



Analytical Justification for the Baseline study of the Project

“INCREASING SOCIO-ECONOMIC AND PSYCHOLOGICAL RESILIENCE OF VULNERABLE PEOPLE IN RURAL COMMUNITIES OF KYIV REGION”



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The analysis focuses on the baseline assessment of socio-economic development, the labour market, self-employment, and social cohesion in the Ivankiv and Dymer united territorial communities. The study was conducted to provide a comprehensive overview of the current situation of the population after wartime events, to identify key needs, existing opportunities, and the potential for community recovery. Special attention is given to self-employment levels, average incomes, employment opportunities, and the psychological well-being of residents as core factors influencing social resilience and the economic viability of territorial communities.

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List of Abbreviations

- LSGB** – Local Self-Government Bodies
- IDP** – Internally Displaced Person
- CSO** – Civil Society Organisation
- CO** – Charitable Organisation
- TSSC** – Territorial Social Service Centre
- ESC** – Employment Service Centre
- FOS** – Feldsher-Obstetric Station (Rural Health Post)
- MI** – Municipal Institution
- TC (UTC)** – Territorial Community (United Territorial Community)
- NGO** – Non-Governmental Organisation
- FGD** – Focus Group Discussion
- KI** – Key Informant (Interview Participant)
- IRC** – Information and Resource Centre

The baseline study of socio-economic development, the labour market, self-employment, and social cohesion in the Ivankiv and Dymer united territorial communities was carried out to provide a comprehensive analysis of the current situation of the population after wartime events, as well as to identify key needs and the potential for further recovery of the territories.

The communities suffered severe consequences in 2022 during the full-scale invasion, which heavily affected all spheres of life – from economic activity to the psychological well-being of residents. The Ivankiv community was under occupation and in an active combat zone from the first day of the war (24 February 2022), facing hostilities by the armed forces of the Russian Federation for 36 days. During this period, the community suffered extensive destruction and was looted by the enemy. Most of the damage occurred in the residential sector: in 46 settlements, approximately 2,300 residential houses were damaged, 481 of which were completely destroyed, and 178 required major repairs. The Dymer community was also occupied from 24 February to 31 March 2022, during which Russian troops bombarded, shelled, and controlled its territory. As a result of the hostilities, community property suffered significant damage: 1,354 buildings were damaged and 94 were completely destroyed.

Currently, the primary internal resources of these administrative units (local community budgets) are directed toward eliminating the consequences of the hostilities. At the same time, both communities are showing signs of gradual recovery, with growing local initiatives and volunteer movements. At this stage, strategic decisions are critically important for preserving the potential of the communities, which can only be achieved with external support and facilitation.

Effective utilisation of human capital and local workforce is a key factor in economic recovery. The analysis focuses on studying the level of self-employment, income structure, employment status, and psychological well-being of residents. Special attention is given to vulnerable groups – women, youth, veterans, internally displaced persons, and people with disabilities. The study also evaluates their motivation and readiness to participate in professional training, retraining, and self-employment programmes.

The aim of the study is to identify the main barriers and opportunities for employment and entrepreneurial development, as well as to determine the population's needs for retraining and acquiring new professional skills to improve their competitiveness in the labour market.

To produce well-grounded conclusions, the study combined quantitative and qualitative data collection methods, including surveys of community residents, representatives of the non-governmental sector and local authorities (including active specialists in education, social services, etc.), as well as a focus group discussion with representatives of local self-government bodies. Local authorities reflect the administrative perspective on needs and challenges; educational institutions provide insight into workforce training and skill development; and social services offer direct understanding of the needs of residents seeking employment or entrepreneurial support. This respondent composition enabled a comprehensive assessment of the local labour market situation.

The findings can serve as a foundation for developing targeted programmes for economic development, human capital recovery, entrepreneurship support, and strengthening social cohesion in the Ivankiv and Dymer communities.

Purpose and Objectives of the Study

The study aims to identify pathways for strengthening economic and social stability in the Ivankiv and Dymer communities of Kyiv Region through a comprehensive assessment of the current labour market situation, the level of self-employment, income levels, and the psychological well-being of the population.

Data Collection Methods, Analysis, and Tools

This study applied both quantitative and qualitative approaches to data collection.

The primary data collection tools were two standardized questionnaires developed to conduct a baseline assessment of the socio-economic situation in the communities prior to project launch. The questionnaires included closed, open-ended, semi-open, and scale-type questions.

The survey covered two target respondent groups in each community:

- Adult residents of the community, including local inhabitants, internally displaced persons (IDPs), persons with disabilities, individuals injured due to the war, veterans or family members of veterans, and others;
- Representatives of local self-government bodies and the civic sector.

The survey was conducted in a mixed format – online (CAWI – distributed via social media, official community pages, and partner NGOs) and offline (CAPI – two interviewers in the communities surveyed residents with low digital literacy, older persons, and persons with disabilities. The survey used a convenience sampling method, which involved engaging respondents who were most accessible for contact during fieldwork (residents who agreed to participate).

Additionally, 2 focus groups were conducted with representatives of local self-government bodies in each community.

Participation in the survey was voluntary, anonymous, and did not involve the collection of personal data. This ensured confidentiality, especially for vulnerable groups. Respondents filled out the questionnaires independently at their convenience or with the assistance of an interviewer.

Coverage

The survey covered residents of the Ivankiv and Dymer communities in the Kyiv Region. Data collection and analysis were carried out separately for each community, enabling consideration of local socio-economic specificities and needs.

Target Audience

Residents of Ivankiv and Dymer communities, with a focus on vulnerable groups: internally displaced persons (IDPs), persons with officially recognised disabilities, persons without disabilities but facing daily functional limitations (wheelchair users; individuals using canes; persons with speech or hearing difficulties; other specific needs), individuals injured as a result of the war, veterans or veteran family members, families of military personnel (active, deceased, imprisoned, or missing), low-income households, unemployed persons or job seekers, and others.

It should be noted that the list of vulnerability categories does not include "persons affected by Russian aggression," as all residents of the communities (and thus all respondents) fall under this category by default (both Ivankiv and Dymer communities experienced occupation, active hostilities, extensive destruction, and looting).

Survey and Focus Groups Timeline

The survey of residents of the Ivankiv community was conducted from September 29 to October 15, 2025. A total of 426 respondents participated in the survey.

The survey of representatives of local self-government bodies in the Ivankiv community was conducted from September 29 to October 10, 2025. A total of 20 respondents participated in the survey.

The survey of residents of the Dymer community was conducted from September 29 to October 28, 2025. A total of 162 respondents participated in the survey.

The survey of representatives of local self-government bodies in the Dymer community was conducted from September 29 to October 16, 2025. A total of 16 respondents participated in the survey.

A focus group with representatives of local government bodies in the Ivankiv community was held on November 4, 2025. 9 participants took part in the event.

A focus group with representatives of local self-government bodies in the Dymer community was held on November 4, 2025. 5 participants took part in the event.

The sample is not representative, which may affect the accuracy of the results. Certain social groups may be underrepresented or overrepresented, leading to distortions in the distribution of socio-demographic characteristics. This factor should be taken into account during interpretation, and the results should not be extrapolated to the entire population of the communities.

In some questions, the sum of responses exceeds 100% because respondents could select multiple answer options.

The obtained results are summarised in the form of quantitative indicators and qualitative findings, which can be used to develop recommendations for improving employment and enhancing the well-being of the population.

Study of the Socio-Economic Situation in the Ivankiv Community at the Start of Project Implementation

Ivankiv Rural United Territorial Community

Area: 3,620 km²

Landscape: 45% forests, 39% agricultural land

Population: ~29,114 (60% belong to vulnerable groups: 10,748 pensioners, 2,914 persons with disabilities, 640 IDPs, 81 families of fallen soldiers, 491 recipients of social assistance)

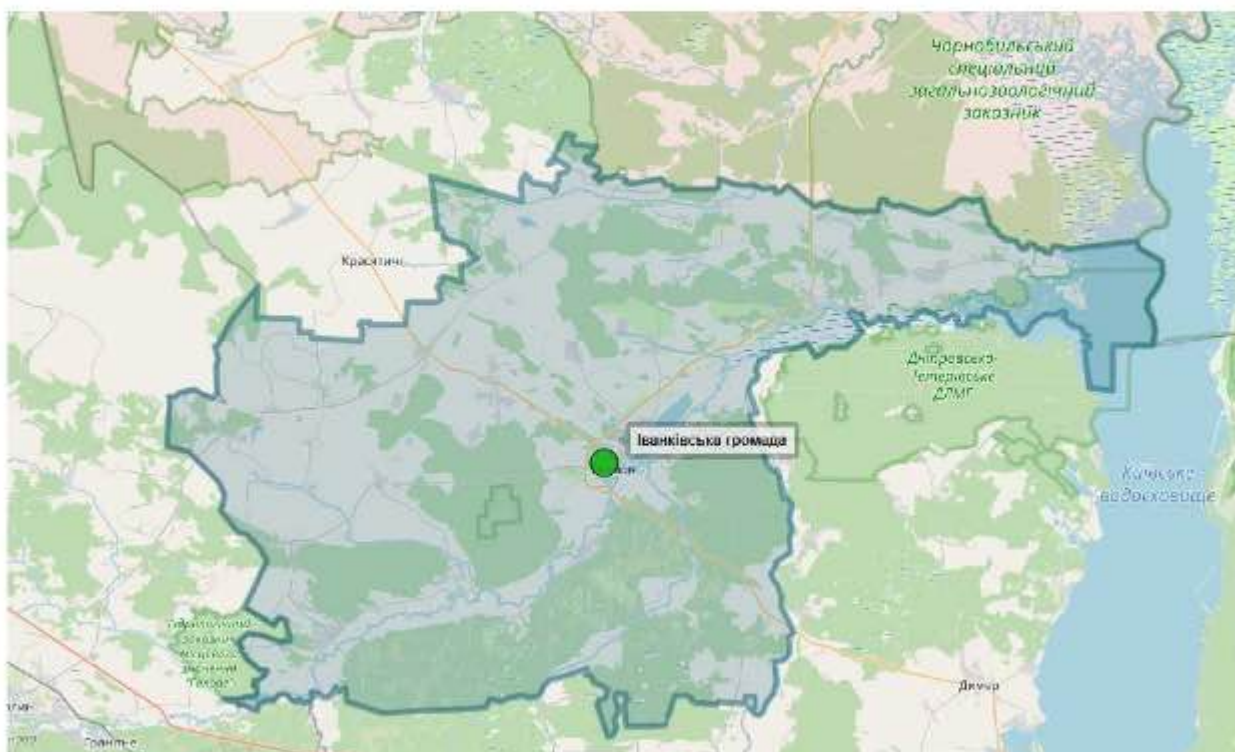
Key challenges:

- Low tax revenues (€537,000 in 2024) and dependence on state subsidies (€278,000)
- Proximity to the Chernobyl Exclusion Zone and the Belarusian border
- Limited opportunities for investment
- Weak local economy and lack of business activity (the largest employer is the state forestry enterprise, 227 employees).

Social environment:

- Active NGOs ("Youth of Ivankivshchyna", "Our Ivankivshchyna", veteran and cultural organisations)
- A functioning Youth Council and cultural initiatives (heritage of Mariia Prymachenko, weaving traditions, tourism)
- Local authorities demonstrate openness to cooperation; the community shows strong motivation.

Community Development Strategy is currently under development.



1.1. Results of the Survey of Residents of the Ivankiv Community, Kyiv Region

Socio-Demographic Characteristics of Respondents

A total of **426** residents of the Ivankiv community participated in the study. **40.8%** were residents of the administrative centre (Ivankiv village). The survey also included respondents from the following settlements: Blidcha, Bolotnia, Varivsk, Voropaivka, Hornostaipil, Dymarka, Dytiatky, Zherevillia, Zhmiivka, Zaprudka, Zaruddia, Zakhariivka, Zoryn, Kalynove, Kolentsi, Kropyvnia, Kukhari, Makarivka, Mala Makarivka, Musiiky, Obukhovychi, Olyva, Olizarivka, Orane, Osovets, Pyrohovychi, Potalivka, Pryborsk, Rozvazhiv, Rudnia-Talska, Rudnia-Shpylivska, Rusaky, Sydorovychi, Sloboda-Kukharska, Stanishivka, Starovychi, Strakholissia, Sukachi, Teremakhivka, Fenevychi, Shpyli.

Settlement Location

Administrative centre of the community	40.8%
Nearby settlements	28.9%
Remote settlements	30.3%

28.9% of respondents were residents of nearby settlements, and **30.3%** were residents of remote villages within Ivankiv Community. This distribution ensured a balanced representation of opinions from residents of both central and more distant settlements.

Most respondents completed the questionnaire independently (**92%**), while only **8%** used the assistance of an interviewer.

The largest share of respondents were women (**87.8%**), while men accounted for only **11.7%**. **0.5%** of respondents chose not to indicate their gender. The gender imbalance is primarily due to limited accessibility of men during wartime. Many men are serving in the Armed Forces or engaged in other forms of mobilization, which restricts their participation in surveys. Women, by contrast, remain more reachable and are more willing to participate. This imbalance does not significantly affect the results, as the study focuses on identifying ways to strengthen economic and social stability of the communities, which in modern conditions is largely supported by women.

Most respondents belong to the economically active population (**94.3%** are aged 18-64, which enhances the relevance of findings for this key demographic group.

The age distribution is as follows:



A total of **63.4%** of respondents have higher education (bachelor/master/specialist), and **15.7%** hold vocational education. The least represented group are those with postgraduate or doctoral studies (**0.9%**).

Please indicate your highest level of education

Complete secondary education	12.7%
Vocational education	15.7%
Incomplete higher education	7.3%
Higher education (bachelor/master/specialist)	63.4%
Postgraduate/doctoral studies	0.9%

Respondents with higher education were most prevalent in the age groups 36-45 years (**69.7%**) and 56-64 years (**68.4%**). A significant share of vocational education holders was observed in the 46-55 age group (**18.7%**).

Please indicate your highest level of education

	18-24	25-35	36-45	46-55	56-64	65+
Complete secondary education	47.6%	14.5%	9.0%	10.8%	8.2%	20.8%
Vocational education	14.3%	10.9%	15.7%	18.7%	14.3%	16.7%
Incomplete higher	14.3%	7.3%	4.5%	7.9%	9.2%	
Higher education (bachelor/master/specialist)	23.8%	65.5%	69.7%	61.2%	68.4%	62.5%
Postgraduate/doctoral studies		1.8%	1.1%	1.4%		

More than 9 out of 10 respondents (**93.2%**) have experience of formal employment, indicating active participation of Ivankiv residents in the labour market. **3.1%** stated they had worked informally, and **3.8%** reported having no work experience.

Do you have experience with formal/informal employment?

Yes, I have worked formally	93.2%
Yes, I have worked informally	3.1%
No, I have no work experience	3.8%

The most common household type among respondents is a couple without children (**29.8%**). Families with minor children also make up a large share (**26.3%**). The least common response was co-residence with other relatives (not in a multi-generational format) – **4.3%**.

Please indicate the composition of your household (all individuals living together in the same dwelling)

Single person living alone	18.5%
Single parent with minor children	6.0%
Family with minor children	26.3%
Couple without children (including if children live separately)	29.8%
Multi-generational household (e.g., parents, their children, and grandchildren)	10.3%
Household with other relatives (not a multi-generational household)	4.3%
Shared living (cohabitants)	5.0%

Among respondents belonging to groups requiring additional support, the most represented were persons with disabilities (**17.8%**), families of military personnel (active, fallen, imprisoned, or missing) (**12%**) and internally displaced persons (IDPs) (**8.2%**). Another **4.9%** were jobseekers at the time of the survey.

53.5% did not belong to any listed vulnerability group. It is important to note that the category "person affected by Russian aggression" was not included, since all residents (and, accordingly, respondents) of the community fall under this category by default (the Ivankiv community was under occupation for 36 days from the first day of the full-scale invasion. Active hostilities took place on the territory of the community, and settlements suffered numerous destruction and looting).

Do you or any of your family/household members belong to one or more of the following vulnerability groups?

Internally displaced person (IDP)	8.2%
Person with a disability	17.8%
Person without disability but with daily functional limitations (limited mobility – wheelchair; cane; speech or hearing difficulties; other assistive needs).	2.3%
Person injured due to the war	4.2%
Veteran or family member of a veteran	4.0%
Family of a military service member (active, fallen, imprisoned, missing)	12.0%
Low-income family	3.1%
Unemployed person / job seeker	4.9%
None of the above	53.5%
Other	0.9%

Income levels varied among respondents. The most common reported monthly household income categories were: 10,001-15,000 UAH (**25.3%**) and 5,001-10,000 UAH (**21.3%**). **2.4%** reported having no income at all. For comparison, the average official salary in Kyiv Region as of August 2025 was 25,963 UAH, significantly higher than the income levels reported by most respondents.

This suggests that despite formal wage growth in the region, real household incomes in Ivankiv community remain substantially lower, affecting living standards, purchasing power, and social resilience.

What is your household's total monthly income?

No income	2.4%
Up to 5,000 UAH	5.4%
5,001–10,000 UAH	21.3%
10,001–15,000 UAH	25.3%
15,001–20,000 UAH	17.3%
20,001–30,000 UAH	12.8%
Above 30,000 UAH	5.0%

It is worth noting that household income levels among vulnerable groups in the Ivankiv community vary. The lowest incomes (up to 5,000 UAH) are most prevalent among internally displaced persons (**22.9%**) and the unemployed (**14.3%**), indicating the difficult financial situation of these groups. A medium income in the range of 5,001-15,000 UAH is typical for the majority of the mentioned categories — in particular, persons with disabilities (**31.6%**), persons without disabilities but with physical limitations that hinder daily life (**40%**), IDPs (**48.6%**), as well as low-income families (**61.6%**).

What is your household's total monthly income?

	IDP	Person with a disability	Person without disability but with daily functional limitations	Person injured due to the war	Veteran or family member of a veteran	Family of a military service member	Low-income family	Unemployed person / job seeker	None
No income	0.0%	3.9%	0.0%	5.6%	5.9%	5.9%	7.7%	9.5%	0.4%
Up to 5,000	22.9%	7.9%	10.0%	11.1%	5.9%	3.9%	0.0%	14.3%	2.7%
5,001-10,000	28.6%	9.2%	20.0%	11.1%	17.6%	11.8%	38.5%	14.3%	25.8%
10,001-15,000	20.0%	22.4%	20.0%	33.3%	17.6%	13.7%	23.1%	28.6%	27.6%
15,001-20,000	20.0%	23.7%	10.0%	5.6%	11.8%	7.8%	7.7%	19.0%	17.8%
20,001-30,000	0.0%	13.2%	10.0%	11.1%	17.6%	21.6%	7.7%	0.0%	14.2%
Above 30,000	2.9%	7.9%	10.0%	5.6%	11.8%	7.8%	15.4%	14.3%	4.0%
Difficult to answer	5.7%	11.8%	20.0%	16.7%	11.8%	27.5%	0.0%	0.0%	7.6%

Perspectives of Residents of the Ivankiv Community on the Socio-Economic Situation, Employment and Self-Employment

During the study, respondents were asked to assess their level of satisfaction with their material situation on a 5-point scale (where 1 means “not satisfied at all” and 5 means “completely satisfied”). The lowest score of 1 was given by **29.8%** of respondents, while only **2.3%** rated their level of income and well-being at the maximum of 5 points.

The average score is 2.26, which indicates a below-average level of satisfaction with their material situation among survey participants.

How satisfied are you with your financial situation?



*Average score: 2,26 points

40.6% of respondents indicated that 1 person in their household is employed, and another **38.3%** reported that 2 members of the household are engaged in employment. At the same time, almost every tenth respondent (**9.6%**) reported that none of their family members is employed (officially, temporarily or informally).

For the vast majority of respondents, the main source of household income is official wages (**89.2%**). At the same time, **1.7%** of respondents indicated humanitarian aid and income from a private household plot (sale of grown produce, livestock, milk, eggs, etc.) as the main source of income. **1.7%** reported a complete absence of income in their household.

What are the main sources of income in your household?

Wages (official paid employment)	89.2%
Entrepreneurship/self-employment (registered activity, sole proprietorship, farming)	3.1%
Pension	39.2%
Social benefits (allowances, subsidies, etc.)	8.7%
Humanitarian aid	1.7%
Informal side jobs (one-off earnings, small paid services, sale of small goods)	4.0%
Paid employment without official registration	2.4%
Income from a private household plot (sale of grown produce, livestock, milk, eggs, etc.)	1.7%
No income	1.7%

Most often, respondents reported the presence in their settlement of such social infrastructure facilities as grocery and household goods stores (**96%**), educational institutions (schools and kindergartens) (**80.5%**), and the village council and/or Administrative Services Centre (ASC) (**75.8%**). At the same time, feldsher-obstetric stations (FOSs) (**24.9%**) and farmers' associations (**17.2%**) are significantly less common in the settlements.

The results show that the Ivankiv community is generally provided with basic social infrastructure facilities necessary for residents' daily lives. The availability of shops, educational institutions (schools and kindergartens), as well as local self-government bodies or an ASC ensures access to basic administrative, educational and household services. At the same time, in the further development of the community, it is advisable to focus on expanding the range of services and improving the quality of infrastructure — in particular in the areas of health care, leisure and social services, which will contribute to improving quality of life and social resilience in the community.

Please indicate which services and facilities are available/operating in the settlement where you live:

Shops (grocery, household)	96.0%
Pharmacy	41.6%
Post office	64.2%
Village council / ASC	75.8%
FOS (feldsher-obstetric station)	24.9%

School / kindergarten	80.5%
Children's clubs, sports and art groups, etc.	44.0%
Hairdresser's / beauty salon	39.3%
Tailor's / shoe repair workshop	25.9%
Workshop for equipment repair (mobile phones, household appliances, bicycles, etc.)	28.0%
Service station (car / agricultural machinery repair)	37.6%
Village club / library	68.2%
Café / canteen	36.9%
Other services (e.g. photo services, etc.)	28.9%
Farming enterprises / cooperatives	17.2%
None of the above	3.3%

Most frequently, respondents pointed to the need for establishing pharmacies (**49.1%**), FOSs (**29.1%**) and children's clubs, sports and art groups, etc. (**23%**). In addition, **21.7%** of respondents consider it advisable to open a hairdresser's in their settlement.

Which services are lacking in your settlement?

Shops (grocery, household)	7.2%
Pharmacy	49.1%
Post office	19.3%
Village council / ASC	3.2%
FOS (feldsher-obstetric station)	29.1%
School / kindergarten	12.1%
Children's clubs, sports and art groups, etc.	23.0%
Hairdresser's / beauty salon	21.7%
Tailor's / shoe repair workshop	19.5%
Workshop for equipment repair (mobile phones, household appliances, bicycles, etc.)	19.3%
Service station (car / agricultural machinery repair)	11.4%
Village club / library	7.7%
Café / canteen	14.6%
Other services (e.g. photo services, etc.)	7.2%
Farming enterprises / cooperatives	16.8%
None of the above	16.8%
Other	7.9%

62.9% of respondents reported having pedagogical and educational skills, and another **40.1%** are proficient in working with computers. Other common competencies include agriculture (**30.9%**), crafts and manual labour (**24.2%**), and administrative or office work (**20%**). The least common are medical/social (**8.6%**) and technical/engineering skills (**5.9%**).

Please select from the list which professional skills and abilities, hobbies and interests you have, or add your own option:

Working with computers/digital skills	40.1%
Administrative/office	20.0%
Technical/engineering	5.9%
Agriculture	30.9%
Crafts/manual work	24.2%
Trade/service sector	13.1%
Pedagogical/educational	62.9%
Medical/social	8.6%
Other	0.7%

More than half of respondents are employees (**57.8%**), and another **28.2%** are working pensioners. **3.1%** of respondents are unemployed and actively seeking work.

Please indicate your current employment status:

I work as an employee	57.8%
Self-employed / I run my own business	1.7%
Unemployed, looking for a job	3.1%
Unemployed, not looking for a job	1.7%
I work informally/occasionally (side jobs, seasonal work, sale of own products)	1.4%
Pensioner (working)	28.2%
Pensioner (not working)	3.6%
Student / pupil	2.1%
Other	0.5%

For **38.7%** of respondents, the main reason for not working is caring for a child or an elderly relative. At the same time, **35.5%** cannot find employment due to a lack of vacancies within the community, and **12.9%** report a lack of necessary professional competencies for employment, which underlines the need for retraining and professional education programmes to increase the competitiveness of the population in the labour market.

What is the main reason why you are not working at the moment?

Lack of vacancies in the community	35.5%
Low salary level	6.5%

Health problems/disability	6.5%
Caregiving responsibilities (children, elderly relatives)	38.7%
Lack of necessary skills or education	12.9%

The most common source of income in the absence of permanent official employment for the surveyed residents of the community is social benefits and/or informal work (**28.6%**). Respondents also often earn a living by providing various services (repairs, beauty sector, sports, etc.) (**17.1%**) or temporary side jobs (**14.3%**). **14.3%** mentioned that they are supported by a partner or receive help from other people. Only **2.9%** of respondents reported being engaged in home-based production (baking, sewing, woodworking, handicrafts), which indicates a relatively low level of development of small-scale craft production in the community.

How do you earn a living (sale of grown produce, repairs, helping others, other)?

Home-based production (baking, sewing, woodworking, handicrafts)	2.9%
Services (repairs, beauty sector, sports, hairdressing)	17.1%
Agriculture (livestock, vegetables)	11.4%
Informal work / benefits	28.6%
Supported by a partner, help from other people	14.3%
Side jobs	14.3%
Sole proprietorship (FOP)	8.6%
Nothing	8.6%

More than half of respondents (**63.7%**) have not considered starting their own business and registering it officially. At the same time, **30.4%** are thinking about such a prospect, and another **2.9%** already have an idea and plan to implement it. Overall, this indicates the presence of potential for the development of local entrepreneurship, which can be realized with external support and assistance from local authorities.

Have you thought about the possibility of officially registering what you can/do or love doing?

Yes, I already have an idea and plan to implement it	2.9%
Yes, I am thinking about it, but I do not yet have a clear plan	30.4%
No, I do not plan to	63.7%
I am already implementing it – registered as a sole proprietor (FOP)	2.9%

Among incentives for starting a business, residents of the Ivankiv community showed the greatest interest in the possibility of receiving financial support (**54.3%**), access to starting equipment (**29.7%**), assistance with business registration (**26.8%**) and consulting support for running a business (**25.7%**). The results highlight the importance of implementing comprehensive entrepreneurship support programmes that combine financial, material and consulting assistance for potential entrepreneurs.

What could most encourage you to start your own business or officially register the activity you are already engaged in?

Possibility to receive financial support (grant, loan, microcredit)	54.3%
Assistance with documentation and registration	26.8%
Assistance with bookkeeping and tax payment	21.6%
Explanation of small business rules in simple language (educational/consulting support)	25.7%
Access to markets (customers, clients)	19.7%
Availability of starting equipment/tools	29.7%
Examples of other people's success in the community	16.0%
Social guarantees (work record, pension, sick leave)	26.8%
Other	2.2%

Respondents identified various barriers to starting their own business or self-employment. Most frequently, they mentioned lack of starting capital — **69.4%**, as well as fear of risk and lack of self-confidence — **35.7%**. For **43.8%**, the main constraint to starting their own business is lack of knowledge or practical experience.

In your opinion, what are the main barriers to starting your own business/self-employment?

Lack of starting capital	69.4%
Lack of knowledge (legal, financial, marketing, etc.) / lack of practical experience or experience with grants	43.8%
Complexity of administrative procedures (registration/taxes, etc.)	27.3%
Lack of demand for the service/product	9.8%
Lack of a team to start work	7.1%
Lack of time	22.2%
Fear of risk, fear of failure, lack of self-confidence	35.7%
Lack of support or discrimination (gender-based violence, discrimination, lack of understanding from family, etc.)	3.7%

Among working conditions that respondents consider the most important are salary (**92.9%**), official employment (**54.8%**) and the availability of a social package (**49.7%**). Respondents view the possibility of remote work (**23.8%**) and employer support for training/development (**23.8%**) as less significant.

Which working conditions are the most important for you?

Stable salary	92.9%
Official employment	54.8%
Flexible schedule	38.4%
Possibility to work remotely	23.8%

Social package (sick leave, paid leave)	49.7%
Employer support for training/development	29.9%

26.8% of respondents are ready to start working immediately if there is a suitable vacancy, and 15.8% need some time to prepare. 21.1% of residents are also ready to start working, but on the condition of a flexible working schedule.

Are you ready to start working now (if suitable vacancies are available)?

- Yes, ready to start immediately 26.8%
- Yes, but only with a flexible schedule 21.1%
- Yes, but I need some time to prepare 15.8%
- No, I am not ready at the moment 36.3%



26.3% of respondents are considering the possibility of retraining or acquiring a new profession. Another 34.7% do not rule out such a possibility in the future. The results indicate that more than half (61%) of surveyed residents of the Ivankiv community have motivation for professional development and adaptation to the modern labour market.

Are you considering the possibility of retraining or acquiring a new profession?

- Yes 26.3%
- Maybe 34.7%
- No 39.1%



Among the fields and areas of retraining, the highest demand is for the IT sector (14.2%), the profession of psychologist (11.5%), education-related specialties and working with children (10.8%), and medical professions (10.8%).

Respondents are the least interested in creative professions, including artist (0.7%) and photographer (0.7%).

The results indicate that respondents who consider the possibility of retraining or acquiring a new profession are primarily oriented towards practical and popular directions that can provide stability, social significance and employment prospects. At the same time, the low interest in creative professions may be associated with low labour market demand, unstable income or lack of development prospects for such fields in the community.

Which new profession would you like to acquire?

IT profession, working with computers	14.2%
Seamstress	5.4%

Medicine, massage, pharmacy	10.8%
Law	2.7%
Artist	0.7%
Florist, landscape designer, gardener	6.8%
Photography	0.7%
Cooking, confectionery	4.1%
Finance, economics, business, accounting	8.8%
Social work, social services	2.7%
Psychology	11.5%
Tourism	1.4%
Education, working with children, library	10.1%
Sales, management, marketing	4.7%
Hospitality sector (restaurateur, bartender, barista)	2.7%
Worker, cleaner	1.4%
Volunteering, work in NGOs	1.4%
Beauty sector (hairdresser, cosmetologist, eyelash extensions)	3.4%
Translation	1.4%
Driver, mechanic, excavator operator	2.7%
Administrator, consultant, coach	5.4%
HR, records management	1.4%
Any profession	4.7%

More than half of respondents who are considering acquiring a new profession choose online learning as the preferred format for retraining (**57.4%**). The model of internship/practical training directly in the workplace (**47.0%**) and attendance of in-person courses within the community (**33.2%**) are also of considerable interest to residents of the Ivankiv community.

Which format of training/retraining suits you best?

In-person courses in the community	33.2%
Online learning	57.4%
Internship/practical training in the workplace	47.0%
Individual consultations/mentoring	8.9%

The most common incentives for obtaining a new profession or retraining are the availability of free or affordable courses/trainings (**69.4%**), employment guarantees (**56.5%**) and a convenient learning format (online, evening courses, etc.) (**51.8%**). The least motivating factor for respondents is examples of other people's success (**9.7%**).

What could most encourage you to learn something new or acquire a different profession?

Free or affordable courses/trainings	69.4%
Convenient learning format (online, evening courses)	51.8%
Scholarship/financial support during training	30.2%
Job guarantees after training	56.5%
Possibility of internship/practical training during learning	26.6%
Examples of other people's success	9.7%
Advice and support from a mentor/coach	16.9%

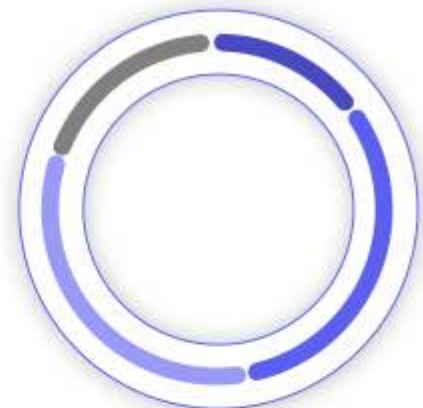
Perspectives of Residents of the Ivankiv Community on Psychological Well-Being and Social Cohesion

Approximately one third of all respondents (**33.6%**) do not participate in the public life of the community, while **15%** are regularly involved in community activities (volunteering or charitable initiatives, activities of civil society organisations or charitable foundations). Another **31.9%** participate in such activities from time to time.

These survey results demonstrate a moderate level of civic engagement among residents of the Ivankiv community. Despite the fact that a noticeable share of residents takes part in various community initiatives, every third respondent remains outside public life, which may indicate limited motivation or the presence of barriers to participation in such activities.

Do you participate in the activities of local civil society or charitable organisations, volunteer initiatives or community groups?

<input type="radio"/> Yes, regularly	15.0%
<input type="radio"/> Yes, from time to time	31.9%
<input type="radio"/> No, I do not participate	33.6%
<input type="radio"/> Difficult to answer	19.5%



Among respondents who do take part in community activities, **44.8%** are active volunteers who organise various events, weave camouflage nets, cook food, etc. Almost the same share of respondents (**43.7%**) participate in supporting volunteer initiatives (taking part in collections, making donations, attending fairs).

Respondents are less actively involved in the work of civil society organisations – **6%**, and in community initiative groups, school-based or similar groups – **7.1%**.

If "yes", please indicate in which organisation or initiative you participate and what role you perform there:

Active volunteers (organising, weaving nets, cooking meals)	44.8%
Support participants (joining volunteer collections, donating, attending fairs)	43.7%
Participation in civil society organisations	6.0%
Participation in community initiative groups, school-based groups, etc.	7.1%

It is worth noting that the level of civic engagement does not have a direct correlation with income level, as **40%** of those who are active participants in various community and volunteer initiatives report having no income at all, and another **20%** of them participate irregularly. Overall, the most active in community life are residents with no income and those whose financial security exceeds 30,000 UAH.

Do you participate in local community or charitable organisations, volunteer initiatives, or community groups?

	No income	Up to 5,000 UAH	5 001-10 000 UAH	10 001-15 000 UAH	15 001-20 000 UAH	20 001-30 000 UAH	More than 30,000 UAH	Difficult to answer
Yes, regularly	40.0%	13.0%	15.6%	7.5%	23.3%	14.8%	23.8%	11.1%
Yes, from time to time	20.0%	30.4%	28.9%	41.1%	27.4%	31.5%	28.6%	26.7%
No, I do not participate	30.0%	43.5%	37.8%	31.8%	31.5%	38.9%	28.6%	24.4%
Difficult to answer	10.0%	13.0%	17.8%	19.6%	17.8%	14.8%	19.0%	37.8%

Among vulnerable groups, the highest level of civic engagement is demonstrated by persons with disabilities (**60.6%**), residents who have suffered war-related injuries (**61.1%**), as well as veterans and their family members (**52.9%**). At the same time, IDPs (**8.6%**) and unemployed persons (**14.3%**) are the least likely to participate in local initiatives.

Do you participate in local community or charitable organisations, volunteer initiatives, or community groups?

	IDP	Person with a disability	Person with functional limitations (without disability status)	Person with war-related injuries	Veteran or veteran's family member	Family of a military service member	Low-income family	Unemployed person or job seeker	Do not belong to any group
Yes, regularly	0.0%	21.1%	10.0%	16.7%	17.6%	25.5%	0.0%	4.8%	12.7%
Yes, from time to time	8.6%	39.5%	30.0%	44.4%	35.3%	25.5%	23.1%	9.5%	32.9%
No, I do not participate	68.6%	31.6%	40.0%	38.9%	35.3%	33.3%	61.5%	71.4%	28.9%
Difficult to answer	22.9%	7.9%	20.0%	0.0%	11.8%	15.7%	15.4%	14.3%	25.4%

Respondents were asked to assess their psychological and emotional state over the two weeks preceding the survey.

Most respondents only occasionally feel in a good mood and energetic (**31.9%** – sometimes, **35.7%** – rarely). Only **7.5%** of respondents reported feeling cheerful and full of energy always or almost always.

A similar situation is observed with the feeling of calm. Most frequently, respondents reported that they rarely feel calm and relaxed (**44.6%**). Only **4.9%** always or almost always feel calm.

Recovery of strength after sleep is also quite problematic for respondents: **72.8%** feel fresh and rested only sometimes or rarely. **10.6%** never feel restored after night rest.

35.2% of respondents rarely and **30.8%** sometimes feel that their daily life is full and interesting.

The most positive assessments are observed with regard to the ability to cope with daily tasks – about half of respondents (**41.6%**) reported that they felt confident in their actions quite often or almost always. Another **32.2%** sometimes feel that they cope well with everyday tasks.

A particularly alarming indicator is the level of stress and anxiety related to the war and the economic situation: **78.1%** of respondents stated that they experience these states quite often, almost always or always. This indicates a high level of emotional strain and anxiety among the majority of the community's population.

The results indicate a moderate level of emotional well-being over the past two weeks among residents of Ivankiv Community, and highlight the need to implement measures to support the psychological and emotional state of the population, including programmes for stress reduction, development of emotional resilience, and strengthening psychological comfort.

Rate the frequency of the following conditions (well-being) over the past 2 weeks

	Never	Rarely	Sometimes	Quite often	Almost always	Always
I felt in a good mood and energetic	4.5%	35.7%	31.9%	20.4%	5.9%	1.6%
I felt calm and relaxed	7.3%	44.6%	27.5%	15.7%	3.5%	1.4%
I woke up feeling fresh and rested	10.6%	41.3%	31.5%	10.6%	4.9%	1.2%
My daily life was full of interesting activities	9.4%	35.2%	30.8%	16.4%	5.4%	2.8%
I felt that I was coping well with my daily tasks	1.6%	22.3%	32.2%	27.9%	13.6%	2.3%
I felt stress/anxiety related to the war/economy	0.9%	7.0%	13.8%	40.6%	22.5%	15.0%

Respondents reported that over the past year, among the listed services, they most frequently received legal consultations (**18.5%**) and attended professional training (**22.7%**). At the same time, they least often attended leadership training (**2.4%**), received employment counselling (**3.3%**) and support in preparing grant applications (**2.4%**).

Have you used any of the following services over the past 12 months?

	Yes	No	I do not know such services exist
Psychologist (individual and/or group sessions)	10.8%	87.7%	1.4%
Lawyer	18.5%	80.5%	1.0%
Trainings/courses (professional, educational, entrepreneurship development)	22.7%	73.9%	3.3%
Mentorship and employment support	3.3%	94.1%	2.6%
Leadership / women's leadership trainings	2.4%	92.0%	5.7%
Consultations and support in preparing grant applications	2.4%	93.2%	4.5%

The main reasons for not receiving consultation services on certain issues are lack of need (**44.4%**) and lack of time (**28.4%**). At the same time, some respondents could not use these services due to the unavailability of such support within the community (**10.1%**) and the high cost (**4.7%**).

The results indicate that subjective reasons (no perceived need, lack of time) prevail among the factors reducing demand for consultation services. At the same time, the presence of such barriers as

insufficient availability of specialists and service cost highlights the need to expand advisory support within the community.

Raising awareness about the benefits and accessibility of consultations, as well as developing free or subsidized services, can contribute to increased demand for such support and strengthen social engagement among residents.

If "no", please indicate the main reason:

High cost	4.7%
Not available in the community	10.1%
Lack of time / being too busy	28.4%
I do not see the need	44.4%
I do not believe they are effective	12.3%

1.2. Results of the Survey of Local Self-Government Bodies and Active Civil Society Representatives in the Ivankiv Community, Kyiv Region

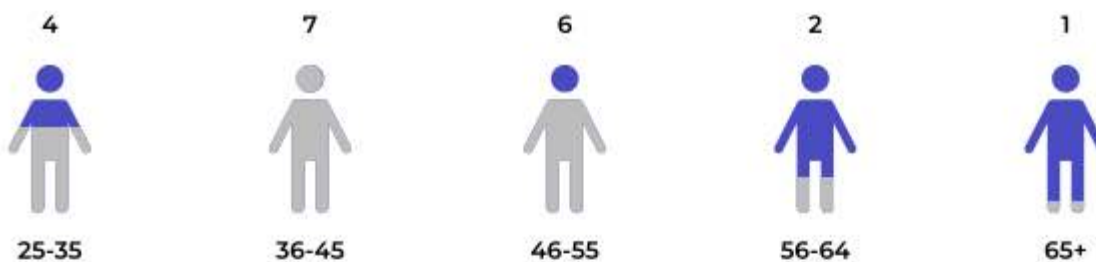
Socio-Demographic Characteristics of Respondents

20 respondents from local self-government bodies and civil society organisations of the Ivankiv community took part in the survey. **100%** respondents were women, which confirms the increasing engagement of women in public and community life.

This result can be viewed as a consequence of socio-political processes caused by the full-scale invasion, when a significant share of the male population is involved in military service. At the same time, it demonstrates the growing role of women in local decision-making, their interest in the development of the community, and their willingness to participate in socially important initiatives.

Most respondents belong to the age groups 36-45 (7 persons) and 46-55 (6 persons), indicating active civic engagement among middle-aged women who have sufficient professional and life experience to contribute to local development processes.

Age:



Most respondents (19 persons) have a higher education, while only 1 respondent indicated having vocational/technical education.

The most active participation was from employees of municipal institutions (8 persons) and local self-government bodies (7 persons). Representatives of the business sector demonstrated the lowest engagement (1 person).

In terms of organisations/institutions, most respondents represented the Municipal Institution of the Ivankiv Settlement Council "Territorial Centre for Social Services (Provision of Social Services)" (10 persons).

Please indicate the name of your organisation/department:

House of Culture	1
Ivankiv Lyceum	2
Municipal Institution of the Ivankiv Settlement Council "Territorial Centre for Social Services (Provision of Social Services)"	10
Starostat	2
Zaprudka Starostat	1

Olyva District Starostat	1
Department of Social Protection (DSP)	1
Administrative Services Centre (ASC)	2

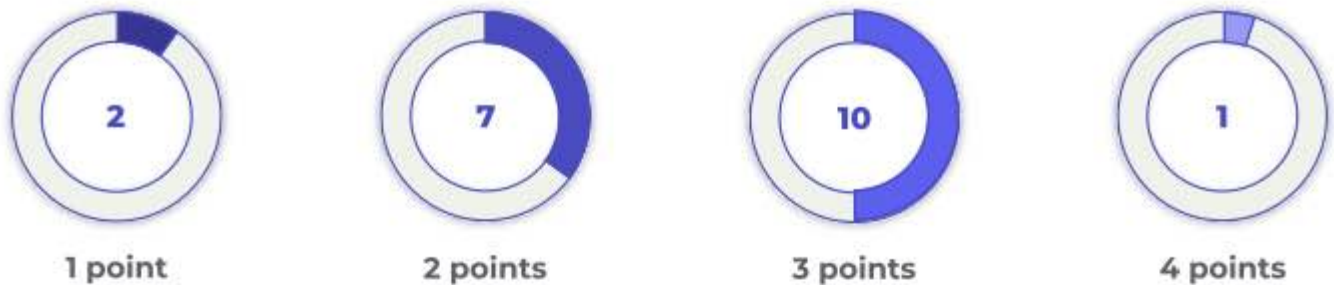
A significant share of respondents hold managerial positions in their organisations (director, deputy director, head of unit, starosta (village head)). The survey also included specialists who directly interact with community members and provide services (senior legal adviser, specialist supporting veterans and demobilized persons, social worker, etc.).

Participants of the focus group were women working in local self-government, culture and administrative services. Such professional diversity ensures a comprehensive understanding of the socio-economic situation in the community, including its administrative, cultural and service-delivery dimensions.

Perspectives of Local Self-Government Bodies and Active Community Representatives of the Ivankiv Community on the Socio-Economic Situation, Employment and Self-Employment

Representatives of institutions assessed the economic situation in the Ivankiv territorial community at an average score of 2.5. Half of respondents (10 persons) gave a score of "3", and another 7 persons rated the community's economic climate at "2 points" out of 5. At the same time, none of the respondents evaluated the level of the community's financial stability at the maximum score.

How would you generally assess the current economic situation in the community today?



*Average value – 2,5 points



"...The economic situation is difficult, as always. As in the country as a whole. We also have our own challenges, due to the fact that we border the exclusion zone, that we do not have our own enterprises. We are a depressed region, and the war, and Chornobyl, and it all doubles, one might say."

Participants of the focus group discussion also highlighted the following factors that, despite the war, have the greatest impact on economic stability in the community:



"...It would be very good if we were not in the red zone and enterprises were relocated to us; we would have budget revenues in the form of taxes from these enterprises. But unfortunately, this is not the case. And today, an increase in the number of people engaged in small business, medium business, self-employment with corresponding tax payment is also a way that can improve the economic situation in our community."



"...Given the situation in which we are currently working, it is important for us that the enterprises of the exclusion zone function normally, as they are the main budget-forming enterprises in our community."

In the settlements where respondents live, there are shops (19 persons), a post office (18 persons), a village council and/or Administrative Services Centre (ASC) (18 persons), a school/kindergarten (18 persons) and optional children's clubs (sports, art groups, etc.) (18 persons), which indicates the availability of basic infrastructure necessary for comfortable living in the community.

Less frequently, respondents mentioned the presence of farming enterprises or cooperatives (14 persons) and the possibility of receiving other household services (e.g. photo services) (11 persons).

Which services and facilities are available/operating in the community's settlements?

Shops (grocery, household)	19
Pharmacy	15
Post office	18
Village council / ASC	18
FOS (feldsher-obstetric station)	15
School / kindergarten	18
Children's clubs, sports and art groups, etc.	18
Hairdresser's / beauty salon	15
Tailor's / shoe repair workshop	14
Workshop for equipment repair (mobile phones, household appliances, bicycles, etc.)	15
Service station (car / agricultural machinery repair)	15
Village club / library	19
Café / canteen	15
Other services (e.g. photo services, etc.)	11
Farming enterprises / cooperatives	14

A significant number of respondents believe that all necessary facilities for comfortable living are present in the community (7 persons). At the same time, among the needs most frequently mentioned are organising leisure activities for children (6 persons) and ensuring access to other household services (e.g. photo services) (5 persons).

Which services and facilities are lacking in the community's settlements?

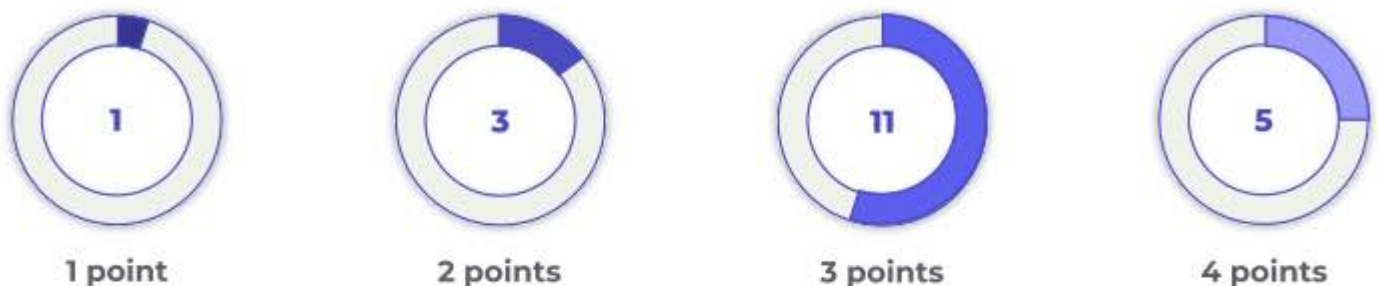
Shops (grocery, household)	2
Pharmacy	4
Post office	2
FOS (feldsher-obstetric station)	2

School / kindergarten	3
Children's clubs, sports and art groups, etc.	6
Hairdresser's / beauty salon	3
Tailor's / shoe repair workshop	2
Workshop for equipment repair (mobile phones, household appliances, bicycles, etc.)	1
Village club / library	2
Café / canteen	1
Other services (e.g. photo services, etc.)	5
Farming enterprises / cooperatives	4
Nothing is lacking	7
Other: safe spaces, interest-based clubs	1

Respondents were asked to assess the level of small business development in the community on a scale from 1 to 5 (where 1 means very weak, 5 means very strong). More than half of the representatives of institutions in the Ivankiv community rated local entrepreneurship at "3 points" (11 persons), and another 5 persons gave a score of "4".

The average assessment of small business and sole proprietorship (FOP) development in the community is 3 points, which indicates a medium level of entrepreneurial activity. This demonstrates the potential for further support of entrepreneurial initiatives, expanding opportunities for self-employment and stimulating local economic development.

Assess the development of small business / sole proprietorship (FOP) in the community



*Average score – 3 points

Among qualified specialists needed by the community, respondents most frequently mentioned health care professionals (doctors, nurses) (15 persons) and social sector specialists (social workers, care services, psychologists) (13 persons). The need for service sector specialists is considerably lower (5 persons).

Which specialists are most needed in your community now?

Blue-collar professions (construction, repairs, transport)	10
Agricultural sector (farming, processing)	10
Service sector (trade, catering, beauty sector)	5
Education and child development (teachers, educators, trainers)	8

Health care (doctors, nurses)	15
Social services (social workers, care services, psychologists)	13
IT and digital services	8

The biggest labour market problems, according to respondents representing institutions of the Ivankiv community, are low wages (17 persons), high staff mobility/outflow (12 persons) and the lack of suitable vacancies within the community (11 persons).

In your opinion, what are the main problems on the labour market in the community?

Lack of vacancies	11
Skills mismatch	5
Low wages	17
Seasonality of employment	3
High staff mobility/outflow	12

During the focus group discussion, local authorities' representatives expressed the view that key labour market problems can be addressed through the development of retraining systems for the population, in particular by supporting women in obtaining professions traditionally considered "male", as well as by stimulating local entrepreneurship. This approach would not only help to reduce staffing shortages but also expand economic opportunities for women, thereby strengthening the community's overall social resilience.



"...Retraining women for male professions. Well, not for all, but at least for some – for example, truck drivers, or something like that. Free training, just go and work. And a very important point, which I think is crucial for our region, is indeed self-employment. People who can earn money on their own. And some of them are already doing it. People are willing."

Almost half of respondents (9 persons) highlighted a decrease in official self-employment over the past 2 years. Another 5 persons reported that small business remains at the same level.

Do you observe an increase/decrease in official self-employment (FOPs, self-employed) in the last 2 years?

Slight increase	1
No change	5
Decrease	9
I do not have this information	5



"...We are looking for qualified staff ourselves. In the settlement council, for example, we have a big problem with lawyers. Many young people study law, but there are very few real lawyers who want to work as lawyers.

Everyone who studied well and wants to be a lawyer and is qualified goes to Kyiv for a high salary. And to the settlement council, where you need to know everything in all directions and are limited in finances, there is no desire among young people to stay."

The most significant reasons for vacancies remaining unfilled, according to respondents, are low wages (11 persons) and staff outflow abroad or to large cities (11 persons). Other important barriers include lack of required education (8 persons) or qualifications (9 persons) among candidates.

What are the main reasons why these vacancies remain unfilled?

Low wage level	11
Lack of required qualifications among candidates	9
Lack of required education among candidates	8
Staff outflow abroad or to large cities	11
Low motivation of applicants / refusal to work officially	1
Inadequate working conditions (schedule, transport accessibility, social guarantees)	1

Focus group participants emphasized the acute shortage of labour resources, especially in sectors traditionally considered "male" professions. This is partly due to the fact that a significant share of men in the community are currently engaged in defending the country, while others try to avoid official employment in order to minimize the risk of mobilization. This situation leads to a shortage of qualified staff on the local labour market, complicates the functioning of municipal services and constrains the development of the production sector.



"...There are many vacancies, especially in male professions. And not only because people are leaving, but also because men are being conscripted into the Armed Forces. And this is just a catastrophe... Even the mechanism of reservation at the municipal enterprise does not help."

Most respondents (7 persons) believe that available vacancies only partially correspond to the real skills of the local population, and another 5 indicated a complete mismatch between vacancies and existing competencies.

To what extent, in your observation, do available vacancies match the actual skills of the local population?

Mostly match	4
Partially match	7
Do not match	5
I do not have this information	4

Special attention should be paid to the development of an inclusive labour market: the community creates jobs adapted for persons with disabilities. At the same time, this practice does not resolve the problem of staff shortages due to low wages.



"...There are organisations where 4% of staff are persons with disabilities. ...We had such an employee. At the Territorial Centre, a person with a disability due to this war worked there, he has no legs, and all conditions were created for him. At the moment, he resigned and moved to work in Kyiv, where conditions are better. Again, this is a case when a person moved to better prospects, to Kyiv. For a higher salary, more opportunities, he bought housing there. He is young, motivated, he wants to develop. He moved to Kyiv, although he had everything arranged here for him."

Most respondents noted that the community supports local businesses by providing vacant premises for rent (13 persons). A significant share also pointed to the allocation of land plots for farming (7 persons) and the involvement of external support (from NGOs and charitable foundations) (7 persons). The least common form of support is access to equipment or machinery (1 person).

What opportunities to support entrepreneurs already exist in your community?

Vacant premises for rent (municipal or private)	13
Land plots for farming	7
Access to equipment or machinery (agricultural machinery, transport)	1
Local government programmes (benefits, co-financing, grants)	3
Opportunities for training or consultations (courses, trainings, seminars)	2
Support from NGOs or charitable foundations	7
Experience sharing with local entrepreneurs	6
Help with product sales (fairs, local markets, online promotion)	5
Other	1

Among the most needed types of support for starting a business/self-employment, respondents indicated training and retraining (14 persons) and the development of strategies for selling products or services (platforms/marketing, etc.) (10 persons).

Which types of support, in your opinion, are most lacking for the population to start their own business/self-employment?

Training/retraining	14
Business planning consultations	9
Lack of premises for business/office	5
Microcredits/financial assistance	9
Grants for start-ups/FOPs	8
Platform/marketing for product sales	10

At the same time, local authorities' representatives noted that among residents who are interested in starting their own business, there is a widespread sense of uncertainty – people do not know in which specific field it is reasonable to launch a business. This indicates a lack of information about local market needs, promising areas for development and potential niches for entrepreneurship.



"...They are not certain, they do not know what they want. We open the classification of economic activities and suggest: are you interested in trade, or services, or something else – and they think, aha, I would like that."

In respondents' view, the community can support the development of small business by providing land for lease (11 persons), offering preferential rent of municipal premises (8 persons), organising fairs or exhibitions (9 persons) and providing informational support (7 persons).

What specific resources or actions can the community use to help people who want to start or develop their own business?

Preferential rent of municipal premises	8
Provision of land for lease for small business	11
Access to shared equipment (e.g. processing machinery, cold storage, transport)	1
Creation of cooperatives (joint procurement and product sales)	3
Organisation of local fairs/exhibitions	9
Provision of legal or accounting consultations	4
Provision of benefits/tax reliefs	2
Business training and workshops	4
Mentoring support from experienced entrepreneurs	2
Informational support (advertising, help with social media, website creation)	7
Access to financing (microgrants, loans, microcredits)	4
Involvement of external financing programmes (grants, loans)	3
Other	1

4 respondents emphasized their institution's/organisation's readiness to join initiatives for self-employment development, while another 5 indicated that such support could be only partial. However, almost half of respondents (8 persons) stressed the need for external support to implement such activities.

To what extent is the community/organisation/institution ready to participate in initiatives for self-employment development?


Fully ready	4
Partially ready	5
External support is needed	8
Not ready	3

To support programmes and initiatives, the community can provide available premises, organisational support and expert consultancy.

What resources in the community can be used to support programmes (platforms, educational institutions, premises, experts)?

Experts	2
There are available premises	1
Qualified experts	1
Communication resources	1
Educational institutions can be involved	1
Educational	1
I do not have this information	1
I do not know	1
Local self-government bodies	1
Organisational	1
Platforms and premises	1
Premises	6
Any resources can be involved, the main thing is to have beneficiaries	1
Only premises, and they still need repairs	1

Local self-government representatives noted that the Administrative Services Centre (ASC) has a dedicated specialist who provides consultations to residents on starting and running a business.



"...In the Administrative Services Centre, we have created a workstation for consulting people on doing business, on how to start a business and what is needed for that. Specialists have undergone special training. Everything is equipped there, and they consult everyone who is interested."

Half of respondents (10 persons) reported that, to finance training and retraining programmes, the community is prepared to attract donor and international projects, and another 7 respondents consider business partnerships (corporate social responsibility) as a possible resource. Only 3 respondents view the community budget as a source of funding for such programmes.

What resources can the community mobilise to finance training and retraining programmes?

Community budget	3
State programmes	7
Donor/international projects	10
Business partnerships (corporate social responsibility)	7
Other	2

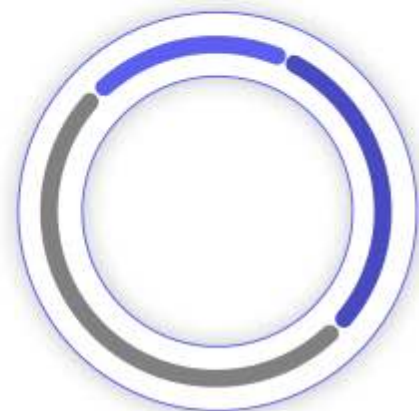


"...We may not co-finance in cash, but we contribute to solving certain issues, whether it is premises, transport or other aspects needed for project implementation. Because funding is a problem."

Half of respondents (10 persons) indicated that their organisation/structure has no experience of cooperation with donors in the field of employment. However, almost one third of respondents (6 persons) reported having such partnerships in the past.

Does your organisation/structure have experience of cooperation with donors in the field of employment?

- Yes 6
- Yes, but with limited results 3
- No 10



Half of respondents (10 persons) emphasised that support projects for vulnerable groups (IDPs, women, youth, veterans, persons with disabilities) are fully accessible in the community. Another 7 respondents indicated that such programmes are partially accessible.

In your opinion, how accessible are these projects/programmes for vulnerable groups – IDPs, women, youth, veterans, persons with disabilities, etc.?

Fully accessible	10
Partially accessible	7
Hardly accessible	2
Not accessible / not functioning	1

Most respondents are not informed about existing employment-related programmes in the Ivankiv community. Among the programmes mentioned in this area were cooperation with the Employment Centre on public works, IOM projects, the state programme "Own Business" ("Vlasna sprava"), and cooperation with local NGOs.

Which donor/state/local programmes in the field of employment/business support are currently operating in the community?

None	1
"Vlasna sprava", "eVidnovlennia", mobile ASC	1
IOM	1
I do not have this information	4
I do not know	4
I do not have the answer	1
None	2

None, or I do not know	1
IOM projects	1

Almost half of respondents (8 persons) believe that residents of the Ivankiv community are moderately open to retraining and learning. Another 6 respondents think that residents are not very interested in such activities.

In your observations, how open are residents to retraining/learning?

Very open	3
Moderately open	8
Not very interested	6
I do not have this information	3

Priority retraining areas, in respondents' view, include gaining skills to provide care services to different population groups (children, older people, persons with disabilities) (15 persons) and mastering blue-collar professions (12 persons).

Which retraining areas are most important, in your opinion, for the community?

Mastering blue-collar professions	12
Agribusiness, craft production	10
Education, childcare	10
Medicine	11
IT and digital skills	10
Care services (children, older people, persons with disabilities)	15
Entrepreneurship, business management	9
Tourism	8
Difficult to answer	1

The most needed measures to increase residents' chances of employment are training and retraining. Proposals for individual consultations with career counsellors were mentioned less frequently.

Which measures and skills development, in your opinion, are most needed to improve employment prospects for residents?

Training	10
Encouraging / motivating the population	1
Individual consultations with career advisors, workshops on writing CVs and motivation letters, mentorship programmes where experienced specialists support beginners	1
Training and retraining	2
Training and appropriate funding	1

None	1
Acquiring manual / vocational professions	1

Community employees primarily need to update their digital (14 persons) and communication (14 persons) competencies. There is also a strong demand for updating and deepening professional knowledge in their field of work (12 persons).

Which skills or knowledge among current community employees need updating?

Digital skills	14
Professional knowledge in their field (medicine, education, etc.)	12
Managerial and organisational skills	5
Communication and social skills	14

Half of respondents (10 persons) rated the level of cooperation between their organisation/institution and key institutions in the field of employment and job placement at 4 out of 5 points. Another 6 respondents rated this cooperation at the maximum of 5 points. These results indicate that employment processes in existing community institutions are well-established and stable.

How would you assess the level of cooperation between your community/organisation/ institution and key institutions in the field of employment and job placement?

Poor	1
Satisfactory	3
Good	10
Very good	6

Most respondents (16 persons) could not specify which barriers hinder effective coordination on employment and job placement.

What barriers hinder effective coordination between these institutions?

No answer	16
Coordination between institutions is well established	1
I have no answer	1
Lack of trust	1
None	1

Perspectives of Local Self-Government Bodies and Active Community Representatives of the Ivankiv Community on the Psychological Well-Being and Social Cohesion of Community Residents

The most significant socio-psychological problems, in the opinion of respondents, are feelings of uncertainty about the future (16 persons), high levels of stress and anxiety among the population (13 persons), decreasing civic engagement (12 persons) and burnout (in particular among employees in education, health care and the social sector) (12 persons).

Which socio-psychological problems do you observe in the community?

High levels of stress and anxiety among the population	13
Feelings of uncertainty about the future	16
Burnout (in particular among employees in education, health care and the social sector)	12
Social isolation and loneliness (especially among older people)	10
Conflicts in families / domestic violence	1
Declining trust in institutions	6
Decreased civic engagement (indifference, apathy)	12
Problems with the integration of IDPs in the community	2
Lack of accessible psychological support services	3
Difficult to answer	1

The most effective measures to improve the socio-psychological climate in the Ivankiv community, in the opinion of respondents, would be group psychological trainings, support groups and consultations for different categories (youth, veterans, IDPs, persons with disabilities) (13 persons), individual psychological consultations (12 persons) and the creation or improvement of public spaces for leisure (cultural centres, clubs, youth centres, sports grounds) (12 persons).

Which measures can help improve the socio-psychological climate in the community?

Individual psychological consultations	12
Group psychological trainings, support groups, consultations for different categories (youth, veterans, IDPs, persons with disabilities)	13
Creation of safe spaces for children, women and other vulnerable groups	10
Creation or improvement of public spaces (cultural centres, clubs, youth centres, sports grounds)	12
Activities aimed at building social cohesion in the community (greening, cleaning, improving public spaces)	7
Cultural events (festivals, concerts, fairs, festivals)	6
Joint sports and wellness activities (tournaments, runs, yoga, dancing, competitions)	5
Group meetings/clubs by interest (clubs for young people, older people, parents)	6
Stress and burnout prevention programmes (lectures, information campaigns, meetings with psychologists)	9
Volunteer and charitable initiatives (support for vulnerable groups, joint actions)	9
Leisure activities for children and youth (clubs, sports sections, summer camps)	9
Accessible "meeting places" (café, library, hub, park with benches)	6
Improving communication with residents about events and opportunities (announcements, social media, newspapers, radio)	5

Training for community leaders and activists (how to work with people, resolve conflicts, organise events)	6
Support and integration programmes for IDPs, veterans and other groups that need adaptation	7
Organisation of round tables/dialogue meetings between residents, authorities and business	3

12 persons reported the existence of support programmes in the community, including those for vulnerable population groups. Another 5 residents indicated that such support programmes exist, but emphasised that their implementation is limited.

15 out of 20 respondents were unable to explain why specialised programmes are implemented on a limited scale. However, some representatives of institutions/organisations in the Ivankiv community shared their views on this:



"...Most social programmes depend on the state or local budget; programmes often have short-term donor funding; the population often does not know about specialised programmes; some population groups (persons with disabilities, IDPs, people who have experienced violence) avoid seeking help due to fear of judgement or mistrust of state institutions."



"...Because most services are located in Ivankiv, and not everyone from remote villages can get there."



"...Not everyone who needs support knows about it, or they do not reach out."

Considering these views, effective implementation of support programmes for the population requires ensuring sustainable funding sources, conducting information campaigns before the launch of projects, developing mobile service delivery formats in remote settlements and strengthening public trust in social institutions.

Does your community/organisation/institution have special programmes/services to support the population, in particular vulnerable groups?

- Yes, they are effective – please give examples. 12
- Yes, but limited/not widespread – please explain why. 5
- No, they are absent. 3



8 out of 20 respondents could not provide examples of successfully implemented programmes to support the population, in particular vulnerable groups. However, some respondents emphasised the active work of civil society actors in the community, namely CF "Rokada", NGO "Ivankiv Youth Organisation", as well as local institutions (Resilience Centre, Territorial Centre of Social Services, University of the Third Age). Among the forms of support, respondents mentioned the "Veteran's Assistant" programme, "Unity for Action", social taxi services, in-kind assistance and others.

Conclusions:

1. Overall Socio-Economic Situation

The Ivankiv community is characterised by a reasonably well-developed basic infrastructure that ensures residents' access to essential services such as education, healthcare, retail, and administrative support. At the same time, remote settlements continue to face a shortage of several social and household services –children's clubs, sports sections, repair workshops, pharmacies, and other service facilities. This results in unequal access to services and limits the potential for local entrepreneurial initiatives.

Most residents have previous experience of formal employment; however, part of the working-age population faces challenges related to finding employment or maintaining stable income.

The majority of households, including those belonging to vulnerable groups, report a monthly income in the range of 5,001–15,000 UAH, which is significantly lower than the regional average. Internally displaced persons (IDPs) and unemployed residents are the groups most frequently affected by financial hardship.

Key employers in the community remain public and municipal institutions as well as small businesses.

2. Labour Market and Employment

The main challenges observed in the local labour market include low wages, a limited number of vacancies, and the outflow of qualified specialists to larger cities or abroad. Specialists most often leave the community due to low salaries, which makes the local job market uncompetitive.

Residents of remote settlements face the greatest difficulties in securing employment since most workplaces are concentrated in the administrative centre, and transport accessibility is limited.

Overall, the labour market demonstrates an ambivalent profile: on the one hand, there is a shortage of vacancies; on the other, there is a pronounced lack of qualified personnel, particularly in fields traditionally associated with "male" professions.

According to local government representatives, the shortage of specialists could be partially addressed by supporting women's retraining for professions previously considered male-dominated. This approach may help reduce gender imbalance and increase overall employment rates.

An inclusive labour market is gradually developing, with some workplaces created for people with disabilities. However, low wages in these positions do not address the broader issue of staff shortages and do not motivate long-term employment.

3. Entrepreneurship and Self-Employment

The development of small business and entrepreneurship in the Ivankiv community is assessed as moderate. Local authorities view small business as a key driver of economic stabilisation.

More than a third of respondents express interest in starting their own business, yet most face financial constraints, lack of knowledge, and low confidence. This indicates the presence of potential for self-employment, provided that a supportive environment is created, including access to training, advisory services, grants, and start-up capital.

Current community-level support remains fragmented: some municipal premises and land plots are available for rent, and the local Administrative Services Centre offers basic consultations for individuals interested in starting a business. However, no comprehensive programmes or institutional mechanisms to support small business have yet been established. The introduction of preferential conditions for local entrepreneurs is limited by the community's financial constraints.

At the same time, nearly half of representatives of local institutions and NGOs express readiness to participate in self-employment initiatives but emphasise the need for external financial, organisational, and expert support. This opens opportunities for cooperation with international donors, state programmes, and potential business partners.

Promising areas for entrepreneurial development include transportation services, construction, forestry and agriculture, tourism, and various types of craft production, such as glassmaking, dairy products, traditional handmade dolls, beadwork, and similar goods.

The community possesses strategic deposits of minerals (including unique clays and sands), though industrial use is restricted by legislation. Their utilisation in small-scale craft production may represent an effective way to unlock local economic potential.

Agricultural activity remains limited due to soil contamination in certain areas and the sandy nature of the land.

A notable proportion of residents interested in opening a business have not yet selected a specific field. Therefore, advisory programmes focused on identifying suitable business niches and assessing local market needs would be appropriate, helping to form a more structured approach to entrepreneurship development.

4. Priority Areas for Training and Retraining

For residents, the main incentives for participation in training are accessibility and the prospect of employment. Over 60% of respondents are willing to undertake professional training or change their occupation. The highest levels of interest relate to IT, healthcare, psychological services, pedagogy, and other socially relevant and in-demand sectors. This demonstrates the community's readiness to adapt to modern labour market requirements but highlights the need for accessible educational programmes within the community.

5. Psychological Well-Being and Social Challenges

Representatives of institutions in the Ivankiv community report a high level of emotional exhaustion among social-sector employees and increasing psychological strain among residents. The most common issues include professional burnout, heightened anxiety, and uncertainty about the future. More than 78% of residents experience persistent stress and anxiety related to war and economic difficulties. High emotional strain is accompanied by low satisfaction with personal financial well-being (average score: 2.26). This underscores the need for systemic psychological support programmes for both residents and specialists, potentially through partnerships with civil society organisations or dedicated counselling centres.

Although one-third of the population is not involved in community life, a substantial proportion participate in volunteering or civic initiatives at least occasionally, creating opportunities for community-government-civil-society cooperation, which is critical for post-war recovery.

Recommendations:

1. Introduce comprehensive small-business support programmes ranging from advisory services on business registration to financial support mechanisms (micro-grants, assistance schemes, etc.).
2. Provide career-orientation consultations and guidance on selecting viable business sectors (given the high share of residents willing to start a business but lacking a clear plan), as well as assistance in business-plan development.
3. Offer coaching or psychological support to help residents overcome fears and psychological barriers associated with starting a business.
4. Support existing and potential entrepreneurs in expanding market access for their products.
5. Facilitate dialogue between business representatives, local authorities, and the Employment Centre to coordinate efforts aimed at training and addressing the local skills gap.
6. The development of business initiatives in the transport sector will have a dual positive impact on the community: improving transport infrastructure, which will increase the mobility of residents, especially those living in remote settlements; and creating jobs and attracting human resources from remote communities, which will enhance economic activity and support the social integration of the population.
7. Considering the existing infrastructure and the population's demand for training and retraining, it is advisable to support the development of remote professions and flexible forms of employment. This will allow the community to: retain human resources locally, even for those who cannot work offline; expand economic opportunities for young people, women, and other population groups interested in professional development; and increase the adaptability of the labour market and the community's resilience to changes in regional and national labour markets.
8. It is advisable to organize psychological support in two formats: group sessions for specialists in relevant fields (social work, education, local self-government), which will strengthen their stress resilience, competencies in working with the population, and the effectiveness of service delivery; and group and individual psychological counselling programmes for residents who are most affected by prolonged stress and psychological burden, including vulnerable groups and internally displaced persons.
9. It is recommended to introduce flexible formats of psychological support (remote and outreach consultations, including for residents of remote settlements) to expand access to psychological assistance and strengthen the community's resilience.
10. A campaign should be conducted through local information channels to engage all interested community residents in the project.
11. It is recommended to focus efforts on involving internally displaced persons, unemployed individuals, and low-income families in community initiatives, as these groups remain less integrated into community life and require additional opportunities for social participation.

Study of the Socio-Economic Situation in the Dymer Community at the Start of Project Implementation (Baseline)

The Dymer territorial community comprises the urban-type settlement of Dymer and 34 villages.

Total population: ~19 720 (10 571 women, 9 149 men, 2 995 children).

Vulnerable groups: pensioners – 6,090; persons with disabilities – 919; families of fallen soldiers – 58; IDPs – 1,339; households receiving social assistance – 264.

Financial context: the community has very limited tax revenues (~2.9 million euro in 2024) and relies heavily on state subventions (~2.2 million euro). Main expenditures: education (3 million euro), social housing (560,000 euro), healthcare (423,000 euro); administrative costs (404,000 euro).

Average monthly salary: 400-500 euro (below the national median – 533 euro).

Business: over 800 companies (predominantly small enterprises), engaged in agriculture, retail, vehicle repair, construction, and local services.

Social environment: absence of active local civil society organisations, low interest from local authorities in civil society partnerships, high level of centralised decision-making, widespread mistrust.



2.1. Results of the Survey of Residents of the Dymer Community, Kyiv Region

Socio-demographic Characteristics of Respondents

A total of **162** residents participated in the survey conducted across the Dymer community.

The survey covered the residents of the urban-type settlement of Dymer (administrative centre) and such villages as: Abramivka, Vakhivka, Volodymyrivka, Hlibivka, Huta Katiuzhanska, Demydiv, Katiuzhanka, Kozarovychi, Kruhy, Lytvynivka, Lisovychi, Lyubymivka, Mykolaivka, Petrivske (Dmytrivka), Rykun, Rovy, Sychivka, Sukholuchchia, Fedorivka, Yasnohorodka (a detailed breakdown of respondent distribution by locality is provided in Annex 2.)

23.3% of respondents were residents of Dymer, the administrative centre. Rest of the respondents – **66%** – were from nearby settlements, and **8.6%** lived in remote villages of the community. **1.9%** did not specify their place of residence.

The majority of respondents (**72.2%**) completed the questionnaire independently, while **27.8%** received assistance from an interviewer.

Women constitute the majority of respondents – **61.7%**, while men account for **37%**. Another 1.2% of participants chose not to indicate their gender.

This distribution suggests higher civic engagement and openness among women in the Dymer community, reflecting their active role in community life.

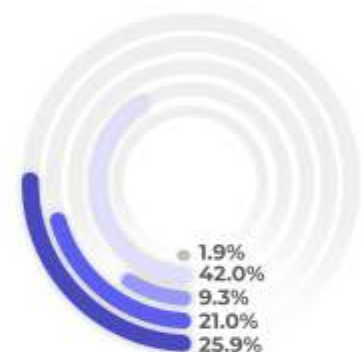
Economically active groups dominate the sample: respondents aged 18-24 (**31.5%**) and 36-45 (**25.3%**). Significant shares also belong to the 25-35 (**16.7%**) and 46-55 (**17.3%**) categories. Residents of pre-retirement and retirement age (56+) constitute only **9.3%**.

This distribution is particularly important for analysing employment and skills development needs, as it covers multiple segments of the working-age population.

Most respondents (**42%**) have higher education (bachelor/master/specialist). A substantial proportion reported vocational education (**21%**) or complete secondary education (**25.9%**).

Please indicate your highest level of education

<input type="radio"/>	Complete secondary education	25.9%
<input type="radio"/>	Vocational education	21.0%
<input type="radio"/>	Incomplete higher education	9.3%
<input type="radio"/>	Higher education (bachelor/master/specialist)	42.0%
<input type="radio"/>	Postgraduate/doctoral studies	1.9%

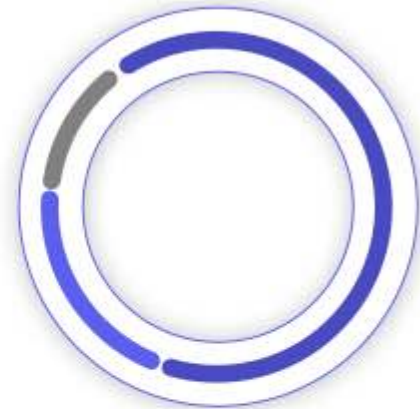


66% of respondents indicated that they had experience with formal employment. At the same time, almost one in five respondents (**21%**) reported informal employment (without proper formalization of labour relations).

This distribution shows a significant share of formal employment but also indicates the prevalence of informal work among some residents of the Dymer community.

Do you have experience in official/unofficial employment?

- Yes, I have worked formally 66.0%
- Yes, I have worked informally 21.0%
- No, I have no work experience 13.0%



The largest share of respondents live in households with minor children (29.9%). A notable proportion indicated couples without children (17.5%) and multigenerational families (14.9%). Single-parent households were the least common respondents (7.1%).

Please indicate the composition of your household (all individuals living together in the same dwelling)

Single person living alone	11.0%
Single parent with minor children	7.1%
Family with minor children	29.9%
Couple without children (including if children live separately)	17.5%
Multi-generational household (e.g., parents, their children, and grandchildren)	14.9%
Household with other relatives (not a multi-generational household)	9.1%
Shared living (cohabitants)	10.4%

More than one-third of research participants (35.6%) stated that they do not belong to any of the listed vulnerable categories. At the same time, nearly one in four respondents has the status of an internally displaced person (23.1%), and one in five belongs to a military family (active service member, fallen, captured, or missing) (20%). The share of active job seekers accounts for 3.8% of respondents.

Do you or any of your family/household members belong to one or more of the following vulnerability groups?

Internally displaced person (IDP)	23.1%
Person with a disability	9.4%
Person without disability but with daily functional limitations (limited mobility – wheelchair; cane; speech or hearing difficulties; other assistive needs).	3.8%
Person injured due to the war	10.0%
Veteran or family member of a veteran	9.4%
Family of a military service member (active, fallen, imprisoned, missing)	20.0%
Low-income family	3.8%
Unemployed person / job seeker	3.8%
None of the above	35.6%

Most respondents assessed their household income as being within 10,001-15,000 UAH (**18.9%**) or 15,001-20,000 UAH (**23.3%**). A considerable number reported higher income brackets — 20,001-30,000 UAH (**14.5%**) or over 30,000 UAH (**16.4%**). Nearly one in ten respondents reported either no income at all (**5.7%**) or a very low income (up to 5,000 UAH) (**3.8%**).

These results point to significant differentiation in financial well-being among Dymer residents.

What is your household's total monthly income?

No income	5.7%
Up to, 5,000 UAH	3.8%
5,001-10,000 UAH	7.5%
10,001-15,000 UAH	18.9%
15,001-20,000 UAH	23.3%
20,001-30,000 UAH	14.5%
Over 30,000 UAH	16.4%
Difficult to answer	10.1%

Perspectives of Residents of the Dymer Community on the Socio-Economic Situation, Employment and Self-Employment

Respondents were asked to rate their satisfaction with their material well-being on a scale from 1 to 5 (where 1 means "not satisfied at all" and 5 means "completely satisfied"). Most respondents (**42.6%**) chose a score of 3. At the same time, **14.8%** indicated the lowest score of "1", while **8.6%** gave the maximum score of "5".

The average score is 2.8, which indicates a moderate level of satisfaction with material well-being among survey participants.

How satisfied are you with your financial situation?

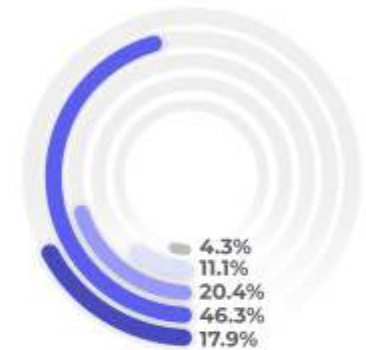


*Average score: 2,8 points

46.3% of respondents in the Dymmer community reported that only one person in their household is employed, and another **20.4%** said that two people are working. At the same time, **17.9%** indicated that there are no employed household members at all (officially, temporarily, or informally).

How many people (including you) in your household are employed officially, temporarily or informally?

<input type="radio"/> 0 – none (people)	17.9%
<input type="radio"/> 1 person	46.3%
<input type="radio"/> 2 people	20.4%
<input type="radio"/> 3 people	11.1%
<input type="radio"/> 4 or more people	4.3%



Among the main sources of household income, respondents most often mentioned formal wages (64.5%), social benefits (21.3%), pensions (20%) and informal earnings (18.1%). Entrepreneurial activity (7.1%) and humanitarian assistance (4.5%) were the least common sources.

An analysis of the structure of household income sources in the Dymer community shows that formal employment is the dominant factor contributing to the population's economic stability. At the same time, the survey results also demonstrate a high dependence of some residents on social benefits and pensions.

What are the main sources of income in your household (select all options that apply to your household)

Wages (official paid employment)	64.5%
Entrepreneurship/self-employment (registered activity, sole proprietorship, farming)	7.1%
Pension	20.0%
Social benefits (allowances, subsidies, etc.)	21.3%
Humanitarian aid	4.5%
Informal side jobs (one-off earnings, small paid services, sale of small goods)	18.1%
Paid employment without official registration	10.3%
Income from a private household plot (sale of grown produce, livestock, milk, eggs, etc.)	9.7%
No income	5.8%

Respondents most often reported that their settlements have grocery/household shops (90%), post offices (80.6%), pharmacies (78.1%), schools/kindergartens (73.8%) and a village council/Administrative Services Centre (71.3%). This indicates the presence of basic social and administrative infrastructure to meet the primary needs of residents.

At the same time, various everyday services are much less available, such as tailoring / shoe repair workshops (20.6%), technical repair shops (24.4%) and other services (e.g. photo services) (20%).

Please indicate which services and facilities are available/operating in the settlement where you live: (check all that apply in your village/town)

Shops (grocery, household)	90.0%
Pharmacy	78.1%
Post office	80.6%
Village council / ASC	71.3%
FOS (feldsher-obstetric station)	41.3%
School / kindergarten	73.8%
Children's clubs, sports and art groups, etc.	43.8%
Hairdresser's / beauty salon	53.1%
Tailor's / shoe repair workshop	20.6%
Workshop for equipment repair (mobile phones, household appliances, bicycles, etc.)	24.4%
Service station (car / agricultural machinery repair)	36.3%
Village club / library	56.3%
Café / canteen	63.8%
Other services (e.g. photo services, etc.)	20.0%
Farming enterprises / cooperatives	21.3%
None of the above	4.4%

Most frequently, respondents mentioned the lack of children's clubs, sports and arts groups (23.3%), tailor's or shoe repair workshops (21.3%), hairdressers (18%) and technical repair workshops (18%).

Which services are lacking in your settlement?

Shops (grocery, household)	12.7%
Pharmacy	16.7%
Post office	3.3%
Village council / ASC	2.7%
FOS (feldsher-obstetric station)	8.0%
School / kindergarten	3.3%
Children's clubs, sports and art groups, etc.	23.3%
Hairdresser's / beauty salon	18.0%
Tailor's / shoe repair workshop	21.3%
Workshop for equipment repair (mobile phones, household appliances, bicycles, etc.)	18.0%
Service station (car / agricultural machinery repair)	15.3%

Village club / library	8.0%
Café / canteen	14.0%
Other services (e.g. photo services, etc.)	14.7%
Farming enterprises / cooperatives	12.0%
None of the above	31.3%
Other	13.3%

Residents of the Dymer community most commonly reported skills in working with computers and digital tools (**36.7%**), experience in agriculture (**30%**), crafts and manual work (**28%**) and administrative/office work (**27.3%**). By contrast, skills in medical and social fields are rare (**5.3%**), which may indicate a limited human resource base in these sectors.

Overall, the findings suggest a diverse skill profile among the population, with noticeable potential for development both in digital literacy and in agriculture and crafts.

Please select from the list which professional skills and abilities, hobbies and interests you have, or add your own option:

Working with computers/digital skills	36.7%
Administrative/office	27.3%
Technical/engineering	18.7%
Agriculture	30.0%
Crafts/manual work	28.0%
Trade/service sector	20.7%
Pedagogical/educational	18.0%
Medical/social	5.3%

The majority of respondents are employees (**45.9%**), which suggests a stable participation of a significant part of the population in the formal labour market. A considerable proportion are students or school pupils (**20.4%**), and **11.5%** work informally or do casual jobs, which may indicate the spread of informal employment in some settlements. Unemployed people who are actively looking for work make up **8.9%**, while another **3.2%** are unemployed but not seeking employment.

Overall, the employment structure shows the dominance of wage labour and points to a potential for developing entrepreneurship and self-employment in the community.

Please indicate your current employment status:

I work as an employee	45.9%
Self-employed / I run my own business	3.8%
Unemployed, looking for a job	8.9%
Unemployed, not looking for a job	3.2%
I work informally/occasionally (side jobs, seasonal work, sale of own products)	11.5%

Pensioner (working)	3.2%
Pensioner (not working)	3.2%
Student / pupil	20.4%

Over half of unemployed respondents and those engaged in informal work (**51.4%**) indicated that the main reason for not working is the lack of vacancies in the community. **21.6%** cannot work due to health issues or disability, and **18.9%** due to care responsibilities for children or older relatives. Only **8.1%** mentioned low wages as the main reason, suggesting that for most, the key barrier is not pay level but the absence of jobs locally.

What is the main reason why you are not working at the moment?

- Lack of vacancies in the community 51.4%
- Low salary level 8.1%
- Health problems/disability 21.6%
- Caregiving responsibilities (children, elderly relatives) 18.9%



More than one-third (**34.1%**) of unemployed or self-employed respondents in the Dymer community earn their living by providing services (repairs, beauty services, sports, hairdressing). Almost one in five (**18.2%**) gain income from agriculture (household plots, livestock) or informal work.

These findings point to the widespread use of informal and household-based self-employment as an alternative source of income where formal job opportunities are limited.

How do you earn your living (sale of grown produce, repairs, helping others, other)? If you are self-employed, what type of activity do you carry out?

Home-based production (baking, sewing, woodwork, handicrafts)	13.6%
Services (repairs, beauty, sports, hairdressing)	34.1%
Agriculture (livestock, vegetables)	18.2%
Informal work / benefits	18.2%
Supported by a partner, help from other people	9.1%
Nothing	6.8%

These are the thoughts of residents of the Dymer community regarding their employment and sources of income:



"...At the moment I only receive 860 UAH in childcare benefits. I went on maternity leave a year ago from a chief accountant position and unfortunately will not be able to return because my child will need more of my time (including due to the inconvenient opening hours of kindergartens for working parents). I have basic English, higher economic education and 17 years of experience as an accountant."



"...Eyelash extensions, eyebrow shaping."



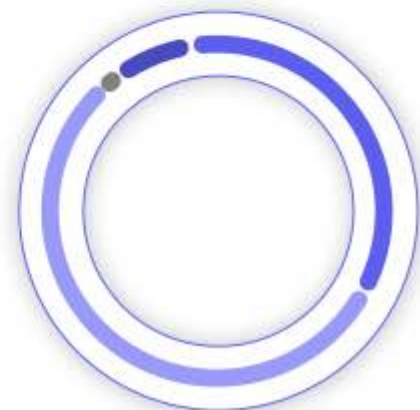
"...I sell traditional Ukrainian beaded jewellery. I am an embroiderer."

55.6% of respondents in these categories do not plan to officially register their activity or hobby. At the same time, more than one-third (**35.3%**) are considering this option but do not yet have a clear plan. Only **7.2%** already have an idea and intend to implement it.

These results highlight the potential for developing self-employment in the community, provided that a supportive environment and targeted assistance for local initiatives are in place.

Have you thought about the possibility of officially registering what you can/do or love doing?

- Yes, I already have an idea and plan to implement it **7.2%**
- Yes, I am thinking about it, but I do not yet have a clear plan **35.3%**
- No, I do not plan to **55.6%**
- I am already implementing it – registered as a sole proprietor (FOP) **2.0%**



65.9% of respondents indicated that financial support (grant, loan, micro-loan) would most encourage them to start a business. Other important motivators include assistance with paperwork and registration (**43%**) and access to markets (**37%**).

A considerable share also pointed to the need for educational or advisory support (**34.1%**) and access to basic equipment or tools (**35.6%**). Overall, the findings suggest that a comprehensive approach is needed to stimulate entrepreneurship, combining financial, advisory and organisational support.

What could most encourage you to start your own business or officially register the activity you are already engaged in?

Possibility to receive financial support (grant, loan, microcredit)	65.9%
Assistance with documentation and registration	43.0%
Assistance with bookkeeping and tax payment	26.7%
Explanation of small business rules in simple language (educational/consulting support)	34.1%
Access to markets (customers, clients)	37.0%
Availability of starting equipment/tools	35.6%
Examples of other people's success in the community	23.0%
Social guarantees (work record, pension, sick leave)	29.6%

The majority of respondents (**68%**) see the lack of start-up capital as the main barrier to opening their own business. For almost half, key obstacles are lack of knowledge (legal, financial, marketing) or lack of practical experience, including in working with grants (**48.7%**), as well as psychological factors – fear of risk, failure and lack of confidence (**44%**).

In your opinion, what are the main barriers to starting your own business/self-employment?

Lack of starting capital	68.0%
Lack of knowledge (legal, financial, marketing, etc.) / lack of practical experience or experience with grants	48.7%
Complexity of administrative procedures (registration/taxes, etc.)	29.3%
Lack of demand for the service/product	20.0%
Lack of a team to start work	22.0%
Lack of time	28.7%
Fear of risk, fear of failure, lack of self-confidence	44.0%
Lack of support or discrimination (gender-based violence, discrimination, lack of understanding from family, etc.)	6.7%

Among the most important working conditions, respondents named stable wages (**91.9%**), a social package (**50.3%**) and flexible working hours (**49.7%**), which indicates a strong demand for financial stability and a balanced work-life arrangement.

Which working conditions are the most important for you?

Stable salary	91.9%
Official employment	43.6%
Flexible schedule	49.7%
Possibility to work remotely	28.2%
Social package (sick leave, paid leave)	50.3%
Employer support for training/development	37.6%

More than half of respondents in the Dymer community (**71.2%**) are ready to start working if suitable vacancies are available: **24.2%** are ready to start immediately, **21.5%** under the condition of flexible working hours, and another **25.5%** after some preparation. At the same time, **28.9%** are currently not ready to work, which may be linked to personal circumstances, health status or a lack of appropriate opportunities in the community.

Are you ready to start working now (if suitable vacancies are available)?

<input type="radio"/> Yes, ready to start immediately	24.2%
<input type="radio"/> Yes, but only with a flexible schedule	21.5%
<input type="radio"/> Yes, but I need some time to prepare	25.5%
<input type="radio"/> No, I am not ready at the moment	28.9%



More than half of respondents in the Dymer community (59.4%) are considering re-training or acquiring a new profession ("yes" or "maybe"), which indicates readiness for professional development and adaptation to changes in the labour market.

Are you considering the possibility of retraining or acquiring a new profession?

<input type="radio"/> Yes	24.7%
<input type="radio"/> Maybe	34.7%
<input type="radio"/> No	40.7%



The most popular areas for acquiring a new profession among the residents of the Dymer community are IT and computer-related work (17.8%), finance, economics, business and accounting (8.9%), as well as driving/mechanics/tractor operation (7.8%) and psychology (7.8%). Around one in five respondents (18.9%) have not yet decided on a specific profession. This suggests both interest in modern, in-demand occupations, while a significant portion of community residents require additional counseling and guidance in the area of professional development.

Which new profession would you like to acquire?

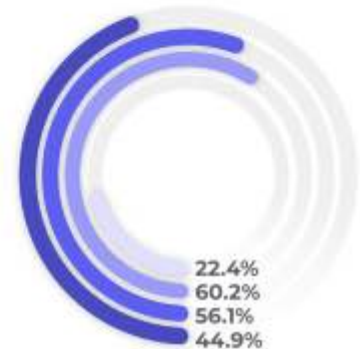
IT profession, computer-related work	17.8%
Sewing, handicrafts	3.3%
Medicine, massage, pharmacy	3.3%
Law	3.3%
Energy sector, firefighter	4.4%
Florist, landscape designer, gardener	1.1%
Cooking, confectionery	3.3%
Finance, economics, business, entrepreneurship, accounting	8.9%
Psychology	7.8%
Military	2.2%
Education, working with children, library	2.2%
Sales, management, marketing	4.4%
Hospitality sector (restaurateur, bartender, barista)	1.1%
Skilled worker, high-altitude worker	3.3%
Grant writing, volunteering, work in NGOs	1.1%

Beauty sector (hairdresser, cosmetologist, eyelash extensions)	4.4%
Translation, foreign languages	1.1%
Driver, mechanic, tractor operator	7.8%
HR, clerical work	1.1%
Any profession	3.3%
Do not know	18.9%

The most preferred formats for training and re-training are workplace internships or practical placements (**60.2%**) and online learning (**56.1%**), while **44.9%** of respondents chose in-person courses in the community.

Which format of training/retraining suits you best?

<input type="radio"/> In-person courses in the community	44.9%
<input type="radio"/> Online learning	56.1%
<input type="radio"/> Internship/practical training in the workplace	60.2%
<input type="radio"/> Individual consultations/mentoring	22.4%



In most cases, respondents are motivated to learn or acquire a new profession by free or affordable courses (**65.3%**) and guarantees of employment after training (**64.6%**). Convenient learning formats (**47.6%**) and opportunities for internships or practical training (**42.9%**) are also important.

What could most encourage you to learn something new or acquire a different profession?

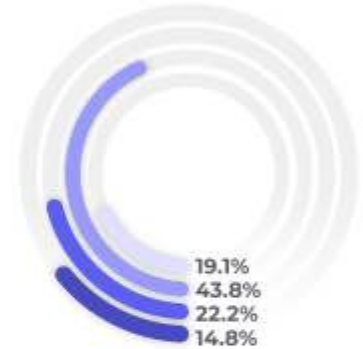
Free or affordable courses/trainings	65.3%
Convenient learning format (online, evening courses)	47.6%
Scholarship/financial support during training	40.1%
Job guarantees after training	64.6%
Possibility of internship/practical training during learning	42.9%
Examples of other people's success	14.3%
Advice and support from a mentor/coach	21.1%

Perspectives of Residents of the Dymer Community on Psychological Well-Being and Social Cohesion

43.8% of respondents are not involved in the activities of civil society organisations or volunteer initiatives. At the same time, a considerable share take part in such activities on a regular basis (**14.8%**) or from time to time (**22.2%**).

Do you participate in the activities of local civil society or charitable organisations, volunteer initiatives or community groups?

<input type="radio"/>	Yes, regularly	14.8%
<input type="radio"/>	Yes, from time to time	22.2%
<input type="radio"/>	No, I do not participate	43.8%
<input type="radio"/>	Difficult to answer	19.1%

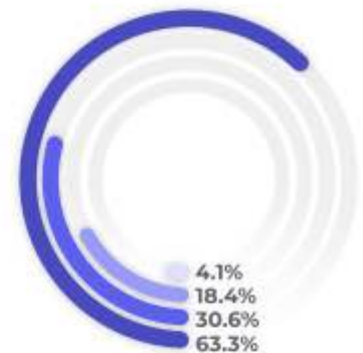


Among Dyrer community residents who do engage in community activities, the majority are active volunteers (**63.3%**) who organise events, weave camouflage nets, cook food, etc. Another **30.6%** are "support participants" who make donations, join fundraising campaigns or visit charity fairs.

The responses suggest that socially active residents tend to focus on practical contributions and mutual support within the community.

If "yes", please indicate in which organisation or initiative you participate and what role you perform there:

<input type="radio"/>	Active volunteers (organising, weaving nets, cooking meals)	63.3%
<input type="radio"/>	Support participants (joining volunteer collections, donating, attending fairs)	30.6%
<input type="radio"/>	Participation in civil society organisations	18.4%
<input type="radio"/>	Participation in community initiative groups, school-based groups, etc.	4.1%



"...Local organisation 'Demydiv Guardians' ('Demydivski berehyni'), delivering essential items/food parcels to the frontline."



"...Volunteer activity, our team is called 'Lytvynivka Bees'. Role: the 'baking fairy'."



"...DonorUA, I donate blood and its components free of charge."

Respondents were asked to assess their psychological and emotional state during the two weeks preceding the survey.

Most of them reported feeling in a good mood and energetic "sometimes" (**35.2%**) or "quite often" (**25.3%**), but only a small share chose "almost always" (**9.9%**) or "always" (**1.9%**).

Feelings of calmness and relaxation had a similar distribution: most respondents selected "sometimes" (**30.2%**), "quite often" (**24.1%**) or "rarely" (**28.4%**).

As for physical rest, **43.2%** "never" or "rarely" woke up feeling refreshed, which indicates a low level of recovery.

Everyday life was perceived as interesting only occasionally: over one-third felt that their daily life was fulfilling "rarely" (32.7%) or "sometimes" (29.6%).

At the same time, most respondents felt they were coping well with their daily tasks: 35.2% answered "quite often" and 19.1% "almost always".

Stress and anxiety related to the war and the economic situation are high: more than half experienced them "quite often" (26.5%), "almost always" (16.7%) or "always" (14.2%).

The findings suggest that most respondents are in a state of moderate psychological well-being: they occasionally experience good mood, calmness and satisfaction with everyday life, but at the same time face emotional fatigue, lack of rest and elevated anxiety levels driven by the war and economic instability. Despite this, a significant proportion demonstrate confidence in their own abilities and the capacity to cope with difficulties, which points to internal resources and adaptive potential. At the same time, the high levels of stress and anxiety associated with the war and the economic situation confirm the need for systematic psychological support, emotional recovery programmes and more opportunities for self-realisation within the community.

Rate the frequency of the following conditions (well-being) over the past 2 weeks

	Never	Rarely	Sometimes	Quite often	Almost always	Always
I felt in a good mood and energetic	5,6	22,2	35,2	25,3	9,9	1,9
I felt calm and relaxed	4,3	28,4	30,2	24,1	9,9	3,1
I woke up feeling fresh and rested	12,3	30,9	28,4	20,4	7,4	0,6
My daily life was full of interesting activities	5,6	32,7	29,6	21,0	8,0	3,1
I felt that I was coping well with my daily tasks	6,2	14,2	22,8	35,2	19,1	2,5
I felt stress/anxiety related to the war/economy	3,1	16,7	22,8	26,5	16,7	14,2

Over the past year, the services most frequently used by respondents were psychological counselling (19.3%) and participation in professional training (17.5%). By contrast, they rarely attended leadership trainings (2.5%), received job-search mentoring (2.5%) or support with preparing grant applications (0.6%).

Almost one in four (26.1%) did not know that support in developing and writing grant proposals was available at all.

Have you used any of the following services over the past 12 months?

	Yes	No	I do not know such services exist
Psychologist (individual and/or group sessions)	19.3%	78.3%	2.5%
Lawyer	5.6%	93.8%	0.6%
Trainings/courses (professional, educational, entrepreneurship development)	17.5%	75.0%	7.5%

Mentorship and employment support	2.5%	87.3%	10.2%
Leadership / women's leadership trainings	2.5%	88.7%	8.8%
Consultations and support in preparing grant applications	0.6%	73.3%	26.1%

The most common reasons for not using these services were their unavailability in the community (**29.2%**) and the perception of "no need" (**41.6%**).

If "no", please indicate the main reason:

High cost	7.8%
Not available in the community	29.2%
Lack of time / being too busy	11.7%
I do not see the need	41.6%
I do not believe they are effective	9.7%

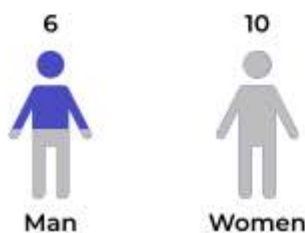
2.2. Results of the Survey of Local Self-Government Bodies and Active Civil Society Representatives in the Dymer community, Kyiv region

Socio-Demographic Characteristics of Respondents

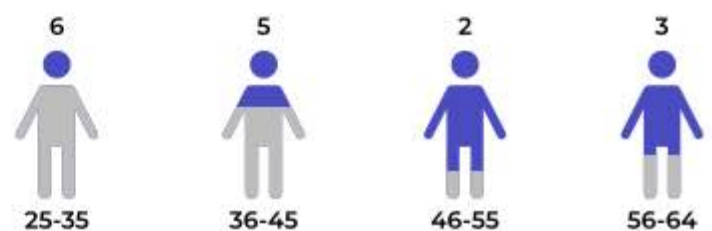
The survey involved **16** representatives of local self-government bodies and non-governmental organisations in the Dymer community, Kyiv region. Most respondents were women (10 people), but men also actively participated (6 people).

Most respondents belong to the active working-age group – 6 people are aged 25-35 and 5 are 36-45. This distribution indicates that people involved in governance and civic activities already have some professional experience, while remaining open to development and introducing new approaches in community work.

Sex



Age



The overwhelming majority of respondents (12 people) have a higher education degree. Another 2 people reported having incomplete higher education.

Highest level of education:

Vocational education	1
Incomplete higher education	2
Higher education (bachelor/master/specialist)	12
Postgraduate/doctoral studies	1

11 out of 16 respondents are representatives of educational institutions. At the same time, 3 respondents represent local self-government bodies, which allows us to capture how local authorities perceive issues of employment and community development.

By type of organisation, the largest group of respondents are specialists from Katiuzhanka Vocational College (7 people).

Please indicate the name of your organisation/department

VAPP	1
Department of Social Protection and Veterans' Policy of the Dymer Settlement Council	1
Dymer Settlement Council	2
Vocational (technical) education institution "Katiuzhanka Vocational College"	7

Educational institution	1
Centre for Social Services	1

Most respondents are senior specialists and members of the management of community institutions and organisations. Such a profile of respondents provides a comprehensive view of the situation with employment and self-employment of the population and allows a broad assessment of other socio-economic aspects of community life covered by the study.

Participants of the focus group were women working in the fields of local self-government, social protection and community initiatives. They represent various areas – from administrative management and social work to child protection, infrastructure recovery and community development, architectural planning and land relations, and support to vulnerable population groups.

This professional diversity ensures a comprehensive view of the situation in the community – from the management level to practical, frontline work with people. The respondents have higher education, extensive experience in public administration or social work, and a deep understanding of the local context, including the consequences of hostilities, reconstruction problems and social integration of affected groups.

Their opinions are of an expert nature because they are based not only on personal observations but on daily practice in decision-making and service provision. They combine administrative, professional and human experience, which allows for a deep assessment of the effectiveness of social policy, identification of systemic gaps and real needs of the community.

The positions expressed reflect not individual opinions, but a consolidated perspective of professionals directly responsible for the functioning of social infrastructure, child protection and support to families in difficult life circumstances. Therefore, their judgements have significant analytical value for understanding the real state of the social sphere at the local level and for identifying priorities for further community recovery.

Perspectives of Local Self-Government Bodies and Active Community Representatives of the Dymter Community on the Socio-Economic Situation, Employment and Self-Employment

Respondents were asked to assess the economic situation in the Dymter community on a scale from 1 to 5 (where 1 means “very poor” and 5 “very good”). Half of the respondents (8 people) rated the community’s economic climate at 3 points. None of the respondents chose the minimum score, while only 1 person rated the current economic situation in Dymter at the maximum of 5 points.

The average assessment of the economic situation in the community is 3.06 out of 5, which indicates a moderate level of satisfaction with the current economic conditions.

How would you generally assess the current economic situation in the community today?



**Average value – 3,06 points*

All respondents noted the presence of shops, pharmacies, post offices and educational institutions (schools and kindergartens) in the settlements of the Dymter community. In addition, 14 respondents

indicated that the local council/ASC and feldsher-obstetric stations (FOS) are functioning, which indicates adequate access to administrative and basic medical services.

At the same time, farms/cooperatives (5 people) and other services (e.g. photo services, etc.) (7 people) are much less common. The survey results suggest that the community has a sufficient level of basic social, medical and educational infrastructure, while entrepreneurship and cooperation still require additional stimulation and support.

Which services and facilities are available/operating in the community's settlements?

Shops (grocery, household)	16
Pharmacy	16
Post office	16
Village council / ASC	14
FOS (feldsher-obstetric station)	14
School / kindergarten	16
Children's clubs, sports and art groups, etc.	9
Hairdresser's / beauty salon	13
Tailor's / shoe repair workshop	8
Workshop for equipment repair (mobile phones, household appliances, bicycles, etc.)	9
Service station (car / agricultural machinery repair)	11
Village club / library	13
Café / canteen	12
Other services (e.g. photo services, etc.)	7
Farming enterprises / cooperatives	5


According to representatives of local authorities and NGOs, the community most urgently needs more leisure opportunities for children and young people. Almost half of the respondents (7 people) mentioned a shortage of children's clubs, sports and arts classes, and another 5 pointed to the lack of services such as tailor's shops or shoe repair workshops.


Which services and facilities are lacking in the community's settlements?


Pharmacy	2
FOS (feldsher-obstetric station)	2
School / kindergarten	1
Children's clubs, sports and art groups, etc.	7
Hairdresser, beauty salon	3
Tailor's / shoe repair workshop	5
Workshop for equipment repair (mobile phones, household appliances, bicycles, etc.)	3


Service station (car/agricultural machinery repair)	3
Village club / library	1
Café / canteen	2
Other services (e.g. photo services etc.)	4
Farming enterprises / cooperatives	3
Nothing is lacking	2
Other: sports grounds (football field, mini-field)	1

One of the key problems directly affecting the quality of life, discussed during the focus group, is the critical lack of infrastructure for children and youth development. The community either lacks or has an insufficient number of developmental clubs (including robotics and foreign languages), modern sports facilities (especially a swimming pool), and a children's playroom. There is also a shortage of qualified narrow-profile specialists such as speech therapists. This lack of opportunities limits children's and youth's access to quality leisure, learning and development, which in turn creates additional social risks and reduces the community's attractiveness as a place to live.


 *"...My child is 7 years old. Where could I take him in Dymter? To which club? Every Sunday I go to Irpin for a robotics club because he likes it. He could sleep in until six in the morning, but on Sunday we have to drive there. The child is interested in something, but we don't have this here..."*

 *"...Maybe if there was some English language club... And for adults, a language club wouldn't hurt either..."*

 *"...A speech therapist. Everyone needs a speech therapist. You still have to find one..."*

 *"...Everyone wants a swimming pool, and preferably a free one. But of course it cannot be free because its maintenance is very expensive. Believe me, if classes cost 200 hryvnias, people would go, and many would go."*

Overall, focus group participants emphasise the importance of creating opportunities for youth development and engagement as a key factor for keeping them in the community.

 *"...In general, if we want young people to stay, there must be something for them. There must be activities for children so that they are not taken away to other places for extra education. There must be a choice of interesting things to do here for children and young people, so that more young people stay in the community..."*

This highlights the need for local educational and cultural programmes that allow young people to develop without having to leave the community.

The development of small business was rated at an average of 2.88, indicating a moderate level of entrepreneurial development. Most respondents (7 people) gave a score of "3". None rated the development of small business in Dymter at the highest level.

Assess the development of small business / sole proprietorship (FOP) in the community



*Average score: 2,88 points

During the focus group discussion, participants noted that the Dymier community, which experienced occupation, faces deep socio-economic challenges that significantly affect its stability and development prospects. The consequences of the war are evident in key areas – the economy, demography, social climate and the provision of basic needs.

Economic losses are particularly visible: the community has suffered substantial damage in the business sector, leading to job losses, reduced tax revenues and an overall weakening of the local labour market. Some enterprises were destroyed or ceased operations, and recovery is slow and unstable.



"...Since we were under occupation, I think all sectors have suffered, right? Business has suffered the most, because many had to close. Those whose businesses were destroyed still haven't resumed operations. And this is also a major factor affecting tax payments, because activity has been suspended..."

Understanding the state of the labour market is critical for assessing the community's economic resilience and recovery potential. The current situation is marked by deep distortions caused by the war and its consequences and is very contradictory. On the one hand, there is an acute shortage of labour, especially men. The lack of qualified construction workers is particularly crippling reconstruction processes.



"...People receive money and repair their houses... But it's very difficult to use this money... Right now it's almost impossible to find any free builder at all... There are simply no men 'with hands' who can do something. Even if not professionals, at least someone who could help... There isn't even an alcoholic for the whole village..."

Local self-government specialists primarily emphasise the acute shortage of blue-collar workers. In the questionnaire, respondents (most of whom represent municipal educational institutions) showed a strong demand for specialists in education and child care – 13 out of 16 respondents indicated this. Meanwhile, 7 respondents named workers in construction, repair and transport as needed.

At the same time, respondents also widely believe that the community's most needed staff are in the agricultural sector (6 people) and healthcare (6 people). This distribution reflects two key needs: ensuring basic social services and restoring infrastructure. The lowest reported demand is for specialists in digital technologies and social services (2 and 5 people respectively).

Which specialists are most needed in your community now?


Blue-collar professions (construction, repairs, transport)	7
Agricultural sector (farming, processing)	6
Service sector (trade, catering, beauty sector)	3
Education and child development (teachers, educators, trainers)	13
Health care (doctors, nurses)	6
Social services (social workers, care services, psychologists)	5
IT and digital services	2

All interviewed representatives from local authorities and civil society highlighted low wages as the primary issue in the labor market. Additionally, half of the respondents noted high population mobility and outmigration, often linked to labor migration or the search for better-paid opportunities in neighboring communities or urban areas.

In your opinion, what are the main problems on the labour market in the community?

Lack of vacancies	2
Low salaries	16
High staff mobility/outflow	8

The trend of labor migration, according to FGD participants, is explained by the search for better-paying and more stable employment.



"...Financial security also plays a role. If someone has a family and children, they are tied to kindergarten schedules, so they may work for minimum wages, whether it's in the council, kindergartens, or schools. The schedules match, and it helps people. But if someone has the opportunity (older children or someone to watch them), they all go to Kyiv. Because 20,000 is much more than 8,000. I mean, a typical assistant in a kindergarten earns not even 8,000, just 6,700. Can I feed my child with that? No. But I stay, because my child attends that kindergarten..."

FGD participants noted that labor potential, the social sphere, and the financial capacity of the community are directly affected by demographic shifts caused by the war.

Participants observed a significant outflow of men, mainly to the Armed Forces of Ukraine.



"...We are mostly seeing migration into the military..."

There is also a persistent trend of emigration abroad among young people, women with children, and teenagers, which poses a direct threat to the community's human capital. The key motivation is to protect children from potential future mobilization. This is especially relevant for families with 17-year-old sons. The process is chain-like: one family leaves, followed by others.



"...I want to save my child... Tomorrow they might change the law [referring to restrictions on men under 23 leaving the country], and then I won't be able to take him out..."

For some, emigration is driven by a search for safety, stability, and uncertainty about the future. FGD participants noted that even after the 2022 de-occupation, residents continue to live in a state of constant anxiety, fearing renewed hostilities or another offensive. These fears are fueled by rumors and unofficial conversations circulating among residents. The lack of reliable information and transparent communication from official sources causes people to react emotionally to any alarming news.



"...And when they start saying: there will be an offensive... But no one knows for sure. No one knows. Not even the mayor will be told if there's an offensive tomorrow..."

Among some of the population, there is a strong belief that "there will be an offensive, and the same people will come again," indicating that rumors have transformed into a sense of immediate danger. This fuels psychological tension and prevents people from feeling stable. Even during periods of relative calm, residents of de-occupied territories remain vulnerable to panic and rumor.

The possibility of receiving quality medical treatment abroad is another decisive factor for many families to leave.



"...If someone is ill, many go abroad for treatment. And there, they received care for free. I know a couple of families. One boy had diabetes, he was treated for free..."

Others view emigration mainly as an opportunity to earn higher and more stable income compared to their home community. As one FGD participant shared:



"...In Norway, for example, she says, 'I earn in a month what you earn in six.' Of course, she wants to stay there..."

This example shows that the key driver of labor migration is the pursuit of financial security and better working conditions that people cannot find locally. Community representatives believe this outflow cannot be stopped while active hostilities and martial law continue.

Unlike external migration, internal displacement to the community has a completely different demographic profile, which significantly affects the labor market and the community as a whole. The majority of IDPs who have found shelter here are elderly people. They live in modular settlements fully supported by the local community, creating additional pressure on the local budget. Specifically, expenses for utilities and services in these settlements are covered by the municipality.



"...If you take our modular housing, it's mostly elderly people... All the provision - water, electricity - is covered by the local budget. They live there completely free. Pensioners don't pay taxes. They don't pay for utilities..."

This demographic imbalance creates a double fiscal burden: a shrinking tax base due to the closure or loss of businesses and the outflow of the working population, combined with increased social spending to support a growing number of dependent elderly residents among IDPs.

Additionally, the community has families in difficult life circumstances who systematically avoid employment. According to FGD participants, these are mainly households with alcohol or drug addiction, where the unwillingness to work has become part of everyday life.



"...Such families usually have no desire to work. The day begins and ends in the same routine. It's very difficult..."

One FGD participant emphasized that this is not just social apathy, but deep-rooted behavioral dependency. Local government representatives stressed that destructive behavior is passed down across generations in such families. One participant illustrated how alcoholism and unemployment become a "norm" that reproduces within the family.



"...There's a mother, her daughter, and now her daughter has children. And she lies too – she's 12 and already lies. The mother, the daughter, three generations now, they all use [substances], don't work. It's their lifestyle..."

Professionals agree that work with such families can bring results, but not always.



"...People traumatized in childhood often want to help others and become psychologists. I've seen and known many such cases..."

However, one participant noted that the problem often has psychological roots, many individuals from such families have experienced childhood trauma.



"...Often a person is traumatized in childhood... But those psychological wounds stay for life. No psychologist or therapist can heal them. This is also what my research has shown, it's proven..."

During the discussion, it was noted that even with support from social services or the desire to change, these traumas significantly complicate socialization and returning to the labor market. Thus, in many cases, the refusal to work is not simply due to laziness or indifference, but is the result of prolonged social degradation, addiction, and the lack of a supportive environment. Overcoming this requires not just financial aid, but long-term psychological, rehabilitative, and educational work with the entire family.

The simultaneous outflow of young, educated, and employable people and the inflow of elderly individuals needing social support poses long-term risks. These demographic changes drain the labor and intellectual potential of the community, significantly hindering its economic recovery and social development in the future.

The majority of respondents (7 individuals) reported that they do not have information about the current level of official self-employment in the community. However, some survey participants (4 individuals) noted that the level of local entrepreneurship has remained unchanged over the past two years. At the same time, one in four respondents indicated that the level of self-employment is showing a declining trend.

All respondents reported that there are vacancies available in their community/organisation/institution.

Do you observe an increase/decrease in official self-employment (FOPs, self-employed) in the last 2 years?

Slight increase	1
No change	4
Decrease	4
I do not have this information	7

A key takeaway from the focus group discussion was the phrase: "There are vacancies, but no people!" This reflects a general shortage of personnel and simultaneously highlights the lack of accessible and qualified services in the community, which hinders the fulfillment of basic social and economic needs of the population. For example, the Inclusive Resource Centre (IRC) lacks a speech therapist, making it impossible to provide comprehensive support to families in difficult life circumstances.



"We have an Inclusive Resource Centre, but there's not even a speech therapist because there is not enough staff or appropriate education. There is a psychologist and a special education teacher, but the speech therapist left for another job."

In addition, social workers themselves require regular psychological support and supervision to prevent professional burnout.

The absence of a psychologist in the structure of social service centres makes it impossible to offer full support to families in difficult circumstances. There is also no psychologist in the child welfare services.



"There is no psychologist in the municipal social service centre. Previously, when the Resilience Centre was active, specialists could provide comprehensive support to families together with the child welfare services. But now, 'we've had no psychologist for a month, she's on unpaid leave.' As a result, work with families is essentially paralyzed."



"There's no psychologist, so there's no further work with families. This is the main issue, and I would like these matters to be raised so that we could get this position introduced into the structure, because it seems there isn't even a psychologist position."

Respondents emphasize that professionals from other fields cannot replace a psychologist, and even cutting other positions would not resolve the issue.



"You could reduce other specialists, but not a psychologist. We simply can't do without one. A family with a specific status comes in, there's a new government resolution. The resolution has changed, but we still need a psychologist. And there's none."

The lack of professional support is particularly critical in working with both adults and children who have experienced traumatic events.



"I have a child who has suffered trauma. Maybe it happened even in the womb. But I'm not a doctor. I'm not a psychologist. I have a degree in psychology, but to work as a psychologist, you need credentials... someone who can conduct professional assessments, interviews, ask children the right questions..."

The lack of access to appropriate tools and documentation complicates the work of social workers, who are not authorized to carry out psychological assessments, even though these are necessary to determine a family's needs and to assign an official status.



"I've seen these questionnaires, I've talked with psychologists in other communities about what they use. They shared them with me, but on what basis can I ask these questions? I have no legal grounds, because I work as a social worker, not a psychologist."

Thus, the absence of psychologists, both for children and adults, in the structure of social service centres significantly limits the effectiveness of working with families in crisis.

Social service professionals themselves also require regular psychological relief and supervision to prevent burnout.



"Working with these families is emotionally very tough. This is my second year, and when these people come to us, each with their own problems, it's really emotionally draining. Some days, there's such a wave of issues that you just can't handle it. I get very emotionally exhausted. You help these people, but you burn yourself out. They're like emotional vampires. They eat you from the inside..."

Focus group participants noted that there are sufficient vacancies both in executive bodies and municipal institutions within the community, as well as in neighboring communities and at industrial enterprises (e.g., a chip factory or a bread factory). They expressed the view that some local youth are simply not interested in working.



"In my opinion, people don't want to work. I observe them during working hours – young people just walking around. Why aren't they at work? I don't know... There are job openings in neighboring communities, at factories, at the chip plant, the bread factory. There are always vacancies there. Maybe some businesses are especially short-staffed, but there are always job ads. Our municipal enterprises are constantly in need of staff..."

The situation is further complicated by the lack of necessary qualifications among the local population.



"Even we in the local council have a lot of vacancies. We can't fill them because the local people lack the necessary qualifications..."

This paradox points to deep structural issues that go beyond a simple mismatch between supply and demand. A significant factor influencing the decisions of those who do have the necessary qualifications and education is the geographic proximity to Kyiv.



"You could say that the majority of the community's population works in the capital. There is direct transport access..."

The most significant reason for unfilled vacancies, as cited by the majority of key informants (14 individuals), is low pay. This indicates that economic motivation remains the main barrier to employment in the local labor market. Another substantial factor, indicated by 5 respondents, is the outflow of workers to foreign countries or larger cities.

The least influential factor affecting employment in the Dymier community, cited by only 1 person, is unfavorable working conditions (schedule, transportation, social benefits).

What are the main reasons why these vacancies remain unfilled?

Low wage level	14
Lack of required qualifications among candidates	2
Lack of required education among candidates	3
Staff outflow abroad or to large cities	5
Low motivation of applicants / refusal to work officially	4
Inadequate working conditions (schedule, transport accessibility, social guarantees)	1
Lack of information among residents about available vacancies	2

Focus group participants emphasized that minimum wage levels in local communities often fail to meet the basic needs of workers, which drives them to seek employment in larger cities where salaries are significantly higher. Local authorities are unable to offer competitive compensation due to budgetary constraints.



"The funding is minimal, and no one can do anything. We cannot adjust pay rates if the subsidy comes from the Ministry of Education..."

An additional barrier to the employment of men, also raised during the focus group, is the requirement to register for military service in order to be officially employed. Many avoid this, which further limits the ability to fill formal positions.



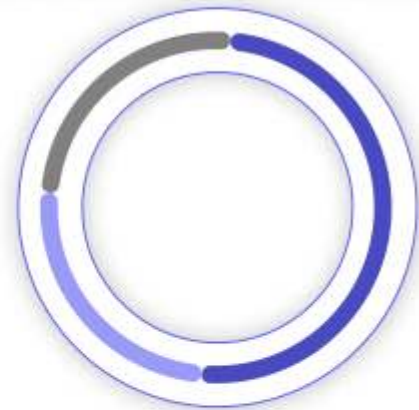
"It's official employment, so it has to go through the military recruitment office..."

This points to a structural problem: even when vacancies exist, limited funding prevents local governments from offering competitive salaries that would attract qualified candidates. As a result, a combination of factors, including insufficient qualifications among the local workforce, strict employment requirements, low financial incentives, and restricted government budgets, creates a critical situation in the labor market of small communities. This, in turn, contributes to labor migration and hampers the effective functioning of local governance and social institutions.

Half of the interviewed representatives from local authorities and the civil sector believe that the available vacancies generally match the skills of the local population. However, one in four respondents stated that this alignment is only partial.

In your observations, to what extent do vacancies match the real skills of the local population?

- Mostly aligned 8
- Partially aligned 4
- No information 4



According to the data obtained from the focus group discussion participants regarding employment issues in local self-government bodies, the dominant barrier is the educational requirement. Participants emphasized that the lack of a higher education diploma becomes an insurmountable obstacle to accessing available job vacancies:




"...There should be minimum requirements: at least higher education..."

Among the potential resources for supporting entrepreneurs, the most frequently mentioned were land plots for farming (5 participants), available premises for rent (4 participants), and opportunities for training or consultations (3 participants).

What opportunities to support entrepreneurs already exist in your community?

Vacant premises for rent (municipal or private)	4
Land plots for farming	5
Access to equipment or machinery (agricultural machinery, transport)	1
Local government programmes (benefits, co-financing, grants)	1
Opportunities for training or consultations (courses, trainings, seminars)	3
Support from NGOs or charitable foundations	1
Experience sharing with local entrepreneurs	2
Help with product sales (fairs, local markets, online promotion)	2
I have no information	4

During the focus group discussion, representatives of local authorities described the cooperation between local self-government and entrepreneurs as positive and constructive. Communication is direct and effective, primarily due to the small-community setting where "everyone knows everyone."



"...All the major business owners know each other, and the community knows them by face. If they need help, they will come, they won't stay silent. They talk to us about what they need..."

Respondents noted that the local authorities support business through issuing permits for opening sole proprietorships, allocating land plots for lease to conduct entrepreneurial activities.



"...Maybe not very actively, but when kiosks or other small businesses open in the community, they lease land, which in itself is a form of support..."

Representatives of civil society organisations and local governments highlighted that the most significant gap for residents is access to training and consulting support to start their own business.

Specifically, 9 respondents identified training and retraining as the top need, while more than half (8 people) stressed the lack of business planning consultations and grant support for startups and sole proprietors.

Which types of support, in your opinion, are most lacking for the population to start their own business/self-employment?

Training/retraining	9
Business planning consultations	8
Lack of premises for business/office	7
Microcredits/financial assistance	7
Grants for start-ups/FOPs	8
Platform/marketing for product sales	2

Meanwhile, local government representatives participating in the focus group discussion noted that local business initiatives are emerging, but starting conditions are crucial, and starting a business is not always economically viable.



"...One of the sole proprietors told me. She's not from here. She said she wants to open a playroom where the Epicenter used to be. She said it's not profitable even on weekends. And to start something, you need... a foundation..."

So, financial issues are the main barrier, as most potential entrepreneurs face an acute lack of start-up capital. At the same time, there's a significant informational and educational gap: a lack of knowledge and practical skills needed to develop quality business plans, highlighting the urgent need for educational programs and training.



"...To develop proper business plans. We need training..."

This is compounded by infrastructural limitations, as the community lacks available premises to launch new business projects. This shortage is a cross-cutting issue that also affects the development of social services.

The community has the greatest potential to support business development through preferential rental of municipal premises (9 respondents), organisation of local fairs and exhibitions (7 respondents), and provision of legal or accounting consultations (7 respondents), while access to shared equipment (2 respondents), formation of cooperatives (2 respondents), and informational support (3 respondents) were mentioned significantly less often.

What specific resources or actions can the community use to help people who want to start or develop their own business?

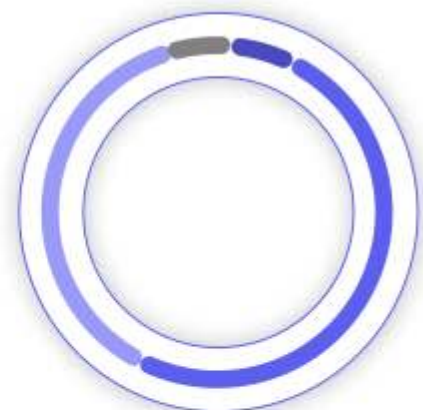
Preferential rent of municipal premises	9
Provision of land for lease for small business	2
Access to shared equipment (e.g. processing machinery, cold storage, transport)	2
Creation of cooperatives (joint procurement and product sales)	2
Organisation of local fairs/exhibitions	7
Provision of legal or accounting consultations	7
Provision of benefits/tax reliefs	6
Business training and workshops	5
Mentoring support from experienced entrepreneurs	5
Informational support (advertising, help with social media, website creation)	3
Access to financing (microgrants, loans, microcredits)	4
Involvement of external financing programmes (grants, loans)	5
Other: nothing / no information	2

Half of the survey participants (8 individuals) indicated that their community/organisation/institution is partially ready to engage in self-employment development initiatives.

At the same time, more than one-third of respondents (6 individuals) emphasized the need for external support or assistance, highlighting a lack of internal resources or experience to implement such initiatives independently.

To what extent is the community/organisation/institution ready to participate in initiatives for self-employment development?

<input type="radio"/> Fully ready	1
<input type="radio"/> Partially ready	8
<input type="radio"/> External support is needed	6
<input type="radio"/> Not ready	1



Among the key resources that the community could mobilize to implement support programs for the population or develop entrepreneurship, respondents most frequently mentioned available premises (4 individuals) and educational institutions (4 individuals), which could serve as a base for conducting trainings, courses, or retraining programs.

What resources in the community can be used to support programmes (platforms, educational institutions, premises, experts)?

Motivation/willingness	1
Community budget, state programs	1

Educational institutions	4
Provision of land plots for lease	1
Don't know	2
None	1
More sports infrastructure: arena, sports grounds	1
Premises (including cultural institutions)	4
Premises and experts	1

According to the respondents, the Dymyer community is ready to support retraining and upskilling programs by engaging donor/international projects and state programs (8 respondents). Approximately one-third of the survey participants (5 respondents) also believe that the community budget or resources from business partnerships, particularly within corporate social responsibility programs, can be used for these purposes.

What resources can the community mobilise to finance training and retraining programmes?

Community budget	5
State programs	8
Donor/international projects	8
Business partnerships (corporate social responsibility)	5
Don't know	2

Does your organisation/structure have experience of cooperation with donors in the field of employment?

- Yes 7
- Yes, but with limited results 3
- No 6



Donor-led initiatives aimed at supporting employment and self-employment have been implemented in the community, including a Youth Space operating in the village of Demydiv during 2021–2022 and the “Resilience Centre” project.



“...This is an experimental project funded by the Fund for Persons with Disabilities. These are additional job opportunities...”

Despite a positive impact on community development, the project faced several challenges, mainly due to temporary arrangements and uncertain funding.



"Our agreement has expired. They [the government] want each Resilience Centre to operate under a Cabinet Resolution. We're waiting for it to be approved. They said by November 1st?"

The uncertainty of timelines and regulatory changes hampers planning and continuity, affecting the quality and sustainability of services and forcing staff into unpaid leave.



"...We haven't been working since October 6. It's been a month now. The uncertainty is scary. Nobody knows what's coming first."

Such problems demotivate staff and erode public trust, as previously developed client databases, work methods, and team structures are disrupted.



"...At the moment, everything has come to a halt. And you know, it took more than half a year to build this entire system, to develop everything so that it met the requirements and improved services for the population, to be able to help somehow, so that people would trust us, so to speak. ...We had already developed the structure: clients, the work done over these one and a half years... And now we have one, two, three months of uncertainty. Our work has now gone back to zero again..."

Nevertheless, focus group participants showed potential for donor collaboration and expressed strong interest in new initiatives. As one participant notes, there are plenty of experimental initiatives aimed at supporting employment, self-employment, and social integration of vulnerable groups.



"...Honestly, there are many experimental projects being introduced, even by the Social Protection Fund or the Fund for Persons with Disabilities. There are four or five such projects."

However, implementation is significantly limited by resource and infrastructure constraints.



"We lack premises. If we had the space, we could find sponsors to open any of these services, but we don't have it."

Lack of proper facilities or the need for renovation makes launching or expanding services challenging.



"We're ready to expand, but we need a starting point — a facility. We don't have one. Either we need repairs or a new building. Once we have a space and some sponsor support, we can go to the head of the council and talk about services we can offer."

An important success factor in such programs is clear communication of available services, visibility of results to the community, and direct engagement of users.



"People always need something, but they don't know what's available. When asked whether a service for children with disabilities is needed, the initial response is 'Why? Who's going to use that?' But then you see 43 children coming in and scheduled every 30 minutes — then it becomes clear: yes, there's a need. When we see it every day, we understand its value..."

Thus, having a solid infrastructure base is a critical precondition for the effective implementation of support programs: "Without a starting point, we can't move forward..."

Despite the challenges, there is demand for the continuation and expansion of programs, especially in education and healthcare.



"...We'd like to have something for children again, like the youth space, which has stopped working for now, maybe it will reopen. It would be great if children had a place to learn languages. Currently, everything must be done in Kyiv. And in healthcare, we'd like a program for additional vaccinations that are outside the national immunization plan, those are expensive. It would be great if such a program could sponsor them."

In conclusion, while donor programs have demonstrated high potential for supporting employment and social integration in the community, their effectiveness is limited by the lack of premises, staffing shortages, and insufficient service visibility. Overcoming these barriers could ensure more stable and long-term operations and expand service access for various community groups.

Most respondents were unable to name any specific employment or business support programs: 7 participants provided no answer, and another 5 stated they had no information on such initiatives. However, some mentioned the Employment Service and community involvement in DESAIT and UNDP programs aimed at supporting local development and economic activity.

Which donor/state/local programmes in the field of employment/business support are currently operating in the community?

No answer	7
None	2
Not informed	5
Employment Service	1
DESAIT, UNDP	1

5 out of 16 survey participants were unable to assess the accessibility of employment or business support programs for vulnerable groups in the Dyer community.

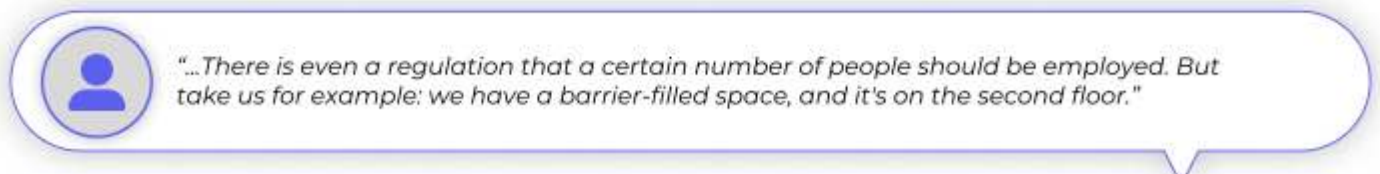
More than one-third of those who did respond (4 people) stated that such initiatives are essentially inaccessible or non-functional.

Another 3 respondents rated their accessibility as limited, and only 1 participant believes the programs are fully accessible.

In your opinion, how accessible are these projects/programmes for vulnerable groups – IDPs, women, youth, veterans, persons with disabilities, etc.?

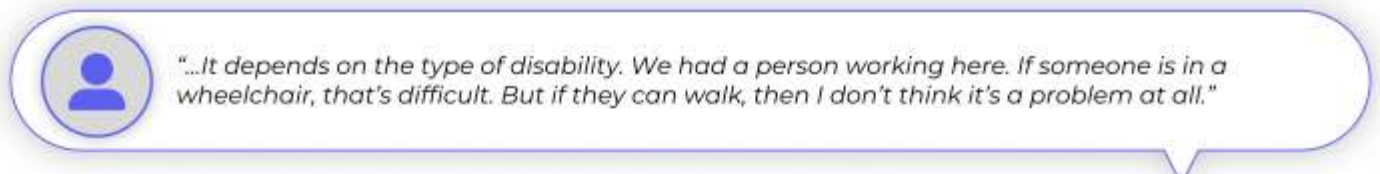
Fully accessible	1
Partially accessible	3
Hardly accessible	3
Not accessible / not functioning	4
No answer	5

Integration of people with disabilities into the local labor market remains a challenging process, hindered by both physical and social barriers. According to focus group participants, although there is a formal requirement to employ persons with disabilities, its implementation is complicated by the lack of accessible infrastructure:



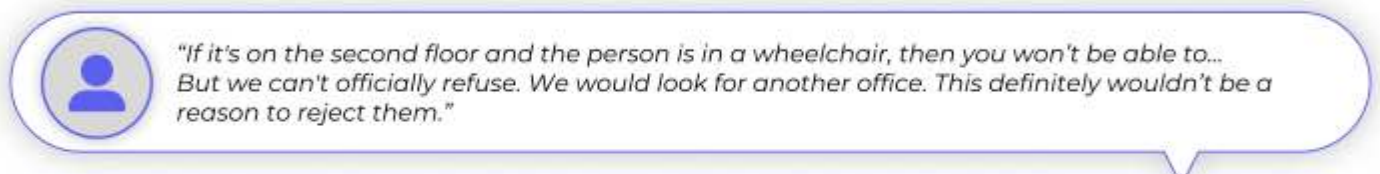
"...There is even a regulation that a certain number of people should be employed. But take us for example: we have a barrier-filled space, and it's on the second floor."

This indicates that even when employers are willing to comply with regulations, the lack of architectural accessibility limits the possibility of real inclusion. Still, there are isolated cases of employment:



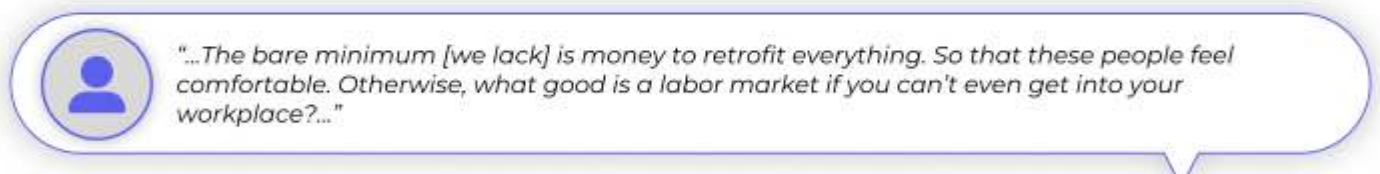
"...It depends on the type of disability. We had a person working here. If someone is in a wheelchair, that's difficult. But if they can walk, then I don't think it's a problem at all."

Local government representatives acknowledge that physical barriers may present challenges but affirm that they are not a reason to deny employment:



"If it's on the second floor and the person is in a wheelchair, then you won't be able to... But we can't officially refuse. We would look for another office. This definitely wouldn't be a reason to reject them."

Among the key needs for creating an inclusive labor market, respondents name financial resources for workplace and environment adaptation. FGD participants emphasize that without basic physical accessibility, any employment initiatives remain merely declarative:



"...The bare minimum [we lack] is money to retrofit everything. So that these people feel comfortable. Otherwise, what good is a labor market if you can't even get into your workplace?..."

Respondents also stress the need for specialized initiatives and workplaces designed for people with disabilities:



"...It's possible to create a business like in other towns. I saw inclusive youth who are now 18, have their own bakeries, work, and show their products. They are treated like everyone else, because they are used to it."

Such examples prove that successful integration is possible when inclusivity becomes an everyday norm in the community, not an exception. However, participants also note that society is not yet fully ready to accept inclusion as standard:



"...Our people aren't used to everything new. They don't really understand what inclusion means..."

Therefore, effective labor market integration for people with disabilities requires more than technical workplace adaptation. It also demands a deeper understanding of inclusion principles, greater awareness among employers, and a more tolerant social environment. Only a combination of physical accessibility, institutional support, and a shift in public attitudes can ensure real equal opportunities for all.

As for openness to retraining or education, 6 respondents reported insufficient information to assess the readiness of Dymier community residents. However, 4 participants noted moderate openness, while 3 emphasized a high level of openness.

In your observations, how open are residents to retraining/learning?

Very open	3
Moderately open	4
Slightly interested	2
Not interested at all	1
No information	6

According to the respondents, the most prioritized retraining directions for residents of the Dymier community are vocational (blue-collar) professions, selected by 11 respondents. Education and childcare (9 respondents), as well as agribusiness and craft production (6 respondents), also received strong support. In contrast, tourism and caregiving services were viewed as the least promising areas, with only 4 respondents identifying them as priorities.

Which retraining areas are most important, in your opinion, for the community?

Mastering blue-collar professions	11
Agribusiness, craft production	6
Education, childcare	9
Medicine	5
IT and digital skills	5
Care services (children, older people, persons with disabilities)	4
Entrepreneurship, business management	6

Tourism	4
Difficult to answer	2

In response to the question about which measures are most needed to improve employment among residents, representatives of the government and local self-government bodies emphasized the importance of conducting retraining courses and programs (6 respondents).

Some participants also highlighted the need to improve working conditions and wage levels, which would serve as motivation for more active learning and self-development.

Which measures and skills development, in your opinion, are most needed to improve employment prospects for residents? (open-ended question)

First and foremost, people need decent wages, which would result in motivation and willingness to learn a new profession	1
Difficult to answer	1
Informational support	1
Consultations with a specialist accountant on sole proprietorship (FOP)	1
Courses, training	6
Retraining	1
Reprofiling, expanding the labor market offer	1
Psychological training	1
Vocational professions	1
Good working conditions	1
Digital skills	1

Representatives of the non-governmental sector and local authorities indicated that among current employees in the Dymier community, the most pressing need is to update professional knowledge in their field – noted by 11 respondents.

There is also a high demand for developing digital skills (10 respondents) and communication and social competencies (9 respondents), highlighting the need for workers to adapt to modern work environments, particularly digitalization and the growing importance of interpersonal interaction.

A somewhat smaller, yet still significant need was expressed for improving management and organisational skills (5 respondents), which may be linked to the necessity of increasing the efficiency of local institutions, organisations, and enterprises.

Which skills or knowledge among current community employees need updating?

Digital skills	10
Professional knowledge in their field (medicine, education, etc.)	11
Managerial and organisational skills	5
Communication and social skills	9

Most respondents rated the cooperation of their community/institution/organisation with key institutions on employment and job placement as satisfactory (6 people) or good (6 people), indicating the presence of some partnership mechanisms and potential for further strengthening.

At the same time, 2 survey participants described the interaction as poor, which may signal uneven communication between institutions or insufficient coordination of joint action

How would you assess the level of cooperation between your community/organisation/ institution and key institutions in the field of employment and job placement?

Very poor	1
Poor	2
Satisfactory	6
Good	6
Very good	1

Among the key barriers hindering effective coordination between institutions in the field of employment and job placement, respondents mentioned lack of communication (3 individuals), bureaucratic difficulties (1), indifference and the impact of war (1), and lack of interest from local self-government bodies in establishing cooperation (1).

At the same time, 7 participants did not respond to this question, and 3 others were unable to identify specific obstacles, which may indicate limited awareness of inter-institutional cooperation.

What barriers hinder effective coordination between these institutions?

Indifference, war	1
Bureaucracy	1
Lack of communication	3
Don't know	3
Lack of interest from local self-government bodies	1

Perspectives of Local Self-Government Bodies and Active Community Representatives of the Dymter Community on the Psychological Well-Being and Social Cohesion of Community Residents

Among the socio-psychological problems in the community, representatives of local authorities, institutions, and organisations most frequently mentioned burnout (12 out of 16 respondents), high levels of stress and anxiety among the population (10 respondents), and a sense of uncertainty about the future (9 respondents).

Which socio-psychological problems do you observe in the community?

High levels of stress and anxiety among the population	10
Feelings of uncertainty about the future	9
Burnout (in particular among employees in education, health care and the social sector)	12

Social isolation and loneliness (especially among older people)	1
Conflicts in families / domestic violence	2
Declining trust in institutions	2
Decreased civic engagement (indifference, apathy)	7
Problems with the integration of IDPs in the community	3
Lack of accessible psychological support services	4
Difficult to answer	2

Respondents were asked to assess the availability of psychological support and social cohesion initiatives in the Dymter community on a 5-point scale (where 1 means very weak and 5 means very strong).

The largest number of survey participants (6 individuals) rated this criterion as "2 points," while another 4 respondents gave it a score of "3 points." At the same time, none of the respondents rated the availability of these initiatives at the maximum level.

Rate the availability of psychological support and social cohesion initiatives in the community, where 1 means very weak and 5 means very strong



*Average score: 2,44 points

Respondents believe that in order to improve the socio-psychological climate in the community, the most important measures are those related to the creation and improvement of public/safe spaces, as well as cultural and sports activities. In particular, the highest priorities were identified as the arrangement of public spaces (mentioned by 11 out of 16 respondents), the creation of safe spaces for children, women, and other vulnerable groups (8 respondents), and the organisation of cultural events and leisure activities for children and youth (8 respondents each).

Which measures can help improve the socio-psychological climate in the community?

Individual psychological consultations	5
Group psychological trainings, support groups, consultations for different categories (youth, veterans, IDPs, persons with disabilities)	3
Creation of safe spaces for children, women and other vulnerable groups	8
Creation or improvement of public spaces (cultural centres, clubs, youth centres, sports grounds)	11
Activities aimed at building social cohesion in the community (greening, cleaning, improving public spaces)	6
Cultural events (festivals, concerts, fairs, festivals)	8

Joint sports and wellness activities (tournaments, runs, yoga, dancing, competitions)	7
Group meetings/clubs by interest (clubs for young people, older people, parents)	3
Stress and burnout prevention programmes (lectures, information campaigns, meetings with psychologists)	5
Volunteer and charitable initiatives (support for vulnerable groups, joint actions)	4
Leisure activities for children and youth (clubs, sports sections, summer camps)	8
Accessible "meeting places" (café, library, hub, park with benches)	5
Improving communication with residents about events and opportunities (announcements, social media, newspapers, radio)	4
Training for community leaders and activists (how to work with people, resolve conflicts, organise events)	4
Support and integration programmes for IDPs, veterans and other groups that need adaptation	5
Organisation of round tables/dialogue meetings between residents, authorities and business	4

The vast majority of respondents (10 people) indicated that there are no programs or services available to support the population, particularly vulnerable groups, in their community/organisation/institution. At the same time, one in four respondents noted the existence of such programs or initiatives that function effectively, while 2 respondents stated that such programs do exist, but are implemented to a limited extent or are not sufficiently widespread.

The findings highlight the need to strengthen social assistance in the Dymier community, particularly through the implementation of targeted support programs for vulnerable groups – persons with disabilities, internally displaced persons, low-income families, and the elderly.

Does your community/organisation/institution have special programmes/services to support the population, in particular vulnerable groups?

- Yes, they are effective – please give examples. 4
- Yes, but limited/not widespread – please explain why. 2
- No, they are absent. 10



14 out of 16 respondents were unable to explain the reasons for the limited functioning of specialized support programs for the population, particularly vulnerable groups. Among those who did express an opinion, the main factors cited were a lack of resource support from the community and psychological barriers among individuals in difficult life circumstances that hinder them from seeking help.

Why do specialized programs and services for supporting the population, particularly vulnerable groups, operate in a limited or insufficient manner?

- | | | |
|-----------------------|--|----|
| <input type="radio"/> | No response | 14 |
| <input type="radio"/> | Lack of support | 1 |
| <input type="radio"/> | People in difficult life circumstances face psychological barriers to expressing their needs | 1 |



The majority of research participants (12 individuals) were unable to provide examples of effective specialized programs or services for supporting the population, particularly vulnerable groups.

Only a few respondents reported that the community provides financial assistance to internally displaced persons, as well as support for orphans, low-income families, and children affected by Russian aggression.

Provide examples of specialized programs or services for supporting the population, particularly vulnerable groups, that are functioning effectively:

- | | | |
|-----------------------|---|----|
| <input type="radio"/> | No response | 12 |
| <input type="radio"/> | Financial compensation for IDPs | 1 |
| <input type="radio"/> | Support for IDPs, orphans, low-income families, and children affected by Russian aggression | 1 |
| <input type="radio"/> | Don't know | 2 |




In addition to visible destruction, the war has inflicted deep social and psychological trauma on community members. During the focus group discussion, participants noted that in 2022, immediately after liberation, the community demonstrated a high level of unity; however, over time, public sentiment has deteriorated. The current socio-psychological climate is marked by hostility and distrust: people have become "more cautious... more resentful."

The issue of domestic violence has intensified, particularly in families where alcohol or drug abuse is present.



"...And regarding violence, the police report every week that three to four people have been registered..."

Respondents emphasized that such incidents occur even in families with children, who are often witnesses to psychological violence.



"...We receive many such reports. Even in households where there are children. They may be just witnesses, or there may be psychological violence. I believe these cases mainly come from families where there is alcohol or substance abuse. That's where domestic violence happens..."

Participants also noted changes in people's behavior during the war and while the community was under occupation and facing direct danger. However, the situation worsened after liberation.



"...In 2022 people came together, helped one another. As soon as [the occupiers] left, the world changed immediately..."

Tensions between different groups of the population are growing. The most acute divide is observed between the families of military personnel and those who have not been mobilized, resulting in mutual accusations: "yours isn't fighting, but mine has to be there." Conflicts also arise around the distribution of humanitarian aid.



"...What did they give you? Where did you get it?... And you had a generator, you charged your phone, why didn't you tell me? I don't even want to talk to you..."

Overall, the emotional atmosphere in the community remains tense. Among residents, fears and panic about the potential renewed advance of Russian forces are widespread.

Constant anticipation of danger, distrust in official information sources, and a persistent sense of uncertainty create an atmosphere of collective anxiety that hinders the restoration of a feeling of safety and social stability.



"...She tells me: don't you understand? I don't know what to do. Should I pack my things? At 4 a.m. we must leave because an offensive is coming, and the same people will return, the ones who know the roads, because they already came through here..."

Conclusions:

1. General Socio-Economic Situation

The Dymer community is in the process of gradual recovery after occupation, though the consequences of the war continue to significantly affect the socio-economic life of the population. The average score for the community's economic condition is 3.06 out of 5, indicating moderate stability but limited development. Infrastructure recovery, business restoration, and normalization of living conditions remain uneven. Residents show resilience and readiness to adapt, yet the community faces challenges such as declining household purchasing power, labor outmigration, growing social needs, and pressure on the local budget. Core institutions – schools, outpatient clinics, administrative service centres, retail, and postal services – continue to operate, but the services sector, recreation, culture, and non-formal education require development. While basic social infrastructure is in place, resources are lacking for quality recovery and improved well-being.

2. Labor Market and Employment

The local labor market is marked by a mismatch between available job vacancies and the availability of qualified workers. A significant part of the population works informally or temporarily, leading to reduced employment stability. Key problems include low wages, limited employment opportunities by profession, and outmigration to larger cities or abroad. Demand exceeds supply in trades, education, healthcare, social services, and construction. Despite the presence of educational and vocational institutions, their potential for adult retraining remains underutilized. Local government, educational institutions, and businesses have the potential for closer collaboration to shape workforce policy and support employment and skills training. The labor market is in a recovery phase but requires strategic planning, investment, and better incentives for official employment. An inclusive labor market is still in formation.

3. Entrepreneurship and Self-Employment

Entrepreneurship in the Dymer community remains underdeveloped. Small businesses face numerous obstacles: lack of access to financing, limited advisory support, difficulties with grant programs, and low business activity. The average development score for small business is 2.88, reflecting weak entrepreneurial culture and limited economic capacity. However, there is local potential for small business growth, particularly in crafts, services, and agri-processing. Many respondents are ready for training, self-employment, or starting a business, but they need external support – financial, consultative, and organisational. Notably, women's entrepreneurship shows strong potential: women's engagement in volunteering, civic initiatives, and local businesses can drive economic recovery. Stimulating self-employment requires structured educational programs, access to grants, and partnerships with donor organisations.

4. Psychological Well-being and Social Challenges

Psychological well-being is moderate, with signs of emotional exhaustion. While many residents experience moments of calm and good mood, a substantial portion constantly feels stress, anxiety, or fatigue. More than half of respondents reported regular stress due to the war and economic instability; over 40% rarely feel fully rested. Burnout is particularly noted among professionals in social services, education, and administration. Psychological support services are underdeveloped: the average score for access to such services is below 2.5. Still, the community has a strong foundation of social cohesion – active volunteering, civic engagement, and mutual support foster a sense of unity and solidarity. Key priorities moving forward include creating safe spaces for women and children, expanding psychological services, establishing informal community hubs, and launching emotional recovery programs. Social unity and volunteerism remain core pillars of the community's resilience.

Recommendations:

1. Develop a post-war recovery strategy combining economic development, demographic stabilization, and support for social cohesion.
2. Foster partnerships between local authorities, businesses, educational institutions, and civil society to jointly address employment and human capital development.
3. Introduce retraining and upskilling programs for the population, especially in construction, agriculture, social services, and digital technologies.
4. Establish a Business Support Centre ("one-stop shop") for consulting, training, and supporting business initiatives.
5. Create microfinance, grant, and subsidized rental programs to stimulate small business and self-employment.
6. Support women's and youth entrepreneurship through mentorship, training, and awareness campaigns.
7. Enhance the attractiveness of the local labor market by improving work conditions, offering competitive wages, and promoting career development.
8. Expand psychological support services and mental health programs for educators, social workers, veterans, and other vulnerable groups.
9. Build safe and inclusive community spaces for recreation, cultural activities, and social integration.
10. Proactively engage state, donor, and international programs to fund reconstruction, business development, and community well-being.
11. Organise regular training, seminars, and workshops on inclusion principles for various community groups – residents, educators, social workers, and local officials.

Pathways to Project Sustainability

Strengths:

1. Active engagement of women and youth in community life and local development.
2. High proportion of economically active residents with formal employment experience.
3. Strong social cohesion, with a demonstrated willingness to participate in community initiatives. Positive examples of volunteerism and self-organisation contribute to building social capital and trust among residents.
4. Resident initiative: a segment of the population is already engaged in providing services or self-employment. High level of basic professional and craft skills among residents (e.g. repair, beauty services, agriculture, manual work).
5. Strong motivation for self-realization and entrepreneurship.
6. Well-developed basic infrastructure in most settlements (shops, pharmacies, post offices, educational institutions).
7. High level of potential labor force participation and openness to retraining under certain conditions and guarantees.
8. Potential for developing local production (household farming, handicrafts, service provision).
9. Many residents possess practical skills in agriculture, crafts, technical trades, and commerce.
10. Tourism and cultural potential of the communities.
11. Proactive stance of local authorities in the Ivankiv community.

Weaknesses:

1. Insufficient number of job vacancies and employment opportunities within the community.
2. Low share of officially registered entrepreneurs.
3. Inadequate level of entrepreneurial knowledge and experience (legal, financial, marketing).
4. Fear of risk and lack of self-confidence, low readiness to legalize activities (a combination of psychological and financial barriers).
5. Absence of business support infrastructure (consulting centres, business incubators, mentoring programs).
6. Limited openness among representatives of the Dymer community to cooperation and dialogue.
7. Employment opportunity disparities between residents of central and remote settlements.
8. Lack of systematic support from local authorities in areas such as consulting, accounting assistance, and access to markets.
9. Limited financial resources among the population – some residents have low or no income.

Opportunities:

1. Support for women's entrepreneurship and youth-led initiatives.
2. Potential for entrepreneurship development: presence of informal employment among residents that could evolve into formal businesses.
3. Interest in legalizing personal business activities if proper support is provided.
4. Financial support (grants, loans, microcredits) as a key incentive for starting a business.
5. Leveraging residents' social engagement as a platform for cooperation (e.g. creating joint ventures or cooperatives) in agriculture and household services.
6. Use of local community resources (land, available premises, craft traditions) for microbusiness development.
7. Educational and consulting programs on running small businesses, accounting, taxation, and sole proprietorship registration.
8. Partnerships with governmental and international funds that support local entrepreneurship.

Threats:

1. Ongoing war and the threat of shelling.
2. Limited employment opportunities within the community.
3. Outmigration of the working-age population to larger cities or abroad due to lack of jobs, low wages, or limited self-realization prospects.
4. Psychological strain among the majority of the population.
5. Economic instability and uncertainty in national policies regarding small business.
6. Consequences of martial law and mobilization processes.
7. Prolonged lack of investment in the development of the local economy.
8. Bureaucratic barriers and complex tax procedures.
9. Risk of loss of motivation to formalize business activities without adequate support.
10. Limited market access due to logistical or transportation difficulties.
11. Low demand for products or services within the community.
12. Chernobyl stigma, reflected in negative perceptions of Ivankiv's proximity to the exclusion zone (reducing investment and export potential).

List of References:

1. [Official website of the Ivankiv Settlement Council](#)
2. [Official website of the Dymer Settlement Council](#)
3. [Psychological Service of the Ivankiv Territorial Community](#)
4. [Provision of temporary housing for persons affected by the armed aggression of the Russian Federation. Ivankiv Territorial Community, Kyiv Region / All-Ukrainian Association of Amalgamated Territorial Communities. Best practices](#)
5. [Ivankiv Settlement Council / Facebook page](#)
6. [Implementation of European standards: the Ivankiv Community in the Kyiv region has begun the development of a Development Strategy](#)
7. [State Statistics Service of Ukraine](#)