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**Women's Initiative  
for New Growth and Skills  
Empowering Migrant Careers**

Project 2024-1-DE02-KA220-ADU-000247718

**Guidebook  
“Rise Up:  
Career Development Strategies for Internally Displaced Women in Ukraine”**



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## 1. INTRODUCTION

### 1.1. Project WINGS and the Importance of Supporting Women-Forced Migrants

Migration is not a new phenomenon in the modern world, but the war against Ukraine initiated by Russia in 2022 has transformed it into an unprecedented global challenge. According to the UN Refugees Operational Data Portal (UNHCR), more than 9.855 million Ukrainians are forced to leave their homes and be migrants because of war in 2024. Among these individuals, 3.555 million have been displaced internally within Ukraine<sup>1</sup>, while 6,3 million have sought refuge abroad, including 5.9 million in Europe<sup>2</sup>.

A striking characteristic of this forced migration is that 80% of the displaced individuals are women with children. These women, upon arriving in host countries, face numerous challenges including language barriers, difficulties in securing employment, social isolation, legal and administrative hurdles, and restricted access to education and training opportunities. As both caregivers and breadwinners, many of these women have lost their previous jobs and experienced a sharp decline in their social and economic status, further complicating their efforts to rebuild their lives.

The ERASMUS + program K2 project, titled “WINGS: Women's Initiative for New Growth and Skills – Empowering Migrant Careers”, Project Number 2024-1-DE02-KA220-ADU-000247718, implementation period 2024-2026 (WINGS) was conceived in response to these pressing challenges. Its mission is to empower women who have fled the conflict in Ukraine by providing them with the tools, resources, and support needed to rebuild their careers in their host countries. By equipping these women with new skills and fostering financial independence, the project seeks to alleviate the socio-psychological consequences of displacement and unemployment.

The WINGS project pursues this mission through a multifaceted approach:

The WINGS project pursues this mission through a multifaceted approach:

- Development of resources. A Guidebook titled “Rise Up: Career Development Strategies for Migrant Women” provides accessible, actionable advice tailored to the unique challenges faced by women-forced migrants in navigating the labor market of their host countries.
- Comprehensive Integration Learning Program (CILP). This program offers skill-building opportunities designed to help participants transition effectively into new work environments.
- Networking and collaboration. Discussion events in various host countries create spaces for stakeholders to share experiences, propose solutions, and foster mentorship opportunities for migrant women.

The WINGS project is crucial not only for the immediate support it provides to women-forced migrants but also for its long-term impact on their integration and success. By empowering these women to overcome professional exclusion and restart their careers with confidence, the project contributes to fostering social cohesion and promoting inclusive economic growth in host communities.

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<sup>1</sup> UN Refugees Operational Data Portal. (2024). URL: <https://data.unhcr.org/en/country/ukr> (

<sup>2</sup> UKRAINE SITUATION REGIONAL REFUGEE RESPONSE PLAN (2024). UNHCR. Geneva, Switzerland, January 2024. URL: <https://data.unhcr.org/en/documents/details/105903>



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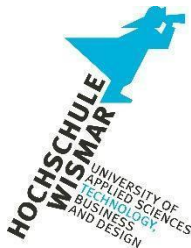
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WINGS objectives:

- - to raise society's awareness about the challenges faced by women-forced migrants and promote understanding and empathy within host communities
- - to empower women-forced migrants to build financial independence and self-sufficiency
- - build a network of support and connections with other forced migrant women and professionals in the field, creating opportunities for collaboration and mentorship
- - to create a comprehensive and accessible e-book that highlights the peculiarities of the labor market and employment in the labor market of the host country, including a collection of various
- - opportunities for career development and support services available for adult women-forced migrants from Ukraine in their host countries, empowering them to overcome professional exclusion and restart their careers with confidence and determination
- - to bring stakeholders (together migrant women, representatives of local authorities, supporting organizations, and other stakeholders) to discuss challenges and propose solutions related to women's career restart and integration.

The WINGS project involves partner organizations from countries experiencing large number of Ukrainian refugees: Czechia (400 000 forced-migrated Ukrainians), Poland (1 100 000 forced-migrated Ukrainians), Germany (1 190 255 forced-migrated Ukrainians)<sup>3</sup>, Türkiye (46,000 forced-migrated Ukrainians)<sup>4</sup>. Ukraine witnesses 3.555 million displaced internally within Ukraine<sup>5</sup>. WINGS partner organizations include:



**HOCHSCHULE WISMAR**, (HSW, Higher education institution, Germany) is a German university with over a century of academic excellence in engineering, technology, business, and design. Serving 8,900 students, HSW is a leader in e-learning and international collaboration. Its expertise in Erasmus+ projects, migrant integration, and entrepreneurship fosters innovation and empowers individuals to succeed in education, careers, and research.

[www.hs-wismar.de](http://www.hs-wismar.de)



**Fundacja Marki Polskiej im. prof. Witolda Kieżuna** (FMP, Foundation, Poland) champions skill development, inclusion, and sustainability. It supports civil society growth, promotes EU values, and addresses social challenges like unemployment and exclusion, particularly for migrants. With expertise in Erasmus+ projects, education, and labor market integration, FMP fosters collaboration and empowers individuals, including Ukrainian refugees, through lifelong learning and innovative solutions.

[www.fmarkipolskiej.pl](http://www.fmarkipolskiej.pl)

<sup>3</sup> Ukraine: Over 6 Million Refugees Spread Across Europe (2024). UN Regional Information Centre for Western Europe. URL: <https://unric.org/en/ukraine-over-6-million-refugees-spread-across-europe/>

<sup>4</sup> Sude Akgundogdu, Collin Trissel (2024) Turkey's Growing Ukrainian and Russian Communities. URL: <https://www.washingtoninstitute.org/policy-analysis/turkeys-growing-ukrainian-and-russian-communities>

<sup>5</sup> UN Refugees Operational Data Portal. (2024). URL: <https://data.unhcr.org/en/country/ukr/> (

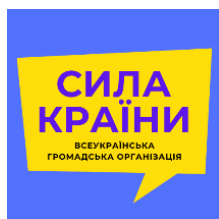


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**SYLA KRAINY** (NGO SK, NGO, Ukraine) founded in 2011, is dedicated to fostering inclusion, protecting socio-economic rights, and supporting vulnerable groups, including migrants and people with disabilities. With expertise in legal aid, education, and labor market adaptation, NGO SK has led impactful projects promoting equality, women's empowerment, and career development for displaced individuals across Ukraine and Europe.

[www.syla-krayini.com.ua](http://www.syla-krayini.com.ua)

PRAGUECITY  
UNIVERSITY

**Prague City Vysoka Skola s.r.o.** (PCU, Higher education institution, Czechia), founded in 2004, offers British-accredited education in English across diverse disciplines, emphasizing sustainability, inclusion, and innovation. With strong international partnerships, PCU supports displaced Ukrainian students, provides scholarships, and fosters integration through research, social programs, and trauma-informed workshops. Its expertise in education, business, and media makes it a valuable partner for initiatives promoting societal and economic inclusion.

[www.praguecityuniversity.cz](http://www.praguecityuniversity.cz)



**Akademi Kultur ve Egitim Dernegi** (AKED, NGO, Türkiye), founded in 2013 in Kastamonu, promotes education, culture, and sports through local and international projects. With expertise in Erasmus+ initiatives and social responsibility campaigns, AKED empowers youth, fosters inclusion, and enhances professional skills. Its multidisciplinary team excels in project coordination, offering innovative solutions to societal challenges and building partnerships across national and international arenas.

[www.aked.biz](http://www.aked.biz)

The WINGS project serves as a powerful response to the challenges faced by women forced to migrate due to the war in Ukraine. By providing career development resources, skill-building opportunities, and fostering collaboration among key stakeholders, the project empowers these women to rebuild their lives, achieve financial independence, and integrate successfully into their host communities. Through its multifaceted approach and international partnerships, WINGS not only addresses immediate needs but also contributes to long-term social cohesion and inclusive economic growth across Europe and beyond.

One of the key elements of the WINGS project to achieve its goals – is the Guidebook “Rise Up: Career Development Strategies for Migrant Women”.



## 1.2. Purpose of the Guidebook

The guide “Rise Up: Career Development Strategies for Internally Displaced Women in Ukraine” was created with the intention of serving as a source of support, inspiration, and practical tools for adult women who have been forcibly displaced within Ukraine due to the war.

Recognizing the difficult circumstances these women face—loss of home, employment, and stability—this guide offers a structured and accessible roadmap to rebuilding their professional paths in a new environment. It helps them navigate unfamiliar settings with confidence, make informed decisions, and shape their future with a renewed sense of self-belief.

The goal of the guide is to provide internally displaced women with practical advice, tools, and resources needed to overcome career-related challenges such as relocation, job loss, limited access to education, legal difficulties, and emotional exhaustion. At the same time, it aims to strengthen their confidence and self-reliance by opening up new opportunities for employment, education, or entrepreneurship.

The “Rise Up: Career Development Strategies for Internally Displaced Women in Ukraine ” guide covers the following key topics:

- The Ukrainian Labor Market – An overview of current trends, available sectors, and in-demand professions in Ukraine, particularly in regions where internally displaced women reside.
- Legal Aspects of Employment – Clear and accessible information on labor rights, required documentation, and the conditions of official employment.
- Support and Opportunities – A curated selection of programs, projects, civil society initiatives, and services that promote career development, self-employment, mentorship, and social adaptation.
- Job Search – Practical tips on writing a resume, preparing for interviews, and effectively using online job platforms.
- Educational Opportunities – Information about free courses, retraining options, recognition of prior learning, and lifelong learning opportunities.
- Entrepreneurship – Guidance for those interested in starting a business: where to begin, how to evaluate a business idea, find support, and attract funding.

The guide is written in a clear and friendly tone, making it easy to find answers to pressing questions and adapt the advice to one's individual circumstances. Each section of the guide represents a step forward on the path to professional reintegration.

In addition to its practical content, “Rise Up: Career Development Strategies for Internally Displaced Women in Ukraine ” is designed to foster a sense of solidarity and support among internally displaced women. It offers not only guidance, but also encouragement—to believe in oneself, emerge from crisis stronger, and build a dignified and resilient future in a new place.



## 2. LABOR MARKET TRENDS AND OPPORTUNITIES

### 2.1. Understanding the Labor Market in Ukraine

In 2024, Ukraine's real GDP grew by 2.9%, following a 5.5% increase in 2023. However, the forecast for 2025 indicates a potential slowdown to 2–3% due to electricity shortages, inflationary pressures, and ongoing security risks<sup>67</sup>. The economy continues to adapt to wartime conditions, focusing on strengthening defense capacity, logistics, construction, and exports.

#### Key drivers of the economy include:

- Agriculture: accounted for 43% of merchandise exports in 2024 (notably corn, sunflower, and wheat);
- Information technology: although IT service exports declined by 4.2%, the sector retains strong potential<sup>8</sup>;
- Construction: grew by 16.2% in 2024, driven by infrastructure recovery programs;
- Defense Industry: engaged over 300,000 people in 2024.<sup>9</sup>

The employment rate rose to **52.4% in 2024**, the highest since 2021<sup>10</sup>. At the same time, employment levels declined in **trade, food service, and personal services** due to business closures and reduced consumer demand.

Sectors such as **defense, public administration, logistics, finance, and IT** showed both increasing wages and growing demand for labor (with wages in these sectors rising by 33% in 2024).<sup>11</sup>.

**Internally displaced women** represent a significant share of new entrants to the labor market. The proportion of women among registered unemployed individuals rose to **17.3% in 2024**, up from 8.9% in 2023<sup>12</sup>. These women often face limited access to childcare, retraining opportunities, and psychological support.

In response, businesses are increasingly engaging women in non-traditional sectors such as **logistics, security, and extractive industries**, offering tailored training programs<sup>13</sup>.

As of 2024, Ukraine's **unemployment rate stood at 12.7%**<sup>14</sup>; indicating a gradual recovery of the labor market from the severe crisis caused by the full-scale war. The **average monthly salary** in December 2024 reached **UAH 21,473**, marking a **23.1% increase**

<sup>6</sup> <https://bank.gov.ua/en/news/all/komentar-natsionalnogo-banku-schodo-zmini-realnogo-vvp-u-2024-rotsi>

<sup>7</sup> <https://www.imf.org/en/Countries/UKR>

<sup>8</sup> [https://ces.org.ua/en/ukrainian\\_economy\\_in\\_2024/](https://ces.org.ua/en/ukrainian_economy_in_2024/)

<sup>9</sup> <https://odessa-journal.com/in-2024-ukraines-real-gdp-grew-slower-than-in-2023-increasing-by-29>

<sup>10</sup> <https://finclub.net/news/chastka-pratsiuiuchykh-ukraintsiv-rekordno-zrosla-za-chas-velykoi-viiny.html>

<sup>11</sup> <https://thedocs.worldbank.org/en/doc/bf81d702093c4e7ce911cb00603d3fb9-0080012025/original/Listen-to-Ukraine-Update-2025.pdf>

<sup>12</sup> <https://voxukraine.org/en/labor-market-in-wartime-demographic-challenges-for-ukraine>

<sup>13</sup> <https://www.reuters.com/world/europe/ukraine-businesses-hire-more-women-teens-labour-shortages-bite-2024-09-12/>

<sup>14</sup> <https://www.csis.org/analysis/ukraines-future-rests-its-people>



compared to the same period the previous year.<sup>15</sup> In 2025, the **minimum wage** is set at **UAH 8,000 per month**.<sup>16</sup>

While full-time employment remains the most common form of work in Ukraine, **temporary and seasonal jobs** are widely used in the **agriculture and service sectors**, particularly in regions with a high concentration of internally displaced persons. The role of **self-employment** is also growing, as more internally displaced women are starting **microbusinesses** with the help of **state grants and civil society support**. This form of economic activity not only provides income but also contributes to **restoring financial independence and psychological resilience**.

## 2.2. Promising Sectors and Employment Opportunities for Internally Displaced Women in Ukraine

As of 2024, over 3.555 million internally displaced persons (IDPs) have been officially registered in Ukraine, with the majority being women<sup>17</sup>. However, only one-third of working-age internally displaced women had official employment as of 2023. A significant number remain unemployed or are engaged in informal work.<sup>18</sup>

The Ukrainian labor market has undergone significant transformation since the beginning of the full-scale war. Demand for skilled workers has increased in certain sectors, which are considered the most promising for the employment of internally displaced women. Notably, there is strong demand in healthcare, social care, education, the public sector, service industries, and the digital economy. Between 2023 and 2024, the number of job openings for nurses and social workers increased by more than 30%<sup>19</sup>. In the education sector, according to the Ministry of Education and Science, there is a shortage of preschool teachers, schoolteachers, and assistants for inclusive classrooms. Women are also actively engaged in the implementation of international aid projects, particularly in roles such as coordinators, facilitators, and social counselors.

In the field of entrepreneurship, the **eRobota** program has driven positive change by enabling thousands of women to start microbusinesses in areas such as beauty services, household services, education, and caregiving. According to the Ministry of Economy, as of 2024, more than 8,000 microgrants have been funded, with a significant portion allocated specifically to support internally displaced women.

At the same time, internally displaced women (IDWs) face numerous barriers in the job search process. Key challenges include the loss of personal documents, gaps in employment history, lack of access to childcare, age-related discrimination, the absence of local registration, and a shortage of job opportunities in rural communities. Many also experience emotional exhaustion due to the loss of their homes, family connections, or the traumatic impact of hostilities. These factors significantly limit their ability to return to active economic participation.

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<sup>15</sup> <https://www.ukrinform.ua/rubric-economy/3966852-torik-seredna-zarplata-v-ukraini-zrosla-na-231-derzstat.html>

<sup>16</sup> <https://7eminar.ua/news/712-minimalna-zarobitna-plata-u-2025-roci-ta-prozitkovii-minimum>

<sup>17</sup> UKRAINE SITUATION REGIONAL REFUGEE RESPONSE PLAN (2024). UNHCR. Geneva, Switzerland, January 2024. URL: <https://data.unhcr.org/en/documents/details/105903>

<sup>18</sup> <https://www.rada.gov.ua/uploads/documents/75506.pdf>

<sup>19</sup> <https://nszu.gov.ua/>



In the context of the full-scale war in Ukraine, the structure of labor market demand has shifted considerably—particularly due to the large-scale mobilization of men and their participation in combat. This has resulted in labor shortages in sectors traditionally dominated by men, including logistics, manufacturing, energy, agriculture, construction, and security. As a result, employers are increasingly seeking to engage women in professions that were previously considered non-traditional for them. This shift requires both adjustments in company HR policies and the provision of additional training or retraining for women.

This transition is being supported by various state and international initiatives, including voucher-based training programs, grants for acquiring new qualifications, and awareness campaigns promoting gender equality in the labor market. Thus, the crisis has also opened new opportunities to strengthen the economic role of women—including IDWs—in Ukraine's national economy.

To help overcome these barriers, the government offers several tools. One such initiative is education vouchers, which allow individuals to receive free vocational training or retraining in a range of approved specialties. The program is implemented with the support of the Ministry of Economy and Diia.Osvita. More information is available on the official portal [diia.gov.ua](https://diia.gov.ua) [diia.gov.ua](https://diia.gov.ua)<sup>20</sup>. The available specialties include IT, accounting, logistics, marketing, food technology, and others.

Additionally, online job platforms tailored to the needs of IDPs—such as [work.ua](https://work.ua)<sup>21</sup>, [robota.ua](https://robota.ua)<sup>22</sup> and Diia.Business<sup>23</sup>. These platforms offer job listings with flexible hours, remote work options, and roles that do not require prior experience or formal education. Moreover, IDW women are actively involved in support hubs such as YaMariupol, NGO Sila Krainy, and the Right to Protection Foundation, which provide legal assistance, mentoring, and psychological support.

In conclusion, despite structural challenges, internally displaced women in Ukraine demonstrate strong willingness to participate in the country's economic life. They are active labor market participants who, with the right support, can become key contributors to local economic recovery and the building of an inclusive society. Government policies focused on inclusion, retraining, small business development, and the creation of conditions for combining work with childcare are essential foundations for their sustainable professional growth.

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<sup>20</sup> <https://diia.gov.ua/>

<sup>21</sup> <https://www.work.ua/>

<sup>22</sup> <https://robota.ua/>

<sup>23</sup> <https://business.diia.gov.ua/>



## 3. LEGAL REGULATIONS AND EMPLOYMENT REQUIREMENTS

### 3.1. Legal Foundations of Employment

Following the outbreak of the full-scale war in Ukraine in 2022, millions of citizens were forced to leave their homes and relocate to other regions of the country or abroad. Internally displaced persons (IDPs) found themselves in situations where access to employment, public services, housing, and social protection required additional regulatory mechanisms. Ukrainian legislation and public administration practices have since undergone changes aimed at simplifying procedures for IDPs, particularly in the area of employment.

According to the Law of Ukraine *"On Ensuring the Rights and Freedoms of Internally Displaced Persons"*, IDP status is granted to Ukrainian citizens who were forced to leave their permanent place of residence due to armed conflict, temporary occupation, mass violations of human rights, or emergency situations. To obtain this status, a person must submit an application to the local social protection authorities, after which they receive an official certificate confirming their registration as an IDP<sup>24</sup>

This certificate is the primary document confirming IDP status and grants the right to receive state assistance, access to healthcare and education, and facilitates employment opportunities in other regions of Ukraine.

The employment of IDPs is regulated by the **Labor Code of Ukraine**, the **Law of Ukraine "On Employment of the Population"**, and the **Law "On Ensuring the Rights and Freedoms of IDPs."**<sup>2526</sup> Under Ukrainian law, IDPs are guaranteed the same labor rights as other Ukrainian citizens, including:

- the right to freely choose their place of work;
- the right to safe and decent working conditions;
- the right to social insurance in case of unemployment;
- the right to vocational training and retraining.

In the context of internal migration within Ukraine, IDPs do not need a special work permit, as they are Ukrainian citizens. However, the situation differs for those who relocate abroad, where they are often required to obtain a work permit in accordance with the national legislation of the host country.

To support IDP employment in Ukraine, the government has introduced several mechanisms, including:

- **compensation for employers** who hire IDPs,
- **state assistance for launching small businesses**,
- **preferential loan programs**, and
- **vocational retraining initiatives**.

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<sup>24</sup> Закон України «Про забезпечення прав і свобод внутрішньо переміщених осіб» (№ 1706-VII від 20 жовтня 2014 року).

<sup>25</sup> Кодекс законів про працю України (№ 322-VIII від 10 грудня 1971 року).

<sup>26</sup> Закон України «Про зайнятість населення» (№ 5067-VI від 5 липня 2012 року).



Despite support from the state and international organizations, IDPs continue to face several challenges such as the lack of permanent housing, difficulties in transferring documentation, low awareness of available assistance programs, and discrimination by employers.

Overcoming these barriers requires a coordinated and systemic approach involving the state, local authorities, and civil society. To help internally displaced persons (IDPs) adapt to the new socio-economic realities, the Government of Ukraine, in cooperation with international partners, has developed and implemented a number of legal and regulatory acts aimed at supporting IDPs. In particular, between 2022 and 2024, amendments were adopted to the **Law of Ukraine “On Employment of the Population”**, which introduced:

- extension of unemployment benefit periods for IDPs;
- funding for internship and professional adaptation programs;
- reimbursement of employer expenses for hiring IDPs, including partial salary coverage;
- involvement of employment services in working with IDPs as a socially vulnerable group.<sup>27</sup>

In 2023, the procedure for obtaining an **electronic IDP certificate** via the **Diia portal** was also updated, significantly simplifying access to public services and expediting documentation processes.

**Barriers and Prospects for IDP Integration into the Economy.** Despite these improvements, internally displaced persons continue to face several challenges:

1. **Psychological trauma and stress** due to the loss of housing, stability, and employment.
2. **Lack of housing or documentation** at the new place of residence, complicating job applications.
3. **Low awareness** of state and international support programs.
4. **Mismatch between IDP qualifications** and labor market demands in the new region.
5. **High retraining costs**, not always covered by the government or charitable organizations.

At the same time, the integration of IDPs into Ukraine's economy presents significant potential. According to estimates by the **Ministry of Economy of Ukraine**, involving IDPs in productive employment contributes not only to their self-sufficiency but also to the development of local economies, particularly in host communities with large numbers of displaced persons.<sup>28</sup>

**The Role of Employment Centers and Social Services.** Employment centers play a crucial role in facilitating IDP employment. Their services include:

- registration of unemployed individuals and granting official status;
- assistance with resume writing;
- consultations on available vacancies;
- referrals to retraining programs;
- participation in grant programs for starting a business.<sup>29</sup>

<sup>27</sup> Закон України «Про зайнятість населення» (№ 5067-VI від 5 липня 2012 року).

<sup>28</sup> Міністерство економіки України. 20 млн євро підтримки для ВПО URL <https://me.gov.ua/NEWS/Detail?id=430dbf7e...>

<sup>29</sup> Закон України «Про зайнятість населення» (№ 5067-VI від 5 липня 2012 року).



**Mobile teams of social services** also deserve special attention. These teams travel to remote areas to provide consultations and assistance to displaced persons—especially to women, people with disabilities, and large families..

The employment system for IDPs in Ukraine is gradually evolving toward greater flexibility, digitalization, and a more human-centered approach. At the same time, its effectiveness depends on political stability, the involvement of international assistance, and the active participation of civil society. Further improvement of labor policies, the inclusion of IDPs in national economic development programs, and the strengthening of anti-corruption measures in the social protection sector are key conditions for the successful integration of internally displaced persons into modern Ukrainian society.

### 3.2. Labor Rights and Employment Legislation

After being displaced due to the war, women who have become internally displaced persons (IDPs) face dual challenges: on the one hand, the need to adapt to new living conditions, and on the other — the responsibility to provide for themselves and their children. Following the full-scale Russian invasion of Ukraine in 2022, millions of Ukrainian citizens were forced to leave their homes in search of safer conditions within the country. Women with IDP status have encountered additional difficulties related to unemployment, lack of social support, and the simultaneous demands of childcare and seeking new sources of income.

To support such women, Ukrainian legislation guarantees special mechanisms for the protection of the labor rights of IDPs. The main regulatory act is the **Law of Ukraine “On Ensuring the Rights and Freedoms of Internally Displaced Persons” No. 1706-VII dated October 20, 2014**, which guarantees IDPs the right to employment, social security, education, and assistance with job placement. The legislation also prohibits discrimination in the labor market based on IDP status.

#### Key Labor Rights of Employees in Ukraine:

- **Right to Work.** Freedom to choose a place of employment, to sign a labor agreement or contract, guarantees of proper working conditions, payment not lower than the minimum wage, and the right to social protection in case of unemployment.
- **Employment Registration.** IDP women may be officially employed, enter into labor agreements or contracts, receive entries in labor books or the electronic registry, and enjoy the protections granted by the Labor Code of Ukraine.
- **Right to Fair Remuneration.** Timely and full wage payments, not lower than the established minimum wage, with the possibility of bonuses, allowances, and compensations as defined in the contract.
- **Right to Rest.** Regulated working hours, a minimum of 24 calendar days of paid annual leave, and additional leave as needed (e.g., for childcare, disability, etc.).
- **Labor Guarantees for Women.** Prohibition of discrimination based on gender or IDP status, protection of the rights of pregnant women and mothers, and the right to parental leave (up to 3 or 6 years).
- **Protection Against Unlawful Dismissal.** Dismissal only on legal grounds, mandatory prior notice, and the right to appeal through court or file a complaint with the **State Labor Service of Ukraine**.
- **Right to Vocational Training and Retraining.** Access to retraining programs and support through public employment services.
- **Right to Unemployment Assistance.** Ability to register with the Employment Center, receive unemployment benefits, and participate in job placement programs.

#### Key Legal Acts Defining Labor Rights:



- **Law of Ukraine "On Employment of the Population"** dated July 5, 2012, No. 5067-VI.
- **Labor Code of Ukraine**, enacted by the Resolution of the Verkhovna Rada of the Ukrainian SSR on December 10, 1971, No. 322-VIII.
- **Law of Ukraine "On Ensuring Equal Rights and Opportunities for Women and Men"** dated September 8, 2005, No. 2866-IV.
- **Resolution of the Cabinet of Ministers of Ukraine No. 301** dated April 21, 2021, "On Certain Issues of Implementing Employment Promotion Programs."
- **Law of Ukraine "On Compulsory State Social Insurance in Case of Unemployment"** dated March 2, 2000, No. 1533-III.

#### Forms of Employment Available in Ukraine:

- **Employment Contract.** This is the most common form of employment and is regulated by the Labor Code of Ukraine (Articles 21 and 24: <https://zakon.rada.gov.ua/laws/show/322-08#Text>). It must be concluded in written form and guarantees wages, sick leave, annual paid leave, social insurance, and protection in case of dismissal.
- **Fixed-Term Contract.** A type of employment contract with a specified duration, defined responsibilities, and termination conditions. Commonly used in the public sector or for project-based employment. Compared to open-ended contracts, it provides limited social protections. (Articles 23, 24, 38, 39 of the Labor Code of Ukraine).
- **Civil Law Contract (CLC).** Governed by the Civil Code of Ukraine (Articles 837–859: <https://zakon.rada.gov.ua/laws/show/435-15#Text>). Payment is made for the result of work or a service rendered. It does not provide labor guarantees such as employment record, sick leave, or social protection.

Women who are internally displaced have equal rights to employment as other citizens of Ukraine. However, taking into account their specific circumstances, a number of additional support mechanisms are available:

1. **Employment Support Programs.** The State Employment Service has developed targeted programs for IDPs, including reimbursement to employers who hire IDPs. Women may also access retraining opportunities, vocational education, or receive microgrants to start their own businesses.<sup>30</sup>
2. **Flexible Work Arrangements.** Since many IDP women have childcare or caregiving responsibilities, they may benefit from part-time, remote, or home-based work. These arrangements are supported by recent amendments to the Labor Code introduced in 2022–2023.
3. **Support for Single Mothers.** According to Article 182 of the Labor Code, women with children under 14 or with a child with disabilities cannot be dismissed at the employer's initiative while holding IDP status, unless approved by the guardianship authority. Applications for child support for single mothers or fathers can be submitted online: <https://diia.gov.ua/services/dopomoga-na-ditinu-odinokij-materi-abo-batku>
4. **Priority in Public Sector Employment.** IDPs have preferential access to job openings in the public sector, especially in education, social work, and healthcare.
5. **Prohibition of Discrimination.** According to the Law of Ukraine "On the Principles of Preventing and Combating Discrimination in Ukraine", it is forbidden to restrict labor rights based on origin, place of residence, gender, parental status, or IDP status.

<sup>30</sup> Постанова КМУ №331 від 20.03.2022



## 4. SUPPORT NETWORKS AND ORGANIZATIONS

### 4.1. Local and International Support Organizations

#### Ministry for Communities and Territories Development of Ukraine

**Contact Information.** Hotline: +38 (044) 351-48-01. email: [miu@mtu.gov.ua](mailto:miu@mtu.gov.ua), website: <https://mindev.gov.ua>

This is the central executive authority responsible for shaping state policy in the areas of transport, infrastructure development, housing and utilities, recovery and regional development. It also coordinates support for internally displaced persons (IDPs), protection of the rights of forcibly displaced (deported) persons, reintegration of citizens from temporarily occupied territories, support for IDPs, post-conflict recovery and peacebuilding, and development of reintegrated territories.

The Ministry's website features a dedicated section titled "**Information for IDPs**", which includes helpful resources for internally displaced persons:

- **List of Temporary Accommodation Facilities:** Ukraine maintains an official consolidated list of temporary accommodation options for IDPs, including dormitories, boarding houses, modular towns, and other facilities. Women who are IDPs can apply for accommodation through local authorities or military administrations.
- **List of Qualification Centers:** qualification centers are specialized institutions that allow IDPs, including women, to officially validate professional skills acquired through work experience, everyday life, or self-study—without undergoing formal education. These centers do not offer training, but they do provide evaluation services, and successful candidates receive an official **qualification certificate**. This enables legal employment in a given profession, improves labor market competitiveness, and allows participation in national and international employment support programs.
- **IDP Handbook:** the handbook contains information on how to obtain IDP status through official registration (receiving an IDP registration certificate), how to access public services in a new place of residence (healthcare, education, employment rights), and how to submit an information notice about **damaged or destroyed property** resulting from military actions, terrorist attacks, or sabotage caused by the Russian Federation's aggression. This procedure legally documents the loss of housing and is a required step for receiving compensation or participating in state housing or reconstruction programs.
- **Housing for IDPs:** you will find up-to-date information on housing offers for IDPs, how to find free accommodation in Ukraine, locations for compact IDP living, and details about state support programs (e.g., State Youth Housing Program, Ukrainian Social Investment Fund, etc.).
- **Directory of OVA Hotlines for IDPs and Other Useful Information:** the section includes a list of **regional administration hotlines** and other important resources to help IDPs navigate available support services.

#### Ministry of Social Policy of Ukraine

**Contact Information.** Phone: +38 (044) 289-86-22, email: [zvernennya@mlsp.gov.ua](mailto:zvernennya@mlsp.gov.ua), website: <https://www.msp.gov.ua>



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The Ministry of Social Policy is the central executive authority responsible for the development and implementation of state policy in the field of social protection. The Ministry's activities are directed and coordinated by the Cabinet of Ministers of Ukraine. On the Ministry's website, the “**Internally Displaced Persons**” section contains up-to-date information on state support, including the procedure for receiving **housing assistance**, applying for **housing rental subsidies**, and accessing social services such as the “**Municipal Nanny**” program. It also includes information about **recreational opportunities for children** with IDP status, explanations regarding the provision of **assistive rehabilitation devices**, and other **social guarantees for IDPs**.

### Network of Administrative Service Centers (CNAPs, Diia Centers, Mobile Offices)

**Contact Information.** To find the nearest CNAP or Diia Center, check working hours, and contact details, visit: <https://center.diia.gov.ua/mapa-centriv-so-pracuut-pid-cas-vijni-2>

**CNAPs (Administrative Service Centers)** are official public service access points available in every community, offering a **convenient and official way to access a wide range of administrative services** without the need to visit multiple agencies. Through CNAPs, you can:

- Apply for or update your **IDP certificate**, or change your registered address;
- Submit applications for **social benefits, compensation, and housing subsidies**;
- Register the **birth of a child**, obtain **education or pension-related documents**;
- Initiate applications through **integration with the Diia portal**, either on-site or with the assistance of a consultant.

**Diia Centers** represent an advanced model of government service delivery, built on the foundation of CNAPs. They combine **offline services with digital tools**, providing **fast, user-friendly, and accessible** public service experiences that meet **enhanced quality standards**.

### State Employment Service of Ukraine

**Contact Information.** Hotline: 0 800 600 288, email: [17@es.dcz.gov.ua](mailto:17@es.dcz.gov.ua), website: <https://www.dcz.gov.ua>

The **State Employment Service** is a network of institutions including the central office, regional employment centers, and their local branches (city, district, etc.). It provides a wide range of services for unemployed citizens, including **internally displaced persons (IDPs)**.

#### Key services include:

- Individual job counseling and selection of relevant vacancies;
- Assistance with resume writing and interview preparation;
- Career guidance and participation in skills development training;
- Issuance of **training vouchers** for acquiring a new profession or upgrading qualifications;
- Provision of **microgrants** (up to UAH 250,000) to start or expand a business;
- Support in registering as an individual entrepreneur (FOP) and launching a business.



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Unemployed Ukrainians can apply to their local employment center to receive professional counseling on employment and upskilling. After registering at the nearest employment service branch, individuals may qualify for **unemployment benefits**, provided they have documented work history and paid social contributions.

### State Fund for Youth Housing Assistance (Derzhmolodzhytlo)

**Contact Information.** Phone: +38 (044) 363 10 80, email: [fond@molod-kredit.gov.ua](mailto:fond@molod-kredit.gov.ua), website: <https://www.molod-kredit.gov.ua>

**Derzhmolodzhytlo** is a state institution that implements **housing programs** for youth, IDPs, veterans, and other vulnerable population groups.

#### Key services include:

- **Preferential housing loans** for youth, IDPs, educators, and others (including through funding from international donors such as KfW);
- Consultation services and online applications via the **Diia portal**.

### National Social Service of Ukraine (NSSU)

**Contact Information.** Phone: +38 (044) 205 70 99, IDP Support Hotline: 1548, email: [info@nssu.gov.ua](mailto:info@nssu.gov.ua), website: <https://nssu.gov.ua>

The **NSSU** is a state agency that coordinates a network of local **social service centers** in communities, where citizens can seek support in difficult life circumstances.

#### IDPs can access the following services:

- Initial needs assessment and appointment of a social caseworker for individuals in crisis;
- Support for **women affected by domestic or gender-based violence**;
- Assistance for families with children, people with disabilities, and the elderly;
- Help with submitting applications for social services, advice on subsidies, benefits, and referrals to other agencies;
- **Crisis counseling, psychological and legal assistance**;
- Support with **social adaptation, home care, and integration in new communities**.

### Commissioner for Internally Displaced Persons (IDPs)

**Contact Information.** 24/7 Hotline: +38 (066) 813-62-39, email: [info@dp-reintegration.gov.ua](mailto:info@dp-reintegration.gov.ua), website: <https://nssu.gov.ua>

The **Commissioner for IDPs** is an official responsible for addressing issues related to internally displaced persons in Ukraine. The Commissioner is in charge of supporting IDPs, protecting their rights, and coordinating the efforts of government bodies involved in these matters. The hotline operators of the Commissioner perform the following functions:

- Provide consultations to individuals who contact the hotline;
- Search for the necessary information related to IDP issues;



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- Offer optimal solutions to citizens' problems;
- Register inquiries, when needed, for further review by the relevant government authority.

### UNHCR Ukraine – United Nations High Commissioner for Refugees

**Contact Information.** Hotline: 0-800-307-711, email: [UNHCRUkraine@DonbasSOS.org](mailto:UNHCRUkraine@DonbasSOS.org), website: <https://www.unhcr.org/ua>

The **UN Refugee Agency in Ukraine (UNHCR)** works in partnership with national organizations to protect the rights and provide assistance to **IDPs, stateless persons, refugees, and asylum seekers.**

#### Key services include:

- **Cash assistance** for vulnerable IDPs, including women with children, people with disabilities, and the elderly;
- **Mobile teams** offering legal, psychological, and social support in communities;
- **Legal assistance** on documentation, access to rights and services, and IDP protection;
- **Support with temporary housing**, and help for those who have lost their homes;
- **Information and rights protection** at the community level, and support for local initiatives.

### IOM Ukraine – International Organization for Migration

**Contact Information.** mails: [ukrainecoordinationcell@iom.int](mailto:ukrainecoordinationcell@iom.int) / [ukraineipsu@iom.int](mailto:ukraineipsu@iom.int), social media: <https://www.facebook.com/IOMUkraine>

**IOM Ukraine** implements programs focused on **humanitarian aid, economic recovery, employment support, counter-trafficking, and social integration.** The organization operates primarily through partner NGOs to assist IDPs, migrants, war-affected populations, and vulnerable groups.

#### Key services for IDPs include:

- **Humanitarian aid:** food packages, hygiene kits, household essentials;
- **Psychological support** and group mental health sessions;
- **Training courses**, career guidance, and employment support;
- **Grants for self-employment** and small business creation (after training);
- **Assistance to victims of human trafficking:** protection, legal aid, shelter;
- **Social cohesion and community integration projects.**

### International Rescue Committee (IRC) in Ukraine

**Contact Information.** Phone: 0800 337 132  
Email: [vidhuky@rescue.org](mailto:vidhuky@rescue.org), social Media: <https://www.facebook.com/IRCIinUkraine>,



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website: <https://www.rescue.org/eu/resource/mizhnarodniy-komitet-poryatunku-irc-v-ukraini>

The **International Rescue Committee (IRC)** has been operating in Ukraine since February 2022, providing humanitarian assistance in the regions most affected by the war. The organization works with local partners to meet basic needs, deliver healthcare, protect the rights of women and children, and support the population's economic resilience.

#### Key services for IDPs:

- **Cash assistance** to cover basic needs;
- **Distribution of humanitarian aid** (food, hygiene kits, winter supplies);
- **Mobile medical clinics** and medication deliveries to remote areas;
- **Psychosocial support**, particularly for women and children;
- **Legal consultations** and assistance with restoring documents;
- **Employment and entrepreneurship support programs** for IDPs.

#### Caritas Ukraine Charitable Foundation

**Contact Information.** Phone: +38 067 374 91 90, email: [secretary@caritas.ua](mailto:secretary@caritas.ua), Facebook: <https://www.facebook.com/caritasukraine>

**Caritas Ukraine** provides humanitarian, social, and psychological support to internally displaced persons, especially women and families affected by the war. The organization operates in various regions through a network of local offices.

#### Key services include:

- **Distribution of humanitarian aid:** food, hygiene items, clothing, household kits;
- **Financial assistance** for basic needs of vulnerable IDP groups;
- **Basic medical consultations** and referrals to specialists;
- **Individual and group psychological support sessions** for women and children;
- **Social support**, consultations on access to services and protection of rights.

#### Right to Protection Charitable Foundation (R2P)

**Contact Information.** Website: <https://r2p.org.ua>, contact form: <https://r2p.org.ua/category/contacts>

**Right to Protection** is a Ukrainian human rights organization providing assistance to IDPs, refugees, asylum seekers, and stateless persons.

#### Key services include:

- **Free legal assistance:** consultations, document preparation, court representation;
- **Support in restoring documents**, especially for women who lost them due to the war;
- **Community information sessions** on IDP rights and access to aid and services;
- **Protection from discrimination and rights violations**, human rights advocacy;



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- **Consultations on social welfare**, IDP registration, and access to education.

### Ukrainian Women's Fund (UWF).

**Contact Information.** Phone: +38 044 507 0610, email: [uwf@uwf.org.ua](mailto:uwf@uwf.org.ua), website: <https://uwf.org.ua>

The **Ukrainian Women's Fund** is a national foundation that consistently supports women's rights, women's initiatives, and gender equality in Ukraine.

#### Key services include:

- Funding for **women's and feminist organizations**, including initiatives led by IDPs;
- Support for **women's leadership** in communities and development of projects for women and girls;
- **Grant competitions** for initiatives focused on women's rights and violence prevention;
- **Educational programs, trainings, and mentorship opportunities** for female activists.

### NGO La Strada – Ukraine

**Contact Information.** National hotline for prevention of domestic violence, human trafficking, and gender discrimination, 0 800 500 335 (landline) or 116 123 (mobile). National hotline for children and youth:, 0 800 500 225 (landline) or 116 111 (mobile), email: [info@la-strada.org.ua](mailto:info@la-strada.org.ua), website: <https://la-strada.org.ua>

**La Strada – Ukraine** is a civil society organization that protects the rights of women and children and provides support to survivors of domestic violence, human trafficking, and gender-based violence.

#### Key services include:

- **24/7 consultations** via national hotlines for violence prevention;
- **Psychological support and legal counseling** for women who have experienced violence;
- Assistance in contacting the **police, courts, social services, and crisis centers**;
- **Educational programs** on safe migration, women's and children's rights;
- **Awareness campaigns** and advocacy for women's rights in public policy.

## 4.2. Services and Programs Offered by Support Organizations

### Online Government Services – Diia

**Contact Information.** Website: <https://diia.gov.ua>

**Diia** is a national digital platform that provides Ukrainian citizens with access to over 130 government services online. The platform integrates a **mobile application** and **web portal**, enabling users to access public services without visiting government offices.



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### Key services include:

- Receiving and storing **digital documents**: Ukrainian ID card, international passport, driver's license, birth certificate, and more;
- **Registration and closure** of an individual entrepreneur (FOP);
- **Submission of applications** for social benefits and assistance;
- **Obtaining extracts and certificates** from state registers;
- **Document signing** using an electronic signature, among other features.

### Information Platform “Ukraine is Home”

**Contact Information.** Website: <https://ukraineishome.org/uk/>

With this platform, **UNHCR** aims to provide verified and up-to-date information to displaced families, enabling them to make informed decisions about whether to return or remain in their host countries. It informs **refugees and internally displaced Ukrainians** about their rights to stay in host countries or communities, explains options for **voluntary return**, and supports **home recovery and reconstruction**.

On the portal, IDPs can find relevant information on:

- **Registration**, access to services, and **document restoration**;
- Guidance for those **planning to return** to Ukraine from abroad;
- **Multifunctional IDP support centers** and administrative service centers (CNAPs);
- The **state compensation program** for damaged or destroyed housing;
- **Employment opportunities**, business support, and investment options in Ukraine;
- **Ukrainian education abroad** and pathways to resume studies in Ukraine;
- **Consular services** related to travel or return to Ukraine.

### “Municipal Nanny” Program – Childcare Compensation

**Contact Information.** Website: <https://guide.dii.gov.ua/view/pryznachennia-ta-vyplata-kompensatsii-posluhy-z-dohliadu-za-dytynoiu-do-trokh-rokiv-munitsypalna-niania-70a5d4dd-2a9b-4ea8-9b32-fbaff43f4d5b>

The **Municipal Nanny** program is a **state compensation initiative** for parents/guardians of children under the age of 6 who require additional care. Once parents sign an agreement with a nanny, they can apply for **government reimbursement**. The compensation amount is calculated individually based on the number of care hours provided.

The government reimburses **100% of the minimum hourly wage**, up to **165 hours per month per child**.

### How to apply?

Submit the application in person at the local **social protection office** or send the documents by registered mail. A detailed list of required documents and program specifics is available at the link above.



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## Compensation for Employers Hiring Internally Displaced Persons (IDPs)

**Contact Information.** Website: <https://diia.gov.ua/services/kompensaciya-za-pracevlashtuvannya-vpo>

This **state program** supports employers who officially hire IDPs with status obtained after February 24, 2022.

### Key conditions:

- Compensation of **UAH 8,000 per month** for each officially hired IDP (or proportionally based on hours worked);
- Payments for **3 months**, or **6 months** if the IDP has a disability;
- Applications can be submitted via the **Diia portal** or at an **employment center**;
- The IDP **does not need to be registered as unemployed**.

### Who can apply?

Individual entrepreneurs (FOP) and legal entities with no Unified Social Contribution (USC) debt. (*Compensation is not available for budget-funded institutions.*) Decisions are made within 5 days; payments are transferred monthly to the employer's account.

## Diia.Barrier-Free – Support Portal for Internally Displaced Persons (IDPs)

**Contact Information.** Website: <https://bf.diia.gov.ua/categories/vpo>

**Diia.Barrier-Free** is a government platform created to provide IDPs with **reliable, up-to-date information and access to state and humanitarian services**.

### Key features of the portal include:

- **IDP status registration:** step-by-step instructions on how to register and obtain an IDP certificate;
- **Financial aid:** information about state payments (UAH 2,000 for adults, UAH 3,000 for children and persons with disabilities) and international support;
- **Housing and evacuation:** guidance on temporary housing, the *eDopomoga* and *Prykhyستok* programs, and advice on evacuation and adaptation;
- **Employment and education:** job search resources, retraining opportunities, FOP registration, and support for women's self-employment initiatives;
- **Psychological and legal support:** information about free legal aid and mental health services.

## HELP Platform – Comprehensive Support for Internally Displaced Persons

**Contact Information.** Website: <https://www.help-platform.in.ua/pro-platformu/>

The **HELP Platform** is an online tool aimed at providing comprehensive support to IDPs in Ukraine, with a special focus on **women**. The initiative is implemented by the NGO **Tochka Dostupu** in partnership with the **International Organization for Migration (IOM)** and with financial support from the **European Union**.



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The platform includes over **3,000 organizations** providing humanitarian, legal, educational, psychological, and other forms of assistance to IDPs across all regions of Ukraine.

#### The platform offers:

- **Easy-to-use filters** by service category (humanitarian aid, employment, business support, mentorship, etc.);
- An **interactive map** with filters to find available programs by city or region;
- Access to information on **women's support programs**, including educational courses, mental health services, and business grants;
- **Direct contact details** for organizations that can provide advice or financial assistance.

**How to use it:** register or explore options directly on the website <https://www.help-platform.in.ua> using filters by region or support category. The platform is **available 24/7** and is **free** for all users.

#### Online Platform “Gromadsky Prostir” (Civic Space)

**Contact Information.** Website: <https://www.prostir.ua>

**Gromadsky Prostir** is a leading Ukrainian platform that brings together opportunities for **civil society organizations, activists, volunteers, and socially responsible businesses**. It also serves as a hub for up-to-date information on support programs, funding, training, and other opportunities for individuals and organizations.

#### Key features of the platform include:

- Daily updates on **grant competitions**, scholarships, and other forms of support from international and national donors;
- Information about **educational events** and **training opportunities**;
- Announcements of **vacancies**, internships, and volunteer opportunities in the civil society sector;
- A collection of **informative materials, analytical articles**, and **success stories** to help strengthen the capacity of civil society organizations.

The platform features **user-friendly navigation**, thematic sections, and a **search function** that allows users to quickly find relevant opportunities for civic initiatives and individuals.



## 5. JOB APPLICATION PROCESS

### 5.1. Crafting an Effective Resume, Cover Letter

The first and critically important step in the employment process for internally displaced women (IDPs) is preparing a well-structured **curriculum vitae (CV)** and **motivation letter**. These documents create a first impression of the candidate, reflecting her professional background, skills, and motivation. In today's labor market, employers place strong emphasis on clarity, structure, and the relevance of the information presented in a CV.<sup>31</sup>

In both the **European Union** and **Ukraine**, there are commonly accepted resume formats. The two most widespread are:

- **Europass CV** – a standardized format recommended for job applications across the EU, easily completed online;<sup>32</sup>
- **Free-style format** – more common in the private sector, allowing greater flexibility to tailor the CV to a specific job opening.<sup>33</sup>

#### Key Sections of a CV:

1. **Contact Information:** Full name, phone number, email address, and preferably a link to a LinkedIn profile.
2. **Professional Summary:** A 2–3 sentence overview of experience, strengths, and professional goals.
3. **Work Experience:** Listed in reverse chronological order, with a focus on key **achievements** (quantitative results are preferred).
4. **Education and Professional Training**
5. **Skills:** Languages, digital tools, certifications.
6. **Additional Information:** Volunteering, project participation, driver's license, etc.<sup>34</sup>

For **IDP women** who may have gaps in their employment history or missing documentation, it is important to highlight:

- **Soft skills** – such as communication, adaptability, and conflict resolution;
- **Non-formal education** – including online courses and certificates;
- **Volunteer experience** or participation in community initiatives.<sup>35</sup>

A **motivation letter** complements the resume by providing the opportunity to explain the reason for interest in the position, justify one's suitability, and express **personal motivation**. This is particularly valuable for IDP women who are **changing career paths** or do not yet have formal experience in a new professional field.<sup>36</sup>

#### Structure of a Motivation Letter:

- **Introduction** – Briefly introduce yourself and state the position you are applying for.

<sup>31</sup> UN Women Ukraine. (2023). Працевлаштування жінок ВПО: посібник для кандидаток та HR.

<sup>32</sup> . Міністерство економіки України. (2024). Методичні рекомендації з написання резюме для шукачів роботи.

<sup>33</sup> Міністерство економіки України. (2024). Методичні рекомендації з написання резюме для шукачів роботи.

<sup>34</sup> Міністерство економіки України. (2024). Методичні рекомендації з написання резюме для шукачів роботи.

<sup>35</sup> USAID Ukraine. (2023). Практичний посібник з кар'єрного розвитку для жінок в умовах війни.

<sup>36</sup> Career Hub (ГО «Центр «Розвиток КСВ»»). (2022). Як скласти ефективне резюме та мотиваційний лист.



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- **Main Body** – Explain why you are interested in this company/position; highlight the key skills that match the job requirements.
- **Conclusion** – Thank the employer for their time, express your openness to an interview, and provide your contact details..

#### Tips:

- Avoid generic phrases; be specific and to the point.
- Tailor your letter to each individual vacancy.
- Show **proactiveness** and highlight **shared values** with the company.<sup>37</sup>

#### Practical Tools for Creating a CV and Motivation Letter:

- <https://europa.eu/europass> – Platform for creating CVs in Europass format.
- <https://www.canva.com/resumes> – Visually attractive resume templates.
- <https://zety.com/resume-builder> – Resume builder with sample wording.
- <https://www.linkedin.com> – A professional network to showcase your CV online.

#### Online resources offering templates, tips, and CV examples in Ukrainian to help you properly format your resume for job applications in Ukraine or abroad

##### Work.ua

<https://www.work.ua/articles/resume/>

One of Ukraine's most popular job search websites, offering advice on writing resumes, examples by profession, common mistakes, and templates.

##### Pozovna.in.ua

<https://pozovna.in.ua/zrazok-rezyume-ukrayinskoyu-movoyu/>

Provides samples of resumes, cover letters, autobiographies, and recommendation letters for various positions (driver, accountant, manager, etc.) in Ukrainian.

##### Talent.UA

<https://talent.ua/resume-shablon>

Gallery of ready-made resumes that can be adapted for job openings.

##### SweetCV

<https://sweetcv.com/uk>

Free service for creating and editing resumes online. Offers English-language templates, PDF integration, and writing tips.

##### Microsoft Office

<https://create.microsoft.com/en-us/templates/resumes>

The official Microsoft site's template section with dozens of resume design options for Word.

It is recommended to tailor your resume to the specific job vacancy, follow a clear structure, include only accurate information, and avoid using vague statements without supporting evidence.

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<sup>37</sup> Career Hub (ГО «Центр «Розвиток КСВ»»). (2022). Як скласти ефективне резюме та мотиваційний лист.



## 5.2. Preparing for Job Interviews

Successfully passing a job interview is a key step in the employment process. For internally displaced women (IDWs), an interview often represents not only a professional challenge but also a personal test, as it may come with anxiety, self-doubt, and a lack of experience interacting with employers in a new environment.

The first step is to overcome the fear of rejection and recognize your value as a candidate. Even if there are employment gaps or a career change — these are not weaknesses but part of your life experience. It is important to focus on the positive, believe in your skills, and remain open to new opportunities. IDW women may face additional questions related to displacement. It's important to be prepared for them while also defending your rights..

### Practical Tips for Interview Preparation:

1. Research the company.
2. Analyze the job description.
3. Practice answering common interview questions. A useful resource is the article “What to Say in an Interview: Answers to Common Questions” on the “Diiia.Osvita” portal. [https://osvita.diiia.gov.ua/uploads/0/701-so\\_govoriti\\_na\\_spivbesidi\\_vidpovidi\\_na\\_tipovi\\_zapitanna.pdf](https://osvita.diiia.gov.ua/uploads/0/701-so_govoriti_na_spivbesidi_vidpovidi_na_tipovi_zapitanna.pdf)
4. Prepare your own questions for the employer. The article “What Questions to Ask at an Interview” will be helpful”: <https://bizmag.com.ua/pytannia-na-spivbesidi-do-robotodavtsia/>
5. Dress appropriately.
6. Arrive on time or connect online in advance.
7. Emphasize your soft skills.<sup>38</sup>

Common Interview Formats: in-person, phone or video interviews, group interviews, structured or situational interviews. Adaptive formats may be provided for IDWs, including interviews with social consultants or interpreters.

**More about modern interview types is available in “7 Interview Formats to Know: From Case Interviews to Bar-Raising”:** <https://happy monday.ua/vydy-spivbesid-7-suchasnyh-formativ>

- **Be open, but cautious.** You may share your situation honestly, but are not obligated to go into detail if it feels inappropriate.
- **Explain your motivation.** Clearly articulate why you want to work in this city/company and that you plan to stay long-term. Emphasize your adaptability and willingness to integrate.
- **Highlight your resilience and flexibility.** IDW experience often involves overcoming adversity, which strengthens qualities like resilience, adaptability, and quick learning—present these as strengths.
- **How to Respond to Inappropriate Questions (e.g., about children, marital status, relocation):**
- **Stay calm and confident.** Don't let emotions take over.
- **Clarify the question.** Politely ask how the question relates to the job: “*Could you please explain how this question pertains to the position I'm applying for?*”

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<sup>38</sup> ILO/UN Women (2023). Підготовка до співбесіди: посібник для жінок у кризових ситуаціях.



- **Decline to answer.** If the question remains inappropriate, respond: *“I consider this a personal matter and would prefer not to answer, as it is unrelated to my professional qualifications.”*
- **Redirect the conversation.** For instance, if asked about children, you might say: *“My family life is well organized and will not affect my work performance.”*
- **Draw conclusions.** If you experience discrimination or disrespect, consider whether you want to work for such a company.
- **Seek help.** In cases of serious violations, you have the right to contact the State Labor Service or Free Legal Aid Centers.
- **Use Support Programs.** Take advantage of initiatives that support employment for IDW women, such as mentorship programs and training services.<sup>3940</sup>

### 5.3. Navigating Online Job Portals and Platforms

In today's world, online platforms are the primary tool for job searching. Below is an overview of the most popular and useful job search portals in Ukraine.

#### Work.ua Job Search Platform

**Contact Information.** Website: <https://www.work.ua>

Work.ua is one of the largest Ukrainian online job search platforms. It is designed for both job seekers and employers, offering a convenient interface for posting resumes, browsing job listings, and automatically applying to vacancies. Registration for candidates is free.

#### Key features of the platform:

- Search for vacancies by category, region, salary level, or keywords;
- Create and publish a resume with visibility settings;
- Subscribe to email alerts for new vacancies based on selected criteria;
- Access informative articles and job interview preparation tips;
- Browse vacancies with flexible hours, remote work, and internships.

#### Robota.ua Job Search Platform

**Contact Information.** Website: <https://www.robota.ua>

Robota.ua is another popular job search platform in Ukraine. It offers access to up-to-date vacancies across various industries for beginners, mid-level specialists, managers, and internally displaced persons (IDPs).

#### Key features of the platform:

- Search for vacancies by region, industry, experience, and type of employment;
- Create a personal profile to store resumes and cover letters;

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<sup>39</sup> Міжнародна організація з міграції. (2022). Працевлаштування ВПО: психологічні аспекти.

<sup>40</sup> LinkedIn Learning. (2024). Interview Preparation Guide.



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- Automatically send your resume to employers and receive notifications about new job postings;
- Get career advice, interview preparation tips, and resume writing guidance;
- Explore special job collections for IDPs, women, youth, and entry-level candidates.

To use the service, register on the website, create or upload a resume, browse vacancies, and submit applications.

### **Jooble Job Search Platform**

**Contact Information.** Website: <https://ua.jooble.org>

Jooble is an international job search engine that aggregates vacancies from various employment websites, company pages, and recruiting agencies. It is available in over 70 countries, including Ukraine, and supports a Ukrainian-language interface.

#### **Key features of the platform:**

- Convenient job search using keywords, location, employment type, and salary level;
- Access to a vast job database from multiple sources — all in one place;
- Advanced filters for vacancies by category, schedule, experience, and location;
- Curated vacancy selections for IDPs, remote jobs, and international employment;
- Weekly updates and personalized job recommendations based on search preferences.

### **Unified Job Portal of the State Employment Service**

**Contact information.** Website: <https://dcz.gov.ua>

This is the official resource of the State Employment Service, featuring current job vacancies from all regions of Ukraine. The platform aggregates job offers submitted by employers through employment centers and allows users to conveniently search by category, region, employment type, and salary level.

#### **Key features of the portal:**

- View and filter thousands of real-time job vacancies;
- Schedule an appointment with a career advisor online;
- Access career guidance tests and training programs;
- Information on retraining, educational vouchers, and public work opportunities;
- Support for IDPs, including individual consultations, assistance with starting self-employment, and grant opportunities.

To use the service, go to the “Job Search” section at <https://dcz.gov.ua>, apply filters, choose a vacancy, and apply or book a consultation.

### **Happy Monday Platform**

**Contact information.** Website: <https://happymonday.ua>

Happy Monday is a Ukrainian online platform specializing in career development, job search,



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and professional growth. It offers high-quality job opportunities, particularly in the creative industries, IT, marketing, management, and remote work.

**Key features of the platform:**

- Current job listings with a focus on flexible and remote positions;
- Career blog with advice on resume writing, interview techniques, and career changes;
- “Your Career Win” section with success stories, helpful courses, and job search support;
- Subscription option for customized job digests by field.

**Lobby X Platform**

**Contact information:** Website: <https://lobbyx.org>

Lobby X is a Ukrainian online platform that specializes in job opportunities in the public sector, international organizations, startups, government institutions, and the Armed Forces of Ukraine. The platform emphasizes values, impact, and social change.

**Key features of the platform:**

- Vacancies in NGOs, donor-funded projects, startups, government, and defense sectors;
- Career recommendations and personalized job matches based on interests;
- Occasional listings for freelance and short-term engagements.

**Public Service Vacancy Portal**

**Contact information.** Website: <https://career.gov.ua>

This official portal, created by the National Agency of Ukraine for Civil Service, provides access to current competitions for positions in government authorities. The platform ensures transparent and convenient access to public administration jobs.

**Key features of the portal:**

- View all open vacancies in ministries, central executive bodies, regional state administrations, territorial authorities, and other state institutions;
- Easy filtering of listings by location, position level, field of activity, education, and experience requirements;
- Submit applications online without needing to be physically present;
- Track the status of applications, competition results, and selection stages.

**Freelancehunt Platform**

**Contact Information.** Website: <https://freelancehunt.com>

A platform connecting freelancers and clients from Ukraine and around the world. It offers remote jobs in fields such as design, copywriting, marketing, IT, translation, and more.

**Key platform features:**

- Create a freelancer profile and publish a portfolio;



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- Search and apply for current projects;
- Rating and feedback system to build trust;
- Integrated secure payment system between freelancer and client;
- Projects available for both beginners and experienced specialists.

### **GRC.ua Platform (formerly HeadHunter)**

**Contact Information.** Website: <https://grc.ua>

A Ukrainian online job search resource focused on mid- and senior-level professionals. The platform posts vacancies in the corporate, public, and international sectors and provides labor market analytics.

#### **Key platform features:**

- Search vacancies by industry, region, experience, and salary expectations;
- Create a resume and apply automatically;
- Salary analytics, labor market trends, and career development articles;
- Sections for remote work and employer interviews.

### **EURES – European Employment Services Portal**

**Contact Information.** Website: <https://eures.europa.eu>

The official European platform for job search in EU countries, as well as Iceland, Liechtenstein, Norway, and Switzerland. Managed by the European Commission in cooperation with national employment services.

#### **Key platform features:**

- Job search in 31 European countries;
- Create a profile and post your CV for employers to view;
- Employment advice, worker rights, and relocation guidance;
- Participation in online job fairs and international recruitment events.

### **LinkedIn – Professional Network**

**Contact Information.** Website: <https://www.linkedin.com>

A global social network for professionals, enabling users to build careers, find jobs, connect with partners, and develop business relationships.

#### **Key platform features:**

- Create a professional profile (online resume);
- Search jobs by country, sector, and employment type;
- Direct contact with employers and recruiters;
- Participate in topic-specific groups, access learning content, and pursue professional development.



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## **Indeed – Global Job Search Platform**

**Contact Information.** Website: <https://www.indeed.com>

One of the world's largest job search sites, aggregating listings from companies, staffing agencies, and other job boards.

### **Key platform features:**

- Job search by keywords, countries, and job types;
- Create a resume and send it directly to employers via the platform;
- View company ratings and employee reviews;
- Receive job alerts based on selected parameters.

## **Glassdoor – Career Insights Platform**

**Contact Information:** Website: <https://www.glassdoor.com>

An international platform combining job search with employee reviews of companies. Users can explore salary ranges, working conditions, corporate culture, and interview experiences.

### **Key platform features:**

- Job listings from leading companies in over 100 countries;
- Anonymous employee reviews, company insights, salary, and interview experiences;
- Convenient search filters and tools to compare working conditions.



## 6. EDUCATION FOR INTERNALLY DISPLACED WOMEN

### 6.1. Formal Education Opportunities and Programs

**Formal Education** is education acquired through educational programs in accordance with the levels of education, fields of knowledge, and specialties (professions) defined by legislation. It presupposes the achievement by learners of learning outcomes established by educational standards at a given educational level and the acquisition of qualifications recognized by the state [41]. According to the Law of Ukraine "On Education" [42] the Ukrainian education system includes the following components: preschool education, complete general secondary education, out-of-school education, specialized education, vocational (vocational-technical) education, professional pre-higher education, higher education, and adult education, including postgraduate education. For adults, the most relevant educational opportunities are:

- **Vocational (Vocational-Technical) Education** – delivered by vocational schools, training and education centers, colleges, and other institutions. It aims to form and develop professional competencies necessary for specific professions in particular economic sectors, ensuring competitiveness in the labor market and long-term career mobility. This type of education is acquired on the basis of basic or complete general secondary education. Graduates receive a certificate of qualification or a diploma of a skilled worker.
- **Professional Pre-Higher Education** (colleges) – focused on forming and developing qualifications that confirm a person's ability to perform typical specialized tasks in a specific professional field, including complex production tasks and limited managerial functions. This education is acquired based on complete or basic general secondary education. Graduates receive a diploma of a professional junior bachelor.
- **Higher Education** (academies, institutes, universities, and in some cases colleges) – prepares professionals with a high level of scientific and/or artistic creativity, professional, and general competencies needed for work in specific specialties or fields of knowledge. Higher education is obtained based on complete general secondary education. Graduates receive the following diplomas depending on the level:
  - Junior Bachelor (initial level of higher education)
  - Bachelor (first, bachelor-level)
  - Master (second, master-level)
  - Doctor of Philosophy or Doctor of Arts (third, educational-scientific or educational-artistic level)
  - Doctor of Science (scientific level, highest academic degree).

#### Useful Information Resources:

- Before applying to an institution, check if it has a license using the Register of Education Providers on the website of the Unified State Electronic Database on Education (EDEBO):
  - <https://registry.edbo.gov.ua/prof/#>
- For applicants from temporarily occupied territories (TOT) and internally displaced persons (IDPs), the website of the Ministry of Education and Science of Ukraine contains a specialized section with valuable information: <https://mon.gov.ua/.../informatsiya-dlya-osib-z-tot-ta-vpo>

<sup>41</sup> Закон України «Про освіту», № 2145-VIII, 5 вересня 2017 р.

<sup>42</sup> Закон України «Про освіту», № 2145-VIII, 5 вересня 2017 р.



- The official website of the Ukrainian Center for Educational Quality Assessment provides information on entrance exams, access to a personal applicant's account for registration and result tracking: <https://zno.testportal.com.ua/>
- Vstup.edbo.gov.ua – the official EDEBO resource for creating electronic applicant accounts, submitting applications, uploading documents, and tracking application status: [www.vstup.edbo.gov.ua](http://www.vstup.edbo.gov.ua)
- Vstup.Osvita.ua – a popular information portal offering details on educational programs in Ukrainian colleges and universities. Users can search by city, level, form of study, view competitive offers, passing scores, budget seats, and compare entry conditions: <https://vstup.osvita.ua>

### Important Educational Initiatives Available to IDP Women for Obtaining Formal Education:

- **"Crimea–Ukraine" and "Donbas–Ukraine" Educational Centers** – special units established at university admissions offices to support applicants from territories affected by occupation or active hostilities. Full list of centers: <https://mon.gov.ua/osvita-2/vishcha-osvita-ta-osvita-doroslikh/vstupna-kampaniia-do-zvo/osvitni-tsentri-3?v=682ae718ba25b>
- **State Grant for Higher Education** – a targeted, non-repayable financial aid from the state budget covering full or partial tuition costs for Ukrainian citizens enrolled in professional pre-higher or higher education institutions under private or corporate funding. Up-to-date information about this grant scheme is published annually on the website of the Ministry of Education and Science of Ukraine: <https://mon.gov.ua/>
- **Training Vouchers from the State Employment Service** – these vouchers allow beneficiaries to receive professional training, retraining, or upskilling with state financial support in selected licensed educational institutions. The maximum voucher value is 10 times the subsistence minimum for employable individuals (€30,280 in 2025). If tuition exceeds this amount, the difference must be covered by the employer or the individual. Eligible recipients include citizens over 45 years of age, employable IDPs, and persons with disabilities without suitable employment. Program details and the list of participating institutions: <https://www.dcz.gov.ua/profnavch/voucher>
- **Pilot Project: "Vocational Training for Women in Traditionally Underrepresented Fields"** – this program offers vouchers for free professional education in over 30 technical and trade professions such as electrician, lathe operator, tram driver, tractor operator, and welder, at licensed institutions: <https://www.dcz.gov.ua/profnavch/navchwomen>
- **Training and Retraining for Persons with Disabilities** – funded by the **Social Protection Fund for Persons with Disabilities**, this state program provides financial coverage for vocational education, retraining, and skill upgrading at licensed institutions, including dormitory accommodation, based on an individual rehabilitation program. Detailed information available at the regional branches of the fund: <https://www.ispf.gov.ua/>
- **Erasmus Mundus Joint Masters** – an EU scholarship program that enables students to earn a master's degree through an international academic program at European universities. Top candidates receive a full scholarship covering tuition, accommodation, travel, and insurance. Details and list of programs: [https://www.eacea.ec.europa.eu/scholarships/erasmus-mundus-catalogue\\_en](https://www.eacea.ec.europa.eu/scholarships/erasmus-mundus-catalogue_en)

## 6.2. Non-Formal Education and Lifelong Learning

**Non-Formal Education** refers to education that is typically delivered through training programs and does not lead to state-recognized educational qualifications by level of



education, though it may result in the acquisition of professional and/or partial educational qualifications.<sup>43</sup> For women who have been forcibly displaced due to the war, non-formal education opens up new, practical opportunities for adaptation, self-realization, access to the labor market, and restoration of active roles in society.

One of the most effective forms of non-formal education for women is upskilling and reskilling courses, which focus on acquiring new professions or updating previously gained competencies. Some relevant programs for internally displaced women include:

- **"From Learning to Employment: Vocational Training for Women and Other Target Groups"** – a grant-funded program by the Entrepreneurship Development Fund within the Skills4Recovery initiative. In close cooperation with employers, participants undergo retraining at educational institutions using adapted curricula for technical and manual professions. Details: <https://bdf.org.ua/program/ecc8163502d84b02841444eed67de5f8>
- **Reskilling Ukraine** – a professional retraining initiative for displaced women focused on mastering non-traditional and in-demand professions (e.g., heavy machinery operator, cargo vehicle driver, solar plant installer). The program includes training, accommodation, internships, and financial support during education. Details: <https://www.reskillingukraine.com/>
- **Zmist Innovation Learning Program for IDP Women** – offers practical courses in communication, financial literacy, career development, leadership, digital skills, and project management with certification. Details: <https://www.zmist.online/>
- **Projector Foundation** – provides free courses in IT and creative industries for displaced women. The program targets 1,000 internally displaced women and women from small towns, offering training in high-demand digital careers such as graphic design, UX/UI, motion design, SMM, Golang programming, and IT project management. The courses last 2–3 months and include HR support, mentoring, portfolio development, and certification. Details: <https://www.prjctrfoundation.com/project-itc>
- **SheCodes (Delac Foundation)** – offers Ukrainian women free training in web development (HTML, CSS, JavaScript, React, etc.) through the Delac Foundation's partnership with SheCodes. Details: <https://www.delac.foundation/ukraine>

### Online Educational Platforms Offering Free Courses:

- **Prometheus** – A Ukrainian platform for massive open online courses (MOOCs). Offers a wide range of free courses in Ukrainian, including Ukrainian language, digital literacy, entrepreneurship, finance, emotional intelligence, IT, and more. Website: <https://prometheus.org.ua>
- **Diia.Osvita** – The national platform of the Ministry of Digital Transformation of Ukraine. Provides numerous short courses and educational video series. Includes career-start courses, retraining, specific professions, interview preparation, soft skills, and digital competencies. Website: <https://osvita.diia.gov.ua>
- **Coursera** – A global online learning platform offering over 5,800 courses from top universities and global companies. Website: <https://www.coursera.org>
- **EdEra** – A Ukrainian educational platform focused on 21st-century skills. Courses include career guidance, critical thinking, media literacy, adult education, working with

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<sup>43</sup> Закон України «Про освіту», № 2145-VIII, 5 вересня 2017 року



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children and youth. Offers educational programs for social workers and teachers, and self-development resources for women. Website: <https://www.ed-era.com>

- **EduHub (Kyiv Education Hub)** – A platform for soft skills development and professional orientation, offering free online courses in the format of interactive SCORM modules, trainings, and workshops. Participants can receive certificates, create interactive resumes, and join a talent pool. Website: <https://eduhub.in.ua>
- **“Zrozumilo!” (East Europe Foundation)** – A series of courses on various topics such as rights protection, human rights, social services, inclusivity, and more. Website: <https://zrozumilo.in.ua>
- **VUM.online (Open University of Maidan)** – An online platform for civic and personal education, offering free courses on journalism, sustainable development, media literacy, digital rights, and democracy. Website: <https://vumonline.ua>

### 6.3. Recognition of Prior Learning and Qualifications

After being forcibly displaced, many women face numerous challenges in continuing their education or returning to professional activity. Among the key issues are lack of access to educational documents, loss of diplomas, or the need to validate education obtained abroad or in temporarily occupied territories. Additionally, many women have substantial practical experience but lack formal certificates, which can hinder employment.

Here are steps to address these challenges::

**Restoring Lost Educational Documents.** If educational documents were lost due to military action, occupation, or displacement, they can be restored.

**Higher Education Documents:** Restoring a higher education diploma (issuing a duplicate) is governed by the *Procedure for Ordering, Issuing, and Accounting for Higher Education Documents* (Order No. 249, Ministry of Education and Science of Ukraine, March 6, 2015). First, apply to the institution that issued the diploma. If it has been reorganized or closed, contact its legal successor. If there is none, submit an application with the necessary documents to the Ministry of Education and Science of Ukraine. **Procedure: How to get a duplicate diploma:** <https://mon.gov.ua/news/yak-otrimati-dublikat-dokumenta-pro-vishchu-osvitu-rozyasnennya-mon>

**Secondary Education Documents:** Similarly, apply to the school that issued the certificate. If that's not possible, contact any general secondary school in a region not affected by hostilities to request verification.

**Procedure for secondary education certificates:** <https://mon.gov.ua/news/protsedura-otrimannya-dublikata-dokumenta-pro-zagalnu-serednyu-osvitu>

#### **Admission and Recognition for People from Temporarily Occupied Territories (TOT).**

Individuals from TOT can apply to Ukrainian colleges and universities via a simplified procedure, even if their documents were lost or issued by occupation authorities. Through *Education Centers “Crimea–Ukraine”* and *“Donbas–Ukraine”*, applicants can:

- Undergo individual assessment;



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- Obtain a Ukrainian educational document;
- Apply online or in person;
- Enroll in tuition-free programs.

Documents issued by institutions in occupied territories are not recognized in Ukraine, but learning outcomes may be validated through individual assessment leading to Ukrainian certification.

Admission features for people from TOT and frontline areas: <https://mon.gov.ua/osvita-2/vishcha-osvita-ta-osvita-doroslikh/vstupna-kampaniia-do-zvo/vstupna-kampaniia-do-zakladiv-vyshchoi-osvity-2025-roku/vstup-dlia-liudei-z-tymchasovo-okupovanoi-ta-pryfrontovoi-terytorii>

**Recognition of Foreign Educational Documents.** Women who obtained education abroad (e.g., while temporarily residing in another country) may undergo *academic recognition* of their diploma in Ukraine. This is required for:

- Enrolling in a Ukrainian higher education institution (e.g., master's program);
- Working in specific professional fields.

Upon completion, the individual receives a *Certificate of Recognition*, allowing them to continue their studies or work in their field in Ukraine.

Recognition process details: <https://mon.gov.ua/ministerstvo-2/poslugi/viznannya-inozemnikh-dokumentiv>

Administered by: State Enterprise "Information and Image Center" (NARIC): <https://naric.in.ua/poryadok-podachi.html>

**Recognition of Professional Qualifications Without a Diploma.** Women with practical experience in a certain field but without formal education or lost diplomas can confirm their qualifications through the *recognition of non-formal learning outcomes*. This involves:

- Independent assessment at specialized *qualification centers* (usually based at educational institutions);
- Issuance of a certificate confirming the acquired professional qualification. List of qualification centers <https://data.nqa.gov.ua/qualification-centers/>

Despite the challenges of forced displacement, there are real opportunities to recover documents, validate education or experience, and move confidently toward new educational or career goals.



## 7. ENTREPRENEURSHIP AND SELF-EMPLOYMENT

### 7.1. Assessing Your Entrepreneurial Potential

Entrepreneurship is not only a way to earn income but also a path to self-realization, financial independence, and regaining control over one's life. For women who were forced to leave their homes due to the war, starting a business can be a crucial step toward stability and integration into a new community.

According to **Opendatabot**, in 2024, women registered **61% of new individual entrepreneurs (FOP)** in Ukraine out of 155,000—setting a record in recent years. This indicates growing female participation in entrepreneurship, including among **internally displaced women (IDPs)**<sup>44</sup>.

Most Common Legal Forms of Business in Ukraine:

- **FOP (Individual Entrepreneur).** The most widespread legal form for small businesses, where a natural person registers as an entrepreneur without forming a legal entity.
- **PP (Private Enterprise).** A legal entity based on private ownership by one or more founders. Commonly used for small businesses where the owner seeks full control and doesn't require a complex management structure.
- **LLC (Limited Liability Company / TOV).** Suitable for medium-sized businesses or partnerships. It is a legal entity whose members are liable only to the extent of their contributions to the charter capital.

Entrepreneurial activity in Ukraine can be conducted under either the general or simplified taxation system. The choice depends on the type of activity, income level, number of employees, and business specifics.

More on choosing the taxation system: <https://vchasno.ua/yaku-systemu-opodatkuvannia-vybraty-dlia-fop/>

**Social Entrepreneurship.** Are you looking for entrepreneurial opportunities that not only provide income and self-fulfillment but also help solve pressing issues in Ukrainian society?

**Social entrepreneurship** offers a promising path—a business model that combines profit-making activities with addressing significant social problems. This model allows entrepreneurs not only to create jobs for themselves but also to generate **social value**, for example:

- Employing women from vulnerable groups;

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<sup>44</sup> [https://opendatabot.ua/analytics/women-entrepreneurs-2024?utm\\_source=chatgpt.com](https://opendatabot.ua/analytics/women-entrepreneurs-2024?utm_source=chatgpt.com)



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- Creating inclusive products;
- Supporting community development.

Profits from social enterprises are **partially or entirely reinvested** in achieving clearly defined **social goals**.

Learn more about how to start a social enterprise in the “**Creating a Successful Social Enterprise**” **guide** by the Ukrainian Social Academy:

[https://siplatform-live.s3.eu-central-1.amazonaws.com/files/posibnyk\\_usa.pdf](https://siplatform-live.s3.eu-central-1.amazonaws.com/files/posibnyk_usa.pdf)

### Opportunities for Internally Displaced Women

Entrepreneurship for women displaced by war is not only a means of economic recovery but also a tool for personal stabilization, social integration, and building a new identity within host communities. In Ukraine, favorable conditions are being created to support the development of women-led businesses, including at the national, regional, and international levels.

The most common business form is registering as a **sole proprietor (FOP)**, which offers simplified taxation and minimal entry barriers. Registration can be done **online via the Diia portal** or **offline at Administrative Service Centers (CNAPs)**. The process typically takes **1–2 days**.

One of the most well-known government initiatives is the “**YeRobota**” **program**, which provides **microgrants (from 70,000 to 250,000 UAH)** to start a business. Since its launch, over **8,000 grants** have been awarded, a significant share of which have gone to **women**, including IDPs. The program also offers **support, business plan training, and mentoring**<sup>45</sup>.

In addition, **regional projects** (initiated by regional administrations, local councils, or national and international foundations) offer support in the form of consultations, **preferential property leases**, or **business development funding**.

### Business Registration

As of 2025, **registering as a sole proprietor (FOP)** in Ukraine is a relatively simple process—especially relevant for displaced women seeking **financial independence**. There are two main registration methods

Online Registration via the Diia Portal. This is the most convenient and fast option. It does not require an in-person visit and is done via electronic signature (KEP or Diia.Signature). Steps: Go to [diia.gov.ua](https://diia.gov.ua)<sup>46</sup>, log in and fill out the electronic form, provide personal data, choose activity codes (KVEDs)<sup>47</sup>, elect a tax system, sign the application, confirmation usually arrives within 24 hours..

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<sup>45</sup> <https://erobota.diia.gov.ua/>

<sup>46</sup> <https://diia.gov.ua/services/reystraciya-fop>

<sup>47</sup> <https://online.novaposhta.education/blog/kvedi-dlya-fop-1-2-ta-3-grupi>



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Empowering Migrant Careers

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Offline Registration via CNAP. Women who cannot use online services can visit a CNAP at their current place of residence.

- Required documents:
- Application form
- Passport
- Taxpayer identification number
- Tax system selection form (if applicable)

By law, local registration is not required—women can use their IDP certificate to register.

Displaced women can choose any available taxation system, but the simplified system with a single tax and Unified Social Contribution (USC) is the most common for microbusinesses.

After registration, it is advisable to:

- Open a separate bank account for business activity
- Familiarize yourself with tax obligations and reporting procedures

These steps help women-IDPs confidently begin their entrepreneurial journey and strengthen their economic resilience.

## Assessing Entrepreneurial Potential

Before starting a business, it is important to evaluate your skills, resources, and readiness for entrepreneurial activity. Consider the following:

- Business idea, Do you have a clear vision of the product or service you want to offer?
- Resources, Do you have the necessary financial, material, and human resources to get started?
- Skills, Do you possess the required knowledge and competencies to run a business?
- Support, Do you have access to mentoring, training programs, or business communities?

Participation in training sessions, business incubators, and consultations with experts can help you prepare more thoroughly for entrepreneurship and avoid common mistakes.

Entrepreneurship for internally displaced women in Ukraine is a real opportunity for self-fulfillment and economic stability. Thanks to governmental and international support programs, as well as access to information and resources, every woman has the potential to successfully realize her business ambitions.

## 7.2. Resources and Support for Starting a Business

### 1. “єRobota” – Grant for Starting a Business

**Contact Information.** Website: <https://diia.gov.ua/services/grant-na-vlasnu-spravu>,  
Application platform: <https://diia.gov.ua>



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The “eRobota” program, initiated by the Ministry of Economy of Ukraine, provides **microgrants of up to 250,000 UAH** to launch or expand a small business. Priority is given to **women**, particularly **internally displaced women (IDPs)**, who seek to restore their economic independence within Ukraine. Grant funds may be used to purchase equipment, raw materials, rent, marketing, services, or wages—excluding real estate and private vehicles.

#### Eligibility Requirements:

- Registered as an individual entrepreneur (FOP) or legal entity (can register after the grant is approved);
- Submission of a business plan and implementation budget;
- Commitment to create at least **one job** within three months of receiving the grant;
- Positive bank evaluation based on credit history and an interview.

#### How to Apply:

Register on the **Diia portal**, complete the application form, upload your business plan, and submit your application under the “eRobota” section. After review and a bank interview, a funding decision will be issued.

#### Deadline:

The program is ongoing. **New application waves are announced monthly**. Check for current deadlines at <https://diia.gov.ua>.

## 2. Diia.Business – Entrepreneur Support Platform

**Contact Information.** Website: <https://business.diia.gov.ua>

**Diia.Business** is a national platform initiated by the **Ministry of Digital Transformation of Ukraine**, offering **comprehensive support to entrepreneurs**, including **internally displaced women**. The platform provides **free consultations, educational programs**, and access to **grant opportunities** and business development resources.

#### Services and Opportunities:

- **Free one-on-one consultations** on business registration, taxation, marketing, and other entrepreneurial topics;
- **Online courses and webinars** on financial planning, strategic growth, digital marketing, and more;
- **Information on current grants** and financial support programs for entrepreneurs, especially for IDP women;
- A **network of Diia.Business support centers** across Ukraine, offering in-person consultations, training sessions, and coworking space.

To access these services, register on the platform at <https://business.diia.gov.ua> or visit your nearest **offline Diia.Business center**.

## 3. "Dream and Act" Academy by Impact Force – Program Supporting Women's Entrepreneurship

**Contact Information.** Website: <https://theimpactforce.org>



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**Impact Force** is a Ukrainian civil society organization founded by women and for women. It implements innovative educational and mentoring projects to support internally displaced women (IDPs) in Ukraine. The "**Dream and Act**" **Academy** is the organization's flagship initiative, offering comprehensive support to women interested in launching or growing their businesses, particularly in the online sphere.

The program includes training in entrepreneurship basics, digital marketing, business management, financial literacy, branding, and sales. Participants also receive **mentorship from experienced entrepreneurs and trainers**, helping them tailor knowledge to their personal needs.

**Financial support** is provided in the form of **vouchers up to \$1,000**, which can be used to grow a business: purchase equipment or products, invest in advertising, or cover educational costs. The program creates new opportunities for displaced women who lost their jobs or businesses due to the war, helping them regain financial independence, create income streams, and increase social inclusion.

To apply, fill out the application form on the official **Impact Force** website. After selection, candidates go through a multi-stage training process and may receive vouchers to support their businesses. **Participation is free of charge.** Updated enrollment dates and requirements are available at: <https://theimpactforce.org>

#### 4. Ukrainian Startup Fund (USF)

**Contact Information.** Website: <https://usf.com.ua>

The **Ukrainian Startup Fund** is a state institution that supports innovative projects and technology startups in securing early-stage funding and launching their ventures. Key programs include:

- **Pre-seed grants** (up to **\$10,000**): non-repayable funding for supporting early-stage ideas.
- **Seed grants** (up to **\$25,000**): for projects with a minimum viable product (MVP) and growth potential.
- **Dual-use grants** (up to **\$35,000**): for startups in defense, cybersecurity, healthcare, education, and infrastructure.
- **International delegation program**: gives Ukrainian startups a chance to showcase their innovations at global tech expos, pitch to investors, and build international partnerships.

In addition to funding, startups receive **mentorship, expert evaluation, technical and promotional support.**

#### 5. Women's Opportunities Fund in Ukraine (WO-UA) – Support for Women's Entrepreneurship and Economic Activity

**Contact Information.** Website: <https://wo-ua.org>

The **WO-UA Fund** implements support programs for women affected by the war, especially **internally displaced women (IDPs)**. One of the main focuses is strengthening women's economic capacity through **entrepreneurship, financial literacy, and career development.**

Forms of support include:



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- **Microgrants** for women's entrepreneurship;
- **Training programs** in business basics, self-employment, foreign languages, and digital skills;
- **Mentorship and consultations**;
- **Humanitarian support initiatives** for women.

**How to apply:** Programs are announced periodically. Terms, applications, and deadlines are published on the official website and the fund's **Facebook page**.

## 6. Nova Poshta Business Education Platform

**Contact Information.** Website: <https://online.novaposhta.education>

This **free online resource** supports Ukrainian entrepreneurs with **practical business skills**. It is designed to help small and medium-sized businesses, self-employed individuals, and aspiring entrepreneurs. The platform pays special attention to the realities of doing business in Ukraine during wartime and recovery.

It offers:

- **Courses, video lectures, business schools, and masterclasses** by practitioners in fields such as business startup and scaling,
- **Finance and taxation,**
- **Logistics and e-commerce,**
- **Marketing, sales, and customer service.**

**How to get started:** Visit <https://online.novaposhta.education>, select a course, register, and begin learning.



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## 8. CONCLUSION

Despite the difficult circumstances associated with forced displacement, every woman has the potential for personal and professional growth. This guide compiles key information about opportunities that can serve as effective tools for building a new career, gaining education, starting a business, or becoming actively involved in a new community.

The guide explores strategies for adapting to a new environment, including the legal aspects of employment, types of work available, access to education and vocational training. Special attention is given to platforms and resources that support women in their self-realization — from government services and international programs to social entrepreneurship initiatives and non-formal learning opportunities.

This guide is not only about tools — it is also about strength: the inner strength of Ukrainian women to overcome obstacles, learn new skills, seek support, and become a source of support for others. We hope that the information collected here will serve as a compass and a source of encouragement for many who wish to move forward, even when circumstances are changing.

May this guide inspire you not to wait for the right moment, but to create it — with faith in your own abilities, a willingness to learn, and the courage to act.