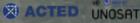
Economic Participation Assessment (EPA) in Chernivetska and Volynska

Securing Women's Economic Empowerment for Recovery and Development (SEED)



















SDR



To understand established sex norms in assessment areas

To identify labour market trends and growth sectors prior to the escalation of hostilities

Semistructured data



31 KIIs with local economic actors

8 FGDs: women, men, IDPs, vulnerable age groups

Structured data



154 surveys with working age population

62 surveys businesses (micro, small, medium, large)

26 surveys of employment centres (ECs)

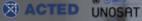












- The escalation of hostilities caused massive disruption
- 4.8m lost jobs (ILO, May)
- MSMEs operating at reduced capacity
- 60% IDPs employed before displacement lost jobs (IOM, July)
- 70% IDPs are female (IOM, Aug)
- Ukraine ranks 81st in *Global Gender Gap Report* (2022)
- MSNA sample: fewer than 10% HHs rank livelihoods as a top 5 priority need

Impact of the escalation of hostilities



On sectors of economy

Sectors with decreased vacancies



On business

Challenges faced by businesses before and after the escalation of hostilities



On working age population

Focusing on women's employment





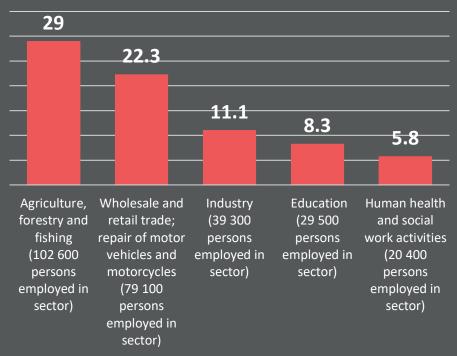


Main sectors of the economy

State Statistics Service of Ukraine

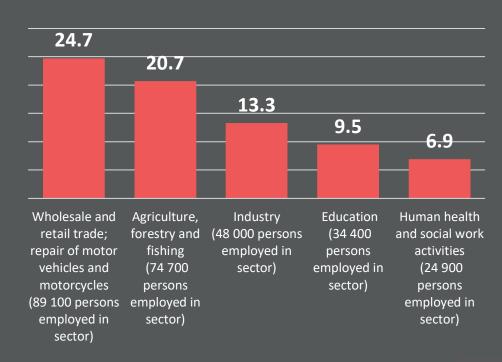
Chernivtsi

% of employed population by economic activities in 2021



Volynska

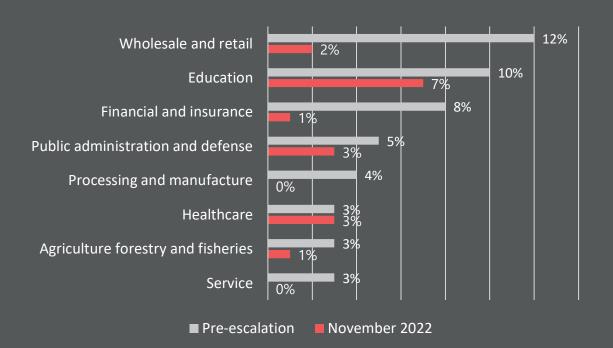
% of employed population by economic activities in 2021







Working age population survey, female respondents



Sectors women worked in before and after the escalation of hostilities

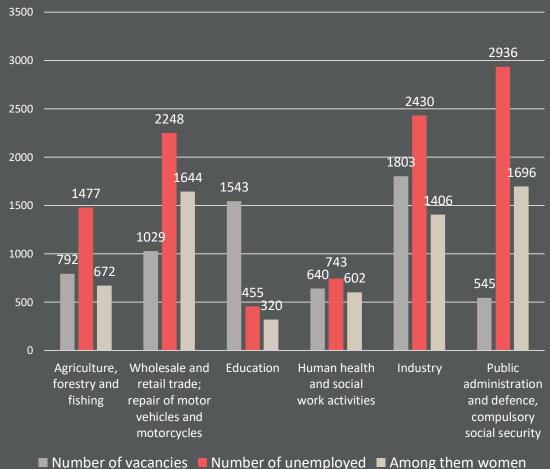
When surveyed in November 2022, Wholesale and retail was the most common response among women when asked about their occupation prior to the escalation of hostilities, while Education was the most common answer at the time of data collection





Ternopilska Khmelnytska Vinnytska Ivano-Frankivska Kitsmanskiy EC Dnistrovskyi s Chernivetskyi Vyzhnytskiy EC. Storozhy-Moldova yzhnytskyj netskiy ÉC Hlybotskiy EC Putylskiy EC Romania 50 Number of registered Oblast boundary Raion boundary iobseekers Ukraine neighbours 2 000 4 000 Data sources Administrative boundaries: OCHA Number of iobseekers and vacancies: State * for the whole of 2022 Employment Service

Vacancies and jobseekers, Chernivetska (2022)



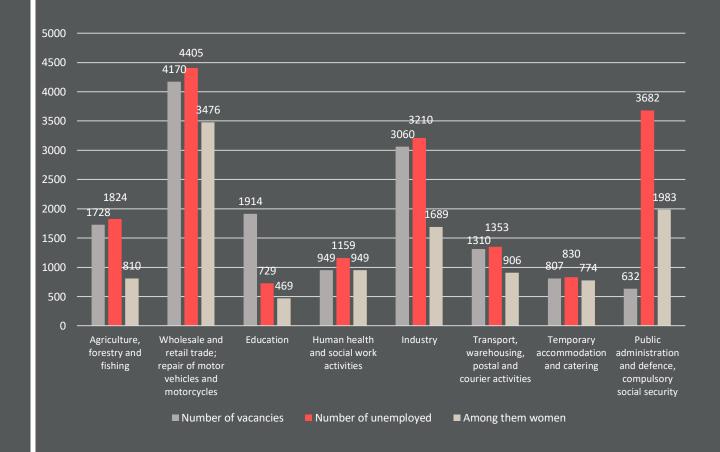






Liubeshivskiy E0 Belarus Ratnivskiy EC 众 Rivnenska Kamin-Kashyrskiy EC oblast Shatskiy EC Kamin-Kashyrskyi Starovyzhivskiy EC Kovelskvi Manevytskiy EC Liubomlskiy EC Kovelskiv EC Turiiskiy EC Lutskyi Volodymyr Rozhyshchenskiy EC Volvnskvi EC Poland Kivertsivskiy EC Volodymyr-Volynskyi Lutskyi EC Novovolunskyi EC Lokachunskyi EC Ivanychivskiy EC Lvivska oblast Horokhivskiv EC Number of registered Oblast boundary iobseekers ' Raion boundary vacancies Ukraine neighbours 2 500 5 000 Data sources Administrative boundaries: OCHA Number of jobseekeps and vacancies: State Employment Service * for the whole of 2022

Vacancies and jobseekers, Volynska (2022)













1. Outflow/lack of (skilled) workers

- Most frequently mentioned issue
- Both Volynska and Chernivetska border EU countries, and many residents typically work abroad

"The main barrier is the lack of labour, 1/3 of the local population works abroad" Village Council KI (Chernivtsi)

2. Fiscal policy/customs

KIs mentioned a high tax burden on business and issues with customs

3. Covid-related disruptions

"The coronavirus epidemic has brought great difficulties - the shutdown of a significant part of small and medium-sized businesses, job cuts" Village Council KI (Chernivtsi)





1. Rising costs/decreasing profits

"Electricity is very expensive in the region, so it is not profitable to open/develop business" KI from Federation of Trade Unions (Chernivtsi)

2. Logistics/transportation

"reorientation of sales markets, logistical issues (change of corridors, trans-exports, blocked borders, queues at the border for two or three weeks)" KI from Chamber of Commerce (Chernivtsi)

3. Reduced demand/economic stagnation

"The needs of the population have changed - they spend less on non-essential goods, save more and spend more on donations." KI from Federation of Trade Unions (Chernivtsi)

4. Outflow/mobilisation of personnel





Chernivetska

- 7.4% of employees of businesses sampled had been mobilised/joined the army since the escalation of hostilities
- A further 3.6% of employees had relocated away from the oblast for other reasons

Volynska

- 9.2% of employees of businesses sampled had been mobilised/joined the army since the escalation of hostilities
- A further 2% had relocated away from the oblast for other reasons





Chernivetska

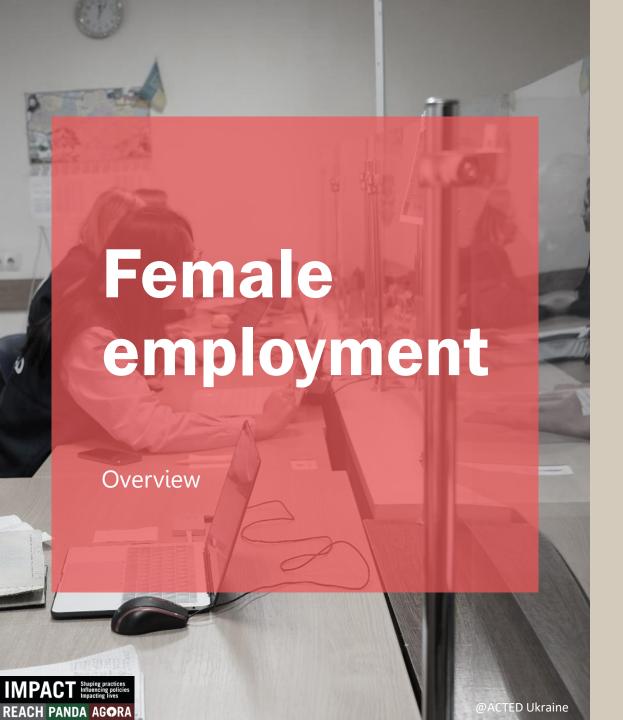
Volynska

Both oblasts have witnessed the arrival of very large numbers of IDPs, alongside the departure of many from the permanent resident population. These two dynamics (inflow and outflow) have to some extent balanced each other out. The following figures are based on population **estimates**:

- Overall population increased by 1.9%
- IDPs represent around 8.2% of population
- Female population shrank from 53% to 52%
- Proportion of women 49 and under decreased, while proportion of women aged 50+ increased

- Overall population increased by 1.5%
- IDPs represent around 5.8% of population
- Female population shrank from 53 to 49%
- Proportion of women 49 and under decreased, while proportion of women aged 50+ increased



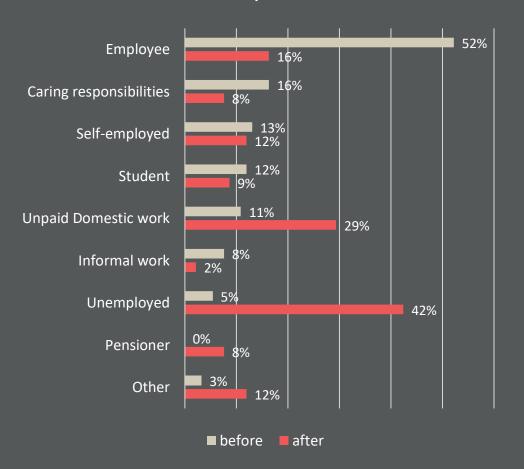


- In both oblasts, unemployment was higher among women than men in 2021
- Of businesses sampled, on average 51% of employees were female in Chernivetska compared with 40% in Volynska
- Employment Centers estimate that while more women than men registered in 2022, fewer found jobs
- According to KIs, women are more likely to suffer with underemployment/poor quality employment
- 95% female-headed households reported reduced household income as a result of the escalation of hostilities compared with 87% male-headed
- MSNA sample in two oblasts: 59% of female-headed HHs reported challenges in obtaining enough money in last 30 days compared with 46% of male-headed HHs





Working age population survey, female respondents

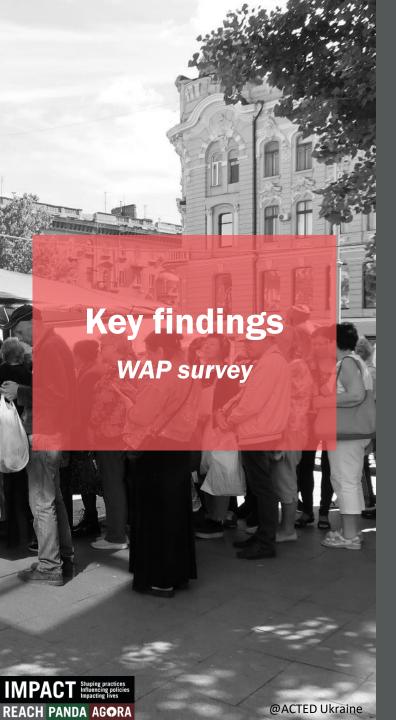


Women's work before and after the escalation of hostilities

When surveyed in November 2022, 'employee' was the most common response among women when asked about their occupation prior to the escalation of hostilities, while the largest share described themselves as 'unemployed' at the time of data collection. Questions were multiple choice so respondents could select more than one answer.







Key findings from the working age population survey, female respondents

- 65% of women interviewed were looking for work (including those already employed), compared with 41% of men
- Top 4 vacancies women reported to be looking for:
 - Online/home-based (11%)
 - Sales (11%)
 - Accounting (7%)
 - Chef (5%)
- 90% of women believed they have the necessary skills for their preferred work
- Only 60% believed their preferred work was available in their area





Barriers to employment for women

Main barriers to employment identified across surveys, FGDs, and KIIs

- 1. Living far from job opportunities, lacking means of transport
- 2. Domestic and caring responsibilities, which have increased as a result of the escalation of hostilities
- Lack of experience/qualifications for available opportunities
- 4. Discriminatory recruitment practices, esp. towards women above a certain age and mothers



100% 90% 80% 48% 70% 60% 33% 50% 40% 30% 49% 41% 20% 10% 0% Volyn oblast **Chernivtsi oblasts** ■ face-to-face ■ distance learning mixed

Type of learning in schools, as of the beginning of the 2022/2023 academic year

Ministry of Education and Science of Ukraine

Access to education

Chernivetska oblast

- Of 388 preschools, 300 are full-time, 42 are mixed, and 23 are distance learning.
- There are 343 secondary schools, of which: 170 – face-to-face, 145 – mixed, 10 – distance learning.

Volynska oblast

- Exclusively online education for children who live in communities within 50km of Belarus. These are Lyubeshivsk, Kamin-Kashirsk, Shatsk and Ratnivsk communities.
- They account for 25% of all educational institutions in the region. In total, there are 1,148 educational institutions in the region.







Main key findings identified across FGDs and KIIs with Business representatives

- Two thirds of interviewed business representatives have positions for which only men are hired
- Potential maternity leave, having children, frequent sick leave were reported as the most common reasons given for refusal of employment faced by FGD participants
- Both IDPs and host communities indicated that they had experienced gender-based discrimination during recruitment/employment
- Both men and women noted discrimination against women in the employment process



Comparing perspectives on barriers to employment for women

Working Age Population

- 1. Location / transport
- 2. Unqualified for available opps
- 3. Domestic responsibilities
- 4. Caring responsibilities

FGDs

- Location / transport
- 2. Sex/age-related discrimination
- 3. Lack of experience
- 4. Childcare

Employment Centers

- 1. High competition
- 2. Lack of opportunities
- 3. Unqualified
- 4. Transport

Local Economic Actors

- Additional childcare / domestic responsibilities
- Gender discrimination: age, motherhood
- 3. Lack of suitable opportunities







Existing socioeconomic support services

- 1. Employment Centers:
 - Unemployment benefits
 - Vocational training or retraining
 - Professional development in educational institutions/enterprises/organizations
 - Career guidance
 - Job search
 - Identifying volunteering and short-term work opportunities
 - Information on starting a business
- 2. Kindergartens (childcare for working parents)
- 3. Financial and in-kind assistance (from government / humanitarian organisations)
- 4. Programme support for women's entrepreneurship from NGOs and international organizations



According to working age population survey and FGDs

- 1. Vocational skills training to increase employment prospects in local area/remote work opportunities
- 2. Childcare support
- 3. Access to information about the labour market and the local economy
- 4. Access to grant programmes, loans for starting a business
- 5. Business skills mentoring and courses on improving financial literacy
- 6. Courses for improving knowledge of a foreign language
- 7. Psychosocial support





Main findings

Sectors

Agriculture has been hit hard although has good potential for recovery

Employment in logistics, transport and warehousing, as well as tourism, seems to be sustaining

Business

Rising costs, decreasing profits, lower demand and the loss of workers have in some cases led to business closures and job losses

Jobseekers

There appears to be higher unemployment among women, prepensioners and IDPs, who have taken on increased unpaid responsibilities since the escalation of hostilities

Employment centers

Users are seeking more information relevant to their situation from ECs, and several reported being offered inappropriate opportunities





Limitations and information gaps

- Limited information on kindergartens and schools
- Our data only indicative
- Single/multiple choice questions
- Apparent inconsistencies between secondary data reflecting different phrasing of questions and different sampling strategies



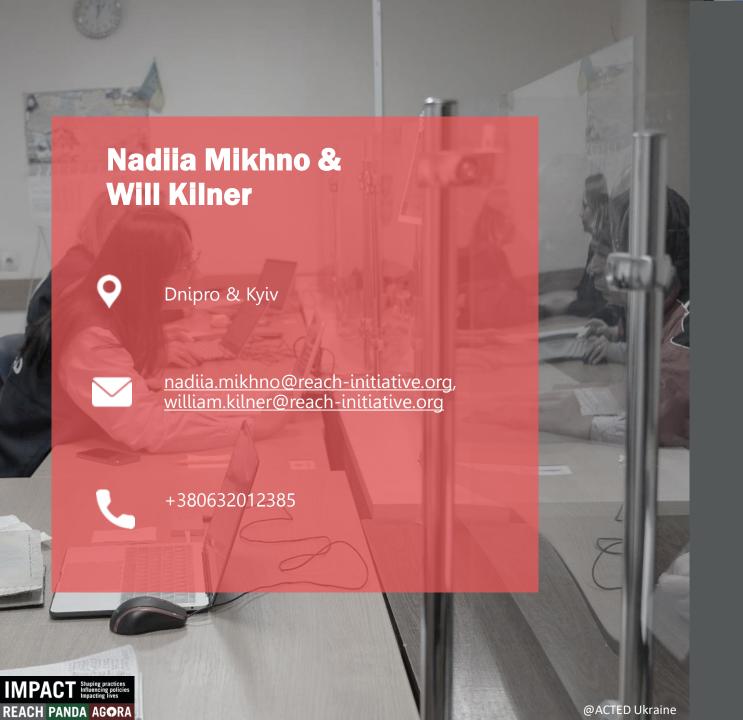


Preliminary recommendations

- Raising awareness about the lack of appropriate transport routes and increased domestic and childcare responsibilities
- Improved access to childcare facilities
- Support employment centres' ability to provide information relevant to jobseekers
- Develop relevant vocational training courses, and to run courses on a regular basis in different locations throughout the oblasts, as well as remotely, to maximise participation







Feedback? Questions?





