# Ukraine: TA Key Informant questionnaire - labour centers*20.01.2017*

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| **Oblast Name:**  | **Organization’s Name:** |
| **Raion Name:**  | **Date:** |
| **Interviewee`s name, title/position:** | **Started at:**  |
| **Interviewer Name:** | **Completed at:**  |

# Questioning Route

## IMPACT OF economic blockade oF Donbas and Crimea and the conflict on the situation in LABOR MARKET

1. Did the demand for labour change since the conflict (since May 2014)?
* If yes, how?
* Are there any changes in unemployement level in Oblast since the conflict? Which ones?
1. Are there any changes in avarage salary level in the Oblast?
2. Are there any changes in average working hours in the Oblast?
3. Is there any positive or negative influence occurred by mobilization or demobilization of militaries?
* Are there any specific challenges to these people finding employement? Which?
1. What is the % of IDPs among all registered persons?
* Are there any specific challenges to these people to find employement? Which?
1. What is the % of disabled persons among all registered?
* Are there any specific challenges to these people to find employement? Which?
1. Is there any difference in situation with employement market between rural and urban areas?
* If yes, what kind of difference?
1. What are the main reasons for loosing a job by job seekers? Please, range the main reasons and indicate approximate % of them
2. Are you aware about the % of employers paying official salary and providening standard social security benefits?
3. Are there any changes in number of persons looking for employment since the begginig of the conflict?
4. Are there any changes in number of persons requiring unemployment benefits since the begginig of the conflict?
5. Are there any changes in internal capacity to adapt to new demands of job market due to the conflict?
6. Could you tell us in %, from all registered unemployed persons, the disagregation of men and women?
7. Could you please tell us in %, from all registered unemployed persons, the disagregation of age groups – 18 – 35; 36-59, 60+?

## REcruitment and employment

1. Do you know of any existing barriers to recruitment?
* Barriers from employees side or employers?
* Employees - Qualifications, experience, skills, motivation, salary expectations, willingness to stay in area etc.
* Employers – Burocracy, high minimum level of salary, administrative problems (high social protection rates, tax system, other)
1. What are minimum skills/experience required from staff to meet employer expectations?
* Of those you have just listed, please evaluate 1 to 10 (10 is the most efficient) due to efficiency level
1. What types of skills or professional profiles are easy/difficult to find locally?
* What are the main reasons for this?
1. On Oblast level, are there any preferences from employers side to recruit men or women? Displaced or not?
2. What is the competition level for one position in your vacancy data base?
* Is there any difference comparing to pre-conflict period?
1. What is the most frequently used source by employers to advertise positions (newspapers, employment websites, labour centers etc.)?
2. What sourses use job seakers to find positions?
3. In your opininon what is the % of job seekers who use labor centers services?
4. What kind of services do labor centers provide?
5. What kind of services are the most in demand?
6. Is there any changes in the number of application for registration since the conflict?
* If yes, how it changed? Increased? Decreased? Why?
1. What is th number of persons currently registered in Oblast as unemployed?
2. What is the % of those who receive unemployement benefits?
3. Are you aware if there are those who registered and continue to work unofficially?
* If yes, what could be the %?
1. What is an average term for registered as unemployed?
2. Are there any changes in number of persons registered as unemployed since the conflict?
* If yes, how it changed? Increased? Decreased? Why?
1. Are there any changes in number of refusals for registration?
* If yes, How it changed? Increased? Decreased? Why?
1. Is there any changes in the number of registration cancellation since the beginning of the conflict?
* If yes, How it changed? Increased? Decreased? Why?

## SKILLS DEVELOPMENT

1. How has the conflict affected skills development?
2. What kind of trainings are the most in demand?
3. Who organise trainings?
* Who finance trainings?
* Who sends persons for trainings?

## ROLE OF INSTITUTIONs

1. What is the role of institutions (universities and vocational training centers, employment laws, social protection etc.) and trade unions in supporting the restoration of the local economy?
2. Are employees protected by current legislation?
3. How in general do you support job search?
4. What is your efficiency/results ( your self-assessment)?
* What could be improved at this point?
* Are there any barriers for you to do it?
1. What is your opinion on existing employment laws?
* Are people protected by current legislation?
* What can be improved?
1. What in general could be improved at labor center’s work?
2. Could you share with us any extra information you believe could help us in our research?

**Thank you for your answers and time!**