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ЕКОНОМІКИ
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Від
народу Японії



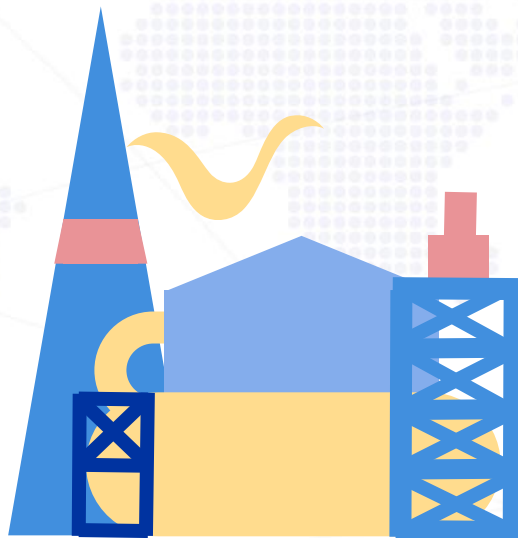
Міжнародна
організація
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KEY HIGHLIGHTS FROM THE UKRAINIAN EMPLOYERS SURVEY

(April 2024)



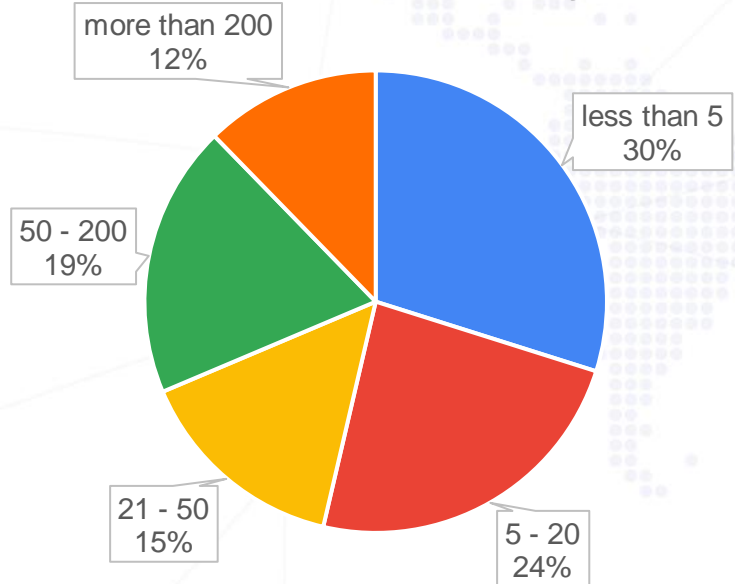
Agenda

- Methodology and respondents' profile
- The impact of war and the biggest challenges for business
- Workforce shortage and ways to overcome it
- Employers' openness to foreign workers
- Employers' experience in hiring international workers
- Summary

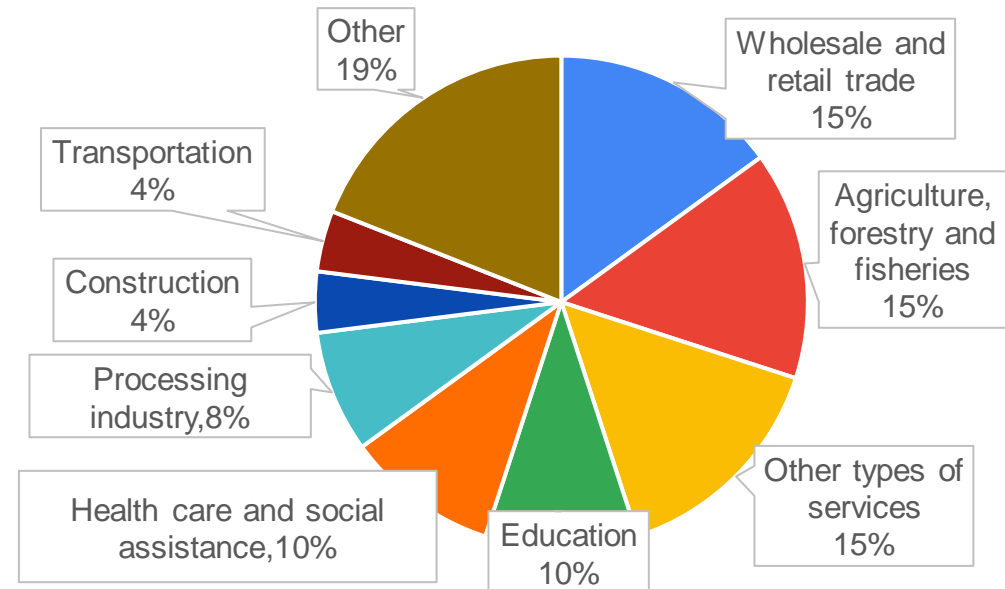
Methodology and respondents' profile

- The survey was conducted during February-March 2024
- Number of responders – 3 175 employers
- Online survey shared by MoE
- The sample is very representative in terms of geo-coverage, company's size and sector of the economy

The number of employees

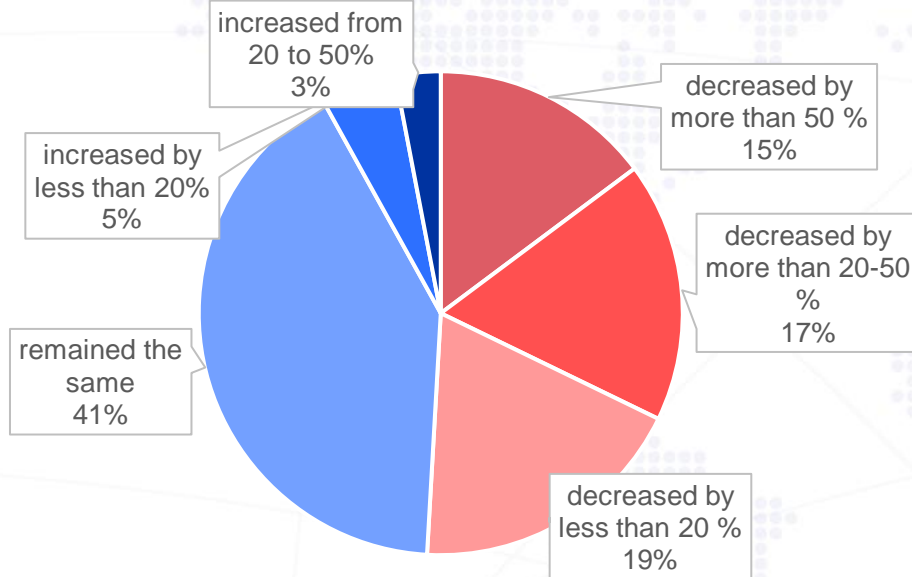


The main sector of the economy

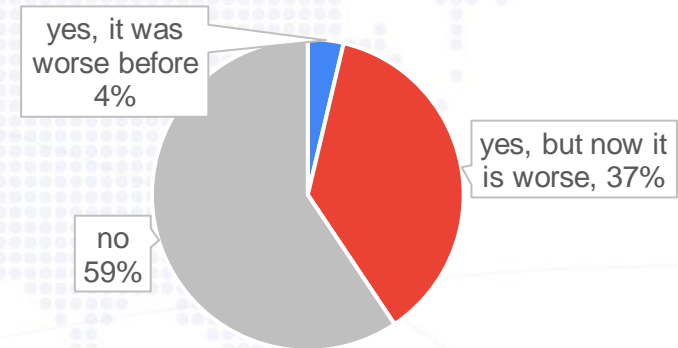


The impact of the war. Current situation

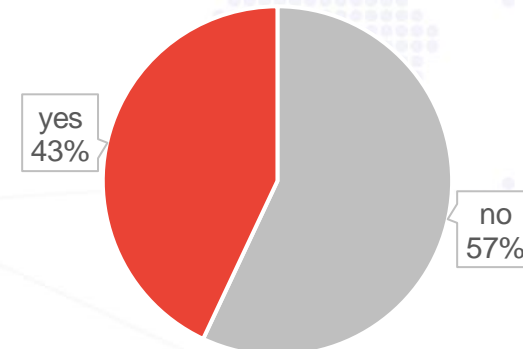
How did the number of employees in your business change after the full-scale invasion?



Did your business suffer from a shortage of skilled workers for the positions before the full-scale invasion?



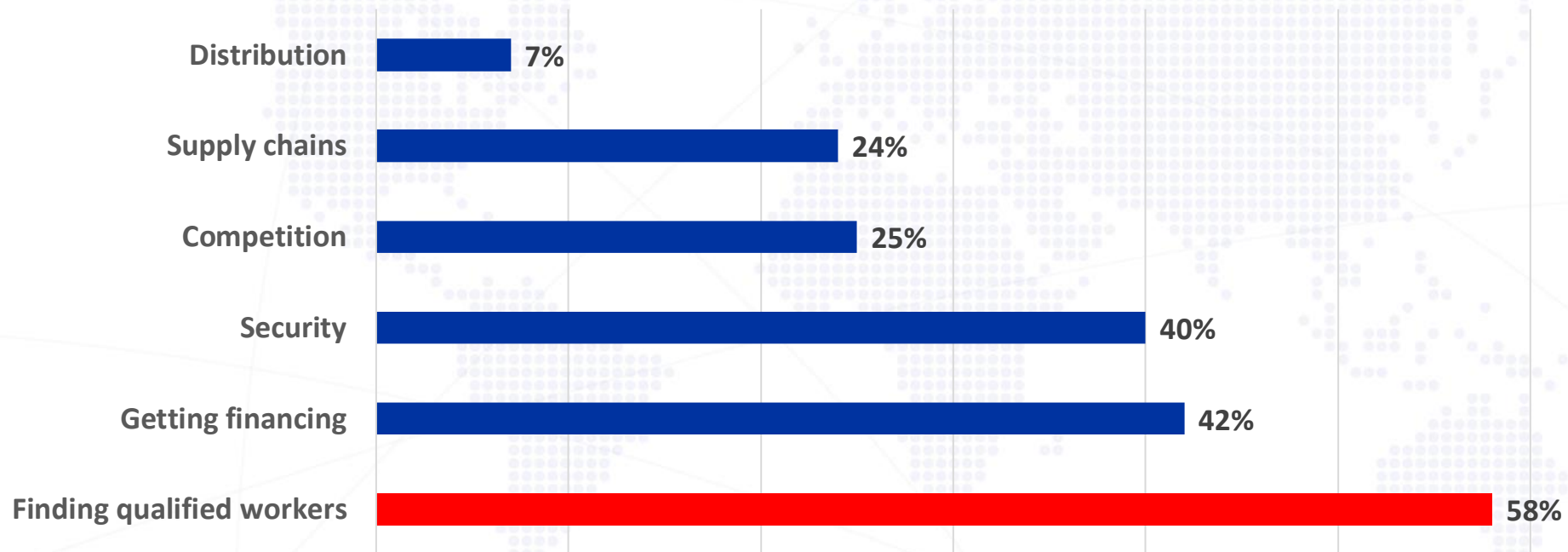
Do you currently have vacancies in your company for which you cannot find employees?



- Half of responders stated that they had not lost or increased staff
- Around 40% of employers face difficulties finding new employees

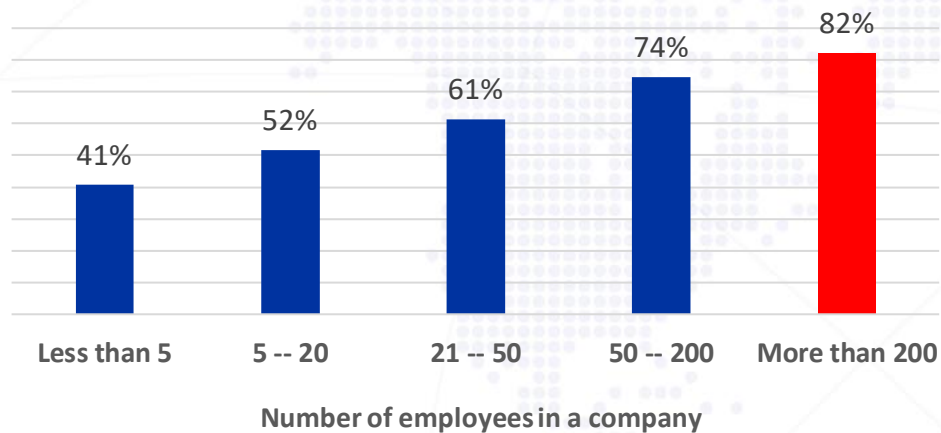
The biggest challenges for Ukrainian employers as of Feb 2024

What are the three biggest challenges your business is currently facing?

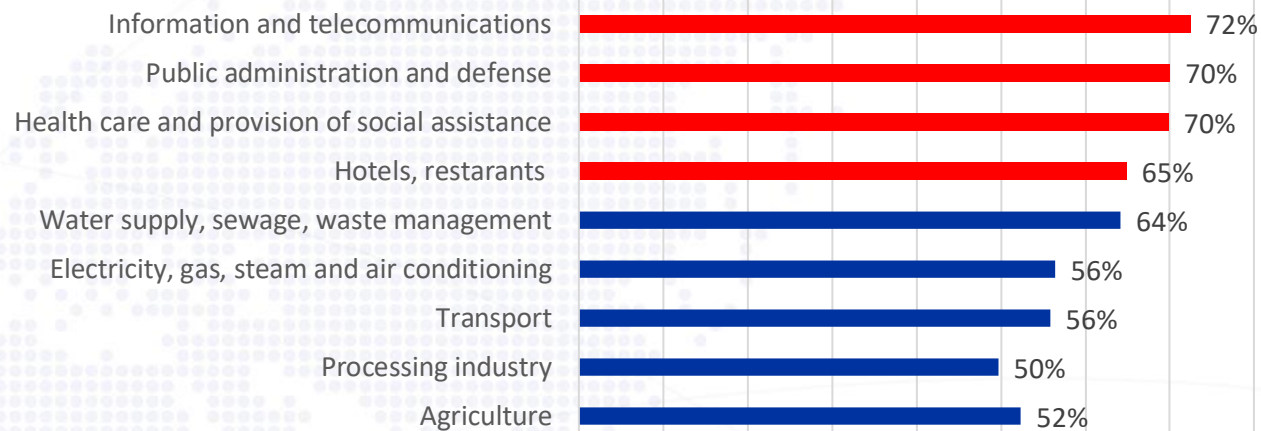


Correlation between workforce shortage and different businesses

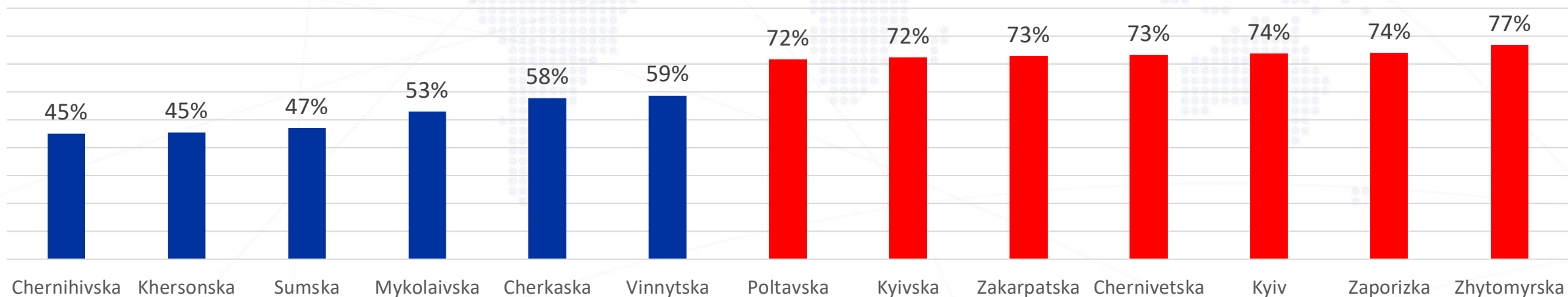
Correlation between company's size and workforce shortage



Correlation between workforce shortage and industry

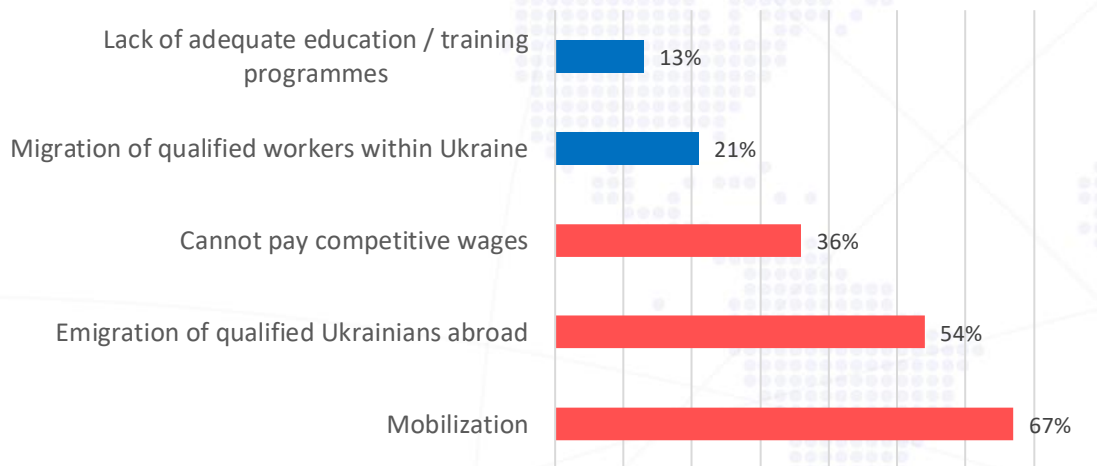


Correlation between workforce shortage and region

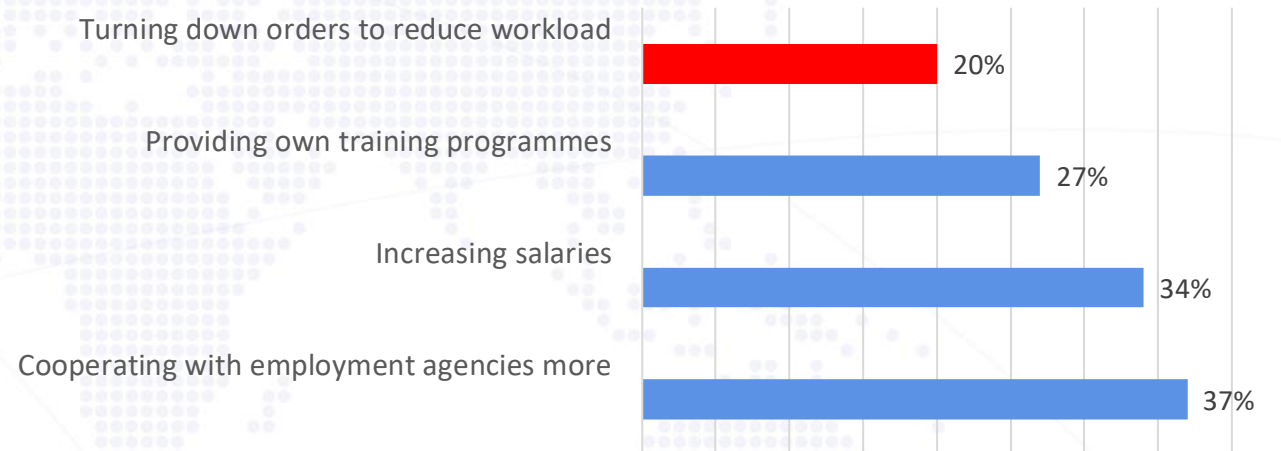


Causes and methods of overcoming workforce shortages according to employers

Main reasons for the shortage of qualified workers

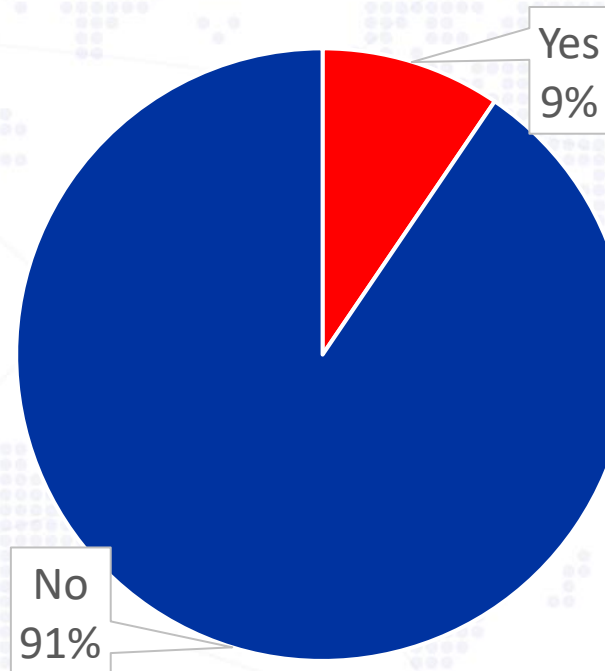


Methods used by employers to deal with labor shortages



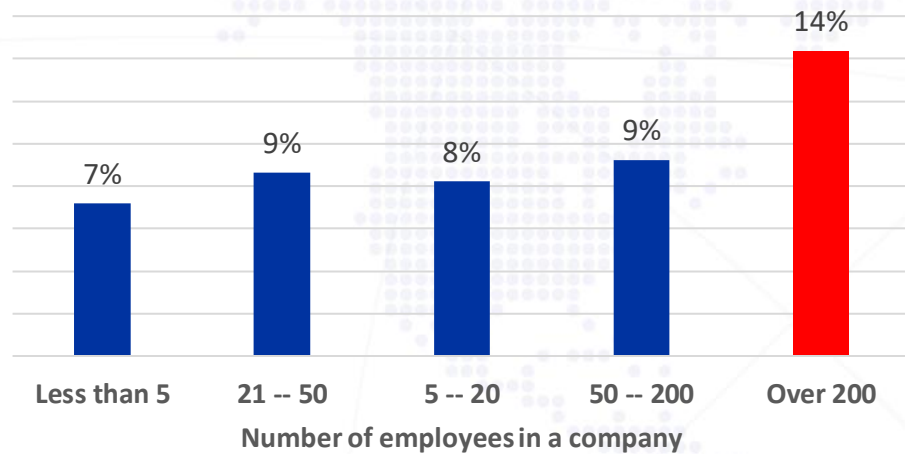
Employers' openness to foreign workers

Would you consider recruiting foreign workers to fill your vacancies?



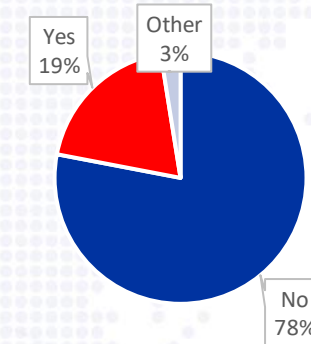
The profile of employers ready to consider hiring foreign workers

Employers' willingness to hire foreign labor depending on the size of the company

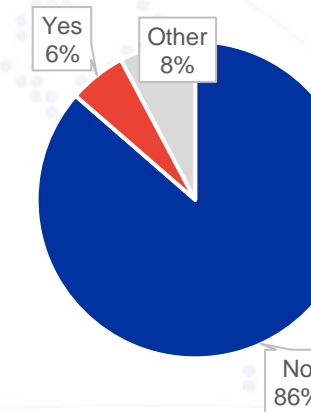


- The higher number of employees – the bigger workforce shortage - the more open for international workers employers become
- Employers with any international experience are more open to international workers

Employers with international experience

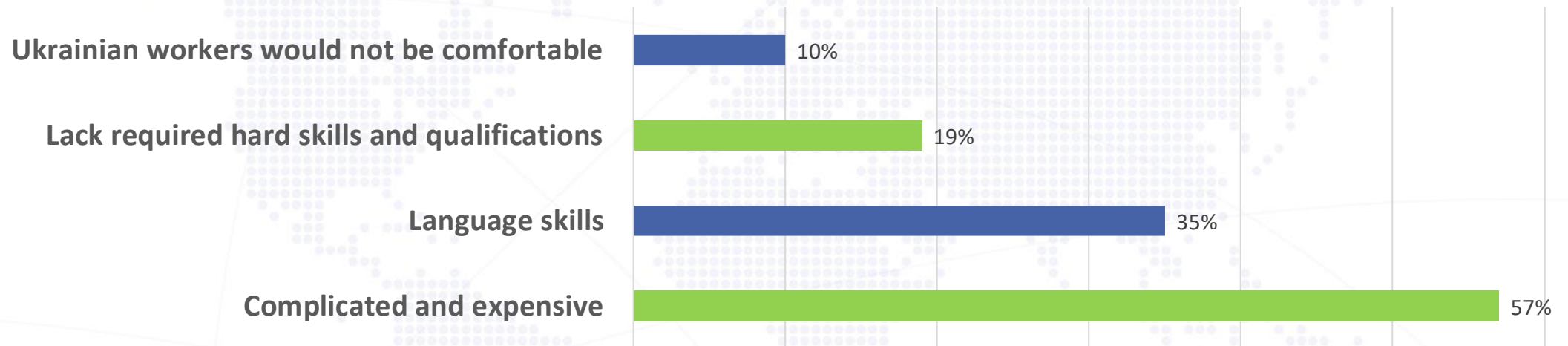


Employers without international experience



Main obstacles to hiring international workers

Main obstacles to hiring international workers according to employers

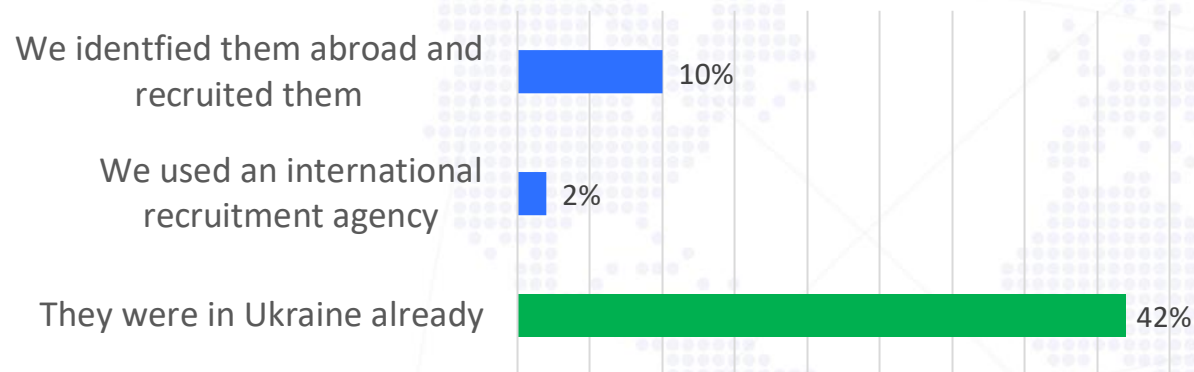


In their comments to the survey, employers express 2 main concerns which overlap with Ukrainians' opinion (from Migrants perception survey):

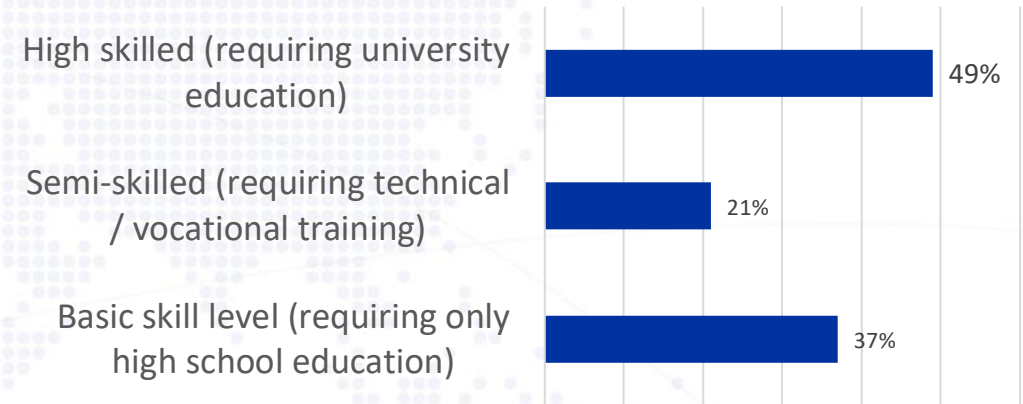
- Substitution of mobilized Ukrainians by internationals
- Lack of necessary programs to support to unemployed Ukrainians and IDPs

Employers' experience in hiring international workers

How have you recruited foreign workers for your business?



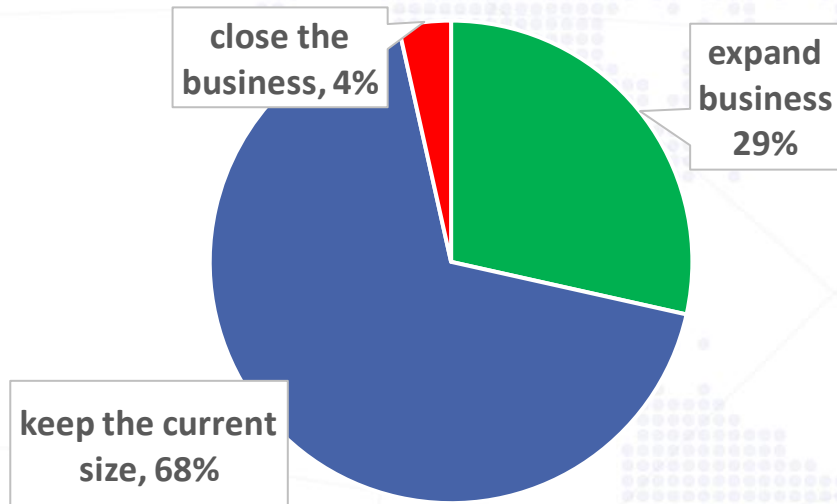
What skill level were the occupations you hired foreign workers for?



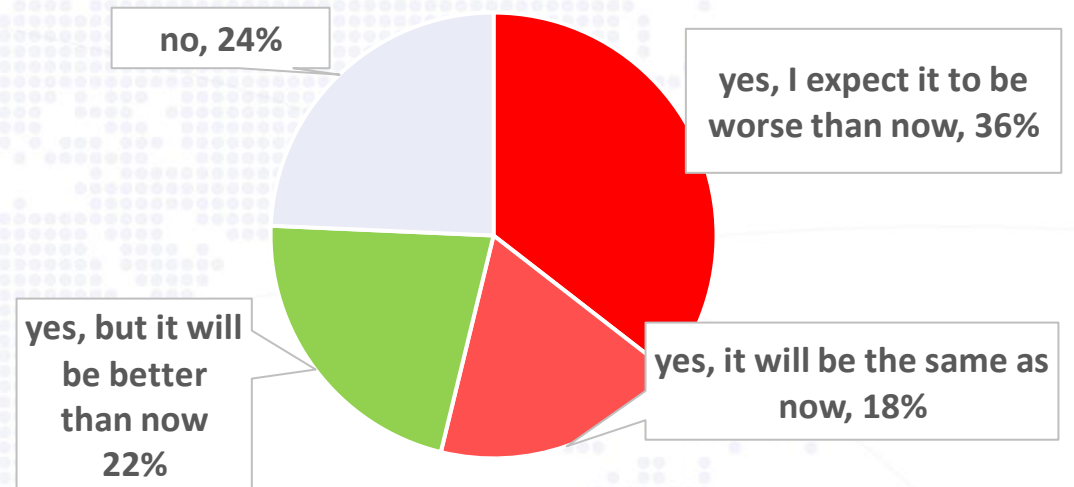
- There is room for improvement in cooperation with international recruitment agencies, because before the FSI, all of them focused on Ukrainians' emigration
- Before the FSI, high skilled international workers prevailed over basic skill level workers; however, now the biggest shortage is observed among basic skilled workers

Plans for the future

Businesses' plans for the next 2 years



Expectations of facing labor shortages in the coming post-war economy



- 96% of businesses plan to keep the current size of their business or expand it over the next two years, which is quite optimistic
- At the same time, 54% expect the problem with workforce shortage to either exacerbate or stay at the same level.

Summary

- ✓ The sample is very representative in terms of geo-coverage, company's size and sector of the economy, so we can use this channel for further studies
- ✓ Half of responders stated that they had not lost or increased staff, which is quite positive
- ✓ 58% of employers indicated workforce shortage as the biggest challenge, ahead of security and lack of financing
- ✓ The more employees a company has, the more severe workforce shortage they experience. And companies with 200+ number of employees are more open to international workers
- ✓ Main obstacles to hiring foreign workers, such as bureaucratic procedures, language barrier and lack of skills, could be surmounted
- ✓ Ukrainians' as well as business owners' main concern is intensification of competition at the labor market due to substitution of Ukrainians by internationals, which could be solved by proper regulation through the provision of work permits to only highly needed specialties, which, otherwise, could not be covered by Ukrainians
- ✓ Overall, 96% of businesses have quite optimistic plans of maintaining the current size of their business or expanding it over the next two years, even though 54% expect that the problem with workforce shortage will either exacerbate or stay at the same level



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THANK YOU!

