



EMPLOYMENT **NEEDS AND** **OPPORTUNITIES**

RESEARCH

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METHODOLOGY AND GEOGRAPHY

From 10 July to 29 September, a survey of households and key informants was conducted in 14 oblasts of Ukraine and Kyiv. The main purpose of the survey was to find out the employment situation among IDPs and the reasons that hinder this process and also to identify the need for retraining among IDPs¹ and the need and ability of enterprises to cover this need.

The main information collection method was a semi-structured interview and survey, which was conducted by filling out a Kobo form. Two different forms were filled out for households and representatives of enterprises.

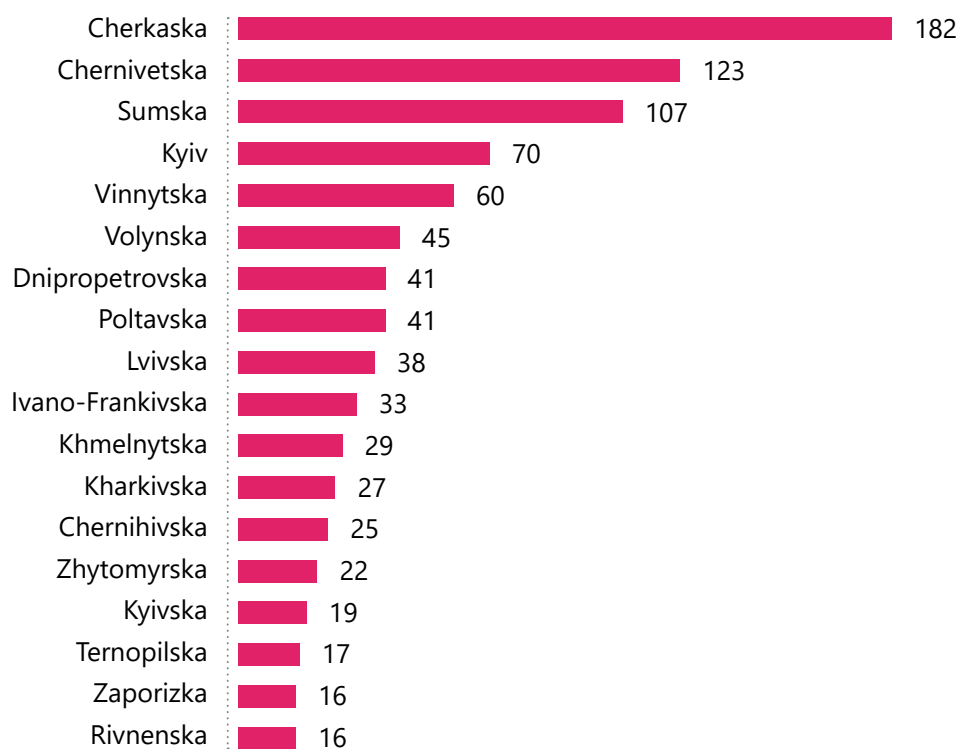
The research is not representative but reflects the main trends in the researched topic among the population groups surveyed.

¹ IDP — Internally Displaced Person.

HOUSEHOLDS

In total, 911 households were interviewed by the Right to Protection monitoring team during the research (the questions were asked to the heads of the households, who also provided information about other members of the household). The following questions were asked during the survey to enlighten the issues: employment opportunities, desired salary, job search experience, need for training, and communication in the Ukrainian language.

Interviewed households

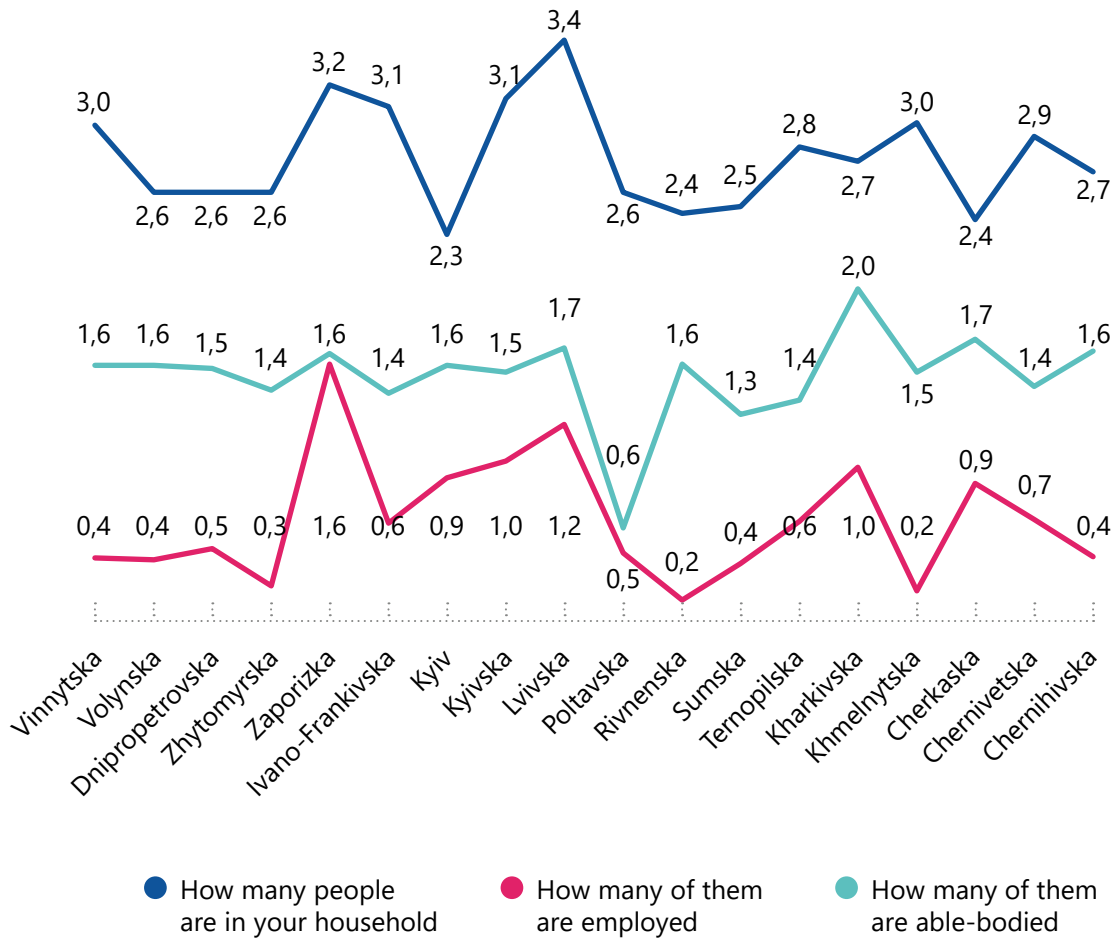


Heads of the households provided information on the total number of household members, the number of able-bodied members, and how many are working.

EMPLOYMENT AND DIFFICULTIES WITH EMPLOYMENT

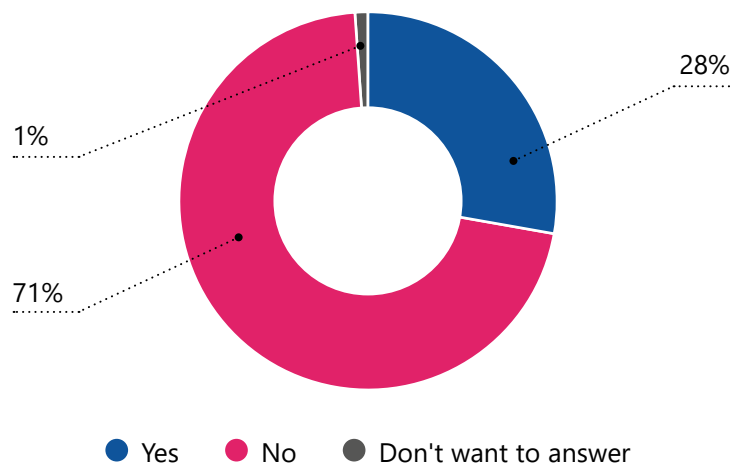
In total, the number of members of the interviewed households is 2,436, including heads of households who answered the questions. Among the total number of household members, there are — 1,367 able-bodied persons (56%), and those having employment at the time of the survey — 604 persons (25%).

Average number of people by category



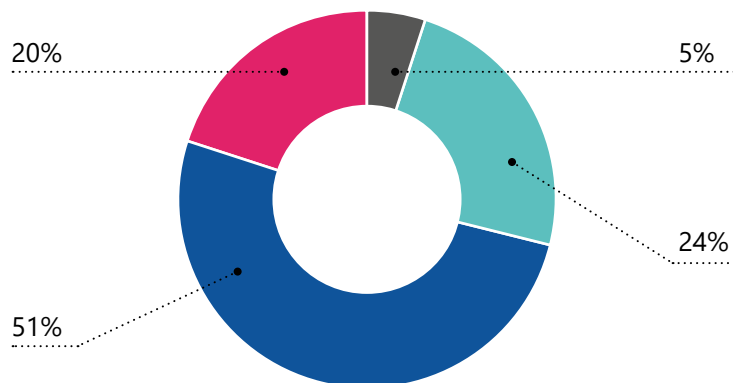
According to the study, approximately 28% of the household heads have employment.

Are you currently employed?



29% of the total number of unemployed people do not feel the importance of being employed, but 71% of respondents say that employment is very important for them.

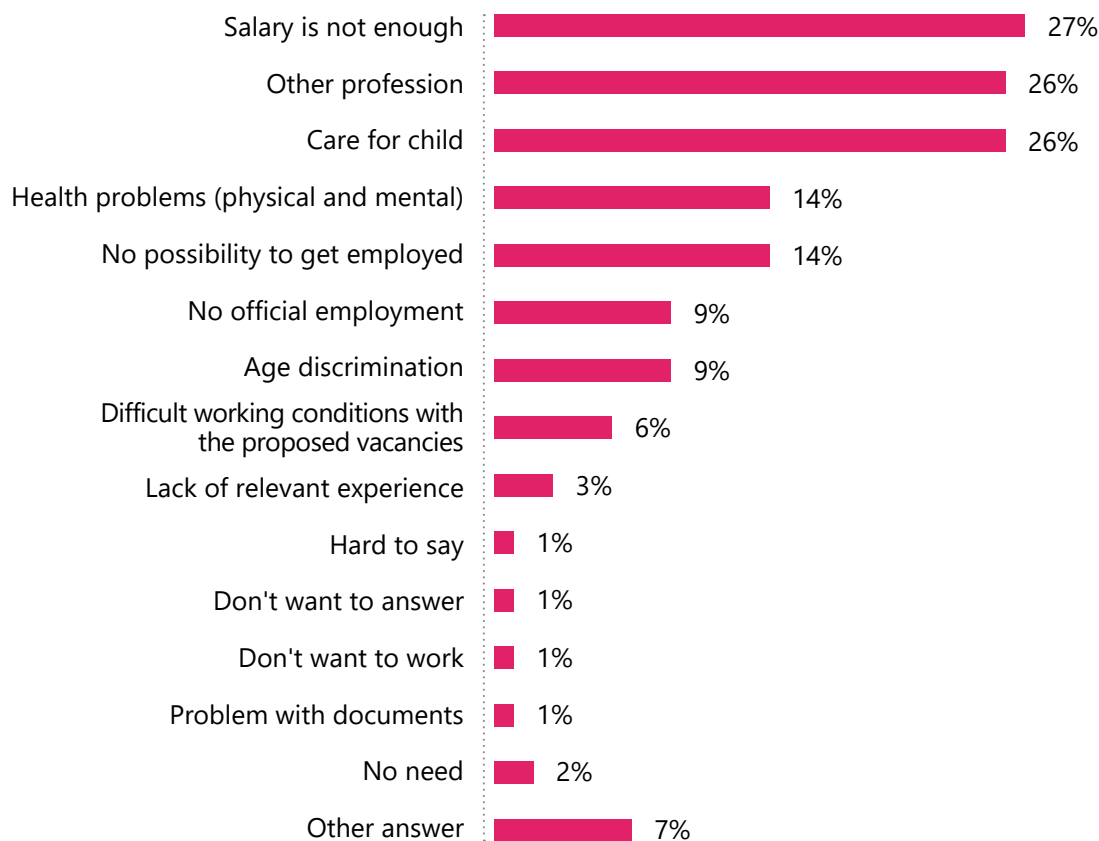
Importance of employment



● Not important at all ● Slightly important ● Important enough ● Extremely important

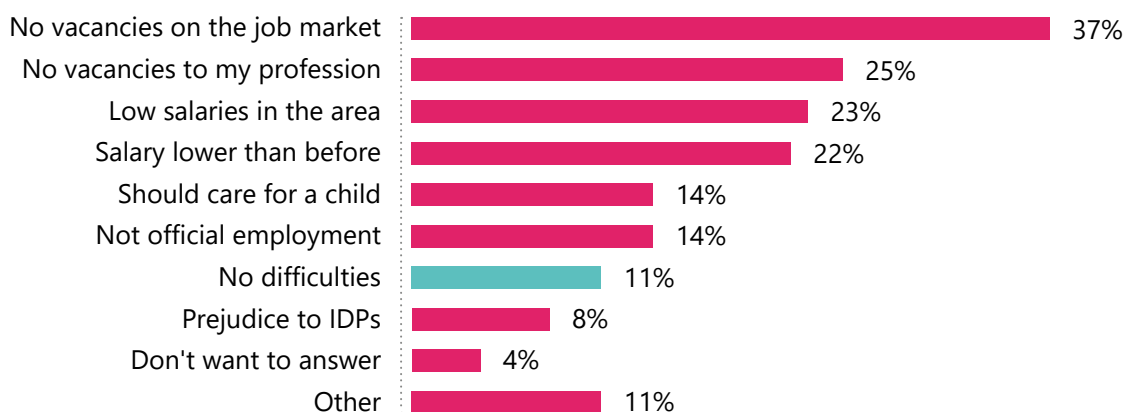
Among the reasons a person does not work, the most often cited answers are the lack of vacancies with a decent salary and/or speciality and the inability to work due to the necessity to care for a child.

Why able-bodied household members don't work?



Among the difficulties in finding a job, the interviewees most often mentioned the lack of vacancies in the labor market in general and, in particular, suitable for the profession of the interviewee's; low salary. Among other factors that prevent employment, such problems were mentioned as caring for sick relatives or small children, fear of official employment due to mobilization, recent relocation (moved a few days ago and did not have time to find a job), poor transport connections to the place of work, education for students and prejudice against IDPs as people who can move to another place at any time.

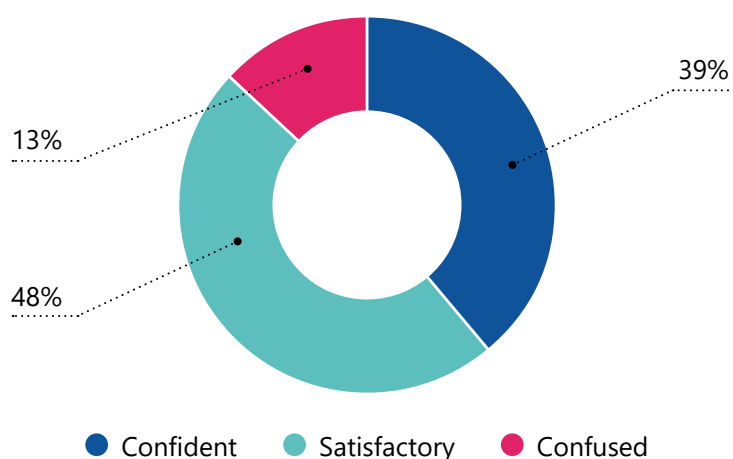
Difficulties with employment



Also, 8% out of 911 respondents drew attention to the language issue. Namely — 2% believe that Russian speakers are not hired, and 6% feel insecure in the Ukrainian-speaking environment. At the same time, 13% of respondents noted the need to learn the Ukrainian language. Among them, 2/3 need to learn to communicate in Ukrainian at the everyday level, and almost half would like to learn business Ukrainian.

Among those who do not currently have a permanent job, 61% have not sent their resume to potential employers. Among those who sent resumes, only half (49%) were invited to an interview. In total, out of 116 respondents who were invited for an interview, only 39% felt confident, and 13% were confused.

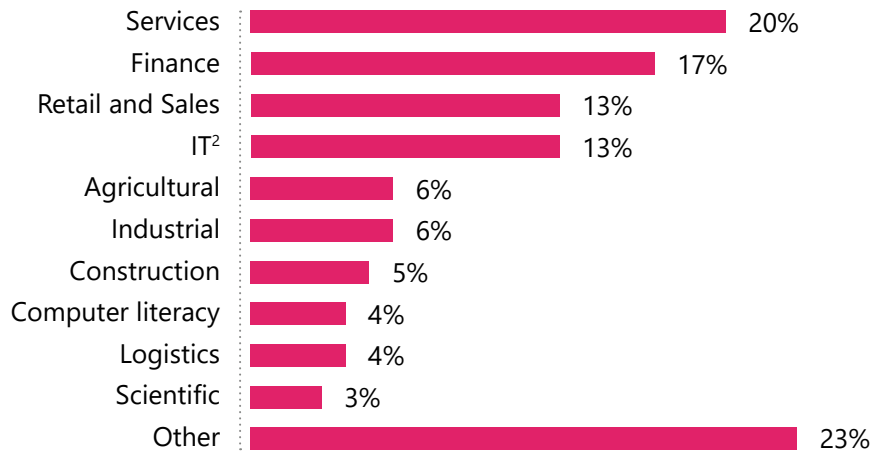
How did you feel at the interview?



TRAINING

26% of the interviewed representatives of the households declared the need for additional professional training. Among them, the vast majority want to study in the sectors of services, finance, and others. In other sectors, most often respondents chose the courses for drivers, computer literacy, English language, medical and social workers, and workers in the beauty industry.

In which sphere do you need training?

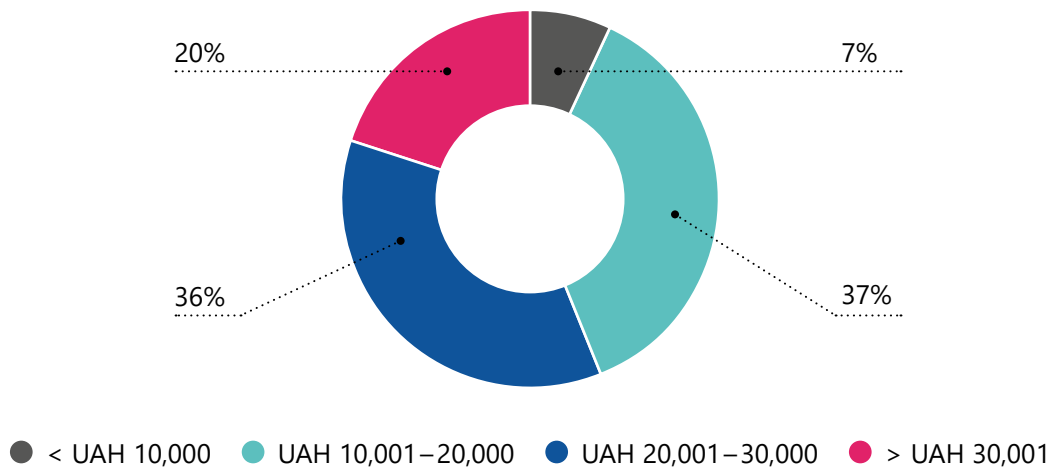


Satisfaction with the existing job among working respondents is low — 42% of employed people are not satisfied with their jobs and want to change them.

FINANCIAL NEEDS

The vast majority (about 75%) of those surveyed consider a household income between UAH 10,000 and 30,000 comfortable.

Monthly financial needs of household

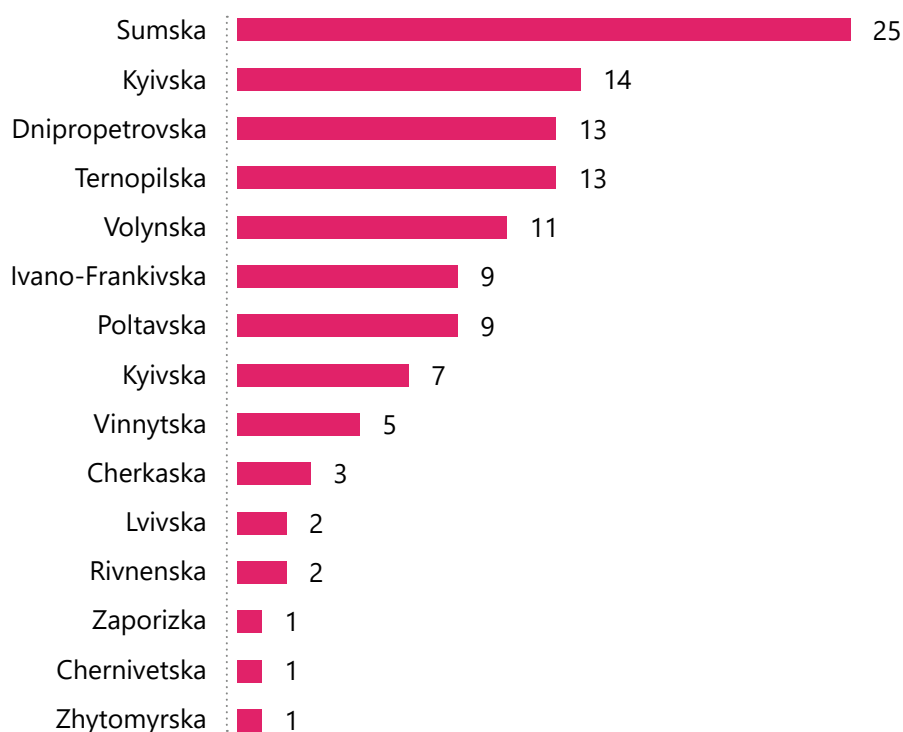


² IT — Information technology.

ENTERPRISES

116 enterprise owners and top managers from enterprises of various economic spheres and forms of ownership were interviewed. The respondents answered questions about the need for new employees, the wage level, opportunities for training employees, and the need for additional reinforcement for such training.

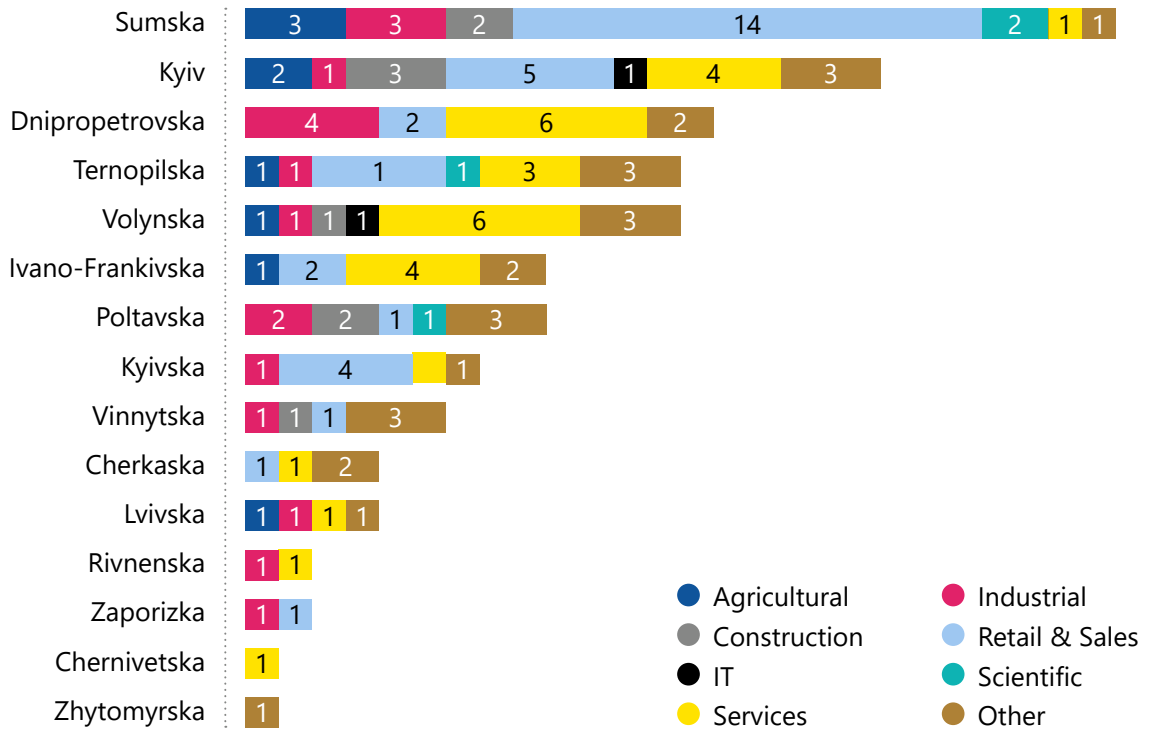
Number of respondents in oblasts



Due to the fact that the task of the monitoring team was not only to survey entrepreneurs but also to create a database of enterprises, the largest group of respondents were representatives of those enterprises whose products or services are used by the average citizen on a daily basis. Accordingly, these enterprises have the greatest opportunity to attract new personnel after receiving short-term training. These are, first of all, representatives of the service and retail spheres. However, in order to obtain data on the capabilities and needs of enterprises with different scales, representatives of enterprises from industrial, agricultural, construction, financial, logistics, IT, and other spheres were also interviewed.

Respondents from the fields of services and retail offered almost $\frac{2}{3}$ of all vacancies.

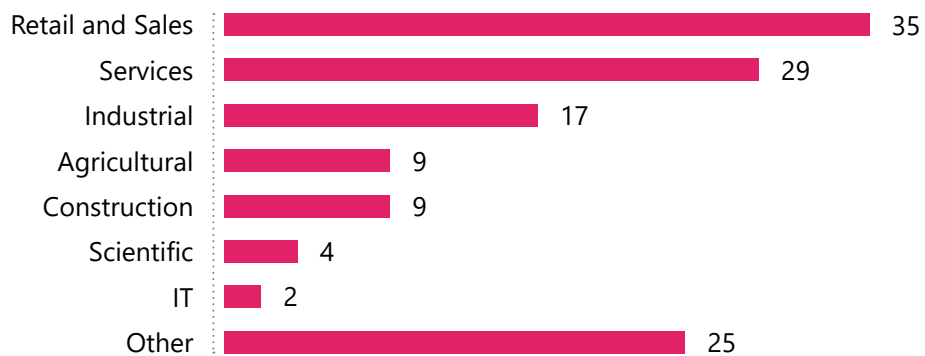
Spheres of activity in oblasts



INDUSTRIES AND WAGES

As previously mentioned, among the interviewed entrepreneurs, there were companies of different sizes and forms of ownership, both local and relocated. The largest surveyed companies were the trading company "Dnipro-M" (a representative office in Ternopil'ska oblast) with more than 2,500 employees, an industrial equipment plant in Sumska oblast (915 employees), the production and trading company "PanKurchak" in Volyn'ska oblast (1,000 employees). On the other hand, small companies with a few employees are also represented. The general diagram of the number of surveyed enterprises by sphere of activity is as follows:

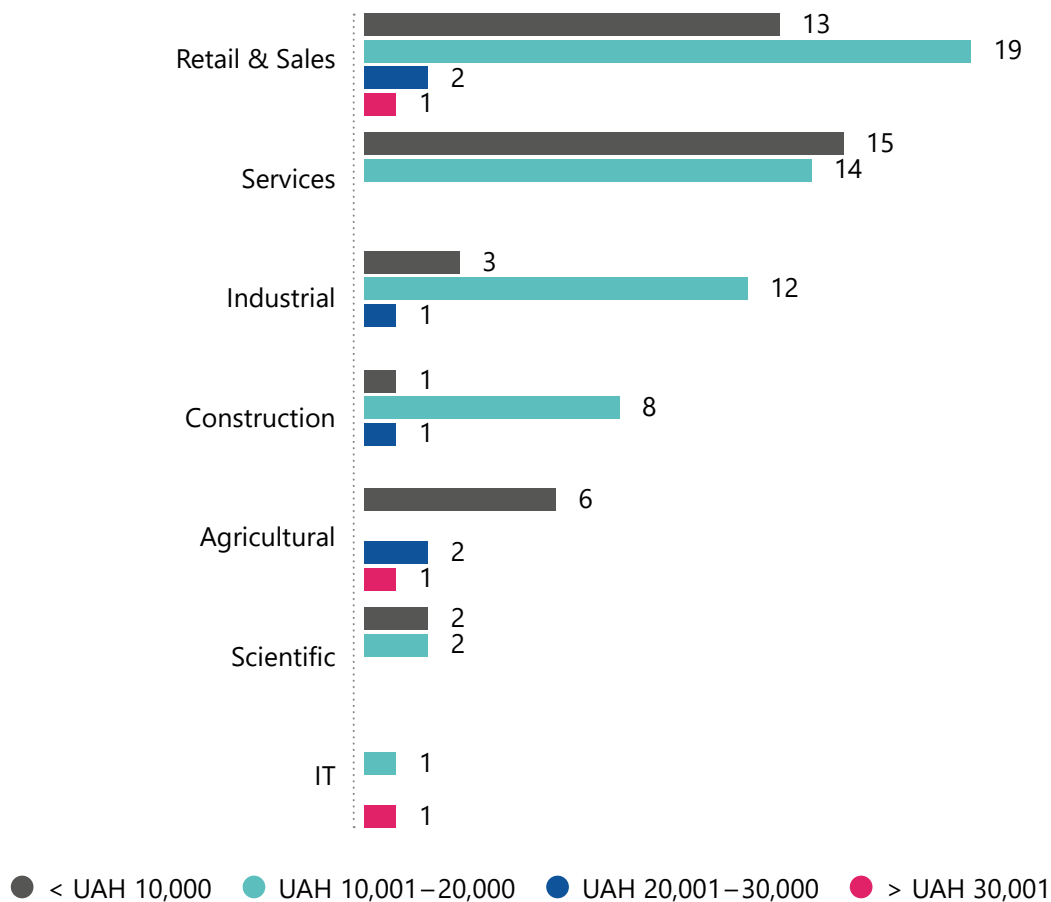
Number of respondents in spheres of activity



Among the businesses marked as "Other" were organizations involved in freight and passenger transport, charities, catering, food and food additives, animal feed, printing, stone-working, sports, and social institutions.

The following chart shows the salary level that companies in various fields can offer to new employees. Accordingly, you can see the sphere, the salary level, which is highlighted in color, and the number of enterprises surveyed with open vacancies (marked with an absolute number to the right of the salary levels).

Salary level in different spheres

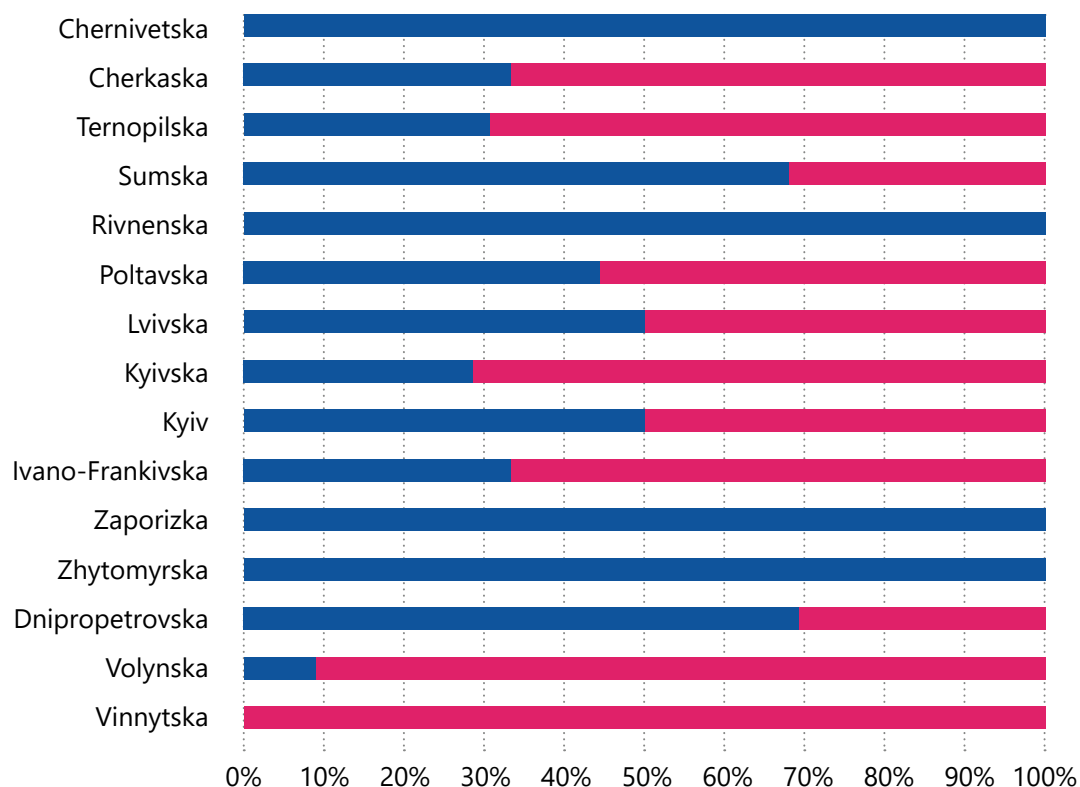


TRAINING (ABILITIES AND NEEDS)

More than half of the interviewed entrepreneurs desire to train new employees. Various specialities are available among the offered vacancies, from handymen to high-level specialists: engineers, agronomists, tractor drivers, welders, and teachers.

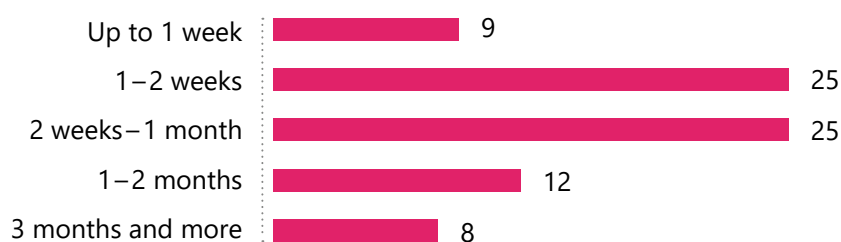
However, not all companies have the opportunity to train. The ability of the surveyed enterprises to train potential employees on their base varies depending on the regions as follows:

The ability of enterprises to train on their bases



In most cases, such training can last from 2 weeks to 1 month.

Time of training



Such training requires investments, for which enterprises cannot always find reserves. That is, to create new jobs, help is needed in the form of purchasing additional equipment and tools, payment to training instructors and for training materials. Premises for training and equipment for additional workplaces are also needed. Among other options for supporting enterprises in training new employees, measures to improve the psychological state of new employees and their desire to work were most often discussed.

Type of support, needed for training



The level of wages offered by enterprises in various spheres shows that the highest incomes are earned by workers in Retail & Sales, Agriculture and IT.

More than half of the offers in almost every field are wages from UAH 10,000 to 20,000 per month.

SUMMARY

Based on the results of the survey, it was found that several key problems prevent the effective use of human potential and meeting the vital needs of IDPs and other population groups who lost their jobs due to the war.

Almost half of the surveyed households do not have a working person, which makes the household dependent on the provision of various types of social assistance (pensions, social payments, humanitarian aid) and also creates an additional burden on the state budget and local budgets. Usually, unemployed people include pensioners, but in our case, more than half of the able-bodied members of the households are not employed, which indicates the impossibility of getting a job and feeding their families, especially for people of working age. Getting a job is extremely important for the respondents. Almost half of the employed persons are forced to work in such types of work that do not satisfy them.

At the same time, almost half of business leaders are ready to create new jobs and invest in training people, meaning they need new workers and want to develop and expand their businesses.

One of the main criteria for choosing a future place of work is the salary, provided that a person will spend a little time commuting to work and home, and this work will not be too difficult physically and psychologically. Considering the fact that 36% and 37% of the respondents determined the desired salary in the amount of UAH 10,000–20,000 and 20,000–30,000 per month, we see that such a salary is possible in the Construction, Industrial, Agricultural and Retail and Sale spheres. Managers of enterprises in these areas are ready to train or retrain people to work in their enterprises. State employment programs for IDPs or other humanitarian organizations can be donors of these training programs. We also see the need for assistance in creating the vacancies. Understanding by enterprises the possibility of creating vacancies and attracting grant money will create the interest of employees and, subsequently, new jobs. That is, this can be the first step, the impetus for the growth of an individual enterprise and the economy.

Particular attention should be paid to the self-presentation skills of a person trying to get a job. As we can see from the description, 43% of unemployed people have never created (do not have) a resume, and of those who did, only half received an invitation to an interview. Later, the majority felt insecure during the interview. As a result, they did not receive a job offer. We see a great field for activity in this direction. First, to familiarize a person with modern recruiting, teach how to create a resume and describe his or her strong points. Also, a person should prepare for the interview and think through the questions he/she may be asked and how to answer them to present oneself in the most favorable light. This requires training or video lessons with the involvement of a psychologist and/or HR³ specialist.

³ HR — Human Resources.