

# Research Terms of Reference

IDP Pathways to Employment (IDP Profiling 2026)

UKR2602

Ukraine

February 2026

**REACH** Informing  
more effective  
humanitarian action

## 1. Executive Summary

<b>Country of intervention</b>	Ukraine				
<b>Type of Emergency</b>	<input type="checkbox"/> Natural hazard	<input checked="" type="checkbox"/> Conflict	<input type="checkbox"/> Other (specify)		
<b>Type of Crisis</b>	<input type="checkbox"/> Sudden onset	<input type="checkbox"/> Slow onset	<input checked="" type="checkbox"/> Protracted		
<b>Mandating Body/ Agency</b>	None				
<b>IMPACT Project Code</b>	64BAO-2				
<b>Overall Research Timeframe</b>	01/01/2026 to 31/07/2026				
<b>Research Timeframe</b>	1. Pilot/ training: 09/04/2026-10/04/2026		7. Outputs sent for validation: 20/07/2026		
	2. Start collection data: 14/04/2026		8. Outputs published: 31/07/2026		
	3. Data collected: 05/05/2026		9. Final presentation: 31/07/2026		
	4. Data analysed: 31/05/2026				
	5. Data validated: 12/06/2026				
<b>Number of assessments</b>	<input checked="" type="checkbox"/> Single assessment (one cycle)				
	<input type="checkbox"/> Multi-assessment (more than one cycle) <i>[Describe here the frequency of the cycle]</i>				
<b>Humanitarian milestones</b> <i>Specify what will the assessment inform and when</i>	<b>Milestone</b>		<b>Deadline (can be tentative)</b>		
	<input type="checkbox"/>	Donor plan/strategy	_ / _ / _ _ _ _		
	<input type="checkbox"/>	Inter-cluster plan/strategy	_ / _ / _ _ _ _		
	<input type="checkbox"/>	Cluster plan/strategy	_ / _ / _ _ _ _		
	<input type="checkbox"/>	NGO platform plan/strategy	_ / _ / _ _ _ _		
<input checked="" type="checkbox"/>	Other (Specify): IDP Council's Annual Planning	(no deadline)			
<b>Audience Type &amp; Dissemination</b> <i>Specify who will the assessment inform and how you will disseminate to inform the audience</i>	<b>Audience type</b>		<b>Dissemination</b>		
	<input checked="" type="checkbox"/> Strategic	<input type="checkbox"/> Programmatic	X General Product Mailing (e.g. mail to NGO consortium; HCT participants; Donors)		
<input type="checkbox"/> Operational	<input type="checkbox"/> [Other, Specify]	X Mailing through an established partnership network			
		X Presentation of findings (e.g. at HCT meeting; Cluster meeting)			
		X Website Dissemination (Relief Web & REACH Resource Centre)			
		<input type="checkbox"/> [Other, Specify]			

<p><b>Stakeholder mapping</b> Has a detailed stakeholder mapping been conducted during research design to identify all actors that could <b>contribute</b> to and/or <b>benefit from</b> the research?</p>	<p>X Yes</p>	<p><input type="checkbox"/> No</p>
<p><b>General Objective</b></p>	<p>To provide an urban area-based analysis of IDP employment profiles, labour market participation, support mechanisms, and barriers to employment among IDPs in Vinnytsia, to inform evidence-based policies and programs that enhance economic integration and sustainable employment outcomes for IDPs.</p>	
<p><b>Specific Objective(s)</b></p>	<ol style="list-style-type: none"> <li>1. To study and describe the employment status, skills, livelihood strategies, and income sources of IDPs across different demographic groups.</li> <li>2. To assess the accessibility and effectiveness of state and non-state employment support mechanisms available to IDPs, including training and skills development support (skilling, re-skilling and up-skilling).</li> <li>3. To identify key structural, institutional, and individual barriers preventing IDPs from accessing employment.</li> <li>4. To assess the role of local institutions, employers, and service providers in facilitating employment.</li> </ol>	
<p><b>Research Questions</b></p>	<ol style="list-style-type: none"> <li>1. <b>What strategies do IDPs use to find employment and secure their livelihoods?</b> <ol style="list-style-type: none"> <li>1.1. What job search strategies do IDPs use, how long do they search for employment, and what factors accelerate or delay labour market entry?</li> <li>1.2. What income sources do IDPs rely on, and what is the relative role of wages, social assistance, humanitarian aid, and other sources in their overall livelihoods?</li> <li>1.3. How do IDPs adapt their livelihood strategies in response to labour market constraints (e.g. occupational downgrading, sector change, self-employment, relocation)?</li> </ol> </li> <li>2. <b>What are the key structural, institutional, and individual barriers affecting IDPs' access to employment in the labour market?</b> <ol style="list-style-type: none"> <li>2.1. Are there any barriers affecting IDPs' access to employment, and if there are, what kind of barriers are there in relation to the socio-demographic profile of the IDP?</li> <li>2.2. To what extent do age-related factors, such as potential skills gaps, health limitations, or experiences of age-related discrimination, shape the employment prospects of IDPs aged 51–59?</li> <li>2.3. How do caregiving responsibilities affect access to employment and participation in reskilling opportunities, and what forms of support could mitigate these barriers?</li> <li>2.4. What individual-level challenges (health, mental health, confidence, loss of professional networks) affect IDPs' ability to search for or retain employment?</li> <li>2.5. What employer-level patterns emerge in relation to the hiring of IDPs across sectors and company types?</li> </ol> </li> <li>3. <b>How do state and non-state employment support programs and initiatives function in practice for IDPs in terms of accessibility, delivery, and effectiveness?</b> <ol style="list-style-type: none"> <li>3.1. What is the level of awareness of state and non-state employment support programmes among IDPs, and what are the main information channels?</li> <li>3.2. How do IDPs assess the accessibility, relevance, and quality of employment support programmes? What specific gaps or shortcomings do they identify (outdated content, lack of practical experience, insufficient job placement support)?</li> <li>3.3. What are the employment outcomes for IDPs who participated in reskilling/vocational training programmes or received other employment support (employment rate, type of employment secured, income level)?</li> </ol> </li> </ol>	

	<p>3.4. What challenges do service providers face in delivering employment support to IDPs, and how do programmes align with local labour market demand?</p> <p>3.5. What role do the IDP Coordination Council and municipal economic development bodies play in advocating for IDPs' labour market integration and influencing employment policies?</p> <p><b>4. How are employment support initiatives for IDPs institutionally organised and coordinated at the local level, and what internal capacities and constraints shape their functioning in practice?</b></p> <p>4.1. What coordination mechanisms exist between the Employment Centre, NGOs, municipal authorities, and IDP Coordination Council, and how effectively do they function in terms of information sharing, client referrals, and joint planning?</p> <p>4.2. How do case management approaches differ across providers (Employment Centre, NGOs, municipal social services), and what are the strengths and limitations of each approach?</p> <p>4.3. What gaps in institutional capacity, resources, or policy frameworks constrain the effectiveness of employment support for IDPs?</p> <p><b>5. What are the professional and skills profiles of IDPs in Vinnytsia, and how do they align with local labour market demand?</b></p> <p>5.1. What levels of education, qualifications, and prior work experience do IDPs possess across different demographic groups?</p> <p>5.2. To what extent do IDPs' skills and professional backgrounds match available vacancies and employer demand in the local labour market?</p>
<b>Geographic Coverage</b>	Vinnytsia, Ukraine
<b>Secondary data sources</b>	<ul style="list-style-type: none"> <li>• IOM, KSE. <a href="#">IDPs Employment and Labour Market Challenges Analysis</a>. March-April 2023.</li> <li>• IMPACT Initiatives, IOM. <a href="#">Measuring Progress Towards Durable Solutions to Internal Displacement in Ukraine</a>. January 2025.</li> <li>• IOM. <a href="#">Employment, Mobility and Labour Market Dynamics in Ukraine</a>. November 2024.</li> <li>• IOM. <a href="#">Registered IDPs Dashboard</a></li> <li>• IOM. <a href="#">Resilience at Work</a>. October 2025</li> <li>• IOM. <a href="#">Oblast Profiles</a>. January 2026</li> <li>• The World Bank. <a href="#">Monitoring the Living Conditions in Ukraine</a>. Autumn 2025.</li> <li>• KSE. <a href="#">Ukraine Human Capital Chartbook</a>. May 2025.</li> <li>• KSE. <a href="#">Ukraine Macroeconomic Handbook</a>. October 2025.</li> <li>• State Employment Centre. <a href="#">Key labour market trends in January-November 2025</a>.</li> <li>• State Employment Centre. <a href="#">Statistical information of the Employment Service</a>.</li> <li>• State Employment Centre. <a href="#">Regional Dashboard</a>.</li> <li>• NRC, SSS, CARE. <a href="#">Bridging the Gaps: Ensuring a Human-Centred Recovery for Internally Displaced People in Ukraine</a>. July 2025.</li> <li>• NRC, Scruples Research. <a href="#">Youth Needs Assessment: Nine Oblasts in Ukraine</a>. March 2025.</li> <li>• HPG, IMPACT Initiatives. <a href="#">Making Vulnerability Analysis Useful for Humanitarian Response</a>. January 2025.</li> <li>• IMPACT Initiatives. <a href="#">IDP Profiling in Chervonohradska hromada (Lvivska oblast)</a>. March 2024.</li> <li>• IMPACT Initiatives. <a href="#">IDP Profiling in Pavlohradaska hromada (Dnipropetrovska oblast)</a>. March 2024.</li> <li>• IMPACT Initiatives. <a href="#">IDP Profiling in Chuhuivska hromada (Kharkivska oblast)</a>. June 2024.</li> <li>• IMPACT Initiatives. <a href="#">IDP Profiling in Borodianska hromada (Kyivska oblast)</a>. August 2024.</li> <li>• Mercy Corps. <a href="#">Ukraine 2024 Annual Report</a>.</li> <li>• Skills Alliance for Ukraine. <a href="#">3<sup>rd</sup> Mapping of Upskilling and Vocational Education and Training Initiatives</a>. January 2026.</li> <li>• State Employment Service of Ukraine, Helvetas Swiss Intercooperation. <a href="#">Labor Market Assessment 2024–2025: Business Demand, Challenges, Strategy for Impact</a>. 2025</li> </ul>

<b>Population(s)</b> <i>Select all that apply</i>	<input type="checkbox"/>	IDPs in camp	<input type="checkbox"/>	IDPs in informal sites
	<input checked="" type="checkbox"/>	<b>IDPs in host communities</b>	<input type="checkbox"/>	IDPs [Other, Specify]
	<input type="checkbox"/>	Refugees in camp	<input type="checkbox"/>	Refugees in informal sites
	<input type="checkbox"/>	Refugees in host communities	<input type="checkbox"/>	Refugees [Other, Specify]
	<input type="checkbox"/>	Host communities	<input type="checkbox"/>	[Other, Specify]
<b>Stratification</b> <i>Select type(s) and enter number of strata</i>	<input type="checkbox"/> Geographical: not applicable Population size per strata is known? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
<b>Data collection tool(s)</b>	<input checked="" type="checkbox"/>	Structured (Quantitative)	<input checked="" type="checkbox"/>	Semi-structured (Qualitative)
		<b>Sampling method</b>	<b>Data collection method</b>	
<b>Structured data collection tool # 1</b> <i>Select sampling and data collection method and specify target # interviews</i>	<input checked="" type="checkbox"/>	<b>Purposive</b> <input type="checkbox"/> Probability / Simple random <input type="checkbox"/> Probability / Stratified simple random <input type="checkbox"/> Probability / Cluster sampling <input type="checkbox"/> Probability / Stratified cluster sampling <input type="checkbox"/> [Other, Specify]	<input type="checkbox"/>	Key informant interview (Target #):_ _ _ _ _ <input type="checkbox"/> Group discussion (Target #):_ _ _ _ _ <input type="checkbox"/> Household interview (Target #):_ _ _ _ _ <input checked="" type="checkbox"/> <b>Individual interview (Target #): 400</b> <input type="checkbox"/> Direct observations (Target #):_ _ _ _ _ <input type="checkbox"/> [Other, Specify] (Target #):_ _ _ _ _
<b>Semi-structured data collection tool (s) # 1</b> <i>Select sampling and data collection method and specify target # interviews</i>	<input checked="" type="checkbox"/>	<b>Purposive</b> <input type="checkbox"/> Snowballing <input type="checkbox"/> [Other, Specify]	<input type="checkbox"/>	Key informant interview (Target #):_ _ _ _ _ <input checked="" type="checkbox"/> <b>Individual interview (Target #): 10-20</b> <input type="checkbox"/> Focus group discussion (Target #):_ _ _ _ _ <input type="checkbox"/> [Other, Specify] (Target #):_ _ _ _ _
<b>Semi-structured data collection tool (s) # 2</b> <i>Select sampling and data collection method and specify target # interviews</i> <i>***If more than 2 structured tools please duplicate this row and complete for each tool.</i>	<input checked="" type="checkbox"/>	<b>Purposive</b> <input type="checkbox"/> Snowballing <input type="checkbox"/> [Other, Specify]	<input type="checkbox"/>	Key informant interview (Target #):_ _ _ _ _ <input type="checkbox"/> Individual interview (Target #):_ _ _ _ _ <input checked="" type="checkbox"/> <b>Focus group discussion (Target #): 2</b> <input type="checkbox"/> [Other, Specify] (Target #):_ _ _ _ _
<b>Disaggregation by gender and age</b> <i>Are you planning to conduct sex/age disaggregated analysis?</i>	Gender		Age	
	<input checked="" type="checkbox"/>	<b>Yes</b>	<input checked="" type="checkbox"/>	<b>Yes</b>
	<input type="checkbox"/>	No	<input type="checkbox"/>	No
<b>Data management platform(s)</b>	<input checked="" type="checkbox"/>	<b>IMPACT</b>	<input type="checkbox"/>	UNHCR
	<input type="checkbox"/>	[Other, Specify]		
<b>Expected output type(s)</b>	<input checked="" type="checkbox"/>	<b>Situation overview #: 1</b>	<input type="checkbox"/>	Report #: _ _
			<input type="checkbox"/>	Profile #: _ _

	<input type="checkbox"/>	Presentation (Preliminary findings) #: __	<input checked="" type="checkbox"/>	<b>Presentation (Final) #: 1</b>	<input type="checkbox"/>	Factsheet #: __
<b>Access</b>	<input checked="" type="checkbox"/>	<b>Public (available on REACH resource centre and other humanitarian platforms)</b>				
	<input type="checkbox"/>	Restricted (bilateral dissemination only upon agreed dissemination list, no publication on REACH or other platforms)				
<b>Visibility:</b> <i>Specify which logos should be on outputs</i>	<b>REACH</b>					
	<b>Donor:</b> U.S. Department of State					
	<b>Coordination Framework:</b> N/A					
	<b>Partners:</b> Vinnytsia city IDP Council					

## 2. Rationale

### 2.1 Background

Nearly four years into large-scale internal displacement in Ukraine, mid-sized cities in Central and Western regions have evolved from temporary places of refuge into long-term destinations for IDPs. According to IOM's Displacement Tracking Matrix (Round 44, December 2025)<sup>1</sup>, over 3.38 million people remain internally displaced within Ukraine, with substantial concentrations in regional centres that offered relative safety, established services, and perceived economic opportunities. While the initial response focused on emergency assistance, the protracted nature of displacement has shifted attention toward livelihoods and self-reliance. However, IDPs' economic activity rates remain significantly lower than those of host populations<sup>2</sup>, with many households relying on savings, humanitarian assistance, or social benefits rather than employment income<sup>3</sup>. While granular employment-related data on IDPs are available at the national level, oblast-level data remain highly aggregated, limiting detailed analysis and leaving evidence on labour market access at the city level even more scarce. Gaps remain in understanding employment pathways, the effectiveness of support mechanisms in practice, and institutional barriers to work opportunities. The proposed assessment will provide an in-depth, urban-focused study examining employment pathways and barriers, linking IDPs' experiences with institutional perspectives to inform both immediate programming and longer-term integration strategies in cities hosting IDP populations.

### 2.2 Intended impact

This assessment aims to guide programming decisions by international donors, NGOs, and local authorities in Vinnytsia, with potential relevance for other mid-sized Ukrainian cities. Key stakeholders include IDP Coordination Council, Vinnytsia Employment Centre, local implementing partners engaged in skilling, reskilling and upskilling, and case management programs. Before the design of this assessment, consultations were conducted with key institutional stakeholders, including representatives of the Employment Centre, the Ministry of Economy of Ukraine, and Right to Protection (NGO), to explore potential collaboration, align on research priorities, and ensure complementarity with existing programmes and data collection efforts.

The research examines the employment situation of IDPs in Vinnytsia, analysing their skills, livelihood strategies, access to support services, and barriers to employment. These insights can inform the design of employment support initiatives, adjustments to existing programs, and more evidence-based resource allocation. By mapping the roles of local institutions

<sup>1</sup> This data is available [here](#).

<sup>2</sup> [According to the 'Resilience at Work' IOM thematic brief from October 2025](#), 50% of working-age IDPs were employed, compared to 59% of the non-displaced population. The share of self-employed individuals or family business owners was 7% and 12%, respectively. [According to the 'Oblast Profiles' IOM report based on the General Population Survey from January 2026](#), 17% of internally displaced person households in Vinnytska oblast reported having at least one unemployed working-age individual. In contrast, this figure stood at 6% among the entire population in Vinnytsia, regardless of displacement status.

<sup>3</sup> [According to the 'Oblast Profiles' IOM report based on the General Population Survey from January 2026](#), 24% of IDP households in Vinnytska oblast exhausted their savings in the 30 days leading up to the survey, compared to only 9% of the non-displaced population. Additionally, 43% of IDP households relied on humanitarian assistance, compared to just 18% of non-displaced households.

and service providers, the assessment supports improved coordination and identifies potential gaps in labour market integration efforts.

By grounding the analysis in one urban case, the study enables a detailed examination of how structural labour market challenges translate into everyday constraints and opportunities for IDPs. This area-based approach strengthens the operational relevance of findings while generating lessons that may be transferable to comparable urban contexts. Thus, while focused on a single city using an area-based approach, the findings may reveal broader trends applicable to IDP employment challenges in other Ukrainian mid-sized towns or nationwide, offering a reference point for future assessments and multi-stakeholder collaboration.

### 3. Methodology

#### 3.1 Methodology overview

This assessment employs a mixed-methods design combining quantitative and qualitative approaches to examine IDP employment experiences and labour market integration in Vinnytsia. Quantitative approach is designed to capture the widespread employment outcomes across the IDP population, while a qualitative survey will provide deeper insights into these trends based on individual experiences, institutional perspectives, and systemic barriers.

*The quantitative component* consists of a structured survey with 400 adult IDPs (18-59 years), using quota sampling based on gender and age to ensure adequate representation across key demographic groups. The survey serves as a profiling tool, capturing employment status, skills, livelihood strategies, income sources, and access to support mechanisms. Data will primarily be collected through face-to-face interviews at designated locations in Vinnytsia. Phone interviews may also be conducted if partners provide contact details for IDPs.

*The qualitative component* provides in-depth insights into employment pathways, barriers, and institutional dynamics through three complementary methods:

- In-depth interviews with 10-20 IDPs, selected purposively to capture diverse employment trajectories, vulnerability profiles, and experiences of interacting with support mechanisms.
- Focus group discussions with reskilling providers and case management actors (6-8 participants each), exploring programme delivery, efficiency of these activities, and coordination challenges.
- Optional, subject to respondent availability, interviews with employers (3-5 interviews) to understand hiring practices, labour demand, and perspectives on IDP employment.

Where FGDs are not feasible, key informant interviews will be conducted with the same categories of stakeholders, covering identical thematic areas.

The methodology draws on user experience research principles to understand not only employment outcomes but the processes, turning points, and contextual factors that shape labour market integration over time, interviewing a wide variety of IDP categories at the intersection of vulnerabilities and life trajectories. Primary data will be triangulated with secondary sources, including Employment Centre statistics and IOM/UNHCR dashboards, to provide a comprehensive and indicative understanding of IDP employment dynamics in Vinnytsia. While the design is context-specific and exploratory, findings may reveal patterns and trends relevant to other mid-sized Ukrainian cities facing similar integration challenges, as well as nationwide trends manifesting on the local level.

**Table 1. Research questions disclosure through the use of various research methods.**

Research question	Quantitative survey	IDIs	FGDs/ KIIs
What strategies do IDPs use to find employment and secure their livelihoods?	+	+	-
What are the key structural, institutional, and individual barriers affecting IDPs' access to employment in the labour market?	+	+	+

How do state and non-state employment support programs and initiatives function in practice for IDPs in terms of accessibility, delivery, and effectiveness?	+	+	+
How are employment support initiatives for IDPs institutionally organised and coordinated at the local level, and what internal capacities and constraints shape their functioning in practice?	-	+	+
What are the professional and skills profiles of IDPs in Vinnytsia, and how do they align with local labour market demand?	+	+	+

#### Key definitions relevant to the research:

**Internally displaced person (IDP)** – is a citizen of Ukraine, a foreigner, or a stateless person legally residing in Ukraine who has been forced to leave their place of habitual residence as a result of or to avoid the effects of armed conflict, or temporary occupation. For the purposes of this assessment, the primary criterion for identifying IDPs is based on de facto forced displacement, irrespective of official registration status, and includes those displaced since 2014.

**Livelihoods** refer to the financial capacity of IDPs to meet their monetary-dependent needs through employment and economic security<sup>4</sup>.

**Labour market participation** refers to engaging in the labour market by either by working (employment) or by seeking work (unemployment), to supply labour for the production of goods and services<sup>5</sup>.

**Employment (occupation) categories** are collected in accordance with the Ukrainian National Classifier of Occupations (DK 003:2010 'Classifier of Professions')<sup>6</sup>, the official national standard for classifying jobs and professions in Ukraine. The classifier is adapted to national realities, including Ukrainian job titles, labour market conditions, and legal requirements<sup>7</sup>, and is structurally based on the International Standard Classification of Occupations (ISCO-88), with ongoing efforts to align it with the updated ISCO-08<sup>8</sup>. Occupations are organised into a hierarchical structure comprising major groups, sub-major groups, minor groups, and unit groups, as maintained by the Ministry of Economy of Ukraine.

**Educational attainment** is measured in accordance with the International Standard Classification of Education (ISCED 2011)<sup>9</sup>, the globally agreed framework developed by UNESCO, which classifies the highest level of education completed by

<sup>4</sup> IOM and REACH Initiative (2025) [Measuring Progress Towards Durable Solutions to Internal Displacement in Ukraine: Synthesis Report on a Joint Analytical Framework](#). January 2025.

<sup>5</sup> International Labour Organization. (n.d.). [Labour force participation rate](#). ILOSTAT.

<sup>6</sup> [National Classifier of Ukraine DK 003:2010 "Classifier of Professions"](#). Approved by Order of the State Committee of Ukraine for Technical Regulation and Consumer Policy No. 327 dated 28.07.2010 (as amended, current as of 2024-2025)

<sup>7</sup> Ministry of Economy of Ukraine. [User Guide to the Classifier of Professions](#) (DK 003:2010).

<sup>8</sup> Confederation of Builders of Ukraine. ["Update of the Classifier of Professions in Accordance with International Standards"](#) (February 2025 conference on alignment with ISCO-08).

<sup>9</sup> UNESCO Institute for Statistics. [International Standard Classification of Education \(ISCED 2011\)](#). Montreal: UNESCO Institute for Statistics, 2012.

respondents into internationally comparable levels. For the purposes of this assessment, respondents will be classified according to the following ISCED levels: no education (ISCED 0), primary education (ISCED 1), lower secondary education (ISCED 2), upper secondary education (ISCED 3), post-secondary non-tertiary education (ISCED 4), short-cycle tertiary education (ISCED 5), bachelor's or equivalent (ISCED 6), master's or equivalent (ISCED 7), and doctoral or equivalent (ISCED 8).

**Upskilling** refers to the process of acquiring new or enhancing existing skills to improve performance in one's current role or advance within the same field, while **reskilling** involves learning entirely new skills to transition to a different job, role, or industry, often in response to technological change or job displacement<sup>10</sup>.

### **3.2 Location of interest**

Vinnytsia was selected as the research location based on preliminary desk research and its alignment with a set of predefined analytical and operational criteria:

#### **1. Sufficient scale of the urban population and IDP presence**

Vinnytsia is a mid-sized city with an estimated population of 402,830 people in the Vinnytsia urban hromada<sup>11</sup>. The IDP population in Vinnytsia urban hromada is estimated at 46,120 individuals<sup>11</sup>, representing approximately 11% of the total population. This provides a sufficiently large and analytically meaningful IDP population for city-level analysis.

#### **2. Security conditions and relevance for durable solutions planning**

In addition to enabling safe fieldwork implementation, Vinnytsia's security context supports more predictable planning related to durable solutions. The relatively low frequency of security incidents<sup>12</sup> and the city's distance from the front line create conditions in which longer-term settlement, labour market integration, and access to services can be meaningfully examined. Cities with larger IDP populations located closer to the front line, such as Kharkiv or Dnipro, were therefore not prioritised, as higher security volatility limits the feasibility of analysing pathways related to durable solutions.

#### **3. Presence of a functioning but constrained local labour market**

The city features a sufficiently developed and diversified labour market, including a growing IT sector<sup>13</sup> and relocated businesses<sup>14</sup>, alongside established support infrastructure for IDP integration. At the same time, unlike larger urban centres such as Kyiv or Lviv—where stronger economies and wider access to remote work partially mitigate integration challenges—Vinnytsia offers a context in which barriers to formal employment remain visible, and local capacities for labour market integration are more limited in scale. As such, the city offers a policy-relevant case, with findings expected to generate actionable insights for local stakeholders and inform broader policy discussions applicable to other urban contexts.

### **3.3 Secondary data review**

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<sup>10</sup> World Economic Forum, [The Future of Jobs Report 2025](#), Section 3.3

<sup>11</sup> As of January 2023, based on data from the [Vinnytsia City Council](#).

<sup>12</sup> [ACLEDA data](#) for 2025 (January 1 - December 31, 2025) showed a total of 12 drone/air attacks on Vinnytska oblast, including 3 incidents of violence against civilians, 6 attacks on residential infrastructure, and 5 attacks on energy infrastructure.

<sup>13</sup> According to the [Kyiv Global Government Technology Centre](#), Vinnytsia is one of the top five cities in Ukraine for total net income declared by IT companies, accounting for 3.4% of the country's total income. Additionally, Vinnytsia hosts 14 of the 50 largest IT company offices in Ukraine.

<sup>14</sup> [According to Maksym Martyanov, director of the city council's department of economy and investment, speaking to Suspilne Media](#), over the three years of full-scale invasion, more than 400 enterprises have relocated to Vinnytsia, creating over two thousand new jobs.

To inform the research methodology, a secondary data review was conducted to assess IDP employment integration challenges, labour market dynamics, and existing support mechanisms (Table 2).

**Table 2. Use of secondary data sources and their application in research design.**

Secondary source	Purpose of the source
<a href="#">IOM, KSE. IDPs Employment and Labour Market Challenges Analysis, March-April 2023</a>	<ul style="list-style-type: none"> <li>Contextual understanding of IDP demographics, employment status, and displacement patterns</li> </ul>
<ul style="list-style-type: none"> <li><a href="#">IOM. Registered IDPs Dashboard</a></li> <li><a href="#">IOM. Resilience at Work. October 2025</a></li> <li><a href="#">IOM. Oblast Profiles. January 2026</a></li> </ul>	<ul style="list-style-type: none"> <li>Regional distribution of employment indicators</li> <li>Inform sampling design (age, gender and employment quotas)</li> </ul>
<a href="#">IMPACT Initiatives, IOM. Measuring Progress Towards Durable Solutions to Internal Displacement in Ukraine, January 2025</a>	<ul style="list-style-type: none"> <li>Inform appropriateness of methodology (durable solutions framework)</li> <li>Key definitions related to employment and livelihoods integration</li> </ul>
<a href="#">IOM. Employment, Mobility and Labour Market Dynamics in Ukraine, November 2024</a>	<ul style="list-style-type: none"> <li>Contextual understanding of how displacement and mobility shape employment opportunities</li> <li>Verify/triangulate primary data and findings</li> </ul>
<a href="#">The World Bank. Monitoring the Living Conditions in Ukraine, Autumn 2025</a>	<ul style="list-style-type: none"> <li>Contextual understanding of IDP employment aspects</li> <li>Verify/triangulate primary data and findings</li> </ul>
<ul style="list-style-type: none"> <li><a href="#">KSE. Ukraine Human Capital Chartbook, May 2025</a></li> <li><a href="#">State Employment Service of Ukraine, Helvetas Swiss Intercooperation. Labor Market Assessment 2024–2025: Business Demand, Challenges, Strategy for Impact. 2025</a></li> </ul>	<ul style="list-style-type: none"> <li>Contextual understanding of labour market statistics, employment trends, and demographic changes</li> </ul>
<a href="#">KSE. Ukraine Macroeconomic Handbook, October 2025</a>	<ul style="list-style-type: none"> <li>Contextual understanding of wages, unemployment trends, and structural labour shortages</li> <li>Inform questionnaire design (labour market sections)</li> </ul>
<a href="#">Employment Centre. Key labour market trends in January-November 2025</a>	<ul style="list-style-type: none"> <li>Contextual understanding of employment support programs (vouchers, employer compensation)</li> <li>Inform sampling design (employment support experience quotas)</li> </ul>
<a href="#">Employment Centre. Statistical information of the Employment Service</a>	<ul style="list-style-type: none"> <li>Regional distribution of employment indicators</li> <li>Inform sampling design and city selection criteria</li> </ul>
<a href="#">State Employment Centre Regional Dashboard</a>	<ul style="list-style-type: none"> <li>Regional labour market data</li> <li>Verify/triangulate primary data and findings</li> </ul>
<a href="#">NRC, SSS, CARE. Bridging the Gaps: Ensuring a Human-Centred Recovery for Internally Displaced People in Ukraine, July 2025</a>	<ul style="list-style-type: none"> <li>Contextual understanding of IDP livelihoods deficits and employment gaps</li> <li>Identify information gaps</li> <li>Inform questionnaire design (vulnerability indicators)</li> </ul>

<a href="#">NRC, Scruples Research. Youth Needs Assessment: Nine Oblasts in Ukraine, March 2025</a>	<ul style="list-style-type: none"> <li>• Contextual understanding of youth (18-35) education-to-employment transitions</li> </ul>
<a href="#">HPG, IMPACT Initiatives. Making Vulnerability Analysis Useful for Humanitarian Response, January 2025</a>	<ul style="list-style-type: none"> <li>• Inform appropriateness of methodology (vulnerability conceptualisation)</li> </ul>
<ul style="list-style-type: none"> <li>• <a href="#">IMPACT Initiatives. IDP Profiling in Chervonohradka hromada (Lvivska oblast), March 2024</a></li> <li>• <a href="#">IMPACT Initiatives. IDP Profiling in Chuhuiivka hromada (Kharkivska oblast), June 2024</a></li> <li>• <a href="#">IMPACT Initiatives. IDP Profiling in Pavlohradka hromada (Dnipropetrovska oblast), March 2024</a></li> <li>• <a href="#">IMPACT Initiatives. IDP Profiling in Borodianska hromada (Kyivska oblast), August 2024</a></li> </ul>	<ul style="list-style-type: none"> <li>• Contextual understanding of local employment and livelihood patterns</li> <li>• Inform questionnaire design</li> <li>• Verify/triangulate primary data and findings</li> </ul>
<ul style="list-style-type: none"> <li>• <a href="#">Mercy Corps. Ukraine 2024 Annual Report</a></li> <li>• <a href="#">Skills Alliance for Ukraine. 3rd Mapping of Upskilling and Vocational Education and Training Initiatives, January 2026.</a></li> </ul>	<ul style="list-style-type: none"> <li>• Contextual understanding of small business support programs, entrepreneurship grants, training and employment support programs</li> <li>• Inform questionnaire design (self-employment/business, training and employment support questions)</li> </ul>

### 3.4 Primary Data Collection

**Quantitative Survey Tool:** A structured quantitative survey will be conducted with IDPs residing in Vinnytsia city. The survey tool is designed to capture key profiling variables, including employment status, occupational background, skills, livelihood strategies, income sources, displacement history, and access to employment support mechanisms. The questionnaire will be administered by trained enumerators and is designed to balance analytical depth with respondent burden.

#### Sampling:

*Rationale of the sampling method:* Due to the absence of a complete and accessible sampling frame for IDPs in Vinnytsia, the use of probability sampling methods was not feasible. Consequently, a quota-based sampling approach was employed, drawing on the best available data to align with the gender and age characteristics of the target population. As such, the sample constructed is classified as non-probability, and the findings obtained from this sample should not be considered statistically representative.

*Survey coverage and eligibility criteria:* The quantitative survey will cover 400 adult IDPs residing in Vinnytsia. Eligible respondents include adult IDPs of working age (18-59 years old) who have been displaced since 2014 and have been residing in Vinnytsia for at least three months, including de facto IDPs without official registration.

*Field implementation and respondent selection:* Enumerators will recruit respondents across a diversified set of location types where IDPs are known to concentrate, including the regional Employment Centre, IDP service hubs and NGO service delivery points, vocational training centres, municipal social protection offices, as well as neutral public spaces such as markets, parks, and public transport stops. Where feasible, specific recruitment points within each location type will be identified prior to data collection through consultations with local authorities, NGO partners, and field enumerators, drawing on their knowledge of IDP movement patterns and congregation points in Vinnytsia. Enumerator locations will be selected to maximise sample diversity and to ensure coverage across different residential areas and displacement profiles where possible. Final site selection will additionally incorporate safety and security considerations, with all data collection locations assessed and approved in accordance with ACTED's internal security management protocols prior to fieldwork commencement. An online recruitment channel may also be employed as a supplementary option. Consent forms capturing

key quota variables, age and gender, will be distributed through partner networks for pre-screening purposes, with eligible respondents subsequently contacted for phone interviews.

To minimise enumerator selection bias, enumerators will be explicitly instructed not to approach individuals based on perceived approachability or assumed willingness to participate, and will instead apply a fixed directional rule at each site, such as approaching every *n*th person passing a defined point or the next person to enter a waiting area. The distribution across location types will be monitored throughout data collection, and adjustments will be made if any single setting becomes disproportionately dominant in the sample.

If a recruited respondent becomes unavailable after initial consent, withdraws mid-survey, or is found to be ineligible following recruitment, the enumerator will apply the same site-based selection rule to identify a replacement who meets the same quota cell (age group and gender). Replacements will be sought at the same recruitment location where possible. Recruitment locations will be monitored throughout data collection, and enumerator allocation adjusted to address emerging quota gaps. Where male respondents are underrepresented, recruitment efforts will prioritise men proportionally across age groups rather than accepting any available male respondents. In this case, more women will be added to reach the total number of 400 respondents, proportionate to their age quota. Given the limited availability of detailed gender- and age-disaggregated data on the IDP population in Vinnytsia, deviations of 2–7% from target quotas are considered acceptable.

*Quota:* The distribution of respondents will be guided by age and gender quotas. Respondents will be divided into three age groups: youth (18-30 years), middle age (31-50 years), and pre-retirement (51-60 years). Based on recalculations using data from the IOM dashboard capturing registered IDPs<sup>15</sup>, the age and gender quotas will be allocated as follows (Table 3): women – 67%, men – 33%; 18-30 years – 22%, 31-50 years – 58%, and 51-59 years – 20%.

*Quota limitations:* In the absence of sufficiently granular age-disaggregated data, the 21+ age group was used as a proxy for the 18+ population, whereas 60 years was effectively treated as equivalent to 59. In addition, the source data is aggregated at the rayon level, while quotas are applied at the settlement level. Finally, quota benchmarks are derived from post-2022 IDP registration records, while the survey sample includes both unregistered IDPs and IDPs who relocated prior to 2022.

**Table 3. Quota distribution of respondents by age and gender.**

Age group	Female %	Male %	Total %	Female N	Male N	Total N
18-30	14%	9%	22%	54	36	90
31-50	40%	18%	58%	160	70	230
51-59	13%	6%	20%	54	26	80
<b>Total</b>	<b>67%</b>	<b>33%</b>	<b>100%</b>	<b>268</b>	<b>132</b>	<b>400</b>

*Variables to monitor during respondent recruitment:* To avoid recruiting an excessive number of unemployed individuals during regular working hours, employment rates will be closely monitored. The aim is to recruit approximately 50-65%<sup>16</sup> of respondents who are employed, including both those with paid jobs and self-employed individuals.

**Qualitative Survey Tool:** The qualitative component aims to examine how IDPs navigate employment after displacement, with a focus on barriers, coping strategies, and the effectiveness of support mechanisms. It seeks to capture individual employment pathways through in-depth interviews and to explore institutional perspectives via FGDs with service providers. This component will include 10-20 in-depth interviews with IDPs, selected purposively to capture diverse employment

<sup>15</sup> Data is sourced from the [IOM dashboard](#) capturing registered IDPs. The recalculation was done as follows: people aged 0-20 and 61+ were excluded, and the remainder (21-60) was taken as 100%.

<sup>16</sup> There is no data available on the employment status of IDPs in the Vinnytska oblast or the central macro-region. The percentage referenced pertains to national data for IDPs, as reported by the [IOM's "Reliance at Work" report](#), which indicates that, as of October 2025, 57% of IDPs are employed.

trajectories, vulnerability profiles, and experiences with support programs. Two focus group discussions will be conducted with service providers, involving the same pool of actors, including staff from the regional Employment Centre, representatives from vocational training institutions and NGOs, trainers/instructors with experience supporting IDPs, municipal social protection staff, and coordinators from the IDP Council. The first FGD will focus on reskilling and vocational training programs, covering delivery, barriers to participation, skills mismatches, and program outcomes. The second FGD will focus on case management and employment support, exploring approaches to assessment and support, institutional coordination, and factors affecting employment outcomes. If FGDs are not feasible, they may be replaced with KIIs to capture the same topics. Optional employer consultations may also be conducted to capture perspectives on hiring practices, labour demand, and support needs in the local labour market.

**Sampling: For the IDIs component,** a purposive sampling strategy will be applied to ensure variation across IDPs' employment trajectories, experiences with support mechanisms, vulnerability profiles, age, and gender. Interviews will be selected primarily according to employment trajectories, with other characteristics monitored flexibly to ensure diversity. The assessment will conduct 10-20 semi-structured interviews. If all diversity criteria are adequately met with 10 respondents, the sample will be limited to 10. Best efforts will be made to meet all quotas; however, given the diversity of quota criteria, the final distribution of interviews per quota may involve adjustments based on feasibility and data saturation. The core employment trajectories and suggested interview ranges are (Table 4):

**Table 4. Quota distribution of respondents by different employment trajectories**

Profile / Employment trajectory	Description	Target number
<b>Employed IDPs</b>	Employed in the current city, in a previous or new occupation. Must include those who underwent reskilling/upskilling before or after securing employment.	3-6
<b>Long-term unemployed</b>	Actively seeking employment for more than 3 months, facing barriers to labour market entry (e.g., lack of local networks, skills mismatch, childcare responsibilities, age discrimination, inadequate language proficiency, documentation issues).	3-6
<b>Self-employed/ small business owners</b>	Started own business or self-employment after displacement. Must include both those who used and not used external support (e.g., grants, business training, microloans).	2-4

*Note: Current students (vocational schools, universities) are excluded from the sample to focus on individuals actively navigating the labour market rather than those still in education-to-employment transitions.*

Diversity criteria (monitored across employment trajectory quotas):

1. Gender:
  - 6-8 women, 2-4 men (reflecting approximate 67%/33% IDP gender distribution)
2. Age:
  - At least 2-3 IDPs aged 50-59; to study age-related barriers
  - 1-2 youth IDPs (18-30 years) only if not currently enrolled as full-time students; to focus on early labour market entrants post-education

- Remainder (6-7 IDPs): 31-49 years
3. Care:
- At least 2-3 (not more than 5-6) IDIs with single caregivers of children of any age, or caregivers of older persons or persons with disabilities.
4. Experience with employment support programs:
- *Received support (5-7 people total):*
    - At least 2-3 people who completed reskilling/upskilling programmes (vocational training, professional courses) through State Employment Centre, NGOs, or other providers
      - Of these: at least 1 who secured employment post-training, and at least 1 who remains unemployed despite completing training
    - At least 2-3 people who received other employment support (job matching, career counselling, CV assistance, job fairs, psychological support)
    - At least 1-2 people who received business start-up support (grants, business training, mentorship)
  - *Didn't receive support: 3-5 people.*

**For focus group discussions**, participants will be selected based on their expertise and role in supporting IDP employment. If FGDs are not feasible, KIIs will be carried out with the same categories of stakeholders, covering identical thematic areas.

**FGD 1: Reskilling, Upskilling, and Vocational Training Providers (6-8 participants):** Participants will include staff from the regional Employment Centre (vocational training department), representatives of vocational education and training institutions, NGOs providing reskilling programmes for IDPs, trainers and instructors with experience delivering training to IDPs, and, optionally, a representative of the municipal economic development department. Key themes will cover the design and delivery of reskilling programmes, barriers to IDP participation, skills mismatch, quality and relevance of training, completion rates and post-training employment outcomes, coordination between training providers and employers, and resource and capacity constraints.

**FGD 2: Case Management and Employment Support Services (6-8 participants):** Participants will include staff from the regional Employment Centre (case management and counselling), the coordinator of the IDP Coordination Council, representatives of the municipal social protection department, NGO staff providing employment counselling or case management support to IDPs, psychosocial support providers, and, optionally, legal aid representatives. Key themes will focus on case management approaches, identification and support of vulnerable or hard-to-reach IDP groups, barriers beyond skills (including documentation, housing, childcare, mental health, and discrimination), institutional coordination challenges, effectiveness of referral systems, factors influencing employment outcomes, and resource and capacity constraints.

**Optional Employer Consultations** (3-5 online interviews) may be conducted with representatives of small and medium enterprises, HR managers or recruitment specialists from companies with experience hiring IDPs or current labour demand, representatives of local business associations, and large local employers, where feasible. These consultations will explore employer experiences with hiring IDPs, perceived barriers and incentives, skills demand, recruitment practices, and awareness of government employment support programmes.

**Triangulation:** Primary data will be triangulated with secondary sources, including Employment Centre statistics and IDP dashboards from IOM. Quantitative survey findings will be complemented by qualitative insights from in-depth interviews with IDPs, FGDs with reskilling and case management providers, KIIs with municipal authorities and employers, and optional employer consultations.

Enumerators will participate in a dedicated briefing training before data collection, covering the assessment objectives, survey tools, sampling approach, inclusion criteria, and ethical considerations, including practice exercises and a review of potential field challenges. Regular debriefing sessions will be held throughout the data collection process to review emerging

challenges, clarify questions, and ensure adherence to the methodology. Following data collection, a final debriefing session will be held to discuss initial findings and resolve inconsistencies.

Respondents will be provided with a dedicated phone number at the end of each interview, which they may use to submit complaints or feedback. All complaints received through this channel will be reviewed and addressed by the field supervisor in a timely manner.

Upon completion of the assessment, a validation event will be organised in Vinnytsia to present the findings to key stakeholders, including FGD participants, survey respondents, local authorities, service providers, and other engaged actors. This session will serve to validate results, gather feedback, and facilitate dialogue on implications for program design and coordination. Feedback received during the validation event will inform interpretation and contextualisation of findings, but will not alter the underlying analytical framework.

### **3.5 Data Processing & Analysis**

All primary data will be collected using Kobo Toolbox within the IMPACT Global Kobo account. During data collection, the Database Officer will perform daily data downloads, review entries for completeness and consistency, and identify any irregularities or missing responses. “Other” responses will be translated, recoded as needed, and cross-checked with related questions and enumerator notes. All cleaning steps will be logged by an Assessment Officer following IMPACT’s Minimum Standards Checklist for Data Cleaning and Processing, as well as Data Protection SOPs, ensuring data integrity and adherence to ethical standards. Quantitative data analysis will be conducted according to the Data Analysis Plan, producing frequency tables and disaggregations by key variables such as gender, age, employment status, displacement period, and ISCO occupation categories. Descriptive statistics and comparative analysis across strata will be used to profile IDPs’ employment trajectories, livelihood strategies, and access to support. Qualitative data from semi-structured interviews, FGDs, KIIs, and optional employer consultations will be anonymised, translated, transcribed, coded thematically, and analysed using a structured analytical framework aligned with the research questions. Measures to ensure robust qualitative processing include systematic coding, double-checking transcripts for accuracy, and team review of emerging themes to ensure consistency and minimise bias. Audio recordings will be securely stored on IMPACT’s Global Cloud server and deleted once the transcription is complete. First names and phone numbers of informants will be collected during data collection for logistical purposes but will be deleted following transcription to ensure confidentiality.

### **3.6 Limitations**

- The findings of this assessment should be interpreted as indicative, rather than statistically representative.
- The quantitative component is based on quota sampling and recruitment at pre-identified locations, which may limit coverage of less visible, less mobile, or more socially isolated groups. In particular, achieving the planned gender quotas may be challenging due to the lower presence and accessibility of male respondents in public and service-oriented spaces, combined with broader contextual factors affecting their mobility and availability, potentially resulting in deviations from the target sample structure.
- Although individuals over the age of 60 were excluded from the sample to focus on employment issues within the working-age population, many still participate in the labour market after retirement. This exclusion prevents an exploration of the experiences of those over 60 who are working or unemployed but actively seeking a job.
- The qualitative component relies on purposive sampling to capture key employment trajectories and vulnerability profiles, which supports analytical depth but limits generalisability.
- Every effort will be made to meet the established quotas for qualitative interviews, including increasing the number of interviews if necessary to ensure adequate representation across target groups. However, practical constraints, including respondent availability, willingness to participate, and access to specific profiles, may affect final quota achievement.
- Data collection may also be influenced by security conditions, sensitivity around employment and income, and social desirability bias.

## 4. Data analysis plan

Data Analysis Plan, including all questionnaires, is available upon request.

## 5. Key ethical considerations and related risks

The proposed research design meets/does not meet the following criteria:

<i>The proposed research design...</i>	<b>Yes/ No</b>	<b>Details if no (including mitigation)</b>
... Has been coordinated with relevant stakeholders to <b>avoid unnecessary duplication</b> of data collection efforts?	Yes	
... <b>Respects respondents, their rights and dignity</b> ( <i>specifically by: seeking informed consent, designing length of survey/ discussion while being considerate of participants' time, ensuring accurate reporting of information provided</i> )?	Yes	
... Does not <b>expose data collectors to any risks as a direct result</b> of participation in data collection?	Yes	
... Does not <b>expose respondents / their communities to any risks as a direct result</b> of participation in data collection?	Yes	
... Does not involve <b>collecting information on specific topics, which may be stressful and/ or re-traumatising</b> for research participants (both respondents and data collectors)?	Yes	
... Does not involve <b>data collection with minors</b> i.e. anyone less than 18 years old?	Yes	
... Does not involve <b>data collection with other vulnerable groups</b> e.g. persons with disabilities, victims/ survivors of protection incidents, etc.?	No	Assessment may include vulnerable groups; all data will be collected in compliance with confidentiality principles and voluntary participation. Enumerators will receive specialised training to ensure ethical data collection practices.
... Follows IMPACT SOPs for management of <b>personally identifiable information</b> ?	Yes	

## 6. Roles and responsibilities

<b>Task Description</b>	<b>Responsible</b>	<b>Accountable</b>	<b>Consulted</b>	<b>Informed</b>
Research design	Assessment Officer, Senior Assessment Officer	Senior Assessment Officer	Partners, Assessment Team Lead, HQ	HQ
Supervising data collection	Assessment Officer, Senior Assessment Officer, Field Officer	Senior Assessment Officer	Field Team SOPs	Assessment Team Lead

Data processing (checking, cleaning)	Data Officer	Senior Assessment Officer	Cross-cutting Data Specialist, HQ	HQ
Data analysis	Data Officer and Assessment Officer	Senior Assessment Officer	Cross-cutting Data Specialist, Assessment Team Lead	HQ
Output production	Assessment Officer and Senior Assessment Officer	Senior Assessment Officer	Assessment Team Lead, HQ	HQ
Dissemination	Senior Assessment Officer	Assessment Team Lead	Comms team	Country Director
Monitoring & Evaluation	Assessment Team Lead	Country Director	HQ	HQ
Lessons learned	Senior Assessment Officer	Assessment Team Lead	HQ	Country Director

**Responsible:** the person(s) who executes the task

**Accountable:** the person who validates the completion of the task and is accountable for the final output or milestone

**Consulted:** the person(s) who must be consulted when the task is implemented

**Informed:** the person(s) who need to be informed when the task is completed

## 7. Data Management Plan

Available upon request.

## 8. Monitoring & Evaluation Plan

Available upon request