At the same time, only 23% of IDP women applied to more than 4 employers vs. 36% of IDP men. Each fifth of IDPs (both women and men) applied to none employers.

The top reasons for all target audiences for not finding jobs are connected with bad market situation: reducing the number of vacancies due to the closure of enterprises / reduction of their activities, employers offer low wages and/or poor working conditions, applicants do not like the available jobs or there are no vacancies.

"When you talk to employers, they discuss the workforce shortage and qualifications. But when you talk to people looking for work, they say there is no suitable job because the wages are very low." (Lviv)

At the same time, each fifth IDP women named such additional burdens as:

- poor transport connection,
- inconvenient work schedule,
- lack of English proficiency,
- difficulty balancing work with raising children or caring for other family members,
- restriction of rights through belonging to a certain group (specifically age discrimination)
- vacancies require better education or professional skills than they have.

Men named most of these factors significantly less often.

Besides approximately each tenth IDP women named such factors as:

- poor health and / or psychological, emotional state,
- employers are afraid that people like me will often take sick leave,
- corruption (you have to pay bribe to get a job),
- poor Internet access,
- insufficient knowledge of the Ukrainian language,

Men also named most of these factors significantly less often.

IDI respondents mentioned the same barriers as IDP women:

- high-skilled professionals who cannot find jobs that correspond to their level of education and experience are often unwilling to work in lower-level positions or undergo retraining. Also some IDP women have worked for a long time in specialized manufactures and cannot find relevant employment in the region. They need to retrain and learn a new profession, but they lack the motivation to do so if they are not sure that they will live in the settlement;
- women's employment is hindered by domestic responsibilities. Not all settlements have kindergartens and schools often operate online, which means mothers are unable to leave their children at home to work. Therefore, there is a demand for remote work and flexible schedules;
- difficulty in commuting or lack of transportation;
- bad psychological state of IDP women, including depression and apathy ;
- other mental, ideological, and political barriers, as well as a language barrier - some vacancies require good knowledge of the Ukrainian language. These difficulties are in North, West and Centre regions where the language barrier, disrespect and hostile attitude of IDPs towards the Ukrainian language, as well as political views which are perceived as anti-Ukrainian lead to conflicts within the team.

'IDP women today in our region are struggling with household arrangements, finding housing rentals, and searching for childcare facilities, which is the main issue. The second issue in Odesa region is that online learning is mainly conducted. School-aged children cannot be left alone, making it difficult for women to find employment. IDPs in our region are transitory and seek a safer place to move to.' (Odesa)

'One of the first obstacles is psychological trauma. It is a stressful situation, and they do not want to think about work, they just cannot. On the other hand, as a rule, everyone moved with children, so the question of children's adaptation arises. And we are currently working towards initiating the creation of safe spaces for women and children in communities.' (Lviv)

'Many people say they are calm but they are in a state of mental and emotional freezing. This type of freezing can lead to complete regression, and mental disability can begin from these moments... <...> Half of the people come and say from the start: "We will continue to talk the way we spoke before". Some people come with a very pro-Russian position. They are heavily influenced by Russian propaganda. It creates resistance.' (Lviv)

Some IDI respondents pointed out that among IDP women there are a lot of vulnerable groups including women who have tuberculosis and those with criminal records. Such women face more difficulties in finding employment and may encounter stigma in local communities.

"Today, among IDP women, there are also many women with criminal records who nobody wants to hire about 8% come from mining towns with an open form of tuberculosis. When our people hear about this, it also affects their employment opportunities because employers don't have time to send these people for medical examinations." (Lviv)

IDP women most often mentioned the need in support for finding the good job among all target audiences, specifically, in improving the qualifications / education (35%, most often the IT skills were mentioned), receiving work experience (31%), improving computer skills (29%), improving communication skills and self-confidence (28%), buying the necessary equipment, tools or technique (for example, a computer — 19%), arranging for the care of a young child or other family member (19%).

V Needs and difficulties in training and starting business

Training needs and difficulties

IDPs show significantly higher readiness to master a new profession or receiving the new skills than local population possibly due to the worse financial situation and younger age: 51% of IDP women stated this readiness vs. 59% of IDP men, 45% of local men and 39% of local women.

Also IDPs are ready to spend more time for training/learning per day than local population: 67% of IDP women are ready to spend more than two hours per day with approximately the same share among IDP men while among local women and men this figure constitutes 60%. At the same time, only 23% IDP women can spend more than 4 hours a day vs. 38% among IDP men presumably because of the household chores.

Online learning is preferable for most IDP women and men, but 45% among each of these groups are also ready to complete unpaid internship in the companies.

The top difficulties that IDP women anticipate for learning the new skills or professions are:

- Prolonged lack of electricity and/or Internet – 45% and 32% mentioned these issues, respectively
- Taking care of children and/or the elderly/persons with disabilities – 39%
- Spending a significant amount of money on retraining – 38%
- Lack of knowledge where to start, need in a mentor/teacher – 29%
- Risks associated with the war — 26% (the respondents from East and South mentioned these difficulties most often).

Other target audiences mentioned most of these difficulties significantly less often

The top 5 courses that IDP women are interested in are:

- English language – 35%
- Ukrainian language – 17%
- Internet sales (through social networks, marketplaces, online stores) – 17%
- Programming, information technology (IT) – 16%
- Design, graphics, photo editing – 15%

Local women have approximately similar top areas of interests while men are more interested in IT, manual labour professions and specifically construction courses.

In the North there is the highest interest to English language and IT and in the East — to manual labour professions and construction courses across regions. Also the respondents in Center, South and East are significantly more interested in Ukrainian language courses than respondents in West and North.

Starting business needs and difficulties

The business potential among IDP women is thrice lower than among IDP men: 5% of IDP women plan to start a business vs. 18% of IDP men. Besides 25% of IDP women and 30% of IDP men have such desire, but don't have plans.

The local population less often plan to start the business and also women have such plans approximately thrice less often than men (3% vs. 8%).

Among IDP women who would like to start their own business 36% have chosen retail sector while each tenth have chosen education, IT and beauty as preferred sectors of entrepreneurship.

The top 5 barriers for IDP women for starting a business are:

- Lack of start-up capital for development – 73%
- Lack of knowledge and experience – 50%
- Lack of knowledge how to start a new business – 38%
- Lack of understanding accounting and legislation – 33%
- Fear of losing money due to high taxes or audits – 32%
- Lack of time due to caring for children/other family members – 26%

Other target audiences mentioned most of these difficulties significantly less often

About 10% of IDP women mentioned the budgets in each of these intervals for starting business: 1-20 000 UAH, 21-49 000 UAH, 50-99 000 UAH, 100-150 000 UAH, 151-200 000 UAH. 36% said that they do not know the exact amount of money they need to start a business. Men (both IDPs and locals) more often require higher budgets and less often said they cannot define the budgets.

The top 5 needs identified by IDP women to initiate their entrepreneur journey are as follows:

- Available rent pay – 50%
- Help of a business mentor/consultant – 48%
- Training – 48% (mainly in starting business, but also in accounting and selected sectors)
- Equipment – 38% (tools, computers, kitchen/dishes, machinery and household appliances)
- Consultations of an accountant or a lawyer are available – 37%

Other target audiences mentioned most of these needs significantly less often

Only 1% among IDP women and 1% among IDP men participated in retraining and/or support projects for small and medium-sized businesses during the last year

VI Local stakeholders: opportunities and challenges

According to local stakeholders it is essential to assist IDP women in navigating the local job market, but the Employment Center specialists are insufficiently oriented in the market since they work only with vacancies provided them by employers. There is a need for career advisors who will help IDP women to choose the demanded profession and to pick up the most suitable grant or training program (including distance learning programs) among all available opportunities. Courses in design, social media marketing and online sales,

English and Ukrainian (which are the most demanded among IDP women according to the survey) are organized by NGOs in Chernihiv, Lviv, Poltava. Employment Centers provide training in manual labour professions, vouchers for training in 123 professions including IT, marketing and design which are most demanded by IDP women, micro-grants within "Vlasna sprava" and "Ruka dopomogy" programs. The career advisors should improve the access of IDPs to available opportunities of all stakeholders.

The stakeholders mentioned the following challenges for labour market development efforts:

- Lack of long-term and strategic programs of recovery of suffered regions and integration of IDPs in communities.
- Lack of donor's financial support for NGOs. It is essential to provide stable support for local community organizations and their projects, including office expenses.
- Lack of microgrants for small businesses
- Lack of cooperation between State Employment Centers and NGOs, specifically for designing projects for IDPs and other vulnerable groups
- NGOs providing microgrants would like to have a reserve fund from which grant recipients could be supported in the long-term period if necessary
- Lack of the information on the profile and need of IDPs and IDP women specifically

"It is essential to understand that the needs of IDP women are not well known. To help, we need to understand these needs. (Lviv)"

- Lack of cooperation between local government, civil sector and business
- Lack of psychosocial support for the project participants
- Reducing purchasing power in the most suffered areas makes impossible business development. That's why the respondents from Kherson suggest providing financial assistance rather than products or vouchers (which are accepted only in large supermarkets) to help local producers and sellers
- Restoration of kindergartens, childcare centers and schools is vital for supporting IDP women with children as otherwise they cannot work or study. The organization of the restrooms for mothers with children at NGO facilities should also be supported

The regional needs are the following:

- Funding for the programs for female farming development (Zhytomyr).
- Funding for the restoration of sewing training courses (Chernihiv)
- Funding for retraining and employment for mothers on maternity leave, people with disabilities, and the most vulnerable segments on the most popular specializations (Poltava)
- Funding for English and Ukrainian language courses which are currently provided on a volunteer basis (Poltava)
- The grant application procedures should be as simplified as possible, given the conditions of war and power outages (Odesa).
- Reducing purchasing power in the most suffered areas makes impossible business development. That's why the respondents from Kherson suggest providing financial assistance rather than products or vouchers (which are accepted only in large supermarkets) to help local producers and sellers
- Lack of NGO employees with sufficient knowledge of the English language (Toretsk).

Annex. Survey tables

I IDP profile

Table 1.1 Sex

S1. Sex	Region & Target groups										TOTAL	
	North		West		Center		South		East		Local	IDP
	Local	IDP	Local	IDP	Local	IDP	Local	IDP	Local	IDP		
Men	44%	52%	45%	43%	42%	42%	48%	40%	47%	49%	45%	46%
Women	56%	48%	55%	57%	58%	58%	52%	60%	53%	51%	55%	54%
TOTAL	215	215	204	203	208	193	203	174	209	226	1039	1011

Table 1.2 Age

Age	Target groups				TOTAL
	Local men	IDP men	Local women	IDP women	
18-34	26%	39%	21%	29%	29%
35-59	48%	45%	42%	48%	46%
60+	26%	16%	37%	23%	25%
TOTAL	512	442	527	569	2050

Table 1.3 Number of people in household

S4. How many people live in your household, including you?	Target groups				TOTAL
	Local men	IDP men	Local women	IDP women	
1 person	15%	16%	21%	11%	17%
2 people	29%	26%	29%	28%	29%
3	23%	25%	18%	22%	21%
4	17%	14%	15%	20%	16%
5	9%	10%	10%	9%	9%
More than 6	6%	5%	6%	10%	6%
Refusal	1%	2%	1%	0%	1%
It's hard to say	1%	2%	0%	0%	1%
TOTAL	512	442	527	569	2050

Table 1.4 Number of people in household that need constant care

S5. How many people living in your household need constant care?	Target groups				TOTAL
	Local men	IDP men	Local women	IDP women	
1 person	25%	24%	23%	25%	24%
2 people	12%	12%	12%	20%	14%
3	4%	4%	6%	5%	5%
4	1%	0%	1%	2%	1%
5	1%	0%	1%	1%	1%
More than 6	0%	1%	0%	0%	0%
There are none	57%	57%	56%	46%	54%
Hard to say / No answer	1%	1%	0%	0%	0%
TOTAL	512	442	527	569	2050

Table 1.5 Education

S6. Education	Target groups				TOTAL
	Local men	IDP men	Local women	IDP women	
Basic general secondary education (9 classes or less)	3%	1%	8%	3%	5%
Complete general secondary education (grades 10-11)	17%	14%	13%	10%	14%
Vocational and technical education	30%	25%	19%	22%	24%
Incomplete higher education / primary higher education	16%	14%	18%	19%	17%
Higher	34%	46%	41%	47%	39%
It's hard to say	0%	0%	0%	0%	0%
TOTAL	512	442	527	569	2050

Table 1.6 Housing situation

N2. Housing situation	Target groups		IDPs
	IDP men	IDP women	
Rent an apartment	51%	57%	54%
Live with relatives	21%	24%	23%
Live with friends/acquaintances	13%	9%	11%
Live in a dormitory	5%	4%	4%
Live in own apartment	7%	4%	5%
Provided housing by the state for temporary use	2%	1%	2%
Other: Live with strangers	1%	1%	1%
Other: Live in housing provided by work/enterprise	1%	0%	1%
Other	1%	0%	1%
Hard to say / No answer	0%	0%	0%
TOTAL	442	569	1011

Table 1.7 Factors of changing place of residence

MULTIPLE answers possible

N3. Factors of changing place of residence	Target groups		IDPs
	IDP men	IDP women	
There were hostilities in the settlement where you lived	40%	50%	45%
You or your family members have lost a job or a significant part of earnings	29%	37%	33%
There were no hostilities, but your settlement was bombed or shelled	29%	36%	33%
Fighting took place near the settlement where you lived	28%	36%	32%
Your settlement was under occupation	27%	30%	29%
Your home was destroyed	22%	24%	23%
Living conditions and/or prospects for you and/or your children in the new place are better than in the place where you lived before	19%	19%	19%
You or your family members needed treatment	13%	15%	14%
Your settlement is far from the front line, but you still felt the danger	13%	13%	13%
Difficulties in providing education for your children	7%	15%	11%
Other: Due to job change/loss	7%	1%	4%
Other: Lack of basic communications (light, water, etc.)	1%	1%	1%
Other: Housing is damaged	1%	1%	1%
Other: Safety of life of children/wife/relatives/relatives/friends	1%	1%	1%
Other	3%	4%	3%
Hard to say / No answer	2%	2%	2%
TOTAL	442	569	1011

Table 1.8 Number of changing place of residence since the start of the full-scale invasion (among those who moved during the full-scale invasion)

N4. Number of changing place of residence since the start of the full-scale invasion	Target groups				TOTAL
	Local men	IDP men	Local women	IDP women	
1	77%	51%	69%	57%	60%
2	12%	23%	18%	28%	22%
3	5%	10%	7%	10%	9%
4	2%	5%	3%	3%	4%
Other: More than 5 times	0%	5%	1%	1%	2%
Other: Not changed	5%	3%	0%	1%	2%
Other	0%	0%	0%	0%	0%
Hard to say / No answer	0%	2%	1%	0%	1%
TOTAL	48*	442	74	569	1133

*insufficient number for reliable analysis

Table 1.9 Plans to change place of residence in the next 6-12 months

N5. Do you plan to change your place of residence in the next 6-12 months?	Target groups		IDPs
	IDP men	IDP women	
I don't exactly plan to	20%	23%	21%
I rather don't plan	27%	29%	28%
I rather plan	28%	21%	24%
I plan exactly	12%	11%	11%
It's hard to say, refusal	14%	16%	15%
TOTAL	442	569	1011

Table 1.10 Place to move (among those who plan or rather plan to change place of residence)

N5.1 Where exactly do you plan to move?	Target groups		IDPs
	IDP men	IDP women	
Where lived before the war	51%	83%	67%
To another settlement in Ukraine	31%	11%	21%
Abroad	10%	3%	6%
Other: Within the area of the current settlement	3%	1%	2%
Other	1%	1%	1%
Hard to say / No answer	4%	2%	3%
TOTAL	183	194	377

Table 1.11 Reasons to move to another settlement or return to previous place of residence (among those who plan or rather plan to change place of residence)

MULTIPLE answers possible

N5.3 Reason to move to another settlement/return to previous place of residence	Target groups		IDPs
	IDP men	IDP women	
Better job opportunities in another settlement	28%	15%	21%
Cessation of active hostilities in the settlement where you lived	13%	21%	17%
Better opportunities in another settlement to ensure that your children receive	5%	4%	5%
De-occupation of the settlement where you lived	4%	7%	5%
Better opportunities to start/continue business in another settlement	5%	2%	3%
Other: There is house/apartment/I want to go home	27%	50%	38%
Other: There are friends/relatives	4%	6%	5%
Other: Better living conditions (household, infrastructure)	4%	4%	4%
Other: A safer place	2%	3%	3%
Other: Here is high rent/cost of living in general	3%	3%	3%
Other	22%	8%	15%
Hard to say / No answer	3%	0%	2%
TOTAL	183	194	377

Table 1.12 Source of the household budget before and after war

MULTIPLE answers possible

11. I3. Source of household budget	Target groups									
	Local men		IDP men		Local women		IDP women		TOTAL	
	Before invasion	After invasion	Before invasion	After invasion	Before invasion	After invasion	Before invasion	After invasion	Before invasion	After invasion
Your salary	57%	49%	70%	53%	42%	39%	59%	31%	52%	43%
Salary of other family members	31%	27%	35%	23%	39%	37%	53%	33%	37%	32%
Payments for IDPs	1%	2%	5%	49%	1%	2%	6%	69%	2%	12%
Own savings	14%	8%	17%	15%	10%	6%	12%	8%	12%	8%
Income from homesteading	12%	9%	9%	1%	11%	8%	9%	1%	11%	7%
Aid from humanitarian organizations	2%	5%	2%	13%	1%	5%	3%	17%	2%	7%
Payments for children	4%	4%	3%	5%	8%	8%	7%	7%	6%	6%
Income from business / trade	11%	9%	10%	4%	4%	2%	7%	1%	7%	5%

Passive income (for example, renting out housing)	4%	3%	4%	2%	2%	1%	2%	1%	3%	2%
Unemployment payment	1%	0%	1%	0%	2%	0%	1%	1%	1%	0%
Grant support for business	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%
Other social welfare payments (pension, disability benefits)	42%	43%	25%	31%	54%	56%	41%	44%	46%	48%
Other: Part-time job	2%	1%	1%	1%	1%	0%	0%	0%	1%	1%
Other: Help from children/relatives	0%	1%	1%	3%	1%	1%	0%	1%	1%	1%
Other: Alimony	0%	0%	0%	0%	0%	1%	1%	1%	0%	0%
Other: Scholarship	0%	0%	1%	1%	0%	0%	0%	0%	0%	0%
Other	1%	1%	3%	1%	1%	1%	0%	0%	1%	1%
Hard to say / No answer	0%	1%	1%	1%	1%	1%	0%	1%	1%	1%
TOTAL	512		442		527		569		2050	

Table 1.13 Weight of each income source after invasion (% of each source if all the household budget is taken as 100%)

If you take all your sources of income for 100%, how much percent is accounted for	Target groups				
	Local men	IDP men	Local women	IDP women	TOTAL
Your salary	34%	38%	25%	16%	29%
Salary of other family members	15%	10%	23%	20%	19%
Payments for IDPs	1%	19%	0%	31%	5%
Income from business / trade	6%	3%	1%	1%	3%
Income from homesteading	4%	0%	3%	0%	3%
Own savings	3%	6%	2%	3%	3%
Payments for children	1%	1%	3%	1%	2%
Aid from humanitarian organizations	1%	3%	1%	3%	1%
Passive income (for example, renting out housing)	1%	0%	0%	0%	1%
Other social welfare payments (pension, disability benefits)	30%	15%	38%	23%	32%
Other (Alimony, Help from children, Scholarship)	2%	4%	2%	1%	2%
TOTAL	512	442	527	569	2050

Table 1.14 Internet access

R1. Do you have internet access?	Target groups				TOTAL
	Local men	IDP men	Local women	IDP women	
Yes, permanent	55%	66%	47%	53%	52%
Yes, but not permanent	33%	27%	30%	38%	32%
No, I don't know how to use the Internet	5%	4%	10%	3%	7%
No, I don't have access	5%	2%	6%	4%	5%
No, I don't want to use the Internet	1%	1%	6%	2%	4%
It's hard to say, refusal	1%	0%	1%	0%	1%
TOTAL	512	442	527	569	2050

Table 1.15 The need for constant access to the Internet (among those who don't have permanent internet access)

R2. Do you need constant internet access?	Target groups				TOTAL
	Local men	IDP men	Local women	IDP women	
Yes, but it is not critical	60%	55%	60%	49%	58%
Yes, it is very necessary	24%	38%	25%	44%	28%
No	15%	6%	14%	7%	13%
It's hard to say, refusal	1%	1%	1%	0%	1%
TOTAL	185	135	190	240	750

Table 1.16 Devices to access the Internet (among those who have internet access)

MULTIPLE answers possible

R4. What devices do you use to access the Internet?	Target groups				TOTAL
	Local men	IDP men	Local women	IDP women	
Smartphone	90%	95%	93%	93%	92%
Personal computer/laptop	57%	46%	44%	42%	49%
Business computer/laptop	15%	16%	15%	7%	14%
Tablet	15%	16%	16%	10%	15%
Other: Television with Internet/Smart TV	3%	2%	3%	2%	3%
Other	1%	0%	1%	0%	1%
Hard to say / No answer	0%	0%	0%	0%	0%
TOTAL	454	410	418	525	1807

Table 1.17 Employment status

MULTIPLE answers possible

Employment status	Target groups									
	Local men		IDP men		Local women		IDP women		TOTAL	
	Before invasion	After invasion	Before invasion	After invasion	Before invasion	After invasion	Before invasion	After invasion	Before invasion	After invasion
Full time employment	43%	30%	55%	34%	37%	31%	47%	19%	42%	29%
Pensioner	25%	29%	14%	18%	36%	37%	19%	25%	28%	31%
I lead a household, take care of children or other family members	12%	16%	4%	7%	25%	28%	19%	28%	18%	22%
Part-time employment	12%	12%	7%	7%	5%	8%	9%	8%	8%	9%
Entrepreneur, self-employed, freelance (you work for yourself without having employees)	7%	8%	10%	8%	6%	5%	5%	3%	7%	6%
I do not work, but I am looking for a job (temporarily unemployed)	5%	11%	2%	18%	6%	7%	5%	20%	5%	11%
I do not work and I am not looking for a job (unemployed)	1%	4%	2%	3%	6%	7%	6%	10%	4%	6%
Student	3%	2%	6%	4%	1%	2%	4%	4%	3%	2%
I am engaged in my own business, I have employees	4%	4%	2%	0%	1%	1%	1%	0%	2%	2%
Entrepreneur, self-employed, freelance, but mainly work for one company	2%	2%	5%	4%	1%	0%	1%	1%	2%	1%
Military (I serve in the army/TRO)	1%	2%	3%	6%	0%	0%	0%	0%	1%	1%
Other: I have a disability	1%	1%	0%	0%	1%	1%	0%	1%	1%	1%
Other: Part-time/seasonal work abroad	2%	1%	0%	0%	0%	0%	0%	0%	1%	0%
Other: Volunteer	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Refusal	0%	0%	1%	0%	0%	0%	1%	0%	0%	0%
Other	0%	1%	1%	1%	0%	0%	0%	2%	0%	1%
Hard to say / No answer	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%
TOTAL	512		442		527		569		2050	

Table 1.18 Employment status by regions

MULTIPLE answers possible

Employment status	Region														
	North			West			Center			South			East		
	IDP men	IDP women	Total population	IDP men	IDP women	Total population	IDP men	IDP women	Total population	IDP men	IDP women	Total population	IDP men	IDP women	Total population
Full time employment	39%	28%	33%	32%	21%	29%	32%	20%	28%	41%	13%	26%	31%	12%	28%
Part-time employment	9%	8%	12%	5%	17%	11%	9%	3%	7%	7%	7%	9%	5%	5%	6%
Entrepreneur, self-employed, freelance (you work for yourself without having employees)	12%	7%	9%	9%	1%	5%	7%	3%	4%	4%	2%	5%	4%	2%	5%
Entrepreneur, self-employed, freelance, but mainly work for one company	9%	0%	1%	5%	4%	2%	1%	0%	0%	3%	0%	2%	1%	0%	1%
I am engaged in my own business, I have employees	1%	0%	3%	1%	0%	2%	0%	0%	1%	1%	0%	2%	0%	0%	1%
I lead a household, take care of children or other family members	5%	22%	16%	10%	26%	30%	3%	31%	22%	8%	31%	18%	7%	30%	17%
Military (I serve in the army\TRO)	2%	0%	1%	9%	1%	1%	4%	0%	2%	7%	0%	1%	11%	0%	1%
Pensioner	21%	20%	32%	15%	20%	28%	22%	29%	32%	14%	23%	34%	15%	30%	33%
I do not work, but I am looking for a job (temporarily unemployed)	12%	19%	8%	17%	14%	10%	25%	22%	11%	17%	22%	12%	22%	25%	15%
I do not work and I am not looking for a job (unemployed)	1%	8%	7%	2%	12%	4%	6%	12%	7%	4%	8%	6%	5%	10%	6%
Student	2%	3%	2%	7%	10%	3%	3%	3%	2%	3%	1%	3%	5%	3%	3%
Other: IDPs	0%	1%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%
Other: Volunteer	0%	0%	0%	0%	1%	0%	0%	0%	0%	1%	0%	0%	1%	1%	1%
Other: I have a disability	0%	1%	1%	0%	0%	1%	0%	0%	1%	2%	1%	1%	0%	1%	1%
Refusal	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Other	0%	2%	1%	2%	1%	1%	0%	1%	1%	0%	5%	1%	4%	3%	2%
Hard to say \ No answer	0%	0%	0%	0%	0%	0%	0%	2%	1%	0%	1%	0%	1%	0%	0%
TOTAL	113	138	430	100	148	407	86	144	401	77	120	377	126	143	435

Table 1.19 The reason of unemployment (among those who are not employed)

W.4. The reason of unemployment	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Health/age	20%	11%	21%	22%	16%	14%	8%	28%	4%	17%
Lost their jobs due to downsizing	15%	14%	18%	6%	8%	10%	3%	22%	4%	13%
Closing the company where you used to work	9%	3%	7%	15%	22%	10%	14%	9%	17%	11%
Displacement	5%	6%	9%	5%	9%	2%	20%	0%	25%	7%
Lost business due to the war	2%	7%	8%	8%	9%	8%	11%	3%	8%	7%
Haven't had a job yet, never worked	3%	7%	0%	0%	0%	5%	2%	0%	4%	2%
Lost business for reasons other than the war	3%	1%	0%	0%	1%	0%	1%	2%	1%	1%
Other: War	3%	9%	12%	6%	16%	10%	23%	3%	16%	10%
Other: Keeping a household, taking care of children or other family members	9%	12%	4%	8%	5%	3%	1%	16%	5%	8%
Other: No work at the place of residence	4%	5%	1%	1%	5%	9%	1%	0%	2%	3%
Other: Worked seasonally - not yet	0%	0%	3%	4%	0%	1%	0%	1%	0%	1%
Other	24%	25%	15%	23%	9%	29%	14%	14%	12%	19%
Hard to say / No answer	2%	1%	1%	1%	1%	0%	2%	1%	3%	1%
TOTAL	75	76	92	84	115	77	103	80	182	442

Table 1.20 Financial situation

I5. Which of these statements best describes your family's financial situation?	Target groups				TOTAL
	Local men	IDP men	Local women	IDP women	
There is not enough money even for food	6%	7%	11%	9%	8%
There is enough money for food, but it is already difficult to buy clothes	29%	33%	40%	50%	37%
We have enough money for food and clothes, but it is difficult for us to buy a TV, a refrigerator or a washing machine	32%	28%	28%	28%	29%
We can buy basic household appliances, but we need to save up to buy a car	19%	21%	12%	9%	15%
Our funds are enough for everything, except for the purchase of real estate (apartment, cottage)	8%	7%	6%	3%	6%
We can afford to buy quite expensive things: an apartment, a cottage and much more	1%	1%	0%	0%	1%
It's hard to say, refusal	4%	3%	4%	1%	4%
TOTAL	512	442	527	569	2050

Table 1.21 Financial situation by region

15. Which of these statements best describes your family's financial situation?	Region														
	North			West			Center			South			East		
	IDP men	IDP women	Total population	IDP men	IDP women	Total population	IDP men	IDP women	Total population	IDP men	IDP women	Total population	IDP men	IDP women	Total population
There is not enough money even for food	13%	11%	8%	3%	4%	5%	3%	4%	8%	8%	14%	7%	8%	14%	14%
There is enough money for food, but it is already difficult to buy clothes	25%	37%	32%	28%	46%	35%	30%	55%	37%	42%	50%	43%	45%	61%	41%
We have enough money for food and clothes, but it is difficult for us to buy a TV, a refrigerator or a washing machine	25%	36%	32%	23%	25%	30%	37%	32%	30%	34%	28%	28%	26%	20%	27%
We can buy basic household appliances, but we need to save up to buy a car	24%	12%	19%	24%	19%	15%	22%	5%	13%	11%	4%	14%	18%	3%	12%
Our funds are enough for everything, except for the purchase	8%	4%	5%	11%	3%	10%	5%	4%	6%	5%	4%	3%	3%	1%	3%
We can afford to buy quite expensive things: an apartment and more	4%	0%	1%	1%	1%	1%	1%	0%	1%	0%	0%	0%	0%	0%	0%
It's hard to say, refusal	1%	0%	3%	10%	2%	4%	2%	0%	5%	0%	1%	5%	0%	1%	1%
TOTAL	98	117	430	87	116	407	77	116	401	69	105	377	111	115	435

Table 1.22 Changes in the financial situation to the situation before February 24

I6. In general, how has your family's financial situation changed compared to the situation before February 24?	Target groups				TOTAL
	Local men	IDP men	Local women	IDP women	
Significantly worsened	32%	44%	30%	52%	34%
Somewhat worsened	43%	30%	45%	28%	41%
Has not changed	18%	14%	20%	13%	18%
Somewhat improved	4%	9%	3%	6%	4%
Much improved	2%	3%	1%	1%	1%
It's hard to say, refusal	2%	1%	2%	1%	2%
TOTAL	512	442	527	569	2050

Table 1.23 Income last month

I.7. What was your income last month? Taking into account all income: official, unofficial work, pension, scholarship, etc.:	Target groups				TOTAL
	Local men	IDP men	Local women	IDP women	
There was no income for the past month	9%	6%	5%	4%	7%
Up to 4999 UAH	24%	19%	37%	31%	30%
5000-9999 UAH	21%	19%	24%	29%	23%
10000-14999 UAH	15%	13%	11%	15%	13%
15000-19999 UAH	7%	8%	4%	9%	6%
20000-24999 UAH	4%	7%	2%	3%	3%
25000-29999 UAH	3%	6%	2%	2%	3%
30000+ UAH	8%	16%	4%	3%	6%
Refusal to answer	6%	6%	7%	3%	6%
It's hard to say	2%	3%	4%	1%	3%
TOTAL	512	442	527	569	2050

Table 1.24 Desired monthly income

I8. And what monthly income would you like to have?	Target groups				TOTAL
	Local men	IDP men	Local women	IDP women	
Up to 4999 UAH	3%	0%	5%	3%	4%
5000-9999 UAH	13%	8%	24%	15%	18%
10000-14999 UAH	11%	8%	16%	16%	13%
15000-19999 UAH	15%	11%	14%	18%	15%
20000-24999 UAH	9%	11%	8%	14%	9%
25000-29999 UAH	8%	7%	6%	7%	7%
30000-34999 UAH	3%	5%	3%	4%	3%
35000-39999 UAH	4%	7%	2%	4%	4%
40000-44999 UAH	5%	3%	2%	3%	3%
45000-49999 UAH	4%	7%	4%	3%	4%
50000+ UAH	16%	26%	7%	9%	12%
Refusal to answer	3%	3%	4%	2%	3%
It's hard to say	5%	4%	7%	3%	5%
TOTAL	512	442	527	569	2050

Table 1.25 Ways to increase monthly income

MULTIPLE answers possible

I9. What do you think can be done to increase your income in the next 3-6 months?	Target groups				TOTAL
	Local men	IDP men	Local women	IDP women	
Find the main job	15%	20%	18%	32%	18%
Find additional job	12%	10%	13%	12%	12%
Start an entrepreneurial activity	4%	6%	2%	4%	3%
Apply for social assistance	0%	1%	1%	1%	1%
Receive regular humanitarian aid	0%	0%	1%	1%	1%
Stimulate your partner to earn more	1%	1%	0%	1%	0%
Increase the level of own qualifications and ask for promotion	4%	6%	4%	2%	4%
Spend less money	1%	1%	1%	0%	1%
Other: to end the war	16%	14%	9%	10%	12%
Other: work more	4%	6%	4%	4%	4%
Other: change place of work/start your own business	4%	4%	2%	4%	3%
Other: study, improve knowledge and skills	3%	6%	2%	5%	3%
Other: nothing	3%	3%	3%	2%	3%
Other: pension increase	1%	1%	4%	1%	2%
Other: return home/change residence	0%	3%	0%	4%	1%
Go abroad	2%	4%	2%	2%	2%
Other	12%	15%	9%	8%	10%
Hard to say / No answer	30%	18%	36%	23%	31%
TOTAL	512	442	527	569	2050

Table 1.26 Location where are better opportunity to find a job/ continue entrepreneurial activity

MULTIPLE answers possible

I10. Where do you think there are currently more opportunities to find a job, start/continue entrepreneurial activity?	Target groups				TOTAL
	Local men	IDP men	Local women	IDP women	
In the settlement where you currently live	40%	35%	37%	35%	38%
In another settlement, but you do not plan to move there	39%	26%	36%	27%	35%
In another settlement where you plan to move (outside of Ukraine)	7%	12%	5%	6%	6%
In another settlement where you plan to move (within Ukraine)	7%	13%	2%	7%	5%
In the settlement where you lived before	0%	27%	0%	25%	5%
It's hard to say	14%	9%	25%	18%	19%
TOTAL	512	442	527	569	2050

II Employment: sectors, recruitment channels, challenges

Table 2.1 Field of work (among employed)

W.7. In which field\area do you work?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Production (meaning industrial enterprises: plants, factories, etc.)	11%	14%	16%	10%	24%	20%	16%	10%	8%	15%
Education	10%	24%	10%	5%	9%	5%	5%	22%	25%	14%
Sales	8%	11%	10%	7%	15%	8%	11%	12%	11%	11%
Transport, logistics	7%	6%	11%	16%	9%	15%	9%	3%	5%	9%
Operating personnel (e.g. loader, cook, etc.)	10%	7%	5%	13%	9%	11%	8%	6%	5%	8%
Healthcare	9%	3%	11%	6%	5%	1%	7%	10%	10%	6%
Finance, accounting	8%	4%	1%	5%	3%	2%	2%	8%	6%	5%
Construction	5%	4%	7%	4%	2%	8%	6%	2%	0%	4%
Public utility	3%	5%	6%	2%	6%	4%	1%	6%	1%	4%
Information technology (IT)	4%	2%	3%	10%	1%	4%	8%	2%	2%	3%
State and local authorities	4%	2%	6%	3%	3%	2%	3%	4%	7%	3%
Military service	3%	1%	5%	5%	2%	4%	12%	0%	1%	3%
Marketing, advertising, PR	5%	1%	0%	2%	1%	1%	3%	3%	3%	2%
Banking	1%	0%	2%	1%	2%	1%	3%	1%	0%	1%
Social work, provision of social services	1%	1%	2%	1%	0%	1%	0%	1%	3%	1%
Beauty industry	1%	1%	1%	0%	0%	0%	0%	1%	1%	1%
Non-profit organization	0%	1%	0%	0%	2%	1%	1%	0%	1%	1%
Insurance	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%
Tourism	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%
Other: Service (administrator, barista, bartender, waiter)	6%	5%	1%	2%	2%	4%	1%	4%	8%	4%
Other: Agriculture/agricultural	1%	2%	2%	3%	5%	5%	2%	1%	1%	2%
Other: Safety and security	3%	2%	3%	1%	3%	5%	2%	1%	0%	2%
Other: Energy	1%	5%	0%	1%	0%	4%	2%	0%	1%	2%

Other: Creative sector (design, film director, etc.)	4%	1%	0%	0%	1%	1%	0%	2%	3%	1%
Other: Science	3%	0%	0%	1%	0%	1%	1%	1%	1%	1%
Other: Food industry	1%	0%	2%	2%	0%	1%	0%	1%	0%	1%
Other: Legal/Law Enforcement	1%	0%	1%	2%	0%	1%	0%	0%	1%	1%
Other	1%	5%	0%	3%	3%	2%	3%	3%	4%	3%
Hard to say / No answer	2%	0%	1%	0%	2%	1%	0%	1%	1%	1%
TOTAL	189	163	146	136	150	237	195	196	156	784

Table 2.2 Matching education and field of work (among employed)

B4. Does your activity match your education?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Yes	49%	50%	44%	47%	43%	43%	32%	55%	43%	45%
Partially	18%	12%	19%	13%	19%	15%	25%	15%	18%	17%
No	31%	37%	36%	40%	37%	42%	42%	28%	38%	37%
It's hard to say, refusal	2%	2%	0%	0%	1%	1%	0%	2%	1%	1%
TOTAL	142	95	91	174	282	237	195	196	156	784

Table 2.3 Type of work (among employed)

B6. How do you work now?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
At the workplace (offline)	73%	79%	86%	73%	65%	82%	60%	74%	54%	70%
Partly offline, partly online	16%	15%	9%	11%	15%	10%	17%	17%	13%	16%
Remote (online)	8%	5%	1%	13%	15%	5%	15%	7%	30%	11%
It's hard to say, refusal	2%	2%	0%	0%	1%	3%	8%	2%	3%	1%
TOTAL	142	95	91	174	282	237	195	196	156	784

Table 2.4 Problems at work (among employed)

MULTIPLE answers possible

B7. What problems do you have at work?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Low salary	16%	34%	20%	33%	27%	23%	15%	30%	30%	26%
The need to do the job despite the dangers of war	11%	18%	17%	20%	19%	16%	14%	17%	18%	17%
Difficulties in the performance of duty due to the stress and fatigue associated with the war	12%	16%	12%	20%	20%	15%	13%	16%	22%	16%
Transport connection (public transport) with the place of work is absent or complicated	5%	17%	10%	18%	9%	13%	7%	12%	7%	11%
Lack of access to the Internet or its poor quality (when it is possible or necessary to work at home)	5%	10%	9%	14%	11%	7%	12%	9%	21%	9%
Psychological, emotional state worsens due to work	5%	10%	12%	10%	9%	8%	13%	9%	8%	9%
Irregular or insecure income, less than promised or late pay	9%	6%	6%	12%	10%	9%	8%	8%	11%	8%
Difficulty balancing work with raising children or caring for other family members	3%	7%	8%	11%	10%	5%	6%	9%	15%	7%
Poor working conditions, violation of labor rights, forced overtime	1%	3%	9%	10%	6%	5%	7%	4%	5%	5%
Lack of social protection due to informal employment	3%	4%	2%	6%	6%	6%	5%	3%	5%	4%
Employer does not provide housing or it is poor	1%	4%	1%	6%	5%	3%	8%	2%	7%	3%
Work causes deterioration of health, not adapted for people with disabilities	1%	2%	5%	7%	3%	4%	6%	1%	4%	3%
Warning or bad attitude from supervisors and colleagues	3%	2%	4%	5%	4%	3%	4%	3%	3%	3%
Don't like the job	1%	3%	6%	6%	2%	5%	3%	1%	3%	3%
Corruption	2%	2%	1%	4%	4%	3%	3%	2%	3%	2%
Inconvenient work schedule	2%	3%	2%	2%	1%	3%	2%	0%	5%	2%
Other: The problem at work is the lack of electricity	4%	4%	3%	2%	7%	1%	5%	7%	3%	4%
Other: Schedule change due to power outage	0%	5%	0%	0%	2%	1%	0%	3%	1%	2%
Other: Reducing workload	2%	0%	3%	0%	0%	1%	0%	1%	0%	1%

None	42%	28%	44%	34%	33%	37%	37%	34%	30%	35%
Other	1%	5%	0%	4%	3%	5%	3%	3%	2%	4%
Hard to say \ No answer	2%	0%	1%	0%	2%	2%	3%	1%	1%	1%
TOTAL	142	95	91	174	282	237	195	196	156	784

Table 2.5 The way to get current job (among employed)

B9.1 How did you get this job?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Through friends\ acquaintances	45%	47%	49%	51%	50%	54%	36%	45%	47%	48%
Through a job search site (you responded to the vacancy)	18%	16%	21%	22%	16%	12%	31%	20%	24%	18%
You posted your resume and the employer found you	11%	10%	11%	16%	15%	11%	13%	14%	13%	12%
Through the Employment Center	4%	8%	4%	3%	5%	7%	3%	4%	4%	5%
Other: Suggested by educational institution	6%	6%	3%	3%	3%	2%	2%	8%	3%	5%
Other: Advertisement	4%	0%	2%	1%	3%	2%	3%	3%	2%	2%
Other: Military Commissariat suggested	2%	0%	3%	1%	1%	2%	5%	0%	0%	1%
Other: Started my own business	0%	0%	2%	1%	1%	1%	0%	0%	0%	1%
Other	1%	5%	0%	4%	3%	8%	7%	5%	6%	4%
Hard to say \ No answer	2%	0%	1%	0%	2%	1%	1%	1%	1%	1%
TOTAL	142	95	91	174	282	237	195	196	156	784

Table 2.6 Experience of bribery (among employed)

Q9.2 Have you encountered a situation of demanding bribes for getting a job?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Yes, but you refused	0%	1%	1%	4%	1%	2%	1%	0%	1%	1%
Yes, and you agreed	3%	1%	0%	0%	1%	2%	4%	1%	1%	1%
No	94%	98%	99%	96%	97%	95%	95%	98%	97%	97%
Refusal to answer	2%	3%	3%	1%	2%	1%	0%	1%	1%	2%
TOTAL	142	95	91	174	282	237	195	196	156	784

Table 2.7 Satisfaction with work (among employed)

B10. In general, are you satisfied with your work?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Completely satisfied	45%	49%	43%	50%	52%	44%	48%	52%	42%	48%
Rather satisfied	46%	44%	45%	38%	37%	46%	35%	41%	44%	43%
Rather not satisfied	6%	6%	11%	7%	9%	8%	11%	6%	10%	7%
Not completely satisfied	1%	0%	1%	4%	1%	1%	3%	0%	3%	1%
It's hard to say	2%	1%	0%	1%	1%	1%	4%	1%	1%	1%
TOTAL	142	95	91	174	282	237	195	196	156	784

Table 2.8 Desire to change the job (among employed)

W8. Tell me, please, would you like to change jobs?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Yes, we would like to	3%	6%	6%	8%	7%	8%	11%	2%	11%	6%
Yes, rather would like to	14%	12%	7%	16%	12%	13%	18%	10%	16%	12%
Yes and no	15%	13%	9%	11%	11%	14%	12%	11%	11%	12%
No, rather didn't want to	25%	25%	24%	22%	25%	17%	28%	31%	23%	25%
No, we definitely wouldn't	41%	40%	53%	39%	43%	43%	27%	46%	36%	43%
Difficult to answer	0%	5%	2%	4%	1%	4%	4%	0%	2%	2%
Refusal	2%	0%	0%	0%	1%	1%	0%	1%	1%	1%
TOTAL	142	95	91	174	282	237	195	196	156	784

Table 2.9 Search for another job (among employed)

B12. Are you looking for another job?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Yes	12%	14%	7%	17%	13%	15%	18%	9%	16%	13%
No	84%	86%	92%	82%	85%	83%	82%	90%	82%	86%
It's hard to say, refusal	4%	0%	1%	1%	2%	2%	0%	1%	3%	1%
TOTAL	142	95	91	174	282	237	195	196	156	784

Table 2.10 Reason for NOT looking for another job (among those who would like to change job)

MULTIPLE answers possible

B13. Why don't you look for another job if you would like to change this one?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Afraid of losing stability	41%	32%	42%	30%	43%	34%	23%	45%	43%	38%
Low level of wages in the region	21%	16%	32%	21%	12%	20%	15%	18%	30%	20%
No vacancies	8%	5%	32%	30%	23%	16%	28%	6%	21%	15%
Available vacancies do not meet your requirements	16%	6%	13%	21%	26%	17%	18%	11%	12%	15%
No time or energy for it	12%	22%	12%	9%	5%	15%	12%	14%	11%	14%
Need to upgrade your skills or learn a new specialty	15%	6%	11%	22%	12%	9%	27%	5%	34%	12%
Ignorance of the local labor market (who are the employers, in what areas, what are their requirements)	4%	1%	12%	6%	4%	8%	1%	0%	8%	4%
Current Employer Provides Housing	0%	1%	2%	0%	0%	0%	0%	0%	8%	1%
Other: War/mobilized	2%	4%	4%	7%	6%	4%	14%	0%	3%	4%
Other: Need to move	0%	3%	1%	1%	0%	0%	0%	3%	3%	1%
Other	19%	25%	9%	18%	11%	16%	13%	24%	11%	18%
Hard to say / No answer	3%	0%	0%	4%	1%	2%	2%	1%	0%	2%
TOTAL	40*	36*	29*	29*	32*	51	49*	30*	36*	166

*insufficient number for reliable analysis

III Entrepreneurs: sectors, challenges, hiring IDPs

Table 3.1 Field of work (among entrepreneurs)

W.7. In which field\area do you work?	Target groups				TOTAL
	Local men	IDP men	Local women	IDP women	
Sales	28%	12%	14%	8%	21%
Information technology (IT)	10%	58%	8%	30%	16%
Production (meaning industrial enterprises: plants, factories, etc.)	12%	2%	10%	5%	10%
Transport, logistics	14%	11%	0%	0%	9%
Social work, provision of social services	3%	2%	4%	8%	4%
Beauty industry	1%	0%	9%	9%	3%
Marketing, advertising, PR	0%	2%	10%	7%	3%
Construction	5%	2%	0%	6%	3%
Education	2%	3%	4%	5%	3%
Operating personnel (e.g. loader, cook, etc.)	3%	0%	0%	8%	2%
Public utility	2%	0%	0%	0%	1%
Banking	0%	0%	4%	0%	1%
Finance, accounting	0%	2%	2%	0%	1%
Tourism	0%	2%	0%	0%	0%
Other: Service (administrator, barista, bartender, waiter)	11%	0%	11%	0%	9%
Other: Agriculture/agricultural	9%	7%	8%	0%	8%
Other: Creative (design, film director, etc.)	1%	2%	5%	9%	2%
Other: Legal/Law Enforcement	2%	0%	4%	0%	2%
Other: Energy	2%	0%	0%	0%	1%
Other: Medical field (including veterinary medicine)	2%	0%	0%	0%	1%
Other: Safety and security	0%	0%	3%	0%	1%
Other: Food industry	0%	0%	0%	0%	0%
Other: Science	0%	0%	0%	0%	0%
Other	5%	2%	10%	10%	6%
Hard to say / No answer	2%	0%	0%	5%	1%
TOTAL	66	50	32*	21*	169

insufficient number for reliable analysis

Table 3.2 Duration of the search for the first client (among entrepreneurs)

PB8. Please remember how long you were looking for your first client?	Target groups				TOTAL
	Local men	IDP men	Local women	IDP women	
Less than a month	62%	57%	72%	50%	64%
From 1 to 2 months	10%	21%	6%	25%	11%
From 2 to 3 months	4%	5%	0%	5%	3%
From 3 to 6 months	2%	4%	3%	12%	3%
More than 6 months	3%	7%	14%	4%	7%
I don't know/it's hard to say	18%	4%	1%	0%	11%
Refusal to answer	0%	2%	4%	5%	1%
TOTAL	66	50	32*	21*	169

*insufficient number for reliable analysis

Table 3.3 Entrepreneurial activity before war and now (among entrepreneurs)

P1. How can you describe your entrepreneurial activity before the war?	Target groups								TOTAL	
	Local men		IDP men		Local women		IDP women		Before invasion	After invasion
	Before invasion	After invasion	Before invasion	After invasion	Before invasion	After invasion	Before invasion	After invasion		
Growth	28%	19%	38%	17%	28%	5%	27%	24%	29%	15%
Stability	51%	40%	43%	57%	55%	33%	43%	27%	51%	40%
Recession \ closure	16%	41%	7%	25%	4%	44%	9%	40%	11%	40%
There was no activity before the war	4%	0%	10%	0%	13%	0%	16%	0%	8%	0%
It's hard to say	2%	0%	2%	1%	0%	18%	5%	9%	1%	6%
TOTAL	66		50		32*		21*		169	

*insufficient number for reliable analysis

Table 3.4 Difficulties while running business (among entrepreneurs)

MULTIPLE answers possible

P2. What difficulties do you face while running your business?	Target groups				TOTAL
	Local men	IDP men	Local women	IDP women	
Reduced activity due to electricity/internet problems	49%	68%	45%	61%	50%
Reducing the purchasing power of the population	42%	14%	37%	35%	37%
Recession due to war	33%	24%	25%	25%	29%

Problems with supply chains and raw materials	30%	11%	19%	0%	23%
Lack of qualified personnel	10%	13%	12%	13%	11%
Changes in legislation, tax policy	12%	6%	8%	11%	10%
Lack of available credits	10%	4%	5%	0%	7%
Lack of financial (grant) support	7%	6%	6%	0%	6%
Difficulty in adapting to a new place	0%	16%	5%	21%	4%
No problems	7%	12%	4%	4%	6%
Other	6%	6%	4%	21%	6%
Hard to say / No answer	0%	0%	8%	7%	2%
TOTAL	66	50	32*	21*	169

*insufficient number for reliable analysis

Table 3.5 Plans to make changes to business in the next 6-12 months (among entrepreneurs)

MULTIPLE answers possible

P3. Are you planning to make any changes to your business in the next 6-12 months?	Target groups				TOTAL
	Local men	IDP men	Local women	IDP women	
No, I will try to keep everything at the same level as it is now	51%	39%	47%	59%	49%
I plan to expand my activities	31%	30%	20%	8%	27%
I plan to reduce the activity in whole or in part	3%	1%	7%	8%	4%
I plan to study and acquire new skills and directions	21%	46%	35%	29%	28%
I plan to change/adapt the business model	17%	19%	10%	0%	15%
I plan to move my business abroad	2%	11%	9%	0%	5%
I plan to move my business to another region of Ukraine	1%	5%	0%	0%	1%
Other	0%	2%	8%	5%	2%
Hard to say / No answer	6%	2%	15%	5%	8%
TOTAL	66	50	32*	21*	169

*insufficient number for reliable analysis

Table 3.6 IDPs work in the company (among entrepreneurs)

P4. Please tell me, do IDPs (Internally Displaced Persons) work at your company?	Target groups				TOTAL
	Local men	IDP men	Local women	IDP women	
No, I work alone	63%	80%	73%	69%	68%
No, there are no IDPs among my employees	32%	12%	24%	0%	26%
Yes, there are IDPs among my employees	5%	3%	3%	19%	5%
It is difficult to answer	1%	4%	0%	11%	1%
TOTAL	66	50	32*	21*	169

*insufficient number for reliable analysis

Table 3.7 Knowledge about preferential conditions for hiring IDPs (among those who have at least one employee)

P5. Do you know about preferential conditions for hiring IDPs?	TOTAL
Yes	66%
No	34%
It is difficult to answer	0%
TOTAL	45*

*insufficient number for reliable analysis

IV Job search: sectors, challenges, recruitment channels

Table 4.1 Plan to get a job/start or continue entrepreneurial activity (among those who are not employed)

MULTIPLE answers possible

W.5. Are you planning to get a job/start or continue entrepreneurial activity?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Yes, I plan to get a job as an employee in a field in which I already have experience	39%	60%	46%	49%	48%	61%	57%	32%	58%	49%
Yes, I plan to get a job as an employee in a new field for me	27%	21%	20%	21%	24%	29%	21%	15%	31%	23%
Yes, I plan to start/continue entrepreneurial activities in a field in which I already have experience	7%	4%	15%	6%	11%	9%	19%	7%	5%	8%
Yes, I plan to start/continue entrepreneurial activity in a new field for me	5%	1%	4%	7%	5%	2%	8%	5%	4%	4%
I plan to undergo training / retraining in order to get a job / open my own business	7%	5%	10%	11%	11%	7%	15%	6%	14%	9%
Not decided yet	9%	8%	17%	8%	15%	13%	11%	9%	16%	12%
I don't plan to	28%	18%	16%	28%	15%	9%	7%	37%	13%	20%
Refusal to answer	3%	4%	4%	1%	0%	1%	3%	3%	3%	2%
TOTAL	75	76	92	84	115	77	103	80	182	442

Table 4.2 Work experience (among those who are not employed)

W.6. Please tell me what kind of work experience do you have in general? \How long have you been in business \self-employed?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
I have no experience	6%	6%	4%	1%	1%	3%	2%	5%	1%	3%
Less than 1 year	3%	6%	0%	6%	3%	5%	2%	3%	6%	4%
From 1 to 3 years	9%	11%	12%	8%	2%	7%	5%	10%	3%	8%
From 3 to 5 years	8%	6%	16%	7%	3%	3%	12%	8%	5%	8%
From 5 to 10 years	8%	12%	12%	17%	14%	15%	13%	10%	17%	13%
More than 10 years	65%	54%	57%	60%	76%	65%	66%	63%	69%	64%
refusal to answer	1%	5%	0%	1%	0%	3%	1%	0%	0%	1%
TOTAL	50	27*	30*	123	212	77	103	80	182	442

*insufficient number for reliable analysis

Table 4.3 The most attractive fields of activity (among those who are not employed or who are willing to change the job)

MULTIPLE answers possible

W8.1 Which fields of activity are most attractive to you, where would you like to work?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Production (meaning industrial enterprises: plants, factories, etc.)	23%	28%	26%	25%	31%	32%	25%	22%	24%	27%
Information technology (IT)	19%	17%	17%	20%	15%	17%	25%	16%	12%	17%
Sales	13%	19%	14%	12%	14%	10%	15%	15%	30%	15%
Operating personnel (e.g. loader, cook, etc.)	15%	12%	12%	14%	11%	14%	11%	11%	16%	13%
Construction	4%	21%	9%	8%	9%	21%	15%	1%	3%	11%
Transport, logistics	17%	6%	12%	9%	13%	18%	20%	1%	6%	11%
Education	11%	7%	10%	9%	4%	3%	2%	14%	15%	8%
Finance, accounting	7%	7%	9%	7%	6%	2%	1%	15%	9%	7%
Public utility	7%	3%	10%	6%	10%	8%	6%	4%	7%	7%
Beauty industry	7%	3%	6%	3%	9%	0%	1%	13%	10%	5%
State and local authorities	7%	5%	4%	6%	6%	5%	7%	4%	9%	5%

Healthcare	6%	4%	7%	10%	4%	3%	5%	7%	11%	5%
Marketing, advertising, PR	8%	6%	3%	5%	2%	5%	6%	3%	10%	5%
Military service	13%	4%	2%	6%	0%	7%	4%	4%	4%	5%
Tourism	8%	4%	5%	2%	6%	3%	5%	7%	7%	5%
Social work, provision of social services	4%	3%	7%	10%	3%	3%	3%	4%	14%	5%
Banking	4%	1%	5%	5%	3%	0%	5%	6%	5%	3%
Insurance	4%	1%	1%	2%	2%	2%	0%	2%	3%	2%
Non-profit organization	3%	1%	3%	1%	1%	2%	2%	1%	3%	2%
Other: Agriculture/agricultural	4%	3%	5%	4%	1%	4%	5%	2%	0%	3%
Other: Service (administrator, barista, bartender, waiter)	1%	2%	2%	1%	3%	0%	3%	4%	2%	2%
Other: Energy	1%	1%	0%	1%	1%	2%	1%	0%	0%	1%
Other: Safety and security	2%	0%	0%	0%	2%	2%	1%	0%	1%	1%
Other: Creative (design, film director, etc.)	0%	0%	0%	0%	0%	0%	0%	0%	1%	0%
Other: Legal/Law Enforcement	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Other: Medical field (including veterinary medicine)	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Other: Food industry	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Other: Science	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Other	3%	1%	1%	5%	1%	1%	4%	2%	5%	2%
Hard to say / No answer	3%	3%	0%	1%	3%	2%	1%	4%	0%	2%
TOTAL	130	125	123	115	150	154	178	101	210	643

Table 4.4 Reason to look for particular job (among those who are not employed or who are willing to change the job)

MULTIPLE answers possible

C2. Why are you looking for this particular job?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Have experience of similar work	58%	53%	65%	51%	57%	53%	60%	54%	69%	57%
I like this job or suit my lifestyle/health	53%	51%	40%	53%	48%	53%	52%	40%	57%	49%
Have specialized education / have been trained in this field	46%	44%	40%	44%	30%	41%	39%	42%	42%	41%
In this area I can earn enough money to live	33%	32%	35%	30%	37%	33%	38%	32%	33%	34%
I think that I will not be able to find another job	7%	10%	7%	8%	8%	8%	5%	8%	12%	8%
Other: I like/interest in this field of work	1%	3%	0%	0%	2%	1%	2%	2%	2%	1%
Other	3%	4%	6%	5%	8%	4%	9%	6%	2%	5%
Hard to say / No answer	1%	0%	0%	1%	3%	1%	1%	2%	1%	1%
TOTAL	130	125	123	115	150	154	178	101	210	643

Table 4.5 The type of work that is looking for (among those who are not employed or who are willing to change the job)

MULTIPLE answers possible

C2.2. What type of employment are you looking for?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Full-time	62%	54%	58%	52%	64%	65%	68%	49%	54%	59%
Work with a flexible schedule	29%	41%	26%	29%	28%	28%	26%	36%	41%	32%
For part-time employment	22%	23%	17%	21%	24%	20%	15%	25%	28%	22%
Remote work	14%	22%	16%	24%	16%	11%	22%	21%	29%	18%
Other: Not looking for a job	1%	4%	2%	1%	0%	1%	0%	4%	1%	2%
Other: Any	2%	1%	1%	4%	2%	0%	2%	3%	0%	1%
Other: Closer to home	0%	0%	0%	0%	1%	0%	1%	0%	0%	0%
Other	0%	7%	2%	1%	3%	4%	1%	3%	1%	3%
Hard to say / No answer	0%	2%	2%	2%	4%	2%	3%	2%	1%	2%
TOTAL	130	125	123	115	150	154	178	101	210	643

Table 4.6 Duration of the job search (among those who are not employed or who are willing to change the job)

C3. How many months have you been looking for a job?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Less than 1 month	25%	16%	17%	15%	20%	17%	16%	25%	14%	19%
From 1 to 3 months	26%	22%	18%	25%	21%	22%	23%	20%	31%	22%
From 4 to 6 months	14%	18%	19%	14%	21%	14%	17%	18%	26%	17%
From 7 to 9 months	7%	3%	3%	9%	8%	6%	6%	4%	9%	6%
From 10 to 11 months	4%	6%	7%	7%	10%	8%	13%	2%	6%	7%
From 1 to 3 years	11%	15%	9%	6%	5%	11%	5%	15%	2%	10%
More than 3 years	0%	0%	2%	0%	1%	1%	0%	0%	0%	1%
I'm not looking	6%	0%	8%	1%	2%	4%	2%	2%	1%	3%
Other	2%	2%	3%	5%	1%	1%	2%	3%	2%	2%
Hard to say / No answer	8%	17%	16%	18%	11%	16%	17%	11%	8%	13%
TOTAL	130	125	123	115	150	154	178	101	210	643

Table 4.7 Number of applications submitted to employers (among those who are not employed or who are willing to change the job)

C4. How many employers did you apply to?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Did not apply	31%	15%	30%	23%	24%	22%	21%	27%	24%	24%
1 employer	6%	6%	7%	2%	8%	7%	3%	5%	11%	6%
2 employers	12%	11%	7%	11%	13%	9%	13%	11%	14%	11%
3 employers	15%	16%	6%	14%	13%	14%	11%	12%	18%	13%
4 employers	11%	5%	3%	3%	1%	5%	6%	5%	2%	5%
To 5 and more	15%	25%	25%	20%	24%	22%	30%	19%	21%	22%
Other	0%	1%	0%	1%	0%	1%	0%	0%	1%	0%
Hard to say / No answer	11%	22%	21%	26%	17%	20%	16%	22%	9%	19%
TOTAL	130	125	123	115	150	154	178	101	210	643

Table 4.8 The main reasons for NOT finding a job (among those who are not employed or who are willing to change the job)

MULTIPLE answers possible

C6. What do you think are the main reasons why you can't find a job?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Reducing the number of vacancies due to the closure of enterprises / reduction of their activities	19%	34%	39%	42%	38%	29%	29%	35%	43%	33%
Employers offer low wages and/or poor working conditions	29%	25%	29%	29%	28%	32%	22%	23%	28%	28%
Do not like the job that is offered (including working conditions) or there are no vacancies	29%	24%	20%	28%	25%	26%	23%	24%	27%	25%
Transport connection (public transport) with the place of work is absent or complicated	20%	21%	21%	14%	17%	17%	9%	25%	21%	19%
Inconvenient work schedule, inability to work part-time or part-time	17%	27%	16%	12%	9%	14%	4%	27%	21%	18%

Require better education or professional skills	16%	20%	15%	16%	17%	12%	17%	24%	16%	17%
Lack of English proficiency	18%	20%	13%	15%	12%	12%	14%	20%	23%	16%
Difficulty balancing work with raising children or caring for other family members	13%	17%	12%	15%	9%	10%	7%	17%	20%	13%
Restriction of rights through belonging to a certain group compared to other groups, for example, through gender, age, disability, nationality, political views, etc.	11%	12%	9%	7%	22%	10%	10%	16%	17%	13%
Poor health and / or psychological, emotional state	8%	8%	10%	7%	10%	8%	6%	8%	13%	9%
Corruption: you have to pay a bribe to get a job	3%	10%	7%	12%	5%	7%	5%	8%	7%	7%
Employers are afraid that people like me will often take sick leave	7%	6%	11%	5%	5%	1%	2%	13%	13%	7%
Place of work not accessible to people with disabilities or poor health	2%	8%	6%	2%	6%	4%	3%	7%	4%	5%
There is no access to the Internet or its poor quality (when it is possible or necessary to work online)	3%	4%	1%	10%	4%	3%	2%	5%	7%	4%
It is not profitable for an employer to employ people like me	2%	2%	4%	5%	4%	2%	6%	3%	4%	3%
Insufficient knowledge of the Ukrainian language	3%	1%	3%	0%	1%	1%	3%	0%	7%	1%
Other: Age	1%	7%	5%	5%	8%	5%	5%	6%	4%	5%
Other: IDPs	2%	4%	5%	5%	3%	2%	6%	2%	11%	4%
Other: Not looking for a job	1%	5%	3%	1%	1%	1%	4%	4%	2%	2%
Other: War	1%	0%	2%	5%	4%	2%	3%	1%	2%	2%
Other: Lack of experience	2%	1%	2%	3%	0%	1%	3%	0%	3%	1%
None	10%	8%	4%	5%	3%	8%	6%	6%	5%	7%
Other	8%	5%	12%	7%	7%	8%	12%	4%	7%	7%
Hard to say / No answer	0%	0%	1%	4%	2%	2%	1%	1%	0%	1%
TOTAL	130	125	123	115	150	154	178	101	210	643

Table 4.9 The need for skills to get a job (among those who are not employed or who are willing to change the job)

MULTIPLE answers possible

W8.2. What skills or abilities do you lack to get a new job?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Work experience/practical/professional skills and knowledge	15%	11%	17%	11%	9%	13%	15%	12%	11%	13%
Knowledge of the language (English, Polish, German, etc.)	12%	8%	12%	9%	15%	7%	8%	18%	13%	11%
Computer skills	10%	8%	4%	10%	7%	7%	4%	8%	12%	8%
Skills and abilities are enough	5%	12%	6%	6%	11%	10%	12%	4%	11%	9%
Educational qualification/diploma	6%	6%	4%	9%	4%	6%	4%	6%	7%	6%
Time	3%	0%	4%	0%	0%	1%	0%	3%	1%	1%
Communications	0%	3%	0%	1%	0%	2%	0%	0%	0%	1%
Desire	0%	2%	2%	0%	0%	1%	1%	1%	0%	1%
Health	0%	0%	1%	2%	0%	0%	1%	0%	0%	0%
Other	12%	13%	11%	10%	19%	13%	14%	14%	13%	13%
Hard to say / No answer	41%	39%	41%	44%	36%	43%	43%	36%	35%	40%
TOTAL	130	125	123	115	150	154	178	101	210	643

Table 4.10 Ways to find a job (among those who are not employed or who are willing to change the job)

MULTIPLE answers possible

C7. How do you look for a job?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Through acquaintances	49%	52%	49%	48%	58%	53%	39%	58%	45%	52%
You are looking for vacancies/advertising on the Internet	55%	44%	44%	56%	48%	40%	51%	53%	63%	49%
Send your resume or call the companies you would like to work for	32%	31%	20%	30%	26%	23%	34%	30%	36%	28%
Through the Employment Center	15%	9%	15%	12%	11%	8%	11%	14%	22%	12%
You are looking for vacancies/advertising in newspapers	2%	6%	6%	7%	8%	6%	8%	4%	5%	6%
Through public organizations	3%	6%	9%	4%	4%	6%	5%	3%	8%	5%
Other: Not looking for a job	7%	14%	16%	7%	8%	12%	9%	11%	5%	11%
Other: Social networks	0%	0%	1%	2%	1%	0%	1%	1%	2%	1%
Other	2%	2%	8%	7%	6%	5%	5%	2%	6%	4%
Hard to say / No answer	0%	1%	0%	1%	2%	1%	4%	0%	0%	1%
TOTAL	130	125	123	115	150	154	178	101	210	643

Table 4.11 Help in improving chances of getting a job (among those who are not employed or who are willing to change the job)

MULTIPLE answers possible

C10. What help do you need to improve your chances of getting a job?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Improve your qualifications or get an education	42%	29%	21%	35%	20%	27%	29%	29%	35%	29%
Get work experience in the field of interest	24%	23%	27%	20%	19%	17%	21%	27%	31%	23%
Improve computer skills, use the Internet	13%	16%	16%	17%	19%	13%	10%	17%	29%	16%
Develop communication skills, increase self-confidence	15%	19%	14%	14%	15%	10%	8%	21%	28%	16%

Buy the necessary equipment, tools or technique (for example, a computer)	11%	16%	19%	18%	11%	14%	15%	13%	19%	14%
Buy a generator or other equipment so you don't depend on blackouts	8%	23%	13%	13%	10%	13%	8%	14%	22%	14%
Arrange for the care of a young child or other family member	12%	19%	9%	12%	8%	7%	3%	21%	19%	13%
Get internet access	4%	9%	10%	7%	8%	8%	2%	9%	8%	7%
Restore documents (lost diploma, employment, etc.)	3%	3%	10%	4%	7%	4%	9%	4%	8%	5%
Other: End the war	0%	0%	2%	2%	2%	0%	3%	1%	1%	1%
Other: Move to another city/abroad	0%	1%	0%	2%	0%	0%	0%	0%	1%	0%
Other: Improve health status/change the principle of admission by age	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%
Other: Solve the transport issue	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%
Other	6%	10%	1%	2%	7%	6%	10%	6%	4%	6%
Don't Need Help	24%	28%	30%	31%	28%	40%	24%	20%	13%	28%
Hard to say	3%	2%	6%	3%	6%	3%	3%	6%	2%	4%
TOTAL	130	125	123	115	150	154	178	101	210	643

Table 4.12 Help in improving qualifications/education of getting a job (among those who want to improve qualifications or get an education)

MULTIPLE answers possible

C10. Improve your qualifications or get an education	Target groups				TOTAL
	Local men	IDP men	Local women	IDP women	
Qualification: IT	34%	38%	9%	30%	26%
Qualification: Accounting / banking / economics and finance	3%	0%	18%	7%	8%
Qualification: Transport/Logistics	13%	6%	3%	0%	7%
Qualification: Trading/Sales	2%	2%	8%	9%	5%
Qualification: English	6%	2%	3%	8%	5%
Qualification: Construction	9%	7%	0%	2%	5%
Qualification: Educational field	6%	2%	4%	4%	5%
Qualification: Management and Marketing	0%	2%	7%	10%	4%
Qualification: Medical field	0%	1%	10%	3%	4%

Qualification: Healthcare	1%	6%	7%	0%	3%
Qualification: Beauty	0%	0%	4%	9%	3%
Qualification: Design	2%	2%	0%	2%	1%
Other	31%	34%	35%	22%	31%
Hard to say / No answer	0%	0%	0%	0%	0%
TOTAL	42*	53	30*	68	193

*insufficient number for reliable analysis

Table 4.13 Experience in submitting applications to the Employment Center (among those who are not employed or who are willing to change the job)

C11. Have you applied to the Employment Center?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Yes	19%	27%	30%	35%	28%	20%	24%	34%	34%	27%
No	81%	73%	69%	65%	72%	80%	75%	66%	65%	73%
It's hard to say, refusal	0%	0%	1%	1%	0%	0%	0%	0%	1%	0%
TOTAL	130	125	123	115	150	154	178	101	210	643

Table 4.14 Main obstacles while looking for work

MULTIPLE answers possible

W12. In your opinion, what are the main obstacles to employment faced by people looking for work?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Low wages	26%	23%	23%	15%	16%	24%	26%	19%	21%	21%
Closure of companies, as a result - less demand for specialists	14%	13%	12%	13%	13%	12%	9%	15%	14%	13%
A large number of unemployed means high competition	11%	13%	12%	10%	9%	13%	12%	10%	14%	11%
Age inequality - there is a demand for young specialists	9%	10%	9%	9%	10%	8%	8%	11%	13%	10%
High level of requirements for potential candidates	6%	8%	5%	6%	5%	6%	8%	5%	9%	6%
Age inequality - there is a demand for aged specialists	4%	2%	3%	4%	3%	2%	2%	4%	4%	3%

The need for physical presence at the workplace, while a significant number of workers have changed their place of residence	3%	2%	3%	1%	2%	2%	2%	2%	4%	2%
Gender inequality – male workers are in priority	2%	1%	1%	1%	1%	1%	1%	1%	1%	1%
Gender inequality – women workers are in priority	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Other: no vacancies/little required vacancies	14%	13%	18%	11%	13%	11%	13%	16%	13%	14%
Other: lack of experience/qualification	13%	14%	8%	10%	11%	13%	12%	10%	15%	12%
Other: low motivation and desire to find a job	8%	9%	9%	9%	8%	10%	8%	8%	6%	8%
Other: war	6%	5%	6%	9%	11%	7%	7%	7%	7%	7%
Other: difficult to get to work/problem with transport	4%	5%	5%	5%	6%	4%	4%	6%	4%	5%
Other: corruption and bureaucracy	4%	2%	1%	4%	2%	4%	1%	1%	3%	2%
Other: problems with electricity	2%	2%	1%	2%	1%	2%	1%	2%	1%	2%
Other: work schedule	2%	1%	3%	1%	1%	1%	1%	2%	2%	1%
Other: displacement	1%	1%	1%	1%	2%	0%	4%	0%	7%	1%
Other: children	2%	1%	1%	1%	0%	0%	0%	2%	2%	1%
Other: state of health	0%	2%	0%	1%	1%	1%	1%	1%	2%	1%
Other: psychological barriers	2%	0%	1%	2%	1%	1%	1%	1%	2%	1%
Other: age	1%	1%	0%	1%	1%	1%	0%	1%	1%	1%
Other: working conditions	1%	1%	0%	0%	0%	1%	1%	0%	0%	1%
Other	13%	7%	9%	8%	8%	11%	10%	8%	6%	9%
Hard to say / No answer	12%	17%	13%	16%	15%	11%	11%	19%	9%	14%
TOTAL	430	407	401	377	435	512	442	527	569	2050

Table 4.15 Assessment of job search knowledge in the current region of residence (among those who are not employed)

B2. How well do you think you know how to look for work\employment in your area of residence?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
1 – Not at all aware	32%	22%	16%	13%	19%	16%	14%	29%	15%	24%
2	3%	13%	11%	14%	9%	8%	9%	11%	11%	9%
3	33%	33%	50%	29%	28%	35%	23%	32%	34%	24%
4	16%	19%	2%	27%	21%	25%	27%	11%	17%	20%
5 – Very knowledgeable	13%	13%	12%	11%	22%	13%	24%	13%	21%	17%
It is difficult to answer	3%	0%	8%	6%	2%	2%	4%	5%	1%	6%
TOTAL	50	27*	30*	123	212	77	103	80	182	442

*insufficient number for reliable analysis

V Needs and difficulties in training and starting business

Table 5.1 Readiness to master the new profession / skills

W8.4. Tell me how ready you are to master a new profession/new skills on a 5-point scale?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
1– not ready at all	30%	35%	33%	37%	36%	30%	19%	41%	26%	34%
2	5%	5%	6%	7%	4%	5%	6%	5%	6%	5%
3	12%	16%	13%	12%	11%	14%	13%	12%	15%	13%
4	14%	11%	17%	13%	13%	14%	16%	11%	17%	13%
5– completely ready	33%	31%	27%	28%	34%	31%	43%	28%	34%	31%
It's hard to say	6%	3%	4%	2%	2%	5%	3%	3%	2%	3%
TOTAL	430	407	401	377	435	512	442	527	569	2050

Table 5.2 The amount of time that is willing to dedicate to learning a new profession (among those who ready to master the new profession / skills)

W8.5. How much time per day are you ready to devote to learning a new profession?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Less than 1 hour per day	6%	5%	4%	4%	1%	5%	2%	4%	2%	4%
From 1 to 2 hours	34%	32%	36%	30%	27%	33%	24%	34%	29%	32%
From 2 to 4 hours	33%	39%	36%	40%	43%	35%	31%	41%	44%	38%
From 4 to 6 hours	11%	13%	13%	17%	14%	12%	19%	13%	14%	13%
More than 6 hours a day	13%	7%	9%	6%	13%	13%	19%	6%	9%	10%
It's hard to say	3%	5%	2%	5%	2%	3%	4%	3%	2%	3%
TOTAL	276	266	250	226	274	307	311	284	390	1292

Table 5.3 What are you ready to do in order to master a new profession / change the field of activity (among those who ready to master the new profession / skills)

MULTIPLE answers possible

W9. Tell me, please, what are you ready to do in order to master a new profession / change the field of activity?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Independently acquire new skills with the help of open information on the Internet	59%	55%	59%	56%	54%	60%	59%	53%	54%	57%
Attend online courses/events	45%	39%	39%	33%	39%	35%	40%	43%	46%	40%
To complete an unpaid internship in companies	35%	37%	33%	39%	38%	40%	45%	28%	45%	36%
Learn through paid online platforms	27%	30%	25%	20%	19%	21%	28%	28%	25%	25%
Other: Paid internship	1%	1%	1%	0%	3%	2%	1%	1%	1%	1%
Why: I don't plan / don't want / don't have time	3%	3%	0%	2%	2%	3%	0%	3%	1%	2%
Why: Age/health	1%	1%	1%	3%	0%	2%	0%	1%	2%	1%
Why: Children	1%	2%	2%	1%	0%	1%	0%	1%	0%	1%
Why: Caring for an older person	0%	0%	1%	0%	0%	0%	0%	1%	0%	0%
Other	2%	5%	4%	5%	4%	5%	5%	3%	3%	4%
Hard to say / No answer	4%	0%	4%	4%	2%	2%	1%	4%	2%	2%
TOTAL	276	266	250	226	274	307	311	284	390	1292

Table 5.4 Barriers to mastering a new profession/skill (among those who ready to master the new profession / skills)

MULTIPLE answers possible

W10. What can prevent you from mastering a new profession/skill?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Switching off electricity	35%	44%	36%	44%	29%	32%	25%	44%	45%	37%
Spending a significant amount of money on retraining	30%	33%	27%	24%	23%	25%	22%	31%	38%	28%
Switching off Internet	26%	34%	23%	29%	18%	25%	19%	30%	32%	27%
Have to take care of children and/or the	19%	31%	29%	24%	26%	18%	14%	34%	39%	26%

elderly/persons with disabilities											
Risks associated with war (frequent shelling, military attacks)	23%	15%	22%	27%	29%	15%	26%	27%	26%	22%	
I don't know where to start - I need a mentor/teacher	18%	19%	21%	20%	19%	18%	16%	19%	29%	19%	
It takes a long time to get to a place where you can study	14%	15%	15%	15%	14%	12%	12%	16%	18%	15%	
A lot of time is spent on looking after the household	7%	19%	17%	13%	10%	14%	5%	16%	10%	13%	
Lack of equipment (laptop, etc.)	5%	7%	12%	13%	9%	6%	10%	6%	22%	8%	
There are not enough tools for training (for manicurists, hairdressers, labor specialties)	4%	6%	6%	10%	5%	3%	3%	8%	11%	6%	
Other: State of health / psychological condition	3%	2%	3%	3%	3%	2%	2%	4%	2%	3%	
Other: Lack of time	4%	2%	1%	2%	2%	3%	5%	1%	2%	2%	
Other: Age	1%	1%	1%	1%	1%	1%	1%	2%	1%	1%	
Other: Laziness/no desire/no need for it	3%	2%	1%	1%	3%	3%	1%	2%	1%	2%	
Other	1%	3%	0%	2%	1%	2%	3%	1%	2%	2%	
Nothing	10%	5%	8%	6%	9%	9%	14%	6%	4%	8%	
Hard to say / No answer	2%	2%	3%	5%	4%	4%	1%	3%	1%	3%	
TOTAL	276	266	250	226	274	307	311	284	390	1292	

Table 5.5 List of courses in which respondents are interested

MULTIPLE answers possible

D4. What courses or master classes would you be interested in?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
English language	32%	29%	28%	25%	25%	26%	36%	27%	35%	28%
Programming, information technology (IT)	24%	18%	15%	17%	16%	22%	30%	14%	16%	18%
Manual labor professions (electrician, plumber, lifter, etc.)	10%	9%	10%	9%	13%	19%	17%	3%	4%	10%

Ukrainian language	8%	7%	11%	13%	11%	7%	7%	10%	17%	9%
Internet sales (through social networks, marketplaces, online stores)	12%	8%	6%	10%	8%	7%	12%	8%	17%	9%
Design, graphics, photo editing	9%	8%	9%	8%	9%	5%	10%	10%	15%	9%
Construction/repair works of premises	5%	7%	9%	5%	11%	12%	15%	3%	3%	7%
Entrepreneurship	8%	7%	7%	5%	7%	8%	14%	4%	8%	7%
Accounting	6%	8%	8%	7%	5%	4%	3%	9%	9%	7%
Cooking courses	7%	5%	8%	7%	6%	4%	6%	8%	10%	6%
Marketing in social networks (SMM)	9%	6%	5%	3%	5%	5%	8%	6%	10%	6%
Courses of massage therapists	5%	6%	6%	5%	6%	2%	5%	7%	15%	6%
Writing articles, editing	7%	5%	4%	4%	5%	2%	5%	6%	10%	5%
Hairdressing courses	5%	4%	6%	5%	5%	0%	3%	7%	13%	5%
Other: not interested/not ready for anything	7%	8%	7%	8%	8%	7%	4%	9%	5%	8%
Other: the field of beauty in general (manicure, pedicure, cosmetology, make-up)	1%	1%	1%	1%	1%	0%	0%	2%	1%	1%
Other: psychology	1%	1%	1%	1%	1%	0%	1%	2%	1%	1%
Other: other foreign languages (German, French, etc.)	0%	0%	1%	0%	1%	0%	1%	0%	0%	0%
Other: management	1%	0%	1%	0%	0%	1%	0%	0%	0%	0%
Other: medicine	0%	0%	1%	0%	0%	0%	0%	0%	1%	0%
Other	2%	2%	1%	3%	2%	2%	3%	2%	3%	2%
Hard to say / No answer	22%	24%	20%	24%	23%	22%	14%	27%	15%	23%
TOTAL	430	407	401	377	435	512	442	527	569	2050

Table 5.6 Desire to start a business (among those who are NOT entrepreneurs)

MULTIPLE answers possible

D7. Would you like to start a business ?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Yes, and I plan to do so	7%	5%	6%	8%	6%	8%	18%	3%	5%	6%
Yes, but I don't know how	4%	9%	8%	4%	8%	7%	12%	5%	10%	7%
Maybe	17%	11%	13%	15%	14%	14%	18%	12%	15%	14%
No	69%	72%	73%	71%	72%	68%	49%	78%	69%	71%
It's hard to say	3%	2%	1%	1%	1%	2%	3%	2%	1%	2%
TOTAL	379	367	376	349	410	446	392	495	548	1881

Table 5.7 Field to start a business (among those who desire to start a business)

MULTIPLE answers possible

D8. In which field would you like to start a business?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Sales/trade	22%	39%	21%	29%	31%	27%	24%	32%	36%	29%
Agriculture	8%	5%	14%	13%	4%	13%	8%	4%	1%	8%
The sphere of beauty	9%	3%	4%	2%	11%	0%	1%	15%	7%	6%
Services	9%	10%	2%	1%	5%	8%	8%	4%	7%	6%
Production	4%	6%	7%	4%	9%	6%	10%	5%	4%	6%
Construction/renovation	2%	10%	10%	6%	2%	12%	8%	0%	2%	6%
IT sphere	5%	3%	5%	10%	7%	6%	11%	2%	7%	5%
Hotel and restaurant business/cafe	3%	6%	1%	3%	4%	2%	6%	5%	6%	4%
Cooking	3%	2%	8%	3%	3%	1%	1%	7%	2%	3%
Car service	0%	0%	1%	0%	6%	3%	3%	0%	1%	2%
Medicine	3%	0%	4%	0%	1%	0%	0%	3%	2%	2%
Education	3%	1%	0%	2%	0%	0%	0%	1%	8%	1%
Design/web design	2%	0%	1%	3%	0%	1%	1%	0%	3%	1%
Internet trade	0%	2%	0%	0%	0%	0%	1%	1%	1%	1%
Massage	0%	1%	2%	0%	0%	0%	1%	1%	2%	1%
Other	25%	13%	16%	12%	13%	17%	16%	16%	12%	16%
No answer	10%	8%	8%	19%	9%	12%	5%	10%	8%	10%
TOTAL	118	119	116	110	133	139	187	107	163	596

Table 5.8 Reasons that prevent starting a business (among those who desire to start a business)

MULTIPLE answers possible

D10. What interferes you from starting a business?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Lack of start-up capital for development	57%	76%	59%	62%	64%	65%	57%	66%	73%	65%
Lack of knowledge and experience	35%	36%	29%	34%	30%	30%	37%	30%	50%	33%
I don't know how to start a new business	16%	29%	21%	19%	25%	18%	22%	23%	38%	23%
Can't afford to risk losing money due to high taxes or audits	19%	24%	20%	29%	23%	25%	21%	18%	32%	22%
I do not understand accounting and legislation	16%	16%	20%	24%	31%	18%	22%	20%	33%	21%
No time to do this due to caring for children/other family members	14%	16%	22%	20%	18%	8%	7%	28%	26%	17%
Corruption	12%	18%	8%	19%	20%	20%	19%	8%	20%	16%
Other: War	9%	8%	10%	9%	10%	9%	15%	9%	4%	9%
Other: No time	2%	1%	4%	0%	2%	3%	3%	0%	1%	2%
Other	3%	6%	3%	7%	4%	2%	8%	5%	5%	4%
Nothing interferes	5%	2%	6%	2%	3%	5%	3%	3%	1%	4%
Hard to say / No answer	0%	0%	0%	0%	2%	1%	0%	0%	0%	0%
TOTAL	118	119	116	110	133	139	187	107	163	596

Table 5.9 Amount of money to start a business (among those for whom the main reason that prevent from starting a business is lack of start-up capital)

D10.1. How much money do you need to start?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
1-20 thousand UAH	7%	6%	10%	9%	8%	6%	4%	10%	10%	8%
21-49 thousand UAH	4%	1%	1%	3%	4%	0%	5%	3%	6%	3%
50-99 thousand UAH	1%	9%	5%	18%	12%	7%	7%	9%	9%	8%
100-150 thousand UAH	13%	11%	21%	1%	14%	11%	10%	16%	12%	13%
151-200 thousand UAH	7%	9%	9%	7%	11%	7%	9%	12%	6%	9%

6,201-300 thousand UAH	7%	0%	5%	1%	4%	6%	6%	0%	0%	3%
301-500 thousand UAH	12%	5%	4%	19%	11%	14%	16%	0%	11%	9%
501,000-1 million UAH	4%	8%	9%	4%	3%	8%	8%	2%	9%	6%
Over UAH 1 million	19%	8%	11%	6%	3%	9%	22%	8%	2%	9%
Other	0%	0%	2%	0%	0%	1%	0%	0%	0%	0%
I don't know	26%	42%	25%	32%	29%	31%	13%	40%	36%	33%
TOTAL	68	87	67	69	90	88	112	67	114	381

Table 5.10 Needed support for starting a business (among entrepreneurs or those who want to start a business)

MULTIPLE answers possible

D9. What support do you need to start or run a business?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Available rent pay	33%	48%	26%	34%	34%	30%	39%	39%	51%	36%
Available credits	31%	34%	38%	30%	41%	41%	37%	26%	34%	35%
Help of a business mentor/consultant	28%	33%	30%	25%	29%	20%	35%	36%	48%	30%
Consultations of an accountant or a lawyer	28%	30%	25%	22%	30%	20%	27%	37%	37%	28%
Training	25%	26%	34%	23%	23%	17%	29%	33%	40%	26%
Equipment	20%	23%	29%	25%	31%	21%	26%	25%	38%	25%
Other: not required	1%	1%	1%	3%	4%	2%	2%	2%	2%	2%
Other: capital/money/available credit	2%	4%	1%	1%	3%	2%	1%	3%	1%	2%
Other: the end of the war	4%	0%	1%	2%	5%	3%	1%	2%	1%	2%
Other: tax reduction	0%	0%	0%	1%	1%	1%	1%	0%	1%	1%
Other	14%	14%	8%	21%	15%	18%	14%	11%	10%	14%
Hard to say / No answer	8%	9%	12%	7%	6%	7%	10%	11%	7%	9%
TOTAL	169	159	141	138	158	205	237	139	184	765

Table 5.11 Training needs for business activities (among those who needs education or training for business activities)

D9. Education	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Training: running a business	37%	27%	32%	18%	27%	30%	30%	26%	37%	29%
Education: accounting	9%	16%	9%	17%	12%	8%	17%	15%	10%	12%
Education: management	4%	16%	7%	8%	1%	6%	19%	7%	4%	8%
Education: the field of beauty (manicure, hairdressing, etc.)	1%	9%	13%	3%	10%	0%	0%	14%	8%	7%
Education: trade	2%	2%	5%	4%	20%	7%	9%	4%	8%	6%
Training: legal aspects	0%	3%	9%	9%	1%	5%	1%	4%	2%	4%
Education: IT	5%	1%	5%	6%	2%	5%	4%	3%	2%	3%
Education: professional development	5%	3%	2%	0%	0%	5%	0%	2%	2%	3%
Education: foreign language	1%	0%	10%	3%	0%	5%	0%	2%	2%	2%
Education: design (various areas)	0%	0%	1%	11%	2%	4%	1%	0%	2%	1%
Education: cooking	3%	0%	0%	1%	1%	0%	0%	2%	2%	1%
Training: document management	0%	1%	1%	0%	1%	0%	1%	0%	3%	1%
Other	34%	23%	11%	25%	23%	29%	21%	21%	22%	24%
Hard to say / No answer	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	42*	42*	41*	31*	49*	39*	54	44*	68	205

*insufficient number for reliable analysis

Table 5.12 Necessary equipment (among those who needs equipment for business activities)

MULTIPLE answers possible

D9. Equipment	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Equipment: machine tools and other special equipment	14%	5%	18%	34%	23%	20%	32%	10%	7%	17%
Equipment: computer/laptop	18%	13%	7%	17%	7%	9%	21%	7%	22%	12%
Equipment: kitchen/dishes, etc	15%	11%	16%	10%	2%	4%	1%	23%	6%	10%
Equipment: machinery/tractor, harvester, etc./for construction	5%	23%	4%	10%	5%	23%	9%	0%	2%	10%
Equipment: household appliances (refrigerator, etc.)	15%	10%	9%	6%	7%	6%	8%	14%	11%	10%
Equipment: furniture	11%	1%	6%	6%	13%	0%	5%	15%	13%	8%
Equipment: for service station/car tools/car	2%	6%	6%	0%	16%	14%	10%	0%	1%	7%
Equipment: in the field of beauty (for hairdresser/manicurist, etc.)	1%	6%	3%	2%	9%	0%	0%	10%	9%	5%
Equipment: woodworking/carpentry	1%	5%	5%	2%	3%	8%	2%	0%	0%	3%
Equipment: sewing	7%	1%	2%	2%	3%	0%	1%	7%	5%	3%
Equipment: cash registers/for trade	4%	2%	3%	5%	4%	3%	1%	3%	6%	3%
Equipment: everything for a coffee shop	4%	2%	2%	1%	3%	0%	4%	3%	9%	3%
Equipment: for a massage room	1%	0%	13%	0%	0%	0%	0%	5%	5%	2%
Equipment: electrical	2%	1%	5%	0%	4%	4%	6%	0%	0%	2%
Equipment: medical	8%	1%	0%	0%	1%	0%	0%	5%	3%	2%
Other	13%	14%	12%	11%	10%	11%	11%	16%	8%	12%
Hard to say / No answer	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	38*	44*	37*	32*	60	45*	64	37*	65	211

*insufficient number for reliable analysis

Table 5.13 Participation in retraining and/or support projects for businesses during the last year

D11. Were you a participant in retraining and/or support projects for small and medium-sized businesses during the last year?	Region					Target groups				TOTAL
	North	West	Center	South	East	Local men	IDP men	Local women	IDP women	
Yes	0%	2%	1%	3%	1%	2%	2%	0%	1%	1%
No	95%	90%	95%	95%	95%	93%	94%	93%	96%	94%
I am not, but my relatives or acquaintances participated in such projects	4%	8%	3%	2%	4%	4%	3%	6%	3%	5%
Difficult to answer, refusal	1%	0%	1%	0%	0%	0%	0%	1%	0%	0%
TOTAL	430	407	401	377	435	512	442	527	569	2050

Table 5.14 List of activities (among those who participated or heard about support projects)

MULTIPLE answers possible

D11.1 Please indicate which activities you have participated in or heard about from acquaintances?	Target groups				TOTAL
	Local men	IDP men	Local women	IDP women	
Grants/soft loans from the state and local authorities	20%	8%	38%	14%	27%
Retraining courses	20%	29%	21%	40%	22%
Consultations on job search	28%	25%	13%	23%	21%
Program of grants for business from international and Ukrainian NGOs	21%	29%	13%	26%	19%
Business training	11%	32%	16%	14%	16%
Other	11%	4%	10%	0%	9%
Hard to say / No answer	21%	6%	27%	25%	23%
TOTAL	30*	29*	29*	27*	115

*insufficient number for reliable analysis