







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

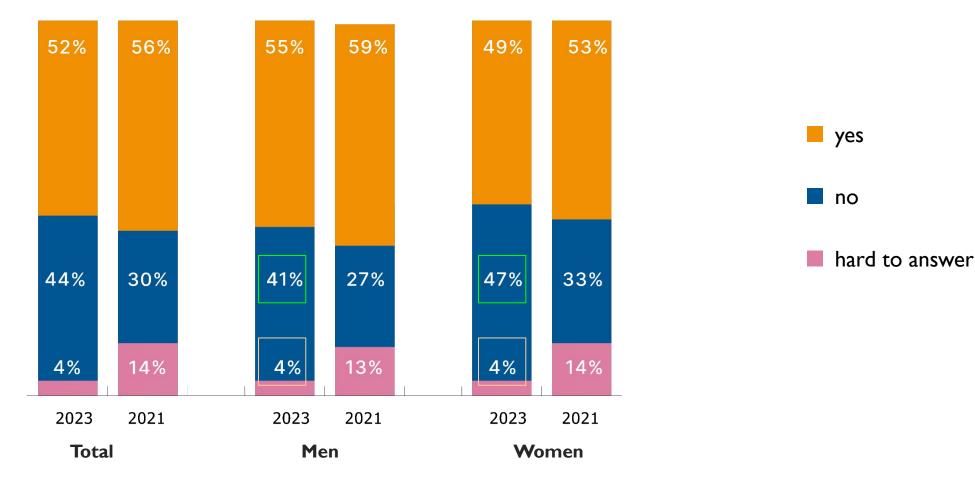
respondents. The maximum theoretical error does not exceed 3.1%.





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?

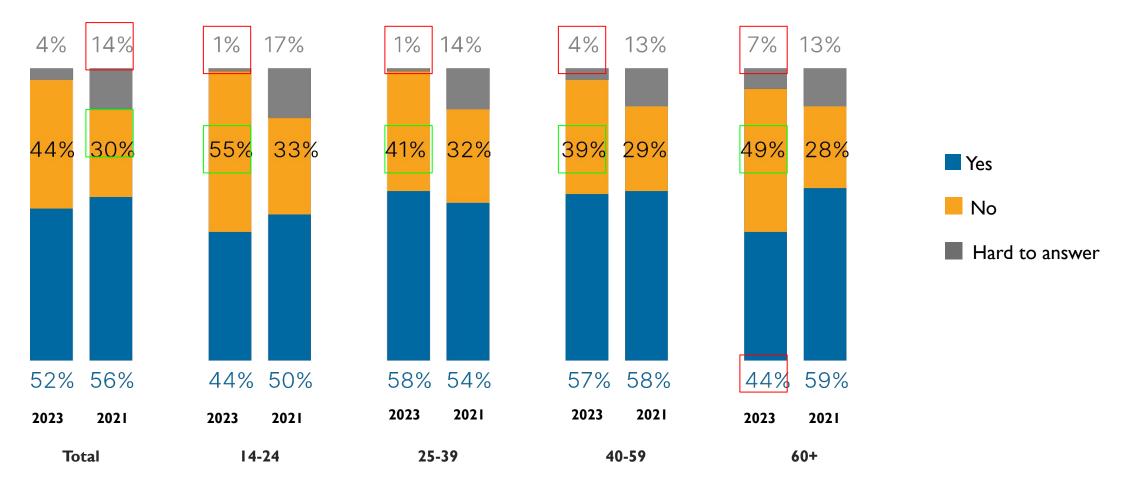






As in 2021, young people are the least likely to agree that there are professions that are suitable only for men and only for women, at the same time, the opinion has also changed significantly among the older generation

> 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?

	Total	Men	Women
Physiological differences (physical strength, endurance, etc.)	2023 53%	54%	53%
	2021 73%	72%	73%
Traditional public opinion about what women and men should be like and what their responsibilities are	2023 26%	24%	29%
	2021 38%	39%	37%
Different upbringing of girls and boys in the family	2023 25%	21%	28%
	2021 29%	27%	31%
Insufficient representation of women and men	2023 23%	19%	26%
in professions traditionally established for a certain sex	2021 23%	22%	25%
Stereotypical formation of such a division in the media, films, books, etc., where the traditional division into 'female' and 'male' professions are reproduced	2023 22% 2021 23%	21% 22%	23% 24%
Stereotypical formation of such a division in the media, social networking sites, advertising, films, etc.	2023 21% 2021	20%	21%
Different professional orientations of girls and boys given by teachers at school(in particular, due to the different format of labor training)	2023 21%	17%	23%
	2021 25%	26%	24%
Insufficient awareness of the professions diversity and specifics	2023 18%	17%	19%
	2021 20%	18%	21%
Other	2023 4% 2021 1%	5% 1%	3 %
Hard to answer	2023 8% 2021 0%	8%	8% 1%

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?

	Total	14-24	25-39	40-59	60+
Physiological differences (physical strength, endurance, etc.)	2023 53% 2021 73%	64% 69%	64% 71%	50% 73%	42% 77%
Traditional public opinion about what women and men should be like and what their responsibilities are	2023 26% 2021 38%	47% 38%	25% 37%	23% 40%	22% 36%
Different upbringing of girls and boys in the family	2023 25% 2021 29%	38% 35%	29% 28%	20%	21%
Insufficient representation of women and men in professions traditionally established for a certain sex	2023 23% 2021 23%	34% 26%	26% 23%	18% 25%	19% 20%
Stereotypical formation of such a division in the media, films, books, etc., where the traditional division into 'female' and 'male' professions are reproduced	2023 22% 2021 23%	41% 28%	25% 24%	18% 24%	14% 18%
Stereotypical formation of such a division in the media, social networking sites, advertising, films, etc.	2023 2021 2021	42%	26%	17%	9%
Different professional orientations of girls and boys given by teachers at school(in particular, due to the different format of labor training)	2023 21% 2021 25%	30% 28%	24% 24%	16% 25%	18% 23%
Insufficient awareness of the professions diversity and specifics	2023 18% 2021 20%	20% 29%	21% 21%	19% 18%	13% 15%
Other	2023 4% 2021 1%		5% 1%	4% 1%	4% 1%
Hard to answer	2023 8% 2021 0%	2% 1%	∥3%	10%	13% 1%

SPRINGBOARD TO EQUALITY

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?

	Total	Men	Women
No, I don't think so. Women and men can perform their professional duties equally	2023	42%	49%
	2021 23%	22%	24%
Yes, because women are physically weaker than men	2023 36%	38%	34%
	2021 56%	56%	56%
Yes, because a woman should have	2023 27%	24%	29%
more time to care for her home and family	2021 35%	35%	34%
Yes, because some professions should	2023 13%	16%	10%
not be practiced by a woman	2021 16%	17%	15%
Yes, because men are not as disciplined as women	2023 8%	6%	9%
	2021 5%	5%	5%
Yes, because women have to work on high-paying jobs to support their families	2023 4%	2%	6%
	2021 4%	4%	4%
Yes, because women are less	2023 2023 2021 3%	8%	2%
intellectually developed than men		4%	2%
Yes, because a woman cannot be a good manager	2023 2%	12%	1%
	2021 4%	5%	3%
Other	2023 11% 2021 0%	2%	1%
Hard to answer	2023 1%	1%	1%
	2021 5%	6%	5%



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?

	Total	14-24	25-39	40-59	60+	
No, I don't think so. Women and men can perform their professional duties equally	2023 46% 2021 23%	49% 29%	45% 27%	44%	48% 17%	
Yes, because women are physically weaker than men	2023 36% 2021 56%	40%	39% 50%	37% 57%	29% 64%	
Yes, because a woman should have more time to care for her home and family	2023 27% 2021 35%	19% 31%	22% 31%	28% 36%	34% 39%	
Yes, because some professions should not be practiced by a woman	2023 13% 2021 16%	12% 15%	16% 14%	13% 16%	11% 17%	
Yes, because men are not as disciplined as women	2023 8% 2021 5%	7% 9%	5% 5%	9% 6%	10% 2%	
Yes, because women have to work on high-paying jobs to support their families	2023 4% 2021 4%	3% 7%	∥2% ∥3%	5% 4%	6% 3%	
Yes, because women are less intellectually developed than men	2023 2% 2021 3%	∥2% ∥3%	3% 3%	∥2% ∥3%	∥2% ∥2%	
Yes, because a woman cannot be a good manager	2023 2% 2021 4%	∥2% ∎7%	1% 4%	∥2% ∭4%	∥2% ∥2%	
Other	2023 1% 2021	∥1%	∥2% ∣1%	∥2%	0%	
Hard to answer	2023 1% 2021 5%	2% 4%	0% 7%	1% 6%	2% 4%	



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?

	Total	Men	Women
No, I don't think so. Men and women can perform their professional duties equally	2023 54%	52%	55%
	2021 30%	28%	32%
Yes, because men have to work on high-paying jobs to support their families	2023 31%	27%	34%
	2021 38%	40%	37%
Yes, because some professions should not be practiced by a man	2023 12%	16%	9%
	2021 20%	23%	18%
Yes, because men are not as disciplined as women	2023 11%	10%	11%
	2021 6%	7%	5%
Yes, because men do not have certain physical qualities that are inherent to women	2023 10%	10%	10%
	2021 12%	15%	9%
Yes, because a man should have more	2023 6%	7%	6%
time to care for her home and family	2021 4%	4 %	4 %
Yes, because men are less	2023 2023 2023 2023 2023 2023 2023 2023	1%	2%
intellectually developed than women		2%	4%
Yes, because a man cannot be a good manager	2023 1% 2021 2%	1%	1%
Other	2023 1% 2021 1%	1%	2% 2%
Hard to answer	2023 1%	1%	2%
	2021 13%	12%	15%

SPRINGBOARD TO EQUALITY

The influence of full-scale war on the choice of profession

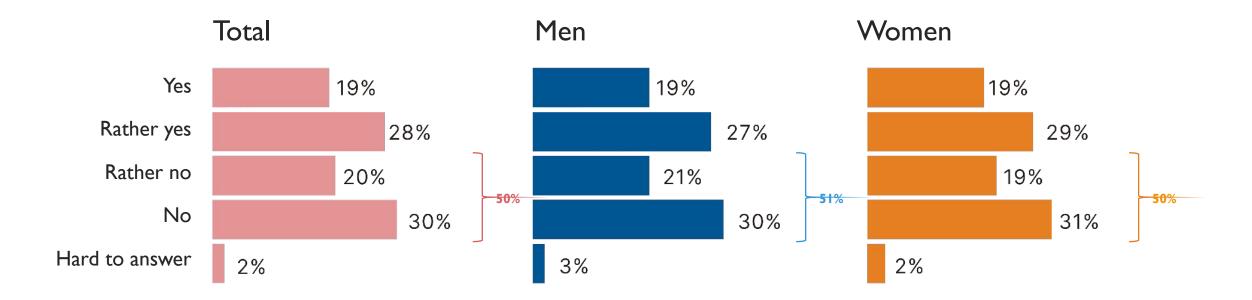
Youth are less likely to agree with the fact that some professions are not suitable for men

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

	Total	14-24	25-39	40-59	60+
No, I don't think so. Men and women can perform their professional duties equally	2023 54%	58%	56%	53%	51%
	2021 30%	38%	32%	31%	23%
Yes, because men have to work on	2023 31%	29%	25%	33%	35%
high-paying jobs to support their families	2021 38%	33%	35%	38%	44%
Yes, because some professions	2023 42%	8%	18%	11%	12%
should not be practiced by a man	2021 20%	18%	21%	20%	21%
Yes, because men are not as disciplined as women	2023 11 %	8%	7%	11%	16%
	2021 6%	10%	5%	5%	6%
Yes, because men do not have certain	2023 10%	11%	10%	11%	9%
physical qualities that are inherent to women	2021 12%	10%	12%	11%	14%
Yes, because a man should have more	2023 6%	4%	7%	6%	7%
time to care for her home and family	2021 4%	5%	2%	3%	7%
Yes, because men are less	2023 2%	1%	0%	12%	3%
intellectually developed than women	2021 3%	3%	2%	14%	3%
Yes, because a man cannot be a good manager	2023 1% 2021 2%	3%	∥3%	1% ∥2%	∥2% ∥2%
Other	2023 1% 2021 1%	1% 1%	1% 1%	∥2%	1% ∥2%
Hard to answer	2023 1% 2021 13 %	1%	1% 13%	1% 16%	12%

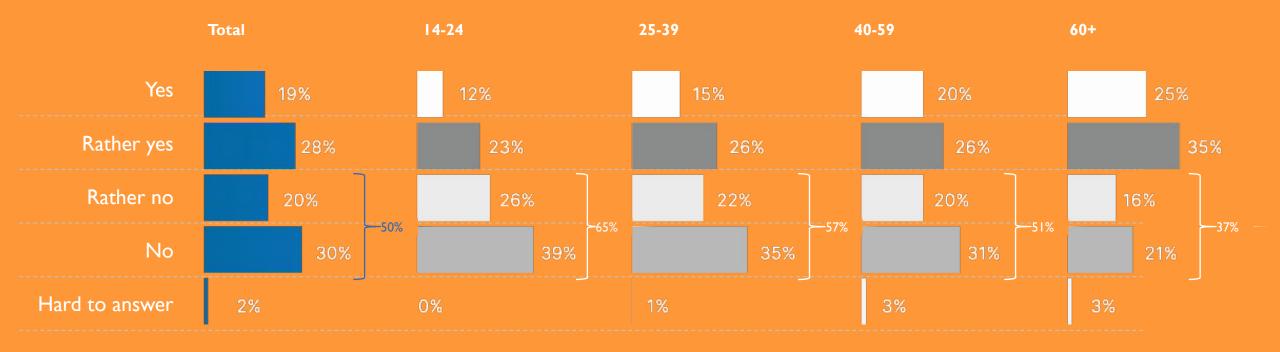
Half of Ukrainians do not agree with the fact that boys and girls have different abilities precisely because of gender, and not because of gender stereotypes

> 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?

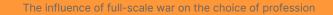


Youth are most likely to disagree with the fact that boys and girls have different abilities precisely because of gender, and not because of gender stereotypes

> 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

		2023				2021
Aviation	51%	48%	09		62%	
Army and law enforcement agencies	38%	62%			61%	
Architecture and construction	29%	70%	09		40%	59
Agricultural industry	28%	71%	15	32	%	66%
Biotechnology, engineering, robotics	28%	70%	19	31	%	67%
Surgery	20%	79%	19	300	%	69%
Information technologies, programming	19%	80%	19	27%		72%
Public administration	13%	85%	2%	23%		76%
Business and entrepreneurship	7%	91%	_19	14%		85%
Science	6%	93%	19	12%		86%
Marketing, media, communications	6%	84%	7%	4%		90%
lurisprudence	5%	90%	2%	9%		89%
Finances, economics	5%	89%	6%	8%		85%
Sport	5%	94%		6%		93%
Web and 3D design	3%	80%	10% 6%	13%		82%
Fashion and show business	2%	78%	20%	1%	71%	
Raising children	1%	74%	25%	1 <mark>%</mark>	49%	1
Culture, art	1%	91%	8%	1%	3	35%
Television	1%	94%	5%	2 <mark>%</mark>		93%
Cleaning	0%	68%	32%	1 <mark>%</mark>	48%	
Education and pedagogy	0%	88%	12%	1%	67%	

6%

6%

5%

13%

28%

32%

51%

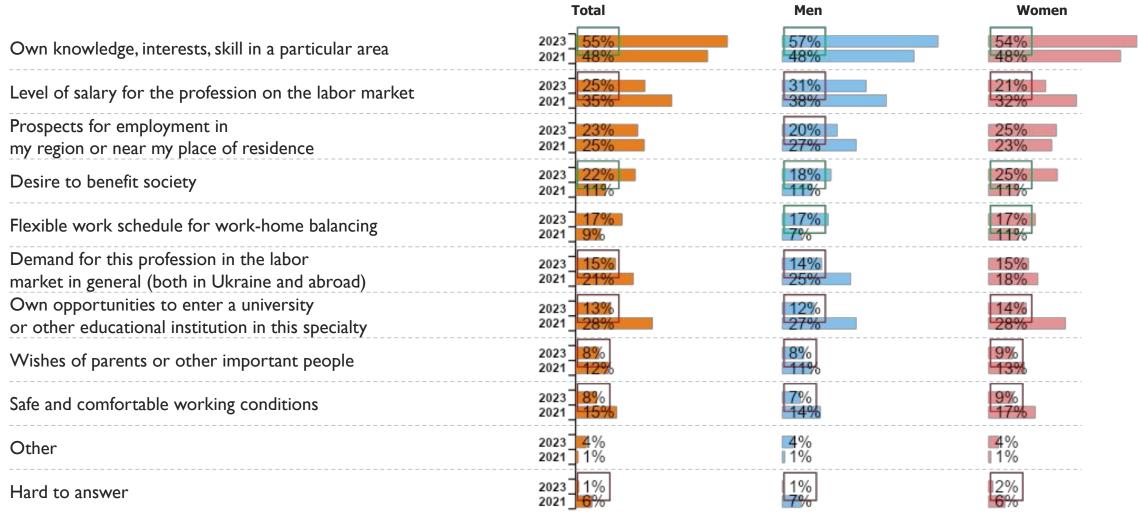
51%

37% 38%

59%

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?	Total	14-24	25-39	40-59	60+
Own knowledge, interests, skill in a particular area	2023 55%	69%	57%	51%	51%
	2021 48%	50%	47%	49%	48%
Level of salary for the profession on the labor market	2023 2023 2021 35%	38% 44%	28%	21% 34%	21% 28%
Prospects for employment in my region or near my place of residence	2023 23%	11%	26%	27%	20%
	2021 25%	27%	27%	26%	20%
Desire to benefit society	2023 2023 2021 2021	24% 12%	17% 10%	22% 9%	24% 14%
Flexible work schedule for work-home balancing	2023 17%	20%	29%	13%	9%
	2021 9%	8%	8%	11%	8%
Demand for this profession in the labor market in general (both in Ukraine and abroad)	2023 15%	25%	17%	12%	10%
	2021 21%	22%	20%	24%	20%
Own opportunities to enter a university or other educational institution in this specialty	2023 13%	21%	13%	12%	10%
	2021 28%	35%	32%	25%	23%
Wishes of parents or other important people	2023 8%	4%	9%	8%	10%
	2021 12%	13%	12%	11%	13%
Safe and comfortable working conditions	2023 8%	12%	10%	7%	5%
	2021 15%	17%	17%	14%	14%
Other	2023 <mark> </mark> 4% 2021 1%	3%	∥3% 1%	6% 1%	4% 1%
Hard to answer	2023 1% 2021 6%	2% 4%	1%	1% 8%	2% 8%



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?

	Total	Men	Women
Was guided by my own desire, based on personal interests and skills	2023 73% 2021 54%	77% 58%	69% 50%
Consulted with my parents	2023 30% 2021 39%	22%	37% 42%
Consulted with friends (or chose the same profession as my friends)	2023 10% 2021 12%	11% 14%	10% 11%
An inspiring example of some person in this profession	2023 10% 2021 11%	9% 10%	11%
Consulted with my teachers	2023 3% 2021 7%	3% 7%	3% 6%
Other: consulted with other relatives and loved ones	2023 1% 2021 _	0%	2%
Other: it was accidentally chosen	2023 1% 2021	1%	0%
Listened to the opinions of stars and bloggers	2023 1% 2021 2%	1% 1%	0%
Other	2023 2% 2021 1%	1% 1%	■3% ■1%
Hard to answer	2023 1% 2021	1%	1%

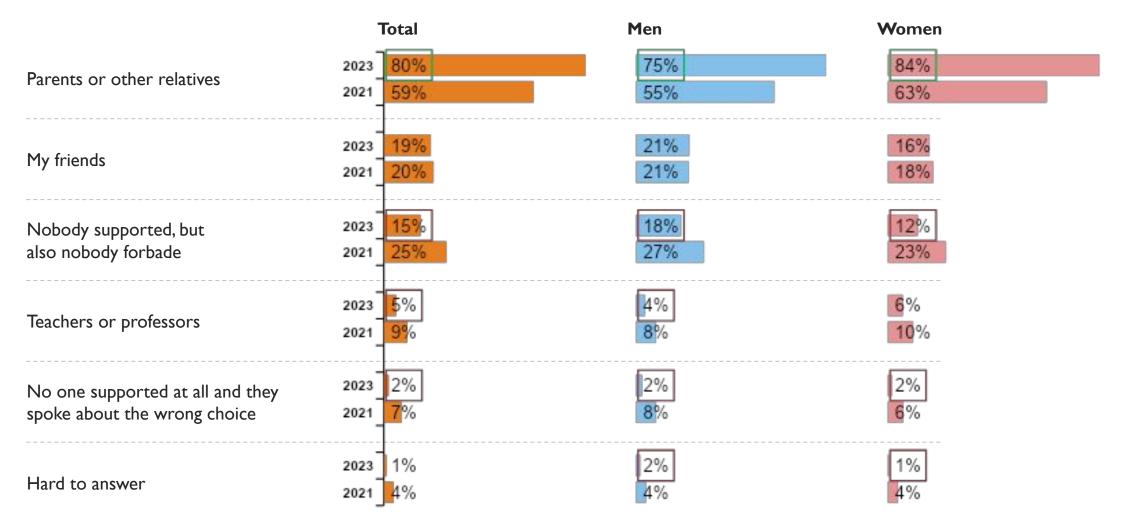
Youth are more often guided by their own desire when choosing a profession than the older generation

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

	Total	14-24	25-39	40-59	60+
Was guided by my own desire, based on personal interests and skills	2023 73% 2021 54%	75% 55%	73% 55%	68% 48%	42% 77%
Consulted with my parents	2023 30% 2021 39%	30% 42%	28% 31%	33%	22% 36%
Consulted with friends (or chose the same profession as my friends)	2023 10% 2021 12%	9% 15%	10% 12%	13% 8%	21% 28%
An inspiring example of some person in this profession	2023 0% 2021 1%	12% 9%	9% 12%	10% 9%	19% 20%
Consulted with my teachers	2023 3% 2021 7%	4% 8%	2% 5%	14% 8%	14% 18%
Other: consulted with other relatives and loved ones	2023 1% 2021	0%	2%	1%	9%
Other: it was accidentally chosen	2023 1% 2021	0%	1%	1%	18% 23%
Listened to the opinions of stars and bloggers	2023 1% 2021 2%	1% 1%	1%	0% 3%	13% 15%
Other	2023 2% 2021 1%	3%	3% 2%	1% 1%	4% 1%
Hard to answer	2023 1% 2021	0%	1%	1%	13% 1%

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?



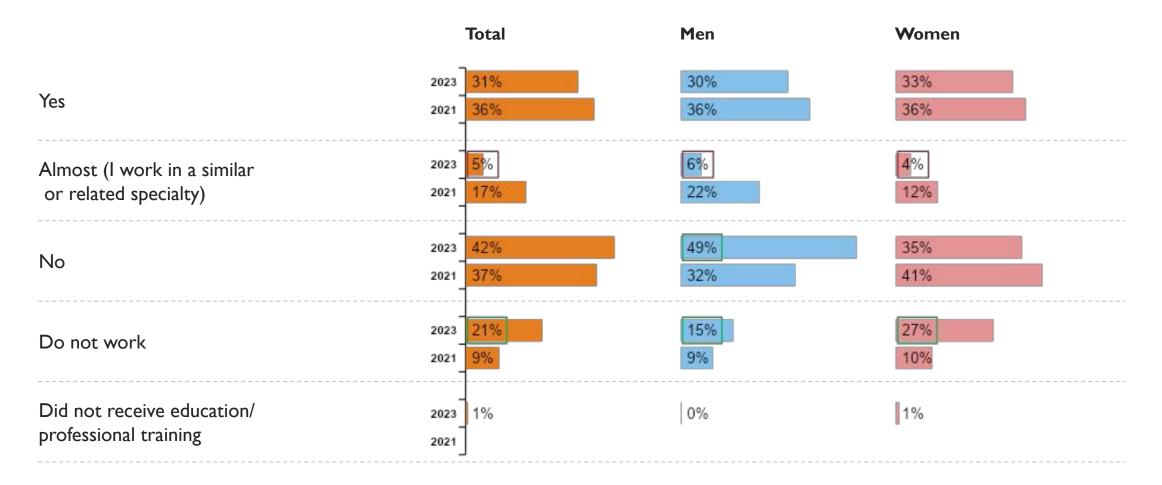
10% of parents persuaded or persuade children to choose a profession that "suits a boy/girl"; there were 21% of them in 2021

➤ 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)

	Total	Men	Women	
l advise to choose according to interests	2023 67% 2021 78%	64% 77%	69% 79%	
l convince to get a higher education	2023 2023 2021	21%	28%	
I advise to choose prospective and highly-paid professions	2023 2023 2021	18%	26%	
l incline to choose a profession that is more suitable for a boy / girl	2023 10% 2021 2 1%	11% 22%	10%	
I suggest those professions where I can help with employment	2023 10% 2021 27%	7% 31%	12% 24%	
Other: children chose a professions on their own	2023 8% 2021	10 %	6%	
l insist on studying near home	2023 6% 2021 8%	4% 8%	7% 9%	
I suggest those higher education institutions where I can help with admission	2023 5% 2021	5%	5%	
l discourage from vocational and technical education	2023 2021	2%	1 2%	
Other: I don't influence in any way	2023 1% 2021 2%	2% 2%	0% ∎2%	
Other	2023 4% 2021 2%	3% 1%	4% 2%	

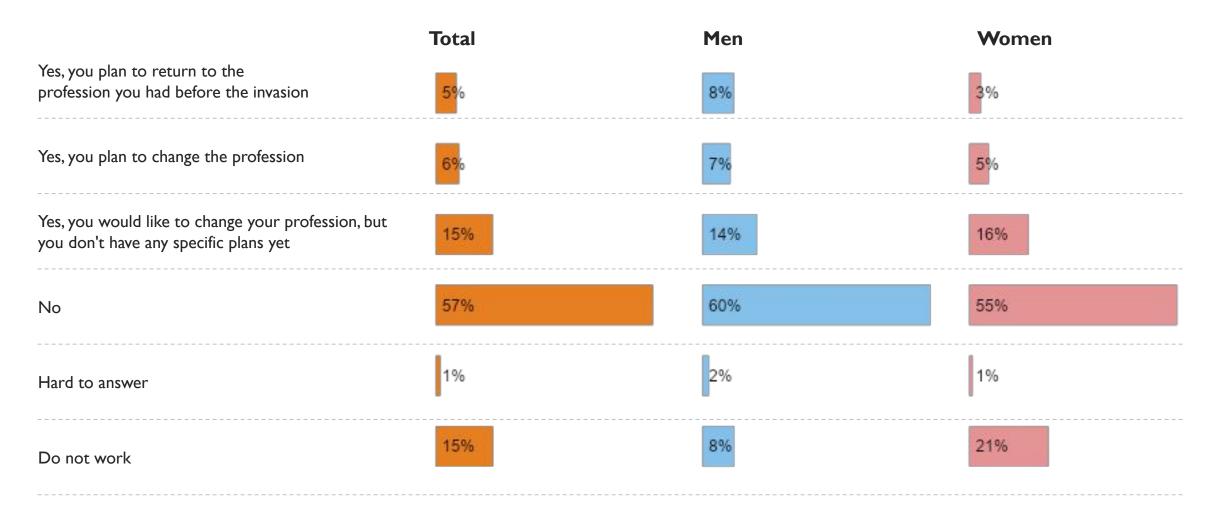
Men are less likely to work in the specialty than women

> 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?

	Total	14-24	25-39	40-59	60+
Yes, you plan to return to the profession you had before the invasion	<mark>5</mark> %	6%	9%	6%	2%
Yes, you plan to change the profession	<mark>6</mark> %	12%	10%	6%	1%
Yes, you would like to change your profession, but you don't have any specific plans yet	15%	22%	26%	15%	3%
No	57%	53%	52%	65%	52%
Hard to answer	1%	1%	3%	1%	1%
Do not work	15%	6%	1%	6%	41%





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)

	Total	Men	Women
A new profession corresponds to your knowledge, interests or talents	51%	52%	51%
It is easier to get a sufficient income in Ukraine with a new profession	37%	37%	37%
A new profession will be needed for the restoration of Ukraine after the war	28%	29%	28%
A new profession provides the ability to work on a flexible schedule	26%	22%	30%
A new profession provides safe and comfortable working conditions	17%	10%	24%
The country needs a new profession to live in war conditions	16%	12%	19%
A new profession provides the opportunity to work remotely	14%	12%	16%
A new profession will allow you to find a job abroad	10 <mark>%</mark>	11%	10%
It is easier to find a job in Ukraine with a new profession	<mark>.7%</mark>	11%	3%
You have been offered a job in a new profession	4%	3%	<mark>5</mark> %
Other	9%	11%	<mark>6%</mark>

SPRINGBOARD

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?

	Total	Men	Women
Medical professions (doctors, nurses, pharmacists)	current profession 9% plan to change 7%	2%	15%
Educational specialties (teachers, educators)	current profession 6% plan to change 2%	■2% ∎1%	9% 3%
Construction specialties	current profession 5% plan to change 10%	7%	113 % 113 %
Drivers	current profession 5% plan to change 1%	10% 1%	
Leadership positions (including administrators, directors)	current profession 4% plan to change 4%	4% 5%	■4% ■3%
Trade (sellers, cashiers)	current profession 4% plan to change 6%	∎1% ■5%	6% 8%
Food specialties (cooks, confectioners, bartenders)	current profession 4% plan to change 4%	■2% ∎1%	5% 7%
Engineering and technological professions	current profession 14% plan to change 18%	5% 4%	■8 % ■2 %
Professions in the production of clothing and shoes	current profession 3% plan to change 1%	I 0%	6% 2%
Other working professions	current profession 37% plan to change 38%	49% 40%	26% 34%
Other professions that require higher education	current profession 19%	17%	20% 22%
Other	current profession 11% plan to change 11%	1% 1%	1%

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%.

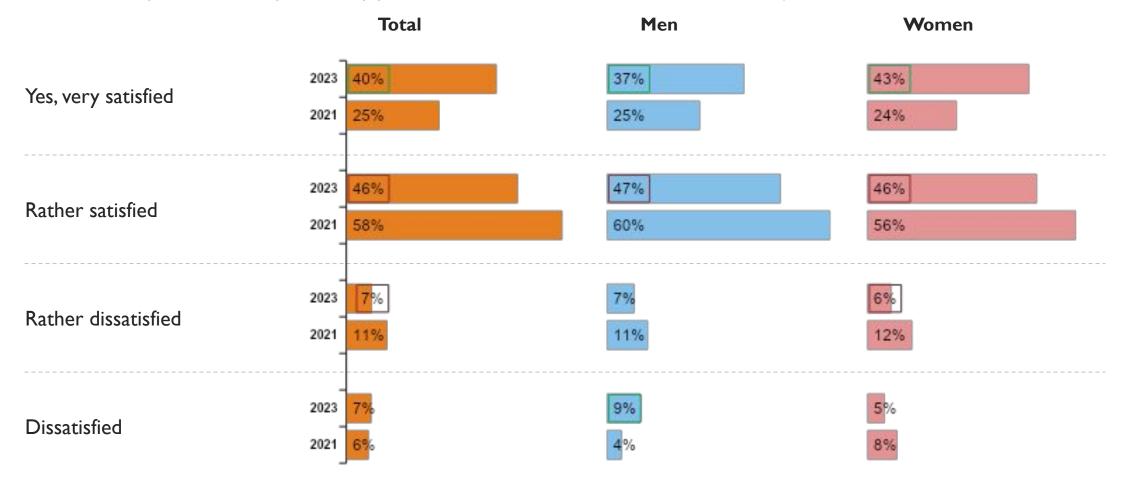
Indicate your current profession

	Total	Men	Women
Medical professions (doctors, nurses, pharmacists)	2023	2%	15%
	2021 6%	3%	9%
Educational specialties (teachers, educators)	2023 6%	2%	9%
	2021 10%	3%	7%
Construction specialties	2023 5%	7%	3%
	2021 5%	10%	0%
Drivers	2023 5% 2021 6%	10% 13%	
Leadership positions (including administrators, directors)	2023 4%	4%	4%
	2021 3%	2%	1%
Trade (sellers, cashiers)	2023 4%	1%	6%
	2021 9%	2%	7%
Other professions that require higher education	2023 4% 2021	2%	6%
Food specialties (cooks, confectioners, bartenders)	2023 4%	2%	5%
	2021 4%	1%	2%
Engineering and technological professions	2023 4%	5%	3%
	2021 4%	6%	1%
Professions in the production of clothing and shoes	2023 2021 2%	↓0% ∎1%	6% 1%
Accountants	2023 3% 2021 4%	10%	5% 3%

SPRINGBOARD то EQUALITY

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)

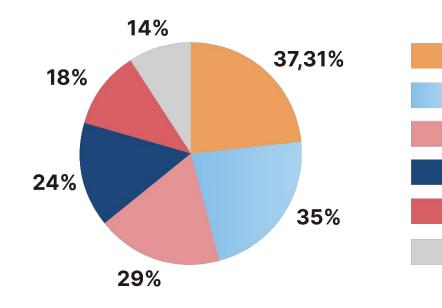




A third of those who acquire or plan to acquire a profession said that the full-scale war influenced their choice: most often they chose the profession that is in demand during the war, abroad, as well as the one that will be needed for the restoration of Ukraine

> 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)

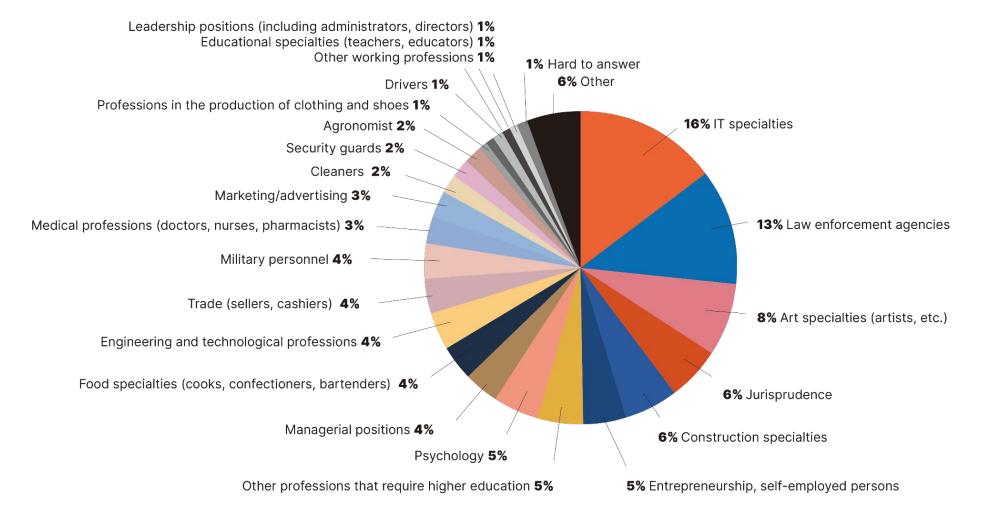
How exactly did the war affect your choice of profession? (among the respondents who were affected by the war, n=21)





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)

	Total	Men	Women
It is easier to get a sufficient income in Ukraine with a new profession	28%	34%	21%
A new profession provides the ability to work on a flexible schedule	25%	29%	21%
A new profession corresponds to your knowledge, interests or talents	23%	24%	21%
You have been offered a job in a new profession	17%	14%	20%
Other: job loss	15%	9%	23%
The country needs a new profession to live in war conditions	12%	18%	4%
A new profession provides the opportunity to work remotely	11%	12%	10%
A new profession will be needed for the restoration of Ukraine after the war	11%	15%	5%
It is easier to find a job in Ukraine with a new profession	9%	12%	5%
A new profession provides safe and comfortable working conditions	9%	7%	11%
Mobilization	8%	13%	2%
A new profession will allow you to find a job abroad	<mark>5%</mark>	7%	2%
Other	9%	<mark>5%</mark>	15%
Hard to answer	1%	1%	1%

SPRINGBOARD TO EQUALITY

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)

	٦	Fotal	Men	Women
Construction specialties	profession before invasion current profession	11% 8%	17% 11%	5%
Medical professions (doctors, nurses, pharmacists)	profession before invasion	7%	3%	13%
	current profession	6%	2%	11%
Trade (sellers, cashiers)	profession before invasion	6%	5%	8%
	current profession	7%	5%	9%
Managerial positions	profession before invasion	6%	8%	■3%
	current profession	11%	11%	■1%
Electric and gas welder	profession before invasion current profession	4 % ■2%	7% 4%	
Leadership positions (including administrators, directors)	profession before invasion	4%	≣5 %	<mark>⊪3</mark> %
	current profession	12%	∎1%	∎2%
Food specialties (cooks, confectioners, bartenders)	profession before invasion	₩%	2%	7%
	current profession	■3%	2%	3%
Entrepreneurship, self-employed persons	profession before invasion	8%	■8%	4%
	current profession	12%	■1%	2%
Engineering and technological professions	profession before invasion	8%	4%	1%
	current profession	8%	3%	4%
Other working professions	profession before invasion	32%	29%	36%
	current profession	43%	41%	46%
Other professions that require higher education	profession before invasion current profession	18% 21%	16% 25%	20%
Other	profession before invasion current profession	1% 8%	1% 3%	2%

The influence of full-scale war on the choice of profession



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.