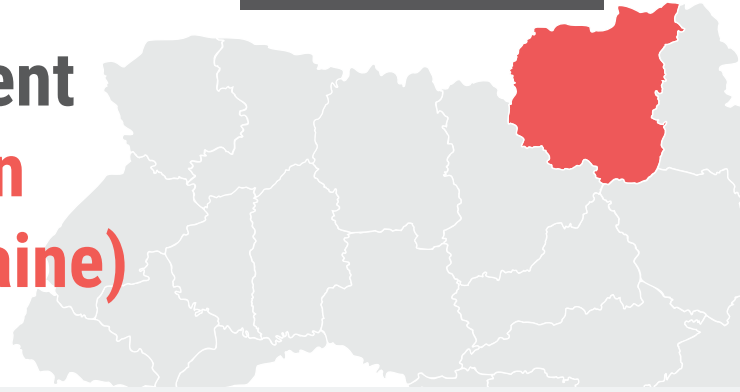


Socioeconomic assessment of labour force capacity in Chernihivska oblast (Ukraine)

April – May 2024



KEY MESSAGES

- Most respondents were employed, with younger and men respondents more likely to be unofficially employed. Salaries were the most common income sources, followed by loans and debts, government assistance, and pensions. Almost half of respondents said their income had decreased throughout the previous year, and many reported a strain on their economic situation and purchasing power, particularly unemployed respondents.
- Younger respondents, particularly those living in rural areas, were more likely to be looking for a job than others. Among all strata, salary level was the most important criterion for choosing a job, with most respondents targeting the lower-to-middle salary range. Other considerations were important to certain groups, such as the provision of childcare opportunities among younger women and unemployed respondents. There was a clear sectoral divide in desired work specialisations between surveyed women and men.
- Although a relatively small portion of respondents had taken professional training courses in the previous year, many were willing to take them to meet employers' requirements and improve their qualifications, especially unemployed respondents. These courses were both more accessible, and more demanded, in urban areas. Seemingly few employers offered free training, while respondents considered the cost of this training the main barrier.
- Respondents living in rural areas faced particular issues in relation to the labour market. Fewer were employed than their urban counterparts, and they also expected lower salaries. Moreover, rural residents were more than two times more likely to list a lack of vacancies in their area as an obstacle to finding a new job, and were also more than two times more likely to list a lack of educational institutions in their area as an obstacle to access professional (re)training.

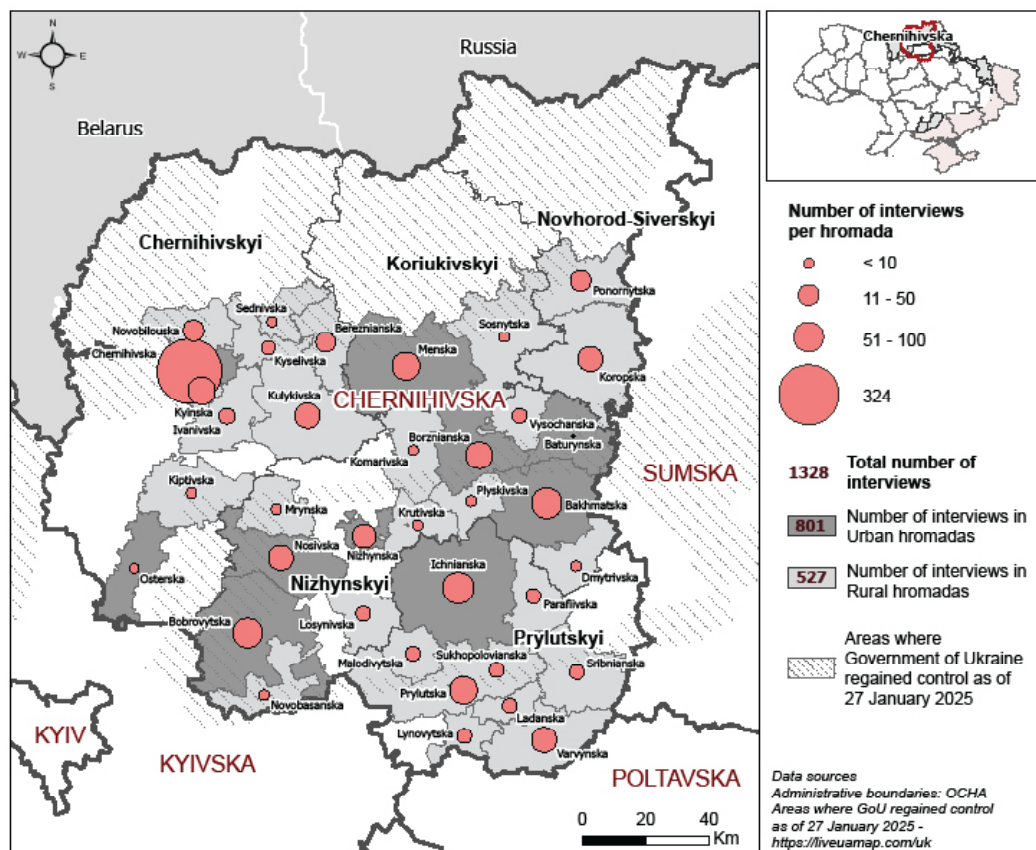
CONTEXT & RATIONALE

Since 2022, Russia's full-scale invasion of Ukraine has significantly impacted the country's economic landscape. In part due to the outflow of millions of workers abroad, mass displacement within the country, and the mobilisation of men to the military, Ukraine's labour market faces several issues, including a shortage of qualified labour. Additionally, the education system has struggled to adapt workforce training to the evolving demands of the economy. Informal employment has also grown, particularly among men seeking to avoid mobilisation, further distorting labour market dynamics. These challenges, combined with sectoral and geographical imbalances in economic recovery, have contributed to an increasingly complex employment landscape. In this context, this assessment aimed to examine key trends and opportunities for the recovery of the labour market, profile the labour force in assessment regions, and consider needs, barriers, and strategies of jobseekers and employers. With the assistance of Global Affairs Canada, REACH conducted a series of socioeconomic assessments to provide informational support to Acted's implementation of the Securing Women's Economic Empowerment for Recovery and Development (SEED) project. From late 2023 until the present, REACH Ukraine has conducted research in four oblasts: Odeska, Mykolaivska, Vinnytska and Chernihivska.



Global Affairs
Canada

SOCIODEMOGRAPHIC PROFILE OF SAMPLING



Total number of interviews

1,328

Gender

Women **59%**

Men **41%**

Location

Rural **61%**

Urban **39%**

Age

18-25 **11%**

26-30 **10%**

31-35 **9%**

36-40 **11%**

41-45 **13%**

46-50 **13%**

51-55 **12%**

56-60 **10%**

61-65 **5%**

66-70 **3%**

71-75 **3%**

75+ **1%**

Displacement status

IDP **3%**

Local resident **95%**

Returnee **3%**

Family characteristics

Have children aged 0-14 **28%**

Have dependents who need care **17%**

Employment status*

Employed **90%**

Unemployed **10%**

* Of the 1,328 individuals in the sample (all aged 18+), 1,016 were part of the labour force, defined by the sum of employed and unemployed people. Respondents were considered employed if they answered that they were currently employed, and unemployed if they answered that they were not currently employed and also that they were currently looking for work (this differed slightly from self-reported unemployment). The percentage shown of employed and unemployed respondents used those respondents who were part of the labour force as the denominator.

Assistance

Did not receive any assistance in the past year **67%**

Received assistance from INGOs in the past year **8%**

Received assistance from NNGOs in the past year **2%**

Vulnerabilities

Member of family with many children **3%**

Single Parent **1%**

Veteran **2%**

Person with a disability **7%**

Pensioner **15%**

Highest level of education received

Primary education **0%**

Basic secondary education **3%**

Complete secondary education **15%**

Professional (vocational) education **45%**

Higher education (uncompleted) **6%**

Bachelor's degree **11%**

Master's degree, Specialist **19%**

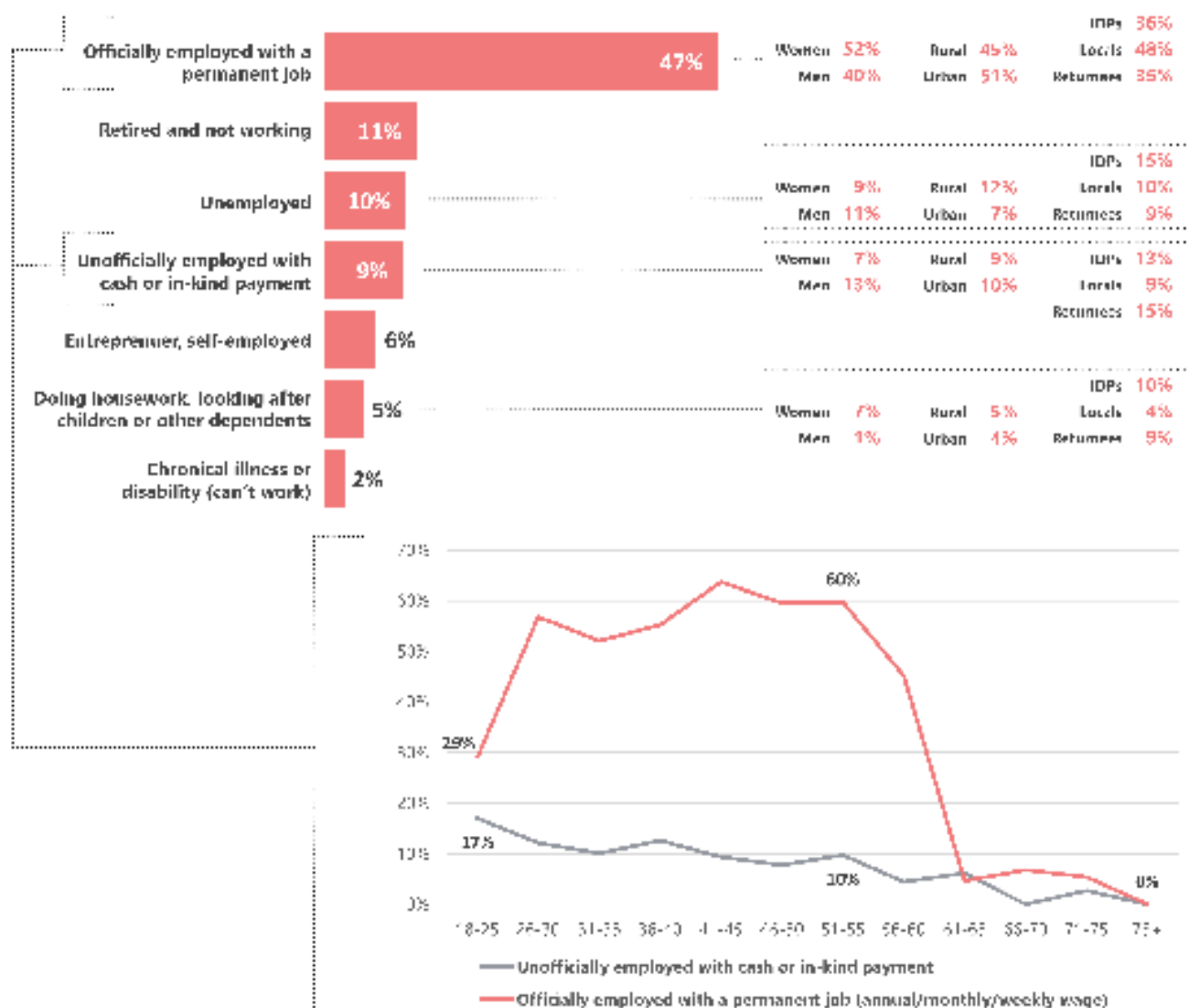
Doctoral degree (PhD) **0%**

ABOUT REACH

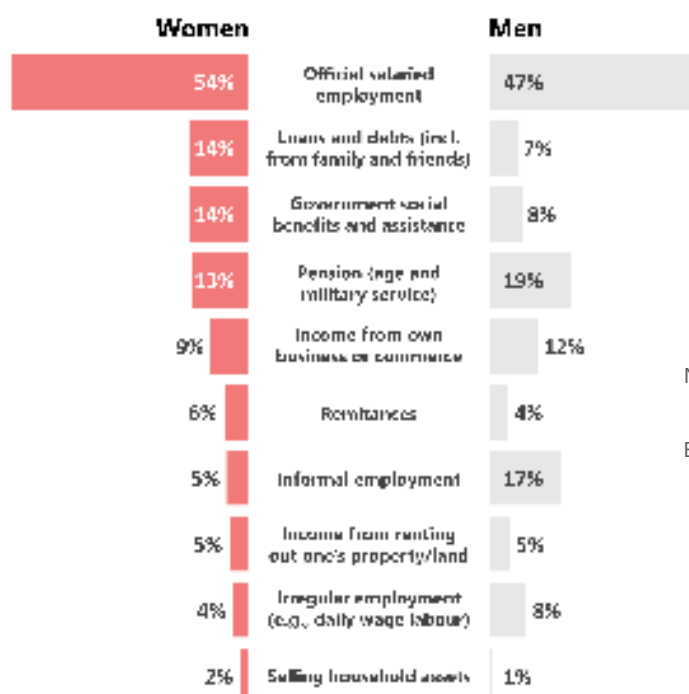
REACH Initiative facilitates the development of information tools and products that enhance the capacity of aid actors to make evidence-based decisions in emergency, recovery and development contexts. The methodologies used by REACH include primary data collection and in-depth analysis, and all activities are conducted through inter-agency aid coordination mechanisms. REACH is a joint initiative of IMPACT Initiatives, Acted and the United Nations Institute for Training and Research - Operational Satellite Applications Programme (UNITAR-UNOSAT).

EMPLOYMENT & INCOME

% of respondents by reported employment situation (single answer, N=1328)



% of respondents reporting sources of income (multiple answer, N=1328)



% of respondents reporting changes in income over the past year (single answer, N=647)

	Overall	Rural	Urban
Increased	46%	43%	49%
Decreased	48%	48%	43%
No change	3%	5%	1%

% of respondents reporting perceptions of purchasing power (single answer, N=1328)

	Overall	Employed	Unemployed
Not enough money for food	10%	4%	22%
Enough money for food, but it is difficult to buy clothes	53%	49%	62%
Enough money for food, clothes, and small savings	31%	39%	13%
I can afford to buy certain expensive things (e.g., household appliances)	6%	8%	1%

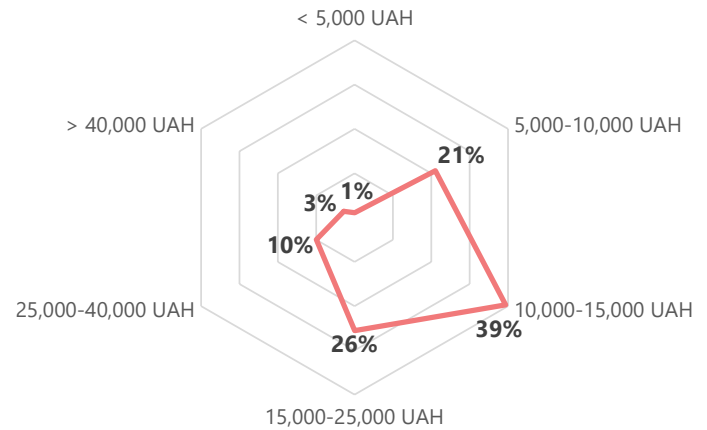
JOB SEARCH

% of respondents reporting currently looking for a job (single answer, N=1328)

Overall	14%	Women	13%	Rural	15%
		Men	15%	Urban	12%
		IDPs	23%	18-35	21%
		Locals	13%	36-50	13%
		Returnees	18%	51-65	10%
				66+	0%

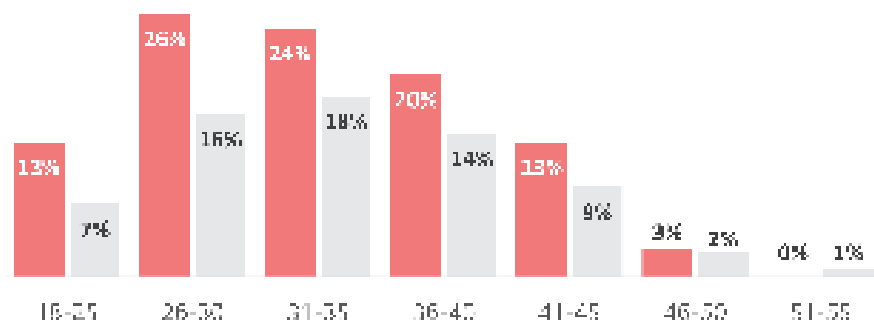
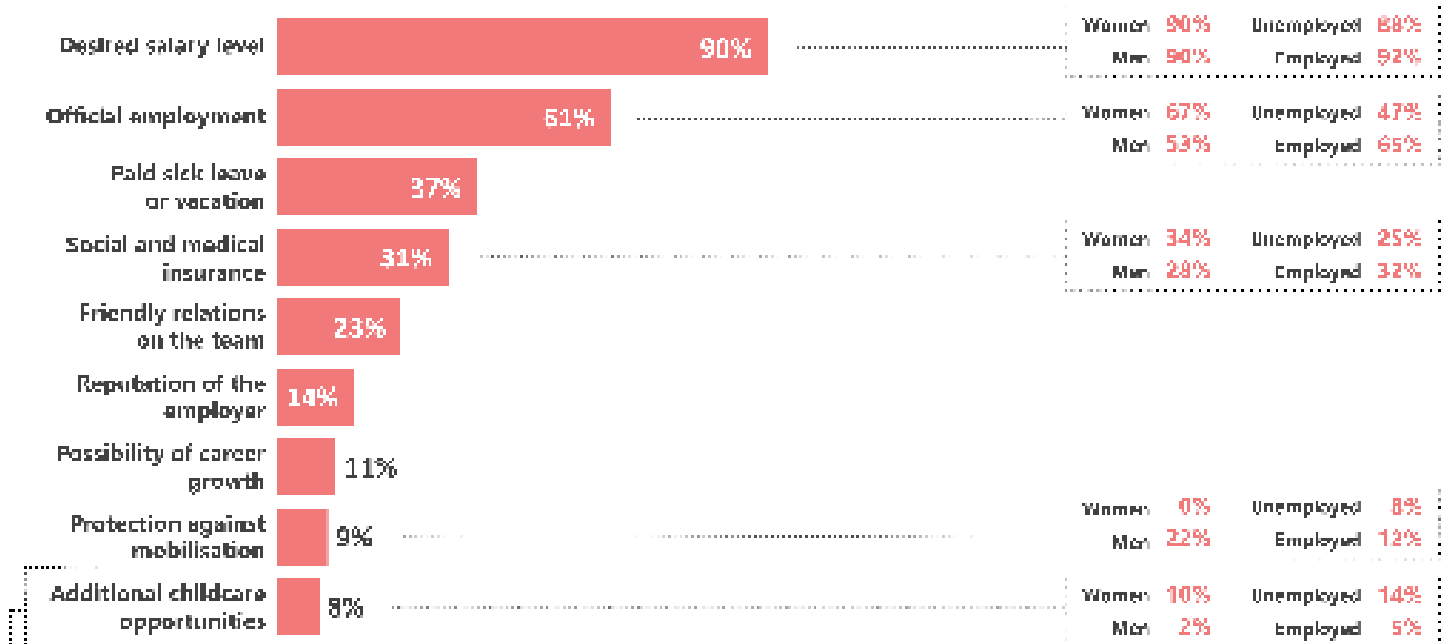
Among respondents **aged 18-30 and living in rural areas**, **34%** of surveyed **women** and **31%** of surveyed **men** were currently looking for a job.

% of respondents looking for a job reporting desired salaries, across six salary bands (single answer, N=180)



According to the State Statistics Service and Ministry of Finance, the average monthly salary during the first quarters of 2024 was about **20,600 UAH** for all of Ukraine, while the online job portal work.ua puts the figure at about **18,400 UAH** for Chernihiv, based on job postings.

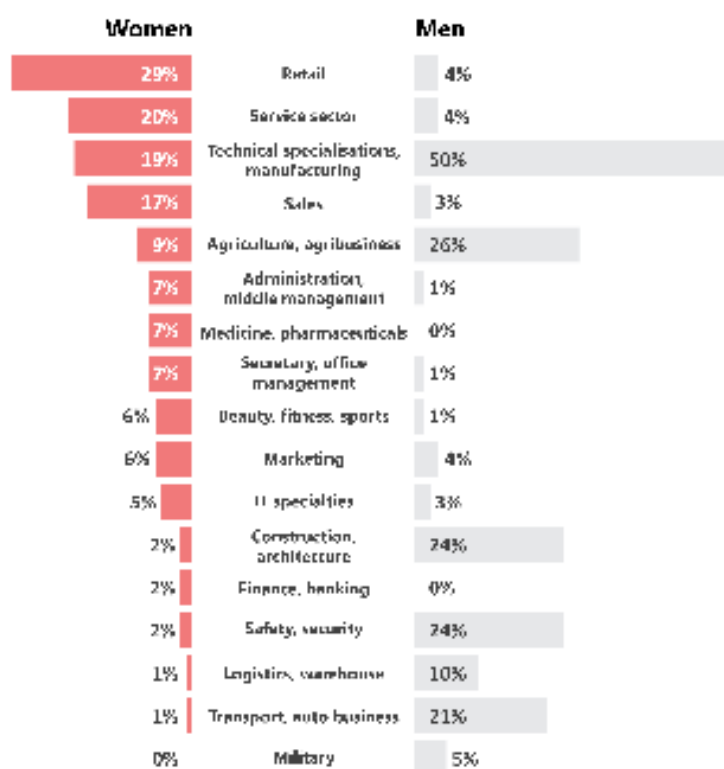
% of respondents reporting most important criteria for choosing a job (multiple answers, N=1328)



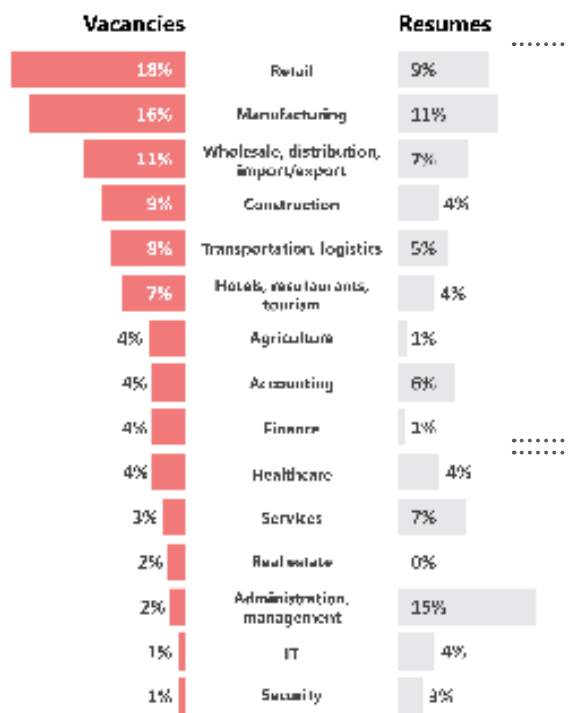
■ Additional childcare opportunities (women respondents, N=784)

■ Additional childcare opportunities (all respondents, N=1328)

% of respondents reporting job sectors they targeted (multiple answer, N=180)

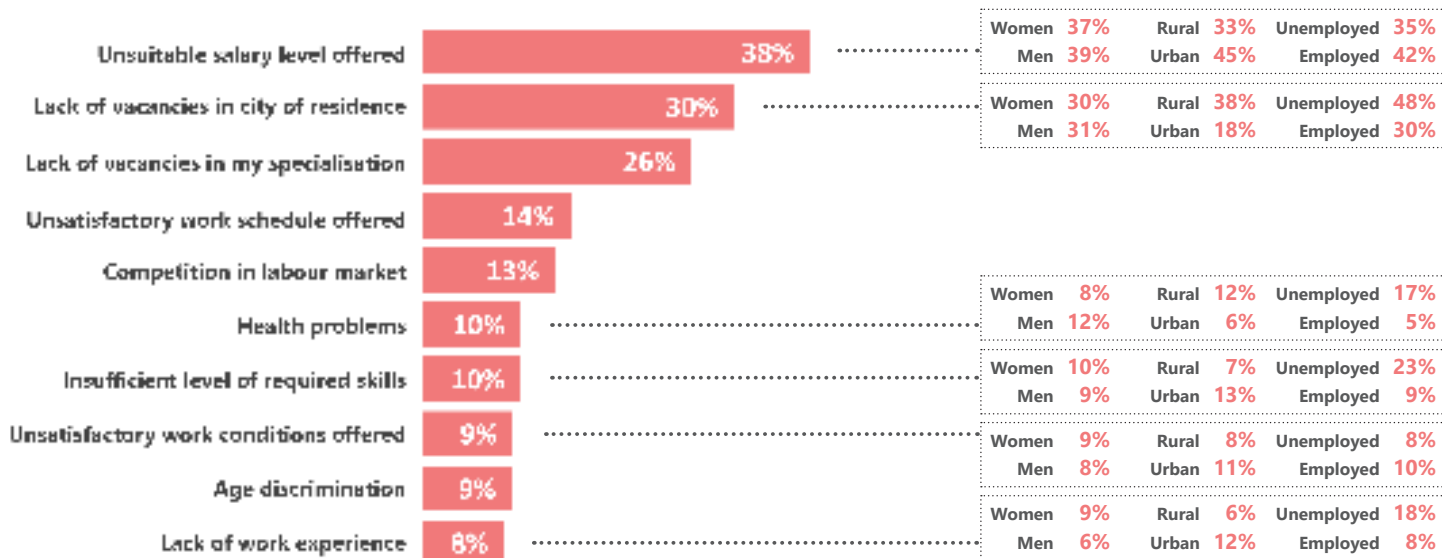


Vacancies and resumes in Mykolaivska oblast posted on work.ua job portal, by sector

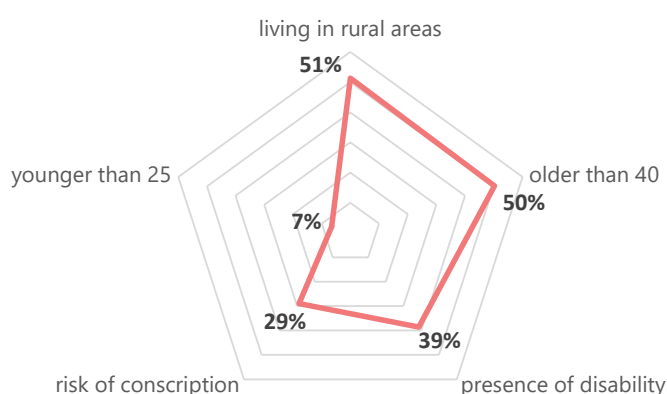


While the first nine sectors had an average of **1 resume per vacancy**, the bottom six sectors had an average of **8 resumes per vacancy**.

% of respondents reporting obstacles to finding a new job (multiple answer, N=1328)



% of respondents reporting characteristics they perceived as making it more difficult to find a job (multiple choices, N=1328)



Respondents living in rural areas considered their location to be problematic for employment more frequently than **urban residents** (61% vs 36%). While only **1%** of all respondents considered IDP status to complicate getting a job, **23%** of **IDPs** believed that it was the case. **Women** were more likely than **men** to list being aged 40+ (54% vs 45%).

% of respondents considering looking for a job in another town or region (N=180)

Overall 49%

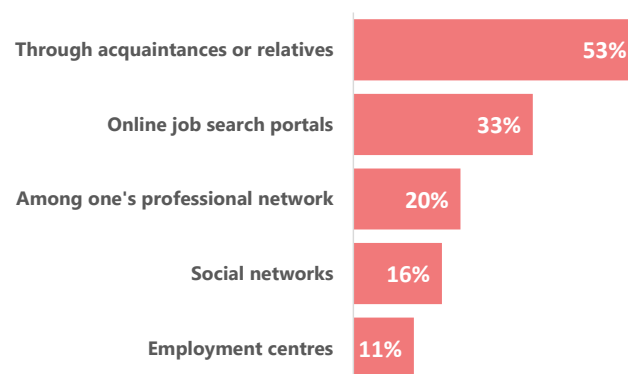
Women 39% Rural 56% Unemployed 49%
Men 61% Urban 35% Employed 50%

Among respondents **living in rural areas and aged 18-30**, **90%** of surveyed **men** and **80%** of surveyed **women** were considering looking for a job in another town or region.

% of respondents reporting usage of private recruiting agencies (N=1328)

Only **1%** of respondents reported using the services of private recruiting agencies.

% of respondents reporting usage of types of job search channels (N=1328)



Urban residents were more likely to use online platforms like job portals (**48%**) and social media (**18%**) than **rural residents** (**24%** and **15%**, respectively).

JOB TRAINING

% of respondents who had taken continuing education or training courses in the past year (N=1328)

Overall 15%

Women 16% Rural 13% Unemployed 11%
Men 13% Urban 18% Employed 19%
IDPs 10% Locals 15% Returnees 18%

% of respondents reporting recent types of continuing education/training courses used (N=197)

Advanced training in my specialisation 75% **Language courses 7%**
Psychological training 22% **IT courses 5%**
Retraining for a new specialisation 11%

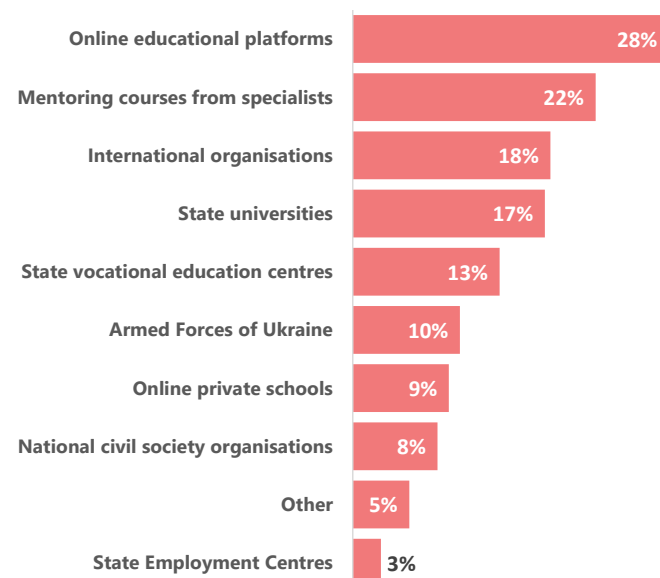
% of respondents reporting training opportunities offered (and paid for) by a prospective employer to be an important criterion when choosing a job (N=1328)

Although only **11%** of respondents considered employers offering training opportunities to be an important criterion when choosing a job, this was higher among younger respondents, rising to **23%** of respondents aged 18 to 25.

% of respondents who felt the need for retraining or other courses to improve their qualifications (N=1328)

Overall 24% Unemployed 50%
Employed 25%

% of respondents reporting type of provider of recent continuing education/training courses (N=197)

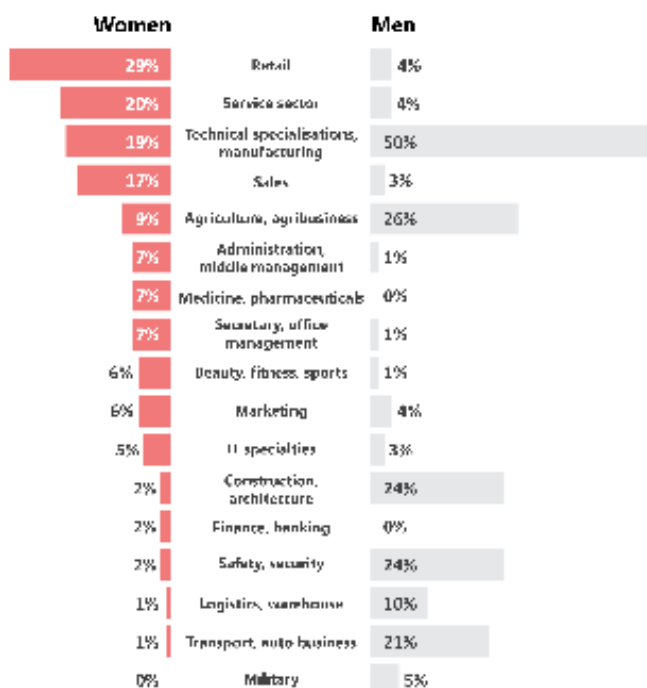


% of respondents willing to take advanced training courses to meet employers' requirements (N=1223)

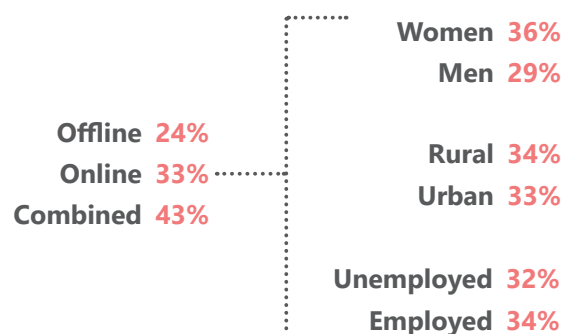
Overall 36%

Women 39% Rural 34% Unemployed 53%
Men 33% Urban 41% Employed 40%
IDPs 37% Locals 36% Returnees 50%

% of respondents reporting specific job training sectors they wanted to target (multiple answer, N=320)



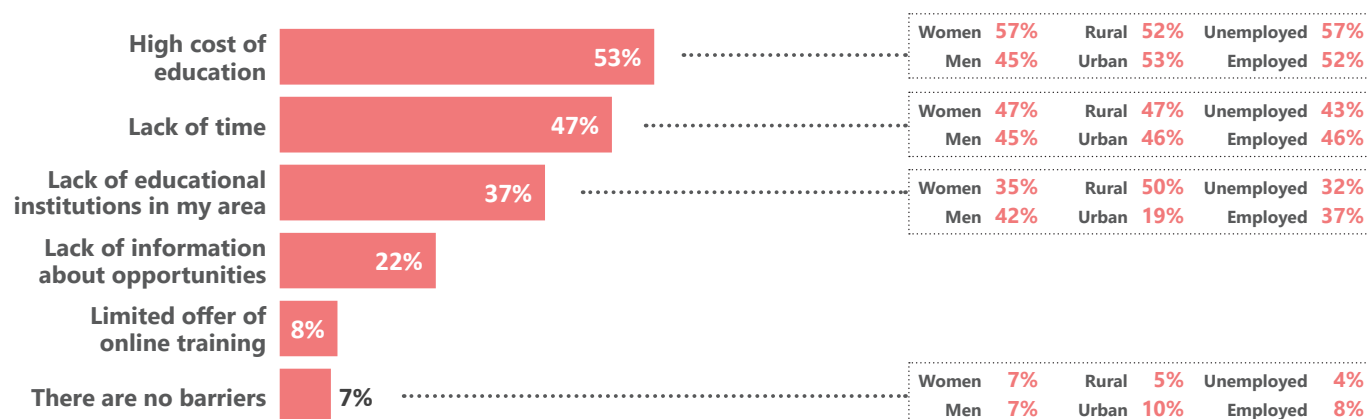
% of respondents reporting preferred training modalities (single answer, N=320)



% of respondents whose employers offered free training (single answer, N=865)



% of respondents reporting barriers to accessing job training (multiple answer, N=320)



% of respondents registered at employment centres (single answer, N=1328)

Overall **37%**

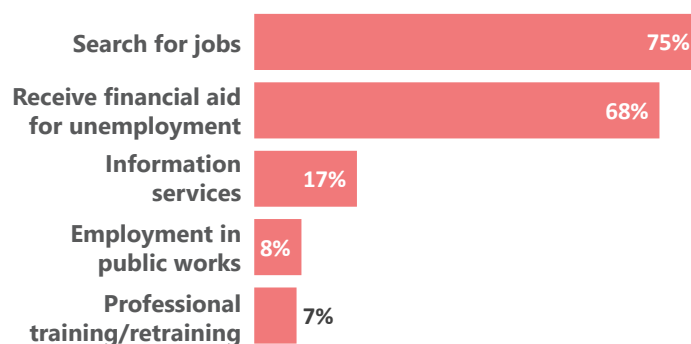
Women **42%** Rural **39%** 18-35 **19%**
Men **30%** Urban **34%** 36-60 **48%**

50% of self-reported **unemployed** respondents and **42%** of **disabled or chronically ill** respondents reportedly were registered at employment centres.

% of respondents reporting that they required assistance with registration at employment centres (single answer, N=1322)

Only **1%** of respondents reported needing assistance to register at employment centres.

% of respondents reporting services used at employment centres (multiple answer, N=495)



POINTS OF ATTENTION

The assessment of the labour force profile in Chernihivska oblast demonstrated that at the time of the survey, most of the informants were employed, with 31% of respondents in a situation of underemployment (including self-identified unemployed, people doing unpaid domestic work, childcare, non-working students and non-working pensioners). At the same time, when assessing the category of labour force as defined by the ILO (unemployed and currently looking for work), 8% of respondents were found to be unemployed. Considering job search intentions and strategies, the following key points should be highlighted:

- The most important criteria during the job search were the desired level of salary, official employment, social and health insurance, paid vacation and sick leave as well as friendly atmosphere in the team.
- Among the dominant barriers to employment, informants prioritized unsatisfactory salaries, lack of suitable vacancies in the area of residence, lack of vacancies in the required specialization, unsatisfactory work schedules and competition in the labour market.
- The most vulnerable categories in the labour market were rural residents (lack of vacancies in the area of residence has a particularly acute impact on the employment of rural residents), IDPs, jobseekers over 40 (especially women), and specific vulnerable groups such as single parents, parents with many children, and people with disabilities. In cases of childcare needs, women become a separate vulnerable category. It should be noted that these vulnerability characteristics can be coupled in one person, which significantly increases the risk of unemployment and reduces employment opportunities.
- (Re)training component seems to be important strategies to increase competitiveness in the labour market for specific categories of jobseekers. More than third of the respondents considered additional advanced training courses as a tool that could help to meet employers' requirements. Unemployed, women and residents of urban settlements more often included the training component in their job search strategies. Training requests were slightly different for women and men (with a significant advantage of men's orientation towards technical specializations), as was the training format (women prefer online training). But it was worth emphasizing that one of the main barriers to access to training was the high cost of training, which was more often indicated by women and the lack of accessible educational institutions for rural residents in their place of residence.

METHODOLOGY & LIMITATIONS

The socioeconomic assessment of labour force capacity was conducted using data collected between 15 April and 14 May 2024. Quantitative data was gathered on a single Kobo tool for structured interviews with 5,385 adult residents of four oblasts, including 1,328 respondents in Chernihivska oblast. The sample size was based on population,* stratified by urban/rural, at a 97% confidence level with a 5% margin of error. Qualitative data was obtained from 68 individual interviews (IIs) with representatives of educational institutions and human resources (HR) departments in businesses, including 14 IIs in Chernihivska oblast (qualitative findings were not presented in this factsheet).

Additionally, data on resumes and vacancies published on online job portal work.ua was scraped using scripts developed in RStudio, providing a quantitative picture of labour market dynamics, including demographics of jobseekers and sectoral trends. The data gathered from the work.ua portal reflects only the number of published vacancies and resumes during one month of scraping, and limitations may also be manifested in the representativeness at the level of hromadas, raions, and is not an exhaustive list of all the vacancies in demand by specialization/sector in assessment areas, as some employers might use other channels to find employees. A two-stage random sampling approach was applied separately for both urban and rural strata. Randomizing the selection of each HH within the PSU was implemented through GIS-based approach. At the initial stage of the sampling, areas close to the front line as well as other no-go-areas were excluded, which may limit the representativeness for some areas.

*Accurate population data in Ukraine is complicated by the outdatedness of the last census (conducted in 2001) and mass displacement. Sample calculations were conducted using a combination of census data and Oxford Estimate Data from April 2023. Areas deemed inaccessible during security reviews were excluded from the sampling frame.