

Annex 4. Survey of 1,040 Veterans

1. RESEARCH PLAN AND ORGANIZATION

Prior to the launch of the survey, a detailed research plan was developed, outlining the following components: the type of information to be collected, the research method, relevant respondents (survey participants), sample size and structure, as well as the location and timing of the survey. Each of these components is discussed in more detail below.

The primary objective of the survey was to collect information that would allow for the development of a respondent profile, assess the degree of interest among respondents in employment opportunities, and determine their level of preparedness to take on green jobs in various sectors of Ukraine’s economy as part of the country’s recovery from the devastating consequences of war.

The chosen research method was an **online survey** (a standardized questionnaire distributed via Google Forms, including an annex featuring a table of key economic sectors, goods and services, and occupational codes). This method was selected for its ability to produce representative data, enabling straightforward analysis and the formulation of evidence-based conclusions.

A total of **1,040 completed questionnaires** were collected and processed. The demographic structure of respondents by age and gender is presented in Table 1.

Table 1

Demographic Structure of Respondents by Age and Gender

Age Category	Women	Men	Total
18-30	13	152	165
31-40	20	356	376
41-50	28	299	327
51-60	16	156	172
Total	77	963	1040

The survey was conducted through an online questionnaire without the involvement of an interviewer. Both the questionnaire and the professional reference guide—listing occupations related to “green” sectors of the economy—were distributed to respondents via several channels:

1. As hyperlinks published on the official website of the NGO “Living Planet” and its social media pages;
2. As QR codes shared through the communication platforms of research partners;
3. During in-person meetings with respondents at the Career Festival;
4. During direct presentations of the project to the management of military hospitals and veteran rehabilitation centers.

Regardless of how the respondents accessed the questionnaire and its annex, all responses were completed independently using Google Forms—eliminating any interviewer influence over the data collection process.

The survey was conducted from **25 April to 10 June 2025**. The consolidated research plan is presented in Table 2.

Table 2

Survey plan

Component	Description
Information to be collected	Profile of war participants; assessment of respondents’ interest in green jobs
Survey method	Anonymous online survey (Google Forms)
Respondents	Participants of the Russian-Ukrainian war (men and women aged 18–60)
Number of completed surveys	1,040 respondents
Location	Online (Google Forms questionnaire)

The questionnaire was developed in several stages: creation of a draft version, review and approval by the commissioning organization, refinement based on client feedback, preparation of the final version of the questionnaire (see Annex A), and distribution of the survey link. This was followed by the actual administration of the survey. The results are presented in the following sections.

2. SURVEY METHOD AND AUDIENCE

The survey was carried out using an online survey method over the course of one calendar month via the Internet. This report analyses responses from 1,040 completed questionnaires. The respondents represent a diverse group with the socio-demographic characteristics outlined below.

The gender distribution of respondents within each age group is as follows:

In the 18–30 age group, there were 13 women and 152 men;

In the 31–40 age group: 20 women and 356 men;

In the 41–50 age group: 28 women and 299 men;

In the 51–60 age group: 16 women and 156 men

(see Table 3).

Table 3

Distribution of Respondents by Age and Gender

Age, years	Women	Men
18-30	13	152
31-40	20	356
41-50	28	299
51-60	16	156
Total	77	963

Gender Structure of Respondents:

Among all respondents, **7.4% were women (77 individuals)** and **92.6% were men (963 individuals)**. The number of male respondents was approximately five times higher than that of female respondents (see Figure 1).

It is worth noting that this gender ratio differs from the proportions observed in the initial phase of the survey (a blitz analysis of the first 30 responses) and more accurately reflects the actual gender and age distribution of service members in the Armed Forces of Ukraine.

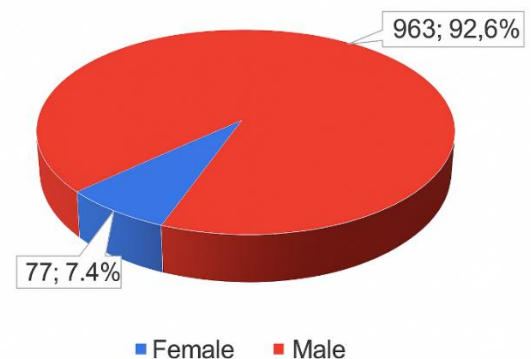


Figure 1. Gender structure of respondents

Respondents' Age

The largest share of respondents were aged **31–40 years (40.0%)** and **41–50 years (36.7%)**. Respondents aged **51 and over** accounted for **13.3%**, while those aged **18–30 years** made up **10.0%** (see Figure 2).

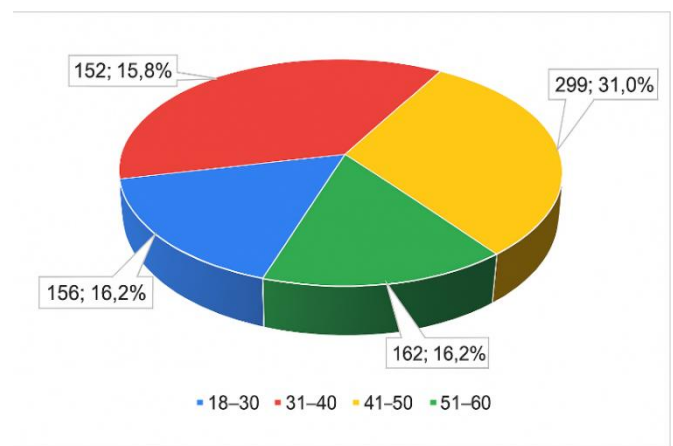


Figure 2. Age distribution of respondents

Region of Actual Residence

The highest proportion of respondents reported residing in **Kyiv and Kyiv region** — **21.7% (226 individuals)**. This is attributed to the fact that Kyiv is not only the administrative but also the economic and financial center of Ukraine. A significant share of respondents also resides in **Volyn region** — **10.8% (112 individuals)**. Respondents from other regions accounted for considerably smaller proportions (see Figure 3).

The relatively low share of respondents from **Donetsk, Luhansk, and Kherson regions** can be explained by widespread internal migration, with many individuals having relocated and listed other regions as their current place of residence. The **absence of respondents from the Autonomous Republic of Crimea** is due to the region being under occupation by the Russian Federation since spring 2014.

The **relatively low number of respondents from Ukraine's western regions** (specifically Zakarpattia, Ternopil, and Chernivtsi) may be linked to emigration: since the full-scale Russian invasion began, a portion of the population—particularly men aged 18 to 60—has left the country through its western and southwestern borders.

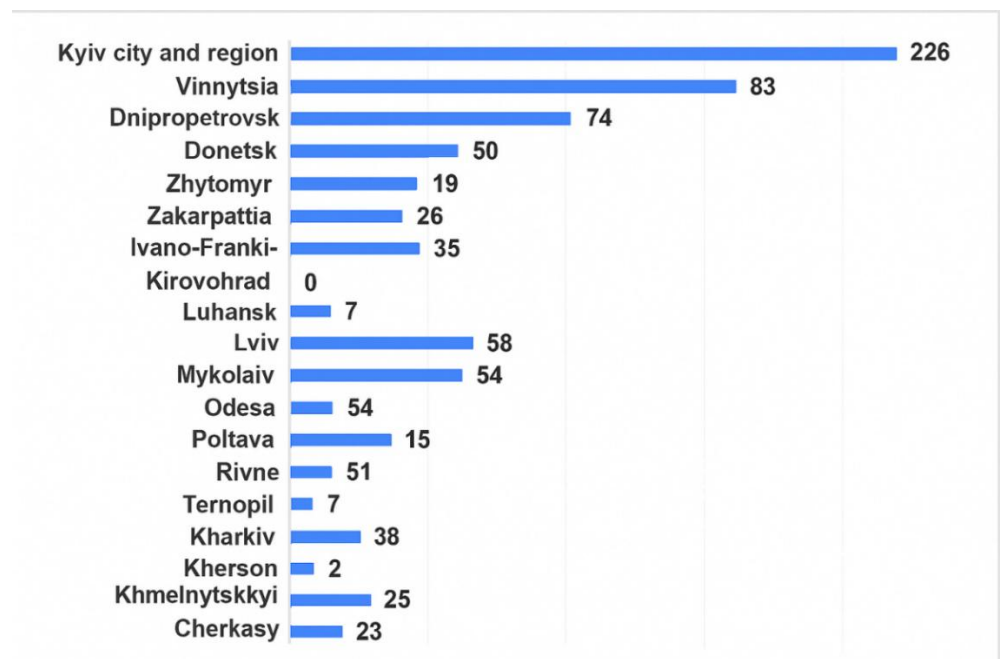


Figure 3. Distribution of Respondents by Region of Residence

Internally Displaced Person (IDP) Status

The majority of respondents—**78.3% (814 individuals)**—do not hold the status of internally displaced persons (IDPs) (see Figure 4).

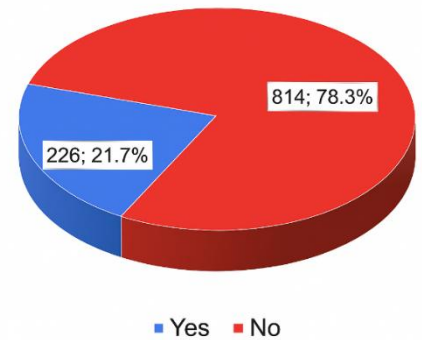


Figure 4. Presence of internally displaced persons (IDP) status among respondents

Disability Status

The majority of respondents—**58.8% (612 individuals)**—did not have an officially recognized disability status at the time of the survey (see Figure 5).

Among those who did report having a disability, the sample breaks down into three groups:

- **Group III disability:** 23.8% (248 individuals)
- **Group II disability:** 15.8% (164 individuals)
- **Group I disability:** 1.5% (16 individuals)

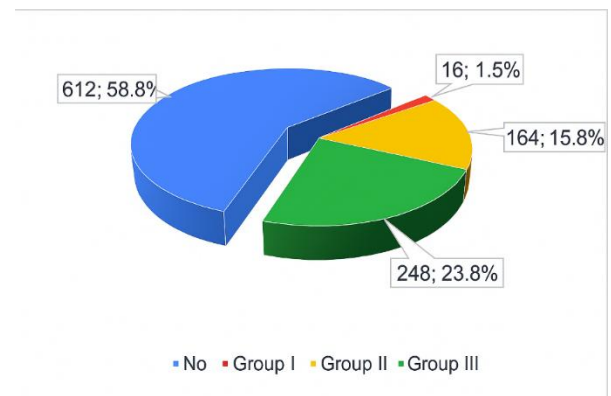


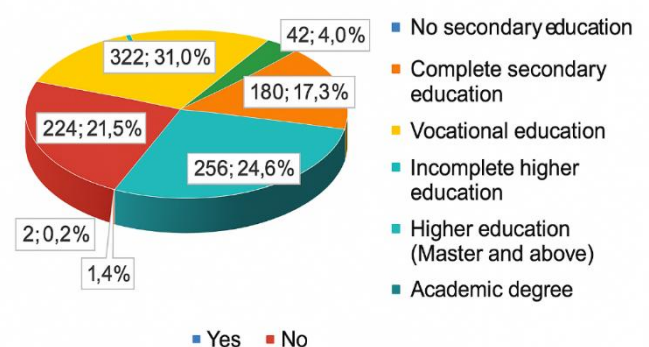
Figure 5. Presence of disability status among respondents

Among the respondents, the largest share—**31.0% (322 individuals)**—had completed **vocational technical education**.

24.6% (256 individuals) held a **higher education degree at the master's level or above**, while **17.3% (180 individuals)** had a **bachelor's degree**.

4.0% (42 individuals) reported having **incomplete higher education**, and **21.5% (224 individuals)** had completed **secondary education**.

1.3% (14 individuals) had **not completed any formal education**, and **0.2% (2 individuals)** held a **doctoral or academic degree** see Figure 6).



Military Status

The vast majority of respondents—**71.5% (744 individuals)**—were **demobilized** at the time of the survey.

Meanwhile, **296 individuals (28.5%)** were still actively serving in the Armed Forces, defending Ukraine's independence, sovereignty, and territorial integrity (see Figure 7).

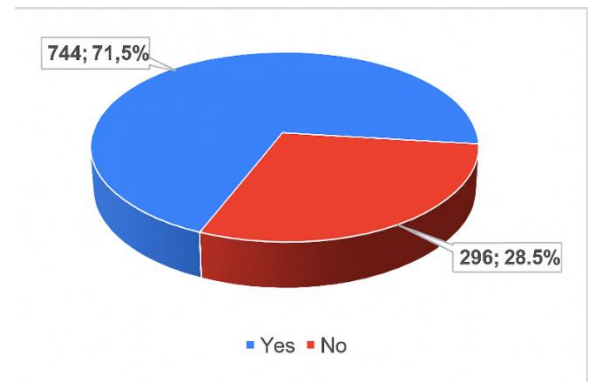


Figure 7. Military status of respondents

Military Role and Specialization

During their service in the Armed Forces of Ukraine, respondents held the following military specializations:

- **37.8%** – Riflemen
- **13.0%** – Mechanics/Technicians (transport, drones, etc.)
- **10.0%** – Command/Leadership roles
- **8.4%** – Medical personnel and psychologists (including chaplains)
- **6.3%** – IT specialists
- **5.9%** – Logistics and supply
- **5.4%** – Administrative and office staff
- **9.3%** – Other specializations

(see Figure 8).

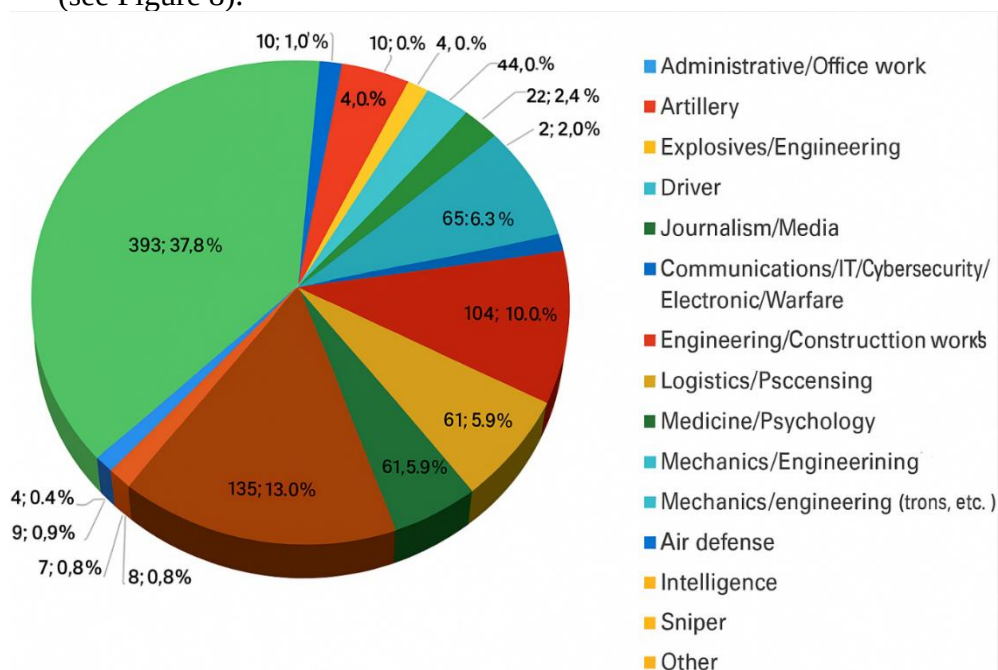


Figure 8. Military Roles and Specializations

Civilian Specializations

In civilian life, respondents reported the following occupational backgrounds:

- **19.0%** – Drivers
- **11.3%** – Private entrepreneurs/self-employed
- **11.3%** – Administrative personnel
- **10.6%** – Construction workers
- **7.9%** – Mechanics and equipment operators
- **5.0%** – Agricultural and forestry workers
- **4.5%** – Healthcare workers
- **2.6%** – IT support specialists
- **2.3%** – Legal professionals
- **1.3%** – Environmental protection and safety specialists, and skilled trade workers
- **1.1%** – Engineers
- **0.8%** – Cooks
- **1.5%** – Other specializations
- **7.1%** of respondents indicated that they **do not have any civilian profession** (see Figure 9).
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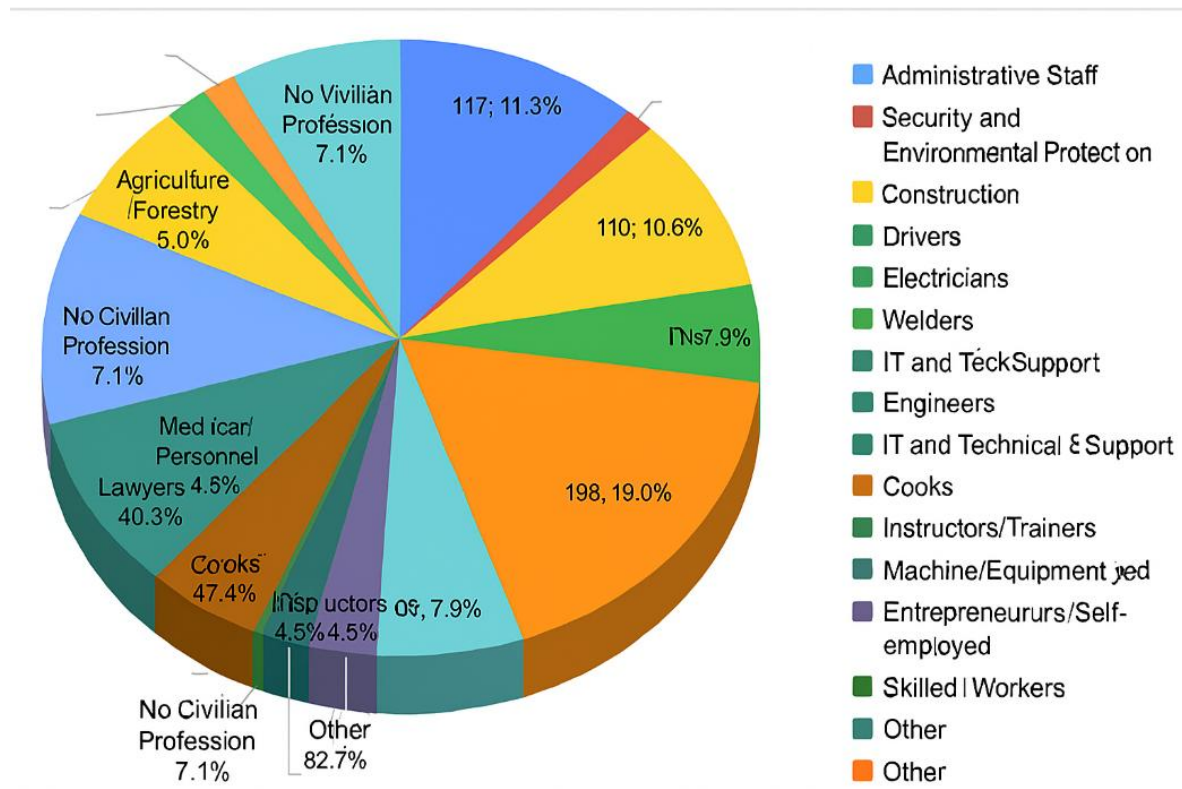


Figure 9. Civilian specializations

The next stage following the survey administration was the processing of the collected data. For this purpose, the **Excel program** from the **Microsoft Office 2016** software suite was used.

The data obtained on respondents' awareness of and attitudes toward the opportunities related to the creation of green jobs in Ukraine for participants of the Russian-Ukrainian war are presented in the following section.

Awareness-Raising and Outreach for the Survey

As part of the preparation for the survey, an awareness-raising campaign was carried out to increase both the visibility of the initiative and the interest of the target audience in participating.

To ensure the effective engagement of veterans in the survey conducted under the "Green Jobs for Ukraine" project, a comprehensive, multi-level information campaign was developed and implemented. The communication strategy was based on the principles of trust, partnership, and a focus on results. It

encompassed key governmental, regional, and civil society platforms and made active use of modern digital tools.

Institutional Cooperation with Government Authorities and Veteran Organizations

Formal partnerships were established with central executive authorities, including:

- Ministry of Veterans Affairs of Ukraine
- Ministry of Environmental Protection and Natural Resources of Ukraine
- State Employment Service of Ukraine

Key veteran organizations engaged included:

- Ukrainian Veterans Foundation
- Veteran Hub
- Veteranus

Additionally, business associations were involved, such as:

- Chamber of Commerce and Industry of Ukraine
- Confederation of Builders of Ukraine
- Federation of Employers of Ukraine
- Association of Small Towns of Ukraine

Main Communication Channels

The primary channels of communication were official letters and outreach requests aimed at encouraging information dissemination about the survey within subordinate institutions and ensuring the publication of informational messages.

Key Information Dissemination Points:

- **Ministry of Environmental Protection and Natural Resources of Ukraine:**
 [Official Announcement on the Ministry's Website](#)
- **Ukrainian Veterans Foundation (UVF):**
 [Facebook Post by UVF](#)
- **Khmelnyskyi Regional Employment Center:**
 [Facebook Announcement](#)
- **Bahachivska City Council:**
 [Community Facebook Page](#)

Information was also disseminated via partner business associations.

Integration with Business Associations and Digital Outreach

Information messages were also integrated into the communication ecosystem of sectoral business associations, recognized by employers and experienced in veteran employment:

- **Association of Small Towns of Ukraine:**
 Publication on the Official Website
- **Confederation of Builders of Ukraine:**
 [Facebook Post](#)

Digital Outreach via Social Media

Special attention was given to direct communication through the social media channels of NGO “Living Planet,” the project’s implementing partner.

This channel enabled prompt response to inquiries, dissemination of the survey link, and sharing of key messages in a format accessible to veterans.

- **NGO “Living Planet” Facebook Page:**
 [Post with QR Code and Visual](#)

Visual Materials and Branded Products

To create a consistent visual identity for the campaign and enhance project recognition, the following communication products were developed:

- Customized banners featuring partner logos — used for online posts, official letters, and presentations.

- Information booklet¹ — distributed at offline events, containing a brief project overview, survey participation instructions, a link/QR code to the questionnaire, and contact details.
- Promotional roll-up stand — used during offline meetings.

Direct Communication at Events: Career Festival² (Kyiv, May 20–22)

The project team held over 20 targeted personal meetings with participants — active service members and veterans from the security and defence sectors (Armed Forces, National Guard, State Emergency Service, Ministry of Internal Affairs, Border Guard Service, etc.).

Individual discussions focused on professional reintegration opportunities and expectations post-demobilization.

Participants received information booklets and were invited to complete the online survey.

Overall Results of the Information Campaign:

- Achieved national outreach via central government channels, social media, local authorities, and public events.
- Successfully engaged **1,040 veterans** in the survey.
- Increased project visibility and data legitimacy among governmental and non-governmental stakeholders.
- Secured a reliable foundation for the next phases — focus groups, in-depth interviews, analysis, and recommendations.

3. SURVEY RESULTS

As a result of the survey, the following findings were obtained regarding respondents' awareness of and perceptions toward the creation of green job opportunities in Ukraine for participants of the Russian-Ukrainian war.

Respondents' Need for Psychosocial Support in Labor Market Integration

A considerable proportion of respondents—**35.8%**—expressed a **positive or very positive attitude** toward the possibility of receiving psychosocial support during their integration into the labor market. An additional **51.5%** of respondents held a **neutral** view of such support (see Figure 10).

Meanwhile, **12.6% of respondents (131 individuals)** expressed a **negative or very negative attitude** toward the possibility of receiving psychosocial support as part of their labor market reintegration.

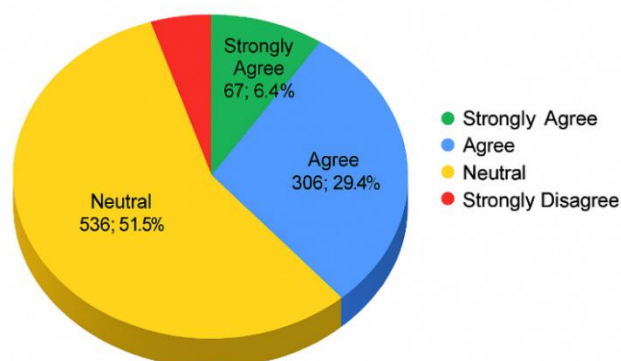


Figure 10. Need in psychosocial support

Employment Status

More than one-third of respondents (**37.3%**) indicated that they are currently employed—**31.1%** in full-time and **6.2%** in part-time positions. At the same time, **62.8%** of respondents reported facing challenges with employment (see Figure 11).

¹ https://livingplanet.org.ua/images/2025/buklet_a5_green_jobs_01.pdf

² <https://career.vdng.ua/>

This situation suggests the following:

1. Employment is not currently a relevant issue for veterans who are still serving in the Armed Forces of Ukraine, as they have a stable source of income;
2. Some respondents do not perceive their military service as full-time employment;
3. There are substantial difficulties in securing employment for veterans following demobilization.

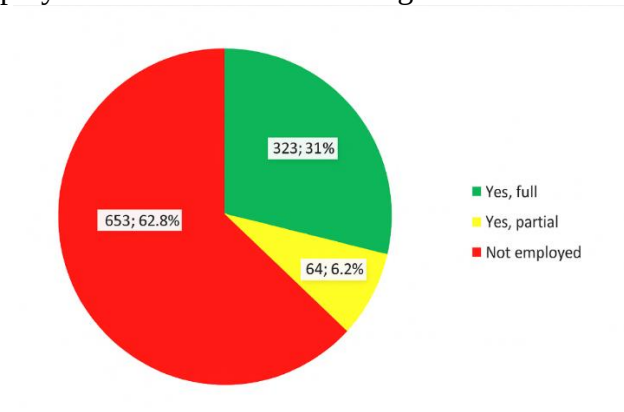


Figure 11. Employment situation

Job Search Activity

The majority of respondents—**66.2%**—indicated that they **at least occasionally search for new employment opportunities**. In contrast, **33.8%** stated that they are **fully satisfied with their current job** and **are not actively seeking** new opportunities (see Figure 12).

This finding supports the hypothesis raised in the analysis of the previous survey question: **demobilized service members returning to civilian life are not always satisfied with the jobs and working conditions available on the labor market**. This points to a **latent demand** for both **psychosocial support** and **employment opportunities that enable veterans to fully utilize the skills and qualifications acquired during military service**.

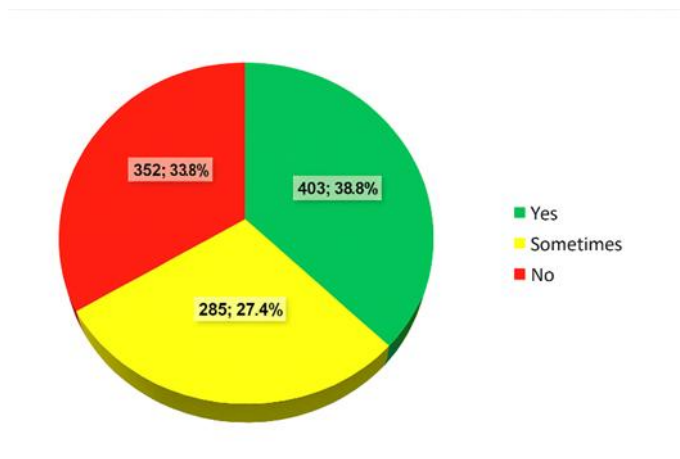


Figure 12. Job Search activity

Respondents' Perception of Their Own Skill Levels

The survey revealed that the majority of respondents—**64.3%**—consider their **current professional skills relevant** to the civilian labor market. An additional **20.0%** expressed a **neutral** view regarding how well their skills align with labor market demands (see Figure 13).

Meanwhile, **7.3%** of respondents rated their skill levels as **not relevant**, and **4.7%** as **highly irrelevant** to the needs of the modern civilian labor market.

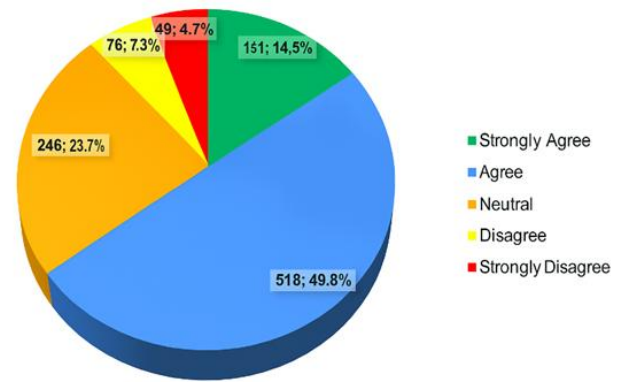


Figure 13. Respondents' perception of their current level of professional skills

Respondents' attitude toward employment in green sectors of the economy
A significant share of respondents—**40.6%**—expressed **interest in obtaining employment in green sectors of the economy**. Another **39.8%** expressed a **neutral attitude** toward this issue. A total of **19.6%** reported a **negative or strongly negative attitude** toward working in green sectors.

These findings suggest the need for a **targeted information campaign** aimed at clarifying the advantages of green employment for veterans, as many may not have a clear understanding of what this category of jobs entails.

There is a strong likelihood that the **share of veterans with a positive attitude** toward green jobs could increase—particularly among those who currently view these opportunities **neutrally**.

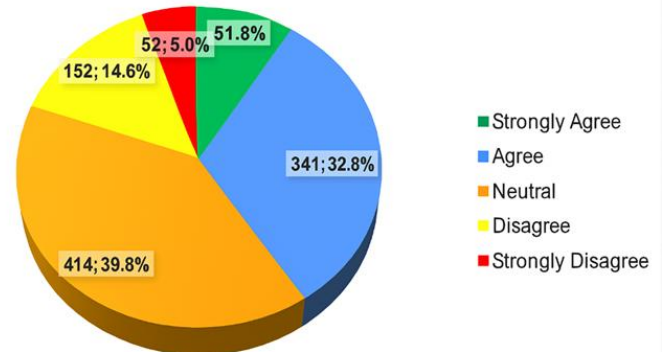


Figure 14. Attitude toward employment in green sectors of the economy

Respondents' interest in vocational training for employment in green sectors of the economy

Approximately one-third of respondents—**31.5%**—expressed **willingness to undergo additional vocational training** in order to qualify for “green” occupations. Another **42.0%** reported a **neutral attitude** toward the possibility of such training. Meanwhile, **26.4%** stated they were **not willing** to pursue further professional training (see Figure 15).

These findings suggest that, with **effective informational outreach**, the percentage of veterans open to vocational training could significantly increase—particularly by engaging those who currently hold a neutral position toward this opportunity.

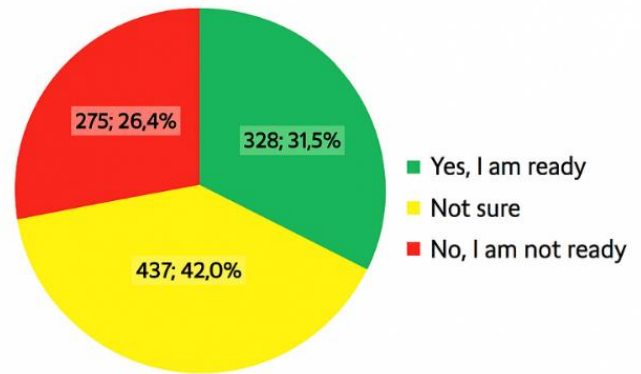


Figure 15. Interest in vocational training for employment in green sectors of the economy

Respondents' satisfaction with their level of awareness of available employment opportunities and support for veterans

At the time of the survey, **48.8%** of respondents rated their level of awareness regarding available employment opportunities and support for veterans as **high**. An additional **29.7%** expressed a **neutral** attitude (see Figure 16). Meanwhile, **21.5%** of respondents reported being **dissatisfied** with their current level of awareness on this issue.

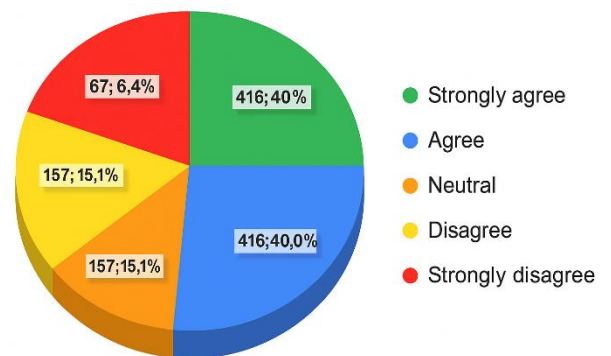


Figure 16. Respondents' satisfaction with their level of awareness of available employment opportunities and support for veterans

4. CONCLUSIONS

Based on the analysis of 1,040 questionnaires collected during the survey, the following conclusions can be drawn:

1. There is a clear need in Ukraine for the creation of jobs specifically for participants of the Russian-Ukrainian war (2014–2025). On the one hand, creating jobs for war veterans will facilitate their reintegration into civilian society; on the other, it will contribute to Ukraine's economic recovery and sustainable growth.
2. The vast majority of respondents (**87.3%**) expressed a **positive or neutral attitude** toward psychosocial support measures aimed at assisting former service members in their reintegration into civilian life.
3. More than half of respondents (**63.0%**) are in their prime economically active years (**31–50 years old**), a period when formal education and practical work experience are most effectively combined.
4. Nearly two-thirds of respondents (**62.3%**) did **not have permanent employment** at the time of the survey. Almost half (**41.2%**) had an officially confirmed disability status. The creation of jobs for people with disabilities not only supports their social reintegration but also enables Ukrainian businesses to comply with Article 19 of the Law of Ukraine “On the Fundamentals of Social Protection of Persons with Disabilities in Ukraine.”

5. Former military personnel show relatively high engagement in the job search process—**nearly two-thirds (66.2%)** reported that they are at least occasionally seeking alternative employment opportunities.
6. **Almost half (42.1%)** of the respondents have a higher education degree at the bachelor's level or above, creating favorable conditions for involving veterans in complex, value-added economic activities. Furthermore, **73.5%** of respondents reported a **positive or neutral attitude** toward participating in additional vocational training to acquire the knowledge necessary for employment in green jobs.
7. An interim comparative analysis of trends identified in the survey revealed a **strong correlation** between the questionnaire responses and those obtained during in-depth interviews and focus groups. This confirms that the survey was conducted effectively and yielded **objective and reliable results**.
8. Compared to the initial blitz analysis of the first 30 questionnaires, the broader survey enabled researchers to identify **evolving trends**. Processing a larger sample in the second phase allowed the expert team to **refine the respondent profile**, explore their **interest in green jobs**, assess their **internal motivation**, and identify key barriers and constraints (e.g., lack of information, fears, mismatched qualifications), as well as their **needs, expectations, and potential**.

Respondents' preferences for future employment opportunities are illustrated in **Figure 17**.

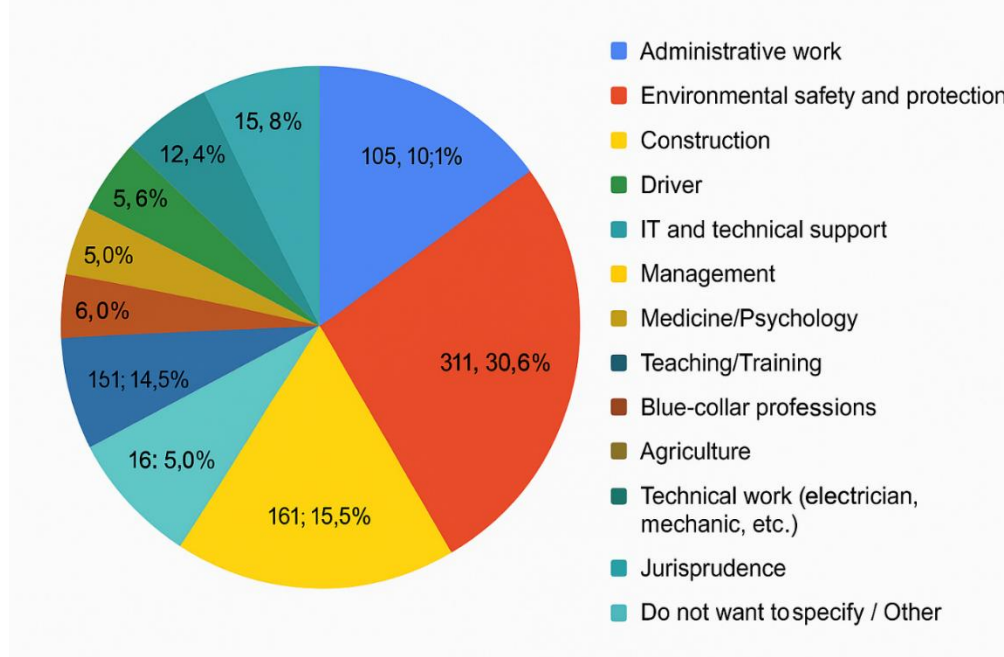


Figure 17. Respondents' expectations regarding sectors for employment after demobilization

Analysis of survey responses regarding veterans' preferences for employment after demobilization revealed the following trends:

1. **Nearly one-third of respondents (30.6%)** expressed a desire to be employed in the **environmental protection and safety sector**. This indicates a high level of human resource potential among veterans in this field, which should be supported through the creation of new green jobs, fair wages, and activation measures such as training and professional adaptation programs.
2. A **significant share of respondents (15.5%)** expressed interest in being employed in the **construction sector** after demobilization.
3. There is strong potential among respondents for employment in **management and leadership roles**. A total of **14.5%** stated that they are ready to take on **supervisory or managerial positions**.
4. The survey also identified substantial interest in **technical occupations** involving work with machinery and specialized equipment. **13.0%** of respondents confirmed their readiness to be employed in such positions.
5. **One in ten respondents (10.1%)** expressed interest in securing a position related to **administrative work**.