

Annex 1. Research Methodology

1.1 Research Approach

This study adopts a **mixed-methods** design, integrating quantitative and qualitative approaches. Such a methodology enables a comprehensive assessment of green job potential, identification of employment barriers, and analysis of labor mobility dynamics. Key components include:

- **Policy and institutional analysis** — detailed review of existing legislation, vocational education frameworks, labor market incentives, and stakeholder engagement mechanisms;
- **Green jobs market analysis** — evaluation of the status, structure, trends, and potential trajectories of the green economy;
- **Veteran employment study** — examination of professional mobility gaps, skill mismatches, and specific challenges veterans face entering green sectors;
- **Gender and inclusive analysis** — identification of barriers limiting access to green professions for women, veterans with disabilities, and underrepresented groups.

1.2 Data Collection

The research draws on four primary data collection methods, providing an evidence base for policy recommendations:

1.2.1 Nationwide Veteran Survey

- Target group: 1,000 veterans across all regions of Ukraine (representative sample)
- Objective: to assess employment status, competency levels, career priorities, and barriers to transition into green sectors

1.2.2 Interviews & Focus Groups with Stakeholders

- Conduct 20 in-depth interviews with veterans, employers, government officials, and educators
- Organize 10 focus groups (8–10 participants each) with key labor market actors
- Discussion themes: transition to civilian careers, demand for green competencies, obstacles, and support needs

1.2.3 Mapping of Green Job Market & Skills Analysis

- Data sources: Pension Fund statistics, State Employment Service records, sectoral reports, interview/focus group findings
- Key indicators:
 - Number of green jobs by sector, region, qualification level
 - Gender distribution in green professions
 - Projected demand for specialists in priority green economy sectors

1.2.4 Policy & Institutional Support Analysis

- Review national strategies and programs on green transition, human capital development, and veteran employment
- Benchmark against international practices (e.g. Germany, Poland, USA) to surface promising approaches

1.3 Analytical Framework

Labor market assessment is structured around four pillars:

1. **Demand** — identification of green economy sectors with high growth potential
2. **Supply** — analysis of veterans' skillsets, employment status, and retraining needs
3. **Policy barriers** — examination of existing regulations, employer incentives, and government support programs

4. **Gender & inclusivity** — ensuring equal access to green sector opportunities for women, veterans with disabilities, and other vulnerable groups

1.4 Estimating Green Jobs in Ukraine

The assessment methodology aligns international standards with the Ukrainian labor market context:

- **Step 1. Adapt occupational classification**
The study draws on ILO frameworks for green jobs, OECD recommendations, and aligns ISCO-08 classification with Ukraine's national profession classifier.
- **Step 2. Measure intensity of green jobs**
Key indicators calculated include:
 - The share of “green” jobs within overall sector employment (via weighted coefficients)
 - Environmental significance of each profession (evaluated by ecological impact)
- **Step 3. Sectoral and regional analysis**
Identify priority growth sectors and map green profession distribution across regions, with particular attention to economically vulnerable areas (e.g. coal regions, rural zones).

1.5 Gender & Inclusive Approach for Green Employment

Given existing gender imbalances in green professions, the research addresses:

- Access constraints faced by women veterans and other underrepresented groups entering green sectors
- Policy recommendations to boost women's participation in priority green roles
- Regional disparities in access for women and other vulnerable populations

1.6 Policy Recommendations & Just Transition Mechanisms

To support a sustainable shift of labor into green sectors, the study evaluates:

- Tools to incentivize veteran employment (subsidies, tax incentives, retraining programs)
- Just transition mechanisms (social protection, mobility support, employment guarantees)
- International models of veteran reintegration in green job programs (Germany, Poland, USA)

1.7 Conclusions: Evidence-based Labor Market Transformation

By synthesizing green job market analysis, employment barrier exploration, and policy insights, this appendix provides a coherent roadmap for transforming Ukraine's labor market. Its findings are intended to serve as a key resource for policymakers, business leaders, civil society, and all stakeholders involved in Ukraine's green economic transition — supporting data-driven decisions to build a sustainable, inclusive, and adaptive labor market that leverages veterans' skills and workforce mobility for a thriving green economy.