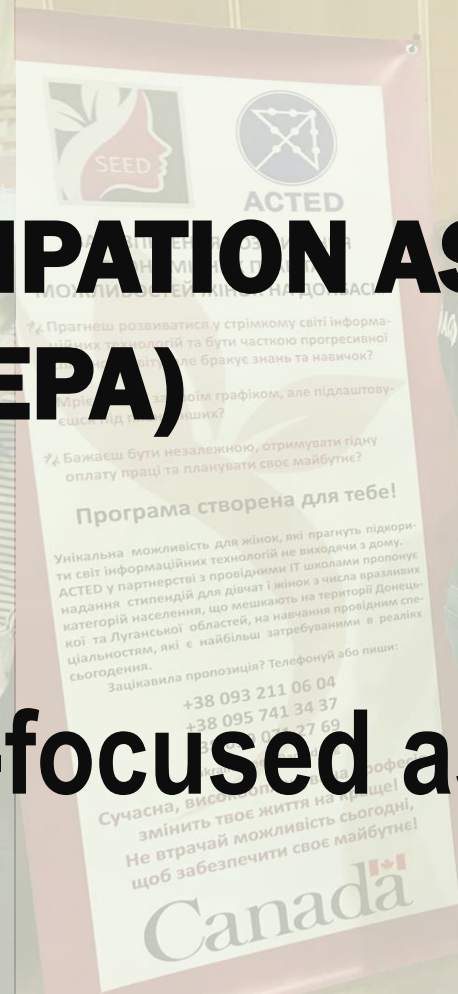# ECONOMIC PARTICIPATION ASSESSMENT (EPA)

A labor market-focused assessment

Selected findings from Mariupol area

CONTENTS

Multi information sources assessment
of labor market dynamics
in five Government-Controlled Areas
of Donetsk and Luhansk Oblasts

Zoom in on **Mariupol Area**

➤ BACKGROUND

➤ OBJECTIVES

➤ METHODOLOGY

➤ TARGET AREAS

➤ KEY FINDINGS

➤ SECTION 1: Labor Market Dynamics

➤ SECTION 2: Socioeconomic Profile

➤ SECTION 3: Barriers to Employment

➤ SECTION 4: Employment Services

➤ SECTION 5: Employers Preferences

➤ SECTION 6: Labor Force Preferences
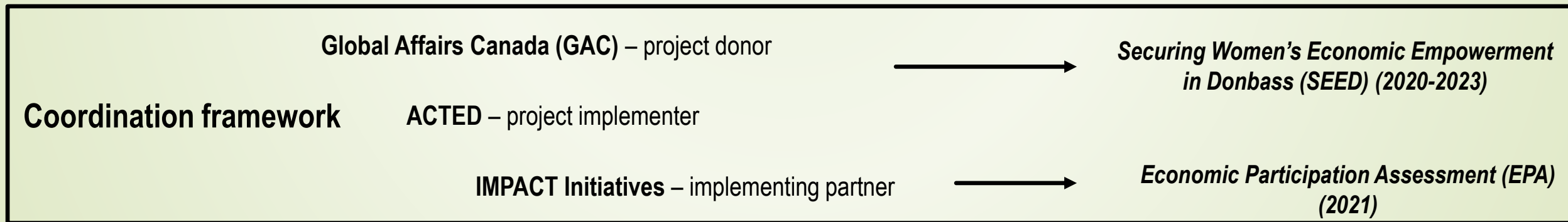
➤ NARRATIVE SUMMARY

➤ ANNEXES

BACKGROUND

- Protracted conflict (8th year)
- Labor market dynamics particularly impacted in Eastern Ukraine
- Disruptions to local communities ('*line of contact*')
- Increased inflows of workers arriving from the *non-government controlled areas* (NGCA)
- This may create the conditions for increased competition for jobs and labor market imbalance
- Smaller regional centres now have an increased role as employment hubs
- New hubs increasingly servicing peripheral areas
- COVID-19 outbreak in 2020 has led to **further reduction in economic activity** and employment rates

- All of these factors may have **exacerbated social and economic marginalization in the region**
- Also, changes to labor market dynamics may affect some demographic groups more than others
- Drops in employment found to be more frequently experienced by **young persons** (15-24 years old) and **pre-pensioners** (50-59 years old)
- Across Ukraine, **women** face a lower rate of labor force participation compared to men

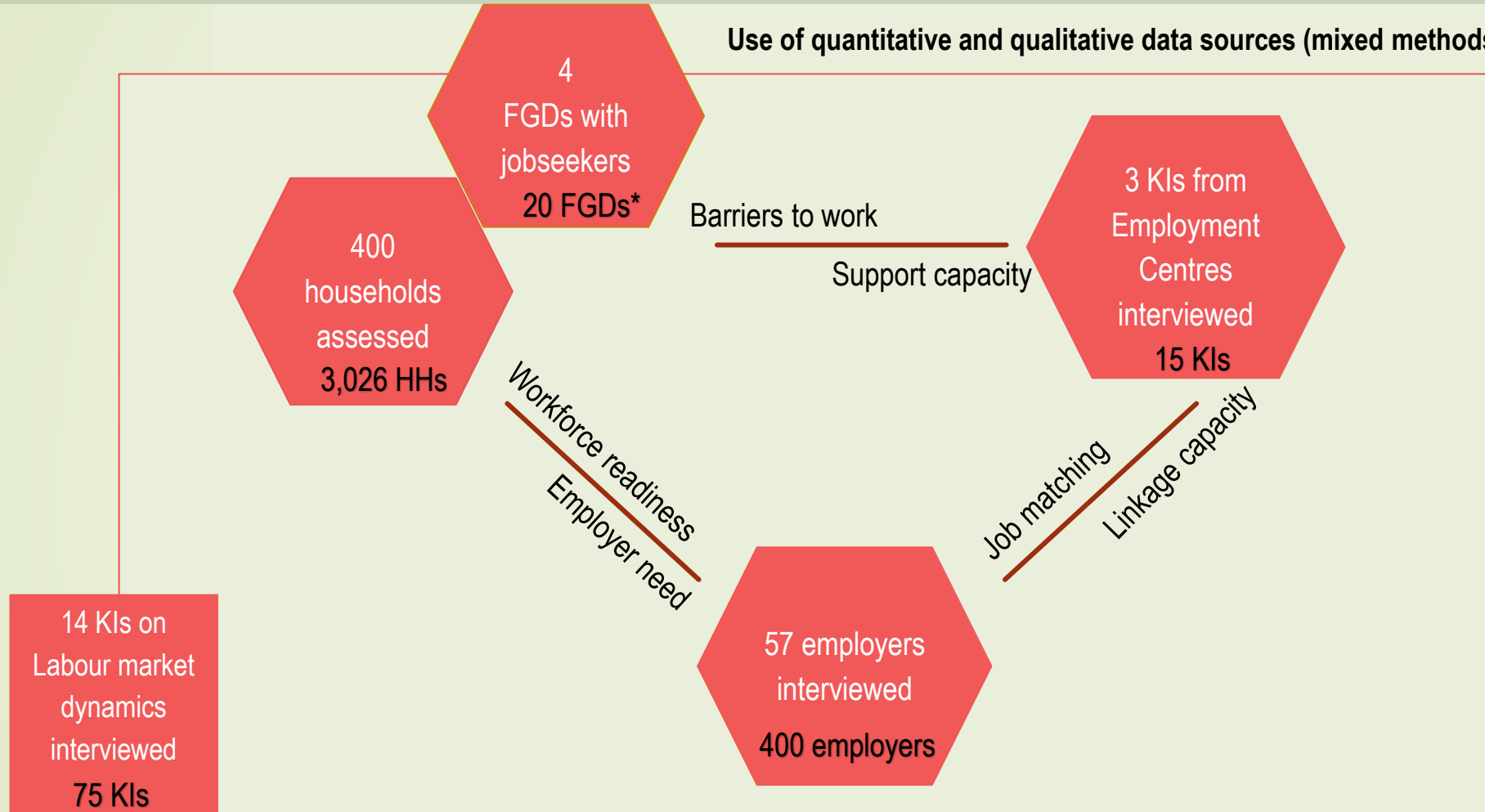Making available **age and gender disaggregated information** on:
(1) workforce engagement
(2) current labor market dynamics
(3) emerging employment sectors within the areas of intervention

➢ Inform partners in their activities aimed to **assist jobseekers in finding sustainable employment**

➢ **Increase information available** on these topics to employment service providers, business development centers, local government and development actors in Donetsk and Luhansk Oblasts

Global Affairs Canada (GAC) – project donor → *Securing Women's Economic Empowerment in Donbass (SEED) (2020-2023)*

Coordination framework

ACTED – project implementer

IMPACT Initiatives – implementing partner → *Economic Participation Assessment (EPA) (2021)*

METHODOLOGY (1)

Use of quantitative and qualitative data sources (mixed methods)

4
FGDs with jobseekers
20 FGDs*

400 households assessed
3,026 HHs

Barriers to work

Support capacity

3 KIs from Employment Centres interviewed
15 KIs

Workforce readiness

Employer need

Job matching

Linkage capacity

14 KIs on Labour market dynamics interviewed
75 KIs

57 employers interviewed
400 employers

Data collection was conducted between 21 May and 14 June 2021, in a face-to-face format for FGDs, and over the phone for interviews with Key Informants (KIs), households and employers

Given the focus not only on household-level information but also on the individual experiences of household members aged between 15-70, a single household representative aged 18 years old or older was selected on a voluntary basis to report as a proxy for other household members

Contextual information

*20 FGDs – total number conducted / collected across all five assessment areas

Interlinkages between data collection methods:

from the Terms of Reference (public)

FGD: Focus Group Discussion

KI: Key Informant

HH: Household

HoH: Head of Household

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Representativeness of the data

- Overall, findings for the **household survey** are representative of the general population in the assessed areas (strata) with a 95% confidence level and a 5% margin of error

- Findings related to a subset are not representative with a known level of precision

- Findings from the **employer survey** are representative of employers in the assessed area with a 95% confidence level and a 5% margin of error

- Findings from the **KIIs** and **FGDs** are indicative only of certain trends and cannot be generalized with a known level of precision

Limitations

- Due to COVID-19 associated preventative measures, all interviews to households, KIs and employers were conducted over the phone and all the risks linked to the remote nature of this data collection method (i.e. faster loss of concentration from participants, need for shorter interview duration, etc.) have to be taken into account when interpreting the results.

- Certain indicators collect information for subset of groups only, and the corresponding findings should be considered indicative when subset sizes are not representative of the group (e.g. limited number of *young persons* represented in the household survey)

- Qualitative data should be interpreted in conjunction with other data sources. Additionally, due to the language barrier, data pieces may have been lost in the translation of transcripts
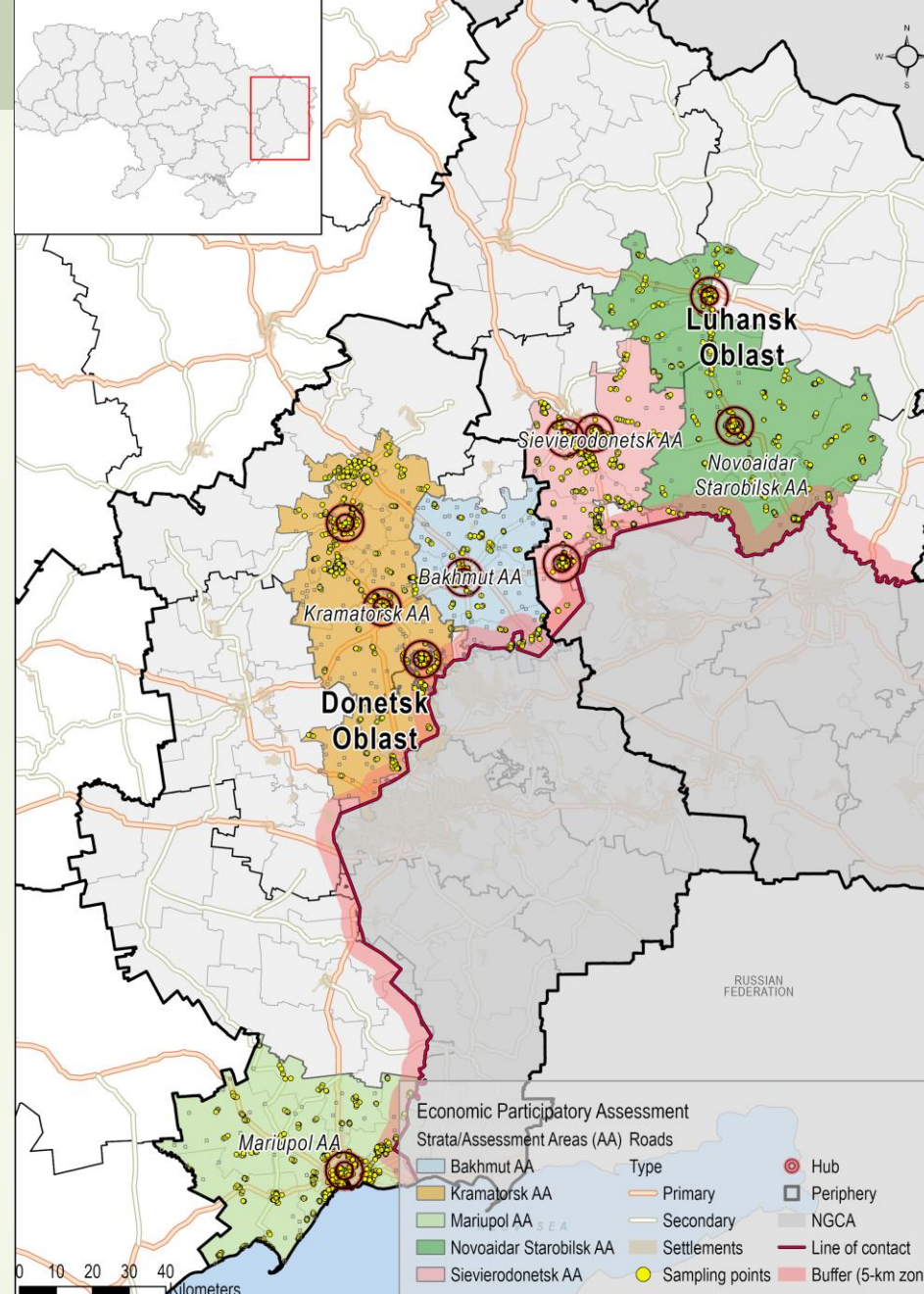
5 Assessment Areas (AA):

Donetsk Oblast
- Mariupol and surroundings
- Kramatorsk corridor
- Bakhmut and surroundings

Luhansk Oblast
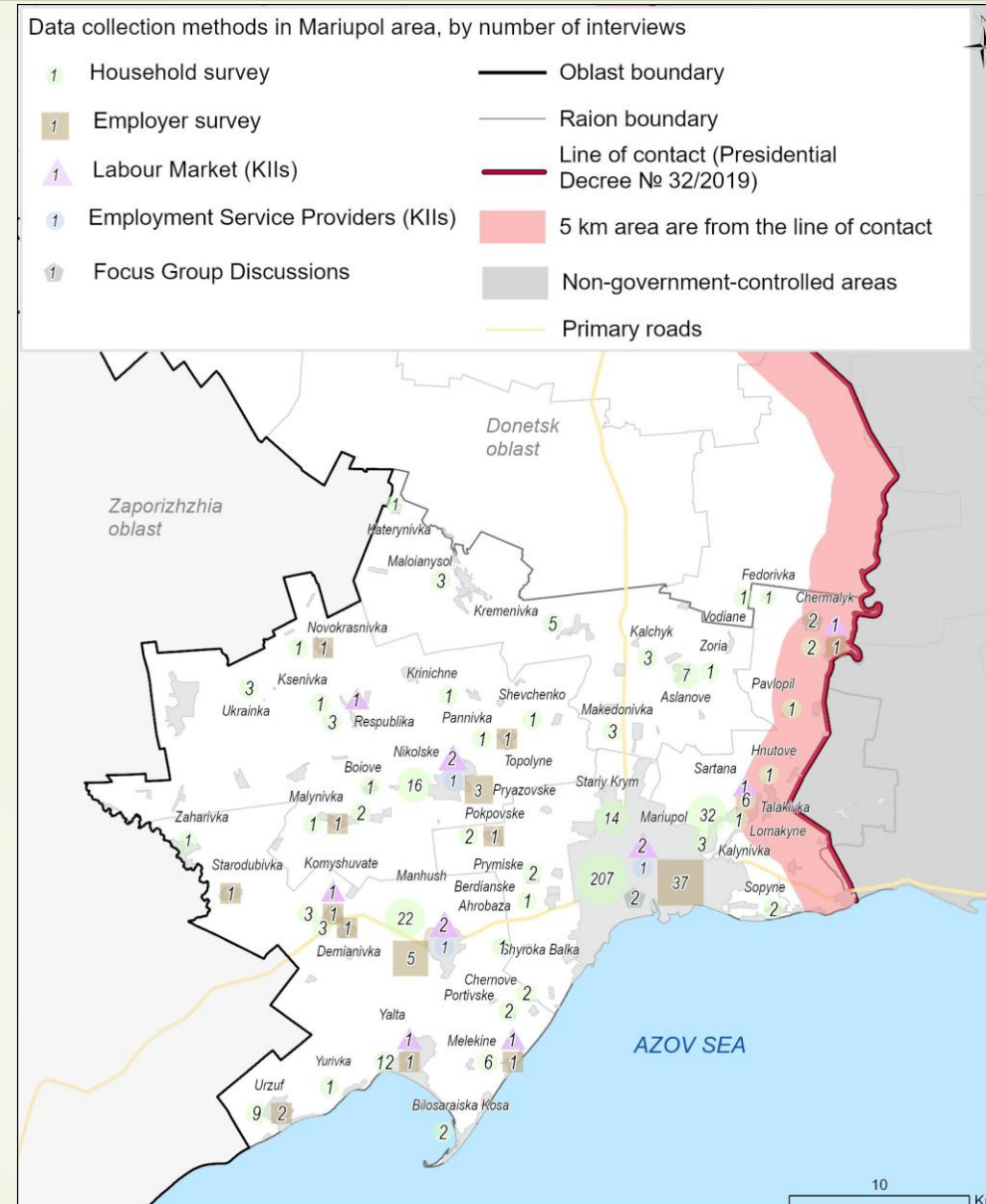- Severodonetsk and surroundings
- East Luhansk

Overview map of the five assessment areas covered under the EPA
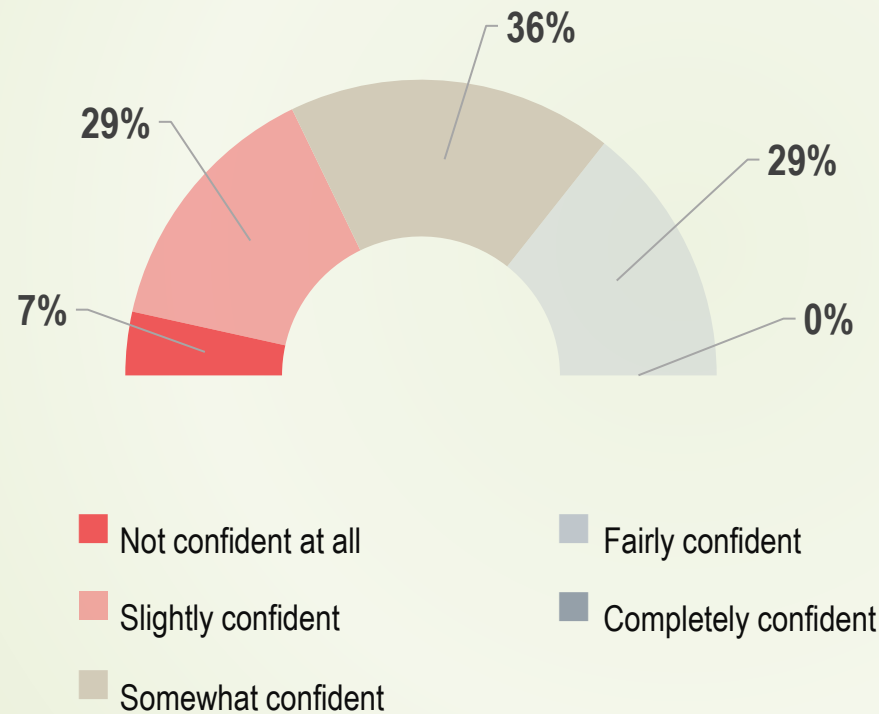
MARIUPOL AND SURROUNDINGS AREA

- Mariupol city (employment hub)

- Kalchytska, Nikolska, Manhuska, Sartanska and Mariupolska Hromadas (employment periphery)

Data collection methods in Mariupol area, by number of interviews

Symbol	Method		
1	Household survey		Oblast boundary
1	Employer survey		Raion boundary
▲	Labour Market (KIIs)		Line of contact (Presidential Decree № 32/2019)
1	Employment Service Providers (KIIs)		5 km area are from the line of contact
⬠	Focus Group Discussions		Non-government-controlled areas
			Primary roads

Map of assessed locations, by data collection method

Labor Market KIs

Reported level of confidence towards the **positive evolution of the local business environment** over the 12 months following data collection

36%

29%

29%

7%

0%

- ■ Not confident at all
- ■ Slightly confident
- ■ Somewhat confident
- ■ Fairly confident
- ■ Completely confident

43%

Proportion of Labor Market KIs who reported that the local employment rate had decreased during the 12 months preceding data collection
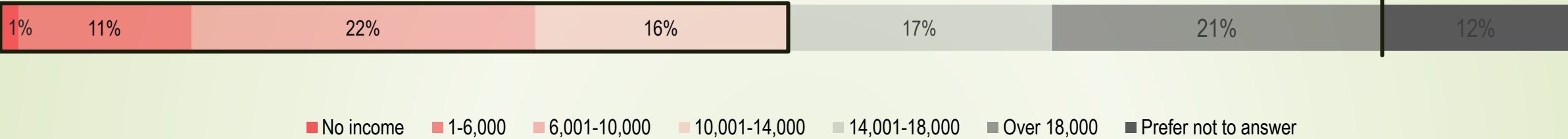
Reported only by KIs in the periphery

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Household Survey

% of households by range of reported monthly household income (UAH)*, by location

Mariupol City

| 1% | 11% | 22% | 16% | 17% | 21% | 12% |

■No income ■1-6,000 ■6,001-10,000 ■10,001-14,000 ■14,001-18,000 ■Over 18,000 ■Prefer not to answer

⚠ **50%** of assessed households have reported a monthly average household income **below 14,000 UAH**

Periphery

| 1% | 36% | 19% | 15% | 8% | 9% | 12% |

⚠ **71%** of assessed households have reported a monthly average household income **below 14,000 UAH**

The threshold of 14,000 UAH is used as a reference, based on the most recent (Q2 2021) reported national average household income (13,785 UAH nationally). Source: State Statistics Service
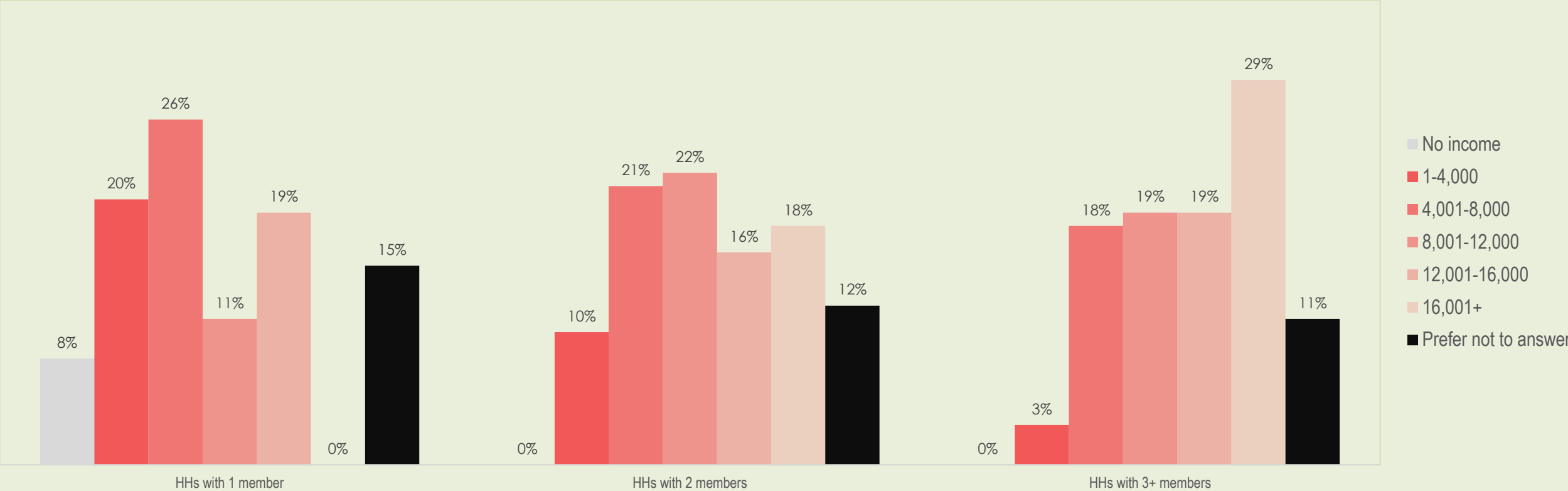
*does not differentiate between size of households / number of members in households

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Household Survey

% of households by range of reported monthly household income (UAH), by household size

Legend:
- No income
- 1-4,000
- 4,001-8,000
- 8,001-12,000
- 12,001-16,000
- 16,001+
- Prefer not to answer

HHs with 1 member: 8%, 20%, 26%, 11%, 19%, 0%, 15%

HHs with 2 members: 0%, 10%, 21%, 22%, 16%, 18%, 12%

HHs with 3+ members: 0%, 3%, 18%, 19%, 19%, 29%, 11%

In Mariupol area was recorded the highest average monthly household income across the five areas assessed

*does not differentiate between size of households / number of members in households

Average monthly household income*	Mariupol area	City	Periphery
Overall	**11,350 UAH**	11,971 UAH	8,041 UAH
Female HoHs	11,025 UAH	11,848 UAH	6,409 UAH
Male HoHs	11,680 UAH	12,098 UAH	9,560 UAH

Household Survey

Mariupol Area

Share of the **economically inactive population**
*[retired, unable to work, studying / training, taking care of the household,
doing unpaid work, unemployed]*

63%

Share of the economically active population

Share of the **economically active population**
*[full-time employed, part-time employed,
self-employed, freelance, season worker]*

37%

Share of the economically inactive population

	Women	Young persons (15-24)	Pre-pensioners (50-59)
Economically inactive	47%	69%	31%
Economically active	53%	31%	69%

■ Economically active   ■ Economically inactive

Household Survey

% of household members aged 15-70 by reported **employment status** and population group
(question allowed multiple answers, sum may exceed 100%)

	Overall	Women	Men	Young persons (15-24 years old)	Pre-pensioners (50-59 years old)
Full-time employed*	51%	42%	61%	22%	54%
Taking care of the household	14%	26%	1%	5%	12%
Retired or pensioner	13%	13%	13%	0%	14%
Unemployed and looking for work	9%	10%	8%	9%	10%
Studying or in training	9%	10%	9%	59%	0%
Part-time employed*	6%	7%	6%	7%	7%
Self-employed	5%	4%	6%	2%	8%

*excluding *self-employed*

14% Proportion of young persons (15-24 years old) who are not in employment, education or training (**NEET**)

22%

Proportion of household members not officially employed (without a contract), among those reportedly employed

37%   63%

16%

Proportion of household members who have reportedly worked more than one job in the week prior to data collection to generate extra income
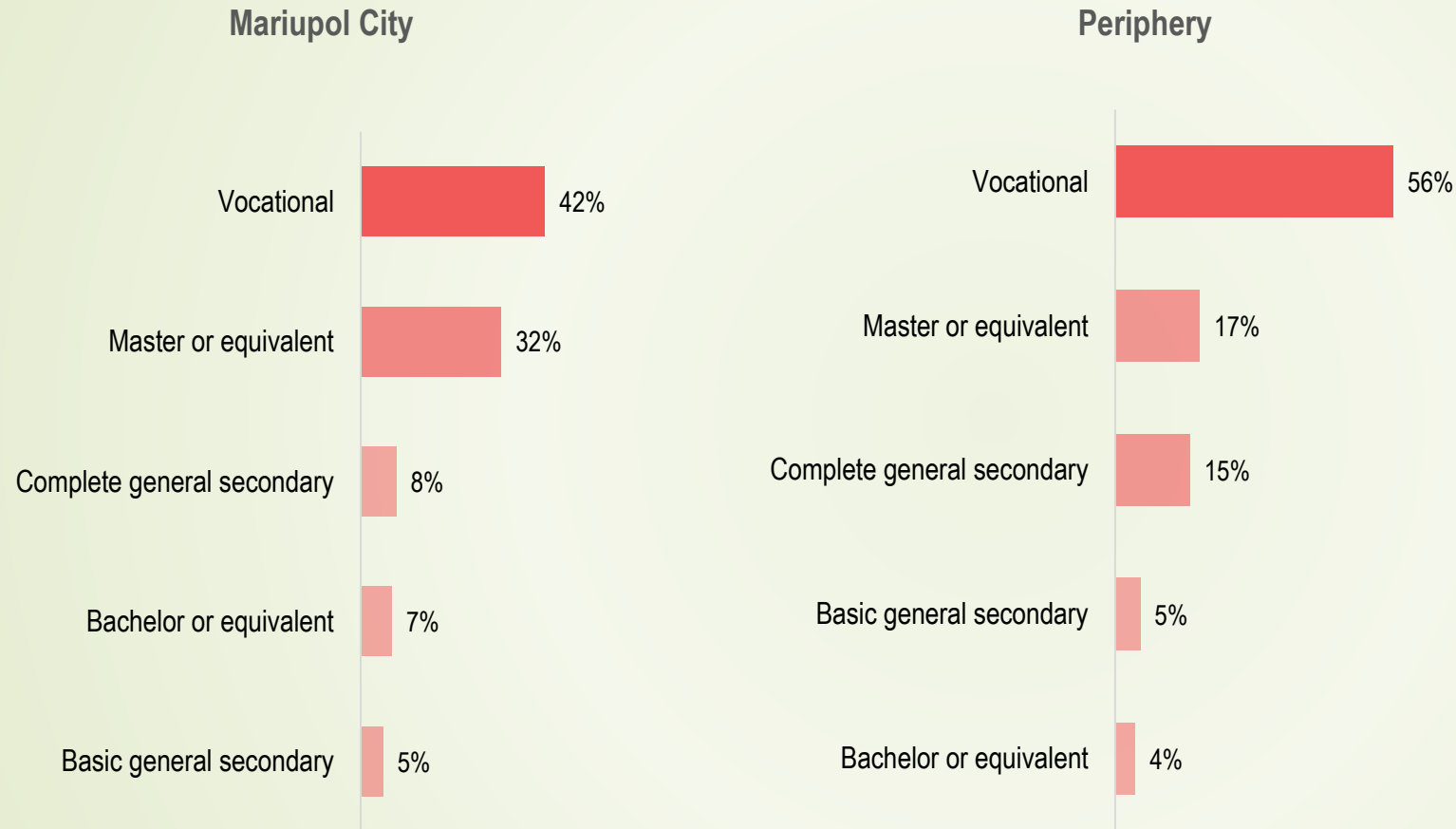
46%   54%

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Household Survey

% of household members aged 15-70 by reported **education status**

Most reported areas in which household members aged 15-24 have received or were in the process of receiving their education, at the time of data collection*

Mariupol City

Education level	%
Vocational	42%
Master or equivalent	32%
Complete general secondary	8%
Bachelor or equivalent	7%
Basic general secondary	5%

Periphery

Education level	%
Vocational	56%
Master or equivalent	17%
Complete general secondary	15%
Basic general secondary	5%
Bachelor or equivalent	4%

👩 **55%**

Law	**9%**
Management	**6%**
Technology	**6%**

👨 **45%**

Mechanical engineering	**8%**
Architecture and construction	**6%**
Other	**6%**

*these findings are presented as a subset for household members who reportedly achieved one of the following level of education: vocational, uncomplete higher, bachelor or equivalent, master or equivalent

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Household Survey

% of household members reportedly unemployed at the time of data collection, by **average period of unemployment**

Mariupol City

37%

38%

11%

10%

- Less than 6 months
- 6 months to a year
- 1 -2 years
- More than 2 years

Periphery

21%

15%

17%

47%
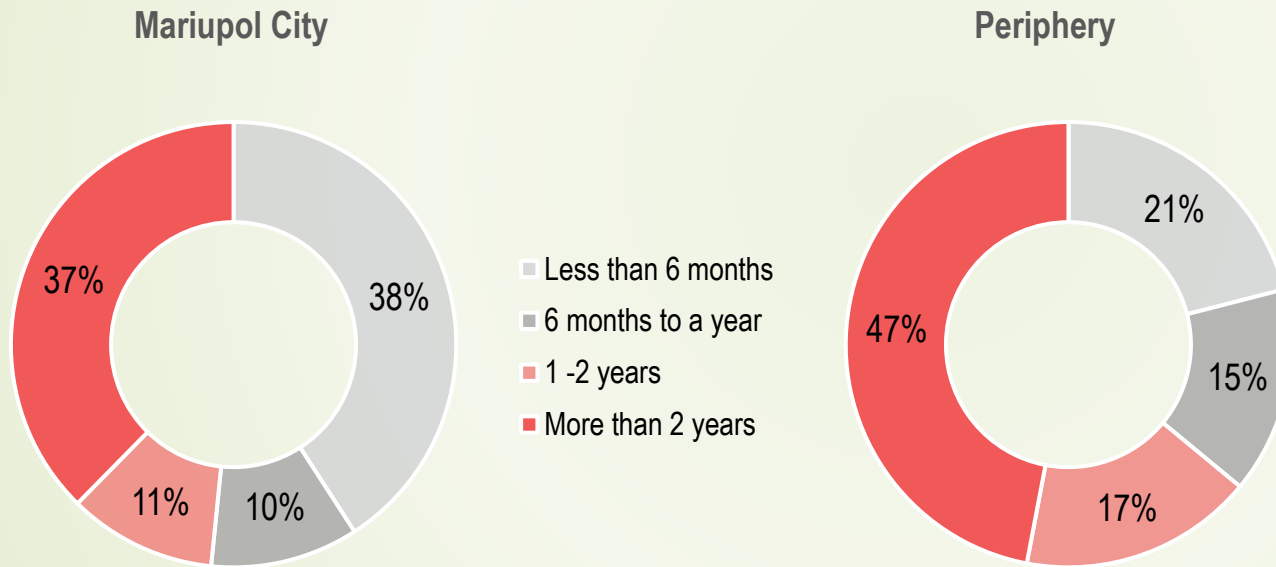
48%

Proportion of household members who lost their job following the COVID-19 outbreak, among those reportedly unemployed
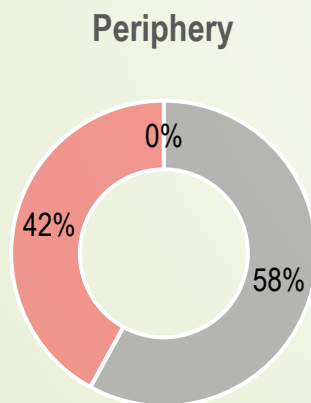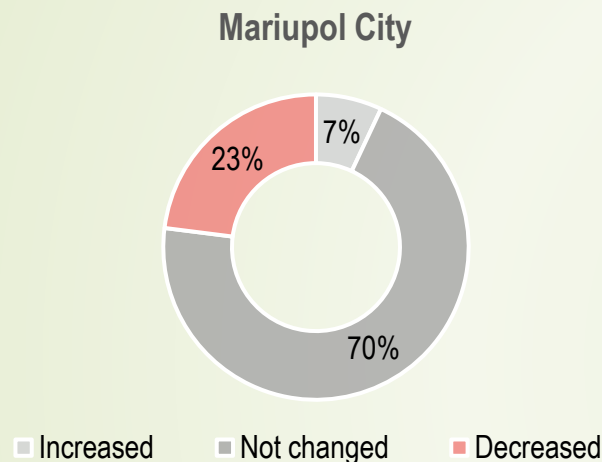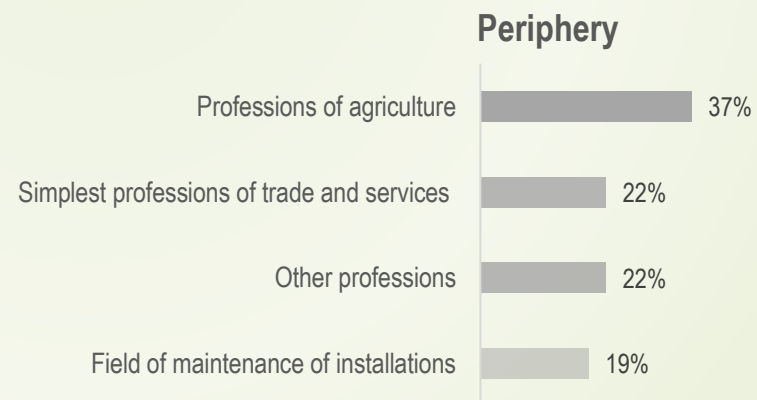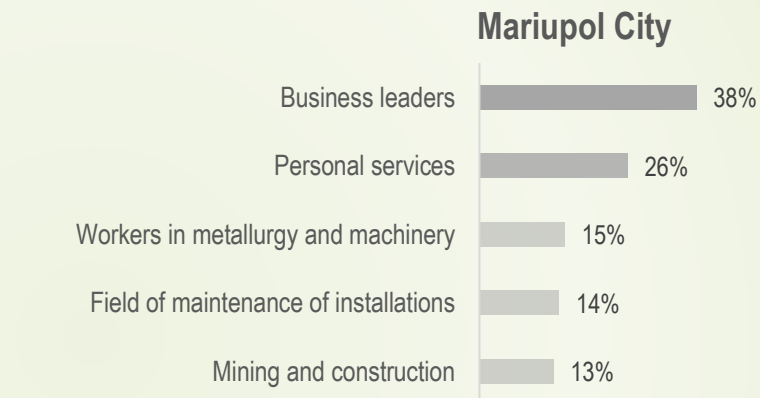
57%   **43%**

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Employer survey

Change in number of employees between pre-COVID-19 outbreak and time of data collection, as reported by employers

Mariupol City

- 7% Increased
- 70% Not changed
- 23% Decreased

■ Increased   ■ Not changed   ■ Decreased

Periphery

- 0% Increased
- 58% Not changed
- 42% Decreased

Most reported **types of vacancies available** at the time of data collection, amongst enterprises that have reported to have any vacancy
(multiple answers possible)

Mariupol City

Business leaders	38%
Personal services	26%
Workers in metallurgy and machinery	15%
Field of maintenance of installations	14%
Mining and construction	13%

Periphery

Professions of agriculture	37%
Simplest professions of trade and services	22%
Other professions	22%
Field of maintenance of installations	19%

58%

Proportion of female employees as reported by employers at the time of data collection

By type of enterprises:

- State 80%
- Municipal 61%
- Private 47%
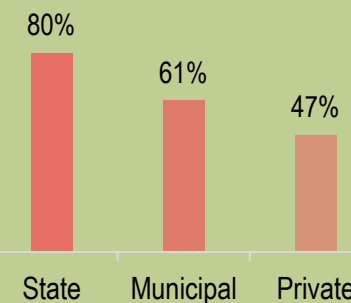
47%

of all enterprises surveyed that reportedly had open vacancies at the time of data collection were private

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Household survey

Most reported **reasons why household members were unemployed**, among those aged 15-70 and reportedly unemployed at the time of data collection
(multiple answers possible)

By sociodemographic characteristics

By location

	Women	Men	Young persons (15-24 years old)	Pre-pensioners (50-59 years old)	Mariupol City	Periphery
To look for a better job	15%	35%	27%	10%	23%	11%
Lack of relevant vacancies in the area / Total absence of any vacancies	25%	27%	32%	36%	22%	51%
Childbirth or care for children / Family and personal reasons	42%	8%	2%	15%	32%	23%
Closing the enterprise	18%	14%	24%	31%	18%	8%
Health reasons (illness, disability…)	9%	10%	0%	12%	8%	13%

FGDs

- Jobseekers reported that it was "**very difficult**" or "**impossible**" in some instances to find a job in their location

  - Main reason: "**total absence of any vacancies**"

- Jobseekers from the periphery (Chermalyk) reportedly face **additional barriers due to the location**: proximity with the 'contact line', distance to Mariupol city, lack of regular and sufficient public transportation

"You can't even find a vacancy"
(female participant, Chermalyk)

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Labor Market KIs   Challenges specific to marginalized groups: *FGDs*

Most reported **barriers in finding and maintaining sustainable employment** during the 12 months preceding data collection in Mariupol area, as reported by KIs at the time of data collection

Most reported **challenges to finding employment, specific to age and gender groups**, as reported by jobseekers

Women
- Inadequate remuneration
- Lack of relevant vacancies
- Jobs are located too far
- Inadequate hours offered
- Childbirth or care for children

Women
- Childbirth or care for children
- Age
- Family responsibilities and caring for elderly members of the household

Men
- Inadequate remuneration
- Lack of relevant vacancies
- Jobs are located too far

Men
- Health problems
- Lack of relevant vacancies

Young persons
(15-24 years old)
- No work experience
- Inadequate remuneration

Young persons
(15-24 years old)
- No work experience
- Lack of skills

Pre-pensioners
(50-59 years old)
- Age
- Health problems

Pre-pensioners
(50-59 years old)
- Age
- Health problems

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Employer survey

% of employers agreeing that women can **reach top management positions** in their sector of activity as easily as men (assuming equal levels of skills and qualifications)*
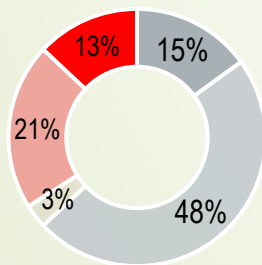
6%
16%
38%
9%
32%

- Strongly disagree
- Disagree
- Do not know
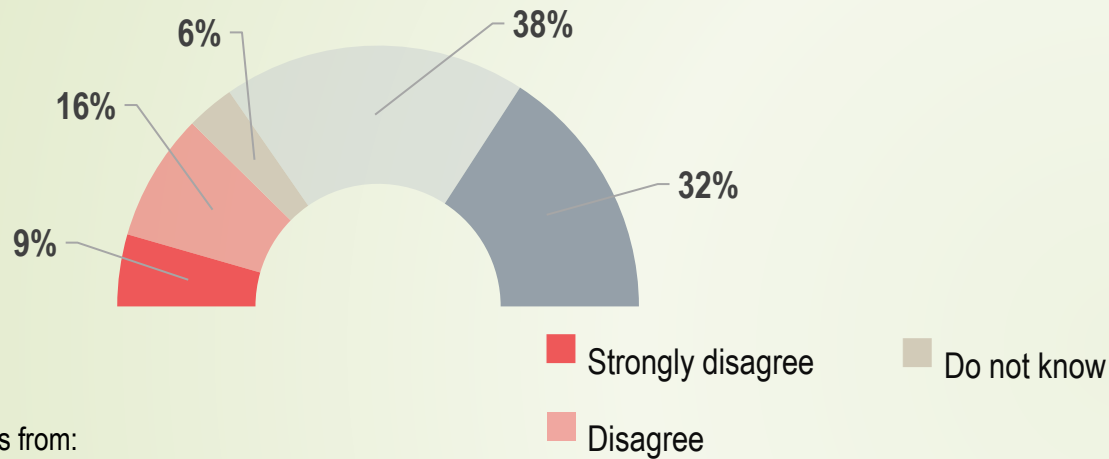
Employers from:

Large enterprises

13%
37%
51%

Small enterprises

13%
21%
15%
3%
48%
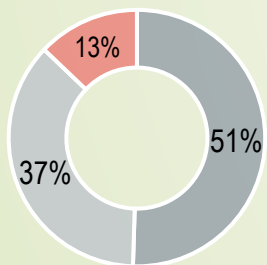
*The statement employers were asked to rate was: *With equal skills and qualifications, women have greater difficulty reaching top-management positions*

% of employers agreeing that women can **lead as effectively as men** (assuming equal levels of skills and qualifications)

13%
30%
22%
0%
35%

- Agree
- Strongly agree

Large enterprises

1%
48%
52%

Small enterprises

46%
19%
14%
21%
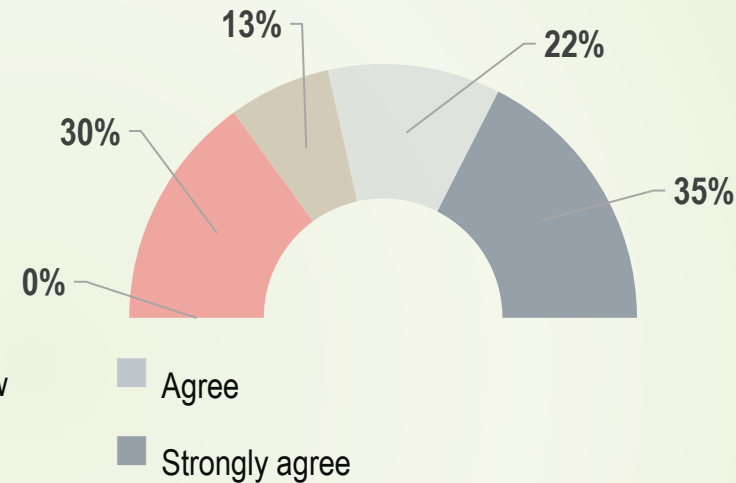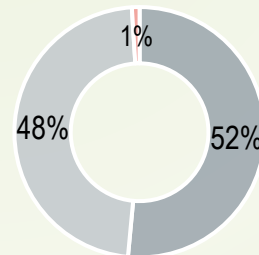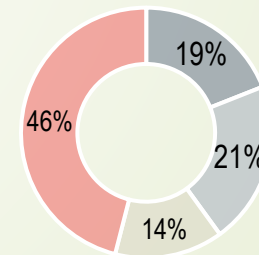
53%

Proportion of employers who would reportedly provide equal opportunities to both male and female applicants to get a high-paying job within their industry (with similar educational and professional levels)
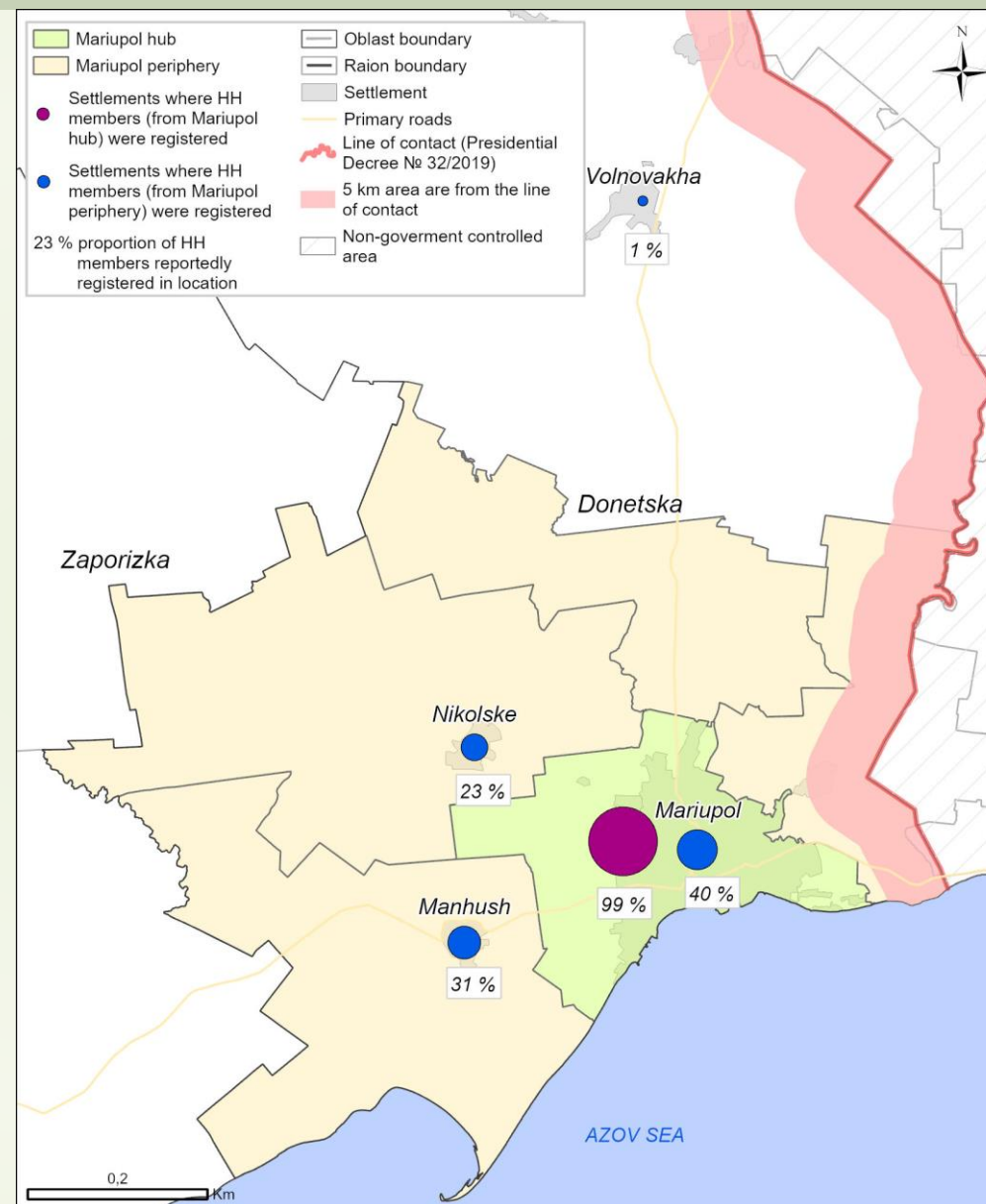
By size of enterprises:

87%
82%
36%

Large   Medium   Small

SEED   Canada   ACTED

Map of reported locations of registration with the SES, among household members who were reportedly registered or used to be registered with the SES at the time of data collection
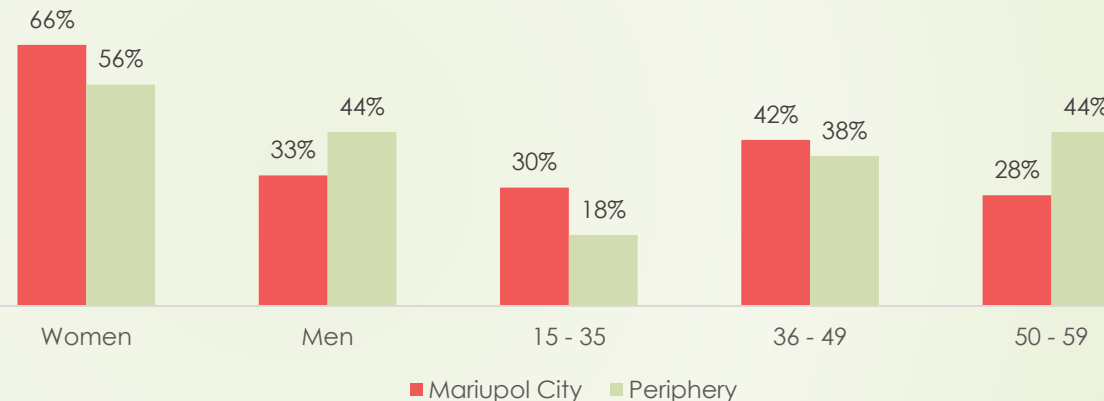
Household Survey

26%

Estimated proportion of household members aged 15-70 who reportedly **were or used to be registered with the SES** at the time of data collection

- **Women** (33%) almost twice as likely to be registered with the SES than men (19%)
- Share of **young persons** (15-24 years old) registered: 2%
- Share of **pre-pensioners** (50-59 years old) registered: 19%

- Household members on average registered for short periods of time:

31%	24%	12%	10%	8%

- ■ Less than three months
- ■ Four to six months
- ■ Seven to nine months
- ■ Ten to twelve months
- ■ More than one year

Employment Service Providers KIs

Breakdown of registered persons in SES by group and location

	Women	Men	15 - 35	36 - 49	50 - 59
Mariupol City	66%	33%	30%	42%	28%
Periphery	56%	44%	18%	38%	44%

■ Mariupol City ■ Periphery

3500
Mariupol City

212
Periphery

Estimated numbers of persons registered with the SES in each location as of May 2021, as reported by Employment Service Providers KIIs
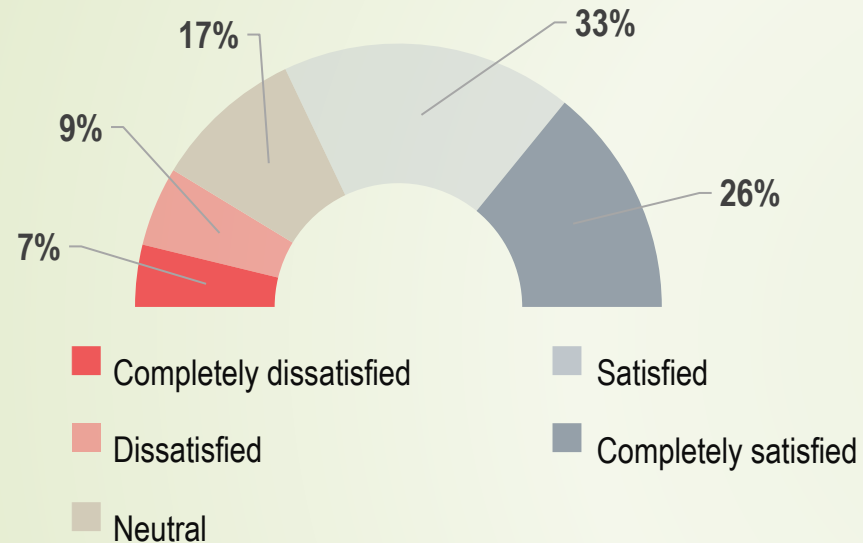
Most reported services used by household members at the SES, among those registered at the time of data collection *(multiple answers possible)*	*Overall*	*Women*	*Young persons (15-24 years old)*	*Pre-pensioners (50-59 years old)*	Targeted services provided by SES to marginalized groups of jobseekers during the 12 months preceding data collection
	Household Survey				*Employment Service Providers KIs*
Unemployment payments	65%	67%	58%	90%	More likely to be provided to women and pre-pensioners
Employment assistance	46%	46%	16%	53%	More likely to be provided to pre-pensioners
Information provision / Consulting services	44%	40%	100%	43%	All groups receive this assistance equally
Professional or advanced training	17%	19%	0%	8%	More likely to be provided to women
Do not know	8%	9%	0%	1%	

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Household Survey

Level of satisfaction reported by household members based on their **experience using the SES**, among those registered

- 17%
- 33%
- 9%
- 26%
- 7%

■ Completely dissatisfied   ■ Satisfied

■ Dissatisfied   ■ Completely satisfied

■ Neutral

Over half (59%) of household members did not experience any challenges while using the SES.

The main challenges* reported were:
- **Lack of staff support** at SES (10%)
- **Lack of vacancies** proposed (8%)

*multiple answers possible

FGDs

- Jobseekers expressed **mixed opinions** towards the capacity of the SES to support them in finding a job

- The main barriers reported were:

  - **Mismatch** between vacancies proposed and their profiles
  - **Distance** from their place of residence to vacancy proposed
  - **Low financial remuneration** offered

"*The fastest way to find a job is by yourself*"
(male participant, Mariupol city)

SEED   Canada   ACTED

Employer survey

70%

Proportion of employers with an **experience working / applying with the SES** during the 12 months preceding data collection

Reported perceptions of employers, among those with experience working with the SES during the 12 months preceding data collection:

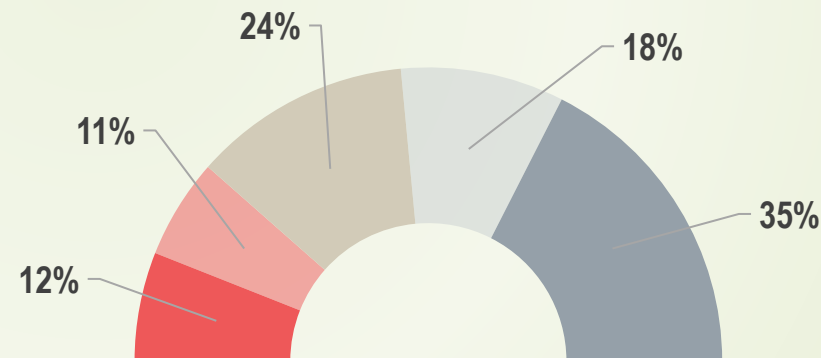SES are able to **connect employers with potential applicants**
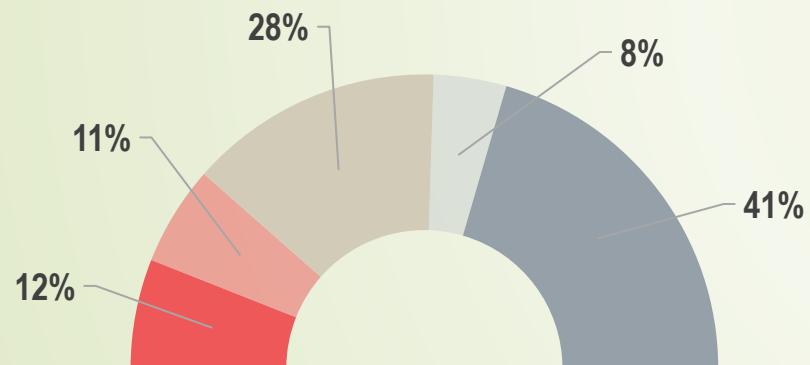
28%
8%
11%
41%
12%

SES are able to **connect employers with marginalized groups of jobseekers**

24%
18%
11%
35%
12%

- Strongly disagree
- Do not know
- Agree
- Disagree
- Strongly agree

66%

of enterprises reported that the SES was their preferred resource to advertise vacancies and recruit potential applicants during the 12 months preceding data collection

Employer survey

% of employers by reported **preferred criteria to consider in hiring a new professional worker** in Mariupol area, among those reporting that hiring professional workers was applicable to them

Professional worker	No preference
Age*	50%
Sex	79%
Marital status	100%
Education*	21%
Experience*	16%

Top Preferences	
30 – 39 years old	41%
25 – 29 years old	36%
40 – 49 years old	30%
Male employees	19%
Female employees	2%
Vocational education	46%
Basic general secondary (5th to 9th grades)	31%
Complete higher education (bachelor)	30%
From 0 to 2 years of experience	67%
From 3 to 4 years of experience	41%
From 5 to 9 years of experience	21%

*multiple answers possible

Employer survey

% of employers by reported **preferred criteria** to consider **in hiring a new non-qualified worker** in Mariupol area, among those reporting that hiring non-qualified workers was applicable to them

Non-qualified worker	No preference
Age*	61%
Sex	71%
Marital status	100%
Education*	43%
Experience*	44%

| Top Preferences	
30 – 39 years old	38%
25 – 29 years old	34%
50 – 59 years old	31%
Male employees	29%
Female employees	0%
Vocational education	49%
Basic general secondary (5th to 9th grades)	16%
Uncomplete higher education	11%
From 0 to 2 years of experience	38%
From 3 to 4 years of experience	26%
At least 10 years of experience	7%

*multiple answers possible

Household Survey

28%

Proportion of household members with **stated intentions to search for a new job** in the 12 months following data collection, among those reportedly employed or taking care of their household

"**Getting a better paid job**" **(53%)**
was the most reported reason for employment change, among employed household members intending to change their current occupation

Most commonly reported **types of employment change intended to pursue**, among employed household members expressing an intention to change
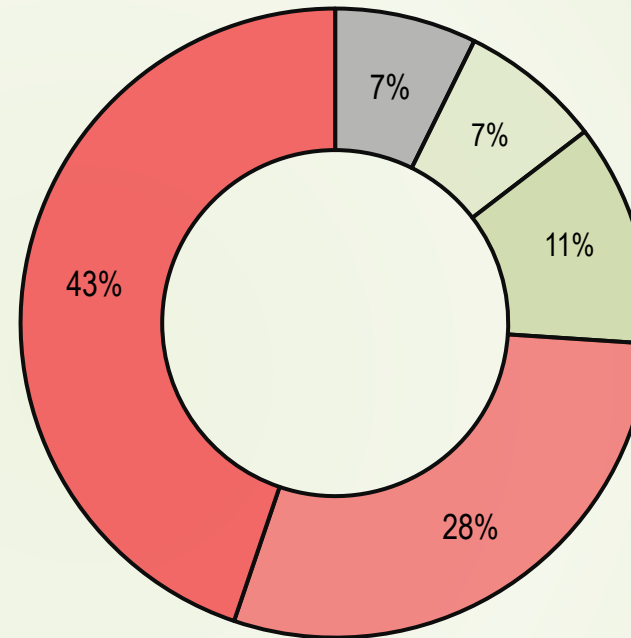
- Move into self-employment
- Same sector / different location
- Different sector / different location
- Same sector / same location
- Different sector / same location

FGDs

- "**Having a decent salary**" is the most important criterium of what a good job means to jobseekers

- **Informal networks** reportedly play an important role in job seeking processes: '*asking friends and acquaintances*' much more frequently reported than Internet as a method used to look for work

- **Shortfall of vacancies in the area** was perceived by jobseekers as the main reason explaining the poor matching of their skills with vacancies

KEY MESSAGES

- Supporting **economic recovery** and rebuilding capacities is a key priority for Mariupol area, with key socioeconomic indicators showing upward pressure (including without being limited to, inadequate remuneration, lack of vacancies, and little confidence in the positive evolution of the local business environment)

- **Women** were found to be facing unique challenges particularly, but not only, associated to their expected gender role, and therefore at greater risk of experiencing negative socioeconomic outcomes, relative to the overall population

- **Young persons (15-24 years old)** appeared to be more prone than any other groups to have barriers to employment due to their lack of professional experience

- The highest levels of unemployment were reported for **pre-pensioners (50-59 years old)**, who face specific challenges related to their age, even though they are more likely to be working than other groups

- **Peripheral areas** were reportedly worst affected, on the basis of their social and economic marginalization, and should be treated as a priority for recovery programming and capacity development

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1. Socioeconomic profile

Certain groups were more likely to be engaged in specific occupations than others; thus, women were found to be taking care of their household much more often than men and be engaged in the workforce to a lesser extent than men. This may contribute to further socioeconomic marginalization. Female employees were less represented in the private sector than in any other types of enterprises; however, roughly half of enterprises (employers) with open vacancies were private (47%). A geographic division in terms of production organization can be observed at the area-level, with most employment sectors specific to Mariupol city or its periphery (and less employment sectors represented in the periphery), suggesting increased risks of economic marginalization for residents

2. Labor market dynamics

Employers based in the periphery were found more likely to report a decrease in their number of employees, compared with their pre-COVID-19 outbreak level, than those in Mariupol city. Additionally, Labor Market KIs in the periphery only reported that the local business environment had been declining over the five years preceding data collection (33%). The same applies for perceptions towards change in the employment rate, with a decrease reported during the 12 months preceding data collection by KIs in the periphery only. This may translate into a growing divide between the economic realities of Mariupol city and its periphery, most likely aggravated in the recent period by factors such as the conflict, and the COVID-19 outbreak

3. Barriers to employment

Household members residing in the periphery were reportedly almost twice as likely as those residing in Mariupol city to have a disability and a chronic illness, possibly the consequences of socioeconomic marginalization, a greater isolation and irregular public transportation, amongst other factors. Barriers to employment appear to vary considerably across locations, with the lack of and the total absence of any vacancies much more pronounced in the periphery. In addition, certain groups reportedly tend to be experiencing unique barriers, for instance women were found very likely to be unemployed due to childbirth, and young persons and pre-pensioners due to the closure of their previous enterprise following the COVID-19 outbreak

4. Employers Preferences

Criteria that are used by employers to evaluate applicants for professional and non-qualified positions within their enterprises help draw the profile of the population with the greatest risks of socioeconomic marginalization from the labor market. From the answers provided by interviewed employers, the following are the individuals meeting more challenges in accessing employment: 1) individuals with little to no professional experience; 2) individuals with a weak educational background were found more likely to be rejected for professional positions; 3) younger (<24 years old) and elderly (>50 years old) persons have increased chances of being discriminated against, and pre-pensioners have an impaired chance to be hired for qualified positions; 4) there is an overwhelming preference to hire male over female applicants, whenever employers expressed a sex preference

5. Labor Force Preferences

Over a quarter (28%) of employed household members have expressed intentions to search for a new work in the 12 months following data collection. For over half of them (53%), getting a better paid job would be the main motivation. For the most part, it was reported that household members would intend to stay in their current location and work either in the same or in a different sector (71%). Salary was also reported by jobseekers at the FGDs as the primary criterium assessed for a job. Informal networks were reported to play a pivotal role in jobseekers' approach to job search, and should be investigated further
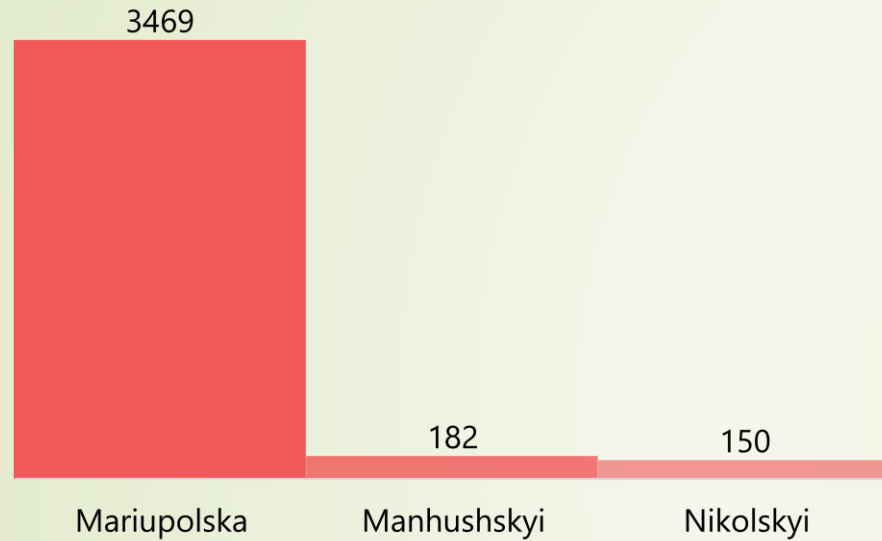
6. State Employment Services (SES)

A majority of both household members and employers with previous experience with the SES reported being satisfied with the service received; additionally, the SES is for two-thirds of employers their preferred resource to advertise vacancies. However, jobseekers were more skeptical about the ability of the SES to help them connect with potential enterprises. Special attention should be paid to the challenges reported, which notably include the mismatch between vacancies and profiles of applicants. Last, young persons were found to be registered with the SES to a much lower extent (2% of young persons reportedly registered with the SES) than other groups. This gap should be specifically addressed by taking into consideration the unique challenges that this social group faces.
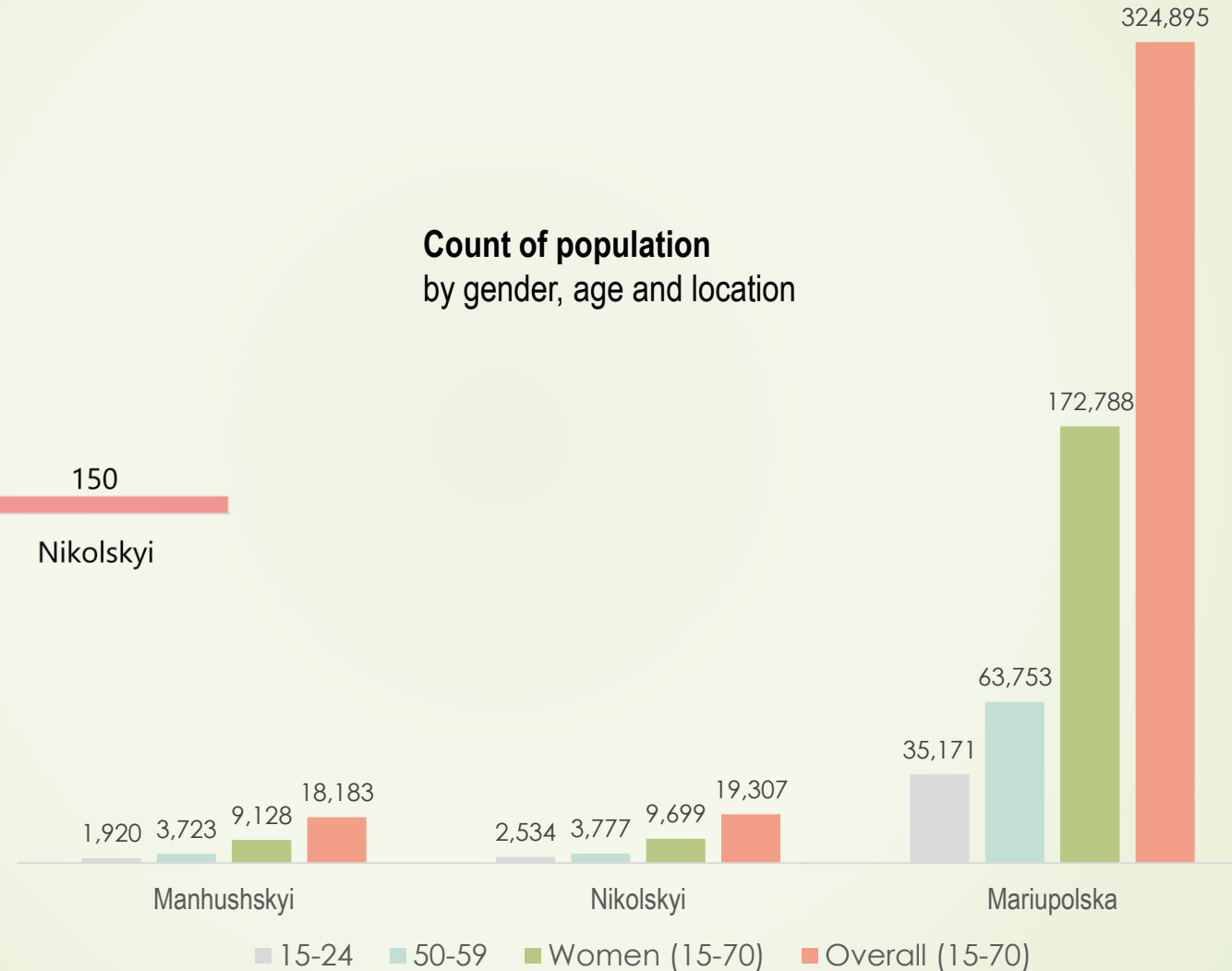
ANNEXES

Area Overview

Number of enterprises registered in Mariupol area, by location

3469 — Mariupolska
182 — Manhushskyi
150 — Nikolskyi

Count of population
by gender, age and location

324,895
172,788
63,753
35,171 — Mariupolska

18,183
9,128
3,723
1,920 — Manhushskyi

19,307
9,699
3,777
2,534 — Nikolskyi

■ 15-24   ■ 50-59   ■ Women (15-70)   ■ Overall (15-70)

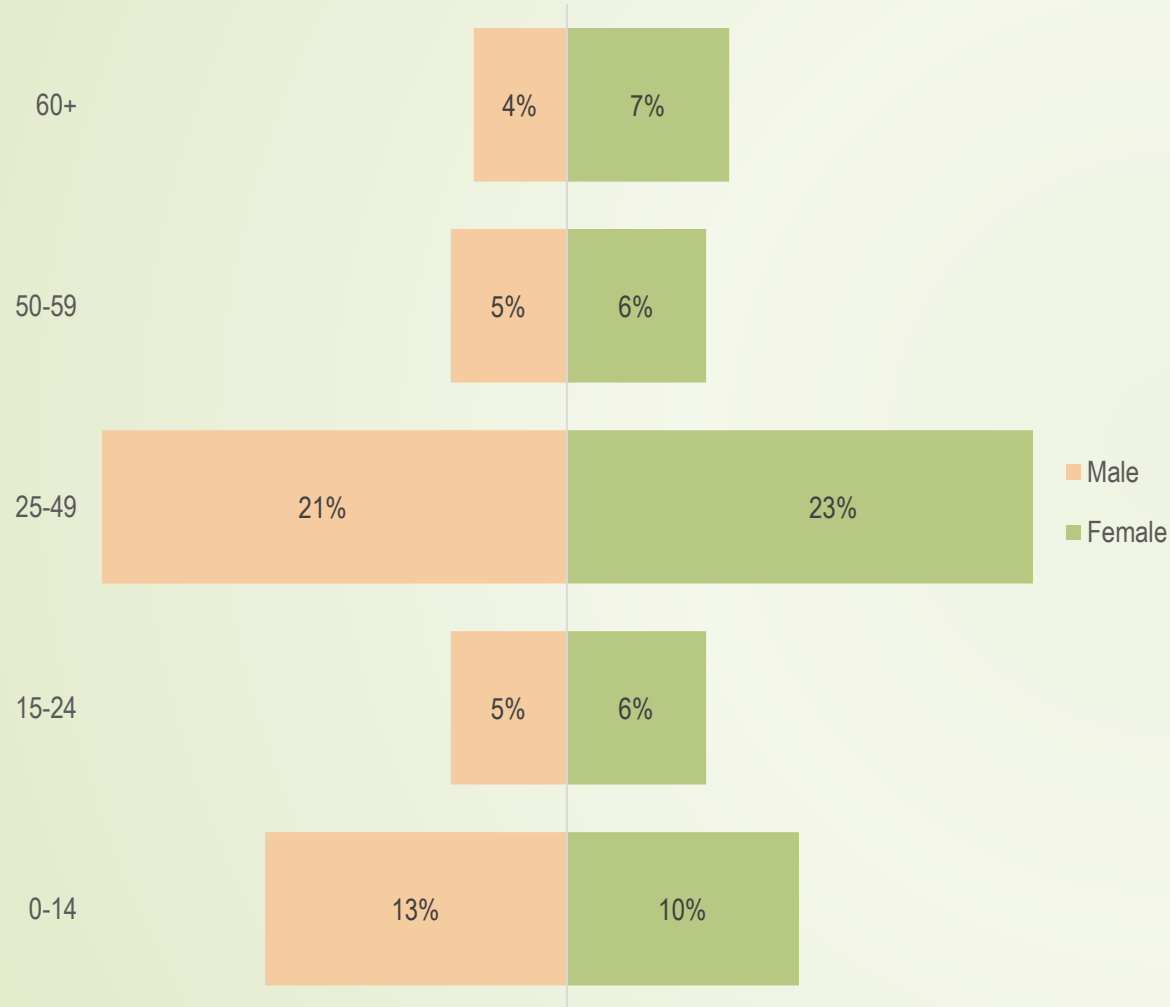*Source*: donetskstat.gov.ua, 2020

Profiles of Participants (1)

Household survey

Age and gender pyramid of household members

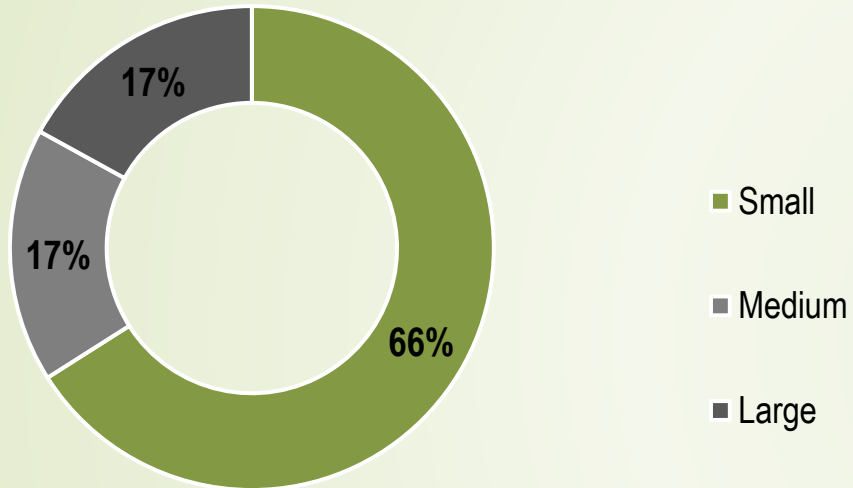| | 60+ | 4% | 7% |
50-59	5%	6%
25-49	21%	23%
15-24	5%	6%
0-14	13%	10%

■ Male
■ Female

Proportion of **household members with a vulnerability,**
as reported at the time of data collection

	Mariupol City	Periphery
Disability	4%	8%
Chronic illness	10%	18%

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