



# Rapid Economic Assessment

Chernihiv oblast, June 2023

**REACH**

Informing  
more effective  
humanitarian action

# Context and rationale

- REACH is conducting a series of socioeconomic assessments to provide informational support to Acted's Securing Women's Economic Empowerment and Development (SEED) project
- During this project, Acted and IMPACT will work towards improving economic prosperity for women and the most vulnerable and marginalised people living in Ukraine through: increasing access to financial capital (livelihoods and small business grants, training, and support); increasing access to employment opportunities and skills training (scholarships and material support); improving the ability of jobseekers and entrepreneurs to make informed business/employment decisions (support for Labour Centres, CSOs + Business Advisory Centres, Humanitarian Standards training); and reducing gender- and age-specific barriers to economic participation in conflict and post-conflict environments (daycare grants, and 'Rebuild Ukraine' education and skills campaign).
- In June 2023, the REACH Ukraine socioeconomic team conducted a Rapid Economic Assessment (REA) in the four SEED project areas: Odeska, Mykolaivska, Vinnytska and Chernihivska
- Research objective: to improve information availability on how certain social and economic impacts of the war have contributed to reduced access to livelihoods among women and other marginalised/vulnerable groups, as well as identify gaps in existing labour market support and livelihoods-related social services, so as to inform programming aimed at building sustainable, locally owned and linked-up services for equitable access to agricultural and non-agricultural livelihoods.

# Methodology

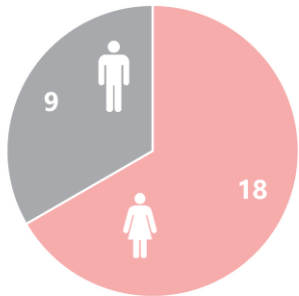
## 01

### 27 structured KI interviews

Local authorities (LA)

Employment centres (EC)

Business management organisations (BMO)

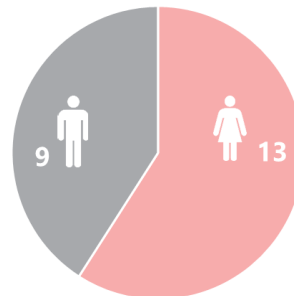


*Gender of KIs for structured interviews*

## 02

### 22 in-depth KI interviews

5 LA representatives, 3 BMOs, 2 Civil Society Organisations (CSOs), 6 International Organisations (IOs), 2 ECs, 1 Technical and Vocational Education and Training Center (TVET), 3 Administrative Service Centers (TSNAPs).



*Gender of KIs for in-depth interviews*

## 03

### 10,296 rows of data scraped from work.ua

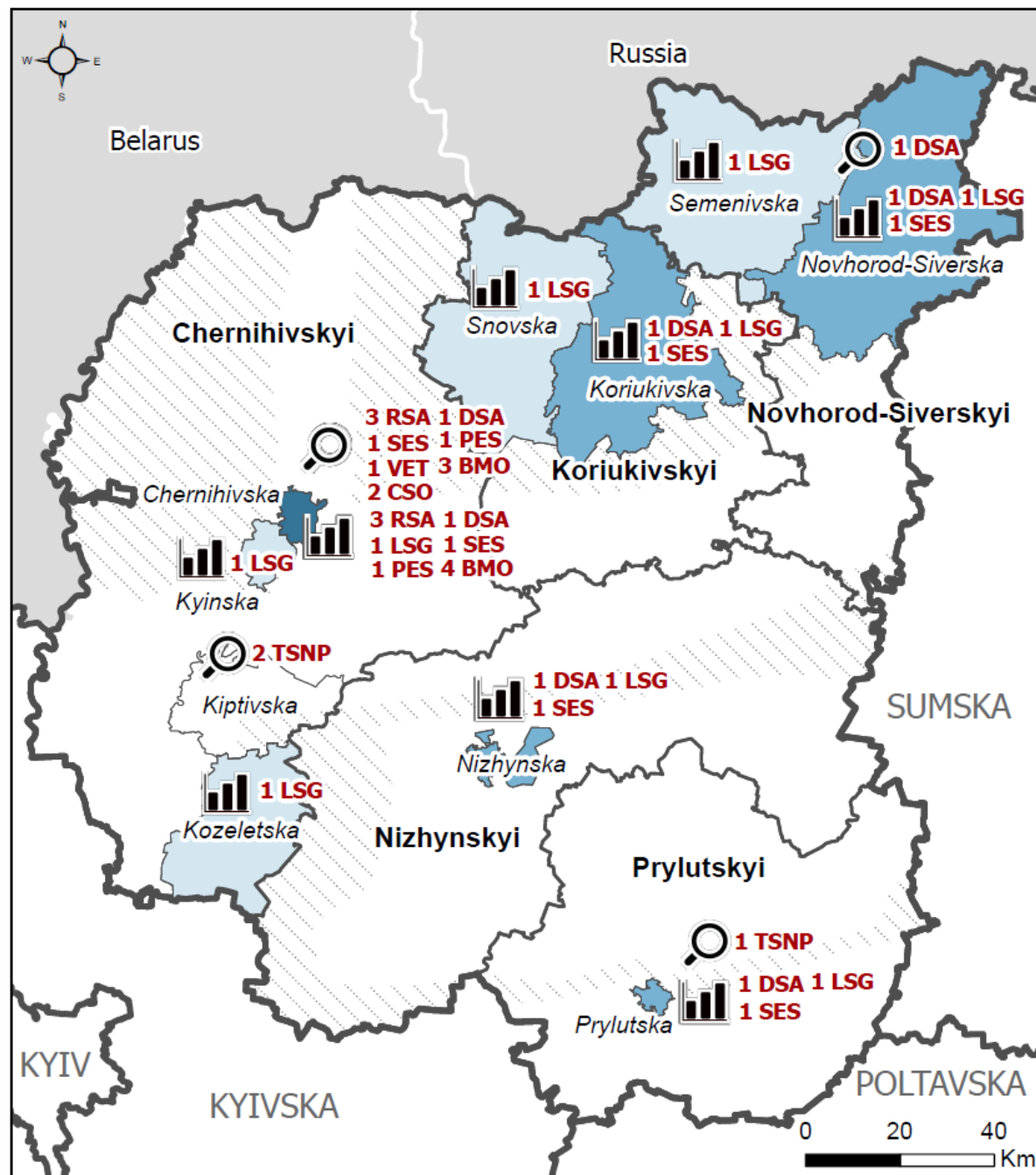
Vacancies and resumes posted by employers and jobseekers in May and June 2023 were scraped in order to have raw data on the supply and demand of labour in the assessment area, allowing for an analysis of labour market dynamics.

Data collection took place 01 - 17 June 2023

# Limitations of assessment

- A limited sample size meant selecting key informants from areas that were determined to be more vulnerable (using livelihoods indicators from REACH Humanitarian Situation Monitoring (HSM) and the 2022 Multi-Sectoral Needs Assessment (MSNA)). As a result, data was collected from key informants in a limited number of hromadas (a small territorial division in Ukraine). As key informants tended to provide data for the situation in their immediate area, the coverage of the findings is mostly limited to where interviews were conducted.
- Some key informant categories, such as banks and Diia.Business (a state-managed center for business support services), were more difficult to recruit. As a result, neither Diia.Business nor banks were interviewed in Chernihiv, limiting the range of responses to some research sub-questions.
- As business representatives and the economically active population will be interviewed in subsequent assessments, this assessment only collected data from local authorities and other relevant stakeholders, who may be concerned with organisational reputation and advocacy agendas, among other things, potentially skewing the findings.
- In light of the data collection methodology and above limitations, results of this assessment should be treated as **indicative** rather than representative.

# Data collection sample



## Type of informants

- RSA** Regional state administration
- DSA** District state administration
- LSG** Local self-government
- SES** State employment service
- PES** Private employment service
- TSNP** Administrative service center
- VET** Technical and Vocational Education and Training center
- BMO** Business management organisation (Chambers of Commerce, Trade Union, etc.)
- CSO** Civil Society Organisation

## Type of data collection

- In-depth interviews
- Structured interviews

## Coverage of structured interviews at the hromada/raion/oblast level

- 11
- 3
- 1

Areas where Government of Ukraine regained control as of 4 July 2023

Data sources  
Administrative boundaries: OCHA  
Areas where GoU regained control as of 4 July 2023 - <https://liveuamap.com/uk>



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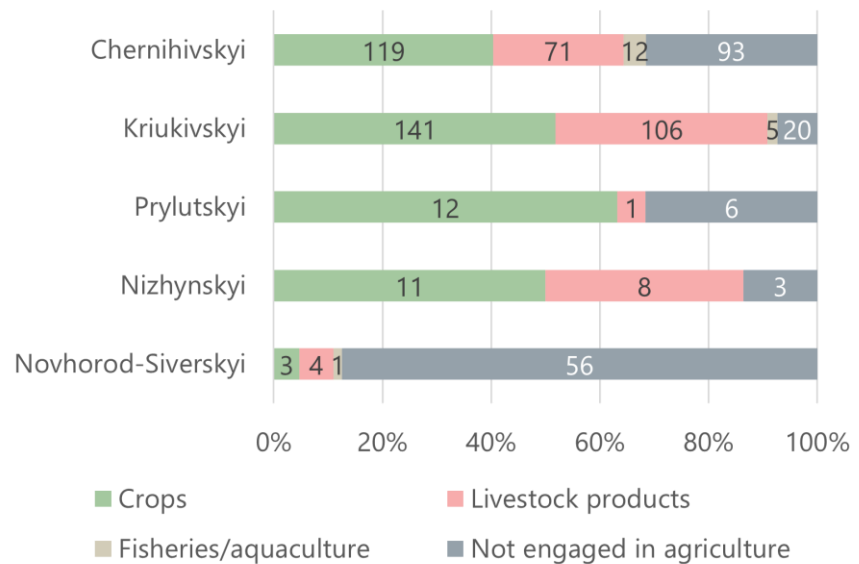


01

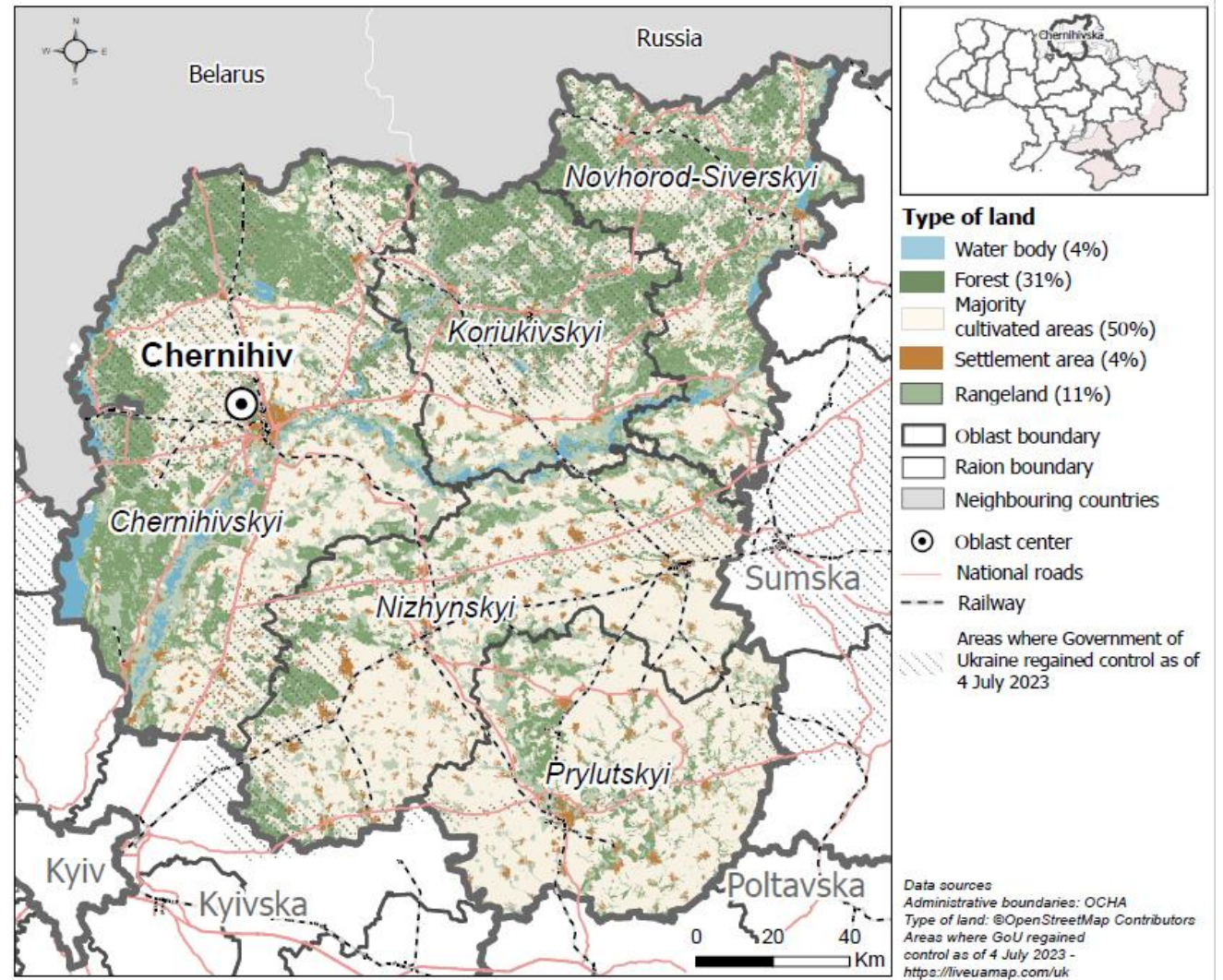
# Barriers and opportunities for economic recovery in Chernihiv oblast

# Chernihiv economy pre-war

Agricultural activities of rural HHs by raion

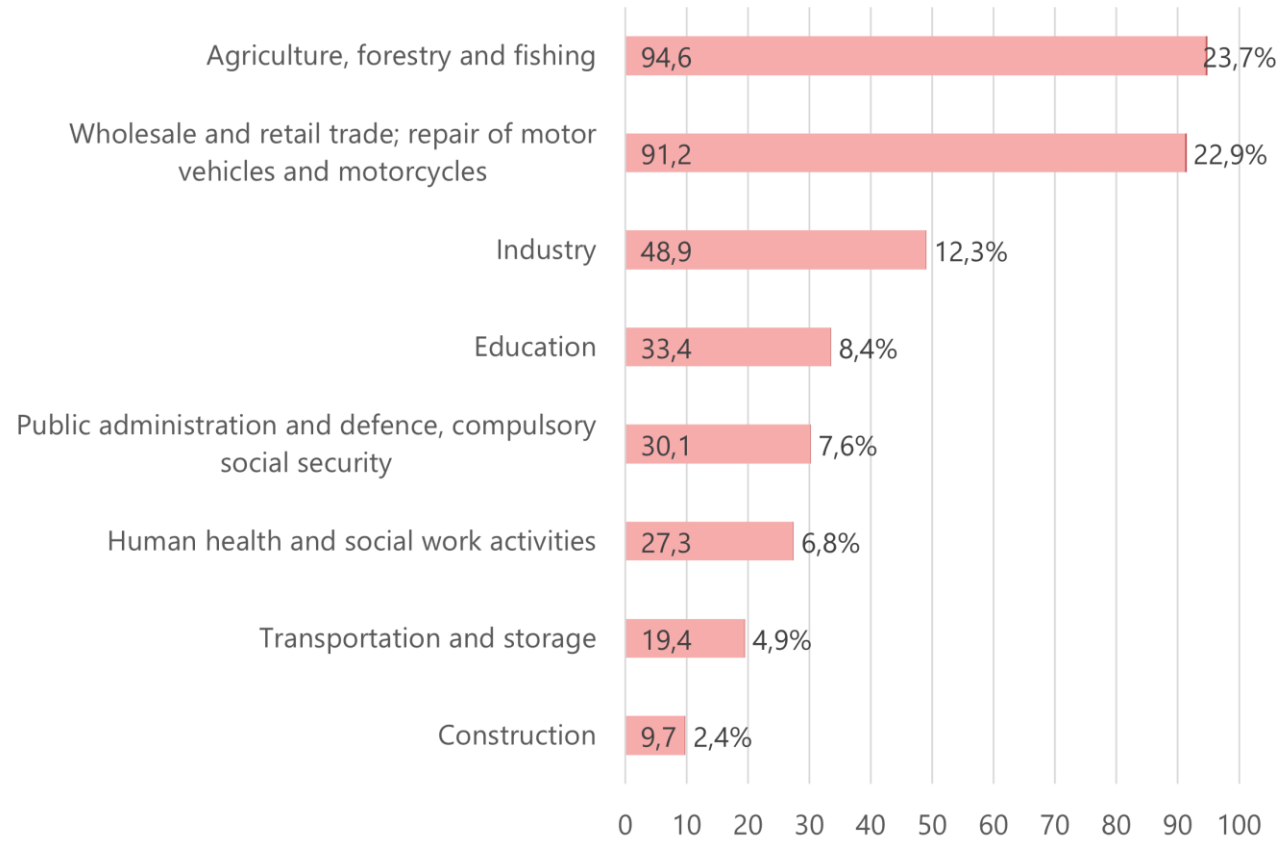


Food and Agricultural Organisation, Ukraine: Impact of the war on agriculture and rural livelihoods in Ukraine, December 2022



# Employment in economic sectors

Employed population (thousands) by sector 2021



State Statistics Service of Ukraine (for 1st Jan 2022)

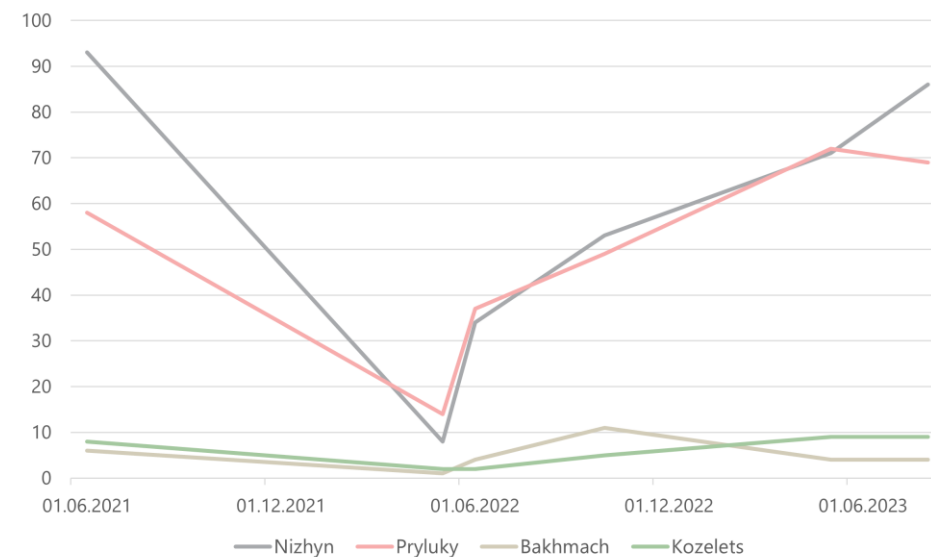
# Labour market dynamics

Vacancies and resumes since July 2021 (work.ua)



- Resumes peaked and vacancies troughed in 2022, reflecting higher levels of unemployment resulting from business closures/relocations/scaling down of operations
- In 2023, vacancies staged a partial recovery, reflecting the partial recovery of business in the area, while resumes dropped back to around pre-war levels, possibly indicating higher levels of employment

Vacancies by location (work.ua)

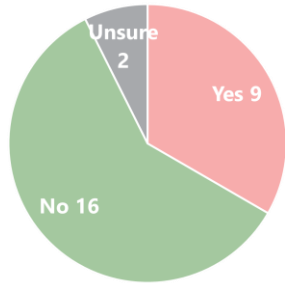


- Vacancies recovered to near pre-war levels in four major centers outside Chernihiv city, and were marginally higher in Pryluky in 2023 compared with 2021

# Impact of war on business

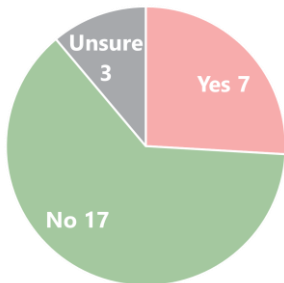
Results from structured survey, n = 27

*Have there been many business closures in the area since Feb 2022?*



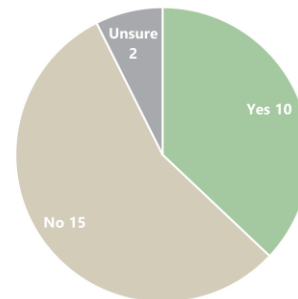
According to KIs, **manufacturing** and **crops production** were worst affected by business closures.

*Have any businesses relocated away from the area since Feb?*



According to KIs, **manufacturing** was the sector worst affected by businesses relocating away from the oblast.

*Have any new businesses opened since Feb 2022?*



According to KIs, **accommodation and food service** activities and **manufacturing** have seen the most businesses open since the outbreak of the war.

# Challenges faced by businesses

## The main difficulties faced by BMO members pre-war (as reported in IDIs with 3 BMOs)

### *Non-agricultural BMOs*

- Member dissatisfaction with the introduction of mandatory use of registrars of settlement operations (RRO)

### *Agricultural BMO*

- Regulatory
  - Lack of tax regulations
  - Land market regulations: *'the purchase conditions on the land market do not contribute to development of small, medium-sized and large farming. Such regulations favour large agroholdings.'* – Agricultural BMO in Chernihiv
- Finance/shared asset availability
- Technological shortcomings in production/processing
- Produce distribution and storage

## The main difficulties faced by BMO members post outbreak of war

### *Non-agricultural BMOs*

- Loss of personnel due to relocation abroad/mobilisation
- Lack of funds to support renewal of business activities

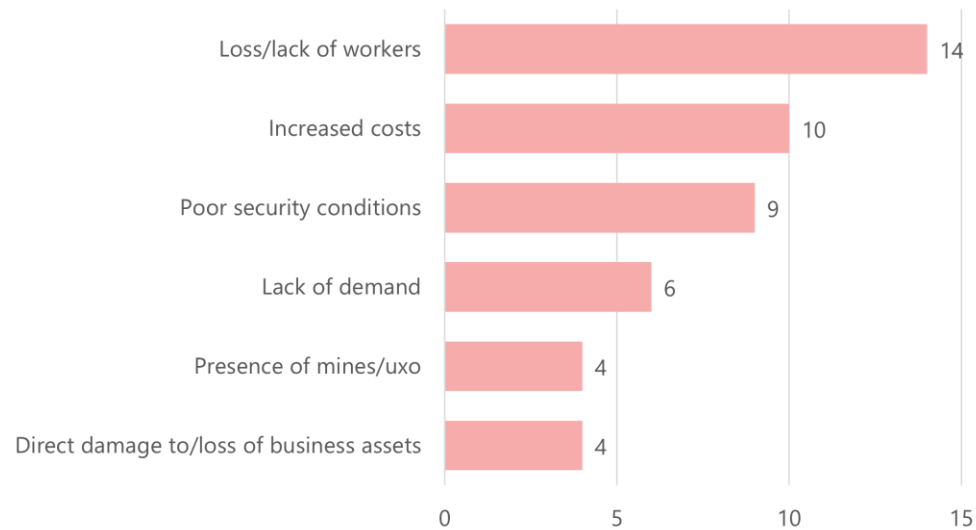
### *Agricultural BMO*

- Increase in the price of agricultural inputs (fertilizers, seeds, machinery, fuel) combined with undervaluing of their products → losses
- Complicated export of products and difficulty accessing new domestic markets

# Challenges faced by businesses since 24 February 2022

Results from structured survey, n = 21, multi-choice questions

## Main challenges faced by local businesses



## Challenges faced by local stores



# Impact of challenges faced by businesses

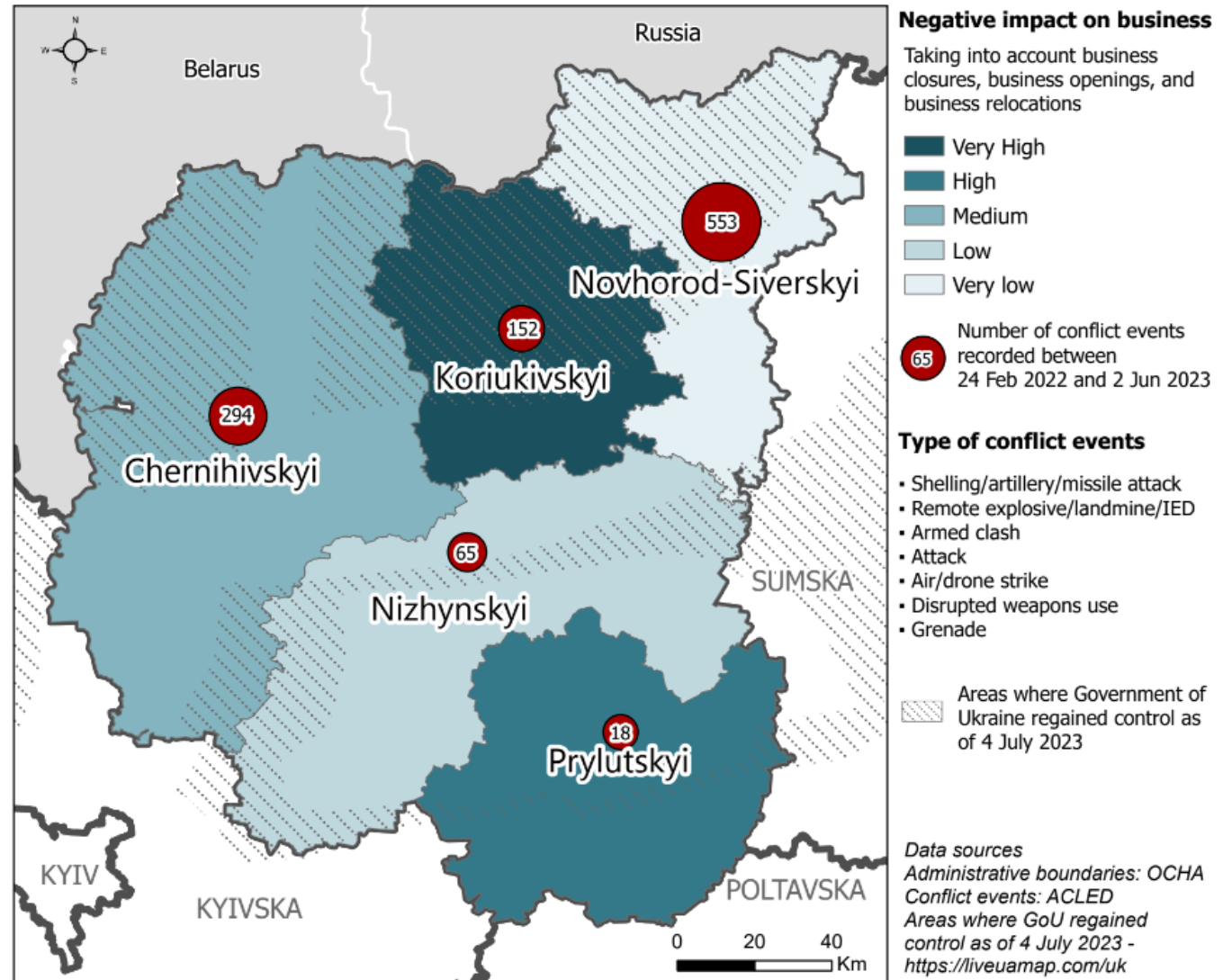
*As reported in IDIs with 3 BMOs*

## Non-agricultural BMOs

- Relocation within the region
- Relocation to another region/country
- Accessing IO grants for business development (these have had a positive impact)
- Accessing IO consultations, e.g. how to advertise

## Agricultural BMO

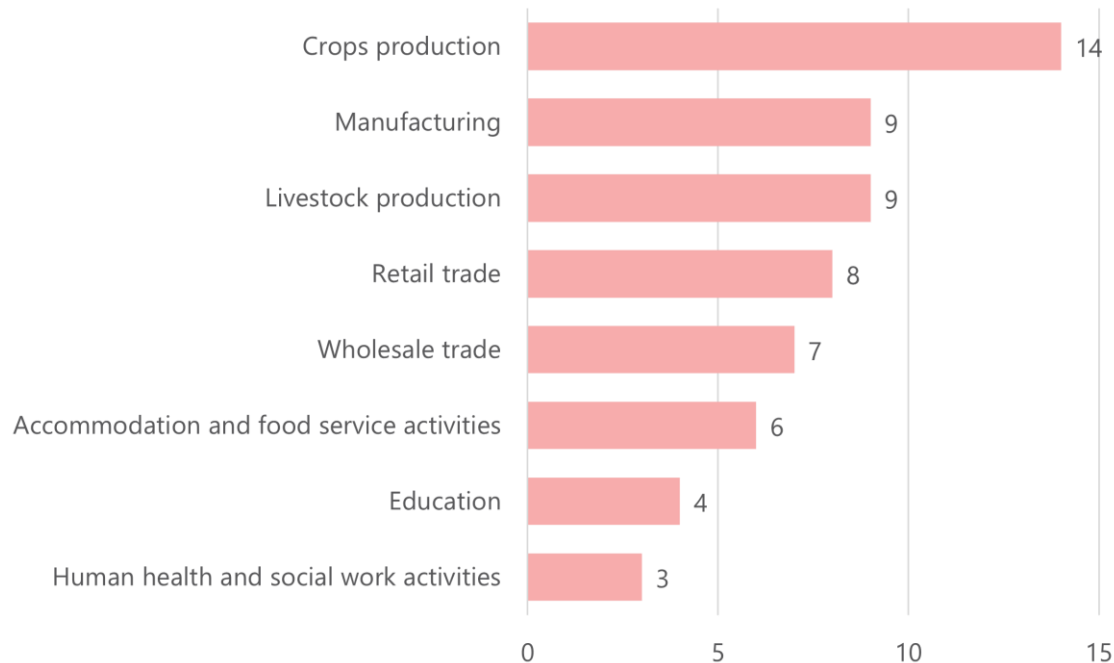
- Scaling down of enterprise, e.g. reducing cultivated area or livestock. It was reported that in 2023, border areas are not cultivated at all.
- Changing type of production / altering rotation of crops in cultivation according to market demands / opportunities for distribution
- Accessing assistance from NGOs in the form of seeds, fertilizers and grain sleeves (small farms)
- Animal husbandry, dairy farming in particular, has suffered due to difficulties in the sale of products, and proximity to conflict-affected areas near border and in the periphery of Chernihiv city (Lukashivka, Ivanivka, Sloboda, Rivnopillia and Kyinka)



# Sectors prioritised for recovery and development

## Sectors prioritised for investment by Local authorities

Results of structured survey, n = 17, multi-choice



Priority measures for recovery and development (as reported in IDIs with 5 LA reps)

- The restoration of housing that was damaged as a result of hostilities (more than 85% of the affected objects in the region were residential). Areas under shelling are not currently being targeted for reconstruction under state programs.
- Demining
- Territorial defence

Person/department responsible for recovery and development plans (as reported in IDIs with 5 LA reps)

- As recipients of funds, local self-government bodies (responsible persons from relevant departments) are generally responsible
- Central authorities = initiators of reconstruction and development projects
- Regional state administrations and district state administrations (via relevant departments) generally act as activity coordinators
- Informants also indicated that some programs can be implemented in cooperation with international organizations, non-profit public organizations, and employment centers

# Business perceptions of LA priorities

*As reported in IDIs with 3 BMOs*

## **Agricultural BMO**

- The proposed reconstruction of road and bridges will have a positive impact on farm business logistics

## **Non-agricultural BMO**

- The reconstruction and restoration of new development zones (they plan to build industrial parks in the communities, there is already one in Mena community) is a positive development for local business
- Currently most businesses need good contacts within the local government. However, they anticipate the establishment of European business model, involving *'further implementation of transparent taxation system, concessionary loans and other opportunities in order to shape our economy according to European standards'* – Non-agricultural BMO, Chernihiv
- Lack of information about government plans



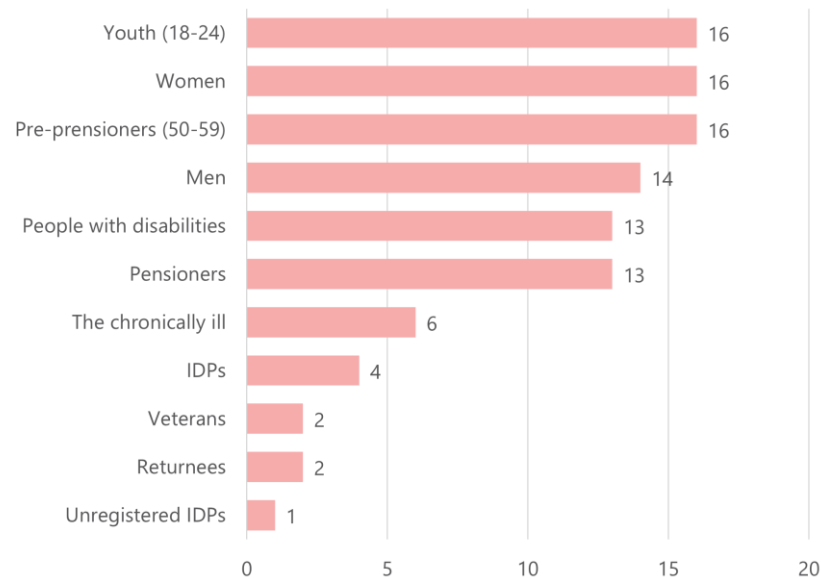
02

# Challenges faced by the economically vulnerable and marginalised

# Economically vulnerable/marginalised populations

## Individuals worst affected by loss of income since Feb 2022

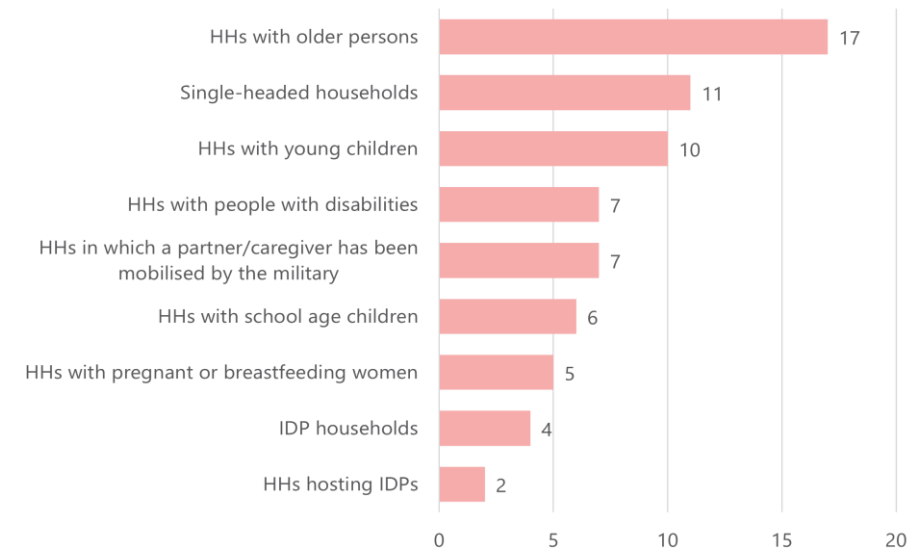
Results of structured survey, n = 23, multi-choice



LA KIs also mentioned the **rural population** and **HHs affected by active hostilities** as vulnerable categories with limited access to livelihoods.

## HHs worst affected by loss of income since Feb 2022

Results of structured survey, n = 23, multi-choice

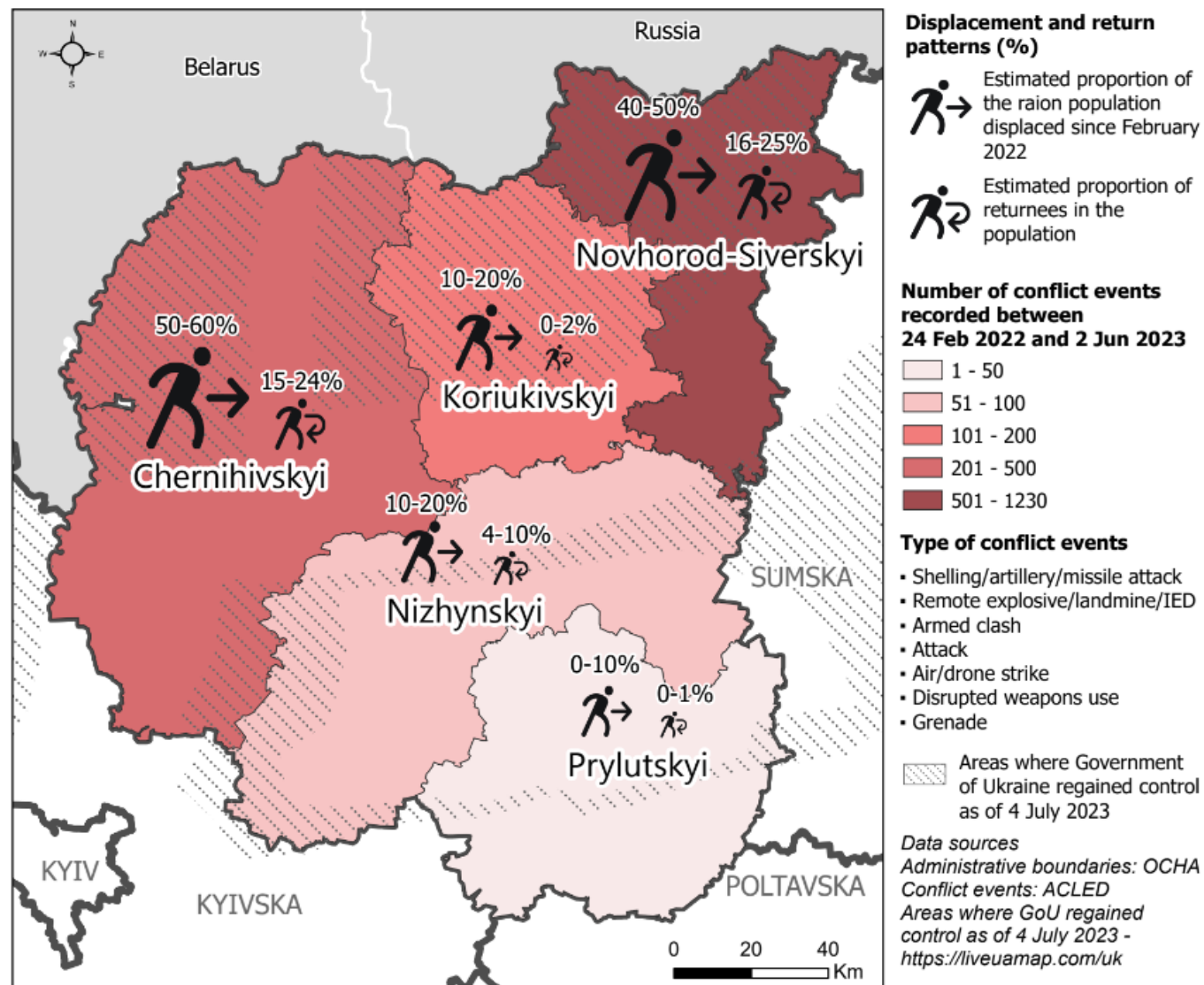
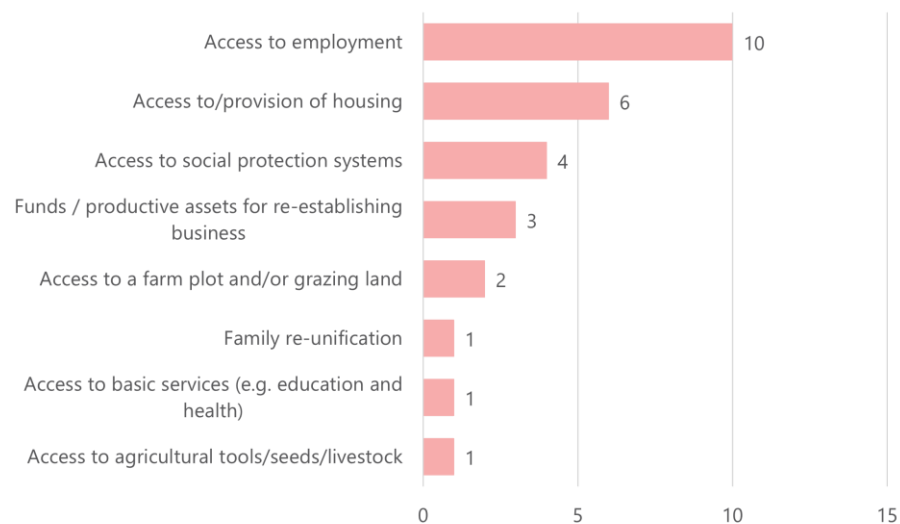


These questions were asked to improve information availability on individuals and households considered to be especially economically vulnerable or marginalized in the assessment area. These categories are not meant to be mutually exclusive. Rather these results reveal characteristics of individuals/households more vulnerable to loss of income in the local context. To identify the most vulnerable, it is possible to combine the most commonly reported characteristics, for example, younger and older women appear to have been worst affected by loss of income.

# Displacement and return

## Main needs of returnees in the area

Results of structured survey, n = 17, multi-choice



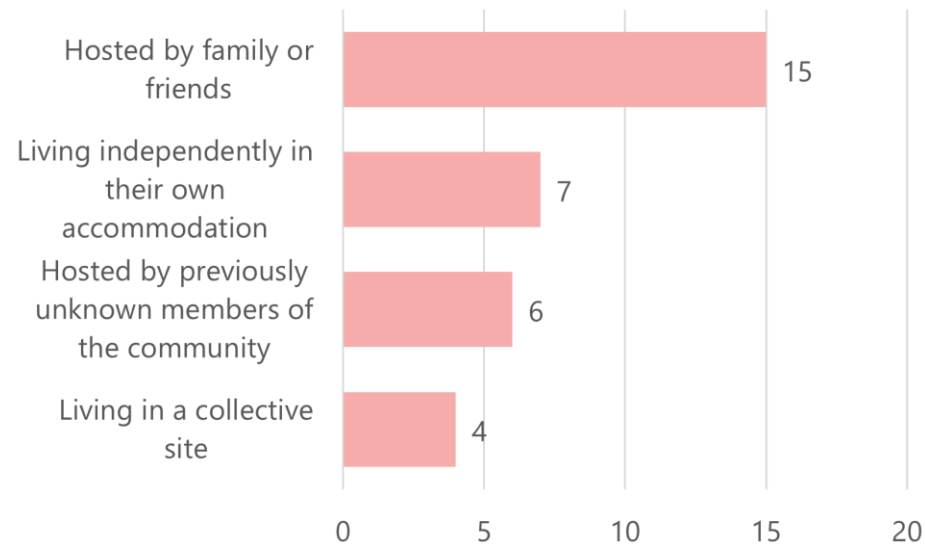
# IDP living arrangements and needs

## Available support programs for IDPs (as reported in IDIs with 5 LA reps)

- Comprehensive support: *'Program of IDPs Support' for years 2023-2024 is being implemented in Chernihiv region. It has been approved at the beginning of June. It covers healthcare, education, and legal support (excluding social protection)* – Regional State Administration (RSA), Department of Social Protection
- Housing: *'The Honcharivka hromada provides housing for IDPs, provided they remain in the hromada for permanent residence'* – District State Administration (DSA), Chernihivskiy

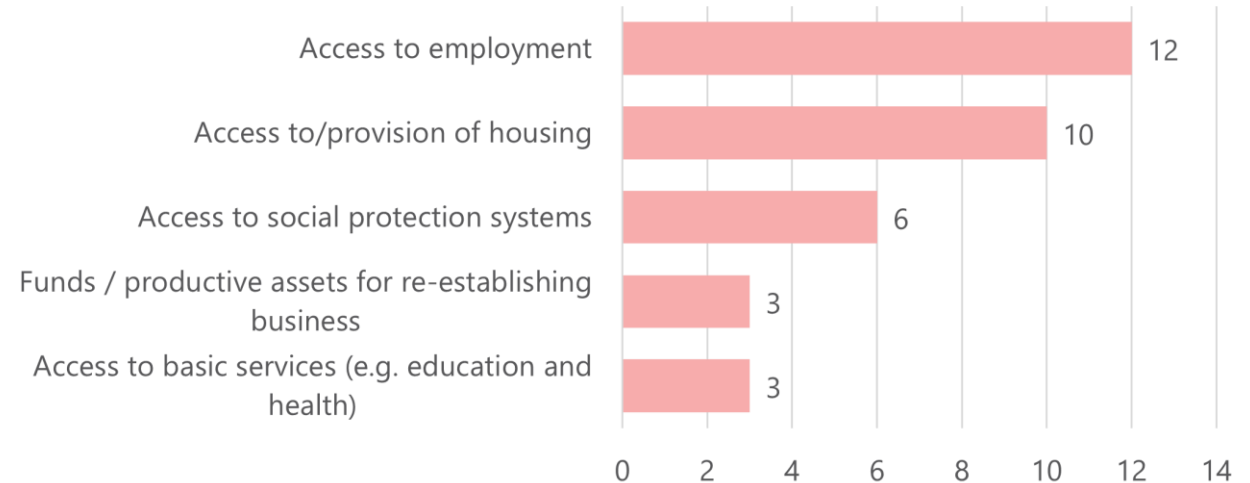
## Most common living arrangements for IDPs in the area

Results of structured survey, n = 17, multi-choice



## Main needs of IDPs in the area

Results of structured survey, n = 17, multi-choice



# IDP integration

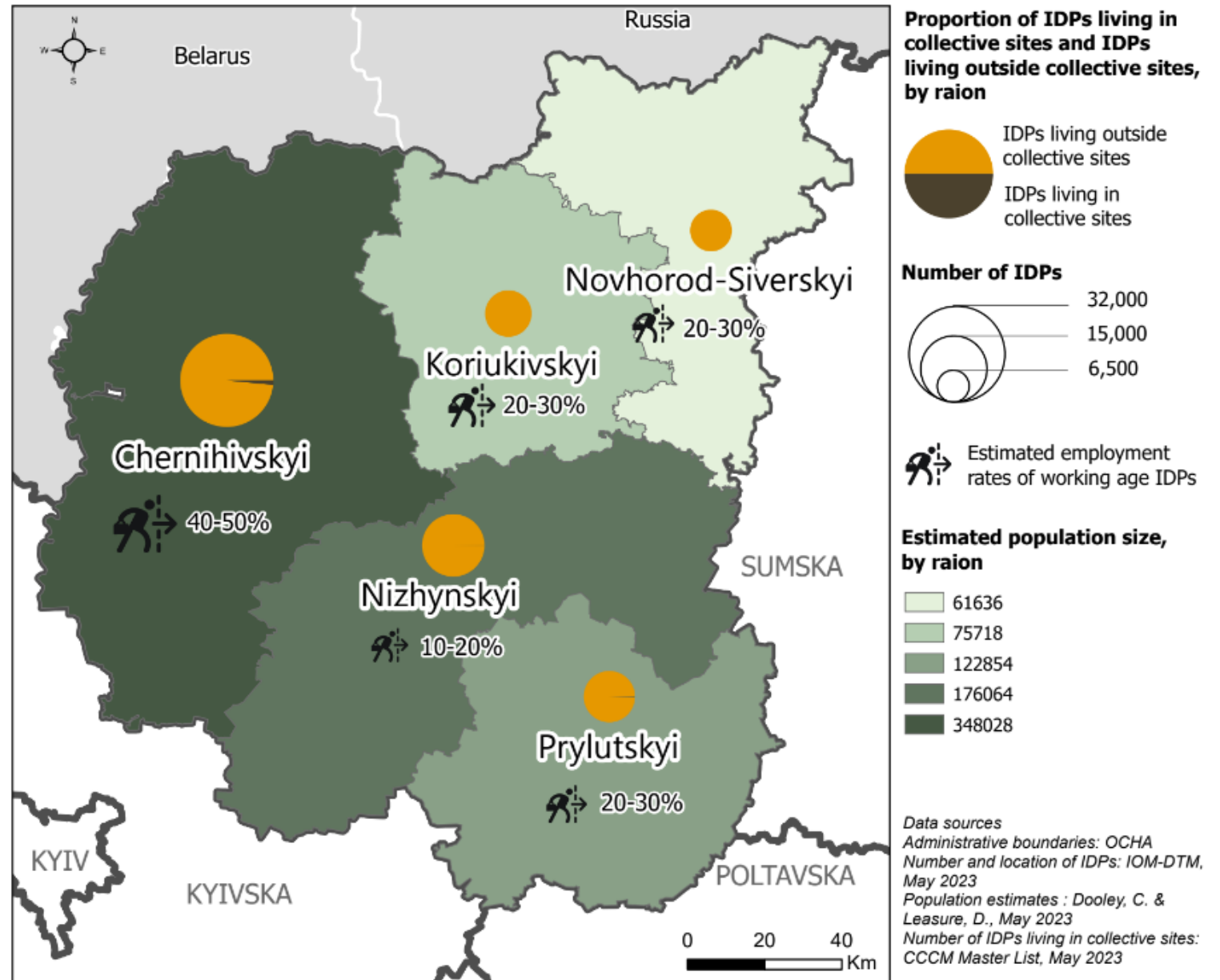
## Socio-economic integration of IDPs (as reported in IDIs with 2 CSOs)

- As a result of their direct experience of war (occupation/siege), local residents sympathise with IDPs.
- IDPs have mostly relocated within the region, so they do not have any language, cultural or other differences from the host community.

## IDP numbers (June 2023) as reported by Regional State Administration (RSA) KI

71,275 IDPs:

- 43,149 are female
- 28,126 are male
- 18,304 are children



# IDP access to employment

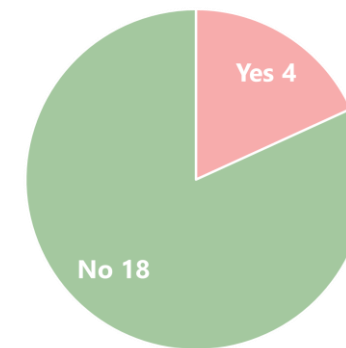
## Barriers to IDP's employment (as reported in IDIs with 2 CSOs)

- Lack of qualifications/wrong kind of qualifications (2)\*
- Lack of suitable vacancies/competition for limited vacancies (1): *'In most cases, it is lack of employment opportunities as industrial facilities in Chernihiv have been damaged and some of them relocated outside the city.'* – CSO in Chernihiv
- Lack of desire to get a job (1)
- Lack of necessary documents (1): *'IDPs may lose their documents that confirm their work experience'* – CSO in Chernihiv
- Distance between the place of residence and the place of work (1)
- Employers concerned IDPs may return to place of permanent residence (1): *'In my opinion, there is a biased attitude among employers that consists in the lack of interest on the part of an employer to spend time and resources on IDPs training, because they may return home or relocate to another region at any time.'* – CSO in Chernihiv

\*numbers in brackets indicate the number of times this point was mentioned by key informants

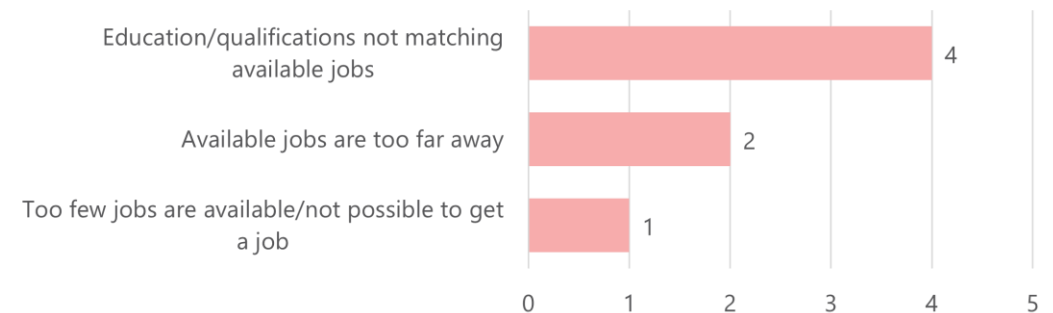
## Do you think IDPs face specific challenges accessing employment?

Results from structured survey, n = 22



## Biggest obstacles IDPs face in finding a job

Results from structured survey, n = 4



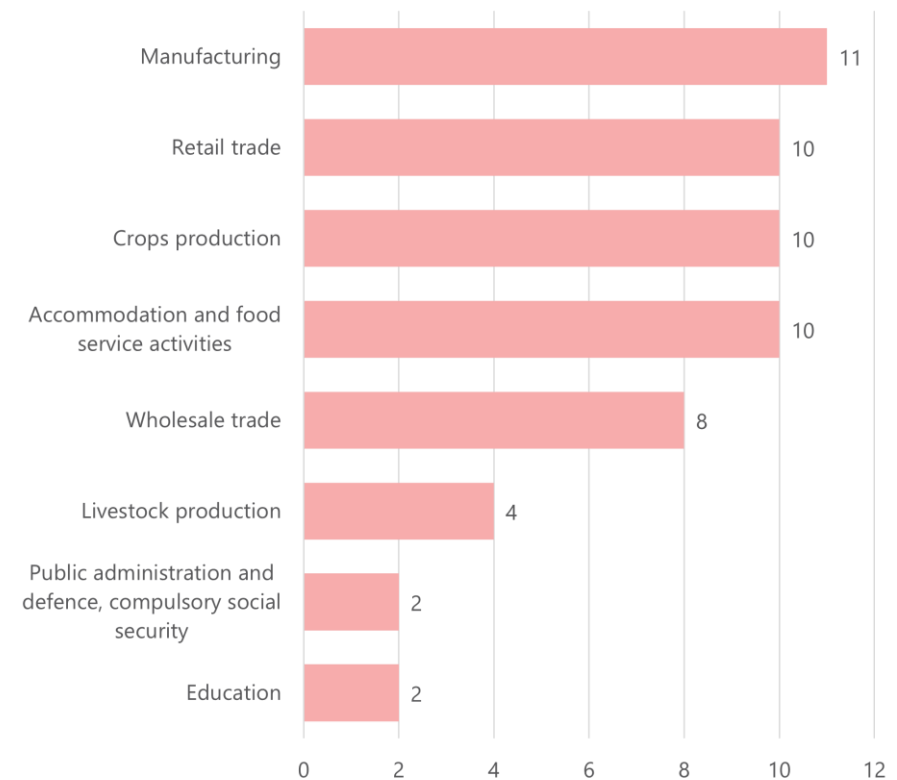
# IDP employment by activity type

## Unofficial employment of IDPs (as reported in IDIs with 2 CSOs)

- High level of informal employment (1): *'In my opinion, more than 50% of IDPs work without official employment. In particular, IDP men as they have to register for military service when applying for official employment.'* – CSO in Chernihiv
- Informally employed mostly in services (1) or unskilled workers (1)
- Lack of protection in informal employment (1): *'IDP women may face the risks of exploitation, sexual abuse and discrimination, ... women are the most vulnerable group, and they may agree to humiliating working conditions and lower salary. In addition, I think that IDP women will have lower salaries compared to the local population.'* – CSO in Chernihiv

## What kind of work are IDPs doing?

Results from structured survey, n = 23, multi-choice question



# Women's access to employment

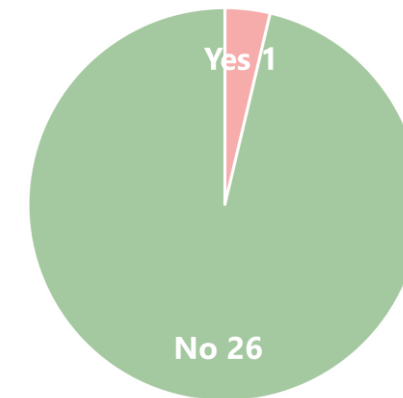
## Female employment (as reported in 27 structured interviews with LA, ECs, and BMOs)

On average, KIs reported that women represent 60-70% of their staff and 70-80% of senior management.

## Barriers to women's employment (as reported in IDIs with 2 CSOs)

- Women have greater responsibility for household since outbreak of the war (2): *'as the result of the war, most of men must defend their homeland, and it creates new employment opportunities for women. However, women cannot focus on their work in full as there is double pressure on them related to household duties and childcare while men are away.'* – CSO in Chernihiv
- Childcare (2)
- Discrimination based on sex, age and place of residence (2): *'employers may be unwilling to spend resources on training of women who they think may take maternity leave or will often take sick leaves due to their children's sickness.'* – CSO in Chernihiv
- Low wages in region (1)
- Lack of confidence in their abilities (1)

## Do you think women face specific challenges accessing employment? Results from structured survey, n = 27



On the theme of women's access to employment, there appears to be a discrepancy between results from IDIs and structured KIs. While in IDIs, CSOs articulated several challenges women face in accessing employment, LA reps, ECs and BMOs participating in structured interviews largely reported an absence of specific challenges faced by women in accessing employment. Such a discrepancy is present in other assessment areas, suggesting there could be a systemic lack of awareness of the challenges faced by women among participants of the structured KIs.

# Women's employment

*'The number of women who work in wood processing industry has increased significantly due to lack of men' – Employment Center, Koriukivskyi*

*'Now women perform hard men's work after men went to war' – Local Self-Government rep, Koriukivskyi*

## Unofficial employment of women (as reported in IDIs with 2 CSOs)

- One KI estimated that, while informal employment might not be as pervasive among women as it is men, it could be as much as 50% of working women
- Informal employment of women is most common in services and agriculture
- Two representatives of CSOs referred to a lack of protection/security for women in informal work

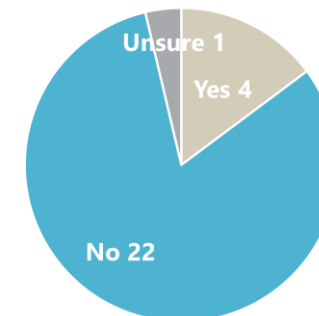
## Kind of jobs women were mainly doing pre-war

Results from structured survey, n = 27, multi-choice question



## Have the main types of economic activities practiced by women changed as a result of the war?

Results from structured survey, n = 27



# Women's entrepreneurship

## Women's social and economic empowerment (as reported in IDIs with 3 BMOs and 2 CSOs)

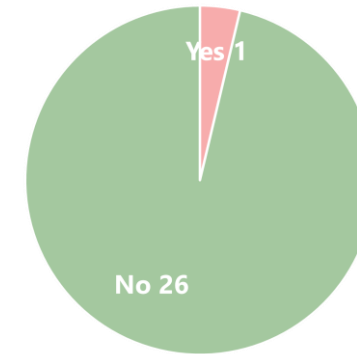
- Number of women in management positions has increased in last 3-5 years (3)
- There is increased international funding of women's businesses (2)
- Increase in the number of women in local self-government in last 3-5 years (2)
- Strong influence of women on local politics (2)
- The number self-employed women has increased (2)
- Increase in number of women opening businesses abroad (since the beginning of full-scale war) (1)

## Barriers to running businesses encountered by women (as reported in IDIs with 3 BMOs and 2 CSOs)

- Lack of time due to increased workload, domestic responsibilities, and childcare as a result of the war (4)
- Gender stereotypes (1): *'There are barriers related to gender such as a lack of moral acceptance of a woman as a business owner. Although there are women in our region who own medium-sized businesses, most IEs are men.'* The KI concluded that women are more effective managers, especially of medium-sized businesses. – CSO in Chernihiv
- Limited information on how to apply for grant programs/lack of entrepreneurial experience (1)
- Lack of financial resources (1)
- All farm businesses face the same challenges, irrespective of gender (1)

## Do you think women face specific challenges starting a business/becoming self-employed?

Results from structured survey, n = 27



A decorative network graphic in the top-left corner, consisting of a series of interconnected nodes (dots) and lines. The nodes are colored in shades of red and grey, and the lines are thin and grey. The network is dense and irregular, with some nodes having multiple connections.

**03**

# Existing support networks

A decorative network graphic in the bottom-right corner, similar to the one in the top-left. It features a cluster of interconnected nodes in red and grey, with thin grey lines connecting them. The network is dense and irregular, with some nodes having multiple connections.

# Networks

## Goal

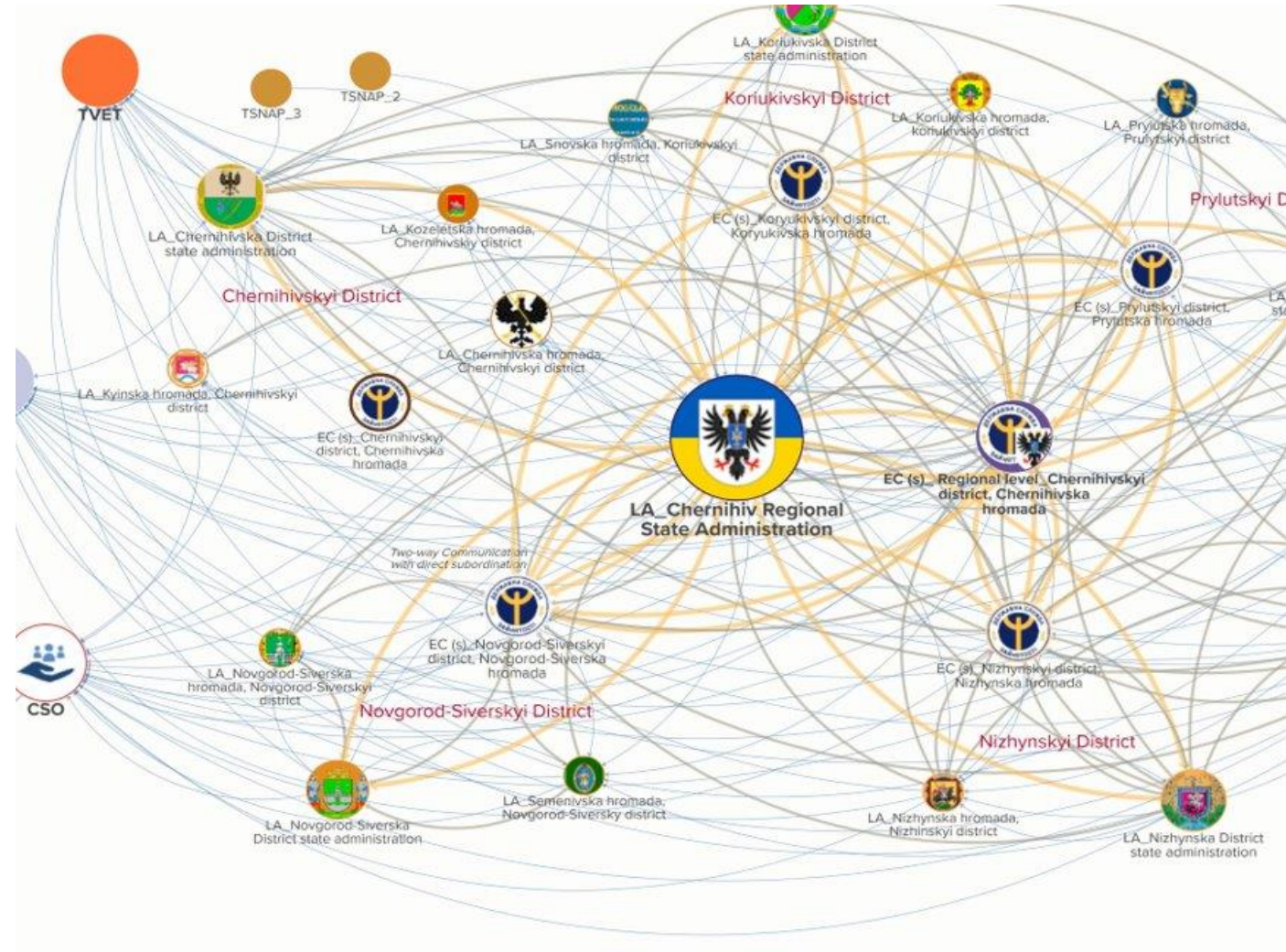
- To make it easier for actors (already/soon to be) engaged in supporting MSMEs and access to employment to review available services to better identify service gaps

## Objectives

- To map the main stakeholders providing employment and MSME support services
- To represent the type of relationships between the different stakeholders
- To detail services provided by different actors

## Link

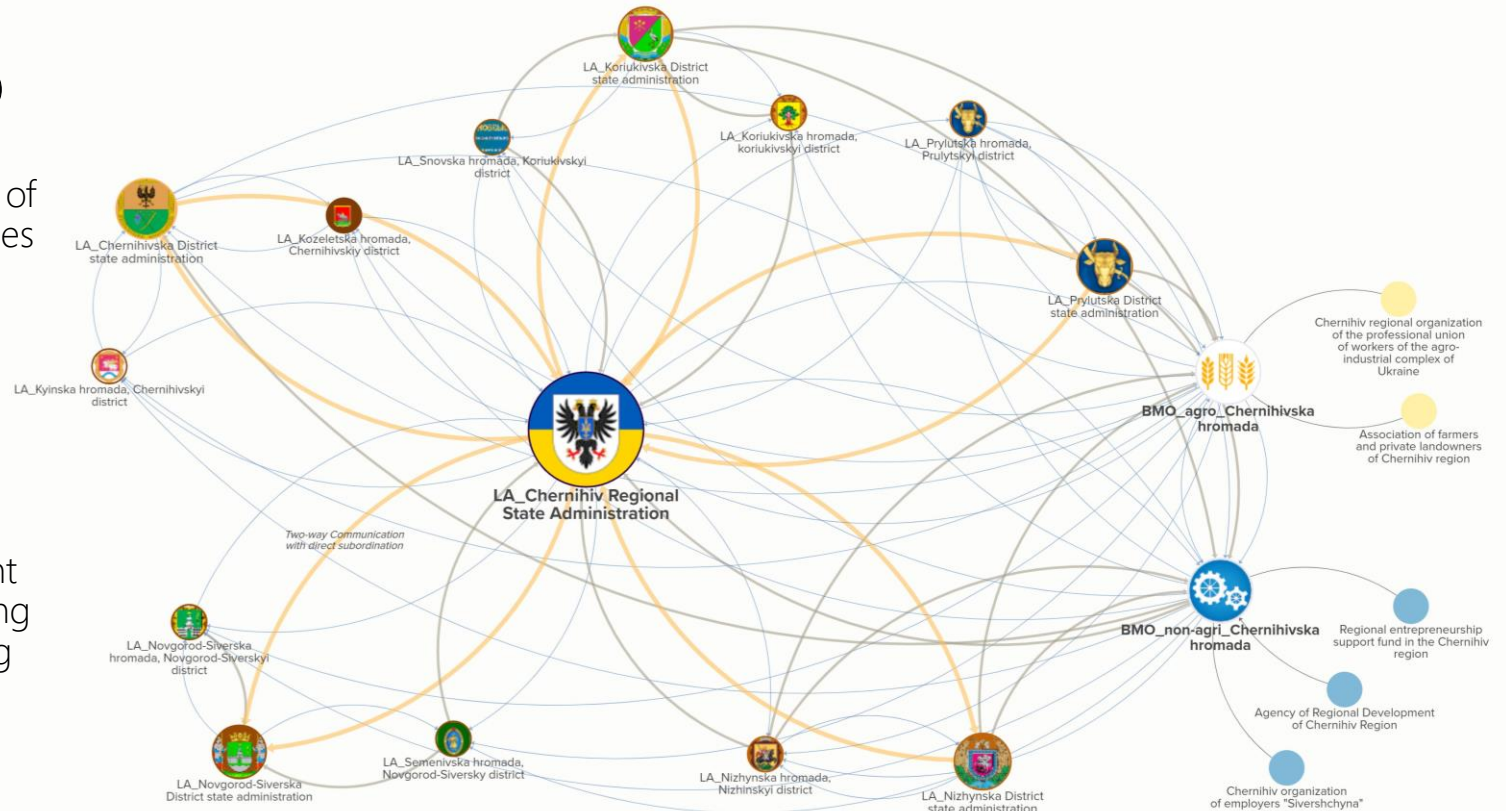
- <https://kumu.io/embed/89bda75af092868d8e6c3faf8fd9b794>
- Password: 123Chernihiv



# Networks

The type of interaction between **BMO (agro and non-agro)** and **local authorities** is:

- **bilateral** - providing advice, receiving advice, members of the business community are members of advisory bodies of local and regional authorities, coordination by state authorities of BMO activities in the areas of strategic development of the economy and entrepreneurship in the region
- **exchange of information** on activities and problems in the business environment
- **joint activities** - holding meetings, discussing the current situation, conferences, round tables, trainings, submitting requests to authorities regarding assistance in providing certain types of agricultural products



The type of interaction **BMO** with **vocational training programs** and **ECs**:

Non-agricultural BMO themselves **provide training and professional development services**, without turning to vocational and technical educational institutions for this help.

**BMO (agricultural and non-agricultural)** and members of their associations have experience of interaction **with state employment centers** in the direction of training/retraining of specialists, employment and registration of compensation for the employment of certain categories of the population.

# Networks

The interaction **Authorities** with **Employment Centers** and **TVETs** is on permanent basis - implementing joint projects and cooperate in the direction of improving the qualifications of their employees, as well as directing training and retraining of representatives of certain population groups within existing programs.

**Regional and District State Administrations** interact with Employment Centers within the framework of the implementation of the state program "Recovery Army" - the organization of the involvement of able-bodied persons to perform socially useful works in the conditions of martial law. These can be both works aimed at meeting the needs of the Armed Forces of Ukraine, and at ensuring the general needs of the functioning of the economy and the life of the population.

In particular, it can be:

- demolition of rubble and restoration of buildings damaged as a result of hostilities,
- harvesting firewood for the military and the population,
- unloading of humanitarian aid,
- strengthening dams,
- clearing highways from debris,
- providing assistance to internally displaced persons, people with disabilities, and the elderly.

The list of such works depends on the needs of a specific region. The state will pay for their implementation in an amount not lower than the minimum wage.



# Networks

## NGOs & Administrative Authorities

NGOs emphasised their **interaction with hromada/self-government level authorities**, as opposed to larger administrative bodies. Reasons for this appear to be that it is easier to obtain actionable data more quickly at the local level.

Although at the same time, the interviewed representatives of the authorities noted that they have close interaction with INGOs.

One NGO emphasised the **productiveness of these relations in Chernihiv region**, indicating communication with almost all hromadas thanks to the presence of monitoring teams on the ground.

UN agencies then have **closer relations with oblast-level and central authorities** than INGOs and LNGOs.

A few NGOs in different areas mentioned **more formalised working arrangements with local authorities**, including coordination mechanisms bringing together LAs, NGOs, and UN agencies, although a KI in **Chernihivska** indicated that these **coordination mechanisms have limited effectiveness**.

*«Communication is established with almost all hromadas. We have permanent missions of the monitoring teams, where they communicate with the apparatus of hromadas, elders, they already know almost everyone»*

*(NGO, Chernihivska region)*

## INGO & Business

One NGO reported having national framework agreements with construction companies and a food parcel supplier.

One of the KIs reported that construction work in Chernihiv is carried out by a company from Sumy, which hires labour locally in Chernihiv, so called 'labour briagdes'.

**Authorities in Chernihiv** appear to be aware of the importance of that the preference should be given to local suppliers and have **created a platform of 'approved' contractors** for use by agencies implementing reconstruction and repair works.

Results suggest there is limited interaction between NGOs and the business community in Ukraine, although a UN agency has supported public-private partnerships involving collaboration between VETs and local business

## INGO & State Employment Service

Relations / communication of **Employment Centers with NGOs** can be characterized as **low - mainly at the level of information exchange** (regarding the number of unemployed persons in need of support).

Some NGOs recruit SES specialists to give talks to IDPs and use employment centers as venues to provide legal consultations for IDPs and jobseekers.



04

Impact on service provision and  
additional support needed

# Social services

## Impact of the war on local budgets and financing (as reported by 5 LA representatives)

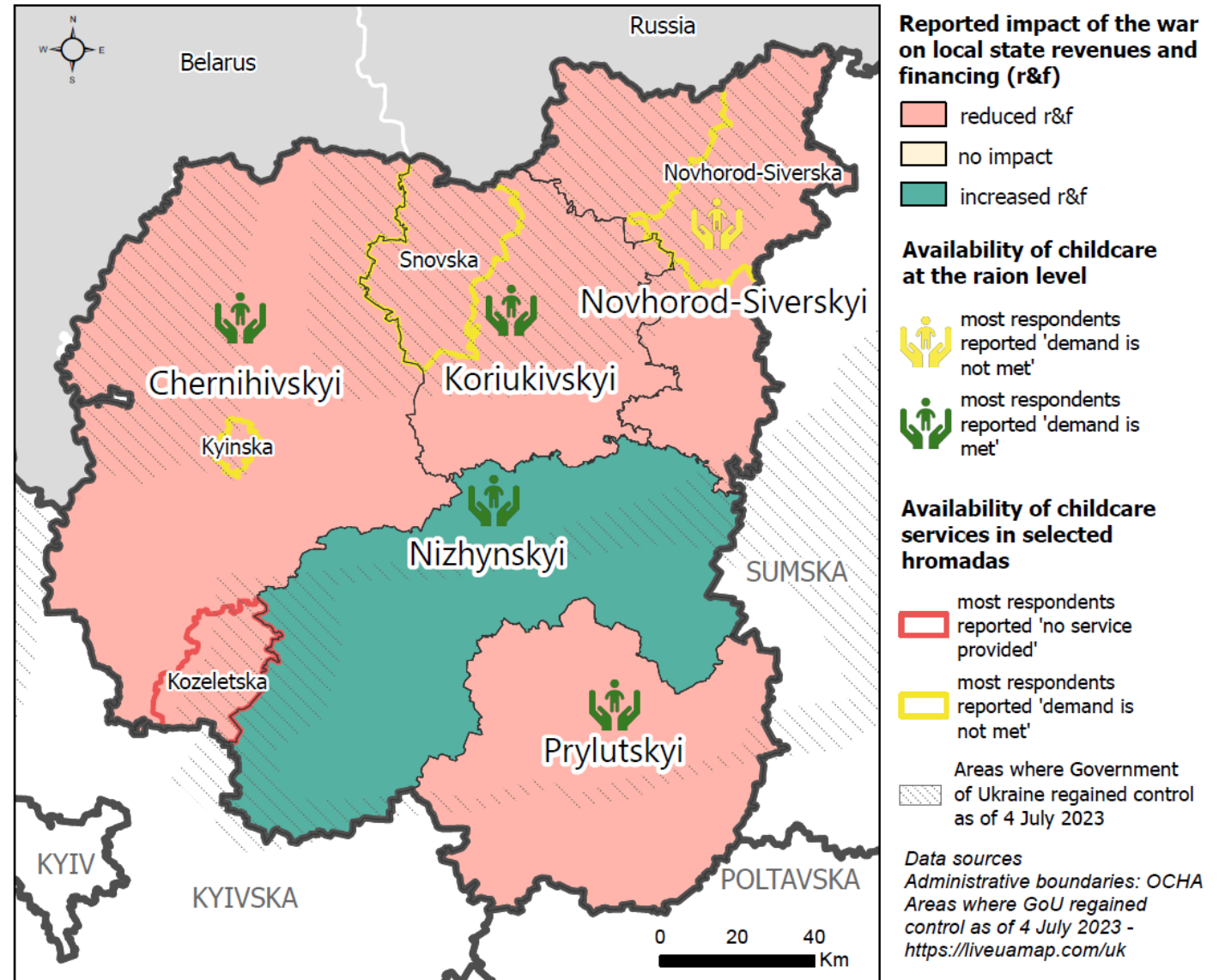
- Tax revenues from entrepreneurs/individuals decreased (4): *'It has reduced compared to 2021. In 2022, companies of agro-industrial complex paid 29% less taxes to the State budget, and 9% less to the local budget.'* – RSA, Chernihiv
- Increased tax revenues from entrepreneurs/individuals (1) – DSA, Chernihivskyi
- Funding from the central state budget decreased but they received funding from EU (1) – RSA, Chernihiv
- Increased budget allocation for projects supporting vulnerable categories, e.g. housing and income (1)

## Priority budgetary expenditures (as reported by 5 LA representatives)

- Defence (3) – particularly border areas
- Reconstruction (housing, infrastructure) (2)
- Demining (1)
- Social assistance (1)
- Expenditures on public amenities have decreased (1)

## Kindergarten availability (as reported by 2 CSOs)

- Limited availability of pre-school facilities, with one KI highlighting problems with availability in villages in Chernihivskyi raion

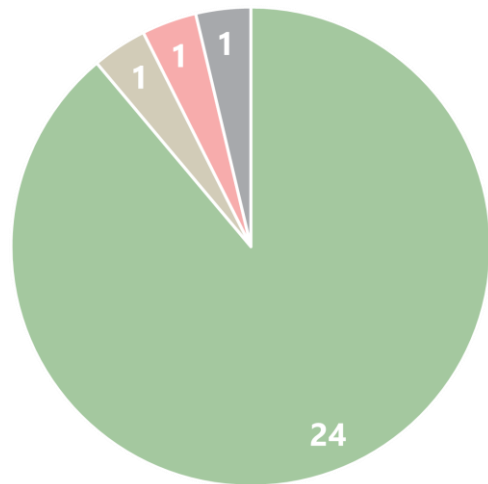


\*numbers in brackets indicate the number of times this point was mentioned by key informants

# Availability of TVET services

**How would you describe the accessibility of technical and vocational education services in the area?**

Results from structured survey, n = 30



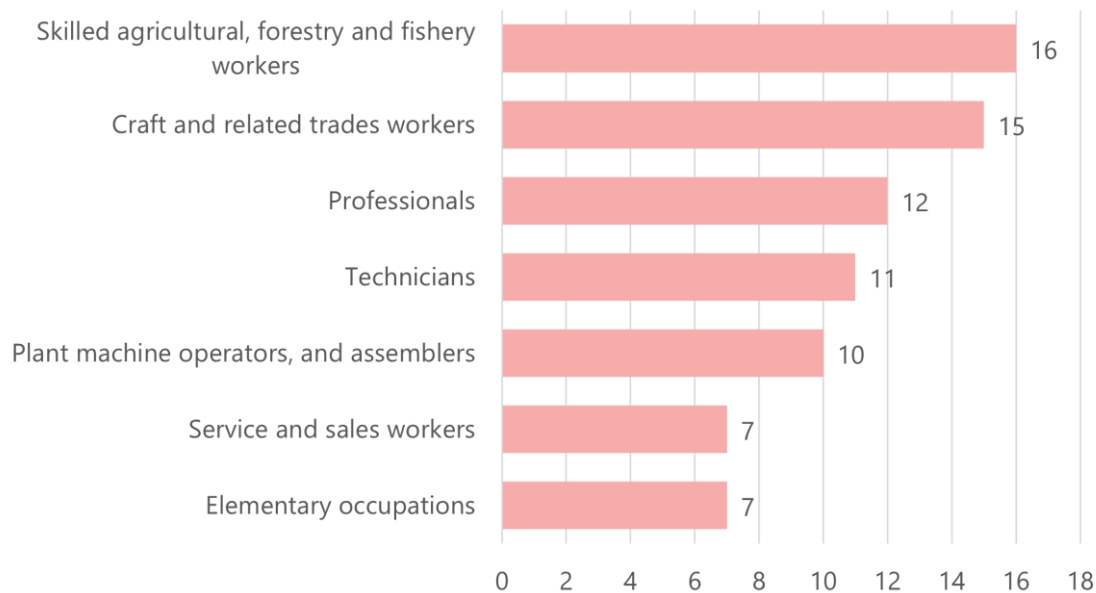
- Services exist and are accessible
- Services exist but accessibility is limited
- Limited service availability
- Unsure

chernihivska	koriukivskyi	There are no vocational and technical education institutions in the city
chernihivska	chernihivskyi	High cost of training

# Technical and vocational training and education services (TVET/EC)

## Workers/professions most in demand in the area

Results from structured survey, n = 27, multi-choice question



## Services / benefits received by training participants / clients (as reported by 2 ECs and 1 TVET)

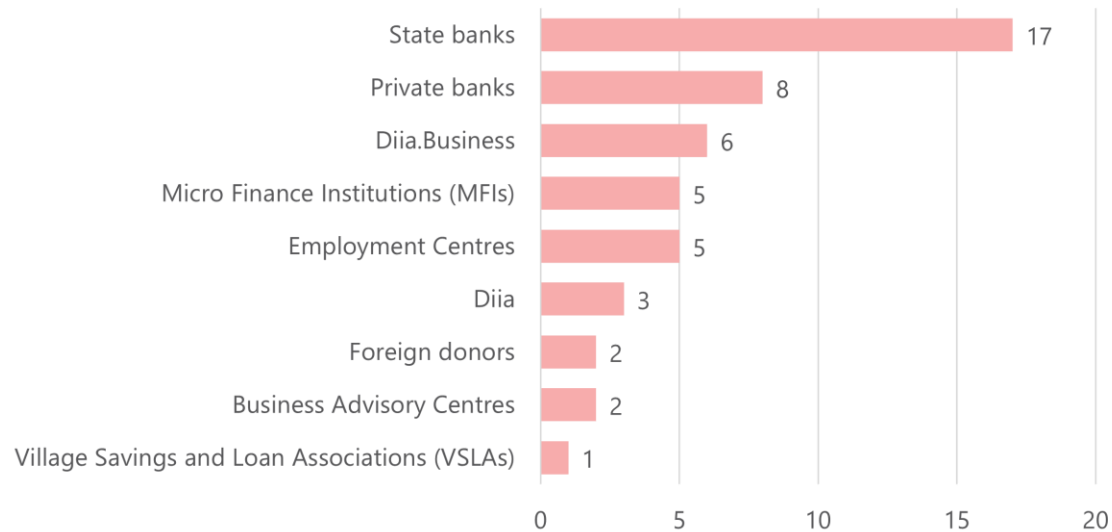
- State certificate of advanced qualification / education level (2)
- Employment (2): *'Unemployed persons who are registered in the employment center and who have expressed a desire to take courses of professional training, retraining or upgrading of qualifications - are sent to training at the request of the employer. Therefore, upon completion of the relevant training, they are guaranteed employment.'* – SES, Chernihiv
- Assistance/training of clients on access to Diia Portal services / grant programs (2)
- Vocational education and work experience (2): see Annex A for details
- Vocational guidance work with a career counselor (1)
- Exchange of professional contacts among participants (1)
- Compensation of employers for employing certain categories of person (1), e.g. IDPs, women with many children, persons with disabilities, etc.

\*numbers in brackets indicate the number of times this point was mentioned by key informants

# Business development services for MSMEs and entrepreneurs

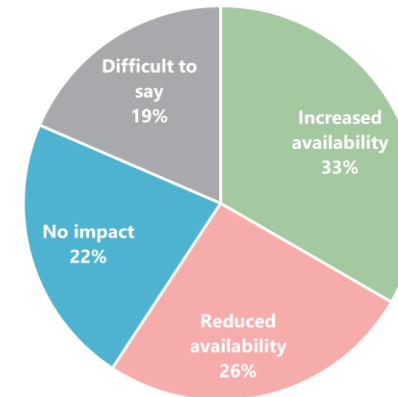
## Main sources of business development services for MSMEs and entrepreneurs prior to the war

Results from structured survey, n = 27, multi-choice question



## The impact of war on the availability of sources of business development services for MSMEs and entrepreneurs

Results from structured survey, n = 27, multi-choice question



## Sectors in which MSMEs and entrepreneurs have been worst affected by reduced availability of services

Results from structured survey, n = 27, multi-choice question



# Support for business and entrepreneurship

## Availability of finance (as reported by 5 LA reps, 3 BMOs, 2 CSOs, 3 TSNAPs)

- The availability of state grant programs has increased (4): 5-7-9%, eRobota, programme for war veterans, liquidation fund
- Increased grant funding / donation assistance from international organizations (4): see Annex C for details
- Availability of bank loans has decreased (3)
- Micro-grants under the “Own Business” program (1)
- Concessional lending at 10% per annum for 5 years and partial reimbursement of interest on loans (1)

*‘Banks do not provide many loans now, because they are afraid of the risks. Moreover, loans are provided against securities, such as property, and it can be destroyed. I heard from my clients that it is more difficult to work with banks now.’ – BMO in Chernihiv*

## Non-financial support for entrepreneurs (as reported by 2 CSOs, 5 LA reps, 3 BMOs)

- Business consulting services targeting women are reportedly provided by “Union of Chernihiv Women”, “League of Professional and Business Women”, as well as Chambers of Commerce and Industry
- One KI mentioned ‘initiatives that specialize in facilitating women's access to financial services’
- Regional SME development program
- Information and advisory services at the hromada and oblast level are planned
- Development of a hub system to support entrepreneurship and start-ups in Chernihivska oblast, which will require mentors, lecturers, market entry facilitators (LA): see Annex D for LA projects with job-creation potential
- Financial management consultations, fundraising support, legal advice and support, developing business plans and strategic documents (BMO)
- Agri: advocacy on behalf of farmers at the local and government level, including tax authorities, security, defence and law enforcement agencies (BMO)

# Gaps in livelihoods support activities

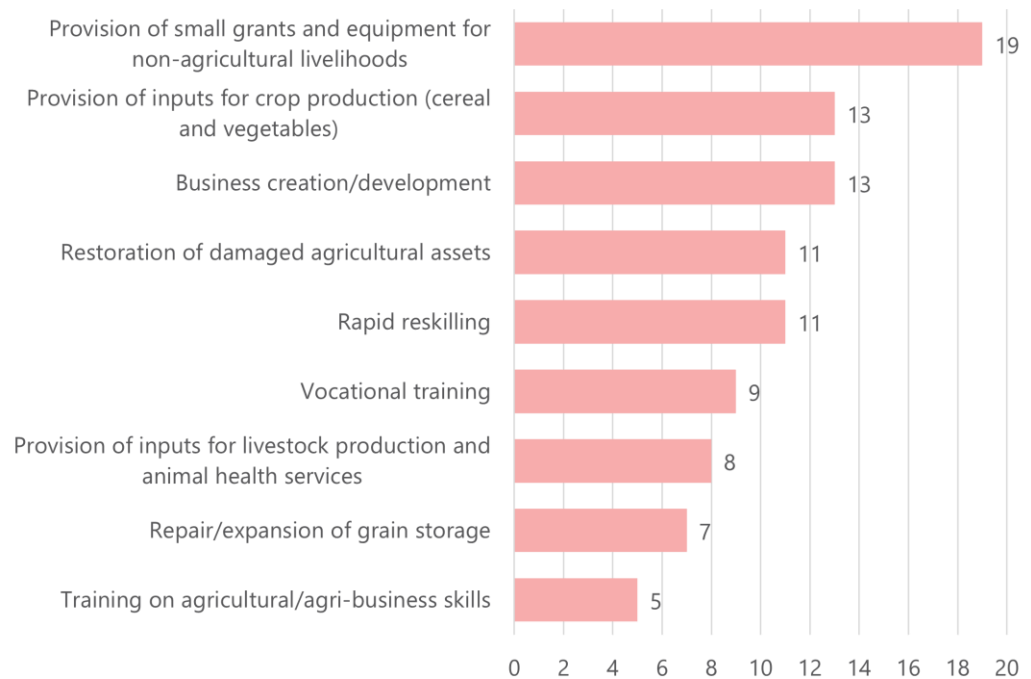
## Additional livelihoods support needed (as reported by 6 IOs)

- Need to not only focus on IDPs, but those who have remained in conflict-affected areas (2)
- Border areas of Chernihiv - currently under regular shelling and at risk of partial isolation - creating work opportunities in these areas = priority for LAs.
- Digital livelihoods
- Flexible/hybrid working
- Tailoring livelihoods opportunities to women's needs
- Bomb shelters for schools
- Market functionality good so cash-based support needed. In-kind support would be detrimental.
- Problems with wells:
  - Lots of requests from people
  - Rivers need cleaning
  - Lack of environmental projects
- Obtaining/restoring documents, e.g. official disability status and documents needed for housing restoration compensation
- Social support: there is a lack of institutional care/support for displaced PWDs, as well as housing subsidies
- Vocational training to ensure availability of workforce for reconstruction effort

*'In near future the country will require a lot of trained workers. Minister of Science and Education wants to keep vocational educational training in focus, in particular VET related to reconstruction needs.'* – IO working with ECs and TVETs in Chernihiv

## Livelihoods support activities in most demand in the local area

Results from structured survey, n = 27, multi-choice question



# Gaps in livelihoods support activities

## Needed Support for households to access employment / run business (as reported by 5 LA reps)

- Overcoming barriers associated with location (2): there are more opportunities in the city
- Micro grants for business / additional support of the self-employed (1)
- Training programs for starting a business (1)
- Promoting trust in the state (1)
- Reconstruction of housing (1)

*'Combat areas cannot take part in the programs. Last year (2022), Semenivka and Novhorod-Siverskyi communities were not able to participate in the state programs of support to population per 1 hectare of agricultural land and for those who keep animals.'* – DSA Novhorod-Siverksyi

## CSOs' view of potential role of IOs in enhancing women's economic empowerment (as reported by 2 CSOs)

- Supporting grant applications (2)
- Funding retraining courses, procurement of the equipment, repair of premises and furnishing of workplaces, legal assistance related to registration of IE, drafting business plans, creation of additional childcare facilities in order to reduce pressure on women, financing staff training, supporting forums for women in business
- Assistance in finding new clients
- Psychological support: one KI described organising trainings on psychological and emotional wellbeing to help women learn how to better cope with stress.

## EC/TVETs and TSNAPs' view of gaps in livelihoods support services (as reported by 2 ECs, 1 TVET, 3 TSNAPs)

- Assistance/accommodation support to persons whose housing was destroyed (2): EC/TVET + TSNAP
- Support of war veterans and their families (1): TSNAP
- Enabling men to travel abroad under a work contract (1): EC/TVET
- Internship for representatives of the state and local authorities in the neighbouring countries which, it was argued, will *'help them to gain experience, broaden their outlook, and will have general positive effect'* (1): TVET in Chernihiv
- Assistance to HHs with children (access to education, free meals and study groups) (1): TSNAP
- Grant assistance to entrepreneurs for starting a business (1): TSNAP



# Annexes

## Annex A: Technical and vocational training and education courses

### *Courses in demand*

chernihivskyi	Training related to trade qualifications, such as sewers, IT sphere.
chernihivskyi	Sewers, trolleybus drivers
chernihivskyi	Trade qualifications
chernihivskyi	Technical occupations
chernihivskyi	Trainings, advanced training, requalification
chernihivskyi	Beauty industry and drivers
chernihivskyi	Retraining, trainings, seminars and advanced training
chernihivskyi	Drivers of special vehicles, welders
chernihivskyi	Construction workers, metalworkers, agronomists, sewers and electricians
chernihivskyi	IT sphere, accountants
koriukivskyi	Retraining and advanced training
koriukivskyi	Trainings, advanced training
koriukivskyi	Tractor operators, machine operators and metalworkers
nizhynskyi	Tractor operators, welders, cooks, repair technicians and electricians
nizhynskyi	Advanced training and vocational training
nizhynskyi	Trade qualifications
novhorod-siverskyi	Online trainings, retraining
novhorod-siverskyi	Boiler house operators, sewers, tractor operators and electricians
prylutskyi	Sewers, welders, plumbers and turners
prylutskyi	Trainings and retraining
prylutskyi	Trade qualifications, sewers, workers for public catering facilities, hairdressers

### *Reasons for limited availability of courses*

koriukivskyi	There are no vocational and technical education institutions in the city
chernihivskyi	High cost of training

### **Requested courses if additional funding is available**

- Informants from the Chernihiv State Employment Center indicated that the employment center lacks training aimed at social and psychological support of demobilized combatants, their family members, families of deceased combatants and IDPs
- The TVET specialized in training civil servants and deputies mentioned the need for courses on ecology, project management, spatial planning, and IT

## Annex B: Largest employers in the area

Chernihivska	Chernihivskiy	Elegant, LLC 'Collar Company', Chernihiv Automobile Plant
Chernihivska	Chernihivskiy	Elegant', DK 'Style', 'Berehynia'
Chernihivska	Chernihivskiy	ALLC 'Batkivshchyna', LLC 'Zemlja i Voda', Agrikor-Holding'
Chernihivska	Chernihivskiy	LLC 'Bakery Food Industry', LLC ''Veseli Bobry', LLC AR Kozelets
Chernihivska	Chernihivskiy	LLC 'Collar Company', Chernihiv Automobile Plant, LLC 'Sport Equipment'
Chernihivska	Chernihivskiy	FC 'Kyinske', 'Lan', LLC 'Ivanivka FC', 'Siver Grey'
Chernihivska	Chernihivskiy	LLC 'Vimal', LLC 'Dobrodia Foods', SE 'Levona C'
Chernihivska	Chernihivskiy	Basys, Vymal
Chernihivska	Chernihivskiy	Tobacco Factory Pryluky, Abinbev Efes (brewery), Chezara, Elegant
Chernihivska	Koriukivskiy	JSC 'Slovyanski Shpalery', LLC 'Slav Forest', PAC 'Chervonnyy Mayak'
Chernihivska	Koriukivskiy	Food Processing Plant, Station Track, LLC 'Astra'
Chernihivska	Koriukivskiy	SE 'Forests of Ukraine', Slovyanski Shpalery
Chernihivska	Nizhynskiy	Elevator, SIC Plant 'Progress', AC 'Mahnat'
Chernihivska	Nizhynskiy	Education Department, Special Air Detachment of the SES of Ukraine, SE SIC 'Progress'
Chernihivska	Nizhynskiy	Nizhyn Canning Plant, Nizhyn Agricultural Engineering Plant, Nizhyn Oil and Fat Refinery
Chernihivska	Novhorod-Siverskyi	LLC 'Mriya', LLC 'Chereshenki', LLC 'Calipso Biogas'
Chernihivska	Novhorod-Siverskyi	District forestry administration, SC Semenivka Agriculture and Forestry Administration, PE Novgorod-Siverski Agrarni Investytsii, LLC 'Chereshenki', PE 'Semenivskiy Koloryt'
Chernihivska	Prylutskyi	Pozhmashina
Chernihivska	Prylutskyi	'Belkizin'
Chernihivska	Prylutskyi	JSC 'OJSC Pryluky'
Chernihivska	Prylutskyi	PJSC JSC Tobacco Company
Chernihivska	Prylutskyi	LLC Industrial Company 'Pozhmashina'
Chernihivska	Prylutskyi	Oil and Gas Extraction Company Chernihiv Naftogaz
Chernihivska	Prylutskyi	TC 'B.A.T Pryluky'
Chernihivska	Prylutskyi	LLC 'Alitoni'

## Annex C: Technical and vocational training and education services

	Chernihivska				
	TVET	Oblast State EC		Private EC	
Activities, services or courses that are included in the program in addition to the core skill.	Course currently offered	Course currently offered	Potential complement to program objective	Course currently offered	Potential complement to program objective
Literacy	1				1
Language	1				1
Numeracy	1				1
Financial literacy	1		1		1
Agricultural training		Tractor - agricultural production machinist (category: A1, A2, B1, E1, G2, D1)			
Entrepreneurial skills	1	1			1
Marketing	1		1		1
Apprenticeships	1	all programs provide for the acquisition of professional skills directly on the production floor	1		
Life skills training	1				
Conflict resolution	1				
Career guidance	1	Professional orientation of pupils and students of higher educational institutions			
Post-program tracing	1	1	According to Ukrainian legislation, there is a category of citizens who need additional employment guarantees (women with children, single mothers, people with disabilities) - employers can receive compensation for their employment. Employers also receive compensation for creating jobs for IDPs.		
Leadership training	1	1			
Psychosocial support		1			
Mentorship	1				
School feeding					
Transport		Driver of motor vehicles (category "C") Forklift driver Trolleybus driver Tractor driver - machinist of agricultural production			
Child care					
Medical care					
Job placement			1		

## Annex D: Examples of International Organisation support for businesses in the area

*'There was assistance from the USA (donor assistance on reconstruction), the company specializes in production of electrical equipment.*

*IEs receive assistance from International Organization for Migration, Partnership Fund for a Resilient Ukraine from UK Government as well as Ministerial Programme (they cannot provide more detailed information)' – Non-agri BMO*

*'UN Food and Agriculture Organization – FAO (cultivation and distribution of agricultural produce for humanitarian purposes in the amount of 2,000 Euro.*

*The following farm businesses took part in the program: 'Ros 2008', 'Zolotyi Parmen', 'Ahromash', 'Sonata'.' – Agri BMO*

## Annex E: Examples of women's entrepreneurship or economic empowerment of women in the area and initiatives that facilitate women's access to livelihood opportunities

*"Natalia Chebotar is the owner of a chain of restaurant business, catering. Shila Maryna is a sausage manufacturer (however, all her production burned down last year)" – CSO*

*"The Charitable Foundation "Stabilization Support Ukraine" conducts auto mechanics courses, which are also attended by IDP women. The NGO "Association of Democratic Development" purchases equipment for women micro-entrepreneurs (focus on the rural population)" – CSO*

"Business consulting services for women are provided by: NGO "Union of Chernihiv Women", NGO "League of Professional and Business Women"; Employment centers; Chamber of Industry" – CSO

"...about 50 women from the organization are business owners - the director of a factory, the director of a service station, the director of an international advertising company, a chain of stores, an educational business, an industrial business, a cleaning company, a school director, charitable foundations, a publishing house, a director of a bakery" – CSO

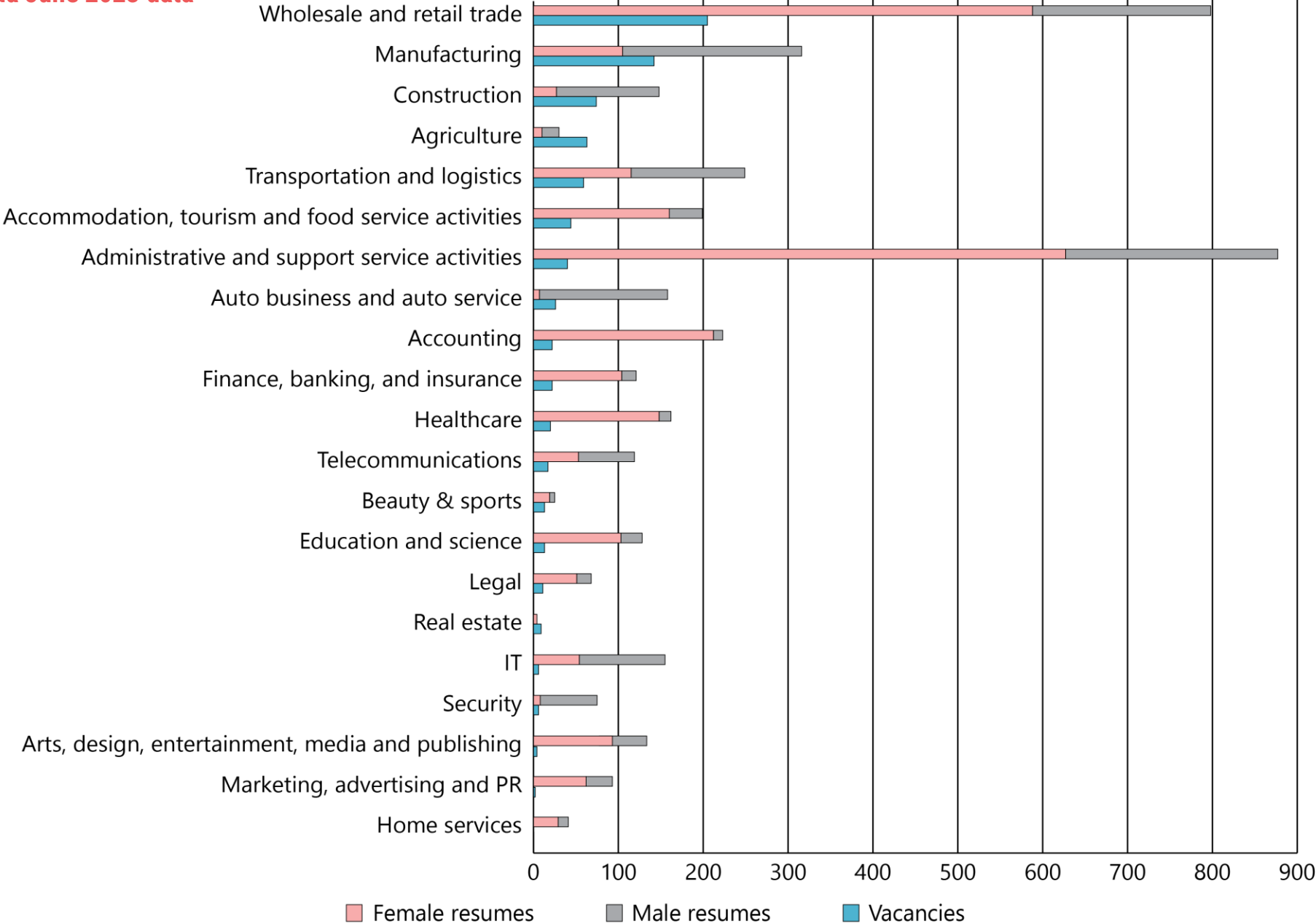
## Annex F: Planned government projects in the area

SECTOR	Administrative level	Chernihivska				
		A. List specific project being planned	B. In what district/town will the project take place?	C. What types of labour the project demand?	D. What is the duration of the contract?	G. List the addresses and contact information of the businesses selected to do this work
Education	RDA	The implementation of the government programmes School Bus and School Shelters is ongoing. There is a need to rebuild the Mykhailo-Kotsiubynskiy lyceum.	These programmes are being implemented throughout Chernihiv Raion.			
Roads	RDA	In 2023, no major road repairs are planned in Chernihiv Raion due to a lack of funds. Only routine repairs will be carried out. Village hromadas are carrying out patching repairs on their own.	Chernihiv Raion			
Water	RDA	The Kipti hromada is seeking an opportunity to drill an artesian well	Kipti			
Agriculture	ODA	Agrohub, but it is not funded at the moment	regional		They suspect that it will not be funded till the end of war	
	ODA	Development of a hub system; Support for entrepreneurship and start-ups in Chernihivska oblast.	We would like to expand it to the whole Chernihivska oblast.		The respondent does not know There is a lack of funding to implement the project because it was launched before the war.	
	RDA	The Blue Atlas programme (USA) is aimed at helping agricultural businesses. The Harvest of Victory programme is aimed at supporting agricultural businesses with agricultural machinery. The programme of government subsidies for agribusinesses and farmers is implemented through electronic applications via the State Agrarian Register There is an issue with creating registers of damaged property - there is a lack of staff to collect information.	Chernihiv Raion	We need support in coordinating cooperation and filling out grant applications by agricultural businesses.		

## Annex F: Planned government projects in the area

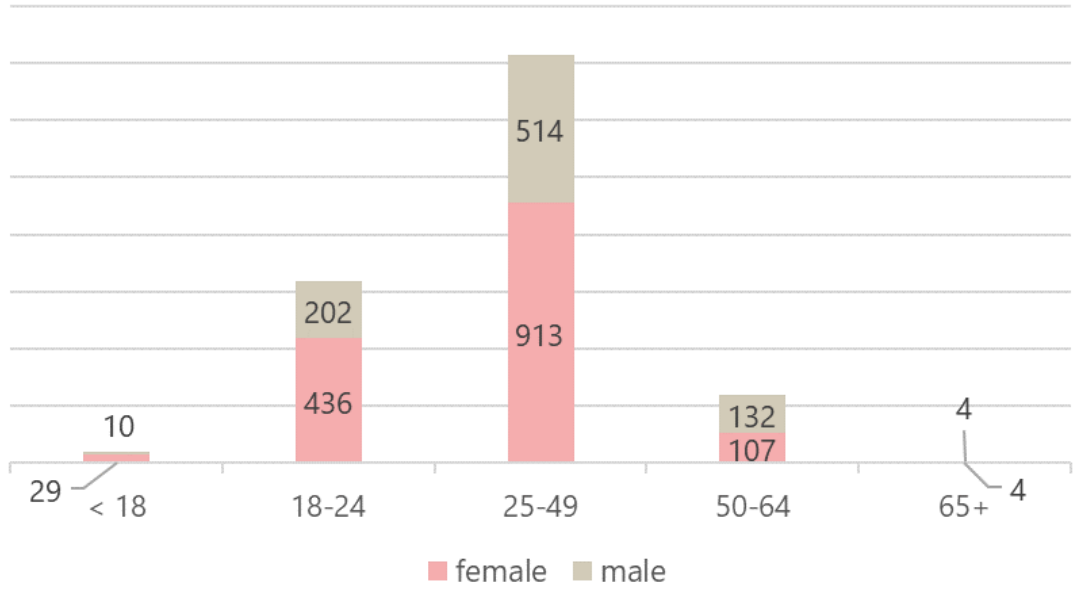
SECTOR	Administrative level	Chernihivska				
		A. List specific project being planned	B. In what district/town will the project take place?	C. What types of labour the project demand?	D. What is the duration of the contract?	G. List the addresses and contact information of the businesses selected to do this work
Demining	ODA	There is an ongoing project	The plan is to expand it to all the hromadas that have a need for it, as only one hromada has been fully demined.	Mine clearance experts	Until the areas are fully demined	International donors (they do not know their names) and the state, regional assistance (assistance from other oblasts that sent their experts to conduct demining in this oblast).
	RDA	Humanitarian demining - the sowing areas are almost all fully demined, but there is still a lot of uncleared land for hay and pasture (Ivanivka - 10,000 hectares of uncleared area)	Chernihiv Raion			
Power infrastructure	ODA	A project is being planned				
Reconstruction of housing, social infrastructure	ODA	A project is being planned				
Economic recovery and development	ODA	An oblast level programme to promote small and medium businesses	Within the oblast		2021-2027	
Other:	RDA	The border areas of Chernihiv Raion require restoration/improvement of mobile communication (Liubech, Ripky, Dobrianka). The Desna settlement needs a rehabilitation centre for veterans and a legal services centre (the hromada is ready to co-fund it).	Libech, Ripky, Dobrianka Desna			

Annex G: Work.ua June 2023 data

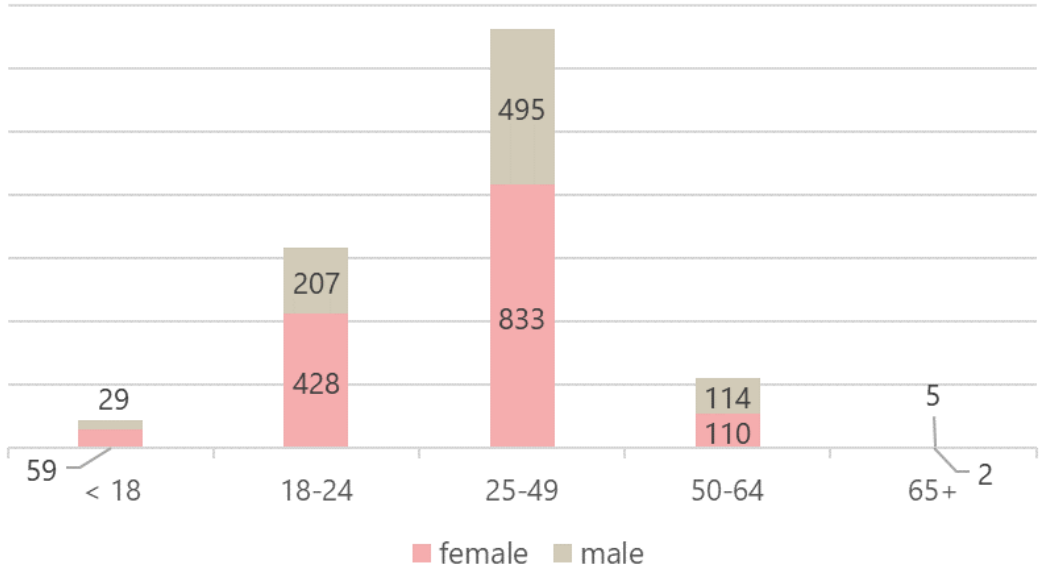


Annex H: Work.ua data – demographics of jobseekers

May 2023



June 2023



Annex I: Work.ua data – demographics of jobseekers by raion (June 2023)

Chernihivskiy			Koriukivskiy			Nizhynskiy		
	female	male		female	male		female	male
< 18	44	18	< 18	1		< 18	12	7
18-24	336	165	18-24	1	1	18-24	57	21
25-49	624	397	25-49	6	2	25-49	106	51
50-64	90	93	50-64		3	50-64	9	6
65+	2	4	65+			65+		

Novhorod-Siverskyi			Prylutskyi		
	female	male		female	male
< 18			< 18	2	4
18-24			18-24	34	20
25-49	3	1	25-49	94	44
50-64			50-64	11	12
65+			65+		1

## Annex J: Work.ua May and June 2023 data – average salaries

	resume	vacancies
Wholesale and retail trade	13104	16173
Transportation and logistics	12886	19177
Telecommunications	12907	16561
Security	11208	17641
Real estate	9000	14866
Marketing, advertising and PR	13889	17000
Manufacturing	13080	15335
Legal	13923	11781
IT	14796	15583
Home services	9667	11550
Healthcare	12623	19087
Finance, banking, and insurance	11732	12160
Education and science	12283	12125
Construction	13339	15490
Beauty & sports	11541	12163
Auto business and auto service	16792	18079
Arts, design, entertainment, media and publishing	13229	14143
Agriculture	21800	20860
Administrative and support service activities	12918	17612
Accounting	13039	12310
Accommodation, tourism and food service activities	12751	10789

## Annex K: Work.ua – PWD resumes

	May 2023	June 2023
Accommodation, tourism and food service activities	3	1
Accounting	3	6
Administrative and support service activities	11	11
Agriculture	0	0
Arts, design, entertainment, media and publishing	2	0
Auto business and auto service	0	1
Beauty & sports	0	0
Construction	2	4
Education and science	0	3
Finance, banking, and insurance	2	4
Healthcare	2	1
Home services	0	0
IT	2	5
Legal	1	5
Manufacturing	7	8
Marketing, advertising and PR	1	0
Real estate	0	0
Security	0	4
Telecommunications	1	6
Transportation and logistics	1	5
Wholesale and retail trade	26	12