



SPRINGBOARD
TO 
 EQUALITY



THE INFLUENCE OF FULL-SCALE WAR ON THE CHOICE OF PROFESSION

Prepared for the UNFPA

Research agency Info Sapiens

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THE SURVEY METHOD IN

2021: a personal interview at the respondent's home, January 2021

COMPATIBILITY OF THE DATA BEFORE AND AFTER FEBRUARY 24, 2022:

We believe that it is possible to compare these data at the level of trends. At the same time, the surveys are not completely comparable, firstly, because they were conducted using different methods, and secondly, because the telephone survey does not consider the opinion of Ukrainians who have gone abroad and the opinion of residents of the occupied territories in 2022 without Ukrainian mobile communications. A telephone survey better covers active people who are difficult to "catch" at home, so avoiding gender stereotypes in 2023 can be partially explained by a change in method. At the same time, other studies also indicate avoiding gender stereotypes after 2022, apparently because women began to perform "male" roles more often

SIGNIFICANCE OF CHANGES: Statistically significant changes in 2023 compared to 2021 are marked with squares

METHODOLOGY



THE SURVEY METHOD IN 2023:

Computer Assisted Telephone Interviewing (CATI), based on a random sample of mobile phone numbers, May 2023

GEOGRAPHY OF SURVEY:

Ukraine, except the Autonomous Republic of Crimea, Sevastopol and ORDLO [the uncontrolled territories of Donetsk and Luhansk regions]. In 2023, the survey also does not cover Ukrainians who went abroad, as well as the territories occupied in 2022, where there is no Ukrainian mobile communication

TARGET AUDIENCE:

The population of Ukraine aged over 14 years old

SAMPLE SIZE: 1000

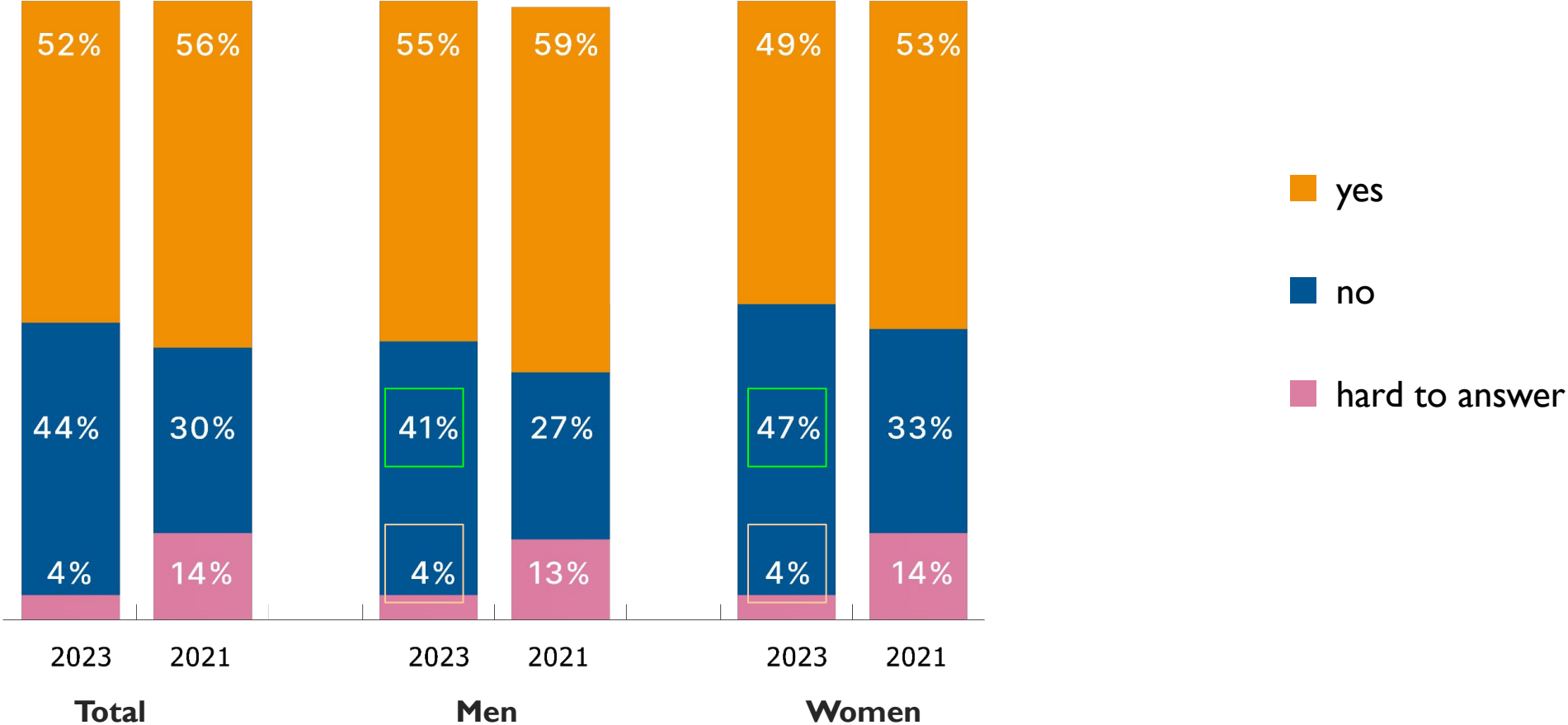
respondents. The maximum theoretical error does not exceed 3.1%.



KEY FINDINGS

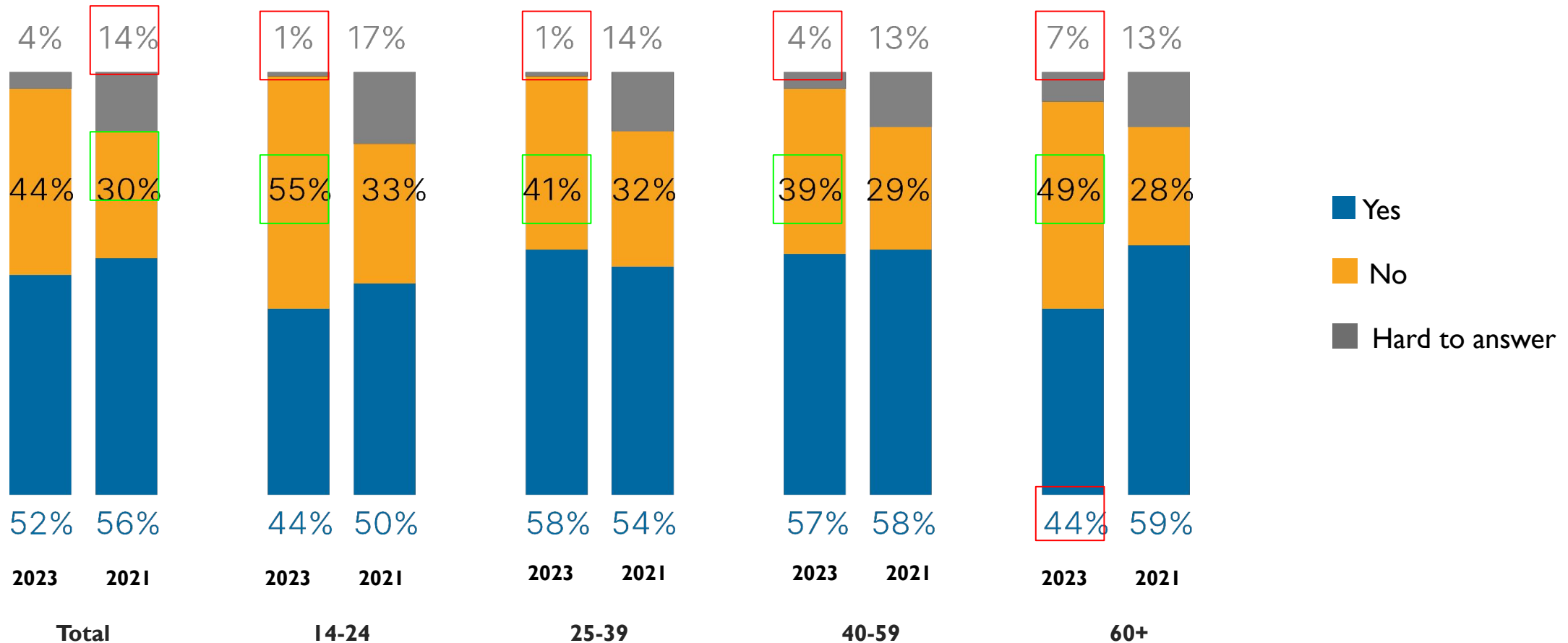
52% of Ukrainians agree that there are professions that are suitable only for men and only for women, and 44% do not agree, this indicator has significantly increased since 2021. Men agree with this statement more often than women

➤ Do you think there are professions suitable exclusively for men and exclusively for women?



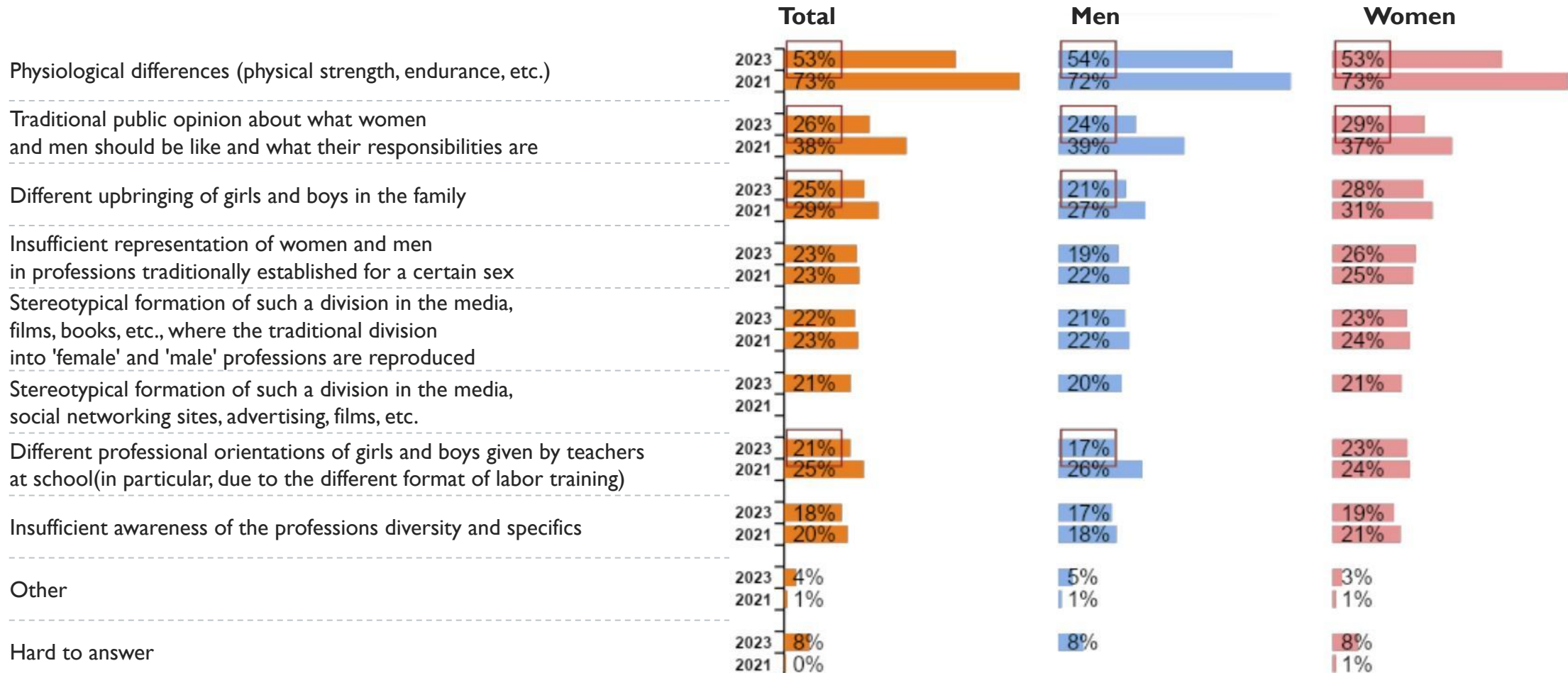
As in 2021, young people are the least likely to agree that there are professions that are suitable only for men and only for women, at the same time, the opinion has also changed significantly among the older generation

➤ Do you think there are professions suitable exclusively for men and exclusively for women?



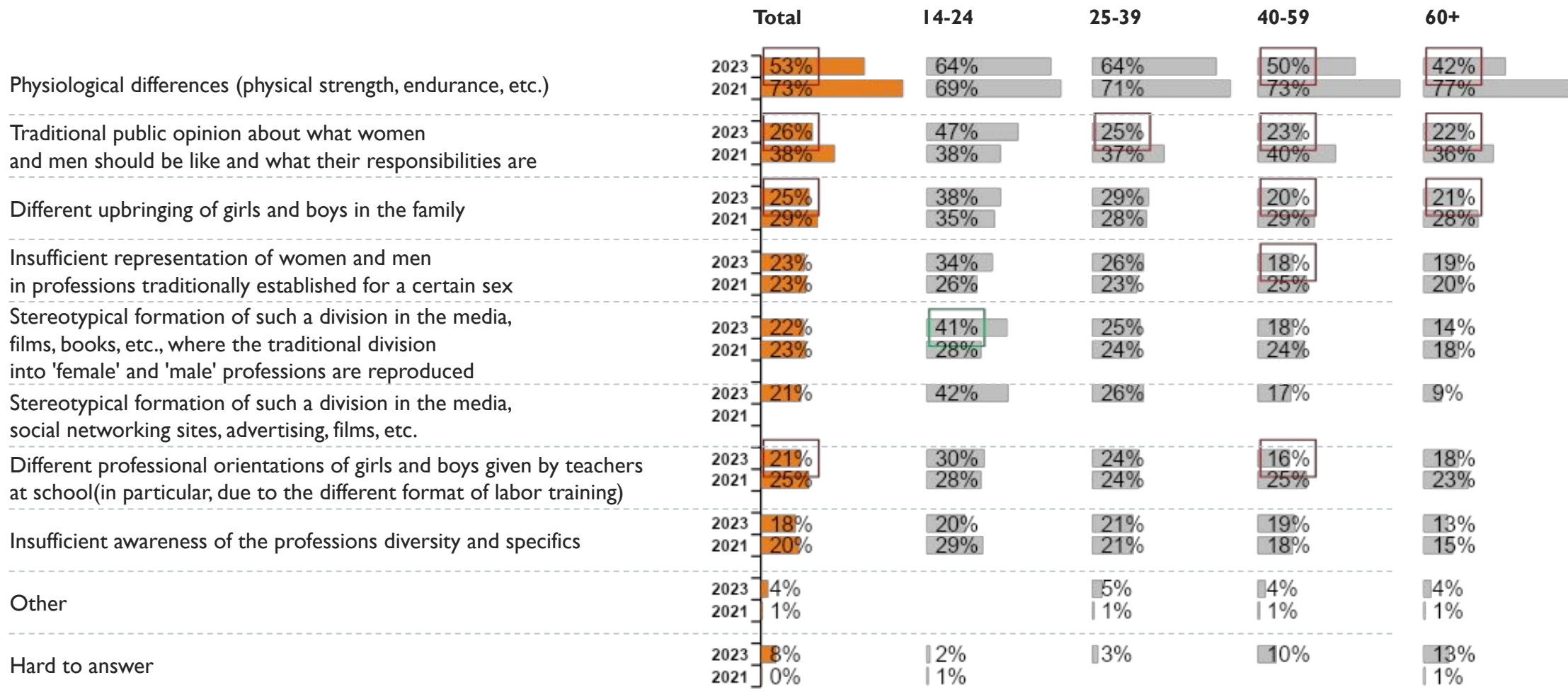
53% of Ukrainians believe that the division into "female" and "male" professions is due to physiological differences between women and men – at the same time, in 2021 there were 73%

➤ In your opinion, what factors are related to the fact that there are so-called “female” and “male” professions in society?



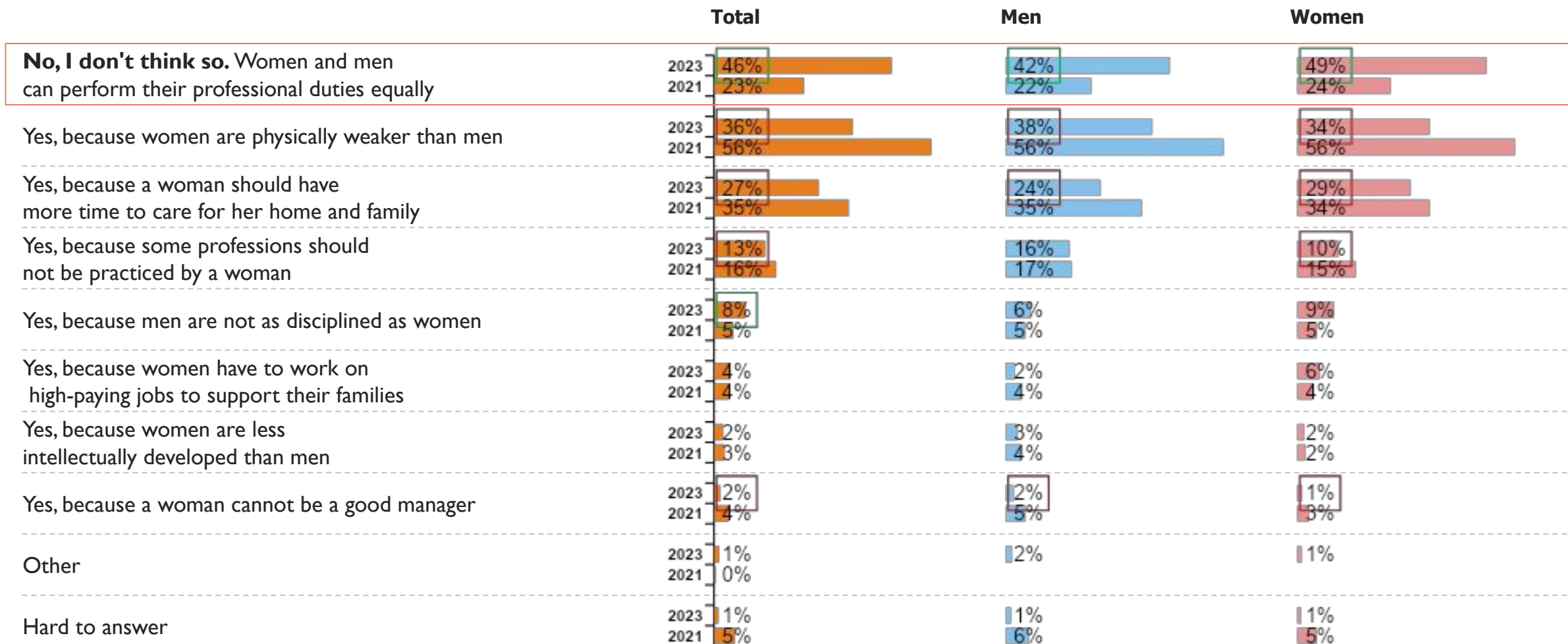
Young people aged 14-24 most often name gender factors in the division of professions

➤ In your opinion, what factors are related to the fact that there are so-called “female” and “male” professions in society?



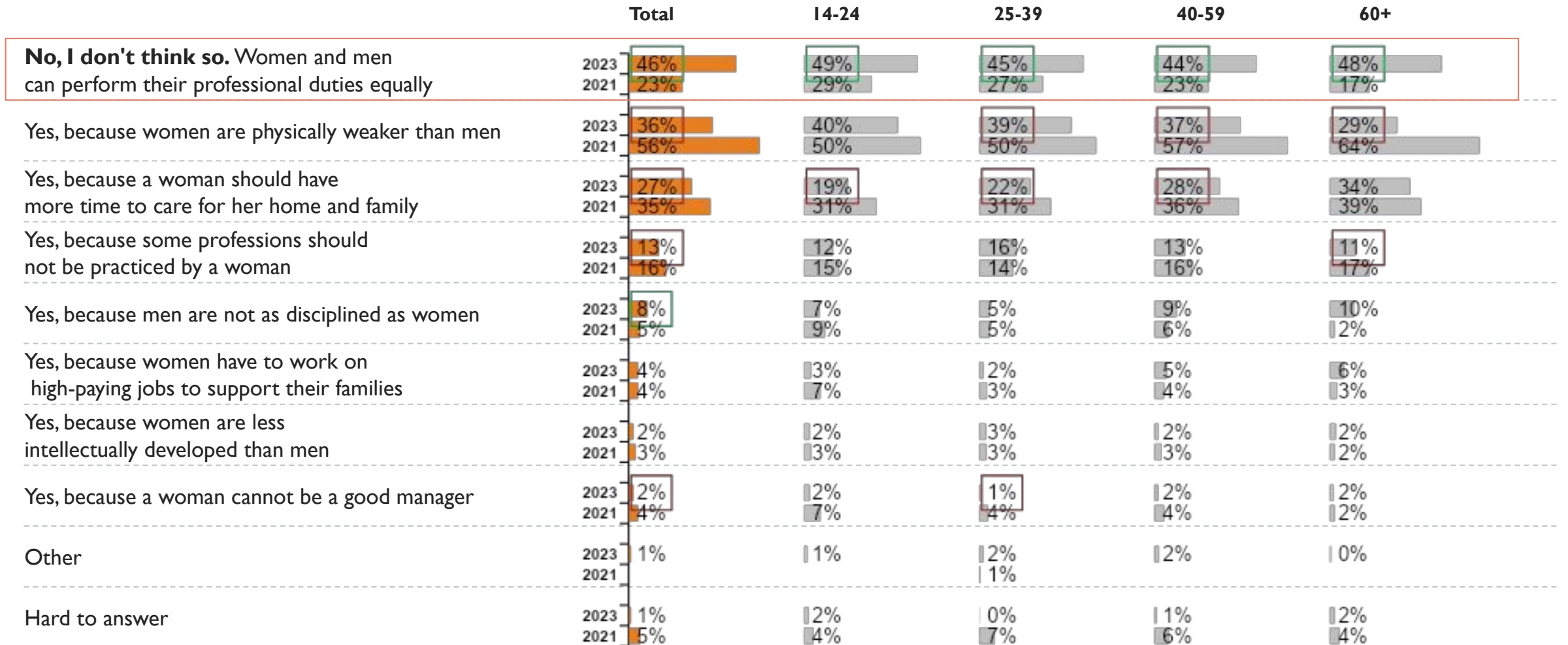
46% of Ukrainians disagree with the fact that some professions are not suitable for women, in 2021 there were only 23% of them

➤ Do you think that some professions are not suitable for women?



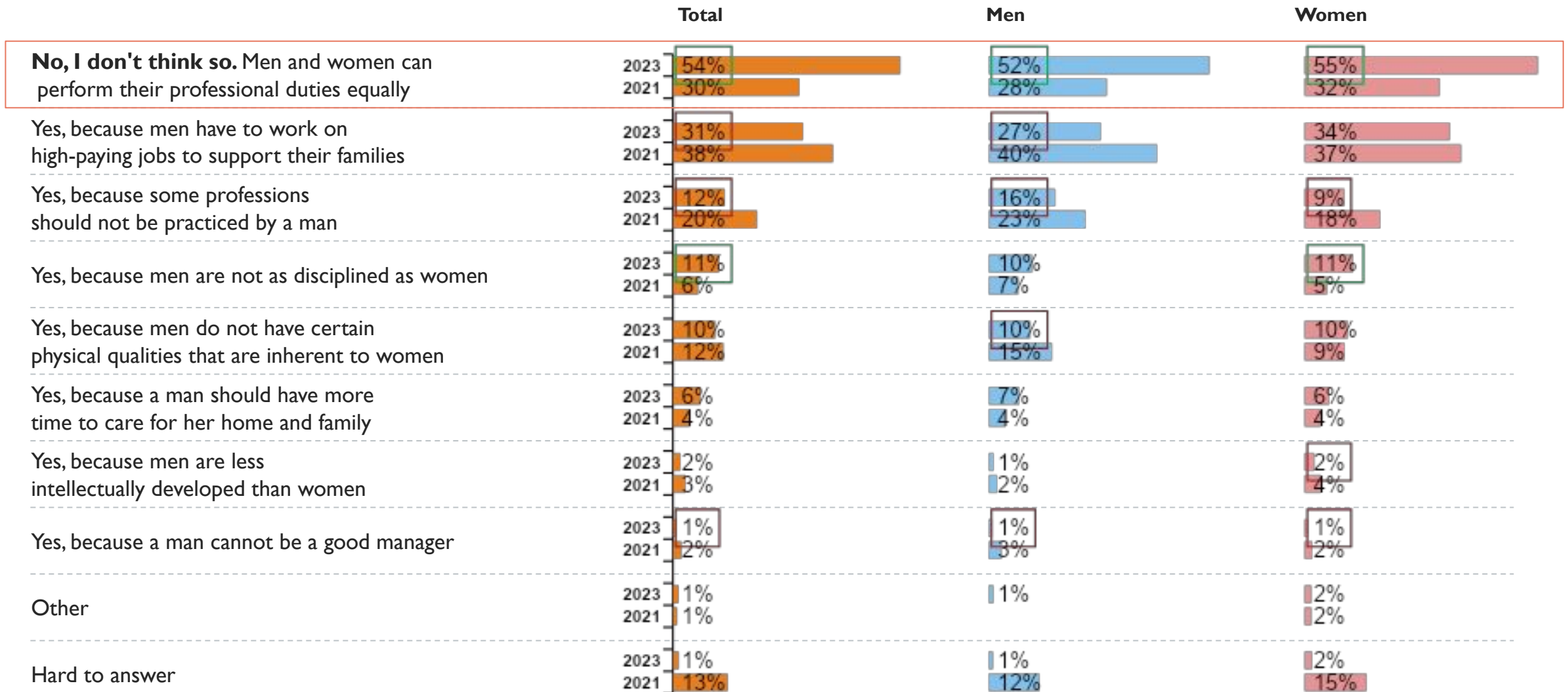
Youth more often disagree with the fact that some professions are not suitable for women

➤ *Do you think that some professions are not suitable for women?*



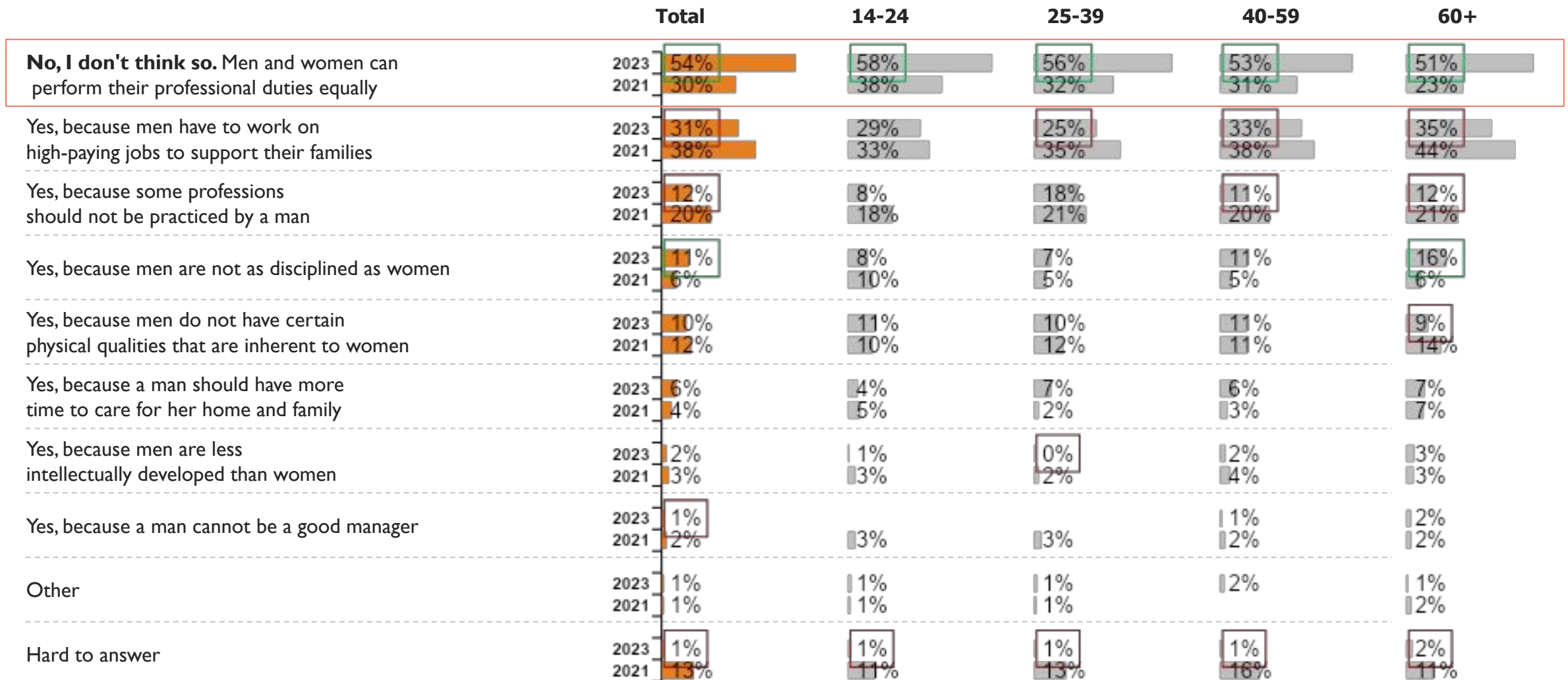
54% of Ukrainians do not agree that some professions are not suitable for men, in 2021 there were only 30% of them

➤ *Do you think that some professions are not suitable for men?*



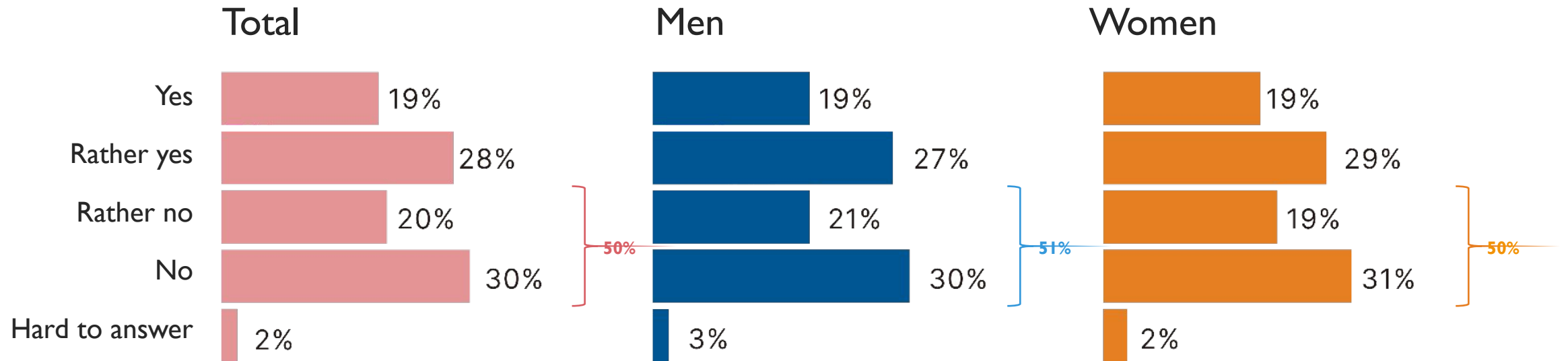
Youth are less likely to agree with the fact that some professions are not suitable for men

➤ Do you think that some professions are not suitable for men?



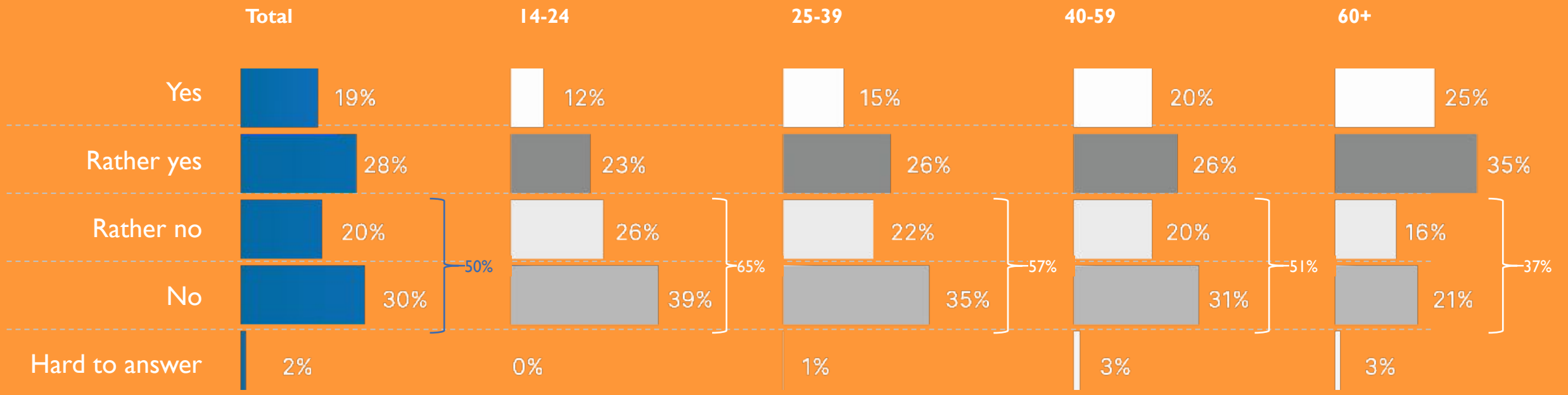
Half of Ukrainians do not agree with the fact that boys and girls have different abilities precisely because of gender, and not because of gender stereotypes

➤ *Do you think that boys and girls have different professional capabilities, skills, and abilities because of their gender, rather than because of different education or upbringing?*



Youth are most likely to disagree with the fact that boys and girls have different abilities precisely because of gender, and not because of gender stereotypes

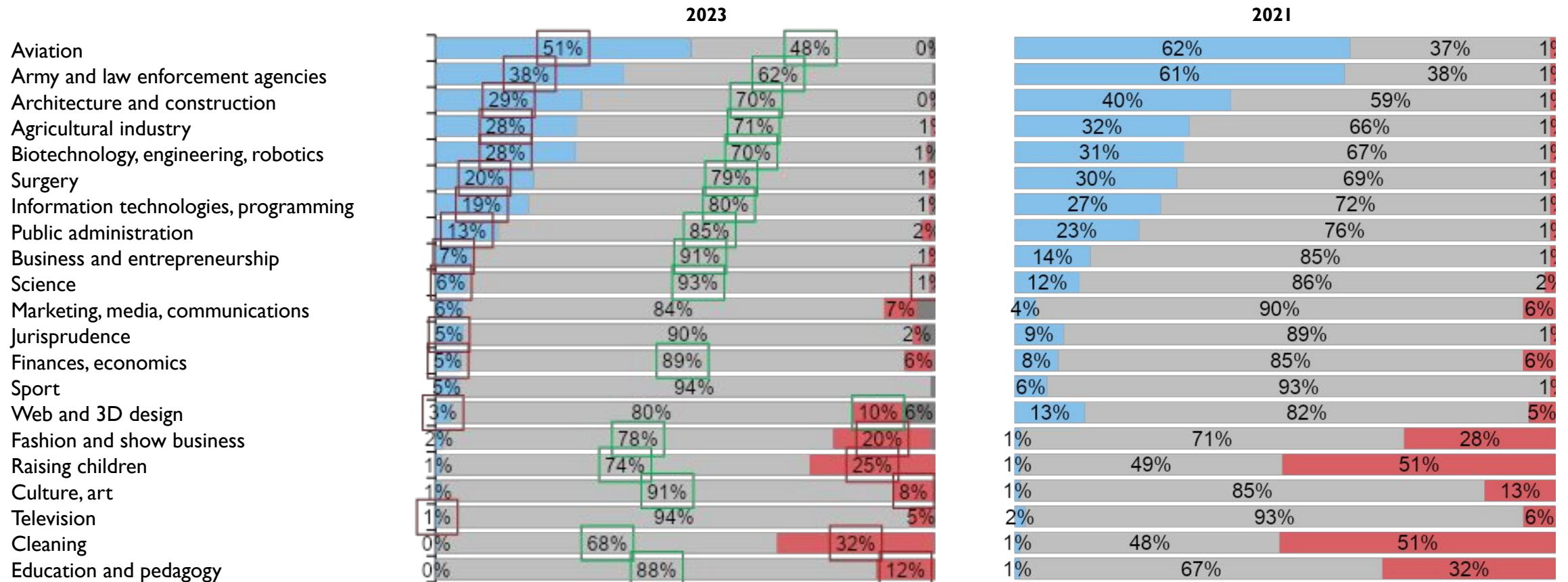
➤ *Do you think that boys and girls have different professional capabilities, skills, and abilities because of their gender, rather than because of different education or upbringing?*



In 2023, Ukrainians much less often began to divide professions into male and female ones. At the same time, as in 2021, the most "male" industries are aviation and law enforcement agencies, while the most "female" – cleaning and raising children

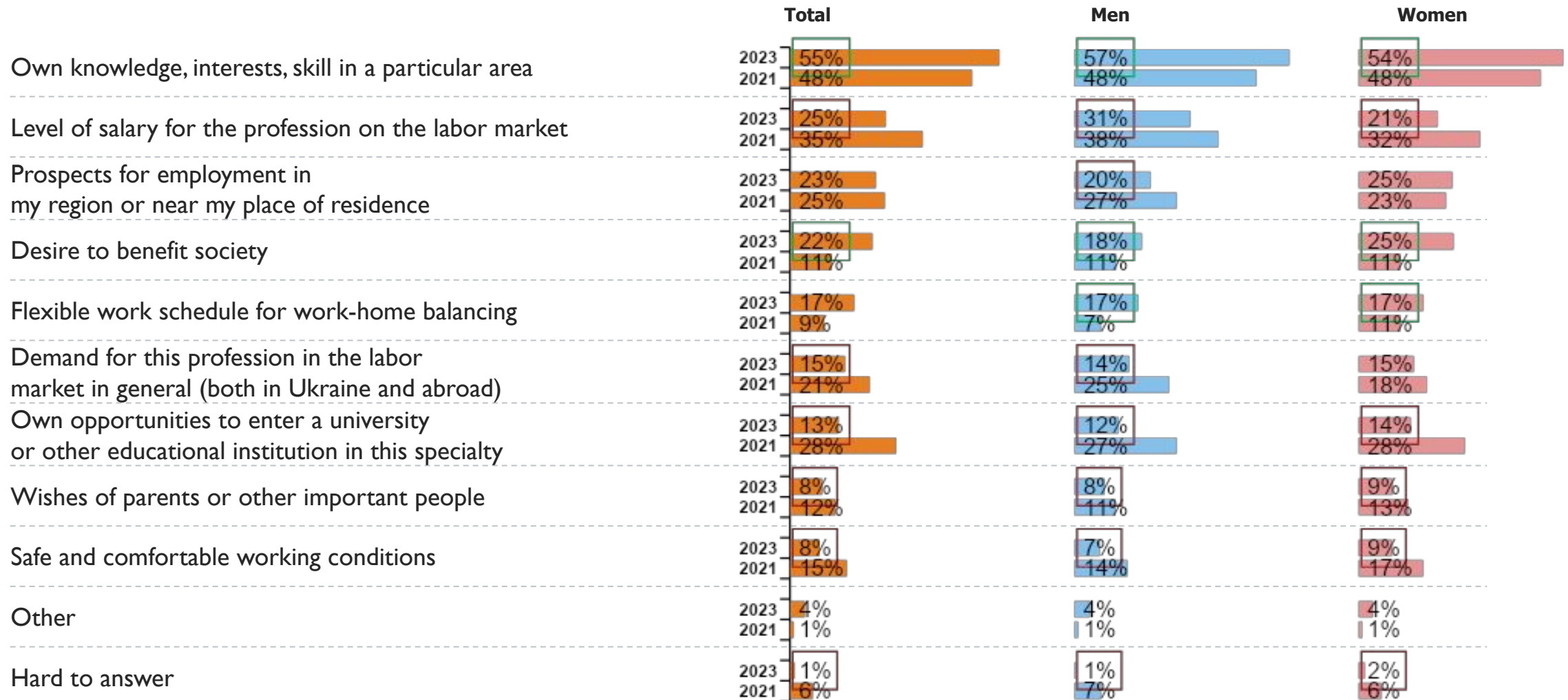
➤ I will read the professional areas to you, and you will tell me, they are rather 'male', 'female' or equally suitable for both sexes: Total

■ Rather 'male' area ■ Rather 'female' area ■ The area is equally suitable for both sexes ■ Hard to answer



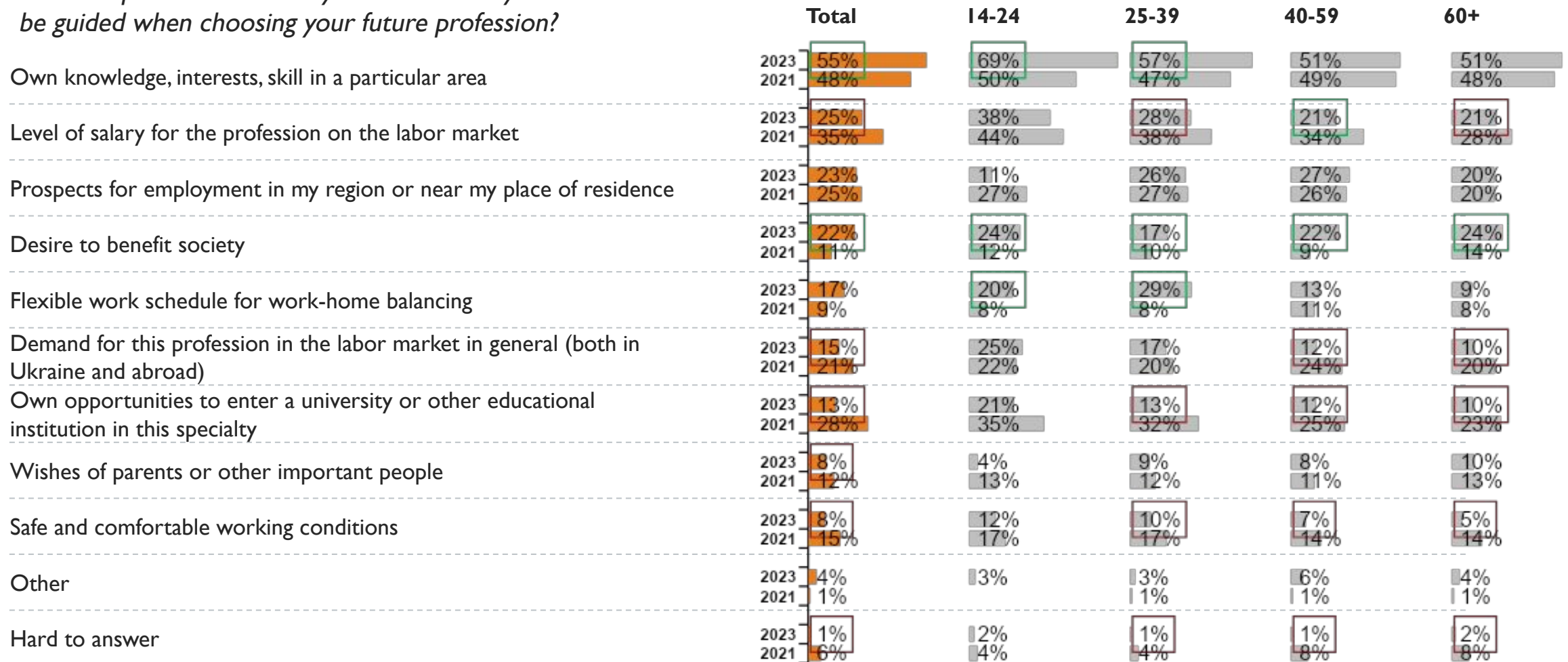
In 2023, Ukrainians began to be more often guided by their own knowledge and interests in choosing a profession. Men were more often guided by the level of remuneration than women

➤ *What priorities did /will you follow / will you be guided when choosing your future profession?*



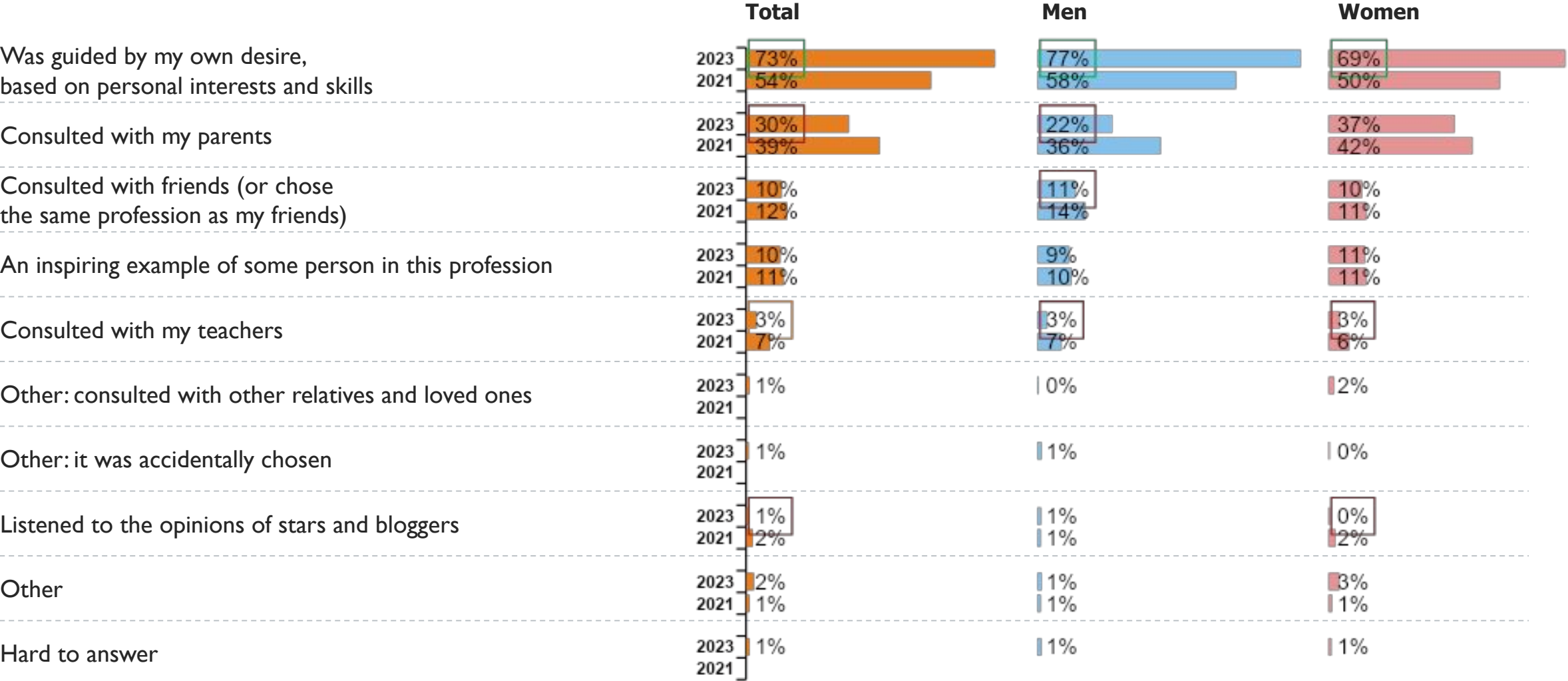
Young people were more often than the older generation guided by their own interests, the level of compensation and opportunities to enter the university when choosing a profession

➤ *What priorities did /will you follow / will you be guided when choosing your future profession?*



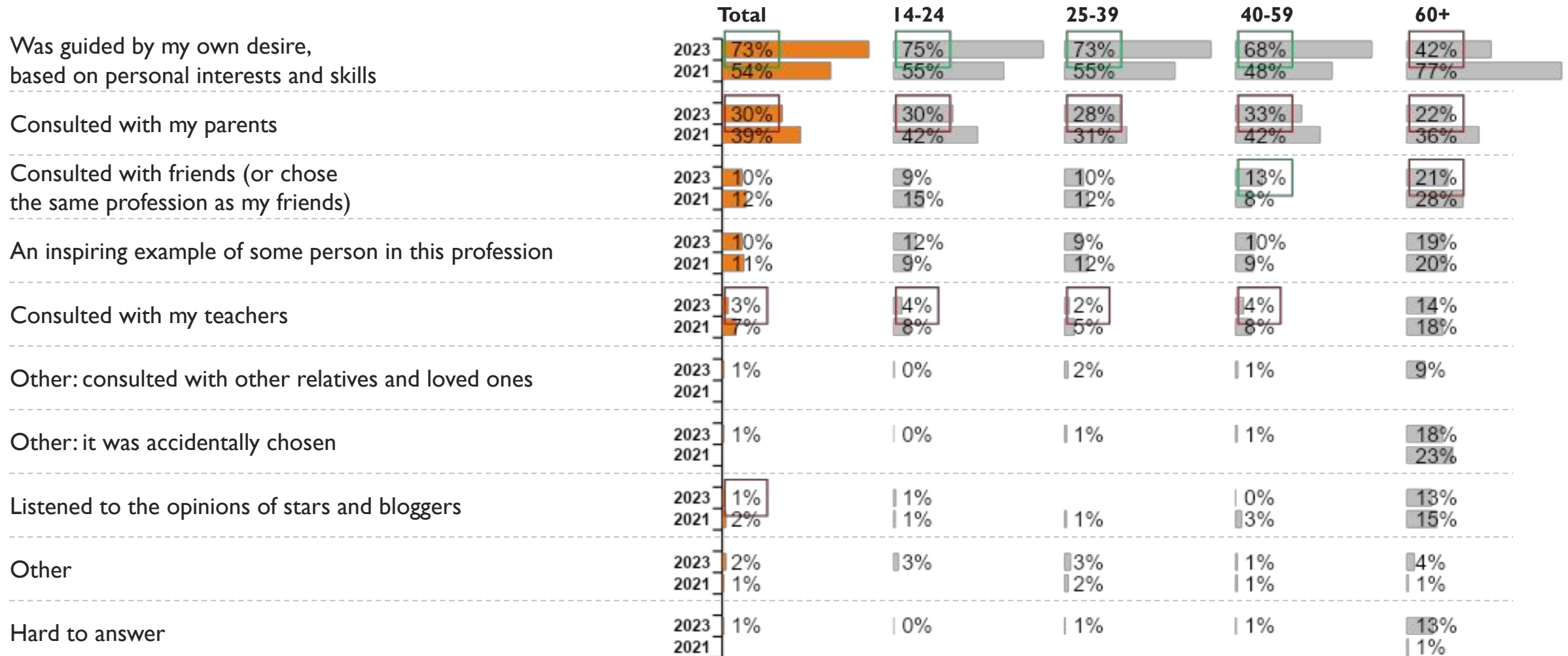
As in 2021, men are more likely to be guided by their own desires when choosing a profession than women

➤ Whose opinion has most influenced the choice of your future profession?



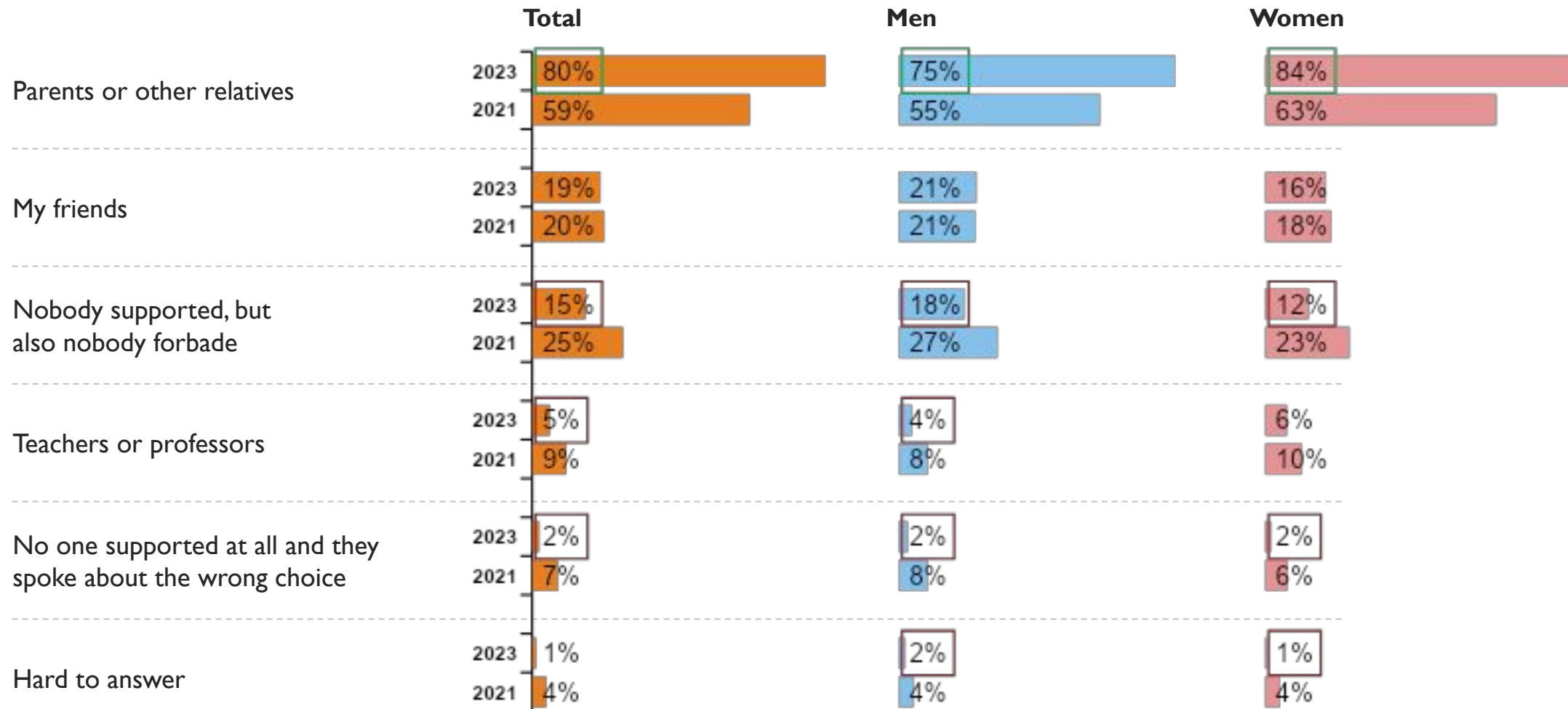
Youth are more often guided by their own desire when choosing a profession than the older generation

➤ Whose opinion has most influenced the choice of your future profession?



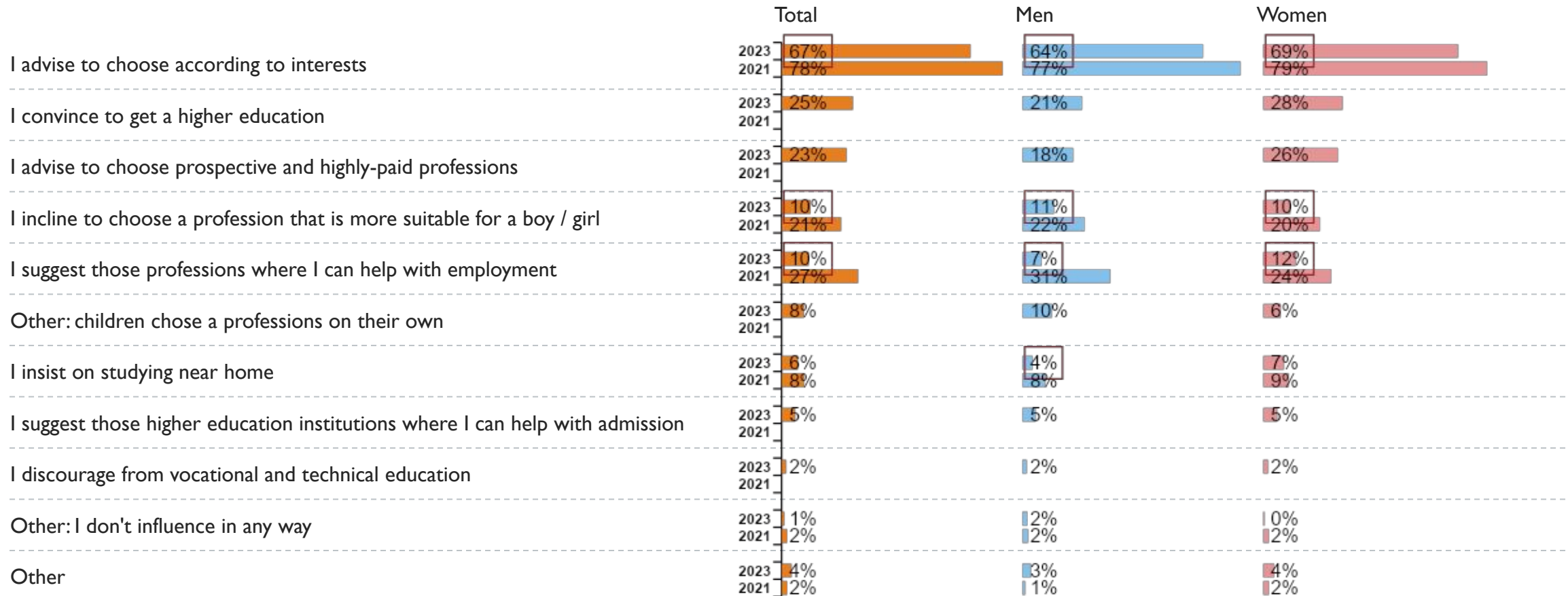
Women were more likely to be supported by their parents and other relatives when choosing a profession than men

➤ *Who supports or supported you in choosing a profession and during study?*



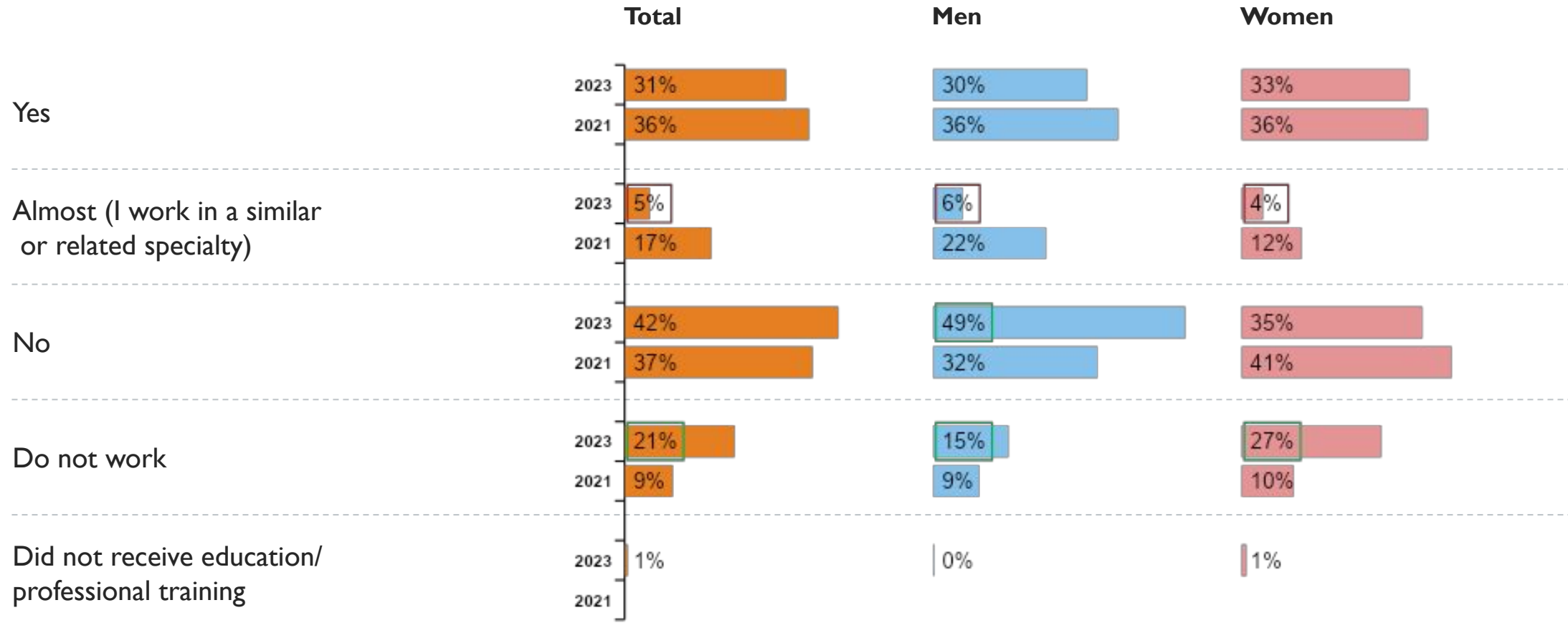
10% of parents persuaded or persuade children to choose a profession that "suits a boy/girl"; there were 21% of them in 2021

➤ *What is your role in choosing a child's future profession? We are interested in both the current and the past role in case the child has already chosen a profession. If the child is too little, please specify how you imagine your future role (among those who have children, n 2021=766; n 2023=749)*



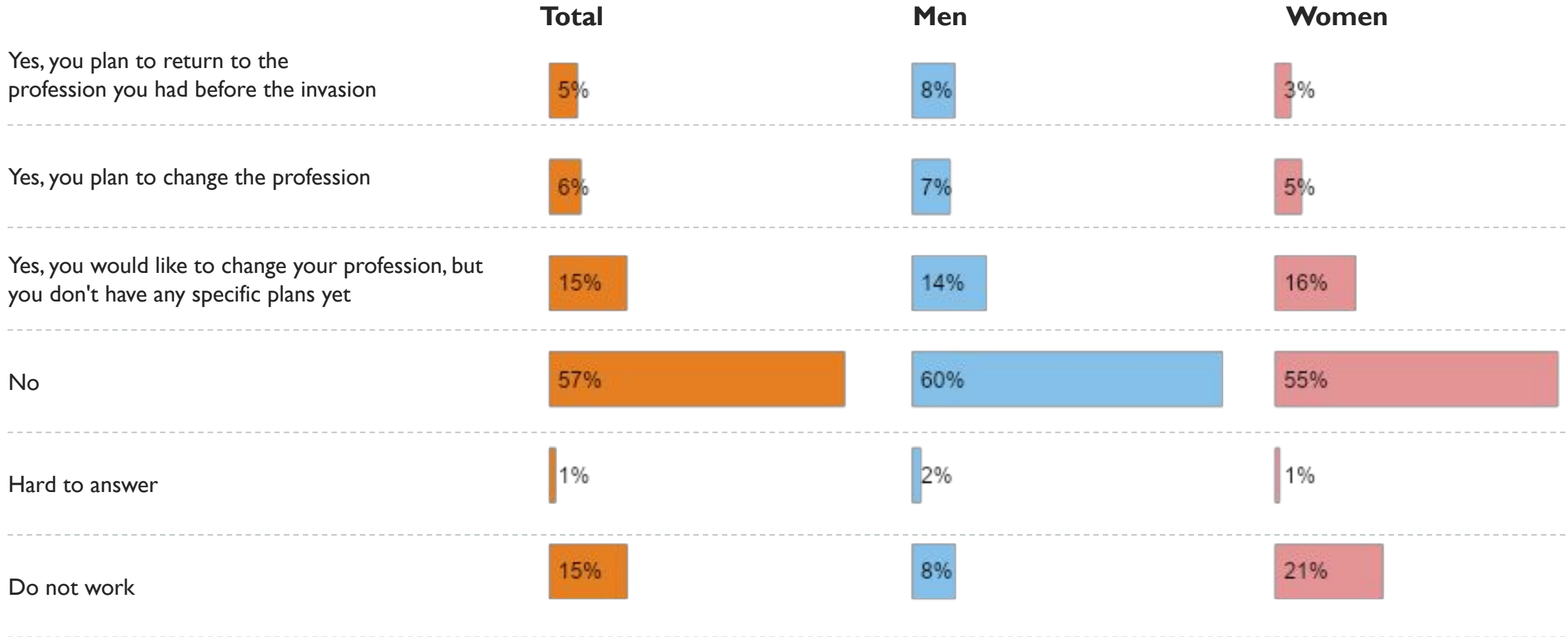
Men are less likely to work in the specialty than women

➤ Do you work in the specialty you received in the educational institution? (among respondents aged 18-59, n 2021=710; n 2023=926)



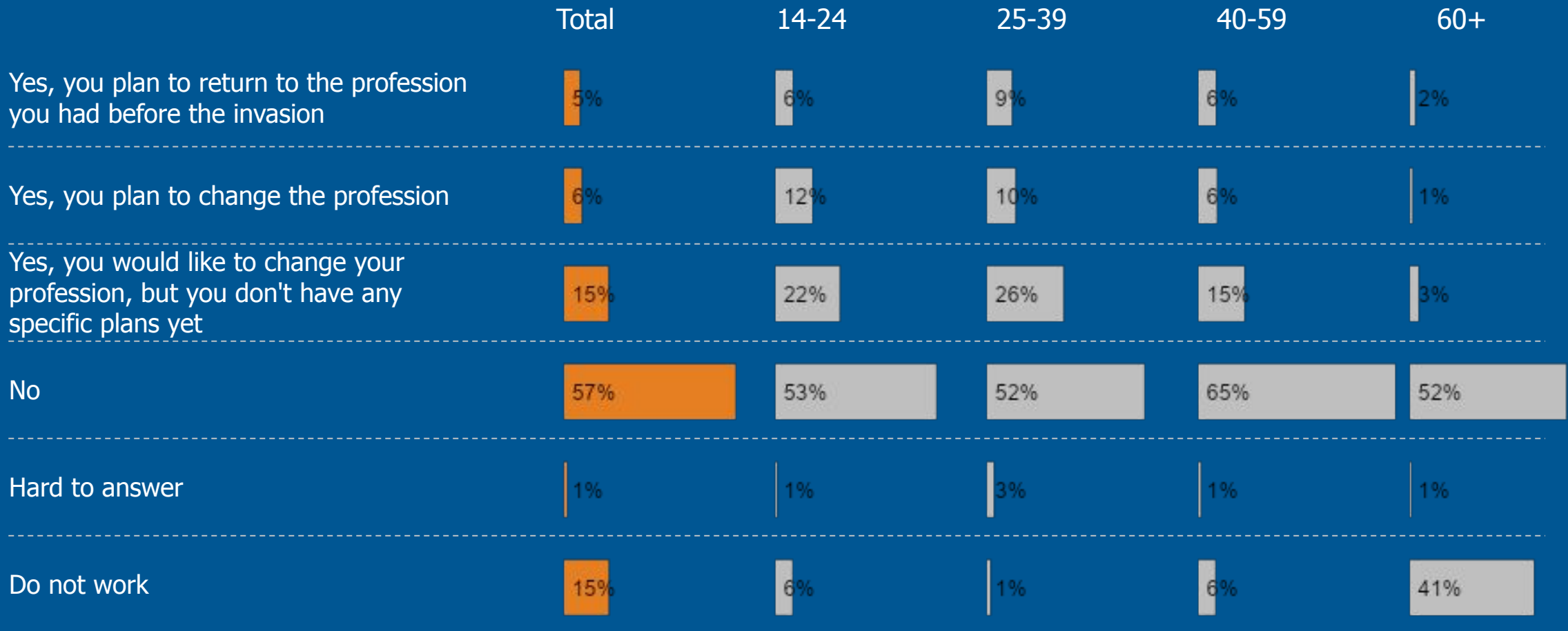
Also, men are more likely to want to change a profession than women

➤ *Have you thought about changing your profession?*



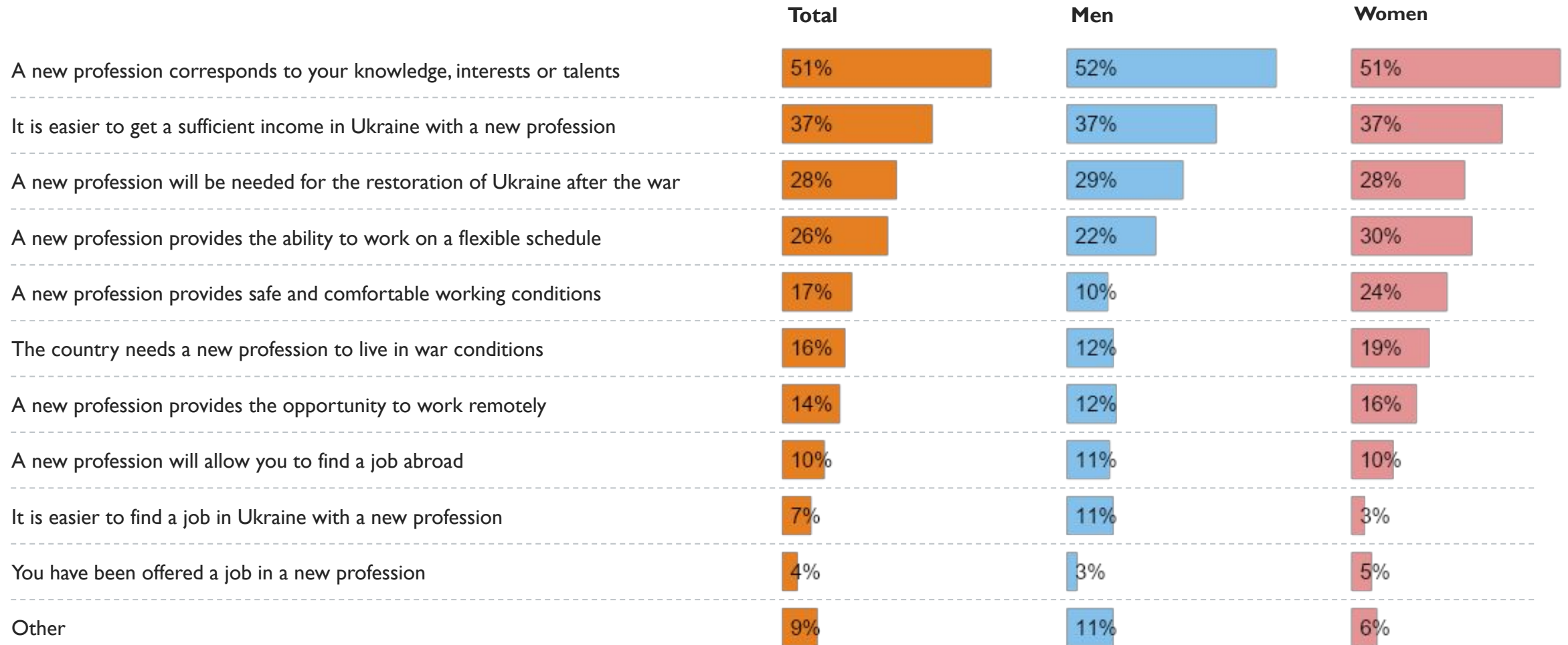
People aged under 39 are more likely to want to change a profession than older generation

➤ *Have you thought about changing your profession?*



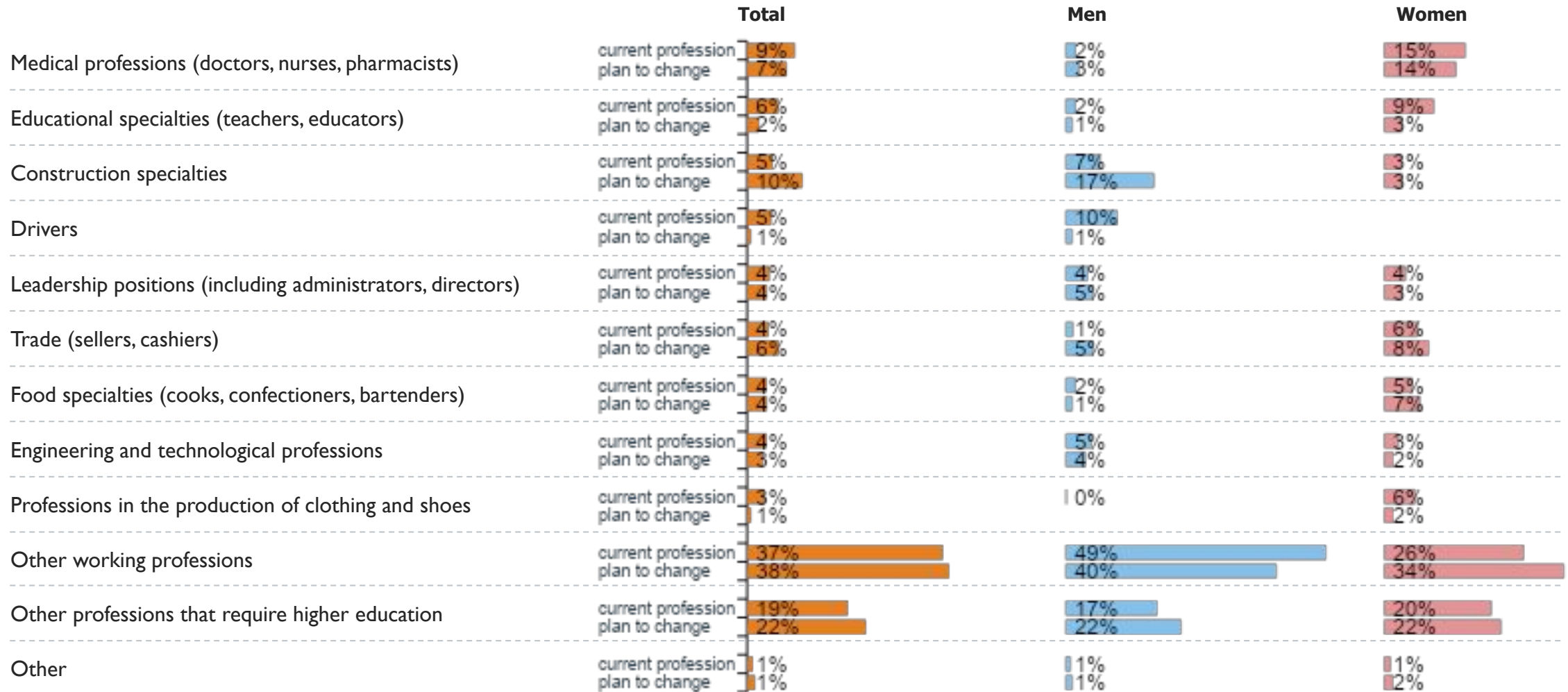
Ukrainians most often want to change their profession due to the compliance with the interests, income, necessity of the profession for the restoration of Ukraine, flexible schedule

➤ *Why do you want to change a profession?* (among the respondents who plan to change the profession n=196)



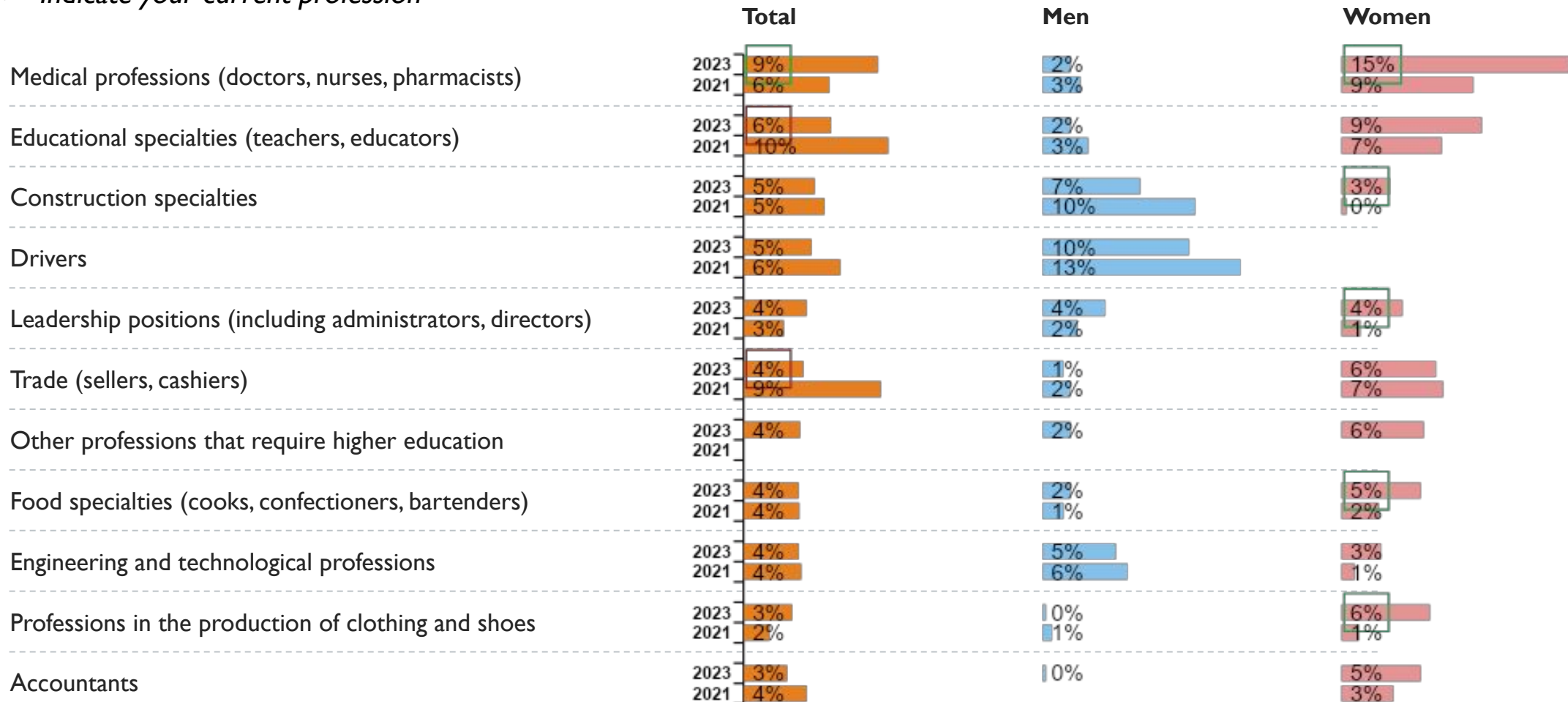
Medical employees and educators most often plan to change the profession. At the same time, Ukrainians most often want to become builders or, again, medical employees

➤ Indicate your current profession. Indicate to which profession are you planning to change it?



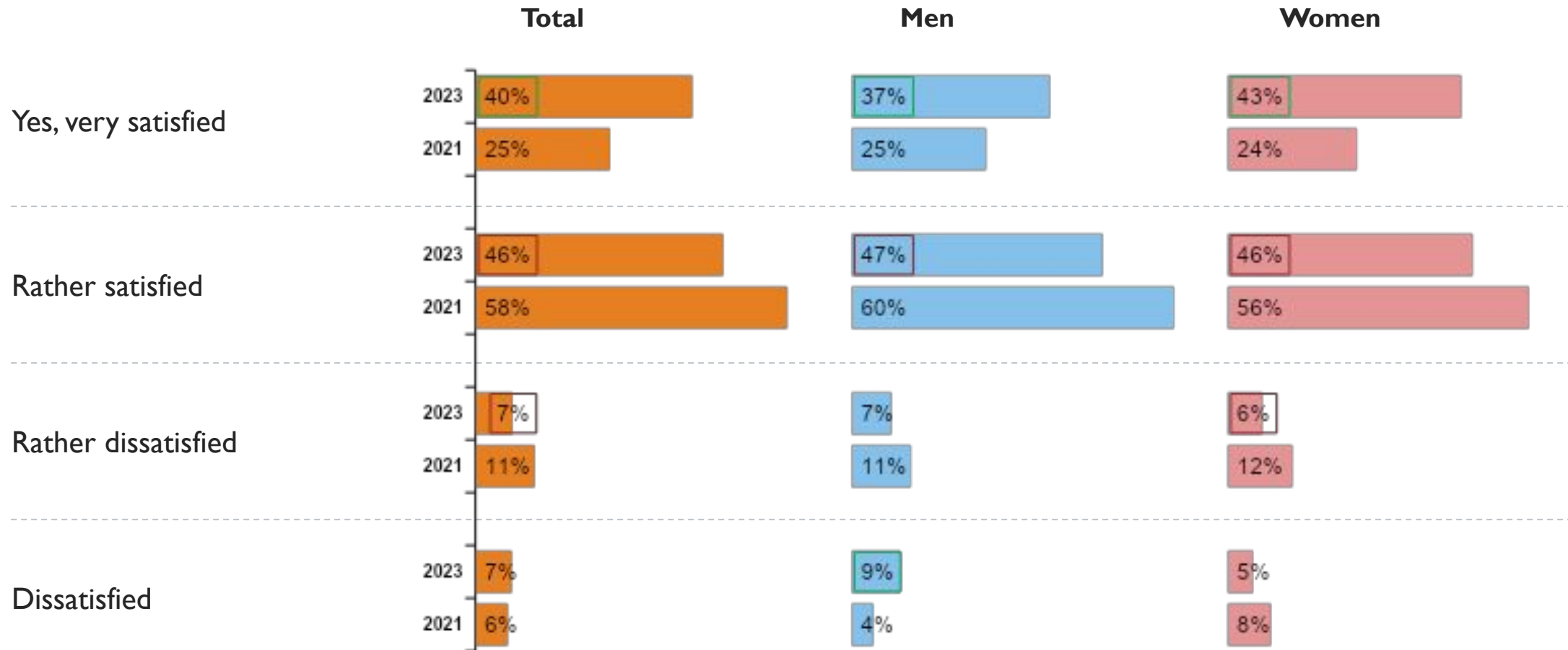
Among the most popular professions, compared to 2021, the share of medical employees increased, while the share of educators and trade workers decreased. In general, the share of working professions increased from 53% to 57%.

➤ *Indicate your current profession*



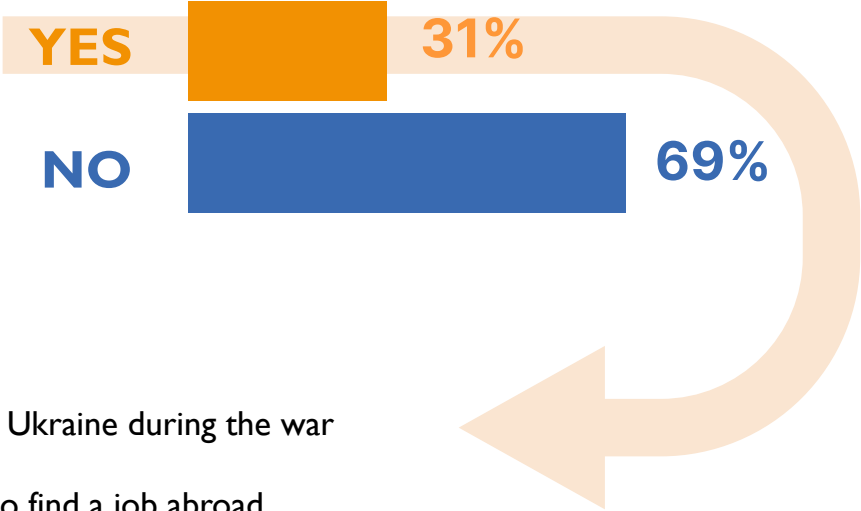
Women are more often satisfied with their profession than men

➤ *Are you satisfied with your profession now?* (among the respondents aged 16+ not including "hard to say" answer, as this option was mostly chosen by pensioners and students, n 2021=855; n 2023=926)

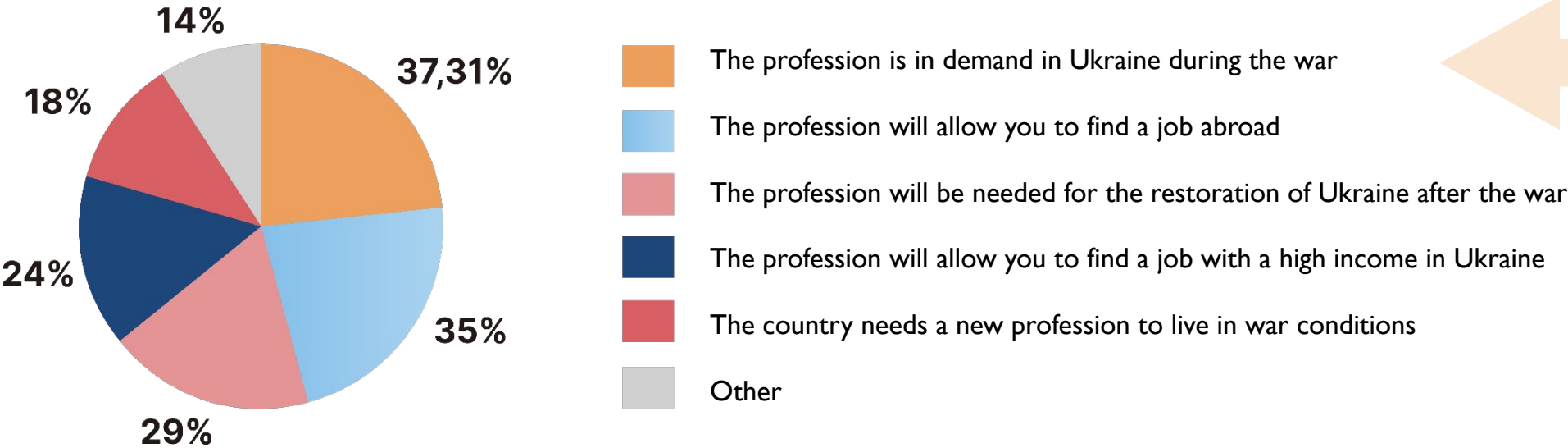


A third of those who acquire or plan to acquire a profession said that the full-scale war influenced their choice: most often they chose the profession that is in demand during the war, abroad, as well as the one that will be needed for the restoration of Ukraine

➤ Did the full-scale war affect your choice of profession? (among the respondents who do not have a profession, and plan to acquire one, n=68)

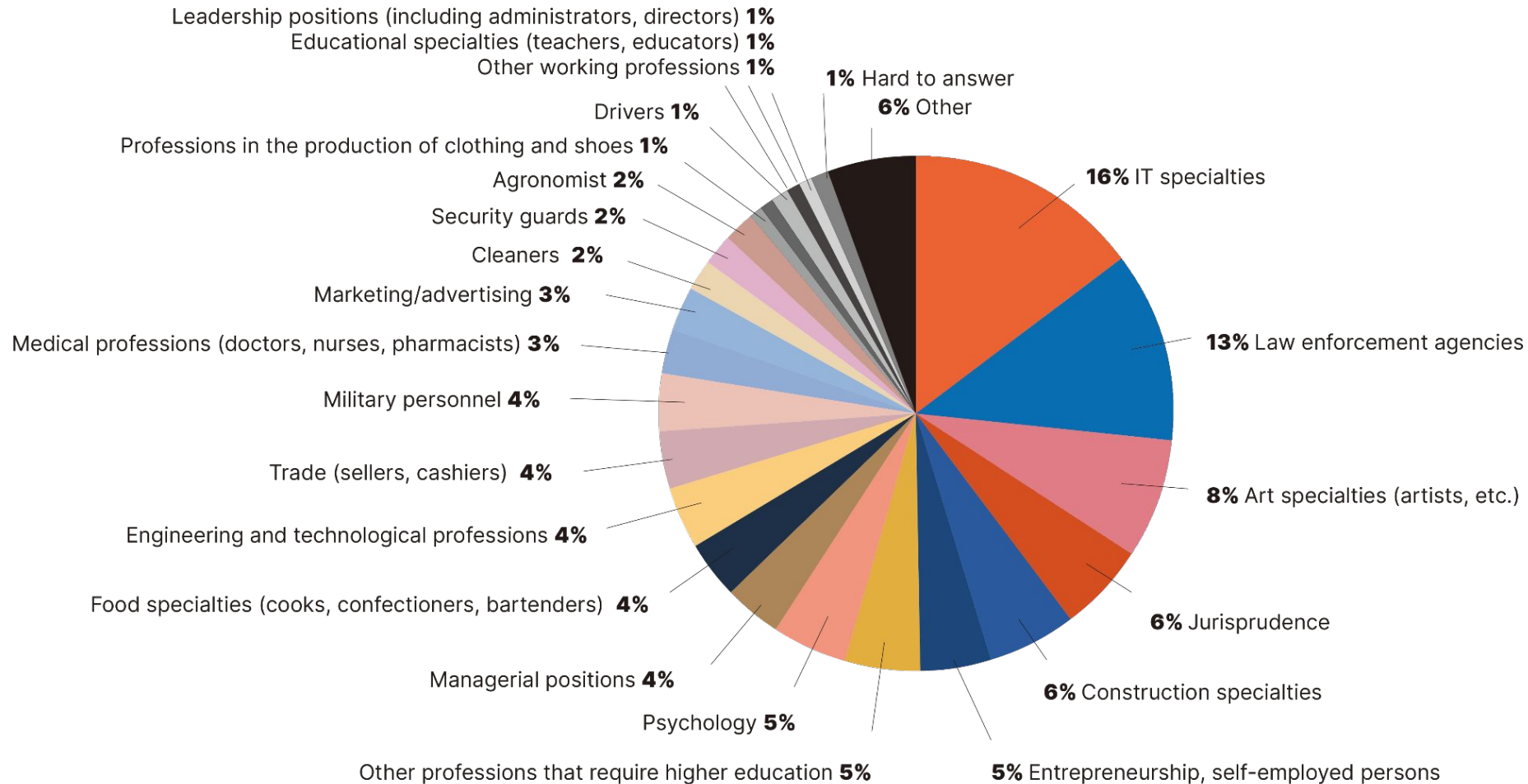


➤ How exactly did the war affect your choice of profession? (among the respondents who were affected by the war, n=21)



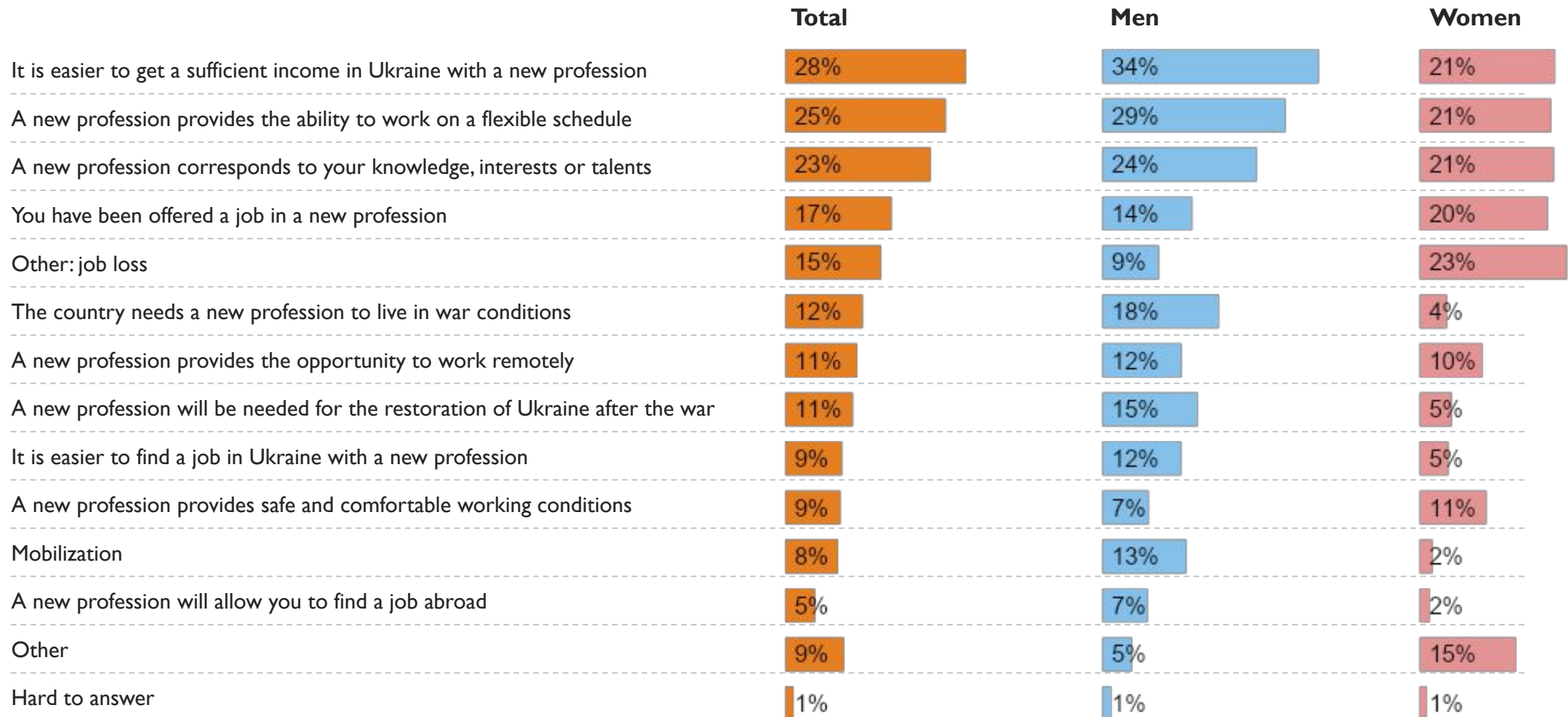
IT specialties are the most popular among applicants, working professions make up 30% of all declared professions

➤ What profession do you plan to acquire? (among the respondents who do not have a profession, and plan to acquire one, n=68)



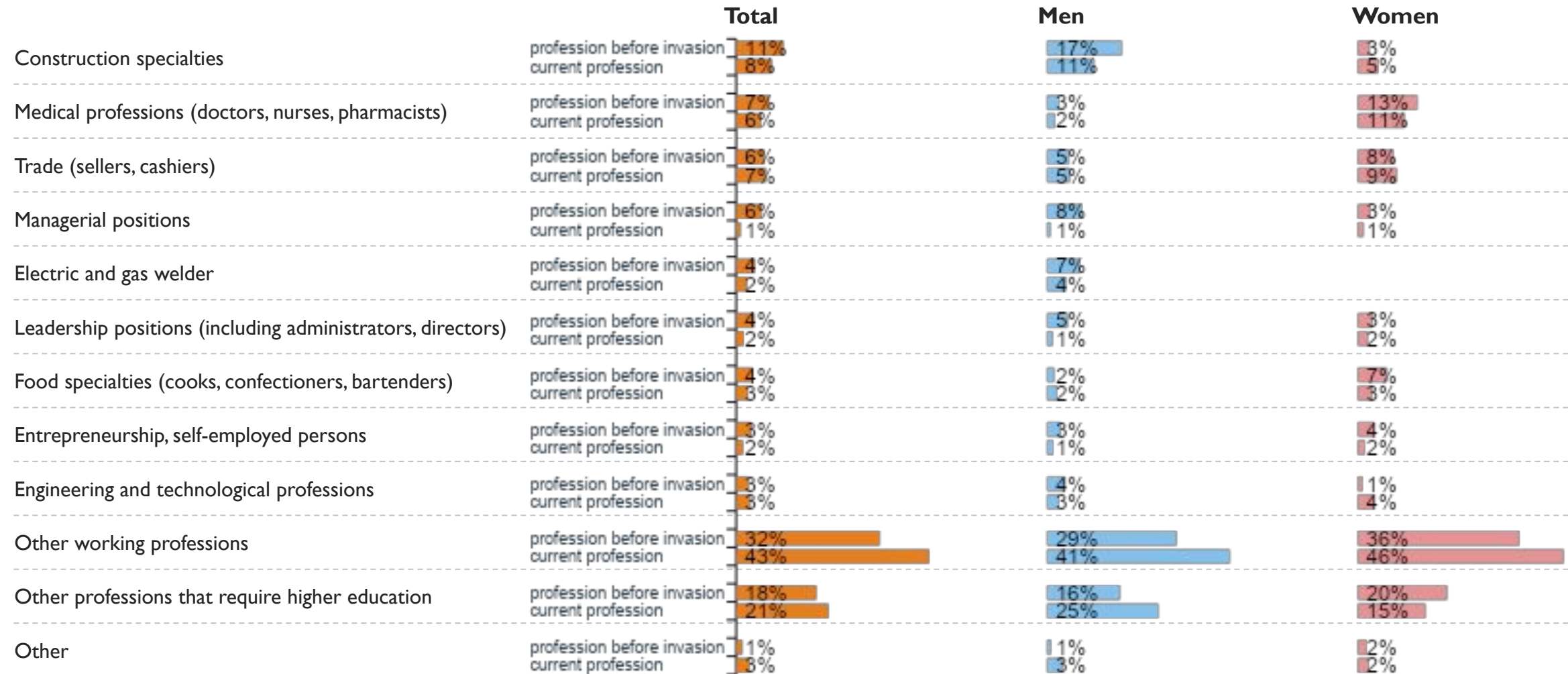
17% of the labor force in Ukraine changed a profession after the invasion – most often due to income and the ability to work on a flexible schedule

➤ *Why did you change your profession?* (among the respondents who changed the profession n=134)



Among those who changed professions, 57% had working professions before the invasion, and there are 63% now

➤ *What profession did you have before the invasion? Indicate your current profession*
(among the respondents who changed the profession after invasion, n=134)





The survey has been conducted by the Info Sapiens Research Agency upon commission of the UNFPA Ukraine within the framework of the “Springboard to Equality: Project on Social Norms Change and Gender Stereotypes Elimination for Better Resilience and Prosperity of Women and Men in Ukraine” implemented with the financial support of Sweden. Conclusions belong to the authors of this publication and do not necessarily reflect the official position of the Government of Sweden or UNFPA.

