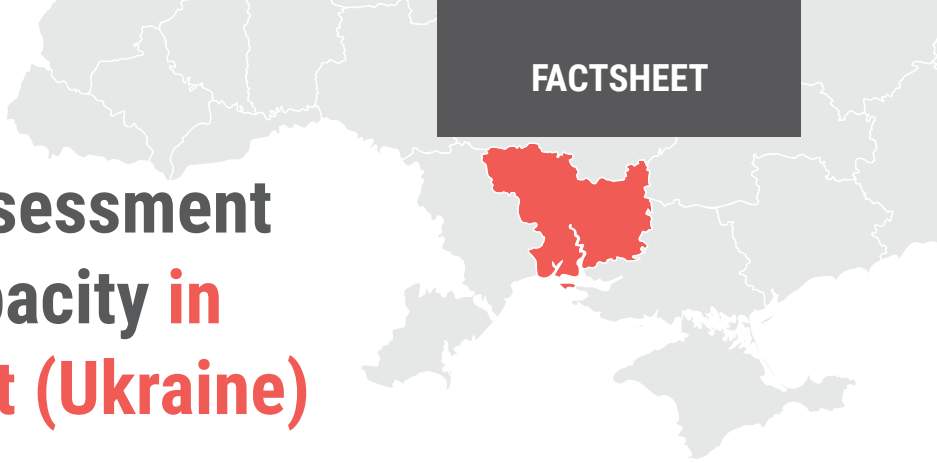
FACTSHEET



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

April — May 2024

KEY MESSAGES

- Most respondents were employed, with younger and men respondents more likely to be unofficially employed. Salaries and pensions were the most common income sources. Almost two thirds 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 were more likely to be looking for a job. 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 over two times more likely to list a lack of vacancies in their area as an obstacle to finding a new job, and over 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.

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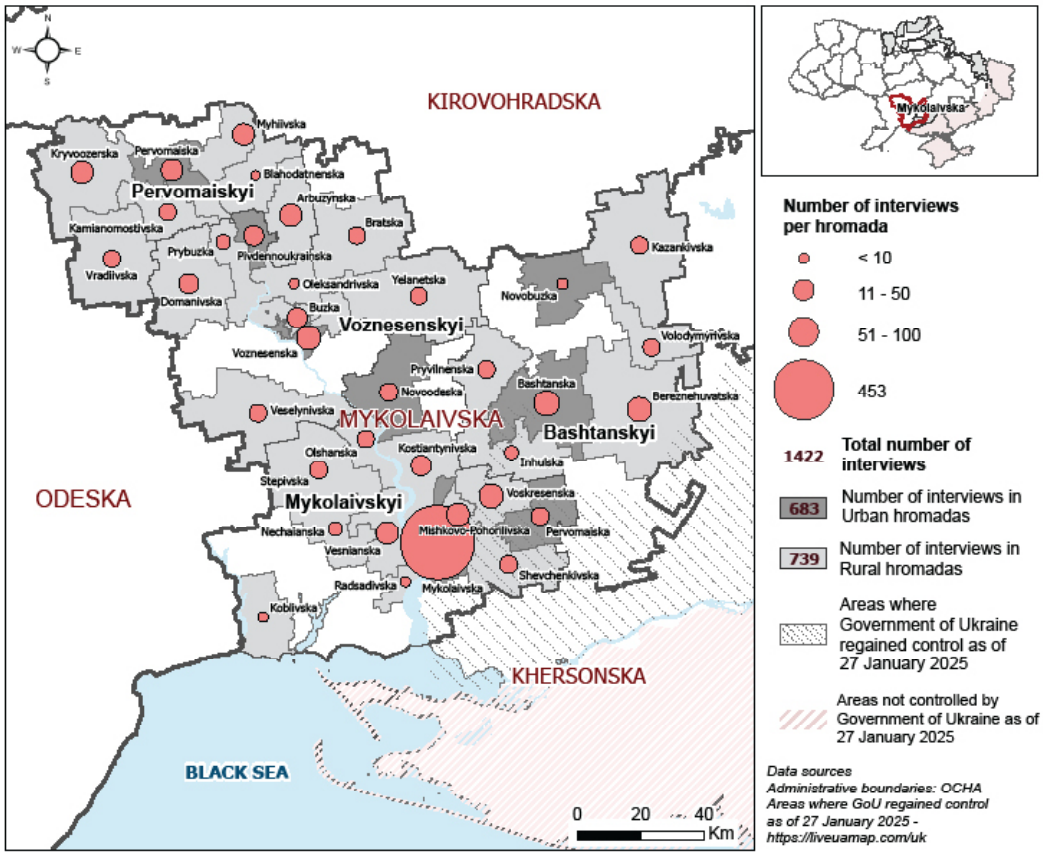
SOCIODEMOGRAPHIC PROFILE OF SAMPLING



Number of interviews per hromada

- < 10
- 11 - 50
- 51 - 100
- 453

1422 **Total number of interviews**

683 Number of interviews in Urban hromadas

739 Number of interviews in Rural hromadas

Areas where Government of Ukraine regained control as of 27 January 2025

Areas not controlled by Government of Ukraine as of 27 January 2025

Data sources
Administrative boundaries: OCHA
Areas where GoU regained control as of 27 January 2025 - https://liveuamap.com/uk

Total number of interviews

1,422

Gender		Location	
Women	57%	Rural	60%
Men	43%	Urban	40%

Age

18-25	9%	51-55	11%
26-30	7%	56-60	10%
31-35	12%	61-65	8%
36-40	11%	66-70	7%
41-45	10%	71-75	3%
46-50	11%	75+	2%

Displacement status

IDP	7%
Local resident	87%
Returnee	7%

Family characteristics

Have children aged 0-14	30%
Have dependents who need care	15%

Employment status*

Employed	91%
Unemployed	9%

* Of the 1,422 individuals in the sample (all aged 18+), 1,004 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	61%
Received assistance from INGOs in the past year	21%
Received assistance from NNGOs in the past year	8%

Vulnerabilities

Member of family with many children	5%
Single Parent	2%
Veteran	2%
Person with a disability	6%
Pensioner	21%

Highest level of education received

Primary education	0%
Basic secondary education	6%
Complete secondary education	17%
Professional (vocational) education	46%
Higher education (uncompleted)	4%
Bachelor's degree	5%
Master's degree, Specialist	20%
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).

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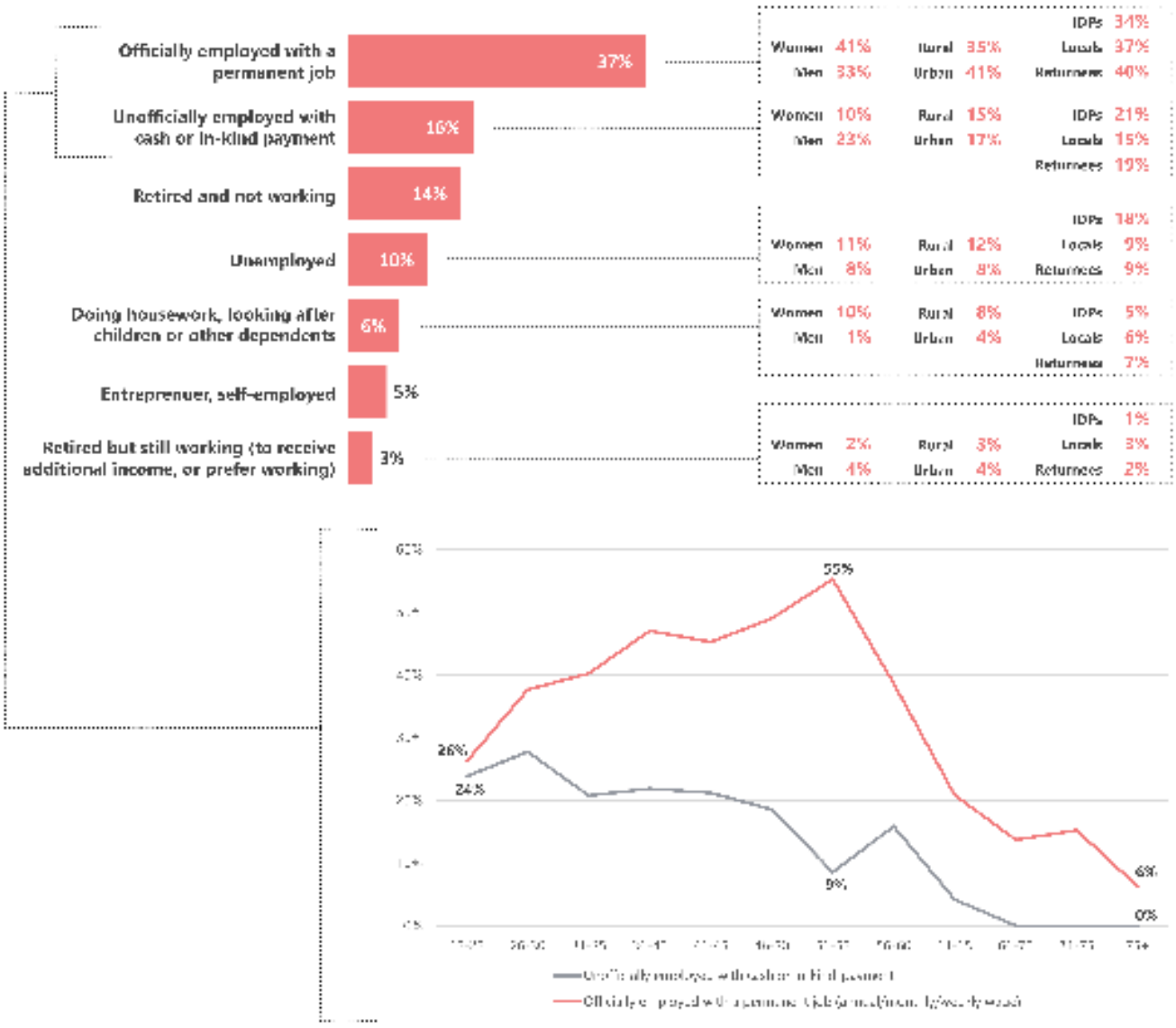
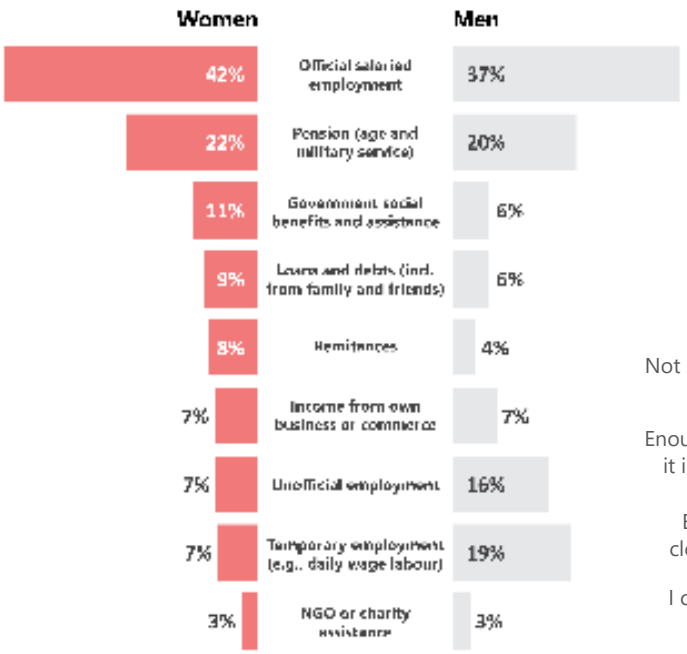
EMPLOYMENT & INCOME

% of respondents by reported employment situation (single answer, N=1420)



% of respondents reporting sources of income (multiple choices, N=1422)



% of respondents reporting changes in income over the past year (single answer, N=862)

	Overall	Rural	Urban
Increased	26%	21%	33%
Decreased	65%	69%	59%
No change	5%	5%	4%

% of respondents reporting perceptions of purchasing power (single answer, N=1422)

	Overall	Employed	Unemployed
Not enough money for food	8%	4%	28%
Enough money for food, but it is difficult to buy clothes	62%	60%	59%
Enough money for food, clothes, and small savings	25%	30%	13%
I can afford to buy certain expensive things (e.g., household appliances)	4%	5%	1%

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JOB SEARCH

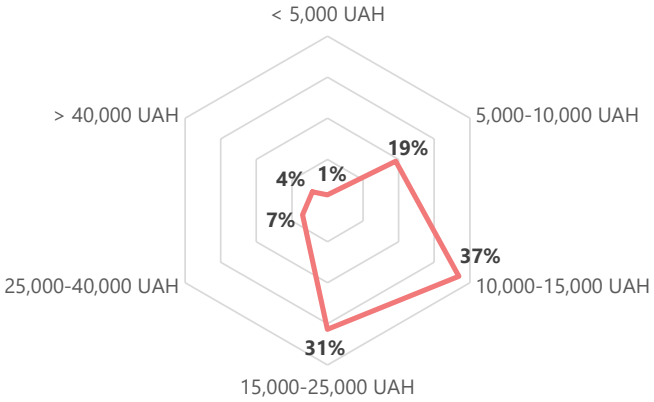
% of respondents reporting currently looking for a job (single answer, N=1422)

Overall	15%		
Women	12%	Rural	15%
Men	19%	Urban	15%
IDPs	23%	18-35	23%
Locals	14%	36-50	17%
Returnees	17%	51-60	11%
		661	1%

42% of surveyed **men living in rural areas and aged 18-30** were currently looking for a job.

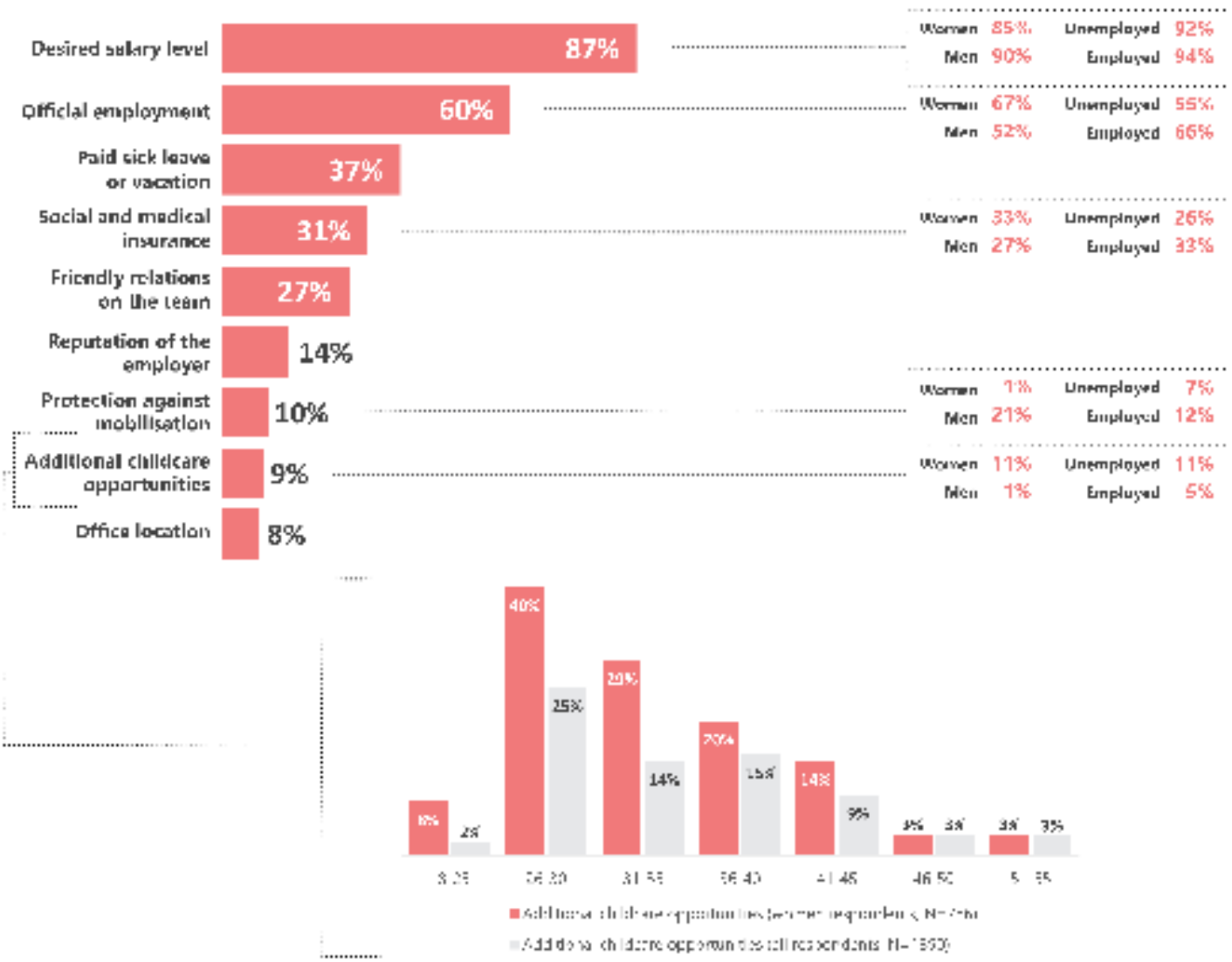
20% of surveyed **women living in urban areas and aged 45-60** were currently looking for a job.

% of respondents looking for a job reporting desired salaries, across six salary bands (single answer, N=214)

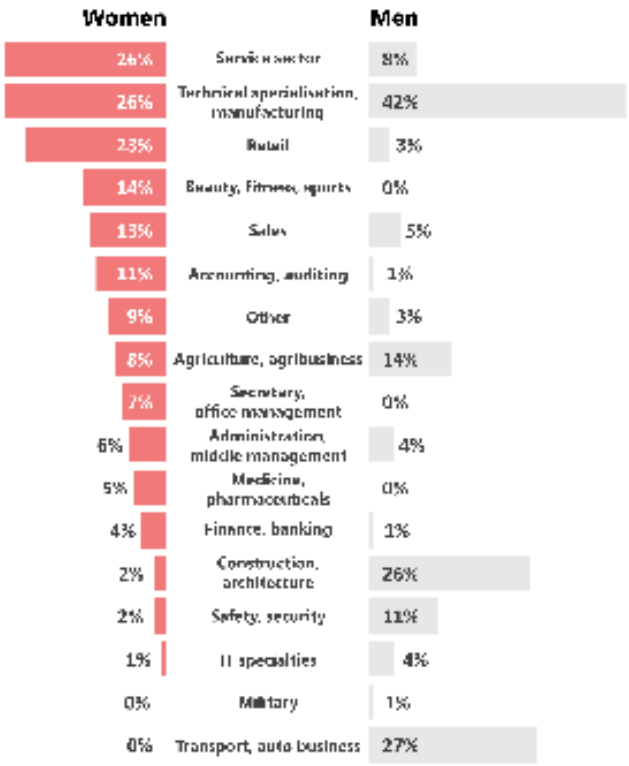


According to the State Statistics Service and Ministry of Finance, the average monthly salary during the first quarters of 2024 was about **20,600 UAH** for all of Ukraine, while the online job portal work.ua puts the figure at about **19,500 UAH** for Mykolaiv, based on job postings.

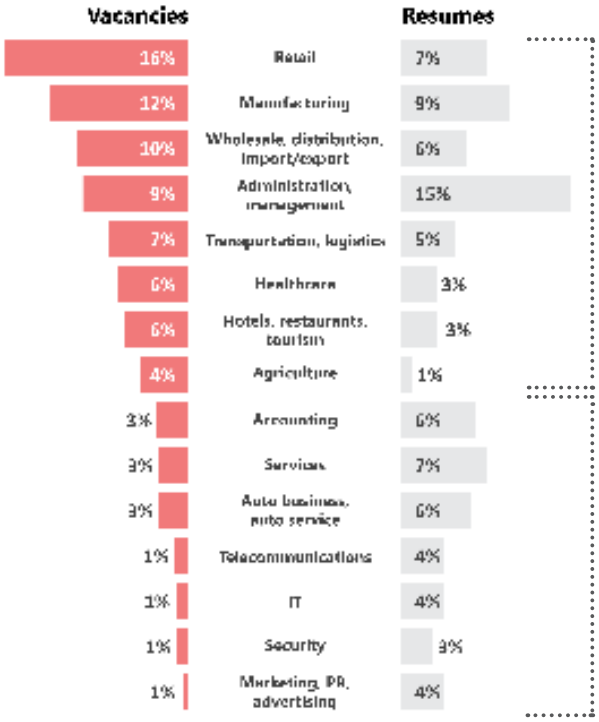
% of respondents reporting most important criteria for choosing a job (multiple answers, N=1422)



% of respondents reporting job sectors they targeted (multiple answer, N=214)

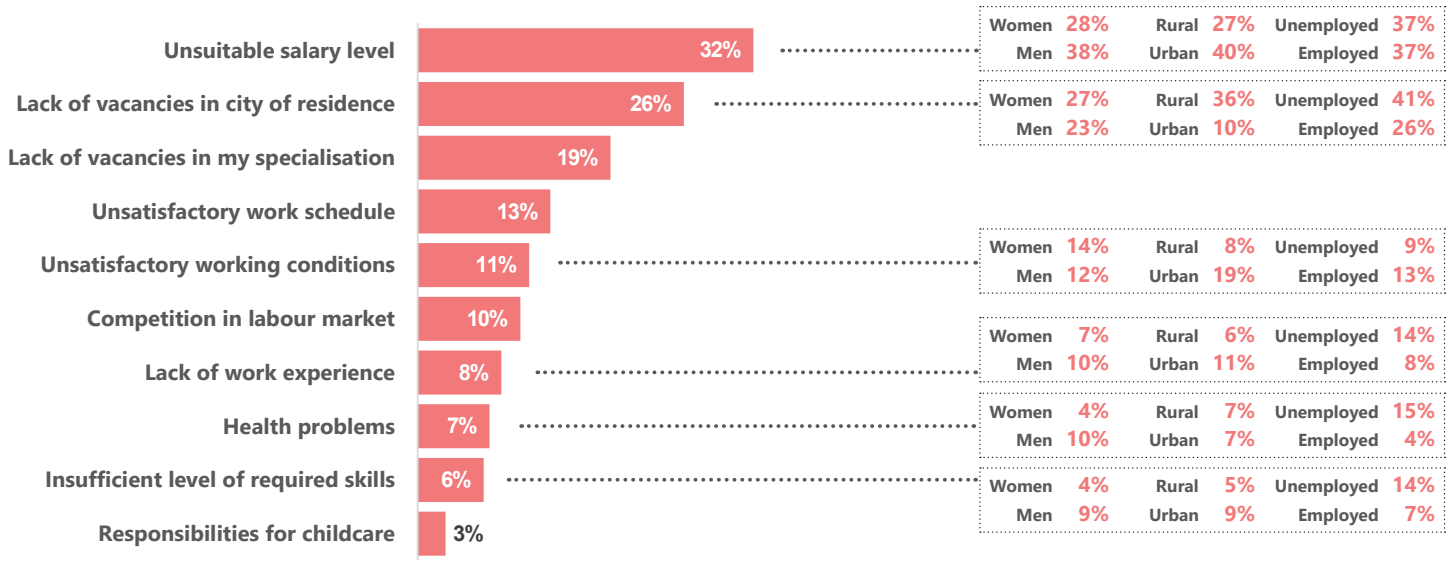


Vacancies and resumes in Mykolaivska oblast posted on work.ua job portal, by sector

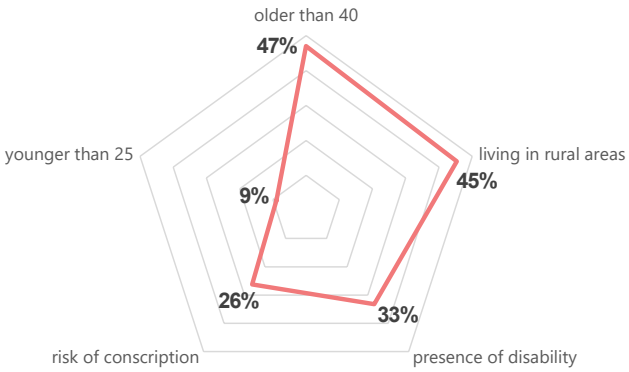


While the first eight sectors had an average of **2 resumes per vacancy**, the bottom seven sectors had an average of **10 resumes per vancancy**.

% of respondents reporting obstacles to finding a new job (multiple answer, N=1421)



% of respondents reporting characteristics they perceived as making it more difficult to find a job (multiple choices, N=1420)



Respondents living in rural areas considered their location to be problematic for employment more frequently than **urban residents** (**58%** vs **26%**). While only **2%** of overall respondents considered IDP status to complicate getting a job, **19%** of **IDPs** believed that it was the case. **Women** were more likely than men to list being aged 40+ (**53%** vs **40%**).

% of respondents considering looking for a job in another town or region (N=214)

Overall 40%

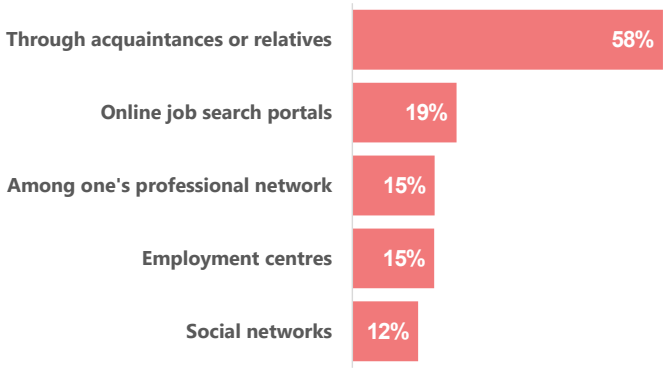
Women	28%	**Rural**	44%	**Unemployed**	34%
Men	49%	**Urban**	33%	**Employed**	44%

70% of surveyed **men living in rural areas and aged 18-30** reported that they were considering looking for a job in another town or region.

% of respondents reporting usage of private recruiting agencies (N=1380)

Only 2% of respondents reported using the services of private recruiting agencies.

% of respondents reporting usage of types of job search channels (N=1421)



Urban residents were more likely to use online platforms like job portals (33%) and social media (20%) than **rural residents** (11% and 17%, respectively).

JOB TRAINING

% of respondents who had taken continuing education or training courses in the past year (N=1422)

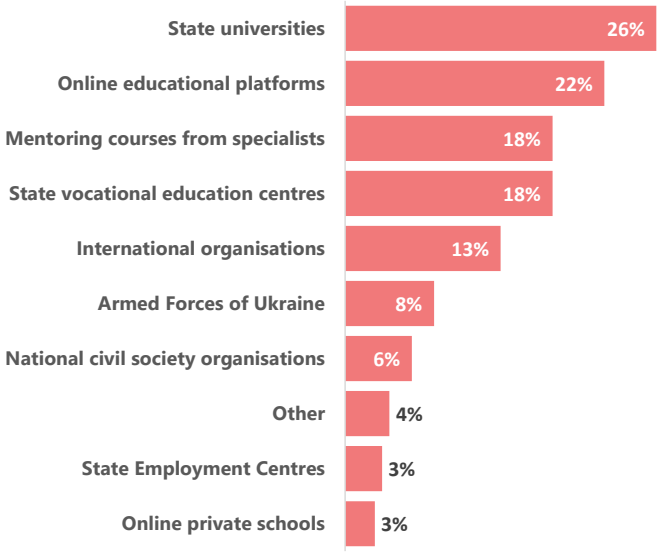
Overall 11%

Women	12%	**Rural**	8%	**Unemployed**	8%
Men	10%	**Urban**	15%	**Employed**	15%
IDPs	8%	**Locals**	11%	**Returnees**	15%

% of respondents reporting recent types of continuing education/training courses used (N=157)

Advanced training in my specialisation	81%	**Language courses**	8%
Psychological training	11%	**IT courses**	4%
Retraining for a new specialisation	9%		

% of respondents reporting type of provider of recent continuing education/training courses (N=159)



% of respondents reporting training opportunities offered (and paid for) by a prospective employer to be an important criterion when choosing a job (N=1422)

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 32% of respondents aged 18 to 25.

% of respondents who felt the need for retraining or other courses to improve their qualifications (N=1422)

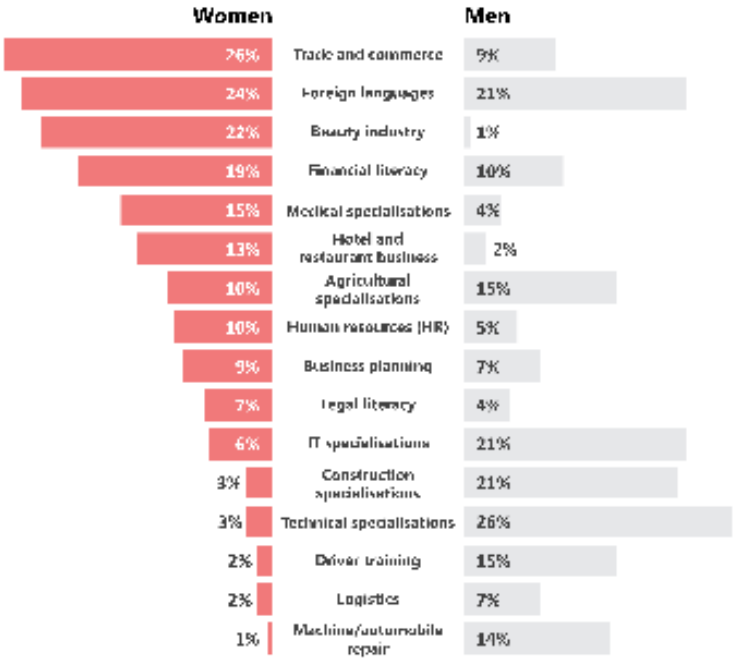
Overall	24%	**Unemployed**	47%
		Employed	25%

% of respondents willing to take advanced training courses to meet employers' requirements (N=1339)

Overall 42%

Women	43%	**Rural**	39%	**Unemployed**	64%
Men	41%	**Urban**	47%	**Employed**	47%
IDPs	43%	**Locals**	42%	**Returnees**	48%

% of respondents reporting specific job training sectors they wanted to target (multiple answer, N=335)



% of respondents reporting preferred training modalities (single answer, N=335)

Offline 38%
Online 26%
Combined 36%

Women 33%
Men 17%

Rural 28%
Urban 23%

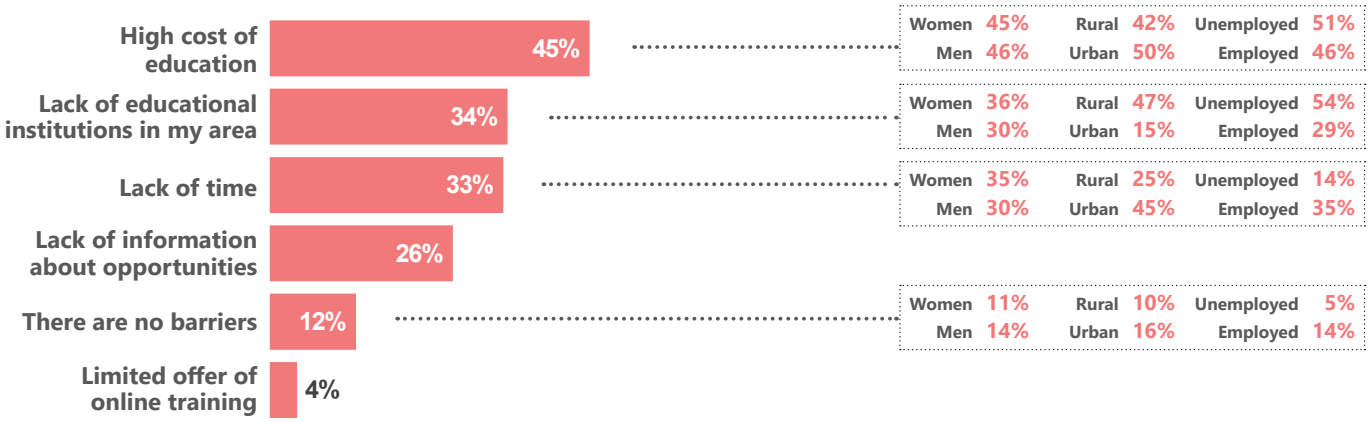
Unemployed 22%
Employed 23%

% of respondents whose employers offered free training (single answer, N=905)

Overall 18%

Rural 15%
Urban 23%

% of respondents reporting barriers to accessing job training (multiple answer, N=335)



% of respondents registered at employment centres (single answer, N=1422)

Overall 32%

Women 38%
Men 24%

Rural 37%
Urban 24%

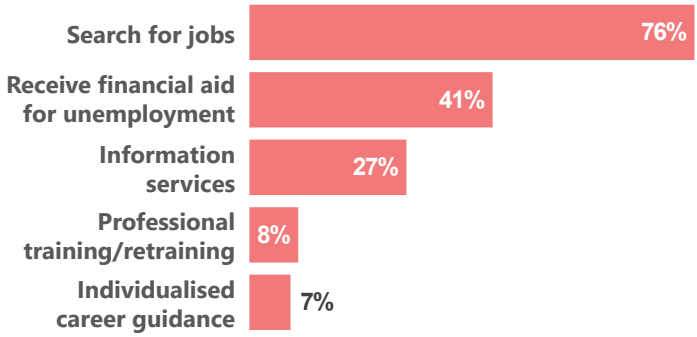
18-35 17%
36-60 40%

52% of self-reported **unemployed** respondents and 47% of **disabled or chronically ill** respondents reportedly were registered at employment centres.

% of respondents reporting that they required assistance with registration at employement centres (single answer, N=1414)

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

% of respondents reporting services used at employment centres (multiple answer, N=457)



POINTS OF ATTENTION

The assessment of the labour force profile in Mykolaivska oblast demonstrated that at the time of the survey, most of the informants were employed, with 34% 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), 9% 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, unsatisfactory working conditions and competition in the labour market.
- The most vulnerable categories in the labour market were rural residents, 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.
- Training and education component seems to be important strategies to increase competitiveness in the labour market for specific categories of jobseekers. Almost half of the respondents considered additional training opportunities could help increase the chances of employment. It is worth noting that it was the unemployed, equally for both women and men, and residents of urban settlements that include the training component in their strategies for responding to requests from employers. Training requests were slightly different for women and men (from the dominance of male interest in additional training in the IT, construction, driving and other technical specializations in general), 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 and lack of appropriate educational institutions in the place of residence (which is especially relevant for rural residents).

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 1,422 respondents in Mykolaivska 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 9 IIs in Mykolaivska oblast (qualitative findings were not reported 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.