



REGISTERED UNEMPLOYMENT IN UKRAINE:

NEEDS, FEATURES, ASSESSMENTS

2024-2025



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needs, features, assessments

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This report was prepared on the joint initiative of the State Employment Service of Ukraine and Helvetas Swiss Intercooperation. It is based on the results of a large-scale survey of unemployed individuals registered with the State Employment Service, carried out by employment centers in all areas under Ukrainian control.

The publication focuses on the main aspects of registered unemployment in Ukraine during the war, including the characteristics of the professional composition and the needs of the registered unemployed.

The contents of the report are the sole responsibility of the authors and does not necessarily reflect the views of the donor and organizations initiating the study.

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All statements and opinions expressed in this material are the views of the authors and do not necessarily reflect the official position of the Czech Republic, the Czech Development Agency or Helvetas.



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PREFACE

The full-scale military invasion of Ukraine by Russia has caused a massive economic and humanitarian crisis—widespread destruction and the displacement of millions of people have profoundly reshaped the labor market, exacerbating regional and skills imbalances. Due to mass migration and mobilization, the labor market is experiencing a growing shortage of skilled workers. At the same time, unemployment duration is increasing, as a significant number of citizens are unable to find jobs in their place of residence and/or in their current profession. Undoubtedly, these circumstances call for targeted support and measures to promote productive employment for unemployed citizens.

The study on employment and training priorities for unemployed citizens of Ukraine aims to improve employment assistance measures for the target group, taking into account current labor market conditions, employer needs, and requirements.

The survey of registered unemployed individuals was conducted at the initiative of the State Employment Service with the support of Helvetas Swiss Intercooperation. A total of 68,838 unemployed individuals participated in the survey, which, according to the State Employment Service, represents 76.5% of the total number of unemployed people who had been registered for more than 10 days. The survey was conducted from November 20 to December 20, 2024, through an online self-completed questionnaire. The survey data are representative for all regions and districts of Ukraine.

EXECUTIVE SUMMARY

The analysis of the socio-demographic profile of registered unemployed individuals in Ukraine reveals a significant gender imbalance caused by wartime conditions. Over 82.9% of registered unemployed individuals are women. The low share of men is largely due to mobilization and martial law. In terms of age structure, the largest group (56.9%) consists of individuals aged 36–54, whereas youth (18–25 years old) make up only 6.4%.

The educational level of the unemployed is generally high: over 31% hold higher education degrees, while 31.4% have vocational training. In some regions, such as Kyiv, the share of individuals with higher education reaches 69.3%. This gap indicates a mismatch between the supply of qualified labor and market demand.

The largest professional groups among those surveyed are professionals (29.4%) and specialists (22.4%). Meanwhile, the share of unskilled labor and agricultural professions is minimal (1.4% and 1.1%, respectively), highlighting the growing demand for blue-collar workers and the evident skills and regional imbalance in the labor market.

Among the special statuses of registered unemployed individuals, internally displaced persons (24%) and persons with disabilities (8%) represent the highest proportions. In Luhansk region, over 90% of registered unemployed individuals are internally displaced persons (IDPs), due to the occupation of the region, as most IDPs tend to move relatively close to their place of origin. Overall, the professional priorities and training needs of vulnerable groups do not differ significantly from other unemployed categories. However, vulnerable groups exhibit slightly higher motivation to work and lower salary expectations.

The primary causes of unemployment are personal circumstances (37.7%) and low wages (20.7%). This may explain the generally low willingness of the unemployed to relocate or change professions. At the same time, the main expectations from employment include high salaries (59.1%) as well as stability and security (51.3%).

Most unemployed individuals (78.1%) are not willing to relocate for work, primarily due to personal life circumstances (74.1%) and lack of housing (32.3%). Job search methods remain traditional: nearly half (47.9%) of respondents turn to the State Employment Service, while only 16.2% use online job platforms.

Expected salary levels generally range between 8,000–20,000 UAH (circa 170–420 EUR), which is broadly in line with the national average wage. However, there are significant gender and regional differences in salary expectations. Men tend to have higher salary expectations than women. In Kyiv, the majority of respondents expect a salary of over 20,000 UAH (circa 420 EUR), whereas in many other regions, expectations are significantly lower.

The majority of unemployed individuals (55.6%) prefer full-time employment, while 32.9% would like to work part-time, and 21% favor remote work.

Only 23.1% of registered unemployed individuals are willing to change their profession, whereas 29.6% do not consider this option at all. The main reasons for reluctance to change professions include the belief that it will not solve their problems (44.4%) and the complexity of the retraining process (32.2%).

A comparison of employer needs with the training priorities of the unemployed reveals a structural mismatch. Unemployed individuals primarily seek to enhance their existing education level, while employers predominantly need workers in blue-collar professions, requiring rapid retraining.

The quality of services provided by the State Employment Service is rated highly, with over 87% of respondents describing the assistance from specialists as "flawless." The most in-demand service is job search assistance (74.6%), while only 16.3% expect professional training.

The use of digital employment services remains relatively low: only 41.1% of respondents use the online job seeker portal, with older age groups showing the least digital engagement.

Information about employment services is primarily obtained through personal interaction with specialists (65.2%), indicating the need to improve digital literacy and tailor approaches to different age and social groups.



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CONCLUSIONS AND RECOMMENDATIONS

Gender Disparity. Women make up over 82% of registered unemployed individuals, likely due to male mobilization, wartime conditions, and men's reluctance to register as unemployed to avoid potential complications with the Territorial Recruitment Centers of the Armed Forces of Ukraine.

Age Structure. The majority of registered unemployed individuals belong to the 36–54 age group, while youth (18–25 years old) account for only 6.4%. This may indicate a high level of informal employment or migration intentions among young people.

Educational Level. Among the unemployed, 62% hold degrees in higher education fields. However, recent studies show that employers predominantly seek workers for blue-collar jobs, highlighting a skills mismatch in the labor market.

Special Status of the Unemployed. A significant portion of unemployed individuals are internally displaced persons (24%), particularly in regions affected by occupation. Vulnerable groups show higher motivation to relocate and change professions, as well as lower salary expectations compared to other unemployed categories.

Main Causes of Unemployment. The most common reasons for unemployment are: personal circumstances (37.7%), low wages (20.7%), lack of vacancies (19.6%), reflecting a regional labor market imbalance.

Low Mobility. Most unemployed individuals (78.1%) are not willing to relocate for work, significantly limiting their job opportunities.

Mismatch Between Job Market Needs and Professional Structure of the Unemployed. The largest professional groups among the unemployed are professionals (29.4%) and specialists (22.4%), whereas the share of blue-collar workers is significantly lower. This suggests a high proportion of unemployed individuals with advanced qualifications that do not align with employers' needs.

Job Preferences. Many unemployed individuals (42.6%) seek employment in their field of study, which indicates a mismatch between education levels, professional expectations, and employer demand.

Training Priorities vs. Employer Needs. Unemployed individuals mainly aspire to enhance their existing education, while employers primarily require blue-collar workers. Job seekers tend to prefer professions in services, retail, and IT.

Job Search Methods. Traditional methods dominate: nearly half of unemployed individuals personally visit the State Employment Service, while modern online job search tools remain underutilized.

Salary Expectations. The majority of unemployed individuals expect a salary of 8,000–20,000 UAH, though men generally have higher salary expectations than women.

High Satisfaction with Employment Services. Over 87% of respondents positively assess the services provided by the State Employment Service.

Low Digital Engagement. Only 41.1% of unemployed individuals use the online job seeker portal, highlighting either the need to improve digital literacy or the quality of online services provided.

Recommendations for Improving the Labor Market Situation in Ukraine:

1. Encouraging Official Employment Among Men. Revise mobilization policies to prevent the discouragement of formal employment. Modify the practice of issuing summons primarily to officially employed individuals, which pushes men into the shadow economy.

2. Increasing Legal Employment Among Youth. Introduce career guidance programs and internships for students to integrate them into the formal labor market, and support young professionals through mentorship programs and financial incentives.

3. Personalized Approach to Employment Solutions. Expand customized employment assistance programs, including financial aid for job seekers to address personal and social barriers to employment.

4. Adapting Educational Programs to Market Needs. Develop retraining programs aligned with labor market demands, focusing on blue-collar, technical, and engineering fields. Encourage job seekers to participate in retraining programs for high-demand trades.

5. Promoting Geographic Labor Mobility. Launch regional recruitment campaigns and offer relocation support, including housing assistance, to encourage job seekers to move for work.

6. Supporting Vulnerable Groups. Expand employment support programs for internally displaced persons (IDPs), people with disabilities, and workers from affected regions. Provide additional support for relocated businesses to facilitate hiring.

7. Promoting Online Job Search Resources. Develop awareness campaigns to encourage the use of digital job search platforms and employment-related e-services as well as improvements in the quality of these services.

8. Reducing Gender Disparities. Promote traditionally male-dominated professions among women through career campaigns and corporate gender-equality programs. Build capacity (for instance, through targeted training initiatives, grants, etc.) of employers as well as employer organizations to adopt and promote gender-inclusive policies and provide incentives for hiring women in diverse roles.

9. Enhancing Digital Literacy. Organize training programs for job seekers on modern job search tools, digital resumes, and self-presentation techniques.

10. Strengthening Cooperation with Employers. Establish platforms for direct interaction between the State Employment Service and businesses to accelerate hiring, especially for retrained job seekers.

In summary, the key focus should be on : enhancing the appeal of vocational education & blue-collar professions:

- Promote vocational and technical education to align workforce skills with market needs.
- Support employers in improving working conditions and salaries for blue-collar jobs, making them more attractive.

These steps will reduce structural unemployment, bridge the skills gap, and increase job placement rates, ultimately stabilizing the labor market in Ukraine.

1. SOCIO-DEMOGRAPHIC PROFILE

1.1. GENDER AND AGE STRUCTURE

The structure of registered unemployed individuals in Ukraine shows a significant predominance of women. This trend is observed across all regions of the country. On average, women account for 82.9% of registered unemployed individuals, while men make up only 17.1%.

This gender disparity is primarily driven by wartime conditions. All able-bodied men without health restrictions are subject to mobilization, which effectively prevents them from registering as unemployed. Among the registered unemployed men, the majority are demobilized individuals, many of whom have disabilities, or those legally exempt from conscription (e.g., fathers of multiple children or individuals with severe illnesses).

The highest share of women among registered unemployed individuals is observed in Kirovohrad Region (87.7%), Luhansk Region (87.1%), and Lviv Region (83.9%).

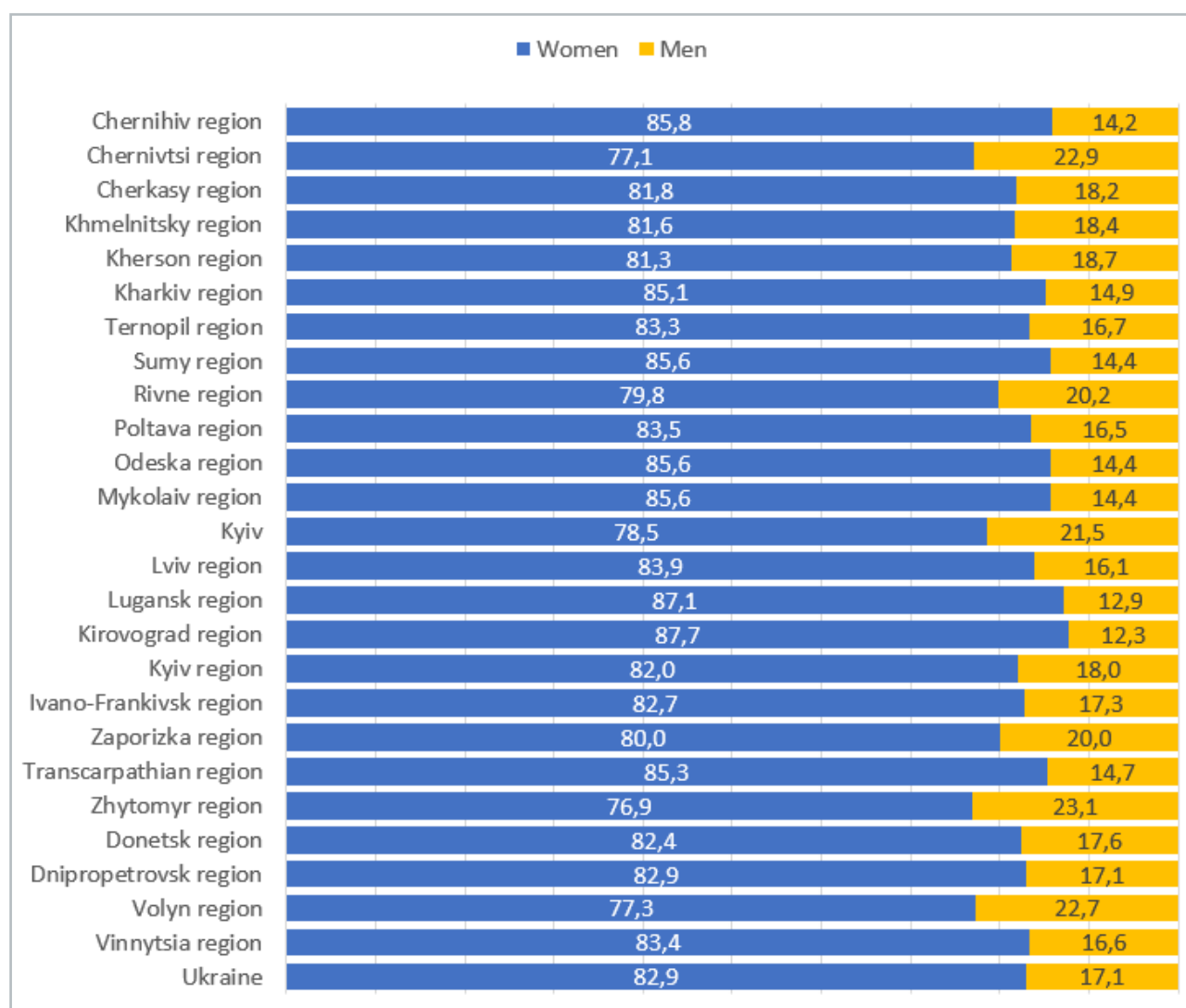


Figure 1. Gender Distribution of Registered Unemployed by Region, %

It is worth noting that the most balanced gender ratio among the unemployed is observed in the Volyn region, where the share of men reaches 22.7%. This indicates certain differences in regional labor markets or the specifics of local economies.

Overall, the high level of female unemployment during wartime requires additional attention from the government, particularly in developing employment programs and social support initiatives that consider the gender and social aspects of the current situation.

The age distribution of registered unemployed across Ukraine's regions shows significant disparities. In general, the largest share of unemployed individuals falls within the 36–44 age group (29.2%), followed by the 45–54 age group (27.7%) and the 26–35 age group (19.8%). Young people aged 18–25 make up only 6.4% of the unemployed. The least represented group is 55+, accounting for 16.9%. The dominance of middle-aged groups highlights their vulnerability in the labor market and potential difficulties in securing employment under current conditions.

Regionally, the highest share of unemployed youth (18–25 years old) is observed in the Rivne Region (9.5%), contrasting with the Kherson region, where this figure is only 2.8%. The 36–44 age group dominates across all regions, with the highest shares recorded in the Rivne (33.1%) and Poltava (30.2%) Regions. At the same time, a significant proportion of older age groups (45–54 and 55+) is observed in the Kherson and Donetsk Regions.

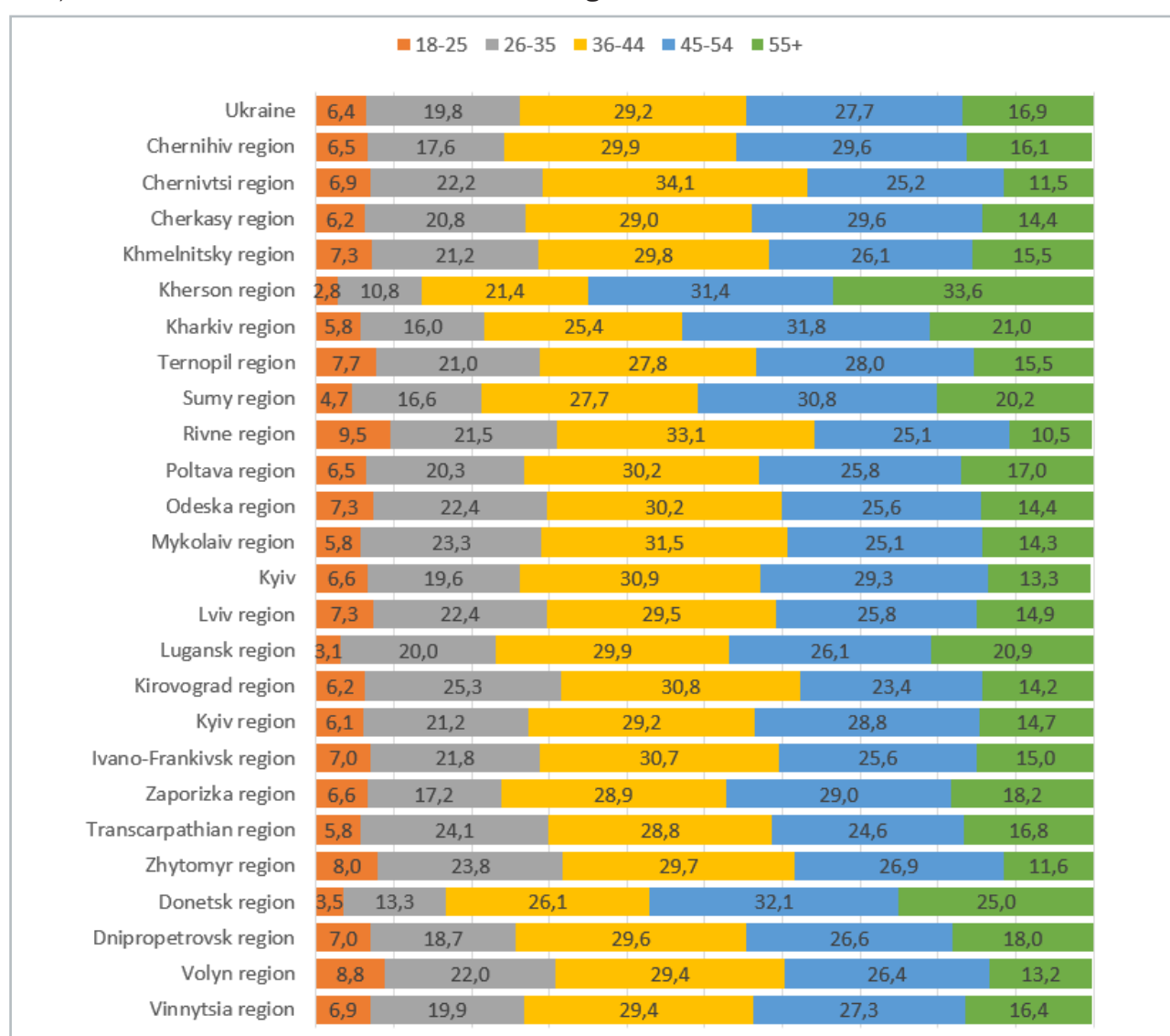


Figure 2. Age distribution of registered unemployed by region, %

It is worth noting that the low share of young people among the registered unemployed may indicate migration processes, continued education or work in informal employment.

1.2. EDUCATION

The level of education of the registered unemployed in Ukraine varies significantly. The largest share among them is made up of persons with vocational education (31.4%) and higher education (31.0%). Persons with complete secondary education make up 26.2%, while the share of the unemployed with incomplete secondary education is the smallest and amounts to 8.1%.

Regional differences are also noticeable. The highest share of persons with higher education is observed in Kyiv (69.3%), which reflects the specifics of the capital's educational services market. At the same time, the largest share of unemployed people with vocational education was recorded in Kherson Region (36.1%), which may indicate the relocation of a larger share of production to other regions due to the war. The fewest representatives with incomplete secondary education were found in Lviv Region (4.6%), which contrasts with Odesa Region, where this figure reaches 14.5%.

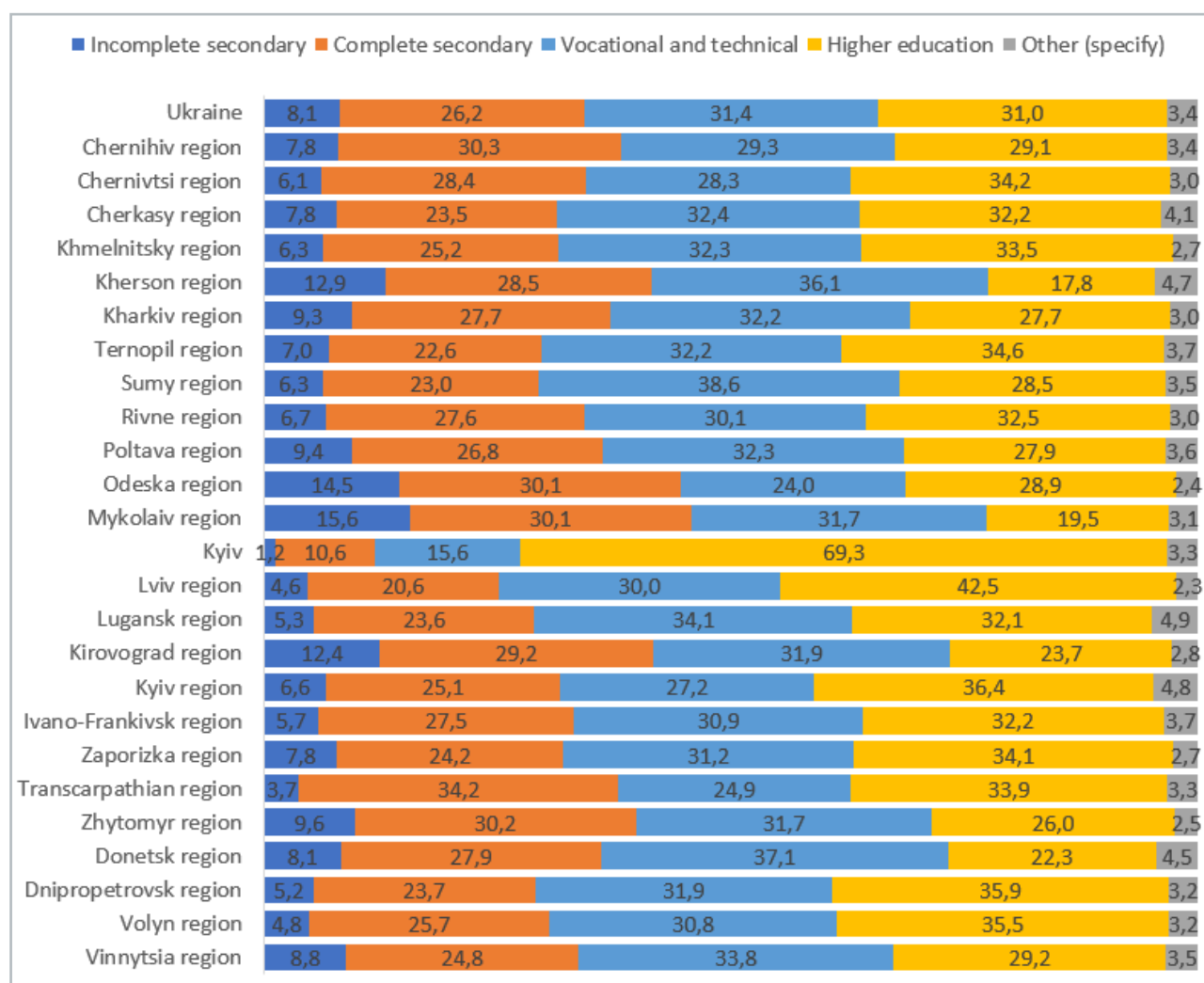


Figure 3. Education level of registered unemployed by region, %

The high level of education among registered unemployed individuals indicates that the issue lies not in the level of education itself, but in the mismatch between the qualifications acquired through education and those required by the labor market.

1.3. PROFESSIONAL STRUCTURE

Загалом серед безробітних переважають професіонали та фахівці, тоді як частка представників робітничих професій і найпростіших професій значно нижча. Така структура в цілому підкреслює високий рівень освіти серед безробітних.



Figure 4. Occupational structure of registered unemployed by sections of the occupational classifier, %

The lowest proportion is held by qualified workers in agriculture and forestry (1.1%) and the simplest professions (1.5%), indicating the minimal representation of these professional groups among the unemployed.

Overall, the professional distribution reflects gender segregation in the labor market, which is partially influenced by societal stereotypes and established norms. Among women, professions related to accounting, economics, culinary arts, and pedagogy dominate. Some women also represent professions such as seamstresses, confectioners, and hairdressers, which are traditionally associated with female labor.

Men, on the other hand, predominantly represent skilled trades, such as drivers of motor vehicles, tractor drivers, welders, and repairmen of rolling stock. Additionally, among unemployed men, engineers, technicians, and economists can also be found, which clearly indicates a labor market imbalance, as these professions are among the most in-demand.

For women	For men
1. Accountant	1. Motor vehicle driver
2. Economist	2. Engineer
3. Cook	3. Tractor driver
4. Secondary school teacher	4. Electric and gas welder
5. Sales manager	5. Technician
6. Confectioner	6. Lawyer
7. Seamstress	7. Economist
8. Lawyer	8. Secondary school teacher
9. Hairdresser (hairstylist)	9. Rolling stock repair mechanic
10. Engineer	10. Construction mechanic

Table 1. The most numerous professions among the registered unemployed, by gender

1.4. SOCIAL STATUS

The presence of special status among registered unemployed individuals shows significant regional differences, reflecting both general Ukrainian trends and the specifics of each region. On average, in Ukraine, the majority of the unemployed—63%—do not have a special status. At the same time, 24% of the registered unemployed are internally displaced persons (IDPs), 8% are persons with disabilities, and 4% are combat veterans.

Particular attention is drawn to the Luhansk region, where 90% of registered unemployed are IDPs. This situation is due to the fact that a large part of the region is under occupation, and most local residents were forced to leave their homes. Similarly high percentages of IDPs are observed in Donetsk (52%) and Zaporizhzhia (36%) regions, which is also explained by the consequences of military actions.

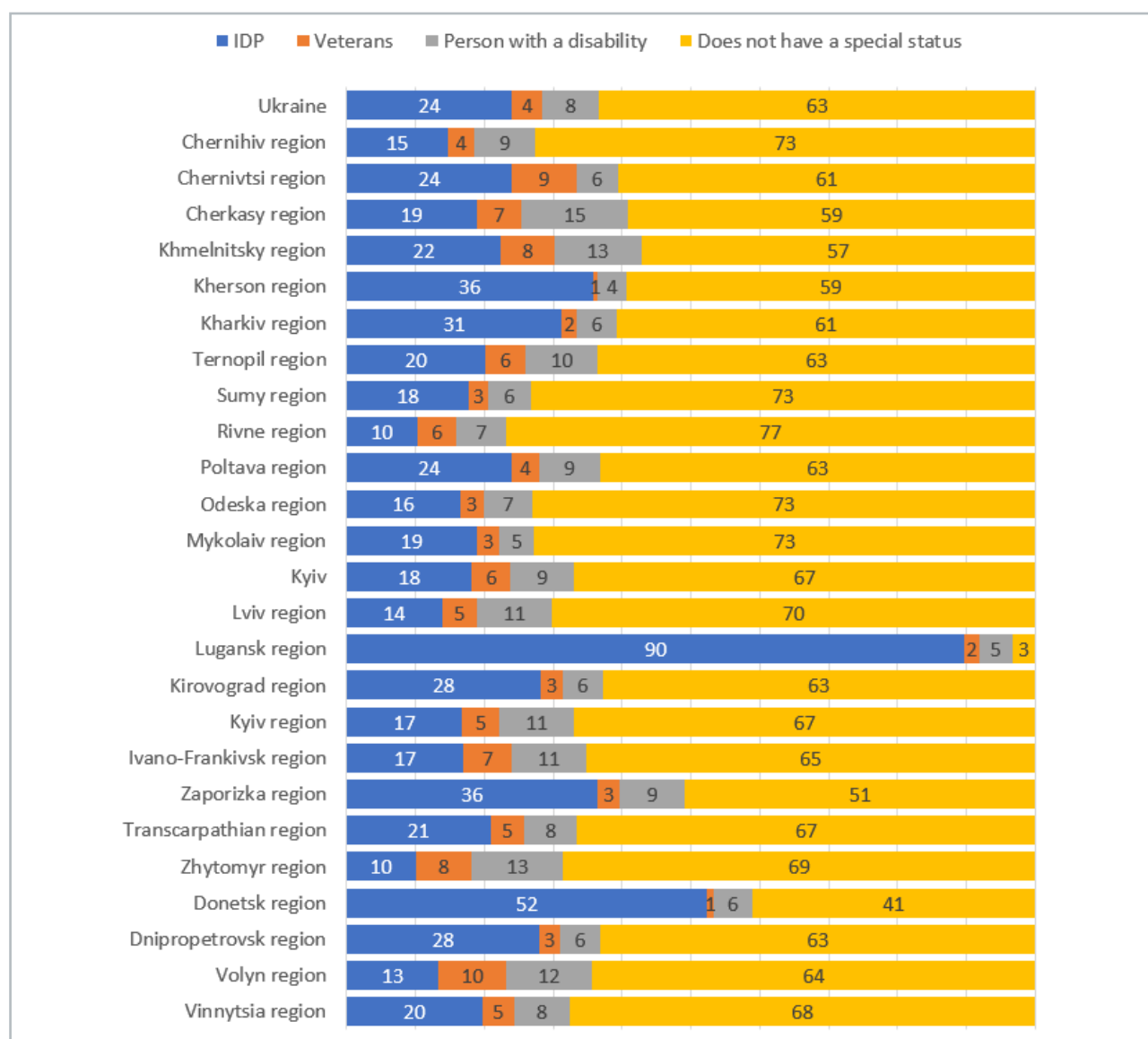


Figure 5. Availability of special status for registered unemployed persons by region, %

Regarding other categories, the largest share of people with disabilities is observed in Khmelnytskyi (13%) and Kherson (11%) regions. Combat veterans, who make up a relatively small portion of the registered unemployed, are most represented in Cherkasy (7%) and Zaporizhzhia (6%) regions.

These data suggest that the regions most affected by the war require special programs, including professional retraining and psychological support. Additionally, the needs of persons with disabilities and combat veterans should be taken into account, ensuring equal access to employment opportunities and social adaptation for them.

2. REASONS FOR UNEMPLOYMENT AND MOTIVATION FOR EMPLOYMENT

2.1. MAIN CAUSES OF UNEMPLOYMENT

The main reasons for unemployment, according to self-assessment by registered unemployed individuals, are personal or family circumstances, cited by 37.7% of respondents.



Other significant reasons include low wages for their profession or specialty (20.7%) and insufficient vacancies in relevant professions or specialties (19.6%). This indicates a mismatch between labor market needs and the expectations of the unemployed. Furthermore, 18.8% of respondents pointed to relocation to a new place of residence as a reason for unemployment, which, in the context of war, is often associated with forced displacement.

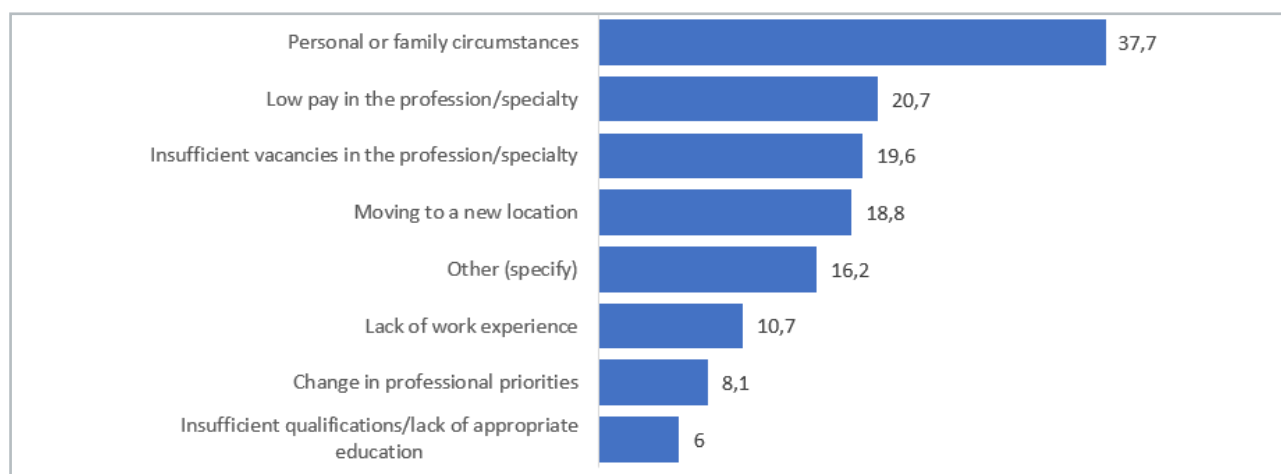


Figure 6. The main reasons for unemployment according to self-assessment of registered unemployed people, %

Less significant reasons included lack of work experience (10.7%), changing professional priorities (8.1%), and insufficient qualifications or lack of relevant education (6%). This indicates that for a significant portion of the unemployed, the key factors affecting their employment are not so much educational or professional, but rather external circumstances influencing their job prospects.

2.2. WHAT IS IMPORTANT IN WORK

According to the assessments of registered unemployed individuals, the most important factor in a job is a high salary, which was highlighted by 59.1% of respondents. Their salary expectations align with what employers offer, but they still cannot find a job. This confirms that financial motivation remains a key factor in choosing a workplace, especially in conditions of economic instability, but it is not the primary factor for employment. The second most important factor is stability and security, which was noted by 51.3% of respondents. This is quite expected considering the impact of the war and the overall uncertainty about the future.

Flexible working hours and good relationships within the team were the next most significant factors, with 39.7% and 39.2% of respondents, respectively, emphasizing their importance. This indicates that for a significant portion of the unemployed, the ability to balance work and personal life, as well as working in a positive atmosphere, are key considerations.

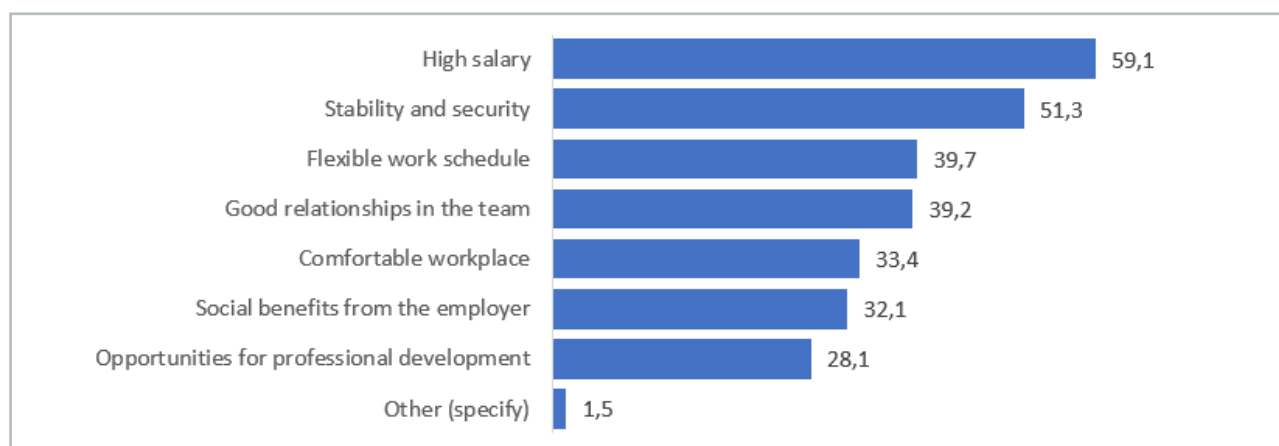


Figure 7. Assessment of the importance of the main officials in the workplace, %

Other factors, such as a comfortable workplace (33.4%), a social package from the employer (32.1%), and opportunities for professional development (28.1%), also hold weight, though they are less significant. This suggests that the unemployed are striving not only for financial stability but also for a combination of different factors and quality working conditions.

It is worth noting that a review of the salary expectations of registered unemployed individuals (see Section 3.4) indicates a possible overestimation by the unemployed of the importance of salary compared to other factors.

2.3. WILLINGNESS TO CHANGE RESIDENCE

The majority of registered unemployed individuals, 78.1%, are not willing to change their place of residence for employment. This situation indicates limited mobility among the population, which could be related to family circumstances, financial difficulties, or uncertainty about the prospects of relocating.

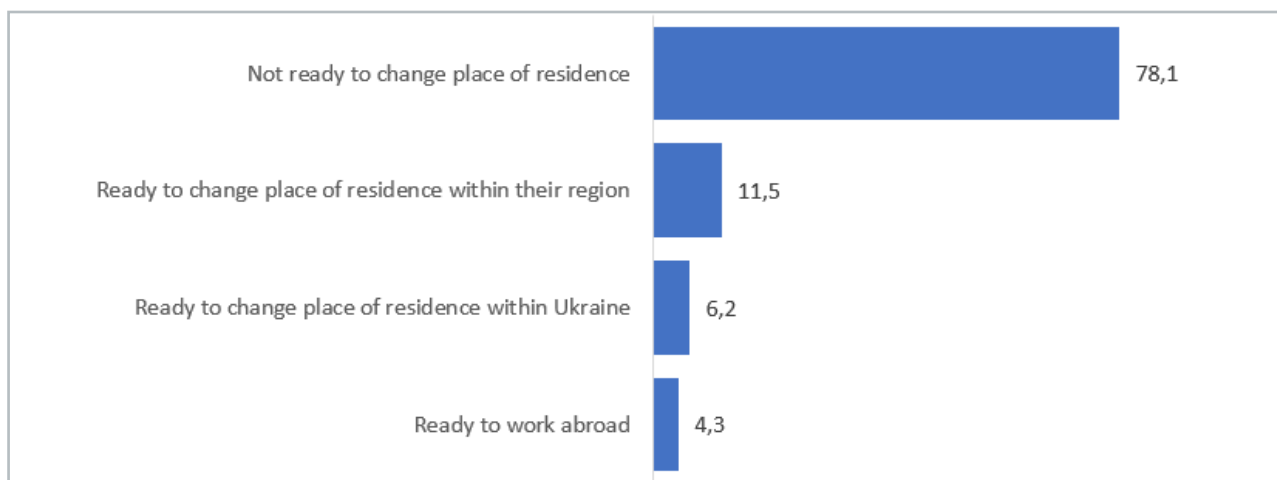


Figure 8. Assessment of readiness to change place of residence for medical treatment, %

Only 11.5% of respondents are willing to change their place of residence within their region, while 6.2% expressed willingness to relocate within Ukraine. The least popular option is employment abroad, chosen by only 4.3% of the respondents.



The main reasons why registered unemployed individuals are not willing to change their place of residence for employment are personal life circumstances, cited by 74.1% of respondents. This figure highlights the importance of family and social connections, which significantly hinder workforce mobility. Given the current labor market conditions (such as business relocations, temporary/seasonal employment, etc.), this issue exacerbates the challenges of employment. Therefore, there is a need to enhance and promote mobility among the population to improve employment opportunities and economic prospects.

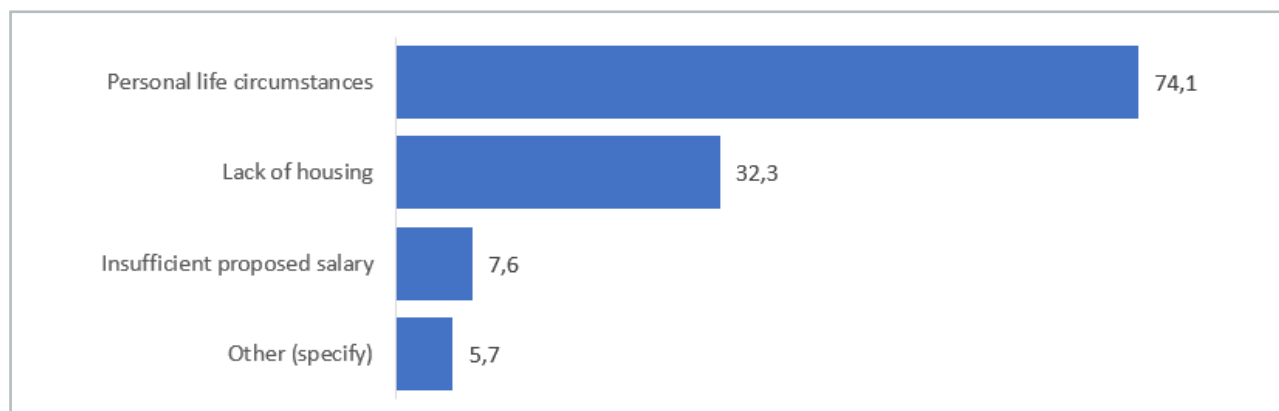


Figure 9. Assessment of the main reasons for not being willing to change place of residence for medical treatment, %

The second most significant reason is the lack of housing, mentioned by 32.3% of respondents. This indicates that even with job availability in another location, the lack of affordable housing is a significant barrier to relocation. Other reasons, such as insufficient offered salary (7.6%) and various other circumstances (5.7%), have a lesser impact but are still worth considering.

These data highlight the need to develop programs that would promote labor mobility, particularly by ensuring affordable housing and financial incentives for relocation, as well as considering family circumstances in employment strategies.

2.4. JOB SEARCH METHODS

The main method of job search among registered unemployed individuals is contacting the State Employment Service, chosen by 47.9% of respondents. This highlights the significant role of state institutions in facilitating employment, particularly in conditions of economic instability.

At the same time, 16.2% of unemployed individuals search for jobs through job search websites, such as Work.ua or Robota.ua, which are popular tools among modern job seekers. The same percentage relies on finding jobs through friends and acquaintances, which indicates the importance of informal networks in the employment process.

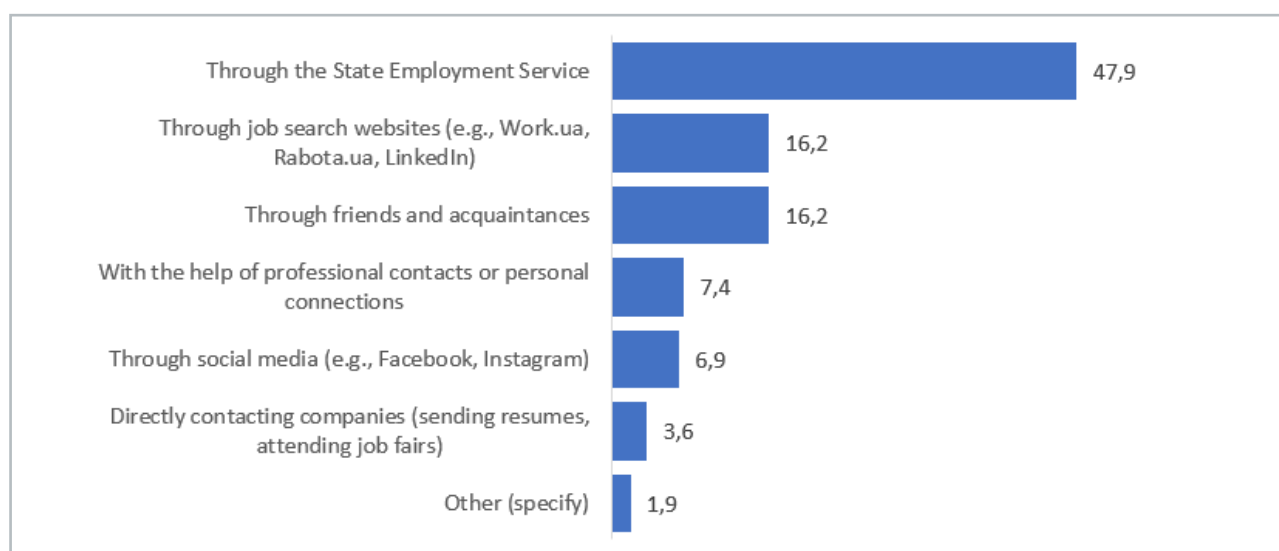


Figure 10. Basic job search methods, %

Less popular methods include using professional contacts (7.4%), social media (6.9%), and direct contact with companies (3.6%). Other methods were mentioned by only 1.9% of respondents.

These data suggest that despite the growing popularity of online platforms, traditional mechanisms, such as the State Employment Service, remain important. Improving the services of the State Employment Service and developing digital skills could significantly enhance the effectiveness of job searching for the unemployed. At the same time, these figures may indicate generally low activity among the unemployed in their own job search, which could be related to a lack of job search skills or insufficient confidence in their abilities. This highlights the need for more active communication with the unemployed about modern job search methods and conducting training sessions to develop relevant skills.

2.5. CAUSES OF UNEMPLOYMENT AND MOTIVATION FOR EMPLOYMENT OF VULNERABLE GROUPS

The self-assessment of the main causes of unemployment among the registered unemployed from the most vulnerable population groups shows that persons with disabilities most frequently cite personal or family circumstances as the reason for their unemployment (39.3%). A common reason for this group is also the insufficient number of vacancies in their profession or specialty (15.6%).

Internally displaced persons (IDPs) most frequently identify relocation to a new place (57.8%) as the key factor explaining their unemployment. Combat veterans face personal or family circumstances (36%) and a significant level of insufficient wages for their profession (21%).

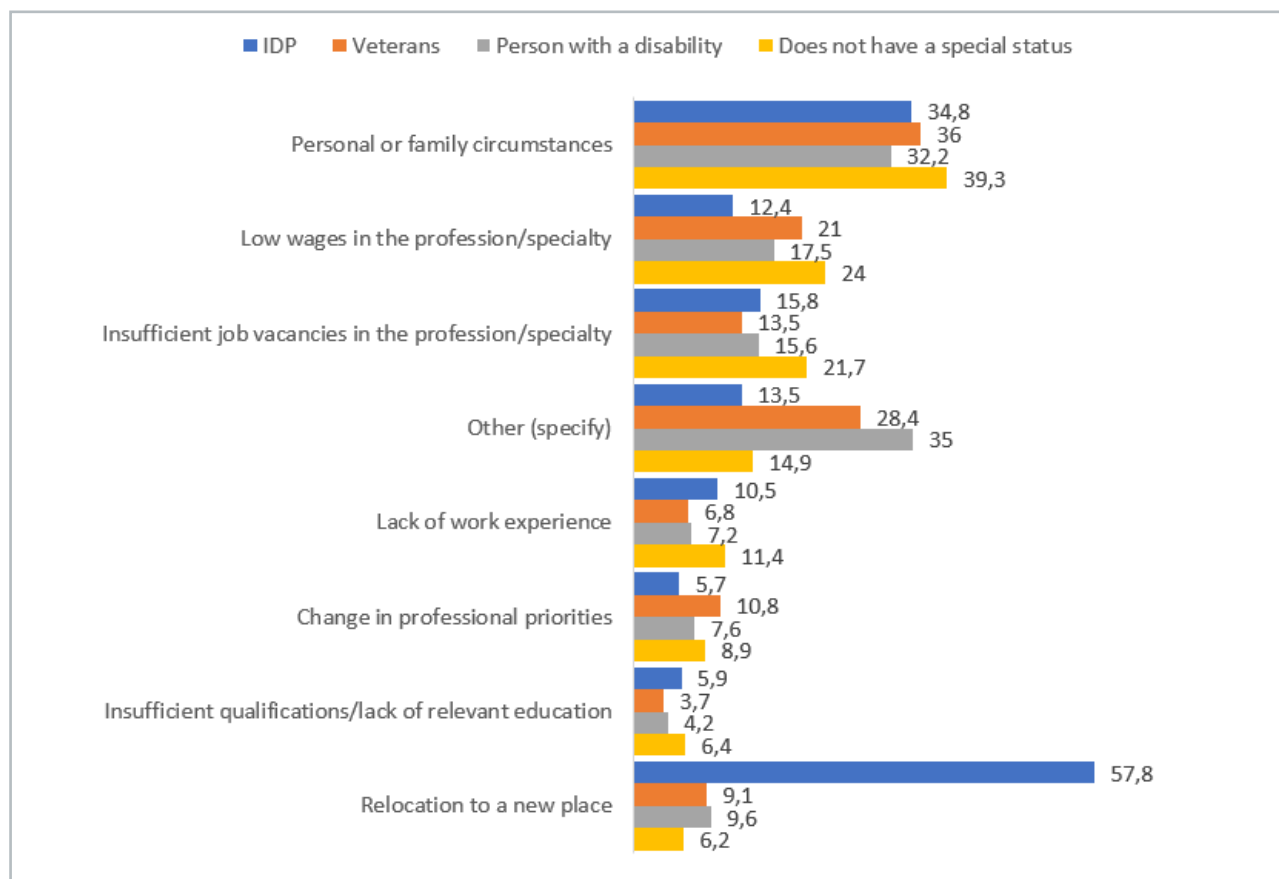


Figure 11. Main causes of unemployment according to self-assessment of registered unemployed from vulnerable groups of the population

The analysis shows that representatives of vulnerable groups have specific causes of unemployment that differ from those of unemployed individuals without special status. In particular, it can be stated that vulnerable category individuals are less demanding in terms of salary levels. These differences highlight the need for an individualized approach to supporting various groups, with measures for combat veterans that take into account their unique needs.

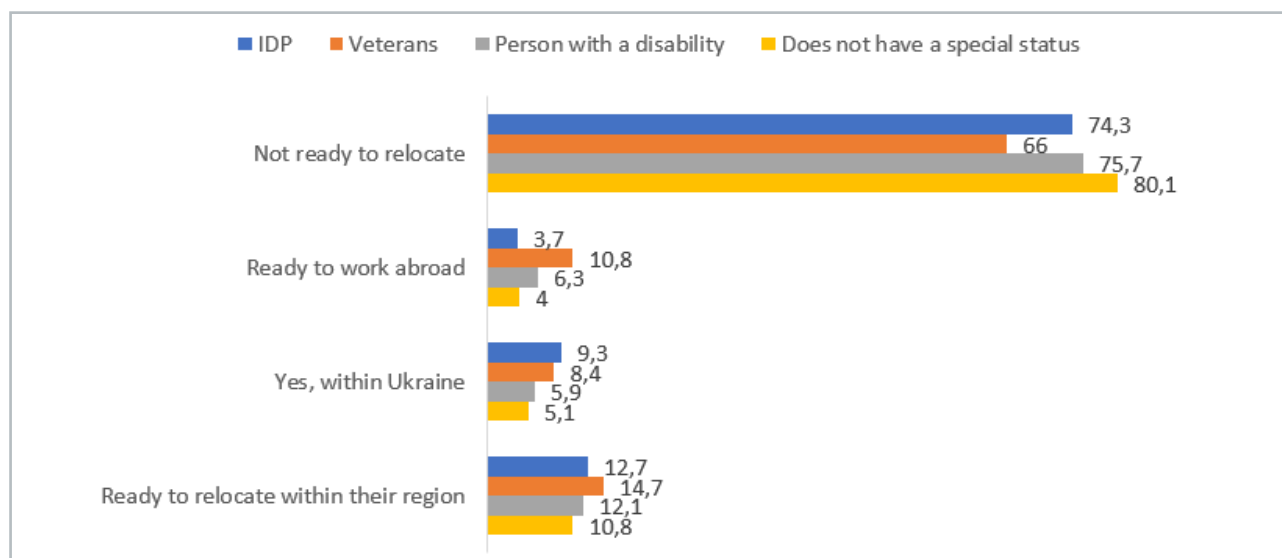


Figure 12. Assessment of willingness to change residence for employment by individuals from key vulnerable groups, %



The survey results emphasize the high level of unwillingness to change residence among all groups, which is an important factor that should be considered when developing employment programs and mobility support. It is noteworthy that individuals from vulnerable groups are more inclined to the possibility of changing their place of residence, and the highest proportion of those ready for mobility is observed in the group of combat veterans.

The highest level of willingness to work abroad is observed among combat veterans (10.8%) and internally displaced persons (IDPs) (6.3%), which can be explained by their difficult circumstances. People with disabilities (4%) and those without special status (3.7%) show less willingness to work outside Ukraine.

The readiness to change place of residence within Ukraine or their region is relatively low, with the highest rate observed among IDPs (12.7% for the region and 9.3% for Ukraine), indicating a higher level of mobility within this group.

The most common reason cited is personal life circumstances, which were mentioned by 68.1% to 76% of respondents across different groups. This indicator is highest among people with disabilities (74.2%).

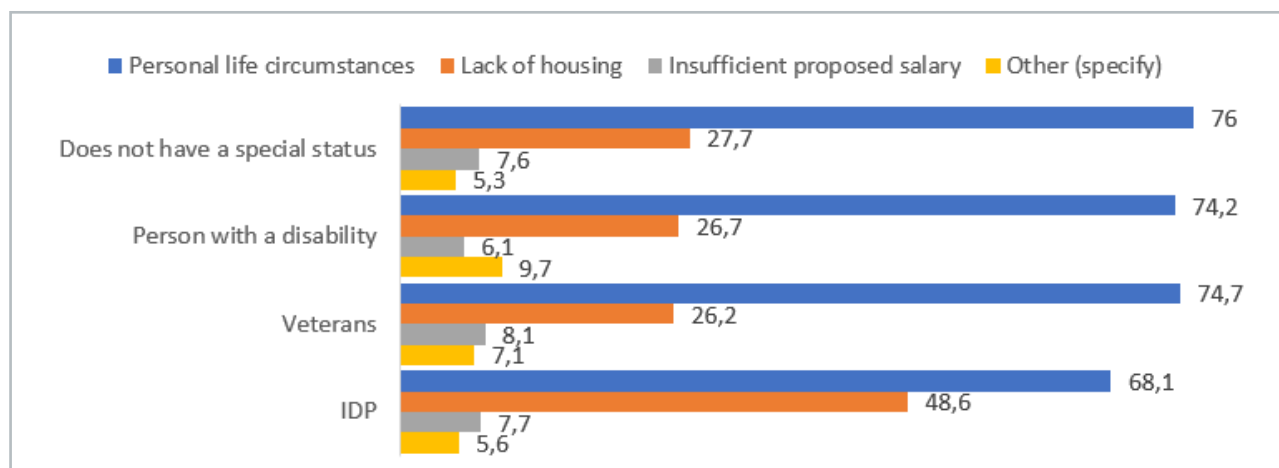


Figure 13. Assessment of the main reasons for the unwillingness of individuals from key vulnerable groups to change their place of residence for employment, %

The lack of housing is cited by 48.6% of IDPs, significantly exceeding the figures of other groups, clearly reflecting their experience of forced displacement and the challenges faced in securing housing. This also indicates that, when choosing a place of residence, IDPs were likely prioritizing security over immediate employment opportunities. For the other categories, this factor remains relatively less important (26.2%–27.7%).

Compared to other factors, insufficient salary offers are a less significant reason for unemployment. It's important to note that the reasons for the unwillingness to change place of residence for employment purposes do not differ substantially depending on the presence of a status as a vulnerable group member.

The highest priority factor for all categories is a high salary (56.6%–63.5%), which is particularly important for the unemployed without special status (63.5%) and less significant for IDPs (56.6%). The second most important factor is stability and safety, which received high marks across all groups (41.8%–60.2%), with this factor being most often mentioned by combat veterans (60.2%).

A flexible work schedule is considered less important compared to other factors, but it is significant for unemployed individuals without special status (44.1%). The social package offered by employers is important for all groups, especially for people with disabilities (36.1%).

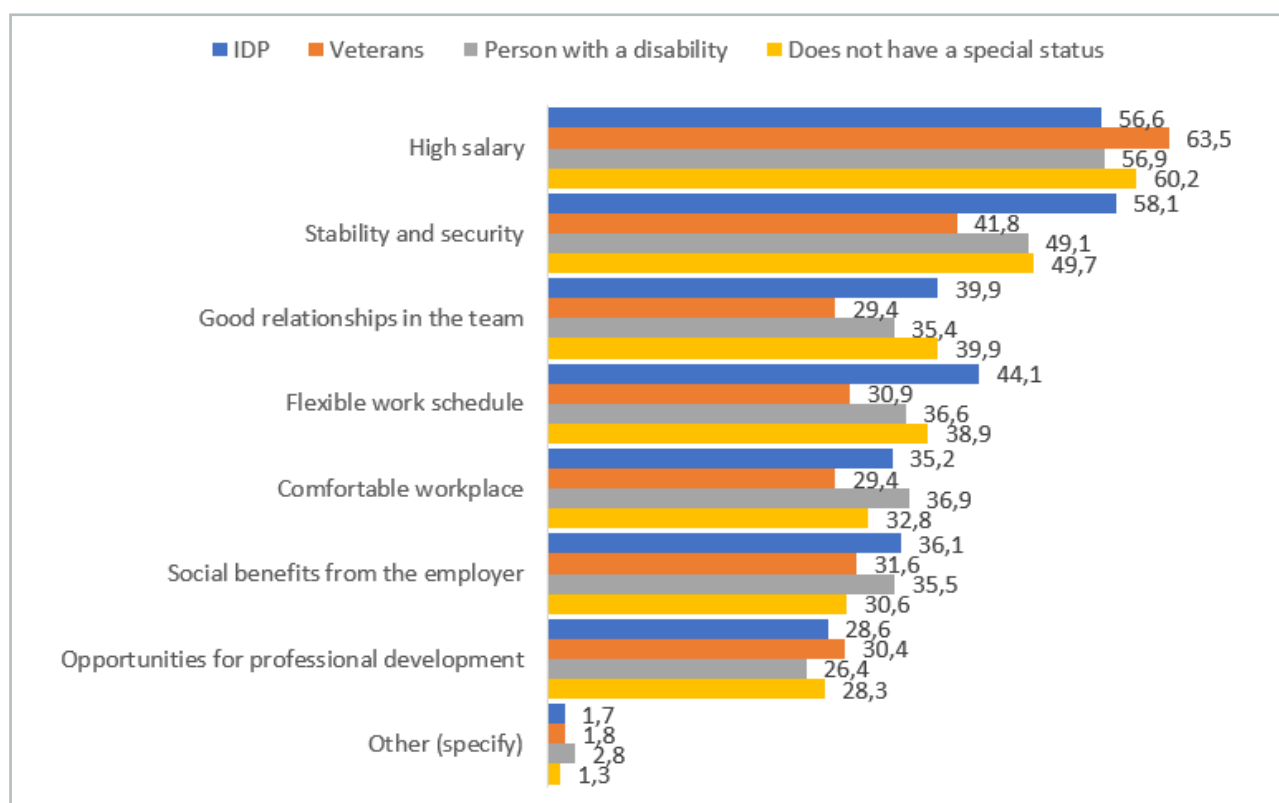


Figure 14. Assessing the importance of key factors in the work for key vulnerable groups, %

The least important factors are opportunities for professional development and other considerations (1.3%–2.8%).

3. PROFESSIONAL PRIORITIES

3.1. ESIRED JOB

Among registered unemployed individuals, 42.6% prefer to work in the field of their obtained education. 36% of respondents are willing to work in the same profession as their last job. Meanwhile, 19.5% indicated that they cannot work, which may be due to health issues, social circumstances, or other factors. Only 1.9% of respondents stated that they do not want to work, indicating a high level of interest in employment among most unemployed individuals.

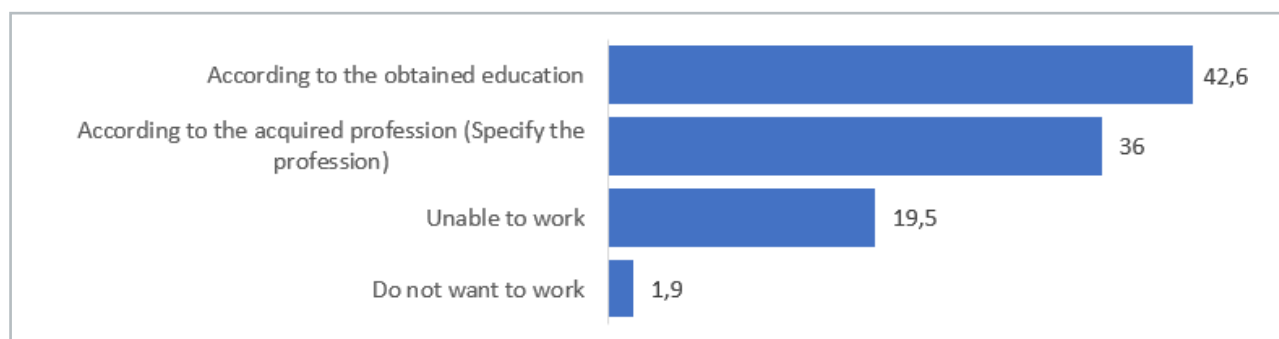


Figure 15. Assessment of Desired Job, %

These data show that for a significant portion of the unemployed, maintaining professional identity and utilizing their competencies is important.

3.2. PROFESSIONAL CHOICE

In the professional structure of desired jobs according to the classifier of professions, the largest share falls on professions that require higher education. Thus, professions in the group of professionals account for 24% of respondents, specialists – 20%, and managers – 7% of respondents. Desired jobs in the fields of trade and services were indicated by 16% of respondents. Among the skilled workers' professions, the most desired are those involving tools, which make up 13%. Next are workers in equipment and machinery maintenance with a rate of 8%, followed by technical service workers at 6%. The simplest professions are chosen by 5% of respondents. The smallest share, only 1%, is represented by skilled workers in agriculture, forestry, and fisheries.



Figure 16. Professional structure of desired work for the unemployed by sections of the occupational classifier, %



Overall, this data indicates significant imbalances in the labor market, as the desired jobs for the unemployed mostly do not align with the needs of employers. Survey data from employers regarding in-demand professions and skills show that the most sought-after professions are in trade and services, as well as workers in equipment and machinery maintenance.



Figure 17. Desired jobs of registered unemployed and professions in demand by employers, by sections of the occupational classifier, %

The most noticeable discrepancies between labor market demand and the desires of registered unemployed individuals are observed for professionals, specialists, and workers in equipment maintenance. Clearly, there is an educational imbalance for the unemployed, characterized by their level of education and professional expectations exceeding the real requirements of the job vacancies they could occupy in the labor market. This situation likely arises from the population's focus on obtaining higher education without considering the actual demand for skilled workers and specialists in the labor market.

	DESIRED PROFESSIONS FOR THE UNEMPLOYED	DEMANDED PROFESSIONS FOR EMPLOYERS
1.	Accountant	Driver of motor vehicles
2.	Cook	Unskilled worker
3.	Economist	Accountant
4.	Secondary school teacher	Medical nurse
5.	Sales consultant	Tractor driver of agricultural (forestry) production
6.	Seamstress	Security guard
7.	Manager	Cook
8.	Sales manager	Office cleaner
9.	Lawyer	Seamstress
10.	Engineer	Sales consultant

Table 2. TOP-10 professions of desired work for the unemployed and in demand by employers, %

Among the professions the unemployed would like to work in, such as accountant, cook, sales consultant, and seamstress, are in demand by employers.

It is worth noting that 7 out of 10 of the desired professions listed by the unemployed are higher education professions, whereas for employers, the most in-demand professions are those requiring vocational and technical education.

Nevertheless, in general, the desired professions for the unemployed are quite widespread in the labor market, especially in the case of professions such as Sales Manager and Engineer. This situation highlights a significant territorial imbalance in the labor market.

3.3. DESIRED WORK SCHEDULE/MODE

The majority of registered unemployed individuals (55.6%) prefer a full-time job, which indicates a desire for stable income and a clear work schedule. At the same time, 32.9% of respondents noted that a part-time job would be suitable for them.

Interestingly, remote work and hybrid modes also generate interest, with 21.6% and 21.8% of respondents choosing them, respectively. This reflects the growing popularity of modern employment formats that allow for flexible work organization. Only 2.3% of respondents indicated other work schedules, suggesting a relatively small number of job seekers with non-standard requirements for their schedules.

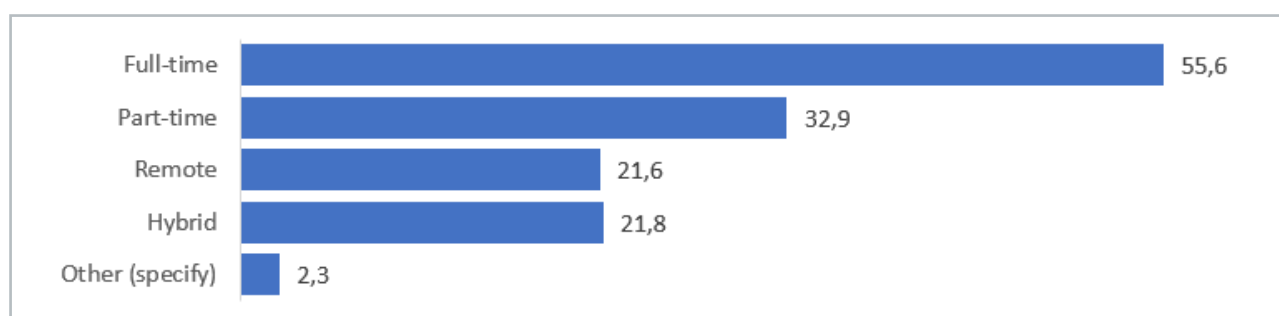


Figure 18. Assessing a suitable work schedule/mode, %

Overall, the data shows that while the traditional full-time workday remains a priority for most, there is a growing interest in flexible work formats.

3.4. SALARY EXPECTATIONS

The salary expectations among registered unemployed individuals vary widely. The largest share of respondents (25.26%) expects a salary within the range of 8,001–12,000 UAH, which is the most common expectation level. A slightly smaller proportion of respondents (24.03%) indicated a desired salary range of 12,001–16,000 UAH.

A significant portion of respondents (21.78%) expects a salary between 16,001 and 20,000 UAH, while 20.03% anticipate a salary of over 20,000 UAH.

Only 8.89% of respondents are willing to work for a salary up to 8,000 UAH, which indicates a low attractiveness of jobs offering minimal income.

It is worth noting that according to the Pension Fund of Ukraine¹ as of September 2024, the average salary in Ukraine was 18,021 UAH. A slightly higher average salary was reported by Work.ua², with the figure reaching 22,500 UAH in January 2025 based on 175,000 job vacancies.

¹ <https://index.minfin.com.ua/ua/labour/salary/average/pfu/>

² <https://www.work.ua/salary-all/>

This overall situation highlights the adequacy of unemployment benefit expectations. At the same time, it raises the assumption that the importance of salary, compared to other job choice factors like stability and safety, might be overestimated.

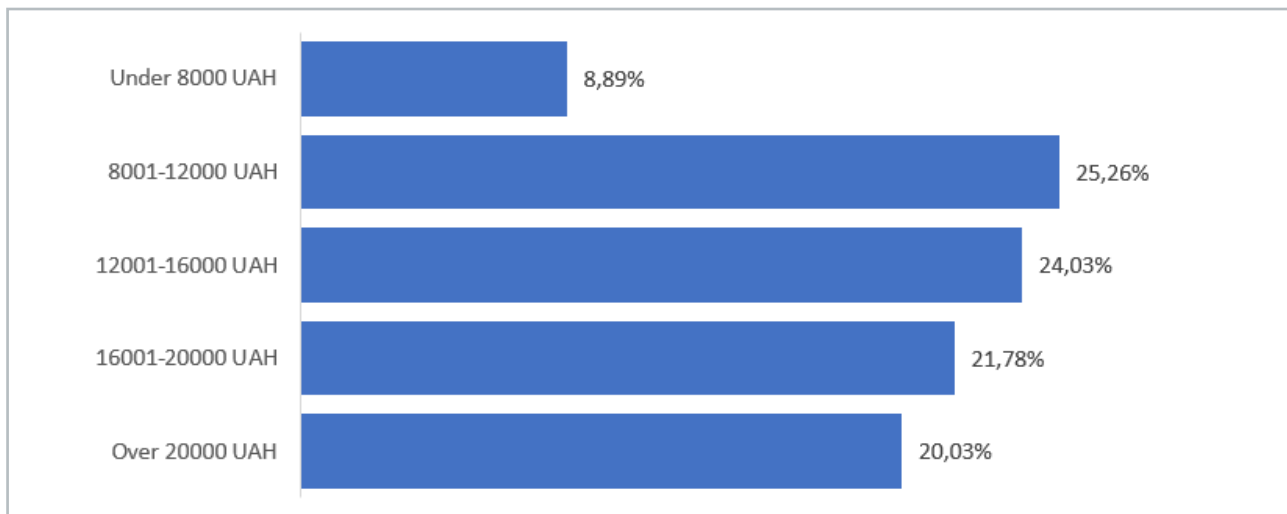


Figure 19. Expected salary, %

Expectations regarding salary size among registered unemployed individuals vary significantly by gender. Women are more likely to expect lower salaries: 27.9% of women expect an income between 8,001–12,000 UAH, while only 12.3% of men share this expectation. A similar trend is observed in the category up to 8,000 UAH, where 9.9% of women are willing to work for this salary, compared to 4% of men.



Men, on the other hand, have significantly higher salary expectations. The largest share of men (42.2%) expects a salary of over 20,000 UAH, while only 15.5% of women expect this level of income. In the 16,001–20,000 UAH range, men also dominate (25.1% vs. 21.1% among women).

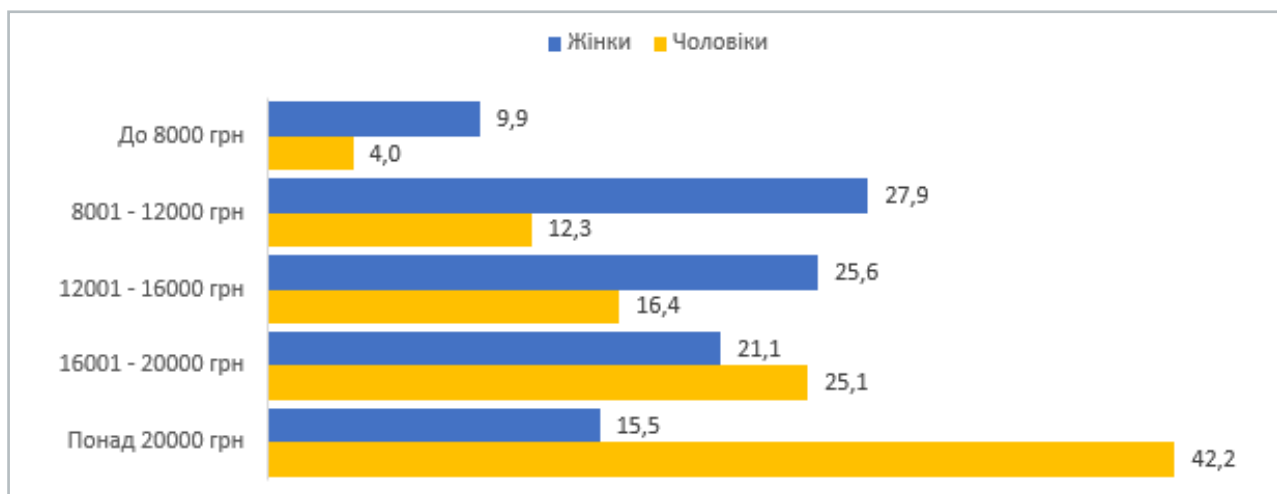


Figure 20. Expected salary by gender, %

These data indicate a significant gender gap in financial expectations, which may be due to differences in professional fields and certain stereotypes. To reduce this gap, it is important to encourage the elimination of gender stereotypes in the labor market.

Salary expectations also vary significantly by age group. The youngest unemployed individuals (18–25 years old) have the lowest expectations: 25.9% are willing to work for a salary between 8,001–12,000 UAH, and 10.3% would accept an income of up to 8,000 UAH. In older age groups, expectations gradually increase.

For the 26–35 age group, 20.4% expect a salary over 20,000 UAH, and 24.6% expect an income within the 8,001–12,000 UAH range. In the 36–44 and 45–54 age groups, the most common expectations are in the 12,001–16,000 UAH and 16,001–20,000 UAH ranges, indicating their higher ambitions based on experience.

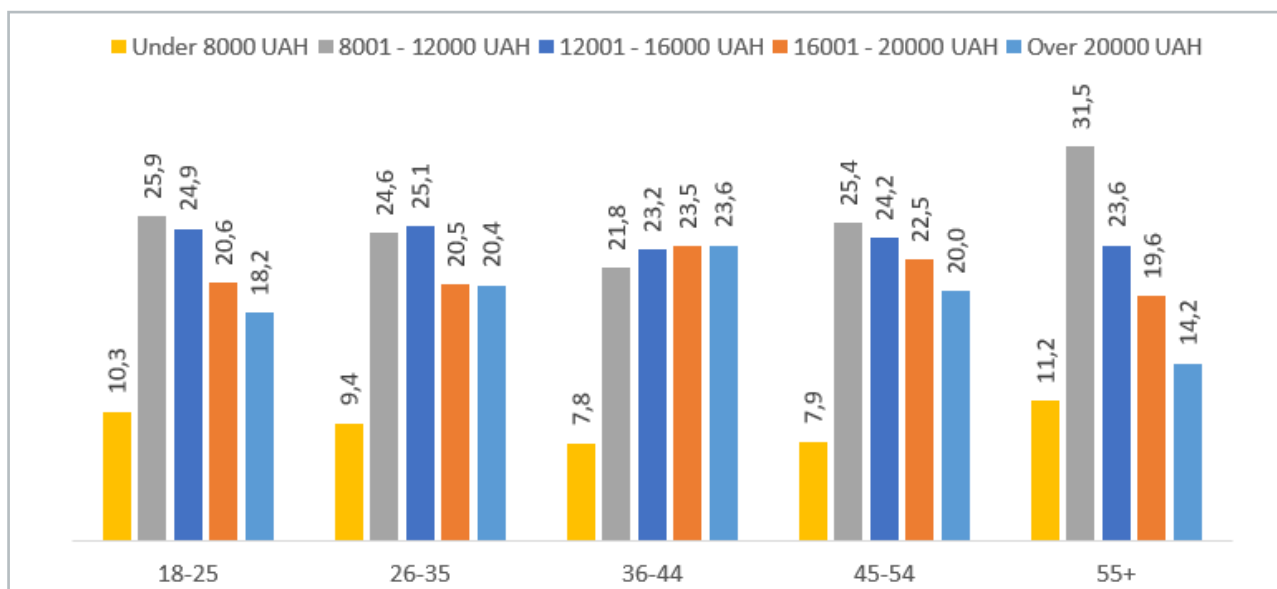


Figure 21. Expected salary by age group, %

The highest salary expectations are characteristic of the oldest group (55+): 31.5% of them aspire to earn more than 20,000 UAH, which is the highest figure among all groups. This may be due to their work experience and higher professional competencies.

These data suggest that salary expectations increase with age, reflecting both needs and ambitions. For the younger population, it is important to focus on career growth programs.

Salary expectations also differ significantly depending on the level of education. Individuals with incomplete secondary education have the lowest salary expectations: 33.4% of them aim for an income in the range of 8,001–12,000 UAH, and 19.2% are willing to work for a salary of up to 8,000 UAH. Among those with complete secondary education, 24.8% also expect an income in the range of 8,001–12,000 UAH, but their expectations are slightly higher than the first group.

Unemployed individuals with vocational-technical education aim for higher salaries: 29.2% expect 12,001–16,000 UAH, and 26% expect more than 16,000 UAH. The highest salary expectations are among those with higher education: 33.4% of them expect an income of more than 20,000 UAH, reflecting their confidence in their competitiveness in the labor market.

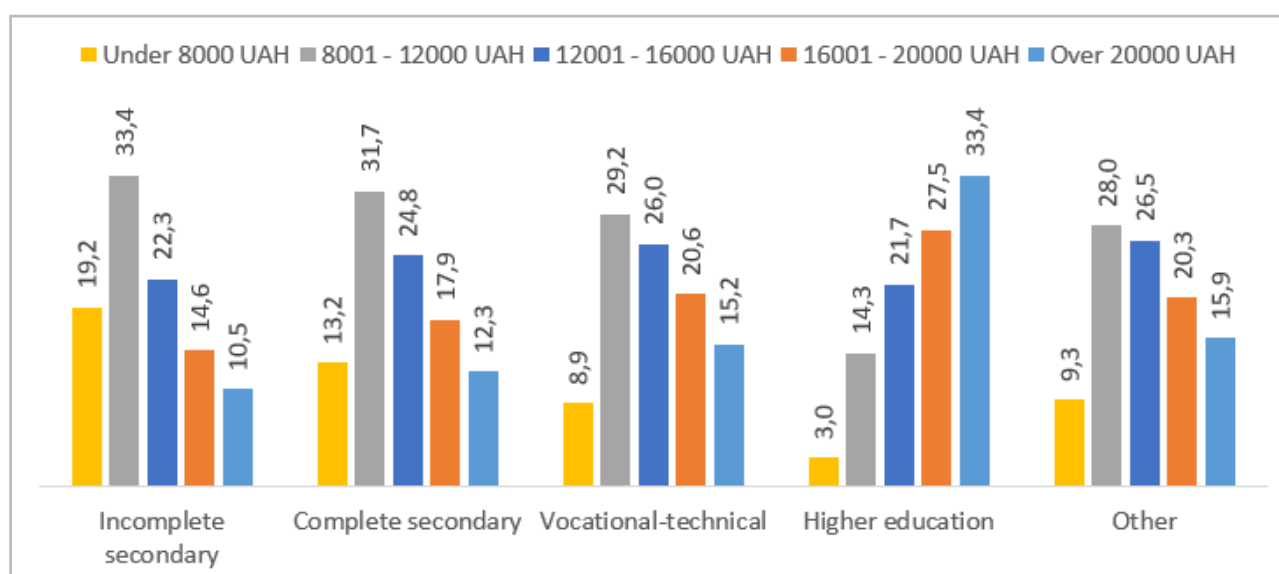


Figure 22. Expected salary by level of education, %

It should be noted that the "other" category includes various combinations of education levels, including academic degrees. Among this category, 28% of respondents expect a salary of over 20,000 UAH.

Overall, the data demonstrate that education level has a significant impact on the salary expectations of unemployed individuals.

Expected salary levels differ significantly by region, reflecting regional economic characteristics and differences in the standard of living.

The city of Kyiv shows the highest salary expectations: 70% of unemployed individuals aspire to earn more than 20,000 UAH, which greatly exceeds the national average. The Lviv region also stands out with high expectations: 30% of respondents expect an income in the range of 16,001–20,000 UAH, and another 26% expect over 20,000 UAH.

Regions affected by active hostilities or significant destruction, such as the Kherson and Sumy regions, show lower salary expectations. In these regions, 39% and 34% of unemployed individuals, respectively, expect a salary in the range of 8,001–12,000 UAH. This may be related to limited opportunities and the lack of stable jobs.

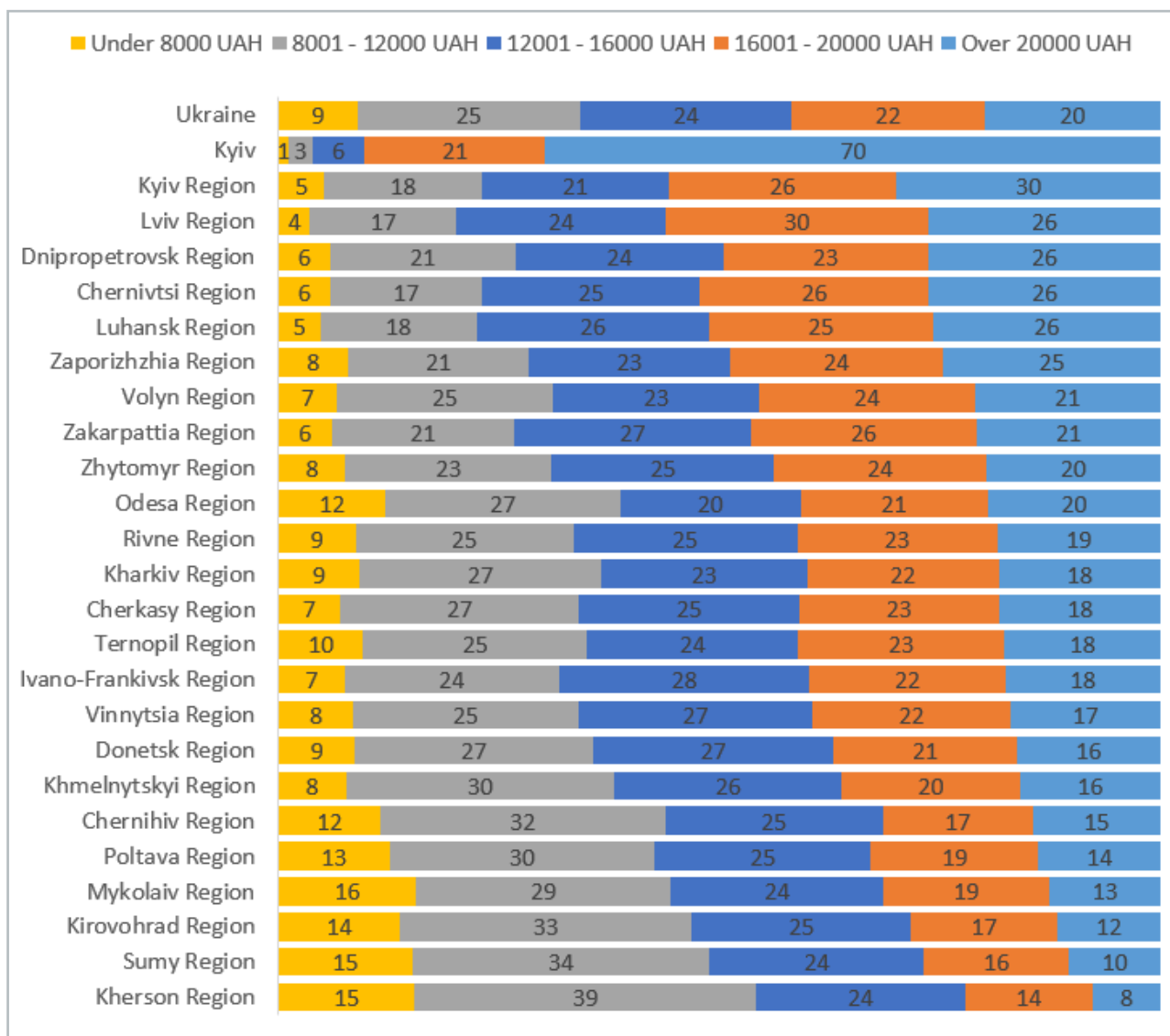


Figure 23. Expected salary by region, %

The war has significantly impacted the labor market in these regions, creating difficult conditions for economic recovery. At the same time, unemployed individuals in these regions may be willing to work for a lower salary due to the limited number of vacancies and the need to maintain a basic standard of living.

3.5. PROFESSIONAL PRIORITIES OF VULNERABLE GROUPS

Vulnerable categories show a strong desire for employment, particularly in their field of expertise or education, but at the same time require additional support due to their specific needs. It is noteworthy that for vulnerable groups, working in their field of education is less important compared to unemployed individuals without special status.

Among vulnerable groups, there are notable differences in the preferred type of work. Internally displaced persons (IDPs) are most oriented toward work in the profession they worked in last (37%). Similar trends are observed among combat veterans (UBD), with 35.3% and 35%, respectively.



For individuals with disabilities, there is a significant proportion (27.3%) who indicate they cannot work, due to physical or psychological limitations. At the same time, work in the profession they trained for (32.9%) is also important for this category. Interestingly, the share of those who do not want to work is low across all vulnerable groups, ranging from 1.3% to 2.5%, indicating a high level of motivation to work.

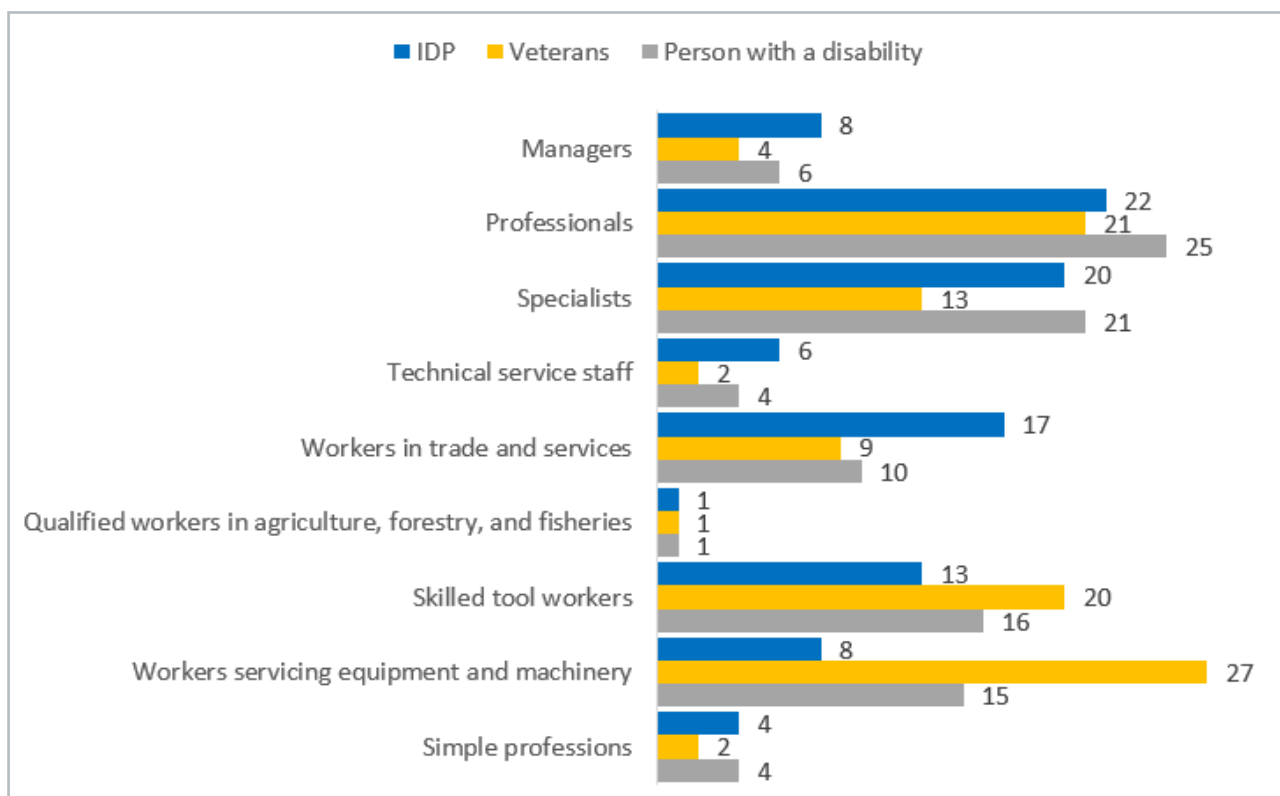


Figure 24. Assessment of desired work by vulnerable groups, %

Vulnerable categories demonstrate a high level of flexibility in choosing working hours but require additional conditions that take into account their specific needs, particularly in terms of opportunities for part-time or remote employment.

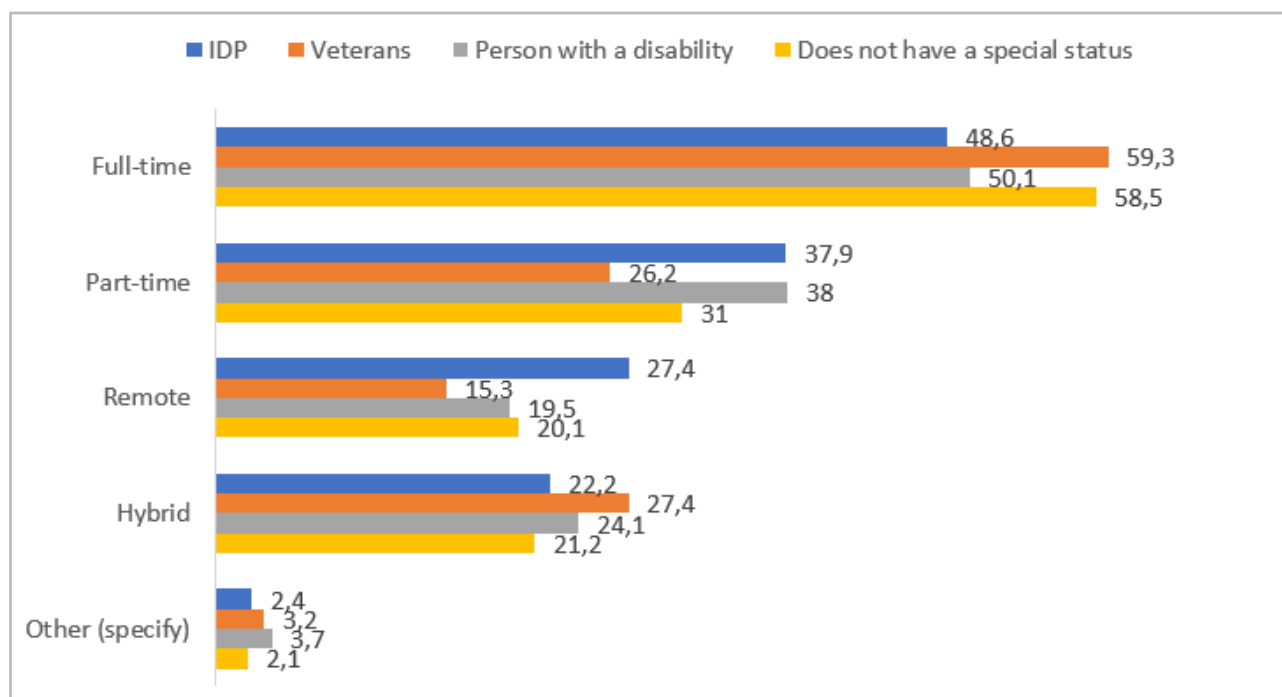


Figure 25. Assessment of suitable work schedules/modes for vulnerable groups, %

Internally displaced persons (IDPs) and individuals with disabilities tend to have a lower percentage of those who prefer a full working day (48.6% and 50.1%, respectively) compared to the group without special status (59.3%).

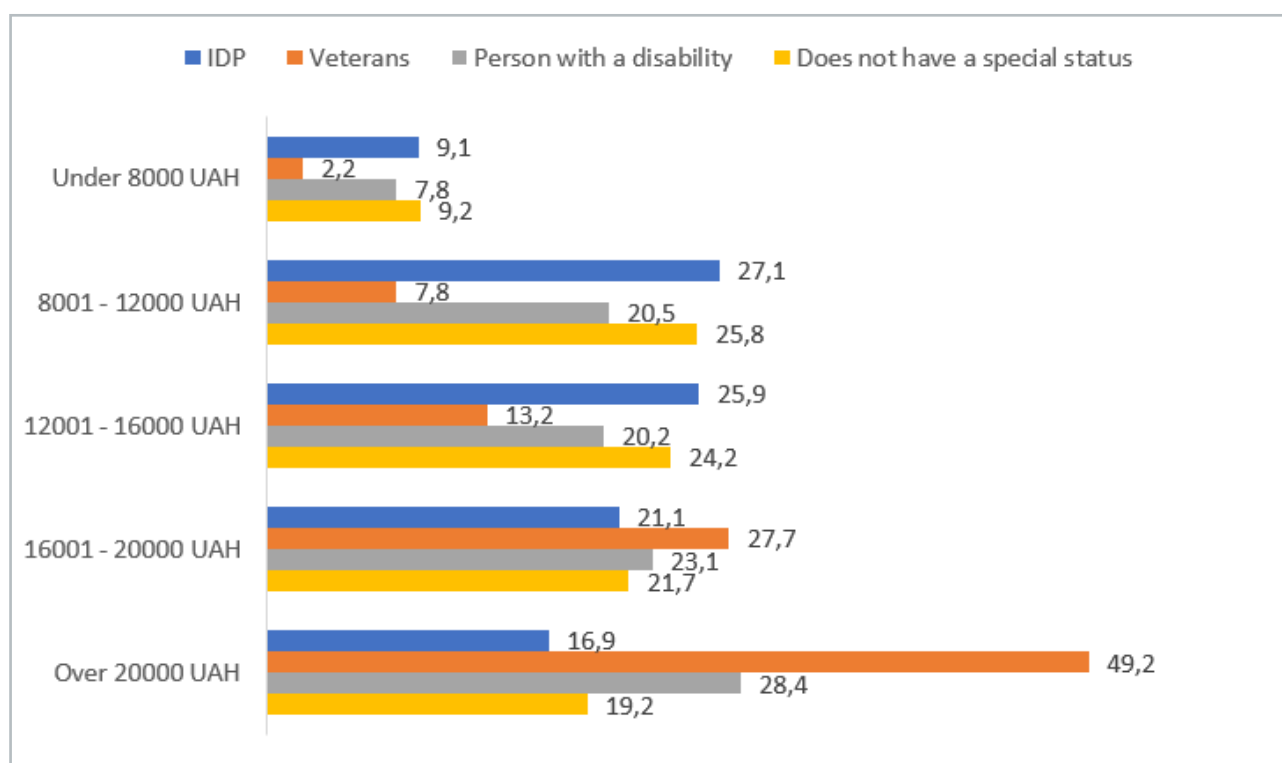


Figure 26. Expected salary for vulnerable groups, %

On the other hand, part-time work is much more popular among individuals with disabilities (31%), which may be due to health conditions or limited capabilities. Similarly, remote work is more attractive to this category (20.1%) compared to other groups.

Hybrid/flexible working hours received relatively equal levels of interest among all groups (ranging from 21.2% to 27.4%), indicating a general adaptability to new working formats.

Vulnerable categories exhibit a wide range of salary expectations, highlighting the need for more individualized approaches to employment, taking their abilities and needs into account.

The analysis of salary expectations among vulnerable groups shows significant differences in financial demands. Combat veterans (UBD) have the highest salary expectations, with nearly half of them (49.2%) indicating a desire to earn over 20,000 UAH per month. This is directly related to their UBD status. In contrast, among individuals with disabilities and IDPs, this percentage is significantly lower—19.2% and 16.9%, respectively.

Among individuals without special status, the percentage of those who aim for a high income over 20,000 UAH is 28.4%, which is an average figure compared to all categories. The lowest salary expectations (<8,000 UAH) are primarily found among individuals with disabilities (9.1%) and internally displaced persons (IDPs) (7.8%).

4. TRAINING NEEDS

4.1. WILLINGNESS TO CHANGE PROFESSION

The willingness to change professions for employment shows a variety of positions among registered unemployed individuals. The majority of respondents (47.2%) are open to the possibility of changing professions, indicating their flexibility and readiness to adapt to current labor market conditions. Meanwhile, 29.6% of respondents are not willing to make such changes. Only 23.1% of respondents are unequivocally ready to change their profession.

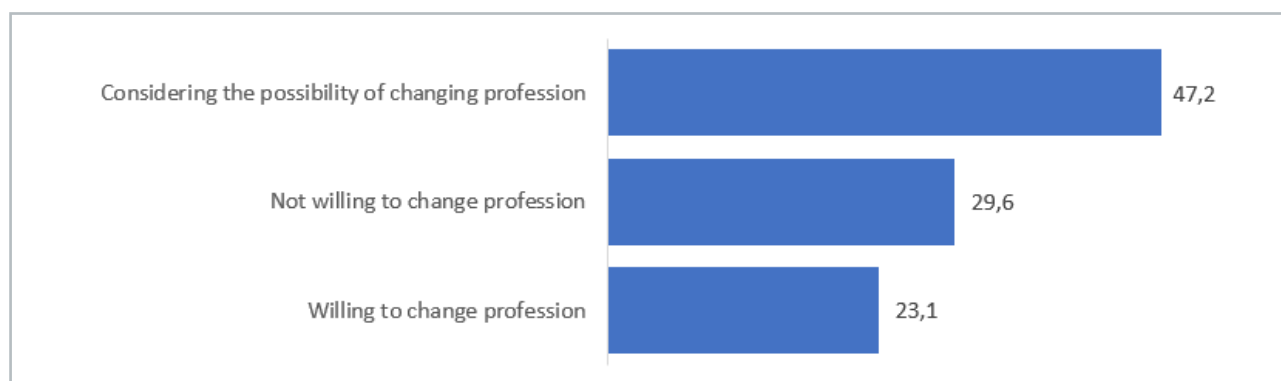


Figure 27. Willingness to change profession for employment, %

These data highlight the importance of career guidance tailored to labor market needs and the creation of opportunities for professional retraining and development, especially for those who are ready or considering a career change.

The willingness to change professions for employment varies significantly depending on age groups. The highest level of readiness is found among young people (18–25 years old), where 26.6%

of respondents are ready to change their profession, while another 48.7% are considering it. This reflects the flexibility of young individuals who are at the beginning of their professional journey.

In the age groups 26–35 and 36–44 years, the readiness to change professions decreases to 23.1% and 24.6%, respectively.

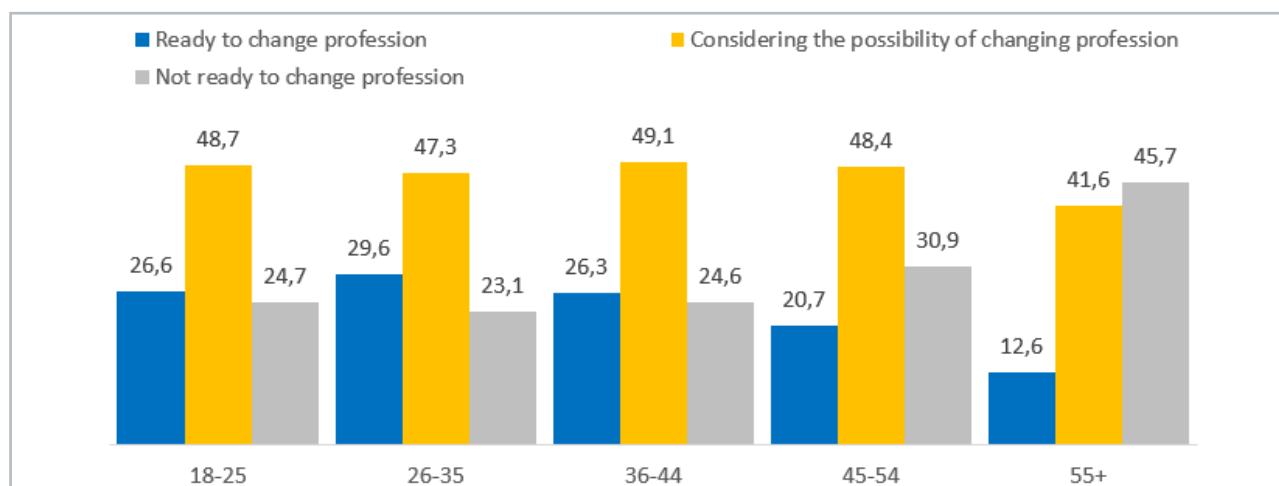


Figure 28. Willingness to change profession, by main age groups, %

The situation significantly changes in the age group of 45–54 years: only 20.7% are ready for drastic changes, while 48.4% remain open to the possibility. In the oldest group (55+ years), the willingness to change professions is the lowest (12.6%), and 45.7% of respondents are completely unwilling to make changes. The approach of retirement age does not motivate people to change their usual field.

Overall, the data suggests that flexibility in changing professions decreases with age. This highlights the importance of developing age-specific programs for promoting and supporting retraining that take into account the specific needs of each group and facilitate their integration into the labor market.

4.2. REASONS FOR UNWILLINGNESS TO CHANGE PROFESSIONS

The main reasons for unwillingness to change professions among registered unemployed individuals are the belief that it will not solve their issue, as indicated by 44.4% of respondents. This points to the lack of clear and accessible information about how changing professions can improve their position in the labor market.

Another 32.2% stated that it is difficult for them, which may indicate insufficient information about training opportunities and all the available options. A smaller portion, 16.9%, believes that changing professions takes too much time, which also reflects a lack of understanding about the various programs and training timelines, as well as about informal education and its recognition.

The category "Other" (12.9%) includes individual circumstances such as health conditions, personal commitments, and an understanding of the local labor market situation.

These data highlight the need for informational support, the development of short-term retraining programs, and the creation of conditions that would ease the process of changing professions, especially for those who are uncertain about its feasibility.

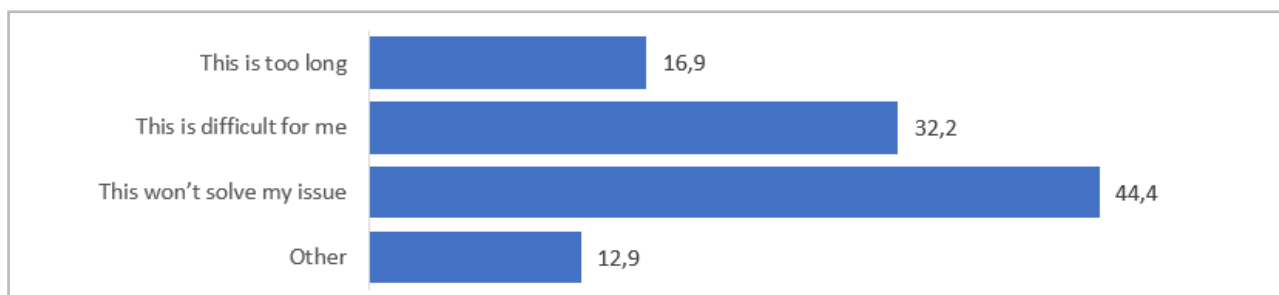


Figure 29. The main reasons for not being ready to change profession, %

4.3. MAIN PROFESSIONS FOR WHICH THEY WOULD LIKE TO TRAIN

The professional structure of desired training directions, according to the classification of professions, shows that the highest demand among registered unemployed individuals is in the fields of trade and services (27.1%), which is often linked to the lack of specialized education or qualifications for such work. The second place is occupied by professionals (26.4%), which indicates a desire to improve qualifications in areas that require specialized knowledge.



Figure 30. Professional structure of the desired field of study by sections of the profession classifier, %



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There is also significant interest in training for specialists (17.4%), which includes professions with technical and applied functions. At the same time, managers (6.3%) and technical staff (5.5%) have relatively less demand.

The least interest among the unemployed is shown in professions in the categories of skilled workers in agriculture and forestry (0.6%) and simple jobs (1.7%). This indicates a low level of interest in professions that typically require physical labor or basic skills, yet these professions have the lowest demand among the unemployed.

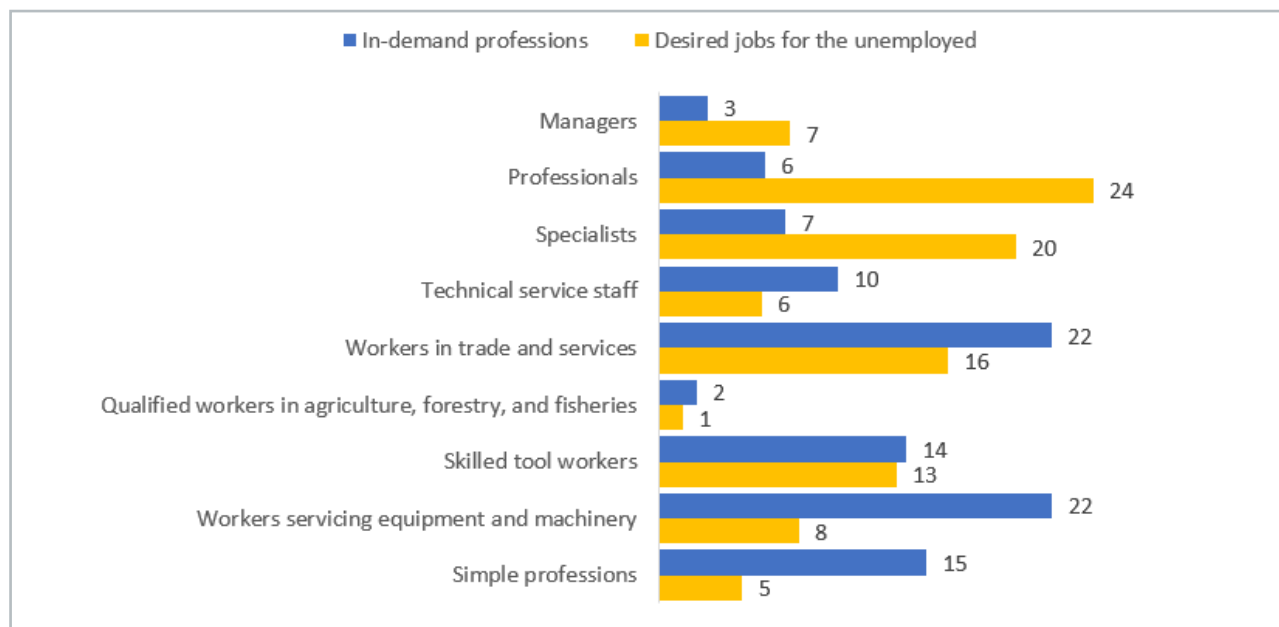


Figure 31. In-demand professions and training priorities of the unemployed, according to the sections of the occupational classification, %

A comparison of the structure of employer needs with the training priorities of the unemployed reveals a mismatch. Unemployed individuals mostly aim to enhance their existing level of education, while employers' needs are primarily focused on skilled labor professions.

No	Profession
1.	Cook
2.	Accountant
3.	Psychologist
4.	Hairdresser (hairdresser-fashion designer)
5.	Sales consultant
6.	Programmer
7.	Manager
8.	Motor vehicle driver
9.	Seamstress
10.	Medical nurse

Table 4. TOP-10 most desirable areas of study

Among the most popular professions for training in the occupational group of trade and service workers, we can highlight beauty industry professions (hairdressers, manicurists, makeup artists, cosmetologists, etc.), which often do not require official employment or specialized education, as well as salespeople (sales consultants, food salespeople), which also do not require special education for such work and have one of the highest turnover rates.

At the same time, it can be noted that there is a lack of in-demand skilled trades in industrial sectors such as Mining, Metallurgy, Energy, etc., among the training priorities.

It is evident that the most significant characteristics of the labor market are regional imbalances and the mismatch between existing qualifications and the vacancies offered by employers.

4.4. TRAINING NEEDS OF VULNERABLE GROUPS

An analysis of the readiness to change professions among vulnerable categories of the population shows that the largest share of those considering such a possibility belongs to internally displaced persons (IDPs) – 49.9%. Similar figures are observed among veterans and people with disabilities – 47.8% and 48.2%, respectively. In contrast, among those without special status, this figure is slightly lower – 46.3%.

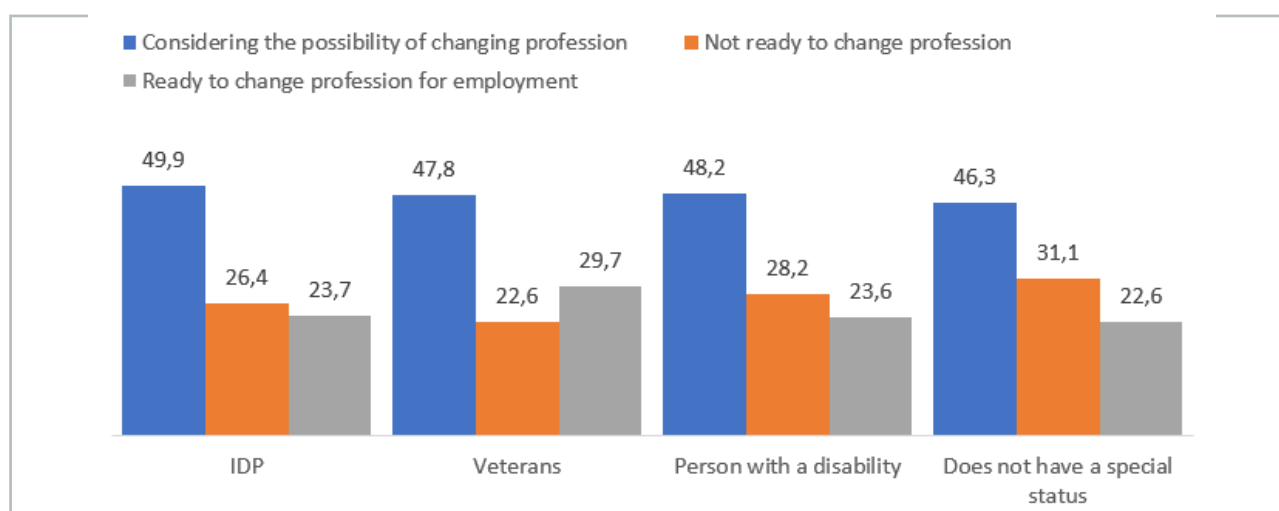


Figure 32. Willingness to change professions for employment by vulnerable groups, %

Regarding those who are not ready to change professions, the largest share is observed among individuals without special status – 31.1%, while vulnerable categories demonstrate a lower level of disagreement, particularly among veterans – only 22.6%. The share of those already ready to change professions ranges from 22.6% to 29.7%, indicating some openness to adaptation across all categories.

It is evident that vulnerable groups show a high willingness to consider changing professions, which may result from difficulties in finding employment in their current field. This highlights the need for retraining programs that take into account the specific needs of different groups.

An analysis of the main reasons preventing vulnerable groups from changing professions reveals significant differences between the groups. Among veterans the main obstacle is that changing professions will not solve their situation – this reason is cited by 48.2%. Similarly, among people with disabilities and those without special status, this reason is the most common, chosen by 42.7% and 45.5%, respectively.

The difficulty of the process is also a significant barrier, especially for internally displaced persons (IDPs) (40.5%). For veterans and people with disabilities, this figure is somewhat lower – 27.5% and 34%, respectively. The reason "it will take too much time" is most common among IDPs (16.6%), while in other categories, fewer than 18% chose this reason.

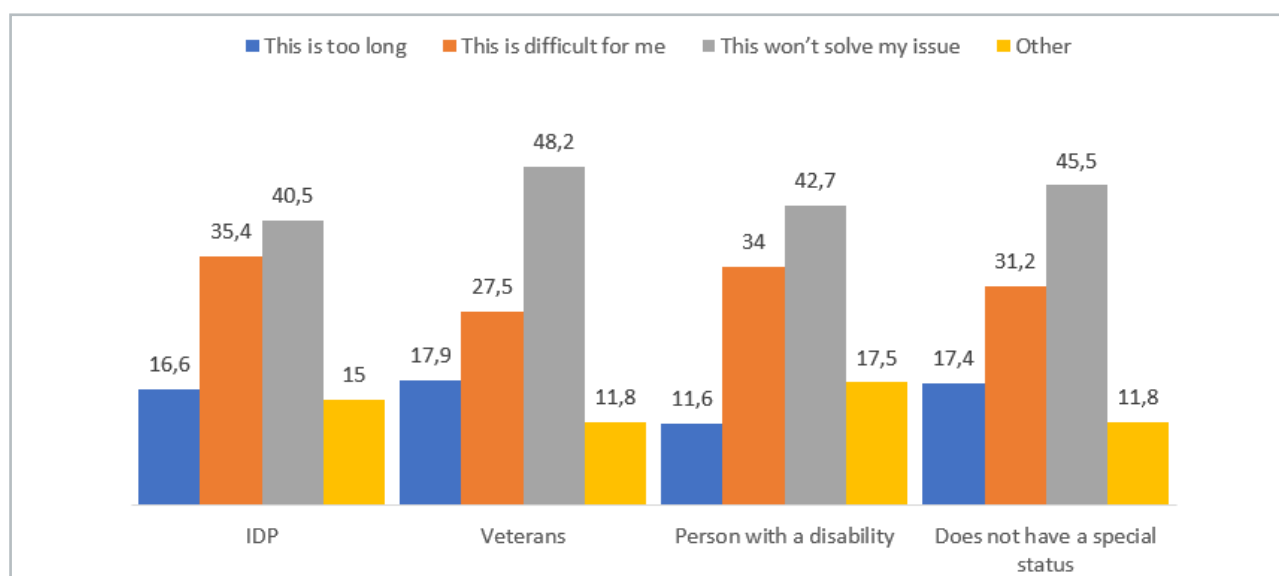


Figure 33. Main reasons for the unwillingness of vulnerable groups to change professions, %

Thus, the main barriers to changing professions among vulnerable groups lie in the perception of the process as too complicated or as not addressing their core issues. This underscores the need for specialized informational programs about retraining opportunities specifically for employment, rather than just additional education, which would simplify the process and offer concrete prospects for quick employment.

5. EMPLOYMENT SERVICES OF THE STATE EMPLOYMENT SERVICE

5.1. USEFULNESS AND QUALITY OF SERVICES

The main service that respondents consider useful in the work of the State Employment Service is assistance in job search. This aspect was highlighted by 74.6% of respondents, indicating the key role of the service in facilitating employment. Thus, tools used by the service for this task should be improved and modernized.

Workshops and training are also popular among the unemployed – their usefulness was noted by 31% of respondents. Consultations on choosing or changing professions are important for 28.2% of respondents, emphasizing the need for continuous professional reorientation support.

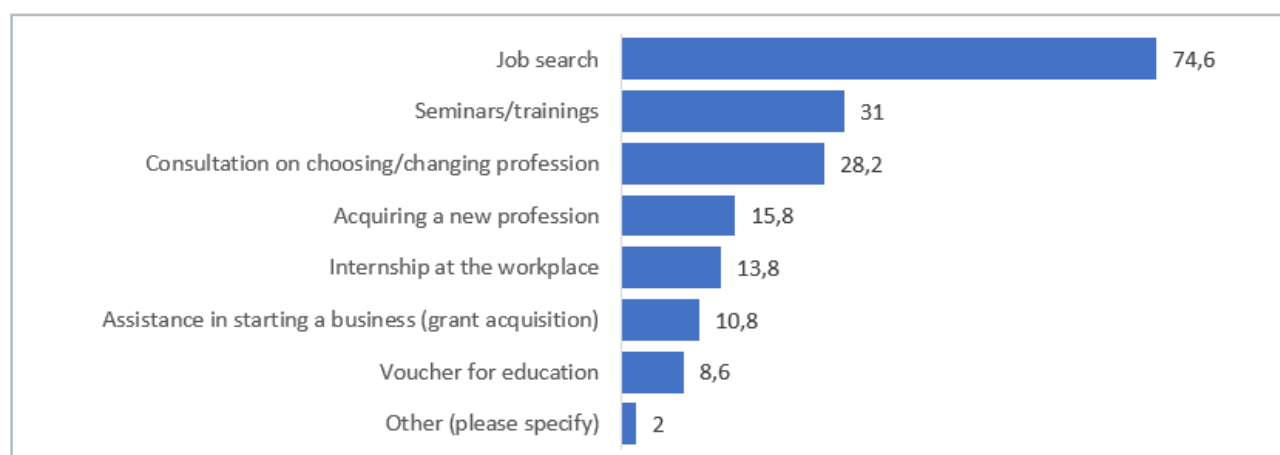


Figure 34. Assessment of the usefulness of the services of the State Employment Service, %

Other services, such as obtaining a new profession (15.8%) and workplace internships (13.8%), show a moderate level of interest, while assistance in starting a business is considered useful by 10.8% of respondents. The least popular are vouchers for training, which were highlighted by only 8.6%. These results align with the data from the previous section on readiness to learn: despite some openness to learning, a significant portion of the unemployed do not always see this as a realistic way to improve their situation.

The obtained data indicate the importance of focusing the State Employment Service on actively supporting employment. The main expectation from cooperation with the State Employment Service among the unemployed is employment, as noted by 84.7% of respondents. This suggests that the unemployed view the service as the primary mechanism for finding a job and integrating into the labor market. At the same time, 39.3% of respondents expect unemployment benefits.

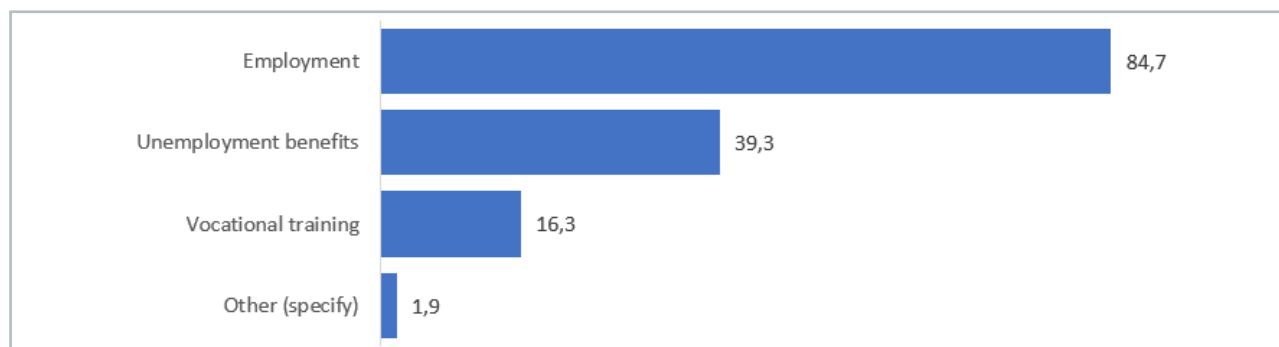


Figure 35. Expectations from cooperation with the State Employment Service, %

Only 16.3% of respondents showed interest in professional training, which correlates with previous data about low willingness to change professions or retrain. This figure highlights the need for better information about training opportunities and their role in improving competitiveness in the labor market.

Expectations categorized as "Other" (1.9%) include individual needs, such as consultations or legal support. The data indicate that, for the effective fulfillment of its functions, the service should focus on employment but also address other areas that will contribute to the further rapid employment of registered jobseekers and beyond.

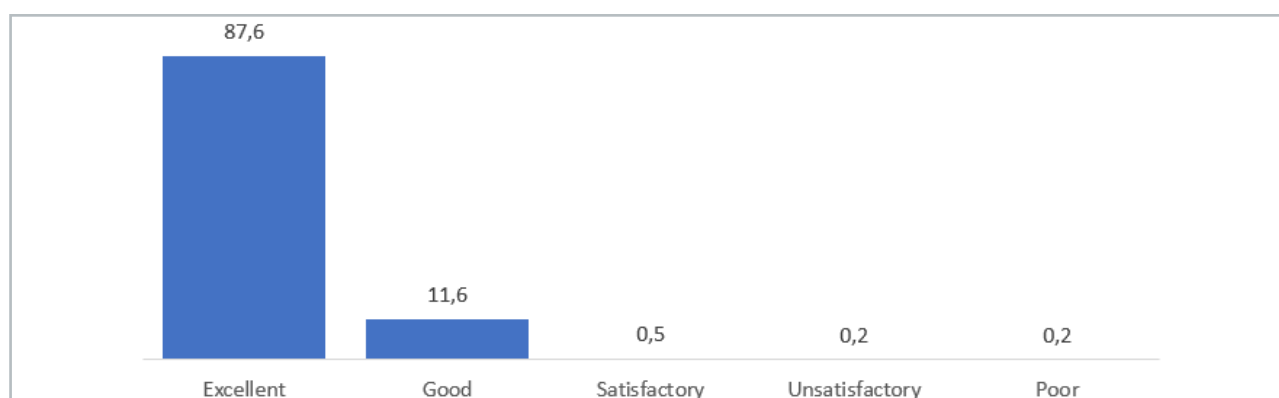


Figure 36. Assessment of satisfaction with service provided by specialists of the State Employment Service, %

The level of satisfaction with the services provided by the specialists of the State Employment Service shows exceptionally high ratings. The majority of respondents (87.6%) rated the specialists' work as "excellent," and another 11.6% considered it "good." Only a small portion of respondents

(0.5%) rated the service as "satisfactory," and only 0.4% expressed dissatisfaction, giving ratings of "unsatisfactory" or "poor."

These results indicate that the specialists of the service generally provide high-quality counseling and support. The high level of customer satisfaction highlights the professionalism of the staff and the importance of a human-centered approach when interacting with unemployed individuals. However, to further improve the service, client feedback should be taken into account, and the service standards should continue to be enhanced.

Satisfaction with the service specialists of the State Employment Service varies by region. The highest satisfaction rates are noted in the Luhansk region, where 92.7% of respondents rated the service as "excellent," and the proportion of those who gave lower ratings is the smallest among all regions. High satisfaction levels are also observed in the Zakarpattia (92.1%) and Cherkasy (91.9%) regions.

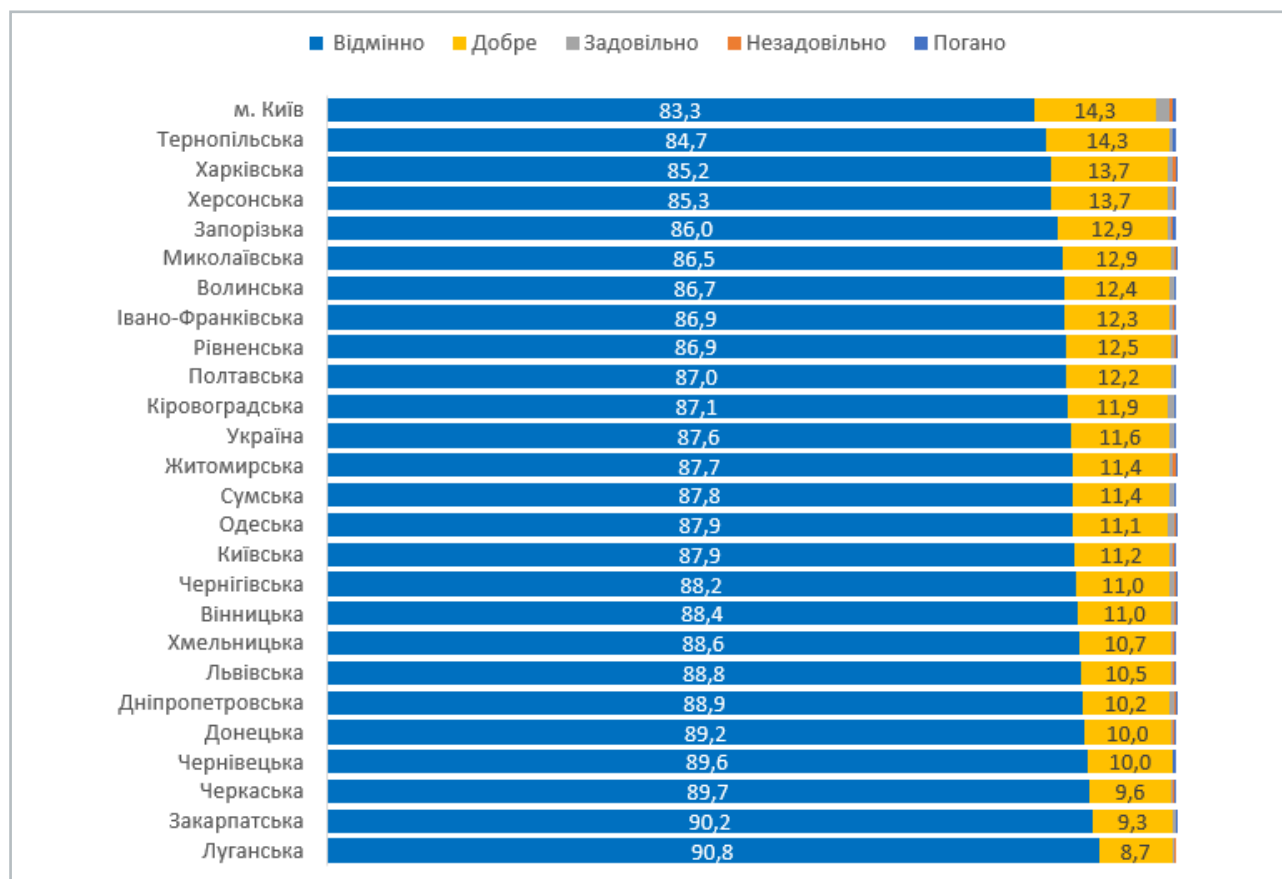


Figure 37. Assessment of satisfaction with service provided by specialists of the State Employment Service by region, %

On the other hand, the lowest satisfaction levels are recorded in Kyiv (86.8%) and Ternopil regions (87.7%), although in these regions, the majority of respondents rated the service positively. The proportion of respondents who rated the services as "good," "satisfactory," or lower was highest in Kyiv and Ternopil (11.9%).

In general, the high rating of service quality in most regions reflects the professionalism and effectiveness of the service specialists. However, regional differences may be related to varying workloads, differences in client needs, or specific economic situations in each region. This highlights the need for a regional approach to improving service quality and taking local conditions into account in the service's work.



The satisfaction level with the quality of services of the State Employment Service is high, as evidenced by the responses of 80.3% of respondents who rated the services as "excellent." Another 18% of the unemployed consider the service quality "good," which together make up almost 98% of positive ratings. Only a small proportion of respondents (1.2%) noted that the service quality was "satisfactory," while 0.3% and 0.2% rated it as "unsatisfactory" and "poor," respectively. These figures indicate a generally high level of trust in the service and confirm the effectiveness of its operations.

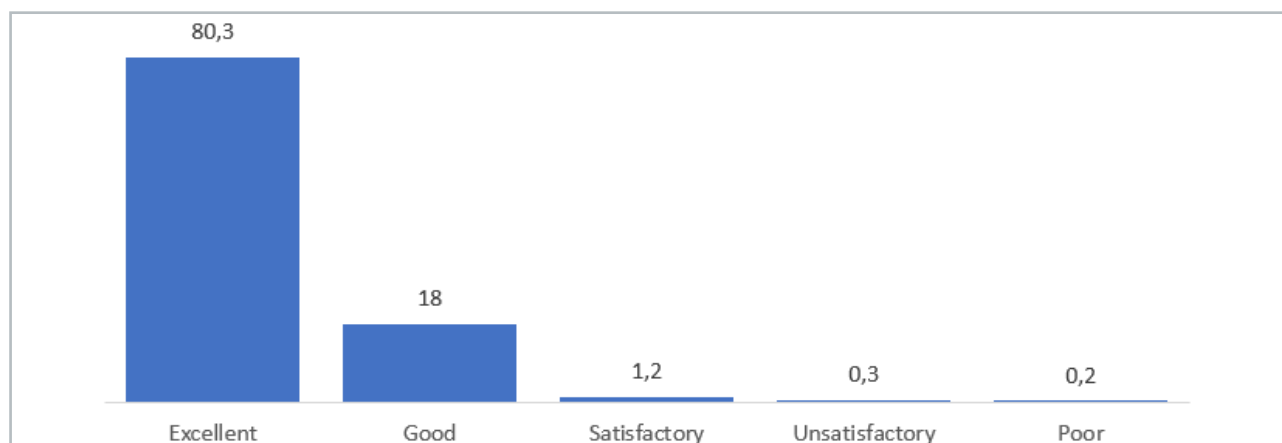


Figure 38. Assessment of satisfaction with the quality of services of the State Employment Service, %

5.2. USE OF THE JOB SEEKER'S ELECTRONIC CABINET

Data on the use of the job seeker's electronic cabinet shows significant age differences in the level of digital activity among the unemployed. Overall, 41.1% of respondents across Ukraine use the electronic cabinet, while 58.9% do not use this service.

The highest level of use is observed among younger age groups: in the categories of 18-25 and 26-35 years, 47.8% and 47.6%, respectively, use the electronic cabinet. However, with age,

this figure decreases. Among those aged 45-54, only 37.4% use the electronic cabinet, and among respondents over 55, only 32.2% do.

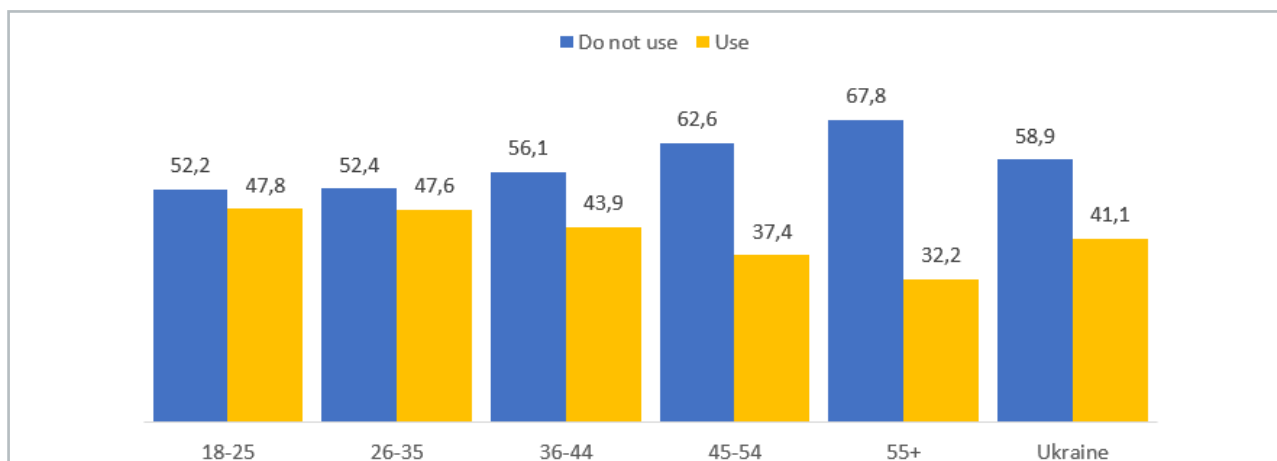


Figure 39. Use of the job seeker's electronic account by main age groups, %

This suggests that older age groups face difficulties in using digital services or lack sufficient access to technology. Therefore, to improve the effectiveness of services provided by the State Employment Service, more attention should be given to digital inclusion for older respondents, offering additional consultations and training on the use of online services.

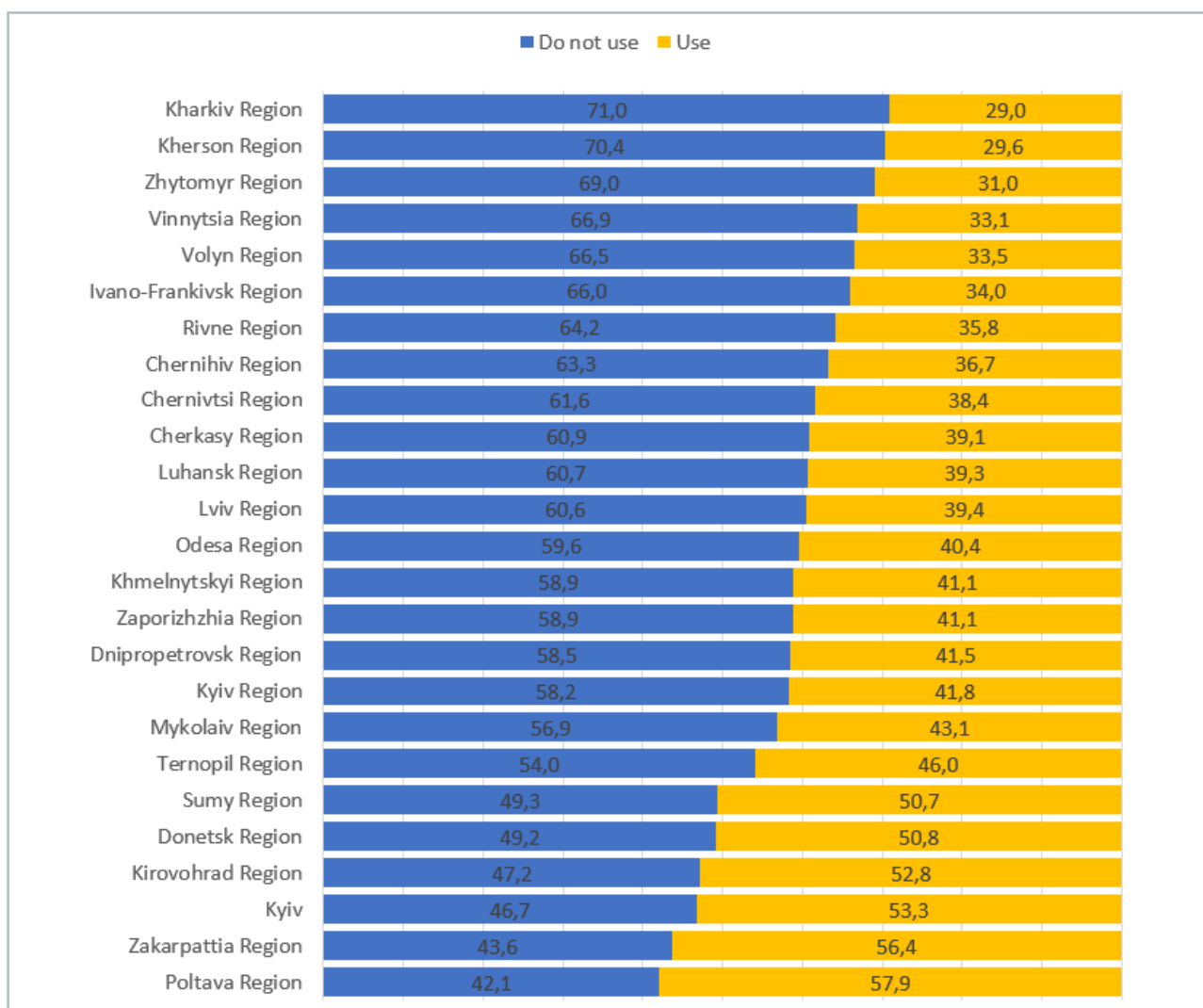


Figure 40. Using the job seeker's electronic account by region, %

The level of use of the job seeker's electronic cabinet varies significantly by region. The lowest usage rates are recorded in Kharkiv (29.0%) and Kherson (29.6%) regions, where more than 70% of respondents do not use this service. A similar situation is observed in Zhytomyr, Vinnytsia, and Volyn regions, where the share of users is about 30-35%.

In contrast, the highest levels of digital activity are noted in Poltava (57.9%) and Zakarpattia (56.4%) regions, as well as in Kyiv (53.3%). In these regions, a larger proportion of respondents actively use online services for job searching.

Such regional differences may be due to the level of internet access, digital literacy of the population, as well as the specifics of the services provided by the State Employment Service in each region. To improve the situation in regions with low usage of the electronic cabinet, it is important to conduct informational and educational campaigns, as well as to provide access to technical assistance and training resources.

5.3. SOURCES OF INFORMATION ABOUT STATE EMPLOYMENT SERVICE OPPORTUNITIES

The sources of information about the opportunities offered by the State Employment Service indicate that direct contact with specialists is the dominant method of communication. Most respondents (65.2%) receive information directly from specialists of the State Employment Service, highlighting the importance of personal communication in the work of this institution.

Other sources, such as the service's website (10.8%), friends and relatives (8.4%), and social media (6.6%), are much less popular. The use of alternative sources such as specialists from other social institutions, non-governmental organizations, media, and advertisements is minimal, each accounting for less than 5%.

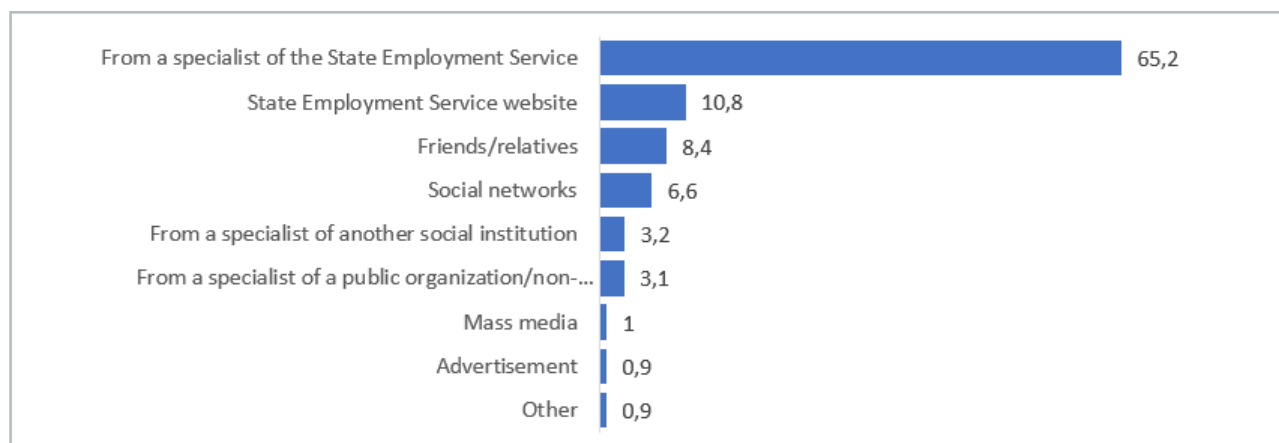


Figure 41. Sources of information about the opportunities of the State Employment Service, %

This data indicates that, despite the development of digital technologies, personal contact remains the primary way of receiving information. This may be related to distrust of electronic resources or insufficient digital literacy among certain categories of the unemployed.

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