

# THE EFFECTIVENESS OF THE POLICY OF SUPPORTING INTERNALLY DISPLACED WOMEN'S ECONOMIC ACTIVITY AS A COMPONENT OF UKRAINE'S EARLY RECOVERY



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**HELVETAS**

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For a better understanding of the employment situation of internally displaced women, their vision of the labour market, and their experience of participation in initiatives aimed at supporting economic activity, the team of the non-governmental organisation “Analytical Centre ‘Socioconsulting’” conducted a comprehensive sociological study. This brochure presents the results of the work carried out and practical recommendations for improving the policy of supporting the economic activity of IDP women.

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**Dear readers,**

An effective policy of promoting the economic activity of internally displaced women is an extremely important resource for economic growth and reducing the state's financial obligations. A well-paid job or own profitable business is not only a condition for preventing the impoverishment of internally displaced persons (families) but also for solving their most pressing problems. For IDPs, as well as for many Ukrainian women, having a job is a condition for self-realization, an opportunity to distract oneself from disturbing news, to establish social relations, and to prevent emotional burnout.

The team behind this study also has experience with internal displacement and is well aware of the challenges of settling in a new location. Therefore, we felt a special responsibility to the women for whom this study was conducted.

We are sincerely grateful to all the internally displaced women who participated in our survey. Many of our respondents not only answered the interview questions or took part in focus groups but also shared with us their stories of forced relocation, details of settling in a new place, peculiarities of job search, successes and failures in opening their business, as well as their ideas about necessary assistance to IDP women who dream of providing for themselves and their families. We are grateful to Iryna Pidmashna for her professional assistance in conducting in-depth interviews with women. Having repeated experience of forced displacement, she is an example of efficiency, creativity and resilience.

We also express our gratitude to the experts who were open to cooperation with us and expressed their opinions on the subject of the study in the form of in-depth interviews, sharing their proposals for improving programs and initiatives aimed at supporting women's economic activity. We have prepared many important conclusions and recommendations thanks to communication with specialists of the International Organisation for Migration, as well as with Anna Hulevska-Chernysh (chairman of the board of SiLab Ukraine), Liliia Yunko (project manager in the Charitable Foundation "Others"), and Anna Otsvera (manager of the UWE Hub community of the Corporate Sustainability and Responsibility Centre).

An important component of the project was cooperation with Olena Strelnyk, Doctor of Sociological Sciences, our reviewer. Her advice and comments helped us prepare the study program and this publication in accordance with modern scientific requirements and principles of gender sensitivity.

Our specialists — Oksana Artiukh, head of the public opinion research department of the Socioconsulting Analytical Centre, who rigorously organised the survey, as well as Nataliia Shapran, who ensured high-quality programming and the preparation of an array of sociological data — worked professionally and responsibly.

We are grateful to everyone who contributed to this project, in particular to our real heroes from among internally displaced women who agreed to provide their photo for the cover of this brochure. Please, meet: Yuliia Kolotilina (displacement routes — Luhansk, then Kyiv region and, finally, the town of Chortkiv, in Ternopil region), Maryna Kovalova (respectively — Luhansk, Sievierodonetsk, Kyiv region), Iryna Pidmashna (Simferopol, Kherson region, Kyiv), Hanna Lemeshko (town of Svatovo, Luhansk region; town of Horishni Plavni, Poltava region; Kyiv region). These women successfully overcome obstacles, work, win business grants, help

themselves and society in these difficult times. Special thanks to the Donor for the opportunity to conduct this extremely important study.

On behalf of the authors' team,  
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## CONTENTS

LIST OF ABBREVIATIONS .....	6
INTRODUCTION.....	7
1. OVERVIEW OF IDP WOMEN’S ECONOMIC ACTIVITY AND INITIATIVES REGARDING ITS SUPPORT: DESK RESEARCH RESULTS.....	11
2. EFFICIENCY OF THE POLICY OF SUPPORTING IDP WOMEN’S ECONOMIC ACTIVITY: SURVEY FINDINGS .....	16
2.1. Position of IDP women in the labour market after relocation.....	16
2.2. Experience of IDP women’s participation in initiatives aimed at promoting economic activity .....	31
2.3. Effectiveness and appropriateness of initiatives to support the economic activity of IDP women..	43
CONCLUSIONS.....	50
RECOMMENDATIONS .....	55

## **LIST OF ABBREVIATIONS**

- ASC — Administrative service centre  
FGD — Focus group discussion  
GDP — Gross domestic product  
IDP — Internally displaced person  
IE — Individual entrepreneur  
IIT — Individual income tax  
ILO — International Labour Organisation  
IOM — International Organisation for Migration  
LG – Local Government  
NGO — Non-governmental organisation  
SOE — State-owned enterprise  
UNDP — United Nations Development Programme  
USAID — United States Agency for International Development

## INTRODUCTION

**Topicality.** After the start of the full-scale invasion by Russia, internal displacement in Ukraine became common. According to Iryna Vereshchuk, the Minister of Reintegration of the Temporarily Occupied Territories of Ukraine, at the time this study started (mid-2023), almost 5 million internally displaced persons were registered in Ukraine, and the number of unregistered displaced persons reached 7 million<sup>1</sup>. The majority of IDPs are women (60%<sup>2</sup>). The situation is complicated by the decline of the economy and the corresponding increase in unemployment<sup>3</sup>. In particular, 66% of IDPs do not have a job; most of them are women (70%), who have neither sources of income nor opportunities for professional development<sup>4</sup>. Therefore, the problem of supporting economic activity directly concerns 2.3 million unemployed internally displaced women.

The Government of Ukraine is trying to solve this problem by developing a new state policy strategy for internal displacement until 2025<sup>5</sup>, providing benefits to employers when employing IDPs<sup>6</sup>, trying to regulate IDP employment issues at the legislative level, implementing state programs that promote the creation and development of small and medium-sized businesses, etc. Additionally, many international projects provide comprehensive grant support to Ukrainians, including IDPs, for the development of their economic activity.

However, such measures are mostly of a general nature and do not take into account the specific circumstances of IDP women. Furthermore, the lack of statistical data on the age and professional structure of IDP women, as well as the lack of research on their needs and potential in the labour market reduce the effectiveness of initiatives and assistance aimed at supporting the economic activity of internally displaced women in Ukraine.

At the same time, women play an important role in the process of rebuilding the country after conflicts and crises. Ensuring the economic activity and self-realization of internally displaced women will be of great importance for the sustainable development and socio-economic recovery of Ukraine. In particular, providing access to jobs, entrepreneurship and other forms of income will help strengthen economic stability and increase gross domestic product.

Our study was aimed at raising awareness of the gender aspects of post-conflict reconstruction, as well as identifying barriers and inequalities faced by internally displaced women in the labour market and developing recommendations to overcome them. Effective policies and support initiatives in the labour market will also strengthen the economic

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<sup>1</sup> There are 7 million unregistered migrants in Ukraine. — URL:

<https://suspilne.media/412176-v-ukraini-7-miljoniv-nezareestrovanih-pereselenciv-veresuk/>

<sup>2</sup> Ukraine has overcome the crisis threshold in terms of the number of IDPs. — URL:

<https://www.unian.ua/society/vereshchuk-utochnila-skilki-vpo-zareyestrovano-v-ukrajini-v-berezni-12167304.html>

<sup>3</sup> The situation in the labour market and the activities of the State Employment Service in January – April 2023. — URL: [https://www.dcz.gov.ua/analytics/67/04\\_sytuaciya\\_na\\_rp\\_ta\\_diyalnist\\_dsz\\_2023.pdf](https://www.dcz.gov.ua/analytics/67/04_sytuaciya_na_rp_ta_diyalnist_dsz_2023.pdf)

<sup>4</sup> Ibid. — URL: <https://www.unian.ua/society/vereshchuk-utochnila-skilki-vpo-zareyestrovano-v-ukrajini-v-berezni-12167304.html>

<sup>5</sup> State policy strategy on internal displacement for the period until 2025. — URL: <https://bit.ly/3NQu5Sj>

<sup>6</sup> Resolution of the Cabinet of Ministers of Ukraine No. 331 dated 20 March 2022 “On the approval of the Procedure for providing the employer with compensation for labour costs for the employment of internally displaced persons as a result of hostilities during martial law in Ukraine.” — URL: <https://zakon.rada.gov.ua/laws/show/331-2022-%D0%BF#Text>

opportunities of IDP women and contribute to their rapid recovery and integration in their new place of residence.

**The goal of the study:** To analyse the current measures implemented by the authorities and non-governmental organisations to support the economic activity of internally displaced women, in particular their effectiveness and the extent to which they meet women's needs, and to develop proposals for improving the state policy for promoting the economic activity of IDP women.

**Objectives of the study:**

- 1) To conduct a review and analysis of current programs and initiatives implemented by state authorities, local government and non-governmental organisations, with the aim of ensuring the productive employment of IDP women;
- 2) To assess the extent to which the existing measures meet the needs and interests of the target audience;
- 3) To analyse the economic orientations of women from among the target audience regarding the implementation of their economic activity and the conditions under which they are ready to start or continue their business/self-employment;
- 4) To study the experience of women from the target audience with approaching employment centres and non-governmental organisations on issues of employment and self-employment.

**Study methods**

This study involved the use of quantitative and qualitative sociological methods, which mutually complemented each other. Each of the study methods was focused on solving a specific research task.

1) In the course of the desk research, a review and analysis of modern programs and initiatives to ensure the productive employment of IDP women was carried out. The following sources were used: regulatory documentation regarding stimulating employers to employ IDPs, statistical data and results of existing studies, information from international and domestic non-governmental organisations regarding the projects implemented by them to support the economic activity of women, IDPs, etc.

2) For a better understanding of the characteristic features of resettlement and the process of adaptation in new communities, including job search and other sources of livelihood, a qualitative method of focus group discussions (FGD) with IDP women was applied. Among other topics of discussion, special attention was paid to the attitude of IDP women towards initiatives aimed at supporting their economic activity, which have been implemented by authorities and non-governmental organisations. Two focus groups with IDP women were held online. The obtained data helped to determine the structure and content of the questionnaire for the quantitative survey.

3) The main method of data collection was a survey of IDP women in the format of individual face-to-face interviews using tablets.

The key blocks of questionnaire questions related to the economic orientations of the representatives of the target audience, their experience of job search or involvement in other

forms of economic activity after displacement, experience of interaction with employment centres and/or NGOs, desired forms of support in the labour market, etc.

We employed target quota sampling based on the respondents' region and type of employment. Regional quotas were calculated on the basis of IOM data on the regional structure of IDPs. Quotas by type of employment required the inclusion of a sufficient number of unemployed women, employed women, and women entrepreneurs (including registered individual entrepreneurs and self-employed women/freelancers who did not have official registration). The implementation of the indicated quotas made it possible to properly analyse the problems and challenges faced by the representatives of each of the indicated groups of IDP women in the labour market.

The total sample size was 500 respondents.

To ensure the appropriate level of reliability and validity of the obtained data, several channels of respondent recruitment were used in the study to attract IDP women of different social and financial status. In particular, respondents were recruited in places of compact residence of IDPs, humanitarian centres and NGOs, as well as using the "snowball sampling" method.

4) In-depth interviews were conducted with separate target groups, namely:

- IDP women who took advantage of various forms of support for economic activity (in particular, they participated in relevant projects of international/domestic organisations or received support from the state). Interviews were conducted online or by phone (at the respondent's choice), which allowed to involve IDP women from different regions of Ukraine.
- Experts, in particular representatives of international organisations and domestic NGOs, who are concerned with the issues of promoting employment and supporting the economic activity of women and/or IDPs.

In total, 20 in-depth interviews were conducted with IDP women and 5 interviews with experts.

Information obtained through qualitative data collection methods, including in-depth interviews and focus groups, served to validate and complement quantitative data obtained from structured interviews with IDP women.

### **Limitations of the study**

The lack of detailed statistical data on IDP women made it impossible to build a representative sample for the quantitative survey. This is because data on the age distribution of working-age IDPs, as well as their distribution by different types of settlements, are not collected in Ukraine. Additionally, there is quite a lot of migration activity among women, which can affect the accuracy of statistical data. At the same time, the use of a targeted quota sample, in which unemployed women, employed women and IDP entrepreneurs are sufficiently represented, made it possible to study the problems of each of these groups.

The study was also limited by the small number of respondents who had experience participating in employment promotion activities. This made it impossible to compare the satisfaction of the participants/the effectiveness of different initiatives. A significant (by several

magnitudes) increase in the sample size could solve this problem, which is not possible due to financial limitations.

### **Ethical principles of the study**

The collection, storage and analysis of empirical research data were based on commitment to ethical standards and protection of the study participants' right to voluntariness, anonymity, and confidentiality. In particular, the questionnaire did not contain any personal data that would allow identification of the respondent who filled it out, and the documentation containing the respondents' contact information (which was necessary to control the quality of the interviewers' work) was kept separately from the questionnaires. For the same purpose, all employees of Socioconsulting AC involved in the implementation of the project, in particular all interviewers, signed a confidentiality agreement, according to which they undertake not to disclose or otherwise transfer to third parties any data about the respondents, which became known to them in the course of their professional duties.

Before the start of the study, all potential respondents were informed about the purpose and tasks of the study, the specifics of its implementation, as well as guarantees of anonymity and confidentiality for the respondents, their right to voluntary participation in the study and withdrawal at any time. After that, we expected to obtain verbal informed consent to participate in the study from each respondent.

The development of the research tools and the conduct of the study itself were based on the principles of gender sensitivity.

## 1. OVERVIEW OF IDP WOMEN’S ECONOMIC ACTIVITY AND INITIATIVES AIMED AT SUPPORTING IT: DESK RESEARCH RESULTS

The problem of social integration of internally displaced persons in Ukraine arose as early as 2014. However, with the beginning of the full-scale invasion by Russia, it took on a completely different scale. This requires the improvement of the legislative framework for state-level support for the IDP population category, including the promotion of their economic activity.

Order of the Cabinet of Ministers of Ukraine No. 312-p dated 7 April 2023 approved the “Strategy of the State Policy on Internal Displacement Until 2025 and the Operational Plan of Implementation Activities in 2023–2025”. The operational plan envisages the development and approval of local programs for professional training/retraining, support for employment and self-employment of IDPs with the involvement of relevant non-state projects and support programs<sup>7</sup>. However, the relevant documents have not yet been developed, and the state policy to support the employment of IDPs is mostly based on the legal framework approved even before the full-scale invasion.

In 2022, a resolution of the Cabinet of Ministers of Ukraine approved the “Procedure for providing the employer with compensation for labour costs for the employment of internally displaced persons as a result of hostilities during martial law in Ukraine<sup>8</sup>.” From 1 April 2024, the amount of compensation under the IDP employment program during martial law is UAH 8,000 per month. The duration of such assistance has also been increased, from two to three months; and for the employment of IDPs with disabilities, the employer will be able to receive compensation for six months<sup>9</sup>. According to the State Employment Centre, almost 21,000 people have become employed in this way since the start of this program<sup>10</sup>.

Additionally, the Law of Ukraine “On Population Employment” provides for the following initiatives to promote the employment of unemployed IDPs:

- compensation to a registered unemployed IDP for the actual transportation costs for moving to another administrative-territorial unit to the place of employment, as well as costs for passing a preliminary medical and drug examination at the direction of the territorial bodies of the central executive body that implements state policy in the field of population employment and labour migration, if it is necessary for employment;

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<sup>7</sup> Order of the Cabinet of Ministers of Ukraine No. 312-p dated 7 April 2023. The Strategy of the State Policy on Internal Displacement Until 2025 and Approval of the Operational Plan of Implementation Measures Thereof in 2023–2025. — URL: <https://zakon.rada.gov.ua/laws/show/312-2023-%D1%80#Text>.

<sup>8</sup> Resolution of the Cabinet of Ministers of Ukraine No. 331 dated 20 March 2022 “On the approval of the Procedure for providing the employer with compensation for labour costs for the employment of internally displaced persons as a result of hostilities during martial law in Ukraine.” — URL: <https://zakon.rada.gov.ua/laws/show/331-2022-%D0%BF#Text>

<sup>9</sup> How the employment service helps internally displaced persons. — URL: <https://www.dcz.gov.ua/novyna/yak-sluzhba-zaynyatosti-dopomagaye-vnutrishnim-pereselencyam>

<sup>10</sup> State Employment Centre: During the war, the labour market underwent significant changes. — URL: <https://ua.korrespondent.net/interview/4577507-derzhavnyi-tsentri-zainiatiosti-pid-chas-viiny-rynok-pratsi-zaznav-znachnykh-zmin>

- compensation for the costs of the employer who employs registered unemployed IDPs for a period of at least twelve calendar months, for retraining and upgrading the qualifications of such persons<sup>11</sup>;
- IDPs of working age, in the absence of suitable work, can receive a one-time voucher for retraining in a trade, training in a speciality to obtain a master's degree based on a bachelor's or master's degree obtained in another speciality, training at the next level of education, specialisation, and advanced training in professions and specialities<sup>12</sup>.

Furthermore, IDPs can participate in general programs that cover all vulnerable population categories. In particular, they can undergo vocational training in trades that are in demand in the labour market at the referral of the employment service or take part in events aimed at helping participants become self-employed or open a business – for example, the government project “eRobota,” which provides business start-up, entrepreneurship and training grants to Ukrainians.

It is worth noting that initiatives to specifically support the economic activity of IDP women are currently not provided for by national legislation.

Against the background of a constant increase in the number of IDPs, a lack of jobs and extremely limited opportunities to use state funds for any expenses other than defence, grant support from foreign countries for business start-ups and new jobs in Ukraine is very necessary and opportune.

A significant number of projects to promote economic activity are being implemented in Ukraine, financed by international organisations and governments of other countries, in particular the IOM, ILO, USAID, UN Women, the European Commission, the European Bank for Reconstruction and Development, the Pact international organisation, the Danish Refugee Council, the Federal Ministry of Economic Cooperation and Development of Germany and many others.

In general, there are quite a few educational and grant programs aimed at increasing the economic activity of IDPs, including IDP women, today.

Among the positive aspects of such support, the following can be distinguished:

- Focus on the development of various spheres of economic activity, which increases opportunities for women.
- Provision of opportunities for establishing or relocating one's own business.
- The focus is primarily on the development of micro-, small- or medium-sized businesses, where quite often the founders are women.
- A simple process for obtaining grants for the development of business start-ups.
- The provision of not only financial support but also consultations and targeted training, which increases the effectiveness of such initiatives.
- Active involvement of employers in support initiatives to increase the economic activity of IDPs.

However, there are certain disadvantages, in particular:

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<sup>11</sup> Law of Ukraine No. 5067-VI dated 5 July 2012 “On Population Employment.” — URL: <https://zakon.rada.gov.ua/laws/show/5067-17>

<sup>12</sup> Law of Ukraine No. 5067-VI dated 5 July 2012 “On Population Employment.” — URL: <https://zakon.rada.gov.ua/laws/show/5067-17>

- Limited amount of financial assistance, compensation and grant support.
- The need for personal contributions to the development of business start-ups, which for many IDPs (including women IDPs) is a problem for objective reasons.
- There are relatively few support initiatives specifically aimed at IDP women, which significantly reduces their chances of successful employment.

Currently, there is a lack of statistical information in Ukraine regarding the quantitative and qualitative characteristics of internally displaced persons in general and IDP women in particular.

According to the operational information provided by the state-owned enterprise “Information and Computing Centre of the Ministry of Social Policy of Ukraine”, as of 10 January 2024, the number of registered IDPs in Ukraine was 4,880.4 thousand people, of which women IDPs made up 2,915.7 thousand people, or 59.7%<sup>13</sup>. According to Iryna Vereshchuk, the Minister of Reintegration of the Temporarily Occupied Territories, another 2 million IDPs are not officially registered for one reason or another. At the same time, more than 1 million Ukrainians had to leave their homes for the second time because of the war<sup>14</sup>.

To date, official government statistics do not contain data on the age, professional and any other distribution of IDP women, as well as the unemployment rate among IDP women.

According to Iryna Vereshchuk, 66% of internally displaced people in Ukraine do not have a job, and 70% of them are women<sup>15</sup>. That is, more than a million IDP women may be facing the problem of unemployment today.

The State Employment Service also does not identify the IDP women who apply for its services as a separate category. Statistics are collected only for IDPs as a whole. However, the available data show the low efficiency of the employment service when it comes to displaced persons. This is evidenced, in particular, by:

- extremely low levels of engagement with its institutions by unemployed IDPs of economically active age;
- a significant share of IDP services provided by the state employment service is aimed at obtaining the official unemployment status (47.5 thousand people out of 59.1 thousand people who received State employment centre services in 2023, or 80.4%), that is, a service that corresponds to the passive strategy in the labour market;
- low level of employment: in 2023, only one out of four IDPs who received employment centre services found a job, including a third of IDPs who had the unemployment status (table).

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<sup>13</sup> Information and Computing Centre of the Ministry of Social Policy of Ukraine. — URL: <https://www.ioc.gov.ua/dashboardVpo/>

<sup>14</sup> Vereshchuk named the number of registered and unregistered displaced persons in Ukraine. — URL: <https://www.ukrinform.ua/rubric-society/3727098-veresuk-nazvala-kilkist-zareestrovanih-i-nezareestrovanih-pereselenciv-v-ukraini.html>

<sup>15</sup> Ukraine has overcome the crisis threshold in terms of the number of IDPs: Vereshchuk clarified the numbers. — URL: <https://www.unian.ua/society/vereshchuk-utochnila-skilki-vpo-zareyestrovano-v-ukrajini-v-berezni-12167304.html>

Table. **Provision of services to IDP by the State Employment Service**

<b>Indicator</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Received services, <i>thousands of people</i>	-	73.9	59.1
Had the unemployment status, <i>thousands of people</i>	12.3	61.9	47.5
Got job, total, <i>thousands of people</i>	3.9	16.0	15.9
% of those who received services	-	21.7	26.9
% of those who had the unemployed status	31.7	25.8	33.5
Underwent professional training, <i>thousands of people</i>	0.8	1.4	3.1
Participated in public and other works of a temporary nature, <i>thousands of people</i>	330	502	918
Number of unemployed persons covered by vocational guidance services, <i>thousands of people</i>	10.4	55.7	41.1

*Source: compiled by the author based on the data of the State Employment Service (Analytical and statistical information. URL: <https://www.dcz.gov.ua/analytics/68>)*

The lack of reliable statistical data on the number of internally displaced women by age and profession, as well as their needs, leads to a mismatch between labour integration activities implemented by the state and the actual needs of such persons.

The ILO report “Prospects for achieving Ukraine’s GDP indicators for 2032 in the context of the labour market,” presented in September 2023, provided an assessment of the state and prospects of the Ukrainian workforce. In particular, the Ministry of Social Policy of Ukraine tasked the ILO with providing an estimate of the labour costs that would be needed in various sectors of the economy to achieve the target GDP indicator predicted by the Government of Ukraine for 2032.

The study emphasized that today it is necessary to significantly increase the number of working women. In Ukraine, in 2021, women accounted for more than half (54.5%) of the total working-age population. However, among the employed, the share of women (47.5%) was smaller than that of men. And vice versa, among the population outside the labour force, women accounted for 62.8%.

To achieve the GDP target set by the Government, the rate of growth of the number of employed women in Ukraine in the period from 2023 to 2032 would have to increase sharply to 5% annually, whereas in the period from 2016 to 2021 this indicator decreased by an average of 1% annually. Ensuring such a high rate of participation of women in the labour market will require an active policy aimed at expanding the employment prospects of women with children, in particular, the introduction of affordable childcare services and flexible work regimes; as well as the creation of effective incentives for women with a low level of education to look for and find work<sup>16</sup>.

Studies of the problem of increasing the economic activity of IDPs in Ukraine were carried out mainly without taking into account gender characteristics. Furthermore, most such studies covered the period from 2014 to the start of the full-scale war on 24 February 2022, when the number of IDPs increased almost 5-fold. To date, no comprehensive studies have been conducted in Ukraine on the effectiveness of the policy of supporting the economic activity of internally displaced women based on the analysis of current initiatives implemented by

<sup>16</sup> Prospects for achieving Ukraine’s GDP indicators for 2032 in the context of the labour market. ILO, September 2023, 50 p. — URL: <https://drive.google.com/file/d/1k8KeMJvdKiG8jIIQH6iicXye24qhZPTN/view>

authorities and non-governmental organisations, the assessment of the extent to which they meet the needs of IDP women, and the development of proposals for improving the state policy for promoting the economic activity of women IDPs using qualitative and quantitative sociological methods.

## **2. EFFICIENCY OF THE POLICY OF SUPPORTING IDP WOMEN’S ECONOMIC ACTIVITY: SURVEY FINDINGS**

### **2.1. Position of IDP women in the labour market after relocation**

#### *Socio-demographic portrait of respondents*

In the course of the study, 500 IDP women aged 18–59 who acquired this status after 24 February 2022 were interviewed. Only IDP women who moved to their current place of residence at least 3 months ago were allowed to participate in the survey. This was due to the fact that this is the minimum necessary period for gaining job/employment search experience at a new place of residence. At the same time, the absolute majority of respondents have a much longer period of residence in the host community: 82% moved there more than a year ago, another 16% — from six months to a year ago. Accordingly, they can appropriately assess the situation regarding the problems and obstacles in the labour market faced by IDPs in this community.

During the survey, regional quotas were met. The distribution of interviewed IDP women by consolidated socio-economic regions (North, South, West, East, and Centre) reproduces the regional distribution of officially registered IDPs in Ukraine.

Respondents from different age groups and types of settlements are sufficiently represented in the implemented sample. This makes it possible to analyse the peculiarities and problems faced by IDPs in the labour market depending on their age and place of residence.

The level of education and professional training of the interviewed women is quite high. Almost 90% of respondents have a specialised secondary (37%) or higher (52%) education.

Every second respondent (52%) has minor children, which can significantly limit a woman’s employment opportunities.

#### *Position of IDP women in the labour market*

Among all interviewed women, more than three quarters (78%) were working at the time of the study, while 22% were unemployed. Most of those who work are hired workers. 16% are engaged in entrepreneurial activity, including 12% registered as individual entrepreneurs, 4% classified themselves as self-employed or freelancers who provide services without registration (Fig. 1). Due to their small number, we combined IEs and self-employed/freelancers into one group of “women entrepreneurs” for the purposes of further analysis.

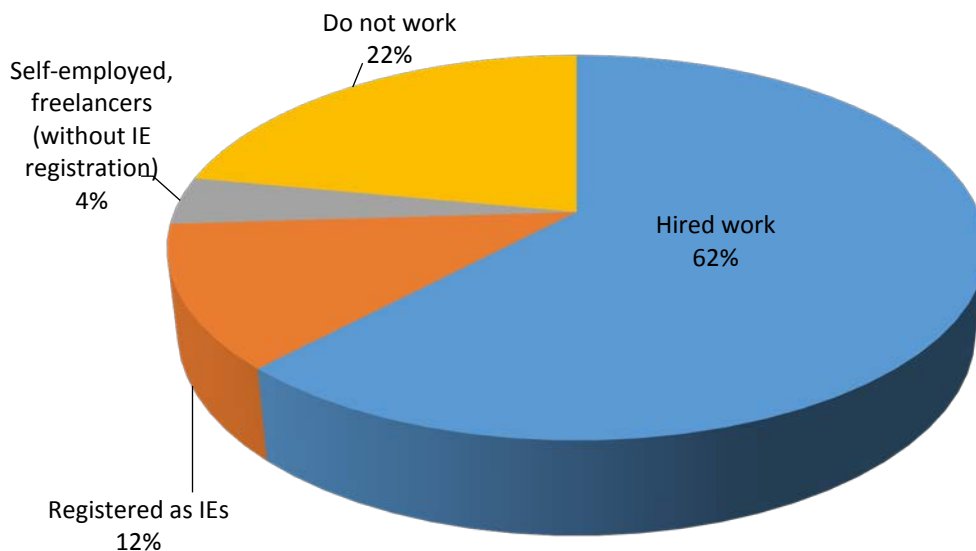


Figure 1. **Respondents' position in the labour market, %**

However, it cannot be claimed that such a ratio reflects the structure of employment among all working-age IDP women. This is because, during the survey, we met quotas by type of employment (salaried workers, entrepreneurs, and unemployed women) to investigate the problems and obstacles faced by all these groups of women in the labour market.

The share of entrepreneurs is somewhat higher among young people – 21% among women aged 18–35, 17% among 36–45-year-olds, and 13% among 46–59-year-old respondents. However, these differences are not statistically significant. On the other hand, the share of working women is the same in all age groups.

Involvement in entrepreneurship is significantly higher among more educated women. In contrast, the share of employed women is approximately the same in all educational groups (Fig. 2).

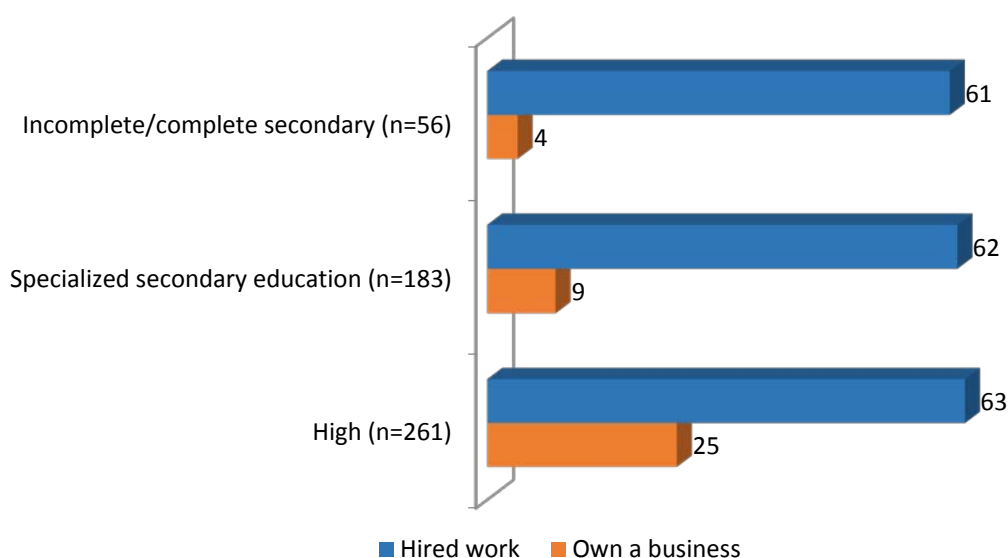


Figure 2. **Respondents' position in the labour market, % depending on the education level**

In most cases, the respondents' work/business involves full-time employment with official registration mostly in the private sector of the economy or in non-governmental/charitable organisations (Fig. 3).

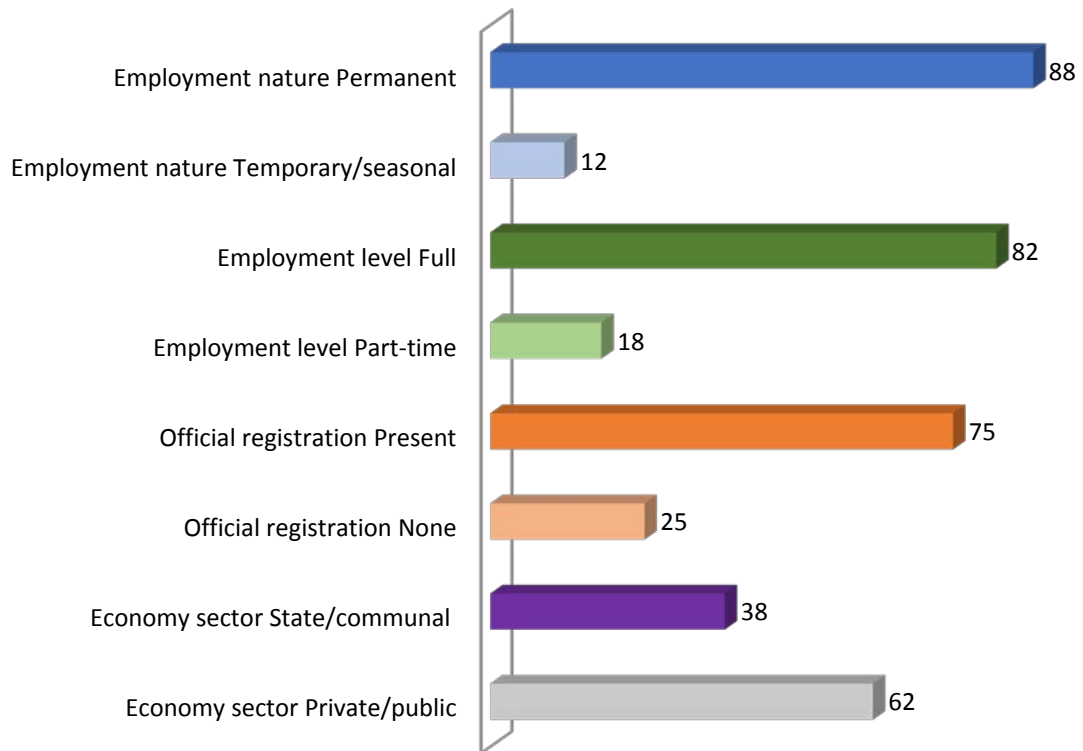


Figure 3. **Respondents' types of employment**, % of those with paid employment (n=391)

**Hired work.** The majority of women working for hire are generally satisfied with the attitude of colleagues/clients (91%) and employer/supervisor (83%), as well as working conditions, including geographic location (80%) and working hours (77%). The share of those dissatisfied with these aspects of their work does not exceed 7%. At the same time, every fifth woman works in a position that does not correspond to her education/qualification level. Also, a large number of respondents are dissatisfied (18%) or partially satisfied (44%) with the level of remuneration. Among all components of labour activity, respondents rated their career prospects and opportunities for professional growth the worst: only 40% are satisfied, 26% are partially satisfied, 34% are not satisfied with them (Fig. 4).

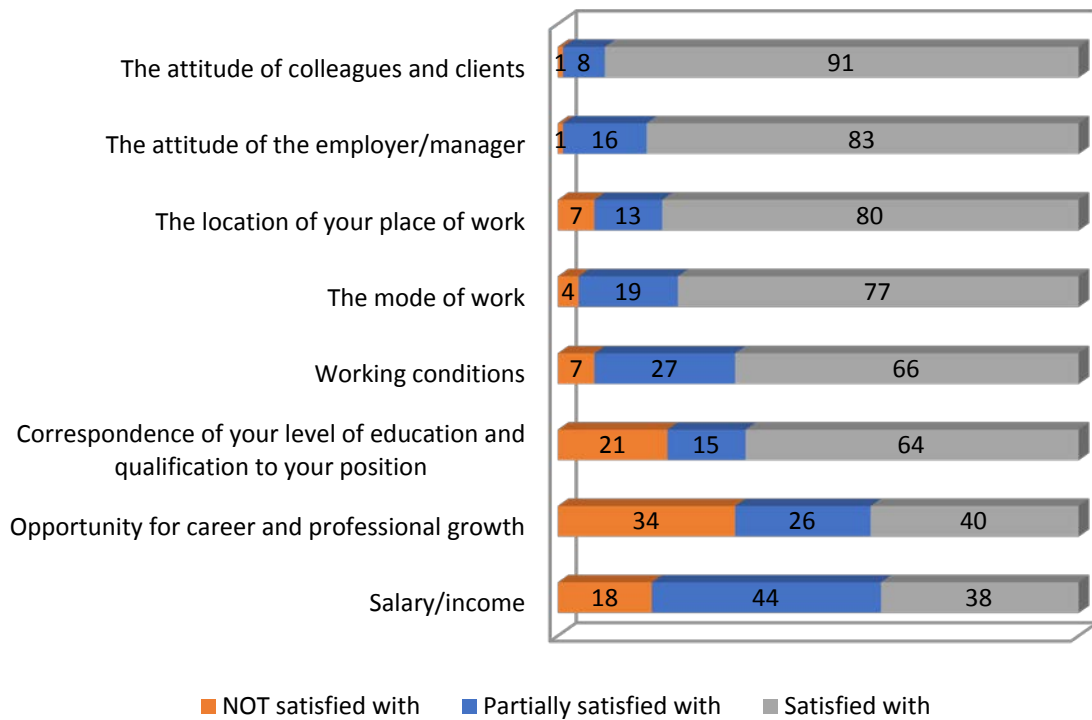


Figure 4. **The level of respondents’ satisfaction with various aspects of work**, % of those who work for hire (n=311)

In the course of in-depth interviews and focus groups, IDP women noted that after moving, most of them faced two pressing problems in the labour market: the general lack of vacancies and the low wages for the available vacancies. These problems are especially relevant in small towns and in most western regions, which before the war were characterised by a lower population density, did not have developed industrial production and were considered “labour surplus regions.”

*“There are generally very big problems with work in the Zakarpattia region because the population has become much larger than before the war. There are a lot of displaced people who have stayed here and are trying to find work but there are very few jobs” (IDP woman, 35 years old).*

*“The wages are low here. If you go, for example, to work as a salesperson somewhere, you get 6–8 thousand. We lost everything, so I have to work two jobs to pay rent and provide normal living conditions for the children” (IDP woman, 41 years old).*

**Conducting business.** About a quarter of women entrepreneurs (including those registered as IEs as well as freelancers) indicated that their business is a relocated one. However, most of the respondents started their business only after moving (Fig. 5).

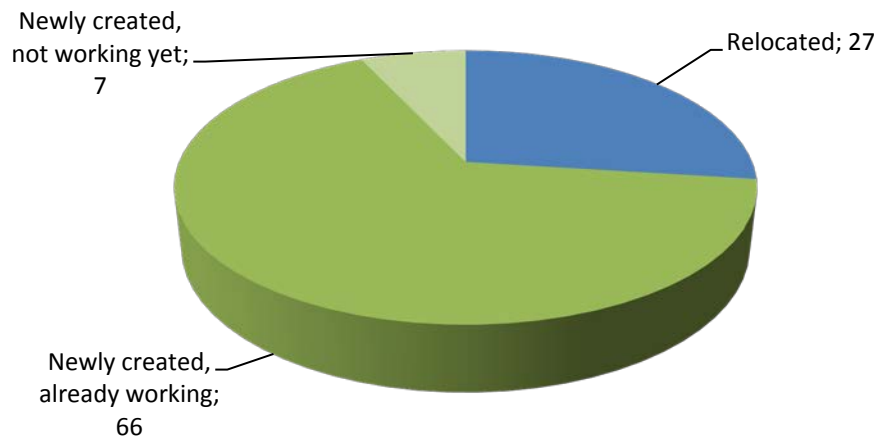


Figure 5. **Type of business**, % of women entrepreneurs (n=83)

During in-depth interviews and focus groups, a large number of IDP women who had the experience of entrepreneurial activity at their previous place of residence noted the impossibility of business relocation as a result of the rapid occupation of their communities and regions or danger due to active hostilities. Some of the women re-created a business similar to the one they lost at their current place of residence. This was mostly made possible thanks to grant support, as the families of IDPs had very little money of their own.

*“Until 2014, my husband was engaged in woodworking and furniture making. After 2014, we lost this business. Then we invested part of our own funds, received another part in the form of a grant, and installed one osmosis system in Vuhledar and two in Maryinka. We covered 70% of the drinking water needs of the Maryinka district. After the move, my husband began to do what he knew (deal with furniture) but there were not enough equipment. Then we were able to get a grant for the production of drinking water. We bought equipment and opened a drinking water sales point. Over time, my husband also won a grant for the manufacture of furniture and purchased the equipment on which he now works” (IDP woman, 42 years old).*

The absolute majority of women entrepreneurs are employed in areas that do not require significant capital investments, namely in trade, consulting, educational and other intellectual services, as well as in the field of beauty and health (Fig. 6). As “other,” women indicated repairing/sewing clothes, making desserts and organising festivals. Only 4% of respondents tried to open their own production or manufacturing companies.

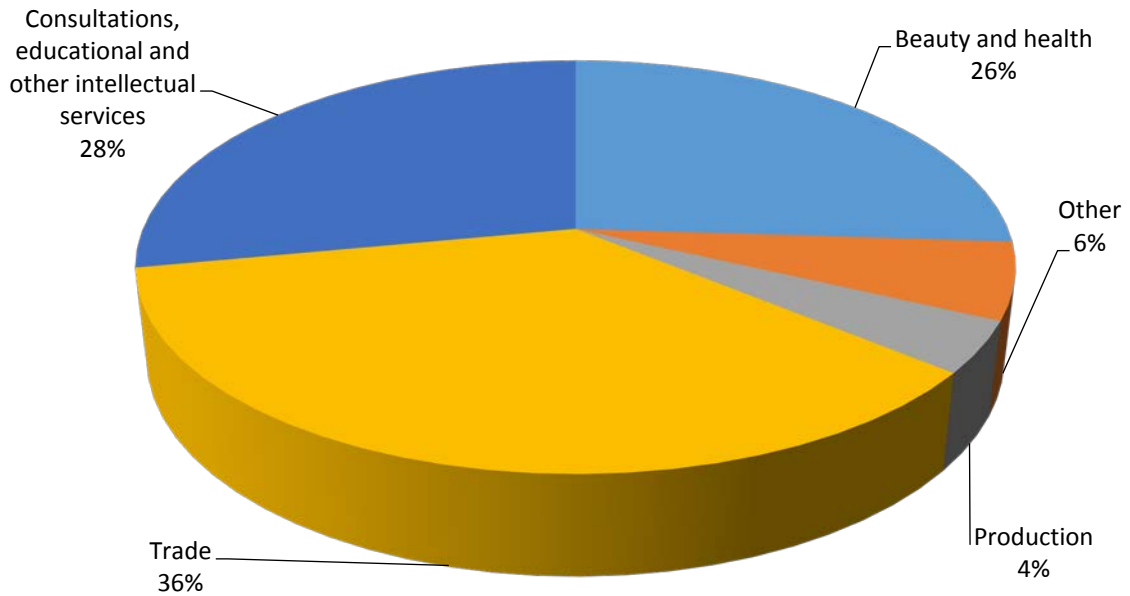


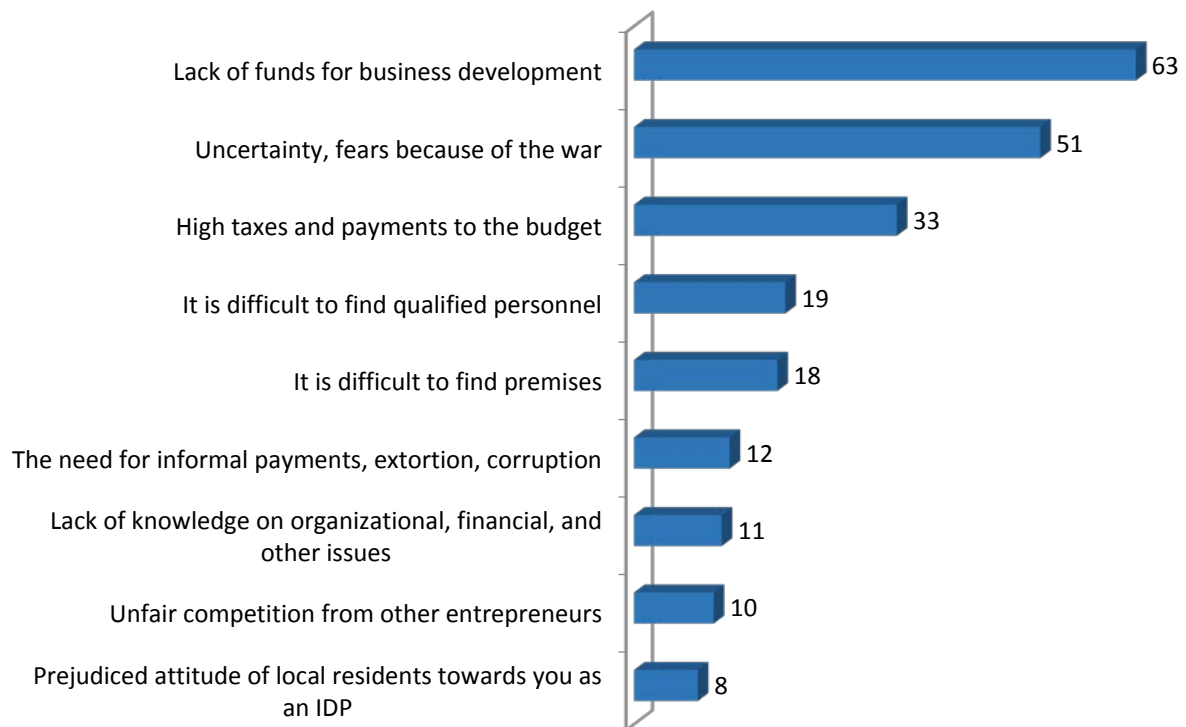
Figure 6. **Field of entrepreneurship**, % of women entrepreneurs (n=83)

According to in-depth interviews, the choice of the direction of entrepreneurial activity is quite often determined by previous experience: women choose those fields in which they worked before either as entrepreneurs/self-employed or as hired workers. Also, an important criterion is the relatively small amount of necessary capital investments and other expenses for starting a business, since IDPs mostly do not have resources of their own and rely exclusively on grant support.

At the same time, a significant percentage of grant programs are aimed specifically at supporting the development of production and manufacturing, which significantly limits the opportunities/willingness of women to use them.

*“Before the war, we had two children’s entertainment centres: in Kramatorsk and Kostiantynivka. After moving, I wrote an application for a grant to USAID. There was a women’s support program, grants of up to 500,000. I was writing a project to create a children’s entertainment centre but I was told that they don’t give money for such enterprises now because of the war, they mostly support production and manufacturing” (IDP woman, 41 years old).*

The main problems, which were most often mentioned by IDP women entrepreneurs, are typical for all start-up entrepreneurs in modern Ukraine. In particular, it is the lack of funds for business development, fears and uncertainty due to the war, high taxes and payments to the budget, etc. (Fig. 7). Only 8% of respondents noted that they experienced prejudice from local residents because of belonging to the IDP category. Few respondents faced corruption obstacles or unfair competition.



*\* The sum of the answers exceeds 100%, as respondents could choose several options*

**Figure 7. Problems in running a business, % of women entrepreneurs (n=83)**

More difficult are the cases when, having lost their business in the occupied territories, entrepreneurs were left with debts to banks because they did not have time to return the loans. In these situations, the law is on the side of the banks, which usually do not accommodate the IDPs and insist on returning the loan funds in full. This is a significant obstacle for business representatives to continue running it after moving to new communities.

**Material situation of IDP women.** The position of women in the labour market significantly determines their financial situation. In general, all respondents noted that their families live modestly: only 4% of all interviewees noted the absence of financial problems, while 40% noted that they have enough money for current expenses, but it is difficult to buy durable goods.

The material situation depends significantly on the respondents' type of employment. In particular, more than three quarters (76%) of unemployed women respondents are on the verge of physical survival, not having money even to meet basic needs: food, clothes. It is also worth noting that even among working respondents, a significant percentage have enough money only for the most basic necessities. About half of them were among hired workers, and more than a quarter among entrepreneurs (Fig. 8).

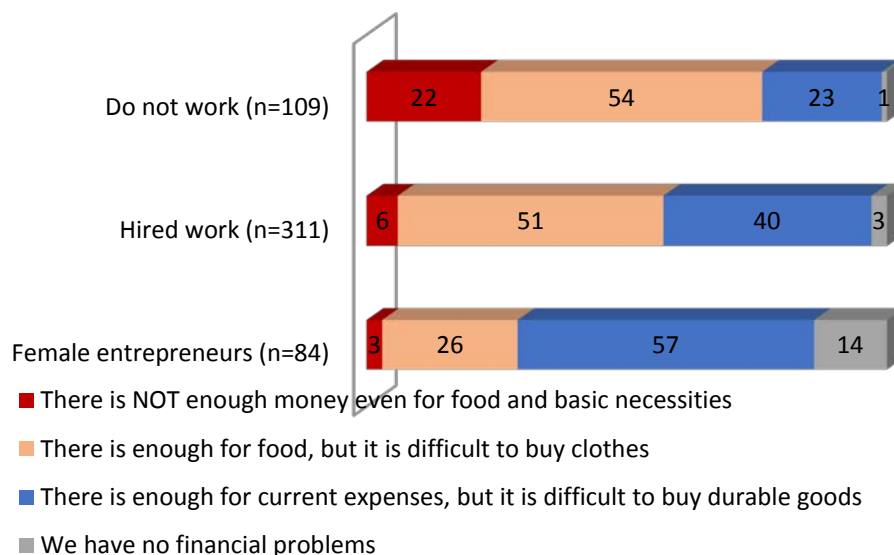


Figure 8. **Material situation of women, depending on their position in the labour market, %**

### *Job search experience at a new place of residence*

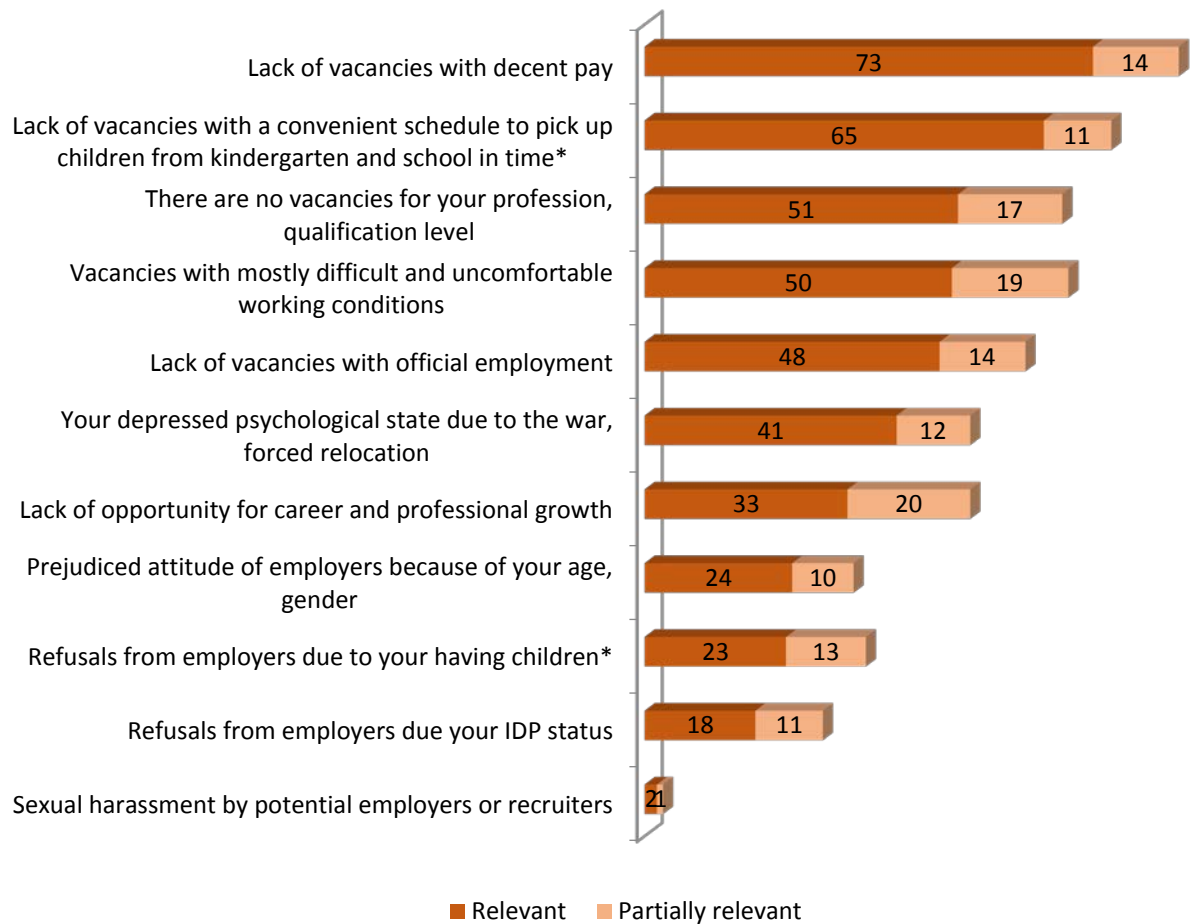
More than three-quarters (78%) of the interviewed women IDPs have experience looking for a job at their new place of residence, although not always successfully. In particular, both women who were employed at the time of the survey (83%) and women entrepreneurs (65%), as well as those who at the time of the survey did not have paid employment (74%), tried to find a job in the host community.

That is, it can be assumed that women’s entrepreneurial activity is quite often a forced response to the impossibility of finding a satisfactory job. In particular, in the course of in-depth interviews, women quite often said that they registered as self-employed workers and began to provide the same services that they previously provided as hired workers.

*“I used to work at a school. After moving, I registered myself as an IE. I conduct online classes, provide tutoring services. We also have the VilnoHub organisation, which sometimes asks me to hold various events for IDP children and adults. For this service, they pay me as an IE” (IDP woman, 35 years old).*

*“Now I am registered as IE, group 2. Can it be called a business? I continue working as a copywriter but for myself, as an IE” (IDP woman, 29 years old).*

Only 4% of women who tried to find a job did not encounter any problems. The rest most often complained about the quality of available vacancies, including low level of remuneration, inconvenient work schedule, inconsistency in the level of education/qualification of women applicants, difficult working conditions and employers’ reluctance to formalize employment relations (Fig. 9). Therefore, the problems faced by women when looking for a job correspond to those aspects of work that most worry the working respondents.



\*These indicators were calculated only for women who have children of preschool and primary school age (n=156)

Figure 9. **Problems faced by women IDPs when looking for work**, % of those who tried to look for it (n=391)

Women with secondary specialised (53%) and higher education (58%) complained significantly more often about the inconsistency of vacancies available in the labour market with their profession or qualification level compared to respondents with incomplete/complete secondary education (23%).

A significant obstacle to the effective employment of women IDPs is the stereotypes and prejudices shared by a large number of employers. A total of 40% of respondents indicated that they faced at least one type of prejudice indicated in the questionnaire (refusal of employment due to gender, age, presence of children, IDP status). In particular, the results of the study confirmed that ageism is a common phenomenon in the labour market. Almost half (46%) of respondents aged 46–59 faced rejections from employers because of age. More than a third (37%) of respondents who have children under the age of 5 faced refusals for this reason.

Most of the women searched for work on their own, using job search sites or contacting employers directly. Also quite often women asked for help from friends/acquaintances. More than a third (38%) of IDP women applied to the employment centre (Fig. 10).

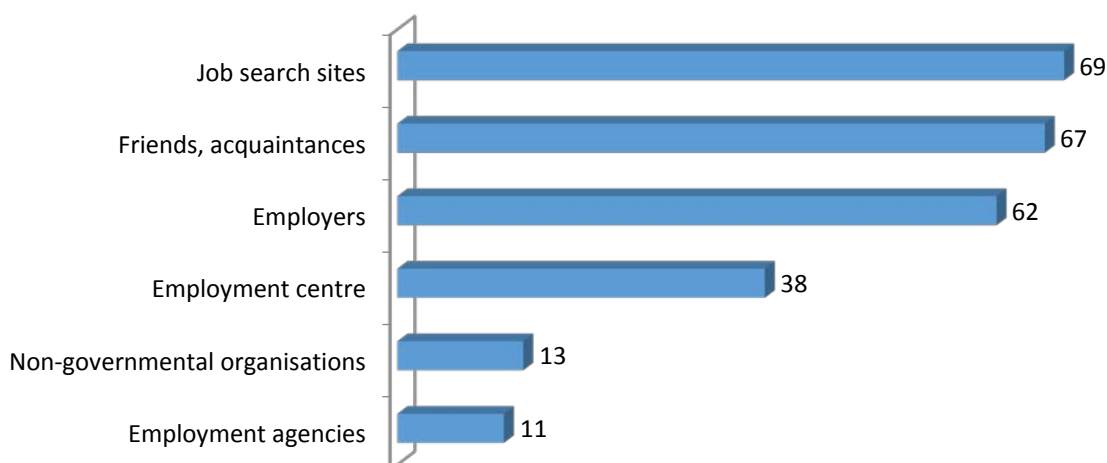


Figure 10. **Methods of job search by IDP women**, % of those who tried to look for it (n=391)

According to the received data, in most cases, women used several methods of job search, as they were unsure of the effectiveness of each of them (Fig. 11). It makes no sense to analyse the effectiveness of NGOs and recruitment agencies because the results are not statistically reliable due to the small number of women who applied to them (50 and 44, respectively). As for other ways of finding a job, no more than a third (18–32%) of women who used each of them were satisfied with them.

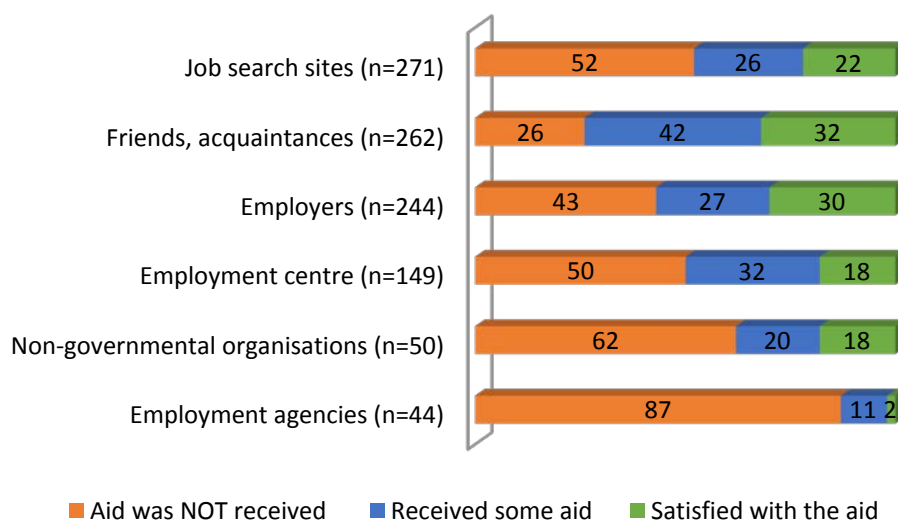


Figure 11. **Respondents' assessment of the effectiveness of various job search methods**, % of those who used each of them

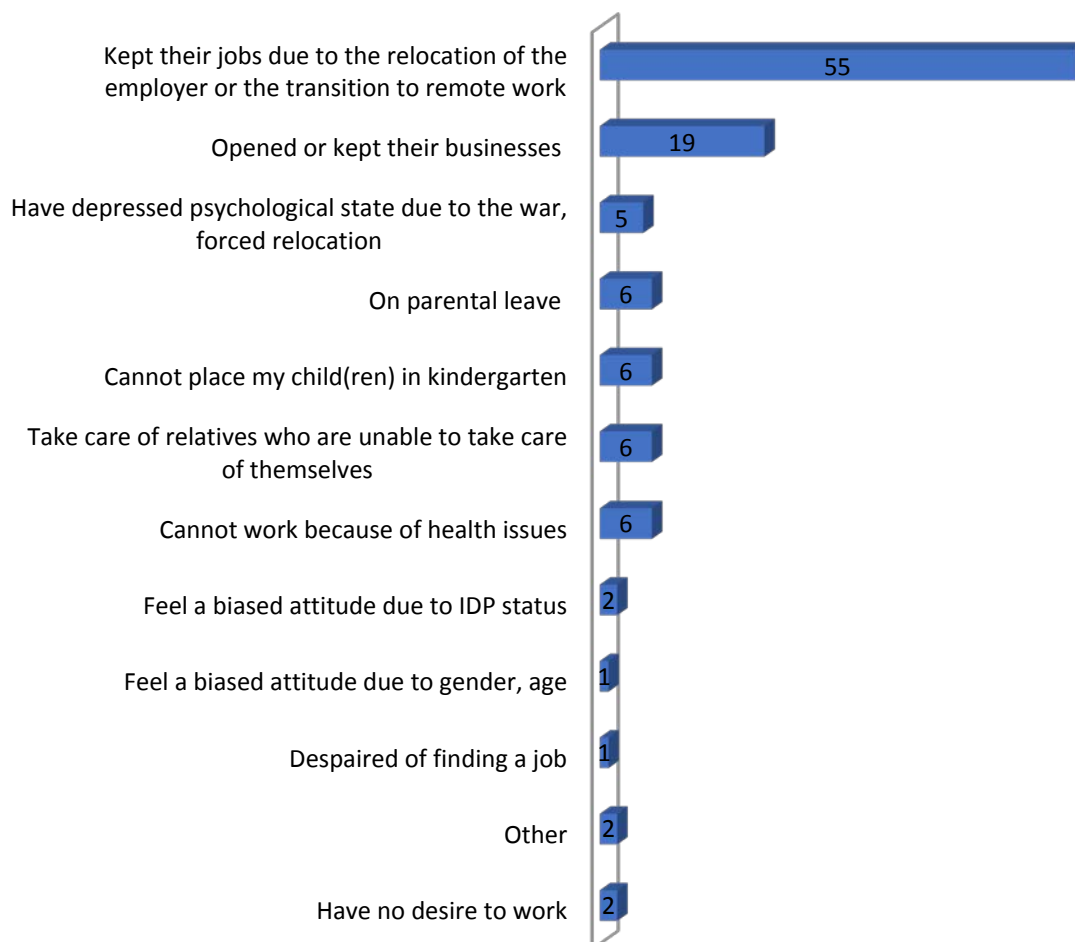
In particular, during in-depth interviews and focus groups, IDP women quite often talked about negative experiences of interaction with the employment service. At the same time, it is usually not about the incompetence or unkindness of specialists but about objective obstacles, first of all, the insufficient number of vacancies in the database of the service (especially in small towns), the minimal level of remuneration and/or difficult working conditions in the offered vacancies. The respondents also noted that it would be good if employment service specialists

were informed about alternative employment options, in particular, about initiatives and programs to promote employment implemented in their region by international organisations, and provided this information to their clients.

*“I applied to the employment centre when I was in Svaliava. But I did not get registered and did not receive any services from them because all their vacancies have minimal salaries” (IDP woman, 41 years old).*

*“If employment centres also told those who come to them about training and grants, then more people would learn about it. Currently, the employment centre does not know about this” (IDP woman, 35 years old).*

Almost three-quarters (74%) of women who did NOT try to find work in their new place of residence – they did not need to because they managed to keep their previous job (55%) or start a new/maintain an existing business (19%). Also, some of the respondents were unable to work for objective reasons, as they were on parental leave, could not place their child in a kindergarten, looked after relatives who needed care, or could not work due to their health condition (Fig. 12).



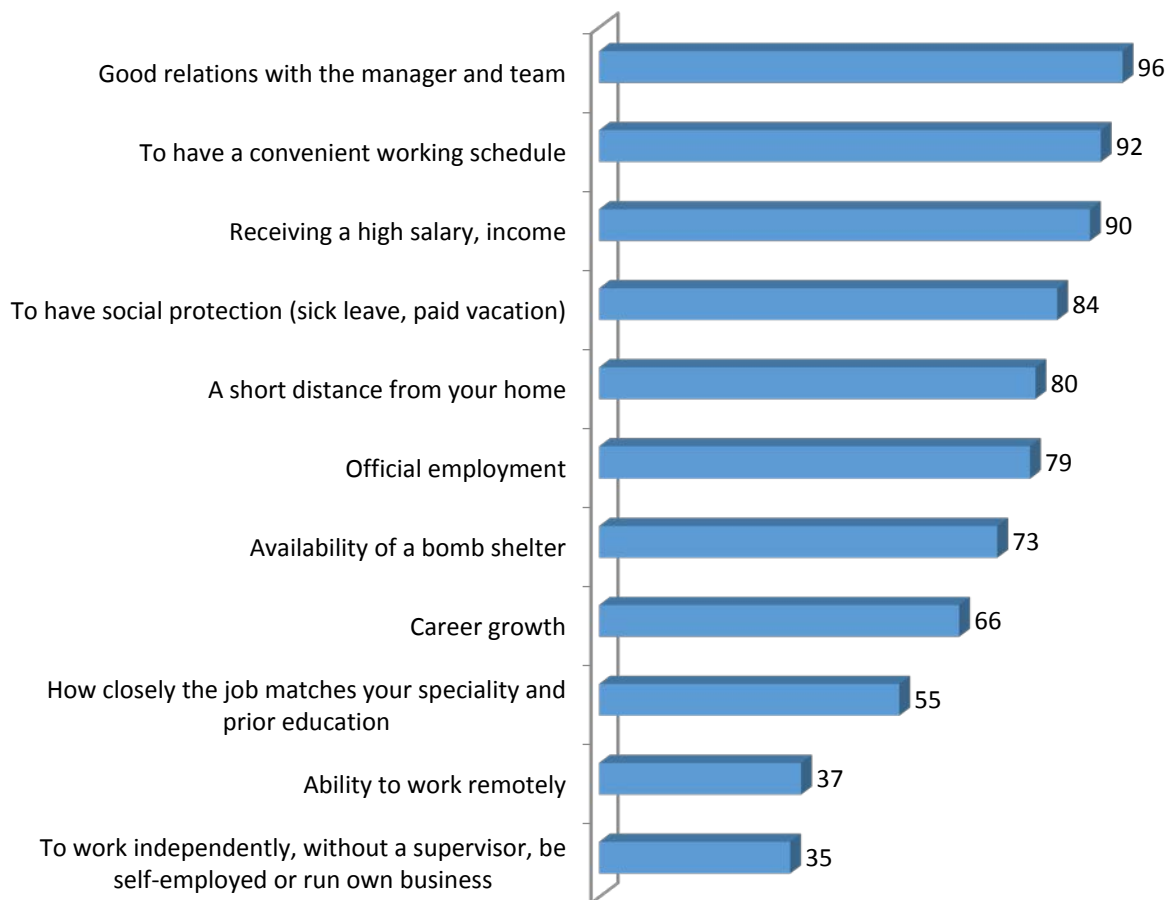
*\* The sum of the answers exceeds 100%, as respondents could choose several options*

**Figure 12. Reasons why IDP women did NOT look for work at their new place of residence, % of those who did not look for it (n=109)**

Only 2% of respondents indicated that they simply do not want to work. A small number of women did not look for work due to a depressed psychological state, as well as due to various prejudices they encountered in the labour market. Accordingly, the obtained data show that the majority of IDP women are determined to work at their new place of residence and thus integrate into the local community.

***Priorities of IDP women regarding employment***

According to the answers of the women respondents, for more than 90% of the interviewed women, the most important criteria when choosing a workplace are good relations with the employer/supervisor and colleagues, convenient working schedule and decent pay. Social protection, convenient location of the workplace, official employment and the availability of bomb shelters are also important. On the other hand, almost half of the respondents (45%) are ready to work in a position that does not correspond to their speciality and/or level of education if the job satisfies them according to other, more fundamental criteria (Fig. 13). However, the higher the level of education of a woman, the less ready she is for such downward professional mobility. In particular, how closely the job matches their profession/qualification level is important for 34% of women with incomplete/full secondary education, 46% of respondents with secondary special education, and 67% of respondents with higher education.



**Figure 13. Share of women respondents who consider certain aspects of work to be important/very important, %**

Only a third of those interviewed noted the importance of remote work, as well as independence in work and the absence of a manager. At the same time, these requirements are a priority for certain groups of women. In particular, the ability to work remotely is important for 55% of women who have children under the age of 5, and among the rest of the respondents, this figure is 35%.

Young women are much more focused on career growth, remote work, and the development of their business than representatives of older age groups (Fig. 14).

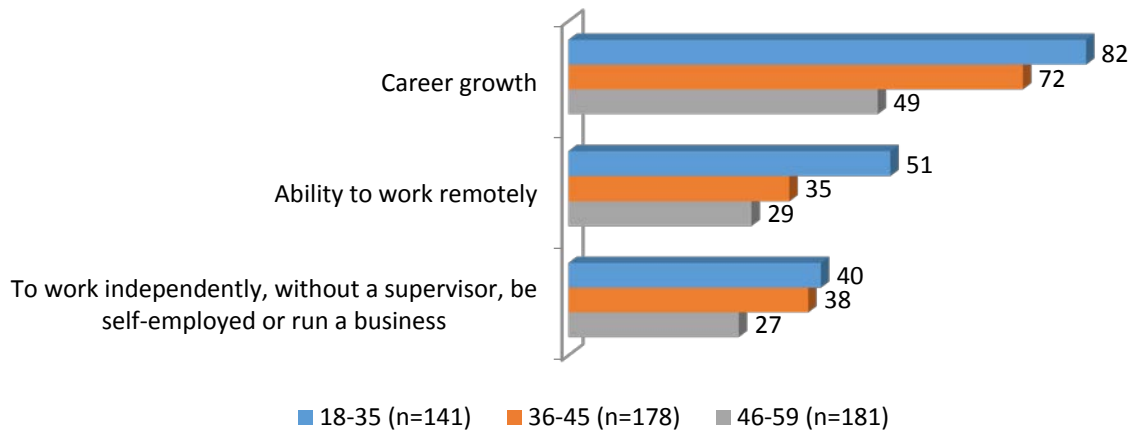


Figure 14. **Priorities in the field of employment, % depending on the age of respondents**

The priorities of women who have their own business differ significantly from the economic concerns of the rest of the respondents. In particular, for the former, independence in work and the ability to work remotely are fundamentally important, and for this they are partially ready to give up social protection (Fig. 15).

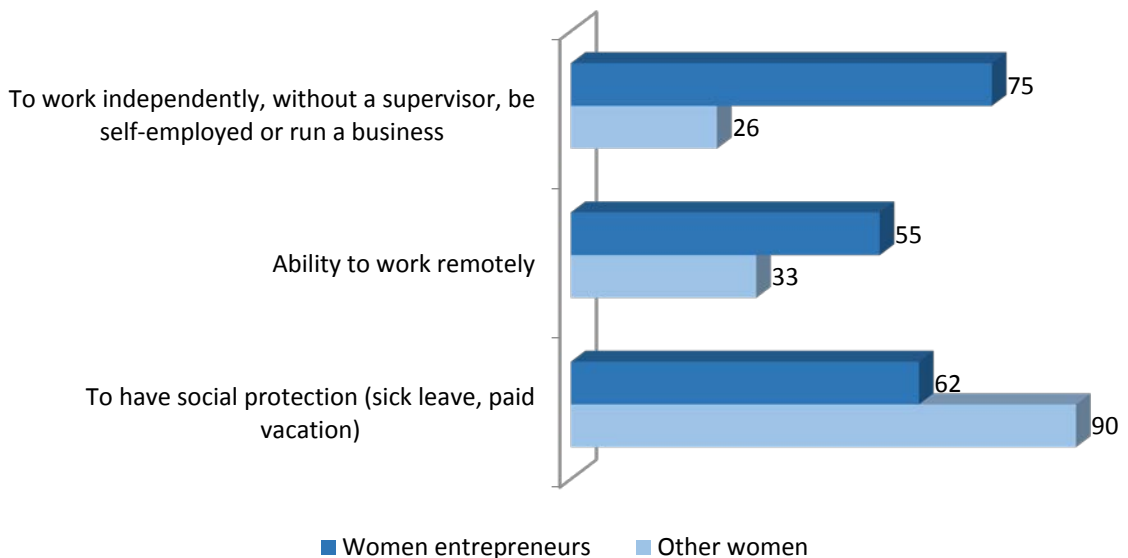


Figure 15. **The importance of certain aspects of work for IDP women, by form of employment, %**

*“Immediately after moving, I looked for any job because at that time I needed at least something. But I didn’t lose hope that I could rise on my own, so over time I started looking for different grants. After all, the main goal was to open my own business because I am the kind of person who should work for myself” (IDP woman, 49 years old).*

*“In the future, I want to develop my own business. I want to be able to rebuild my life. I want to have my own property so that I can know that this is my home. For this, I need to increase my income” (IDP woman, 42 years old).*

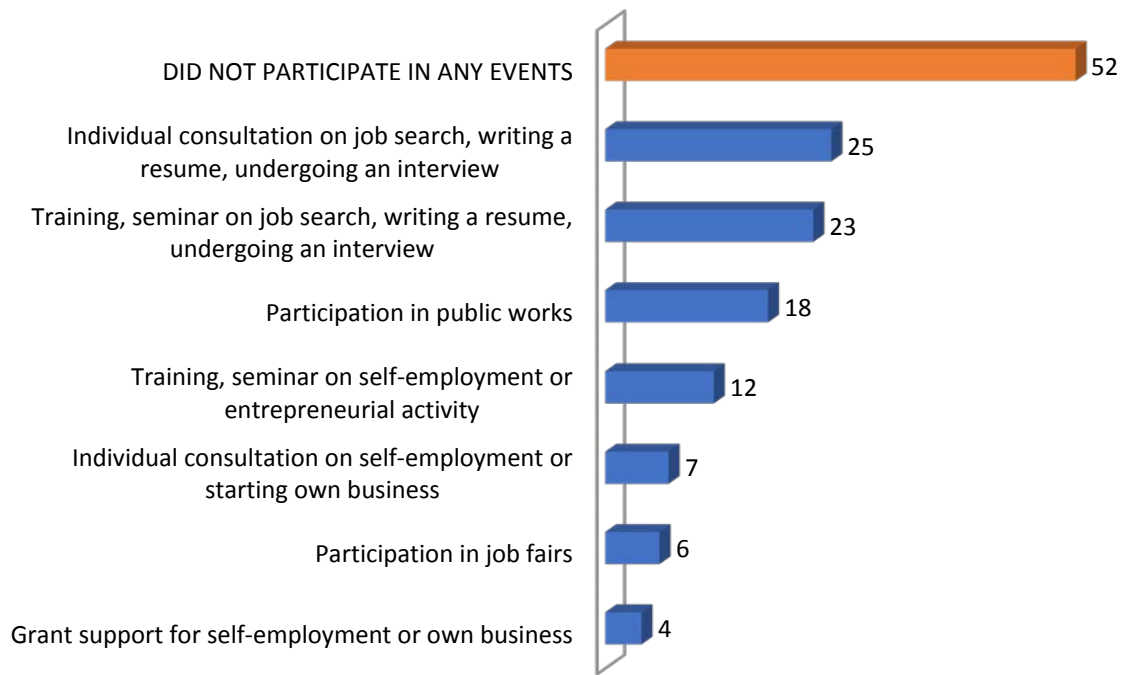
## **2.2. Experience of IDP women’s participation in initiatives aimed at promoting economic activity**

In Ukraine, both the state and international organisations implement quite a lot of initiatives/projects aimed at promoting employment in various spheres of the economy, including some of them who work exclusively with IDPs. There are initiatives aimed at promoting employment, as well as establishing/developing/relocating a business. Theoretically, among this wide list, most IDP women could find forms of support that are acceptable for them.

### ***Awareness and experience of participation in activities to stimulate employment***

In the course of the study, the respondents were asked a series of questions about their experience of participating in various types of activities (for example, individual consultations, trainings, grant programs, etc.) and in specific activities/programs implemented at the country level by public authorities (such as the initiatives of the employment service, government project “eRobota”, distance learning through Diia, etc.), as well as international organisations.

After moving, about half (48%) of respondents took part in at least one type of activity to promote employment/develop their own business. More popular among IDP women were activities aimed at finding a job, while projects for the development of entrepreneurial activity had much less coverage (Fig. 16).



\* The sum of the answers exceeds 100%, as respondents could choose several options

Figure 16. **Respondents' participation in activities to promote employment/entrepreneurship development, %**

However, initiatives that promote entrepreneurial activity (trainings/seminars/individual consultations on self-employment/creating one's own business and grant support for these purposes) are in significant demand among women oriented towards entrepreneurship. In particular, almost half (45%) of women entrepreneurs took part in at least one of the specified activities, while among hired employees and unemployed respondents this percentage was several times smaller. On the other hand, there are no significant differences when it comes to activities aimed at promoting job search (trainings/seminars/individual consultations on job search issues, resume writing, interviewing, participation in public works or job fairs) (Fig. 17).

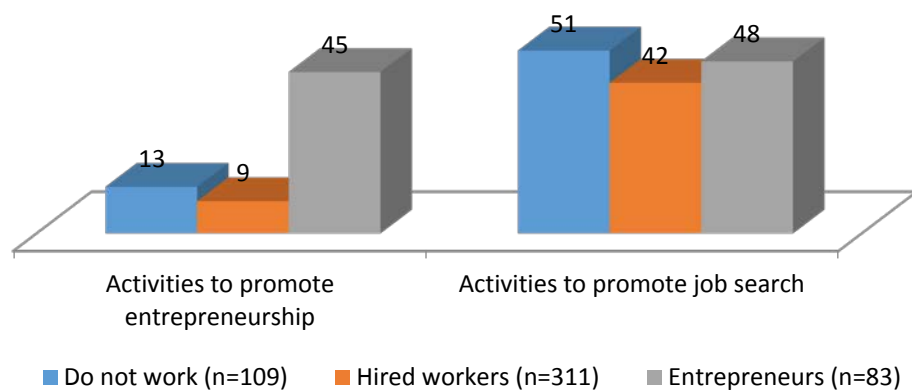
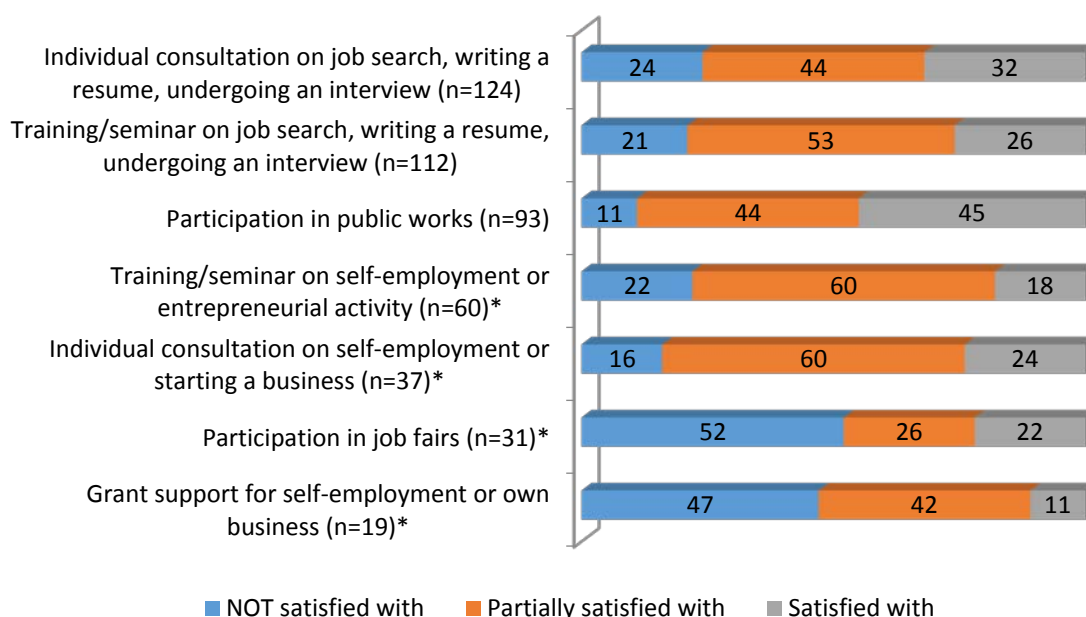


Figure 17. **Respondents' participation in activities to promote employment/entrepreneurship development, % depending on the type of employment of women**

Women with partial/complete secondary education are less active in using available opportunities to improve their chances of employment. In particular, the share of those who attended at least one event to promote employment/development of their own business among such respondents is 32% compared to 53% among respondents with a secondary specialised education and 49% among respondents with a higher education.

The participants' level of satisfaction with most of the specified activities is low and varies within 20–30% (Fig. 18). A more common rating is “partially satisfied.” The level of negative evaluations varies between 11–24%. Data based on the results of several events, in which 19–31 people participated, cannot reflect the real distribution of the opinions of their participants due to the too small number of respondents.



\* Due to the small number of participants, data on these activities are not sufficiently reliable

Figure 18. **Evaluation by participants of various activities to stimulate employment, % of those who participated in each of them**

As for the specific activities/programs organised by the employment service and other stakeholders, the results of the study show that the respondents' awareness of these opportunities leaves much to be desired, and the practice of participating in such activities is an exception rather than a rule.

In particular, 44% of women respondents were informed about the employment service program of vocational training for labour professions in demand in the labour market, which has been quite actively implemented for many years, and only 2% of the surveyed women used it. The level of awareness regarding other opportunities is even lower. Every fifth woman (22%) noted that she did not know about any of the options specified in the questionnaire, and respectively, 78% of women had heard of at least one of them.

In general, the largest share of women who took advantage of the relevant opportunity are the ones who used distance learning through “Diia. Digital Education” (5%). As for other activities, the share of users varies from 0.2% (1 person out of 500 respondents) to 3%. In

general, about 15% of respondents have the experience of participating in at least one activity (Fig. 19).

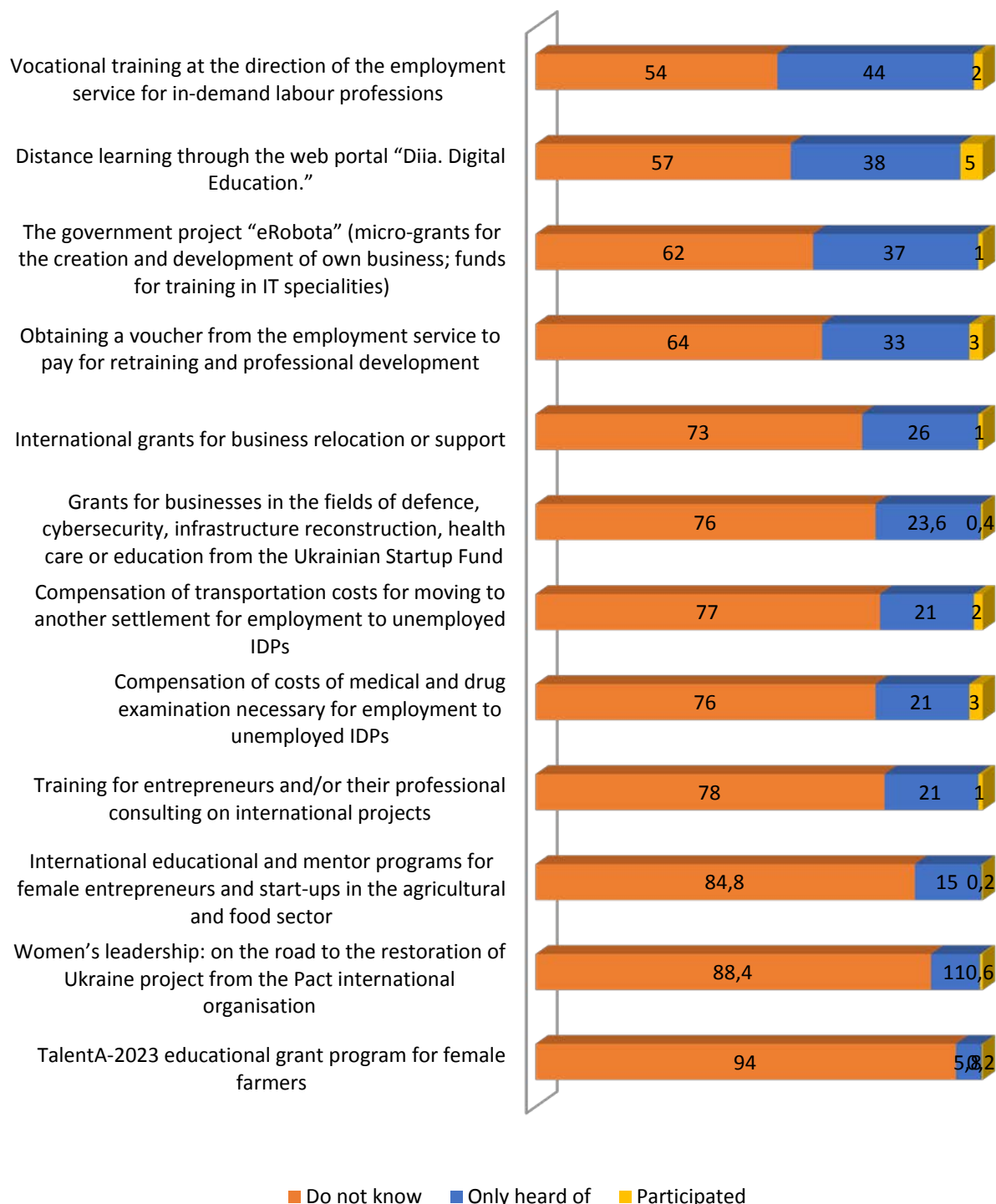


Figure 19. Awareness and experience of respondents' participation in activities/programs to stimulate IDP employment, %

The results of the in-depth interviews and focus groups show that the successful experience of participating in a certain grant support event/program usually encourages women to seek similar opportunities in the future. At the same time, there is a certain group of women

who, regardless of the negative outcome, continue to look for opportunities to receive grants for their own or family business.

*“If you participate in one project, then you get into this “bubble,” and then it’s easier” (IDP woman, 49 years old).*

*“I meet the same girls at different trainings. When I met people at these events, some told me that they had already attended five such courses and applied to five different competitions from different donors” (IDP woman, 25 years old).*

In particular, several respondents noted that they had the experience of participating in grant programs at their previous place of residence. Most of them are women who lived in Donetsk and Luhansk regions before the start of the full-scale war. In this region, after 2014, programs to support economic activity were actively implemented with the assistance of IOM, USAID, and UNDP. After moving, such respondents actively looked for opportunities for grant support at their new place of residence.

*“We had a family business, IE. In 2020, we received a grant from UNDP to create a hostel. For displaced people, volunteers, journalists, and in general for everyone who came to the town” (IDP woman, 42 years old).*

*“My husband and I won six grants, starting from 2014 and until the start of the war. We participated in international and domestic competitions. The smallest grant was UAH 20 thousand, it was the first one. And the largest was UAH 375 thousand from the regional state administration. They gave UAH 500,000 but we applied for 375,000. We invested another 125,000 of our own and built a children’s entertainment centre” (IDP woman, 41 years old).*

Women entrepreneurs more actively search for information about available activities aimed at promoting employment and participate in them relatively more often than employed women and unemployed women (Fig. 20).

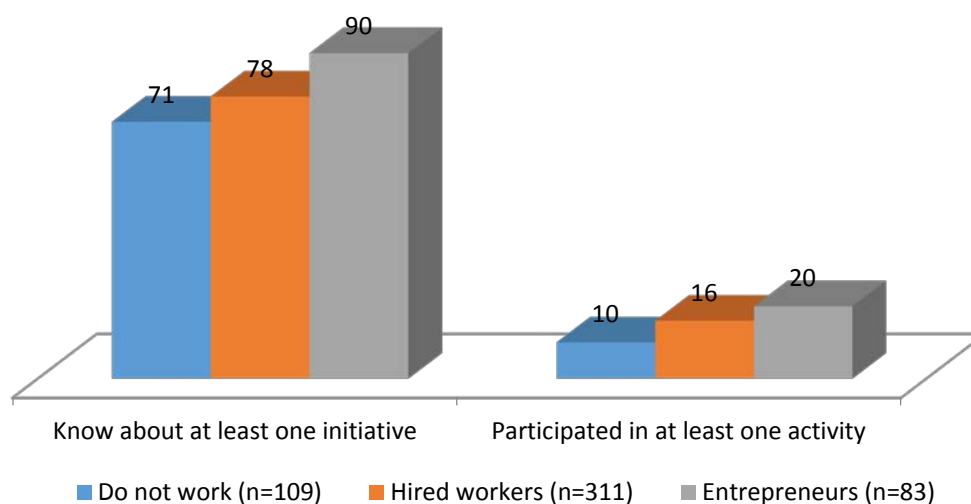


Figure 20. **Awareness and participation of women respondents in activities to promote the employment of IDPs, % depending on the type of employment of women**

This trend applies not only to activities designed to promote entrepreneurship/self-employment, but also to any opportunities that increase woman’s chances in the labour market.

In particular, women entrepreneurs are significantly better informed than the representatives of the other two groups about most of the opportunities offered by the employment service, namely about the opportunity to undergo vocational training, retraining or advanced training at state expense (Fig. 21). Among women entrepreneurs, there are also more people with experience of participating in almost all of the activities aimed at promoting employment/entrepreneurship specified in the questionnaire. However, these differences are not statistically significant, since the number of participants in each individual activity is extremely small (no more than 5% of all respondents).

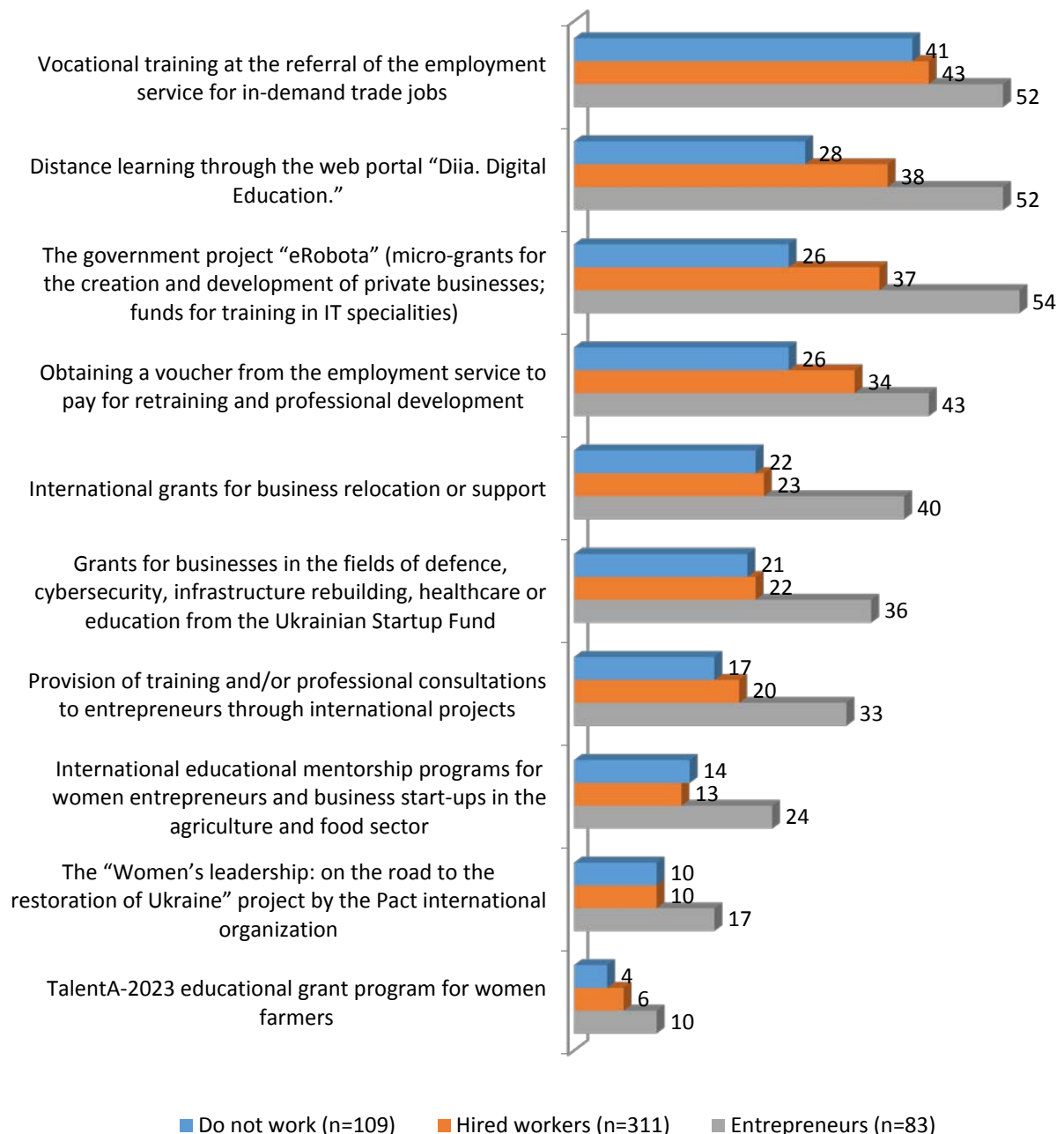


Figure 21. **Respondents' awareness of and participation in certain activities to promote the employment of IDPs, % depending on the type of employment of women**

Women with higher education are also more active in seeking opportunities to improve their position in the labour market. They are better informed about almost all of these opportunities and participate in them more actively (Fig. 22). Accordingly, additional informational campaigns are needed regarding existing programs/projects to promote the employment of IDPs, targeting specifically women with a low level of education, who are more vulnerable in the labour market and the least informed about the available ways to expand their employment opportunities.

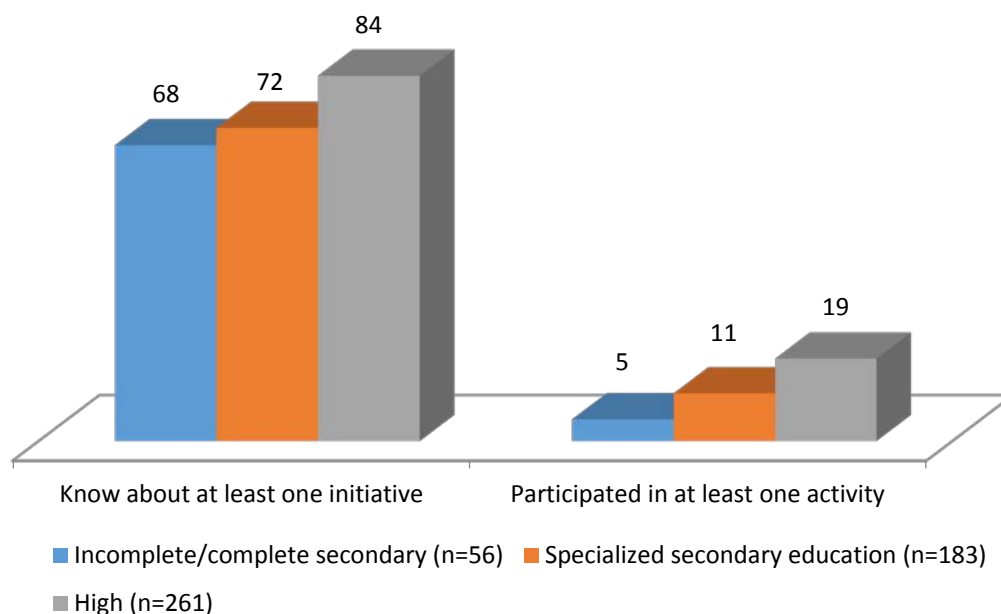


Figure 22. **Respondents' awareness and participation of in activities to promote the employment of IDPs, % depending on the level of women's education**

### ***The level of women's satisfaction with initiatives aimed at promoting economic activity***

It is worth noting that among the women who participated in certain programs/initiatives designed to support economic activity after the start of the war, not all are satisfied with the process of participating in them and the results obtained. This is evidenced both by the results of a quantitative survey and in-depth interviews/FGDs with IDP women. However, the results of the survey do not allow a more detailed analysis of the level of satisfaction due to the small number of users of various programs (from 0.2% to 5% of respondents).

In the course of in-depth interviews and FGDs, women talked about both positive and negative experiences of participating in various programs to support entrepreneurial activity.

In addition to obvious aspects such as an adequately developed training program (inclusion of a wide range of necessary knowledge without excessive useless or general information), high qualification of trainers/mentors and good organisation of training, women also indicated the following criteria of a quality program:

- applied nature of acquired knowledge and skills;
- mentoring support during a certain period after graduation;
- provision of at least minimal grant support to the most successful participants.

*“I participated in the educational program “School of Change Makers.” We were taught how to write a project, how to create a business plan. We took examples of application forms from various donors, and we tried to calculate the budget. We chose an idea and worked on this idea collectively as a team. As a result of our training, many girls have already prepared real projects” (IDP woman, 44 years old).*

*“I participated in the “Women’s Consortium” program. The main goal was to teach us how to present our business idea correctly, to help us write it out correctly and to give us the opportunity to defend our business plan to receive grant funds for the purchase of the necessary equipment” (IDP woman, 42 years old).*

Among the positive results of participation in such programs, in addition to gaining relevant knowledge and skills, as well as establishing new acquaintances for cooperation, women also pointed to a kind of psychotherapeutic and emotionally strengthening effect — an improvement of psychological well-being, emergence of confidence in their abilities and readiness to act, despite difficult circumstances.

*“The main thing given to us was the basic knowledge, on which we can continue to build, probably, everything else. I used the acquired knowledge one hundred percent. As a result, I submitted several more grant applications and won. I realized for myself that the lack of money, which I previously considered an obstacle for myself, is not a disadvantage; you just need to know where to look for it” (IDP woman, 31 years old).*

*“The last program in which I participated was organised by the non-governmental organisation “SOS Children’s Settlements.” It was a very intense three-day off-line training on business processes and marketing. There were interesting speakers. Personally, I was interested in learning about product promotion, i.e. marketing and working with social networks, taxation, registration. We were introduced to the “Vchasno” service, which is an online service for signing documents. I didn’t even know it existed, but thanks to this project I learned how to use it. It turned out to be very convenient. It will be one hundred percent useful to me” (IDP woman, 49 years old).*

*“It helped me “get out of the box,” get out of this state of shock, because it was a new city, everything was foreign to me, after Mariupol and what had happened there... I gained courage and confidence that I need it. And there’s no point of sitting idle and waiting for something. They supported me psychologically, and then you can download everything from the internet and try to do something” (IDP woman, 37 years old).*

According to the answers of the participants, the indisputable advantages of initiatives/programs to promote entrepreneurial activity are such additional options as psychological relief or organisation of a children’s room during training.

*“I attended training from SILab. I really liked that, in addition to studying, the girls were engaged in psychological relaxation every evening (and we were there for 3 days). We had a “women’s circle,” we sang there, then drew. Women need to express their emotions because life is too hectic right now. To move a project from a standstill, you need to have inner strength” (IDP woman, 43 years old).*

*“A huge advantage of this program (by “Women’s Consortium”) was that they organised a children’s space. A woman could come with a child. A psychologist worked with the children*

*in a separate room. My child was with me two days out of three. And it helped a lot” (IDP woman, 42 years old).*

Despite the convenience of online learning, most IDP women indicated that they prefer off-line learning. This is likely because this format of learning and communication is more effective both from the point of view of information perception and from the point of view of communication and networking, as well as for the purposes of emotional support.

Among the disadvantages of some events/programs, the participants pointed to a rather lengthy decision-making procedure regarding offering grant support based on the results of the program, and also emphasized that only a small number of participants received grants, although at the stage of involvement in the program, participants were provided with other information.

*“I am 90% satisfied. The remaining 10% concerns the organisation of the financing itself. The deadlines for submitting projects were very strict, and the procedure for providing financing was incomprehensible and very long” (IDP woman, 42 years old).*

*“At first, we were assured that there are a lot of grant funds, so there will be enough for almost everyone, and if certain simple requirements are met, 90% of the participants will receive a grant. Then all these promises did not come true. The indignation was massive” (IDP woman, 42 years old).*

### ***Plans for the future***

When asked about their plans for the future, almost half (41%) of the women surveyed said that in the future they would like to participate in activities/programs to promote employment/entrepreneurship development.

Practically all of these activities are already implemented by the employment service, international or Ukrainian non-governmental organisations. In particular, training in a new speciality or advanced training in an existing one, training in self-employment and entrepreneurship, and other activities aimed at the development of entrepreneurship, in particular grant support, are most in demand among the respondents (Fig. 23).

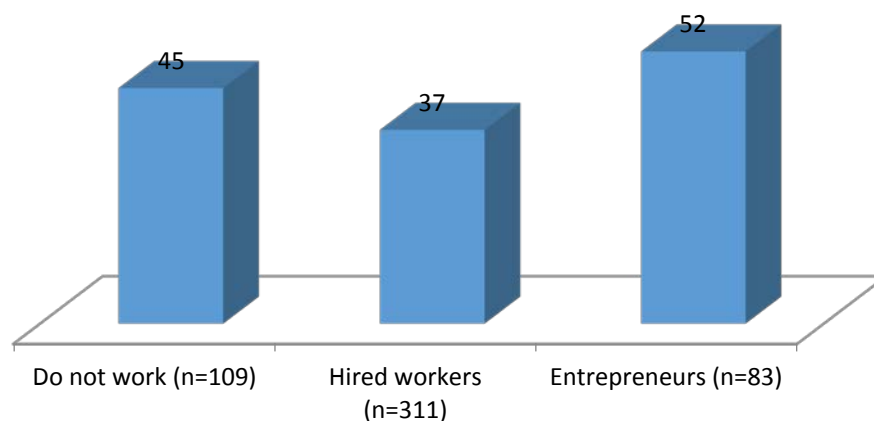


\* The sum of the answers exceeds 100%, as respondents could choose several options

**Figure 23. Respondents' demand for various activities to promote employment/entrepreneurship, % of those who would like to participate in such activities (n=203)**

During the in-depth interviews, IDP women shared specific ideas for developing their own business, for example, creating a co-working space for mothers who work remotely, with a children's room.

Women entrepreneurs more often indicated their willingness to participate in training and other activities aimed at promoting employment than unemployed women and those who are employed (Fig. 24).



**Figure 24. Respondents' willingness to participate in employment-promoting activities in the future, % depending on the type of employment of women**

There is a much greater demand for employment-promoting activities by women living in small towns and villages/settlements (60%) compared to women living in regional centres (31%).

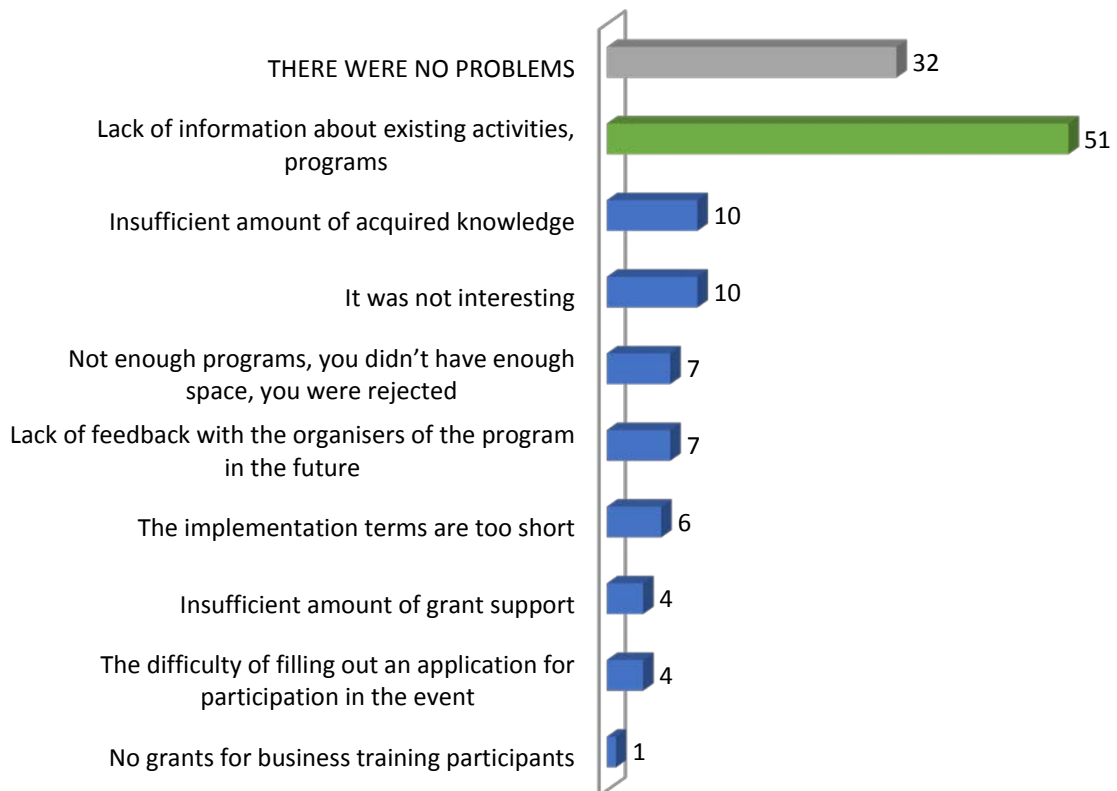
The structure of demand for different types of initiatives differs significantly in different groups of respondents. Women entrepreneurs expressed an interest in activities aimed at starting/developing their own business much more often, while the rest of the women mostly focus on activities designed to promote employment as hired workers (Fig. 25).



Figure 25. **Respondents' demand for separate activities to promote the employment of IDPs, % depending on the women's type of employment**

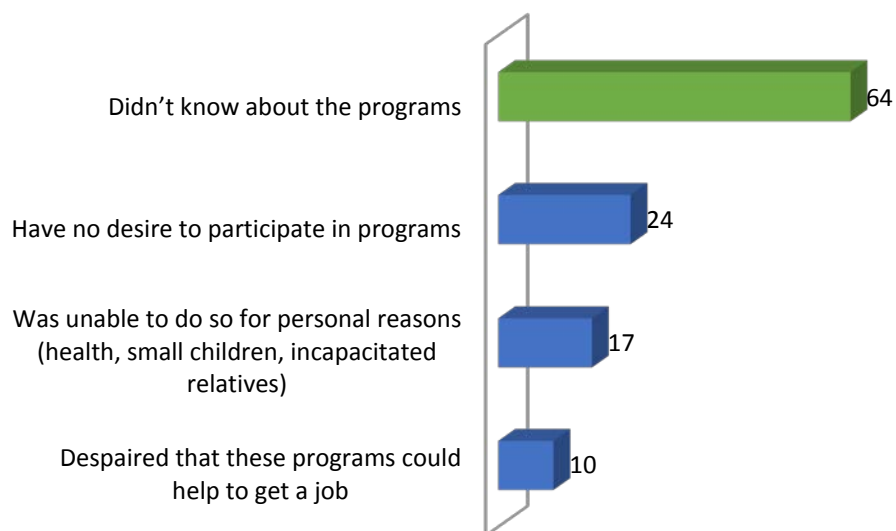
### 2.3. Effectiveness and appropriateness of initiatives to support the economic activity of IDP women

The lack of information about existing initiatives/programs aimed at promoting employment and entrepreneurship development is one of the key obstacles stopping IDP women from participating in them more actively. This was noted both by respondents from among the participants of the relevant events (Fig. 26), as well as by women without such experience (Fig. 27). Also, some of the participants pointed to other shortcomings of these events, in particular, the insufficient amount of acquired knowledge, uninteresting presentation of information, lack of mentoring support after completing the program, etc. However, the share of respondents expressing these criticisms is not significant.



\* The sum of the answers exceeds 100%, as respondents could choose several options

Figure 26. **Problems at the stage of selection and participation in activities/programs to promote the employment of IDPs, % of those who have experience participating in them (n=73)**



\* The sum of the answers exceeds 100%, as respondents could choose several options

Figure 27. **Reasons why IDP women did NOT participate in employment promotion activities/programs, % of those who did NOT participate in them (n=427)**

During the in-depth interviews, IDP women expressed diametrically opposite positions regarding the availability of information about existing economic activity support programs: from “more than enough information” to “no information at all.”

*“If you are actively looking for it, there is enough. There are enough groups in Telegram and specialised sites: “granty.org.ua,” “Time of changes” (Час змін). They are constantly updated. There are many organisations that help to get a grant. Instagram works in such a way that I googled it once, and now it constantly shows me ads “Grants, help to get a grant” (IDP woman, 32 years old).*

*“There are no programs to support IDPs in our country. If they exist, we do not see them, we do not hear about them. This information is not published anywhere, in Google it is not linked to any newsletters. There are no advertisements, no announcements, neither on television, nor on the radio” (IDP woman, 53 years old).*

On the one hand, such information is regularly published on local websites, in local and national media, made public through social networks, messengers. Some IDP women actively monitor the sites “granty.org.ua,” “Time of Changes,” “HURT” (ГУРТ), “Public Space” (Громадський простір), etc., and also look for relevant information in Diia, with the help of Facebook, Instagram, Telegram, Viber and simply by using Google search.

At the same time, the problem is that the information is scattered on different sites, and you need to make a lot of effort to find exactly what you need among all this variety. Therefore, one can agree with the opinion of one of the experts that *“information is available to everyone who is actively looking for it.”*

*“We make announcements about our programs, they are all public. We distribute them through Telegram channels, groups of IDPs, organisations that support IDPs. We also post this information on the HURT, Public Space and other relevant information resources. However, the information does not cover such a wide audience as we would like” (expert from a non-governmental organisation).*

*“It seems that everyone knows that there are programs on entrepreneurship, it seems that everyone has Diia in their smartphone, but not everyone knows that there are video lessons on entrepreneurship, free consultations” (an expert from a non-governmental organisation).*

The problem of the passivity of a large percentage of IDP women in seeking information about economic activity-promoting programs is one of the aspects of a broader social problem — their unwillingness to make active efforts and take risks for the prospect of significantly improving their financial situation. This is noted by both experts and IDP women themselves from their own experience of communicating with other women.

*“When I encountered the humanitarian centre for IDPs, I saw that many women are simply passive. We are now trying to push, to stir, to wake them up, to create a non-governmental organisation. I am the administrator of a Telegram group with 600 IDPs, and six people who would be interested responded to the offer to chat about various programs” (IDP woman, 44 years old).*

*“Many people are frightened by the very word “grant.” They don’t know what it is. They don’t understand why they should study business” (IDP woman, 49 years old).*

A significant percentage of women (both among IDPs and among the rest of the population) are psychologically not ready to start their own business. Based on this, of interest is the experience of one of the non-governmental organisations, which conducts the workshop “ANTIfragility” (АНТИкрихкість) as part of its educational program with the aim of overcoming psychological barriers and increasing self-confidence.

Since a large percentage of IDP women need assistance in finding employment, because they are not ready for business activities, the need for modern programs to increase the competitiveness of women in the labour market is becoming urgent. Programs to increase investment attractiveness at the level of regions/individual communities are also a necessary condition for attracting investments and creating new jobs that would also be appealing to displaced women.

Besides the lack of information about relevant programs and the unwillingness of some women to use them, experts and interviewed IDP women singled out a number of factors that reduce the effectiveness of programs aimed at promoting the development of entrepreneurship among IDP women. They included:

1. The number of IDP women who wish to participate in the above-mentioned activities is much greater than the existing scope of such programs. The demand for off-line trainings is particularly unsatisfied. They have many components attractive to the target audience and a minimum of obstacles. After all, all expenses for holding such events are usually borne by the organisers, including compensation for the participants' travel, their accommodation and meals.

*“We accept 25 participants for one training — this is the maximum with which it is comfortable to work. Otherwise, it is difficult and ineffective. But we receive 100–120 applications each time. That is, many women do not get to these trainings. We need to train new experts who could further train women” (expert from a non-governmental organisation).*

2. Most activities to support and develop entrepreneurship are focused on really important, realistic and relevant areas of business, such as agriculture, agricultural processing, food industry or information technology services. At the same time, in the course of in-depth interviews, women who have experience in entrepreneurship mostly indicated that the types of economic activities in which they already have experience, as well as those that do not require significant costs for starting a business, are more attractive to them. Only a small proportion of IDP women dare to start their own business, which requires significant capital investments and additional training, even under the conditions of grant support.

3. Until now, no real communication has been established between representatives of state institutions and non-governmental organisations concerned with the issues of promoting the economic activity of the population and of IDP women in particular. Under the conditions of proper coordination, it would be possible to more accurately analyse the needs of target audiences in terms of the types of activities, content and forms of education; to evenly cover different regions of Ukraine with new programs, including small urban and rural communities; to prevent duplication of educational and other activities aimed at the development of entrepreneurship; and to ensure more effective use of currently dispersed resources.

*“For several months now, I have not seen a single grant competition in the Zakarpattia region that I am eligible for. I see them in the Mykolaiv, Kharkiv, or Cherkasy regions but not here” (IDP woman, 41 years old).*

*“If we take Western Ukraine, then basically all activities are concentrated in big cities. Perhaps it is worth paying attention to small district centres, to organise some training for women there, so that the inhabitants of the villages could also attend it” (IDP woman, 36 years old).*

4. There is a lack of comprehensive activities that would combine educational and grant components. Quite often, educational programs do not provide further grant support even for the most successful participants. This weakens women’s motivation to take further steps to start their own business. If the program does not provide for preliminary training for grant recipients, the risk of inefficient use of grant funds increases.

*“If the educational program in the future sets the goal of receiving a specific grant, and the participants know that under these and those conditions they are able to receive funds, then the highest quality audience gathers. Because people leave already with certain obligations” (charitable fund expert).*

*“Giving money is very good. But when it is given to a person who does not know what to do with it, nothing good will come of it. Therefore, if they give money, then they should train or give funds to those who have already received training before” (IDP woman, 37 years old).*

5. To reduce the number of problems and the risk of financial losses for new enterprises founded with grant support, it is important to provide mentoring support for beginners. However, only some grant programs include this component during the new entrepreneurs’ first year of activity.

*“If a certain organisation or foundation gives a grant, then they should provide consulting support at the first stage and only then “let them sail on their own.” Giving money and walking away is the easiest thing, but giving money and helping to dispose of it properly so that people develop further is another story. And I’ve never seen anything like this” (charitable fund expert).*

6. Quite often, the procedure for making a decision on offering grants for business start-ups is ineffective. The high quality of the application and its formal compliance with the requirements of the competition cannot prevent the misuse of grant funds. An important condition should be the verification of the applicants’ competence, as well as proper control over the use of the received grant aid.

*“As it turned out, quite a few people who received grants through Diia were not going to do anything. Their goal was simply to get money and leave the country. There was also a case where a girl who received a grant through Diia came to me for a business consultation. She understood nothing, nothing at all. When she was receiving the grant, no one checked her competence. And this is also a problem of the state, because you can’t just give money like that, there must be some kind of selection” (charitable fund expert).*

7. The monitoring and evaluation approaches used by most economic activity promotion programs are vulnerable and uninformative. Usually, the available methods are limited to the evaluation of the understanding of the learning material with the help of initial questionnaires. Monitoring of the program participant's next steps is much less frequent, first and foremost to answer the following questions: did they start their own business after participating in the program, did it turn out to be successful, what other achievements did they get after completing their studies?

*“The program is being evaluated. We have an entry-exit questionnaire and we measure the level of knowledge. Knowledge of business and business ownership is mainly evaluated: what is needed for this; whether they know how to make their own financial model, determine their customers, target groups; do they know how they will enter the market with their product” (expert from a non-governmental organisation).*

The limitations and problems indicated above are to one degree or another characteristic of both state grant programs and those implemented by non-governmental organisations. At the same time, based on the responses of IDP women and expert interviews, a number of gaps in state programs can be additionally identified. These gaps reduce interest in programs from the target group, sometimes demotivate its representatives, and increase risks for beginners who are determined to use state grants as the main resource for starting their own business. In particular, this concerns:

- extremely limited funding of state educational programs (leading to the involvement of under-qualified lecturers), unattractive conditions, format and organisation of educational events, etc.;
- initiatives aiming to attract the largest possible number of participants, which makes it impossible to take into account the participants' individual needs and characteristics;
- lack of mentoring and advisory support after completing training programs;
- complexity and bureaucratic nature of state grant programs;
- the need to return the funds received through Diia, as well as the need to pay taxes on the amount (18% personal income tax and 1.5% military levy).

*“They (international projects) invest more in it, that's why they have more lecturers, everything is better organised. In “Start your business” there was a different lecturer for each subject who understood it: one for tax issues, another for legal issues. The training was not online, but offline, in a separate area, for three full days. Therefore, it gave more knowledge than other studies” (IDP woman, 35 years old).*

*“I know that a lot of girls, probably several thousand, were taken into the program by Diia.Business. Since everything is so big, if you don't have time or don't understand something, no one cares. In the non-governmental programs in which I participated, a small number of people were selected, and the speaker did not go off-air until she told and explained so that you could understand everything. This is a completely different level of assistance” (IDP woman, 29 years old).*

*“State projects are more bureaucratic and complicated. There is no mentoring support, consultations. If a person applies for a grant for the first time, most likely she will not win the state project” (IDP woman, 42 years old).*

*“The grant from Diia needs to be returned. But I’m worried: what if I am unable to (create a successful business) and I am unable to pay back these funds, so I’m not taking any risks yet but I’m looking for some kind of grant from an international organisation” (IDP woman, 32 years old).*

*“Our program further involved submitting an application for participation in the grant program from Diia. At first, people got interested, but then they began to analyse, count, and write. Half of the participants wrote an application but in the end no one dared to apply. A year has already passed since the implementation of the program. Half of the participants are engaged in entrepreneurial activities, they work for themselves. They are all registered as IEs, they have done everything correctly from a legal standpoint but so far they are doing everything on their own, without counting on the help of the state” (expert, representative of a charitable foundation).*

Almost all IDP women interviewed during the in-depth interviews recognized the need for additional support, an important source of which can be economic activity promotion programs for this target group. At the same time, some of the respondents noted that the presence of separate programs aimed specifically at women IDPs increases social tension in the host communities and provokes a prejudiced attitude towards them on the part of local residents.

*“Such programs should be for all women who are motivated. Otherwise, there will be social tension, local women will be jealous of IDPs. To be honest, I have already encountered such a thing. When we received a grant while still in Kramatorsk, and when I told my friends about it, they told me, ‘Of course, you are migrants, they always give you something. But we, the locals, are poor and unhappy’” (IDP woman, 41 years old).*

*“Envy is there. When it became clear that there is a program according to which the state compensates the company’s taxes if it hires IDPs, the locals began to look at us even more angrily” (IDP woman, 39 years old).*

So, despite the implementation of interesting and successful activities for the development of micro- and small entrepreneurship, various educational events, the demand for programs to support the economic activity of IDP women remains unsatisfied. At the same time, it is not only about the lack of targeted initiatives, but also about their unsatisfactory content, insufficiently flexible and attractive conditions of participation for representatives of the target audience.

## CONCLUSIONS

Currently, Ukraine lacks a comprehensive state policy to promote the economic activity of IDPs in general, and IDP women in particular. Despite a significant number of programs implemented by the state, international and domestic non-governmental organisations, the need for such programs is not fully met, they are mainly local in nature, and information about them is not publicly available.

**Data source.** In the course of the study, 500 IDP women aged 18–59 who acquired this status after 24 February 2022 were interviewed. Almost all (98%) of the interviewed women have been living in the host communities for more than 6 months, so they had enough time to gain experience in finding a job in their new place of residence.

The regional structure of the sample corresponds to the IOM statistics. Among the respondents, women of all age groups and different settlement types are sufficiently represented. During the survey, quotas were met by type of employment: 62% of respondents are hired workers, 16% are entrepreneurs (both registered and not registered as individual entrepreneurs), 22% are unemployed women. Accordingly, the collected data allow for a proper analysis of the needs and problems faced by various groups of IDP women in the labour market.

**The potential of IDP women as a workforce** is high. They have a fairly high level of education/professional training: 52% of respondents have a higher education, 37% have a specialised secondary education.

The vast majority of women want to work. More than three quarters (78%) of the respondents tried to find a job in their new place of residence. The rest of the respondents mostly had no need to look for a job (because they managed to keep their previous workplace or open a new/keep an existing business) or could not work for objective reasons (they were on parental leave, could not place their child in kindergarten, looked after relatives who needed care, or could not work due to their health condition). Only 2% of respondents indicated that they simply do not want to work.

**Priorities of IDP women in the labour market.** A significant part of IDP women are psychologically not ready for entrepreneurial activity and need assistance in finding employment as hired workers. According to the answers of the interviewed women, the most important criteria for them when choosing a workplace are good relations with the team (96%), convenient working schedule (92%) and decent pay (90%). The majority (84%) of women also noted that social protection, such as paid holiday, sick leave, etc., are important to them.

On the other hand, the opportunity to work independently without a manager attracts 35% of respondents. The system of priorities of women entrepreneurs differs significantly from the economic orientations of the rest of the respondents. In particular, for the former, independence at work is fundamentally important (75% vs. 26% among the rest of the respondents), as well as the ability to work remotely (55% vs. 33%), and for this they are partially willing to give up social protection (62% vs. 90%).

**Problems of IDP women in the labour market.** The vast majority of women who sought work after moving to new communities faced many obstacles and difficulties. Only 4% of

respondents had no problems. The rest most often complained about low pay (87%), inconvenient work schedule (76%), inconsistency of available vacancies with the level of education/qualification of the applicants (68%), difficult working conditions (69%) and unwillingness of employers to formalize employment relations (62 %). A pressing problem is the lack of vacancies in general, especially in small towns and villages, as well as in most of the western regions, which before the war were characterised as “labour surplus regions.”

Those who work for hire are most worried about the low level of wages (only 38% of respondents are satisfied with it) and the lack of career prospects (40% of respondents are satisfied with this aspect).

IDP women entrepreneurs more often mentioned the lack of funds for business development (63%), fear and insecurity due to the war (51%), high taxes and payments to the budget (33%), etc. Only 8% of respondents who are business representatives faced prejudice from local residents because of their IDP status.

The low level of income of economically active women affects the financial situation of their families. Only 4% of the interviewees noted the absence of financial problems, 40% noted that they have enough money for current expenses, but it is difficult to buy durable goods. More than half of the interviewed women (56%) assessed their situation as difficult, that is, when there is not enough income even for food and clothing. In particular, according to their own estimates, 76% of unemployed women, 57% of employed women and 29% of women entrepreneurs live in poverty.

**Effectiveness of employment-promoting activities.** Most of the international and domestic organisations concerned with promoting economic activity emphasize the development of entrepreneurship and self-employment. A significant proportion of government initiatives (for example, the government project “eRobota”) are also oriented towards this. Accordingly, there is a lack of activities to promote the employment of IDP women, i.e. work for hire. Despite the high demand, it is extremely difficult to implement such activities in isolation, in the format of individual projects. They should be part of a broader strategy of economic development and increasing the investment attractiveness of regions/individual communities, which is based on attracting investments and creating new jobs.

Most activities aimed at promoting the employment of IDPs fall under the authority of the State Employment Service. At the same time, according to the respondents’ answers, the experience of interacting with it is extremely ambiguous. In particular, more than a third (38%) of IDP women applied to the employment centres. 18% are satisfied with the services received there, while 32% are partially satisfied. Every second client noted that she did not receive any help. These data correlate with the official data of the employment service itself, according to which only a little more than a quarter of IDPs who received the services of the employment centres were employed in 2023 (27% or about 16,000 people out of 59,000 people).

Among the main problems are the insufficient number of vacancies in the database of the service (especially in small towns), the low wage level and/or difficult, unattractive working conditions in the offered vacancies.

A serious challenge is women’s insufficient awareness of the existing employment-promoting opportunities. For instance, 44% of respondents were informed about professional

training for trade jobs in demand in the labour market, and only 2% of the surveyed women used it. And this is the highest indicator of awareness of the employment service's employment-promoting initiatives. As for the rest of such initiatives – for example, vouchers that pay for retraining or advanced training, compensation for unemployed IDPs for transportation costs for moving to another settlement for employment, compensation for the costs of passing a medical and drug screening, if it is required for employment – the level of awareness is still lower.

**Effectiveness of initiatives to promote entrepreneurship/self-employment.** Quite a lot of similar initiatives/programs are implemented by the state and international/domestic organisations.

An urgent problem is the target audience's insufficient awareness of the relevant opportunities. In particular, 38% of respondents are informed about the possibility of distance learning through the portal "Diia. Digital education" (5% used this option), 37% are informed about the government project "eRobota" (1 used it), the level of awareness of other activities/programs is even lower, and the share of users varies from 0.2% (1 person out of 500 respondents) to 3%.

In addition, the study results made it possible to determine a number of factors that reduce the effectiveness of initiatives/programs aimed at promoting entrepreneurship. Specifically, the following issues have been identified:

1. The insufficient number of such programs and the existing restrictions on the number of participants in each of the programs (in many cases, the number of participants is only a few dozen people in the whole of Ukraine), which does not satisfy the target audience's need for them. Furthermore, most programs are targeted at different population categories (for example, at women in general or at residents of specific regions). There are almost no programs specifically aimed at IDP women.

2. In most grant programs, there are restrictions, often quite strict, regarding the type of projects that can be supported (for example, the emphasis is on the development of agricultural production or manufacturing). At the same time, for women with entrepreneurial experience, the types of economic activity in which they have already worked, as well as those that do not require significant costs for starting a business, are more attractive. It is extremely difficult for most people to dare to develop a radically new field of activity that requires significant capital investments.

3. Lack of coordination between various entities (the state, international and domestic organisations) that implement programs aimed at promoting economic activity, as well as a lack of preliminary analysis of the target audience's needs. As a result, there is an uneven coverage of such programs in different regions and communities – in particular, there is a lack of programs for towns/rural areas. Additionally, in some cases, grant programs somewhat duplicate each other and/or do not sufficiently take into account the interests of potential participants. For example, various projects offer support for training/starting one's own business in the field of beauty, but there is a lack of opportunities for development in other areas.

4. A significant proportion of the grant programs provide for an extremely limited amount of funding, which is not enough for starting a business. Also, in some cases, co-financing by the applicant is a prerequisite for receiving a grant. At the same time, this is impossible for the majority of IDP families who have lost their property and savings.

5. Quite often, educational programs and grant support programs exist separately from each other. If training programs do not provide further grant support even for the most successful participants, this reduces the motivation for women to participate in them. The lack of prior training for grant recipients in grant support programs significantly reduces the effectiveness of the use of grant funds.

6. Lack of follow-up mentoring support for grantees in most programs. However, such support at the initial stage is very important, especially for people without proper business experience.

7. Absence of an effective and transparent mechanism for the selection of participants in grant programs, in particular, verification of their competence, as well as a control mechanism for the use of the received grant aid.

8. In many cases, the monitoring and evaluation of economic activity promotion programs is reduced to the evaluation of the assimilation of educational material with the help of exit questionnaires. There is a lack of tracking of the final results, namely the answers to the questions: did the participants of the programs start their own business, and was it successful?

The problems indicated above are to one degree or another characteristic of both state programs of promoting entrepreneurship and those implemented by non-governmental organisations. Features of state programs that reduce their attractiveness for potential participants compared to similar activities implemented by NGOs are:

- more limited financing of training programs, as a result of which the professional level of the lecturers/coaches is quite often lower, the quality of training and organisation of training events suffers, etc.;
- lack of an individual approach to participants of state educational programs due to the participation of a large number of women, lack of mentoring and advisory support after the completion of the program;
- complexity and bureaucratic nature of state grant programs;
- the need to return the grant funds received through Diia, as well as the need to pay taxes on the amount (18% personal income tax and 1.5% military levy);
- lack of flexibility in terms of event format, which makes it difficult for women with small children to participate in them;
- potential participants' distrust towards state grant programs, as a result of which they are in no hurry to use their opportunities.

**The most vulnerable groups of IDP women in the labour market.** The results of the study allow identifying several groups of IDP women who are the most vulnerable in the labour market and need special support. In particular, we are talking about women of pre-retirement age, who often face ageism; women who have children of preschool and primary school age, as well as women with a low level of education.

Among those who sought work in new communities, almost half (46%) of respondents aged 46–59 faced rejections from employers because of age. More than a third (37%) of respondents who have children under the age of 5 faced refusals for this reason.

Women with partial/complete secondary education are less active in using available opportunities to improve their chances of employment. They are significantly less well-informed

about various initiatives aimed at promoting employment/entrepreneurship development and are significantly less likely to participate in such programs.

Therefore, the urgent need is the formulation of a more effective national policy to promote the economic activity of IDPs, especially women. Despite the military and macroeconomic challenges, there are considerable reserves available for this, taking into account the interest of employers, the support of international and Ukrainian organisations, and the organisational and intellectual potential of the IDPs themselves.

## RECOMMENDATIONS

To increase the effectiveness of the policy of supporting the economic activity of IDP women, it is necessary to:

### *At the state level:*

- To create a unified register of domestic and international organisations that implement training and grant programs for IDP women, with a list of relevant programs, available both to organisations that promote the economic activity of IDP women and to IDP women themselves who wish to participate in such programs;
- To develop cooperation between organisations engaged in educational and grant programs for different categories of the population, including women IDPs, with the aim of exchanging information and experience, as well as conducting joint informational events;
- To develop interaction and coordination between entities that promote the economic activity of IDP women in order to develop and implement effective initiatives to further support the economic activity of IDP women;
- To create a single state portal that would host information about ALL programs available at the national level or in individual regions/communities;
- To introduce a mechanism for exempting vulnerable categories of the population, in particular IDP women, from paying taxes when receiving a grant (19.5% of the grant amount) or paying them with a deferment during the first year of work;
- To provide a mechanism for monitoring the targeted use of grant aid provided by domestic organisations and a mechanism for returning such funds in case of their non-targeted use;
- To increase the qualification requirements for teachers of educational programs on entrepreneurship, to ensure the monitoring of the satisfaction of the students undertaking the relevant programs with their content and the quality of teaching, and to take into account the received data to improve the quality of education.

### *At the local level:*

- To consider the issue of developing a “road map” for IDPs, including IDP women, in each community, which should include information on who, where and what kind of assistance provides to IDPs, including a link to the website where information is posted on programs aimed at promoting the economic activity of IDPs, in particular IDP women;
- To more actively involve local communities in information and outreach work among the population in general, and IDP women in particular, regarding training and grant programs and the possibility of participation in such programs for IDP women;
- To involve local media and internet resources in an advertising and information campaign with the aim of overcoming the prejudices and fears of many women regarding participation in economic activity promotion programs and entrepreneurial activities in general;

- To consider the possibility of providing benefits for women IDPs when paying rent for premises and equipment that are in communal or state ownership for a newly established business during the first year of operation.

***At the level of organisations and foundations that implement programs:***

- To promote the maximum possible unification of educational and grant programs (with mandatory competitive selection for receiving a grant among the participants), mentoring assistance, as well as further support for IDP women in the form of consultations over a certain period of time;
- To provide an effective mechanism for the selection of grant program participants with mandatory professional training in the grant area;
- To increase the number of training and grant programs aimed at the most vulnerable categories of IDP women, namely: those who live in small towns, villages or in de-occupied territories, for IDP women with disabilities, etc.;
- To increase the number of training and grant programs for the development of their own business for women who want to start a business “from scratch,” including for IDP women;
- To provide for initiatives aimed at overcoming obstacles to the participation in educational activities for women who raise children of preschool and primary school age – in particular, including the availability of a “children’s room” for the duration of the educational process;
- When developing educational programs, it is necessary to include a psychological component to overcome fears, increase internal resources and faith in one’s own strength and ability to create one’s own business;
- To introduce a mechanism for monitoring and evaluating the effectiveness of programs to promote the economic activity of IDP women and to publish the results of such monitoring;
- To more actively inform representatives of the target group about available training and grant programs through the official websites of communities where IDPs live, social networks, messengers, and announcements in public places where IDPs are most likely to visit.

