

2026 | SIDE EVENT: HUMAN RESOURCE IN RECOVERY – HER DIMENSION ANALYTICAL STUDY

From inactivity to productivity: the economic effect of women's integration into the labour market



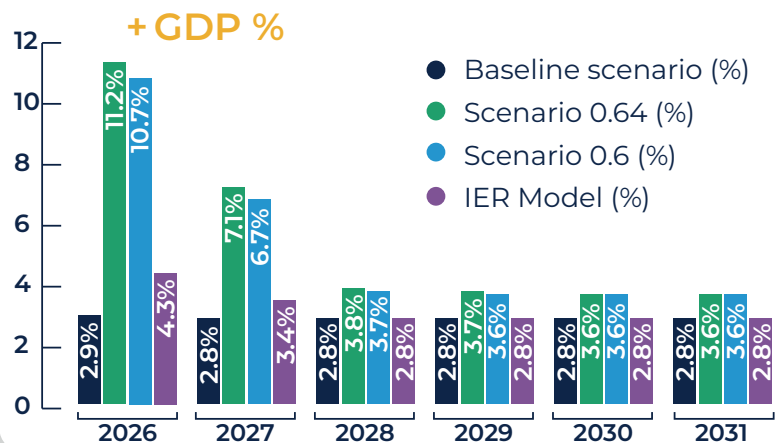
For the first time in Ukraine, this study estimates the impact of increased female employment on GDP and sectoral output under three different scenarios. We developed a comprehensive picture of the labour market barriers faced by women, their salary expectations and preferences regarding non-monetary job attributes, as well as their willingness to enter different industries. The analysis is based on a survey of non-working women.

WHY IS THIS IMPORTANT?

Labour shortage is the number one problem for Ukrainian businesses. At the same time, **36% of working-age women are outside the labour force**, representing a potential pool of 3–3.5 million additional workers. What prevents these women from entering the labour market? Which sectors are they willing to join? How many are prepared to train for occupations traditionally considered “male”? This study provides answers to these questions.

ECONOMIC GROWTH SCENARIOS

What if all women who would like to work find a job?



KEY DATA

Among non-working women, 73% plan to find a job. Of these, 55% intend to do so within the next year, while a further 28% expect to enter employment within two years. Among those who do not plan to look for a job, one in three cite caregiving responsibilities as the main reason.

If all women who are willing to work were able to find employment, Ukraine's GDP could grow by an additional 8 percentage points above the baseline scenario in the first year, generating **up to US\$16.8 billion in additional output**.

If non-working women entered the labour market in line with their stated preferences, the personal services sector could see output increase by 80–100%, and the HoReCa sector could grow by 60–70%. Output in IT and media could rise by 30–50%. Trade is expected to expand by 15–20%, reflecting the fact that it is already one of the largest sectors of the economy.

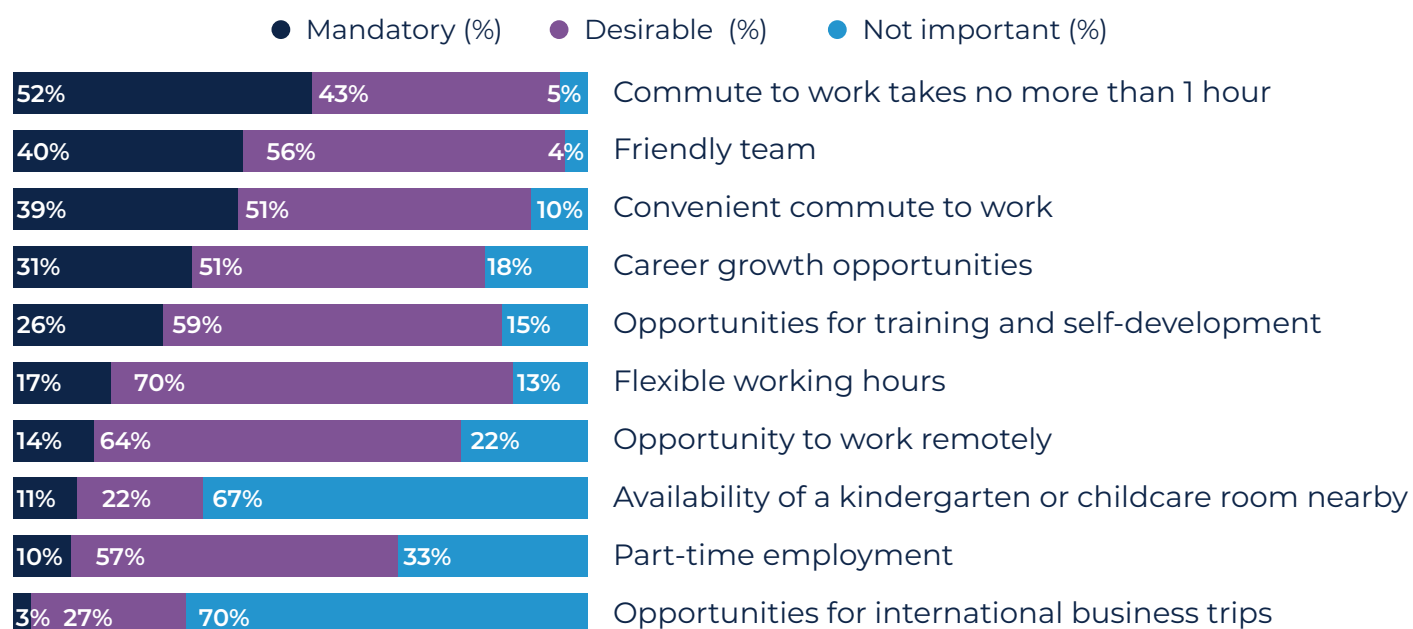


INSIGHTS

Women's labour mobility is high: **36% would be willing to relocate for a suitable job opportunity.** At the same time, 52% of women are unwilling to spend more than one hour commuting to work. Childcare facilities are considered mandatory by a third of women with children under six, while another 45% consider them desirable.

More than 70% of respondents are willing to upgrade their skills for employment. While only 3% are currently ready to enter occupations traditionally considered "male," another 37% remain undecided, suggesting that targeted communication and awareness campaigns could encourage more women to consider these career paths.

WOMEN'S REQUIREMENTS TO FUTURE JOB, %



MORE ABOUT THIS ANALYSIS



More about gender responsive recovery in Ukraine

<https://genderplatform.org.ua>

The study was conducted by a team of researchers in collaboration with the international charitable foundation Ukrainian Women's Fund, the NGO Vox Ukraine, and the research agency Info Sapiens.

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