



► Reskilling and upskilling women and vulnerable groups for decent employment and recovery in Kyiv region

**Every
fourth**

Ukrainian forcibly
displaced

**3.8
million**

internally displaced
persons

**2.5 times
the GDP**

in infrastructure
damage

15%

Unemployment
rate¹

Russia's war of aggression against Ukraine has inflicted massive human and economic damage. It has destroyed or damaged housing, businesses and infrastructure estimated at 2.5 times GDP and has led to the displacement within and outside Ukraine of approximately one-quarter of the population, with an estimated 3.8 million people displaced within the country².

The war and massive displacements have impacted significantly on Ukraine's labour market. Jobs were lost as businesses were damaged and closed, especially in the first months of the war. The unemployment rate remains at about 15 percent, while mismatches between employment demand and locally available labour force place finding workers (skilled or unskilled) among the top three constraints to business operations. Women's labour force participation has traditionally been lower than that of men, but is now increasing when compared to the levels before the war.³

Kyiv has become one of the major host regions for internally displaced persons (IDPs), leading to significant demographic change and increased pressure on services and infrastructure. The rapid influx has exceeded the capacity of local labour institutions and training centres. Working-age IDPs often face barriers to entering the labour market due to skill mismatches, limited childcare access, discrimination, and the difficulty of navigating the formal economy without local networks or recent work experience.

1_OECD, 2025 | [Fostering macroeconomic stability and a sustainable recovery: OECD Economic Surveys: Ukraine 2025](#) | OECD

2_UNHCR, 2026 | [Ukraine](#) | [Rights Mapping and Analysis Platform](#)

3_OECD, 2025 | [Fostering macroeconomic stability and a sustainable recovery: OECD Economic Surveys: Ukraine 2025](#) | OECD

The project in a nutshell



PROJECT NAME

Reskilling and upskilling women and vulnerable groups for decent employment and recovery in Kyiv region – Local Employment Partnerships for Work (LEP4WORK)

TIMEFRAME

March 2025 – March 2026

BUDGET

630,000 USD

PRIORITY GROUPS

IDPs, veterans, persons with disabilities, and the age group 50+ (at least 70% women in total)

POLICY AREAS

- Local employment policy
- Skills development
- Public employment services
- Business development training
- Social cohesion
- HDP Nexus

KEY PARTNERS

Government and public institutions

[Ministry of Economy](#)

[Ministry of Education](#)

[Ministry of Social Policy](#)

State Employment Service (SES)

Kyiv State Military Administration

Local governments in Irpin, Bila Tserkva, and Brovary

Workers' organisation

PROFBUD (Trade Union in Construction)

Kyiv Regional Council of Trade Unions

[Federation of Trade Unions of Ukraine](#)

Employers' organisations

[Federation of Employers of Ukraine](#)

[Association of Employers'](#)

[Organizations of Ukraine](#)

Civil society

Ukraine Women's Fund

UN partners

UNHCR

[UNHCR Ukraine](#)

Project summary

The Decent Work for Peace initiative in Ukraine is implemented under the banner of a Local Employment Partnership for Work (LEP4WORK) project.³ As such, the project works closely with and brings together local labour market institutions, educational institutions, NGOs, employers' and workers' organizations to unlock job opportunities and develop the skills that respond to local labour market needs in Kyiv region.

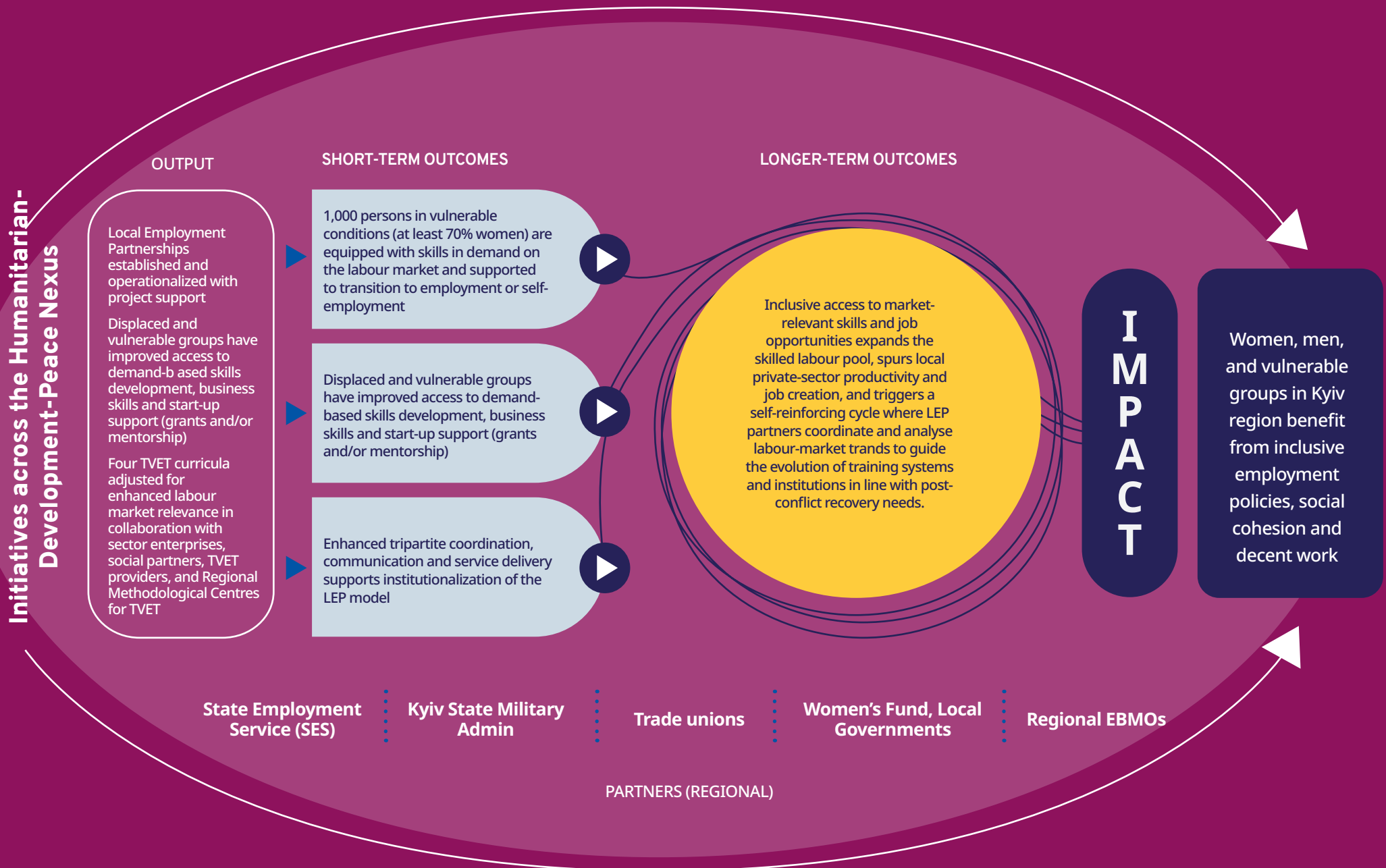
LEPs are voluntary alliances of partners working together to deliver coordinated, flexible solutions to local employment challenges. Such partnerships are particularly vital during times of crisis.

Working with the UNHCR to ensure intervention complementarity; with social partners for sustainable results, and in synergy with other ILO projects for efficiency, the project aims to support disadvantaged or vulnerable beneficiaries to enter and succeed in the labour market. It promotes inclusive, demand-driven training programmes, entrepreneurship support for women, people with disabilities, war veterans and IDPs, and improved linkages between employers and jobseekers. Interventions combine immediate support to beneficiaries with a long-term development approach focused on partnerships and institution-building, laying the foundation for sustainable post-conflict employment policies in support of economic recovery and social cohesion.



³ [ILO launches new Local Employment Partnership project in Kyiv region, focusing on job creation for vulnerable groups | International Labour Organization](#). The project builds on experiences from six years of successful implementation of Danish-funded LEP interventions in four Ukrainian regions.

The Theory of Change below sums up the approach:



Expected results

- LEP partners have the knowledge and capacity to equip the labour force needed for the recovery, including strengthened institutional capacity of career counselors at Kyiv region's State Employment Center to ensure that vulnerable groups, such as IDPs, veterans, and persons with disabilities, have access to inclusive high-quality, professional, and effective labour-market services (23 career counselors trained).
- Around **1,000 persons** (minimum 70% women) directly supported to access employment or achieve sustainable self-employment through targeted skilling, reskilling, and upskilling, including:

160

persons with strengthened business skills (from [Start and Improve Your Business \(SIYB\)](#) trainings)

25+

New micro-enterprises supported with grants and mentorship

100

beneficiaries with upskilling/reskilling course

20+

career counsellors trained

600

persons in skills development trainings (e.g., soft skills, digital skills, employment skills, and motivation or information sessions)

40

people trained in welding, electrical installation, facade works, metal-plastic window installation

Translating the HDP Nexus into practice

DW4P: Operationalizing the Humanitarian–Development–Peace Nexus through Decent Work

COORDINATION: The ILO and social partners work closely with national systems, UN actors, and other stakeholders to integrate decent work principles into crisis response, recovery, and reconstruction.

PROGRAMMING: Through local employment creation, enterprise and skills development, capacity building and social dialogue, DW4P initiatives deliver immediate livelihoods that contribute to long-term recovery, advancing inclusion, gender equality, and social cohesion in fragile settings. Community focus group discussions (separate groups for women and men) ensure the participation of community members in the planning and monitoring of the project.

FINANCING: DW4P entails seed funding for a demonstration project to inform, sustain and expand resource mobilization efforts. It is strategically used to achieve multi-year and flexible financing arrangements that strengthen nationally owned systems and resilient livelihoods, ensuring that recovery and peacebuilding efforts are grounded in decent work and sustainability.

The Humanitarian–Development–Peace (HDP) Nexus refers to a collaborative and integrated approach that seeks to strengthen the complementarity between humanitarian response, long-term development, and peacebuilding efforts. It aims to reduce need, risk, and vulnerability over time by fostering coherence and comprehensiveness of support delivered by the UN, leveraging the comparative advantages of different agencies.

The HDP Nexus approach is built on three mutually reinforcing principles: coordination, programming, and financing. These principles ensure that humanitarian, development, and peace actors work in a coherent way toward shared outcomes. They are used here to underline how the DW4P initiatives apply and reinforce the Nexus approach.



COORDINATION

Local economic partnerships for post-conflict economic recovery

The project aims to address the immediate livelihood needs of IDPs and other vulnerable groups in Kyiv region, while strengthening local institutional coordination and sustainable partnerships for post-conflict employment policies in support of economic recovery and productivity. It is implemented in close coordination with UNHCR as well as local partners and stakeholders. It builds on and contributes to joint UN analyses and plans.

Coordination with the UNHCR means that the project seeks to identify, target, and accompany individuals in their transition from humanitarian assistance to self-sustaining employment. The approach entails mapping of beneficiaries' existing skills as well as of employers' labour needs to ensure re- and upskilling activities are inclusive, targeted and matching relevant employment opportunities.

Finding ways to make the transition from assistance to employment succeed would be a significant achievement, bridging immediate (UNHCR) relief with longer-term development support to enable beneficiaries' transition to the labour market and sustainable self-reliance.

Strategic Alignment

The project builds on and contributes to needs assessments and key strategic priorities and frameworks developed jointly by UN agencies and other stakeholders in Ukraine, to ensure coherence with national and international efforts to promote resilience, decent work, and peace in crisis-affected areas:

- [Decent Work Country Programme \(DWCP\)](#)
- [United Nations Sustainable Development Cooperation Framework \(UNSDCF\) 2025–2029](#)
- [UN Common Country Analysis \(UNCCA\)](#)
- [Ukraine Humanitarian Needs and Response Plan \(HNRP\)](#)
- [UN in Ukraine Transitional Framework \(2022-2024\)](#)
- [Rapid Damage and Needs Assessment \(RDNA4\)](#)
- [ILO Transitional Cooperation Strategy for Ukraine 2024-2025](#)



PROGRAMMING

Localized and inclusive, with people at the centre

The project is squarely situated in the ILO's mandate. Beneficiary transition to employment within the framework of inclusive, sustainable and effective local labour market governance constitutes an important ILO result and a contribution to collective outcomes around protection, inclusion, and resilience.

The approach is localized:

Building on local institutions, actors and labour market analysis, and the strengthened capacity of social partners to engage in longer-term solutions in favour of economic recovery and social cohesion, the project fosters inclusive change in regions heavily affected by displacement and labour market disruption. The project's model, centred on Local Employment Partnerships, offers a scalable framework for replication in other oblasts, laying the groundwork for broader institutional recovery and labour market transformation.

The approach is people-centred:

It seeks to establish institutionalized partnerships between actors with the skills, capacity and coordination to support the integration of women, people with disabilities, war veterans and IDPs into the labour market through inclusive, demand-driven training programmes, entrepreneurship support and improved linkages between jobseekers and employers.



FINANCING

From seed-funding to inclusive economic recovery support at scale

The project is implemented under the ILO Initiative on Decent Work for Peace (DW4P), which leverages ILO internal resources as strategic seed funding for innovative interventions. This ILO-internal resource contribution is intended to attract additional investments from donors and stakeholders. DW4P in Ukraine demonstrates the suitability of the LEP approach to conflict-affected situations. As shown above, the approach emphasizes local solutions, implemented by local actors for locally based beneficiaries. Already tested in other regions of Ukraine with the support of Denmark, the ILO is now demonstrating the effectiveness of the approach in an ongoing conflict, supporting inclusive labour market governance for economic recovery. With a relatively small fund, the project has been able to strategically invest in targeted interventions that have been complemented with contributions from implementing partners, demonstrating the importance and relevance of the Local Economic Partnership model in Kyiv region.

Zooming in on social cohesion and inclusivity

The project is based on the understanding that sustainable post-conflict recovery in the Kyiv region relies on promotion of economic recovery, but also, just as importantly, the society's ability to effectively address potential conflict drivers, i.e., socio-economic and political factors that put a strain on social cohesion. In 2025, the ILO commissioned a Peace and Conflict Analysis (PCA) to assess the impact of the conflict on employment, social dialogue, gender dynamics, and small and medium- sized enterprises (SMEs), and to identify conflict drivers as well as peace enablers linked to the world of work. The PCA offers recommendations to inform conflict-sensitive programming and advance decent work as a foundation for peace and inclusive recovery. Conducted in parallel with the design and initial implementation of the DW4P project in Ukraine, the PCA underscores the potential of the project to contribute to social cohesion.

The PCA identified the following key drivers of conflict and social tension:



Structural Unemployment and Inequality: Worsened by displacement, skills mismatches, and loss of productive infrastructure.



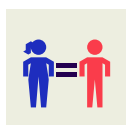
Displacement and “Us vs. Them” Narratives: Risks of increased tension between displaced persons, veterans, and host communities.



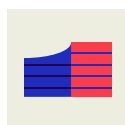
Labor Market Fragmentation: Regional disparities, informality, and exploitative practices threaten social stability and fairness.



Weakened Social Dialogue: Institutional fragility and reduction in social partner interactions have undermined trust and consensus-building.



Gendered Impacts: The war has exacerbated gender-based violence, care burdens, and economic insecurity for women.



Governance Gaps and Political Polarization: Fragile institutions and contested reforms may risk deepening social divides.

To address conflict drivers, the report proposed a set of conflict-sensitive recommendations framed around the ILO's three strategic pillars:

1

Investing in People through equitable skills development, social protection, strengthening of the care network and reintegration support for vulnerable groups. A failure to attract returning diaspora due to poor economic conditions may compound human capital shortages, underscoring the urgent need to scale up efforts to improve labour standards, create attractive labor market opportunities, and address skills gaps.

2

Creating Quality Employment via local employment partnerships and MSME support, ensuring equality of access while also addressing the specific needs of different vulnerable groups and providing safeguards against exploitation and informality.

3

Strengthening Labour Market Governance by revitalizing social dialogue for peace and recovery, aligning with international standards, and enhancing institutional resilience. Wherever possible, capacity building efforts for social partners should be used as opportunities to create **safe spaces to learn together, build trust** and collectively practice the skills required for a more inclusive approach to social dialogue.

These recommendations permeate the DW4P project and highlight the relevance of Local Economic Partnerships for sustainable recovery. Prioritizing support to women, IDPs, persons with disabilities, and other marginalized groups in asserting their place in the labour market and public life, the project strengthens the foundations for resilient, cohesive communities and contribute to a more inclusive, just, and peaceful Ukraine.



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Labour
Organization

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