

“Retraining and Social Adaptation of Military Officers and Their Family Members in Ukraine – Project’s results and impact”



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Introduction

- The aim of this analysis was to evaluate the impact of the Norwegian “Ukraine-Norway” project of Retraining and Social Adaptation of Military Officers and Their Family Members in Ukraine in 2015-2018 and the participants’ perception of this project.
- The main aim of the project is to reduce the negative social consequences of military and economic reforms in Ukraine on retired military personnel and their family members, and to promote cooperation between Norway and Ukraine.

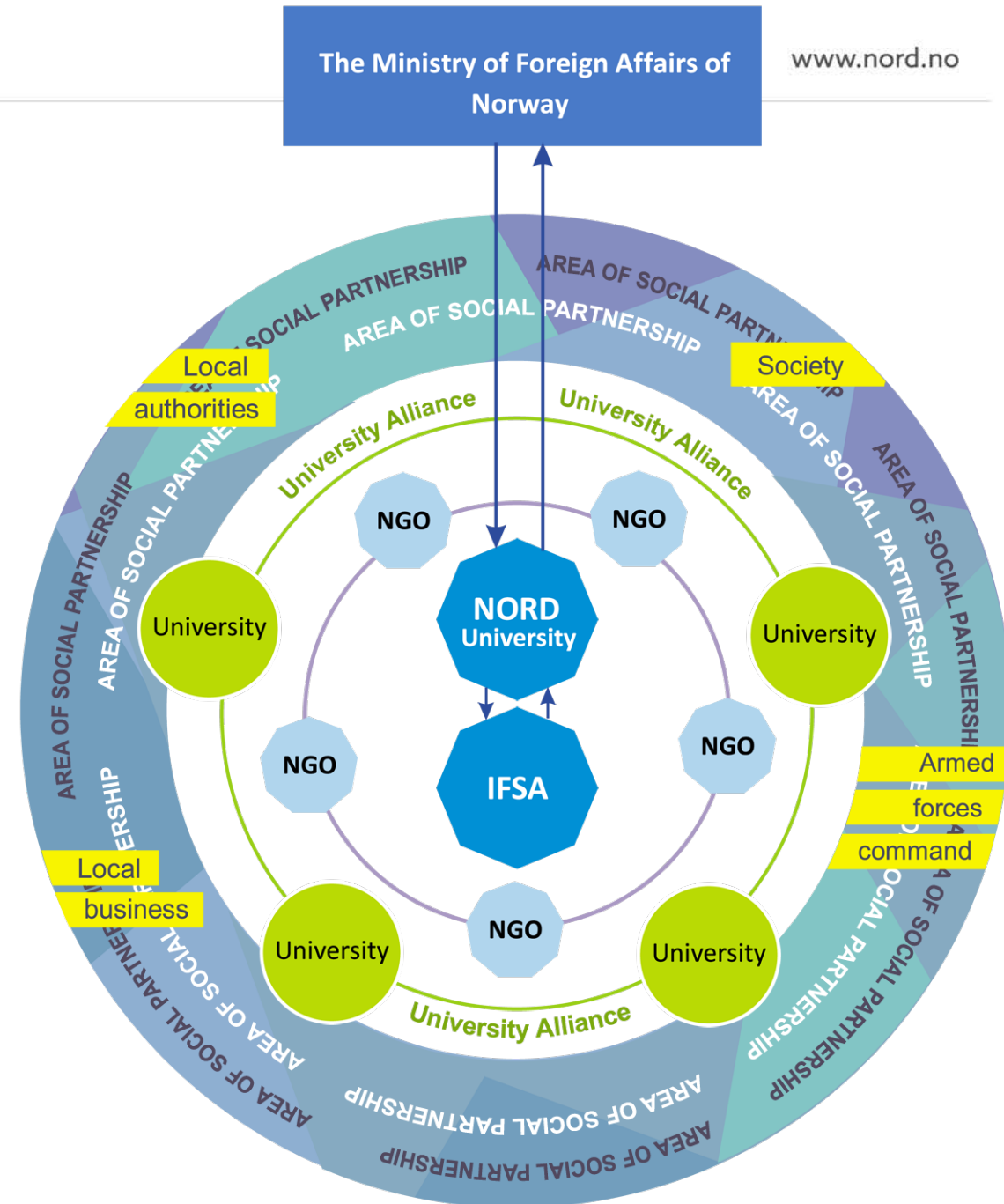


NUUA

NGOs

The re-training and social adaptation model

- Participants of the project
 - Members of the Armed Forces of Ukraine and other law enforcement agencies, retired or those who will be released within a year
 - Participants of anti-terroristic operation (ATO)
 - Family members



Program components

**Professional
retraining (500
academic hours)**

**Psychological
and legal
adaptation**

**Assistance in
employment and
starting own
businesses**

The project took its inception in 2003 and has to date enrolled and re-trained 9341 person

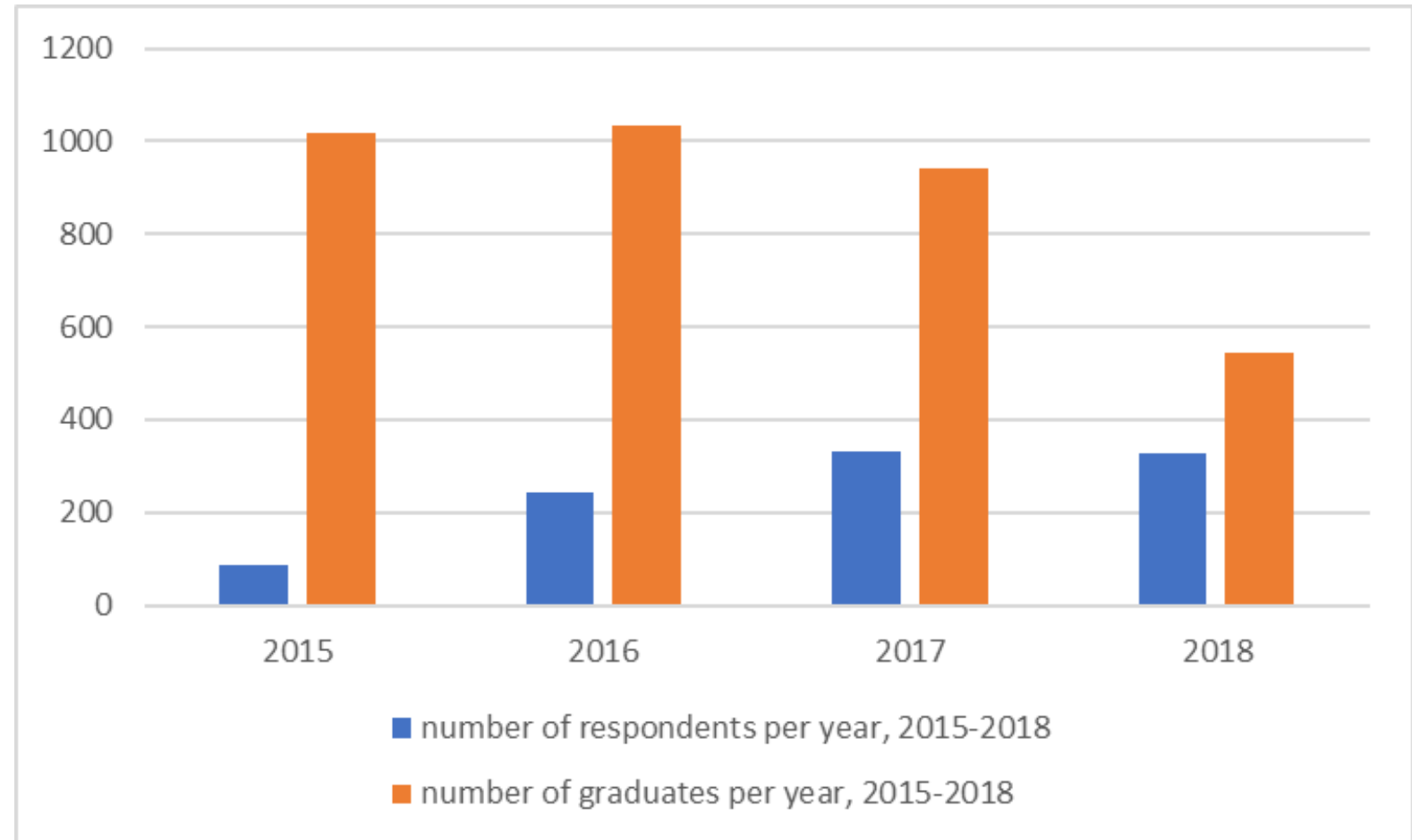
Methods applied

Personal distributed survey
at 17 cities, taking
40 courses at
19 Ukrainian universities,
5.341 applicants for 3.679
positions,
3.538 graduates in 2015-
2017 and 2018 (I sem.)



Methods applied

1077 respondents from
2015, 2016, 2017 and 2018
30.4% overall response rate



Descriptive statistics *n=1.077*

63.5% males, 36.5% females

Recruited as

- Military, Family member & Other

Neighbours, colleagues, internet and social media is the main source for attention for the program

Military rank	% of Male in group	% of Female in group	Group % of total	Total #
Senior officer	92,5 %	7,5 %	15,6 %	161
Junior officer	88,4 %	11,6 %	14,3 %	147
Under-Officer	84,1 %	15,9 %	6,1 %	63
Sergeant	87,4 %	12,6 %	10,8 %	111
Soldier	86,8 %	13,2 %	14,0 %	144
Family member	16,7 %	83,3 %	32,6 %	336
Other	60,9 %	39,1 %	6,7 %	69
Total	675	388		1063

What is your current employment status?	Year				Gender		Total
	2015	2016	2017	2018	Male	Female	
Full-time work (min. 35 hours/week) with only one employer	75,0%	63,2%	61,8%	53,2%	61,7%	54,5%	60,5%
Full-time work (min. 35 hours/week) with more than one employer	6,8%	5,0%	6,1%	5,8%	5,8%	6,2%	5,8%
Part-time work (under 35 hours/week) with only one employer	6,8%	8,3%	6,7%	13,2%	8,3%	11,3%	9,3%
Part-time work (under 35 hours/week) with more than one employer	2,3%	6,6%	4,9%	5,2%	6,1%	3,1%	5,2%
Unemployed	2,3%	4,1%	6,1%	9,5%	8,3%	4,6%	6,4%
Homemaker	2,3%	1,2%	5,8%	4,3%	0,6%	10,3%	3,9%
Student	1,1%	3,7%	1,5%	2,8%	2,1%	3,6%	2,4%
Disabled		0,4%	0,9%	0,6%	0,9%	0,5%	0,6%
Retired	3,4%	7,4%	6,1%	5,2%	6,2%	5,9%	5,9%
Are you currently seeking new/other employment?	16,3%	26,1%	33,3%	54,3%	38,5 %	36,6 %	37,1 %
Number of observations	88	242	327	325	673	389	982

Results: What the graduates do now - entrepreneurship

Strong interest for starting own business

37.1% have tried

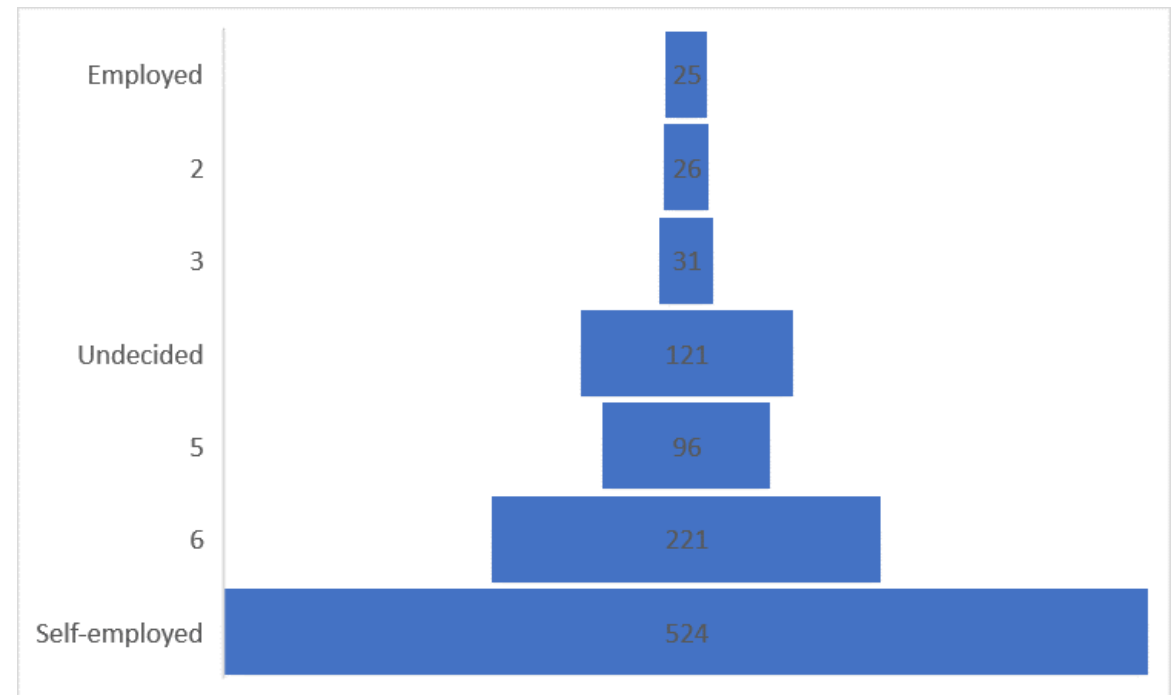
24.9% have started

23.5% still own one or more businesses

More so with time since graduation

Males and females = same

Military rank = same

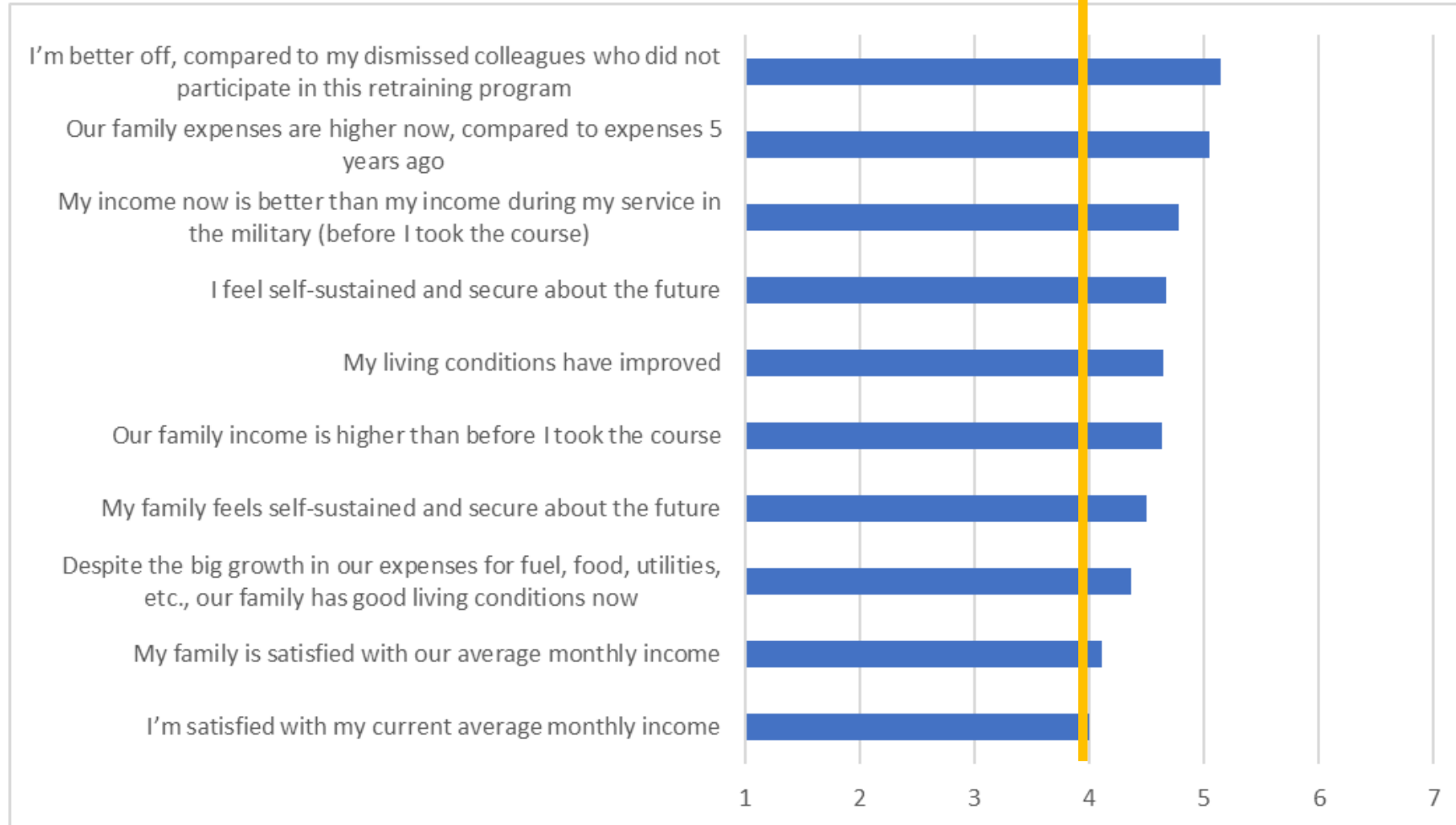


Combines working as employee and working in own firm

Results: The impact from the course – their living conditions

More satisfied:

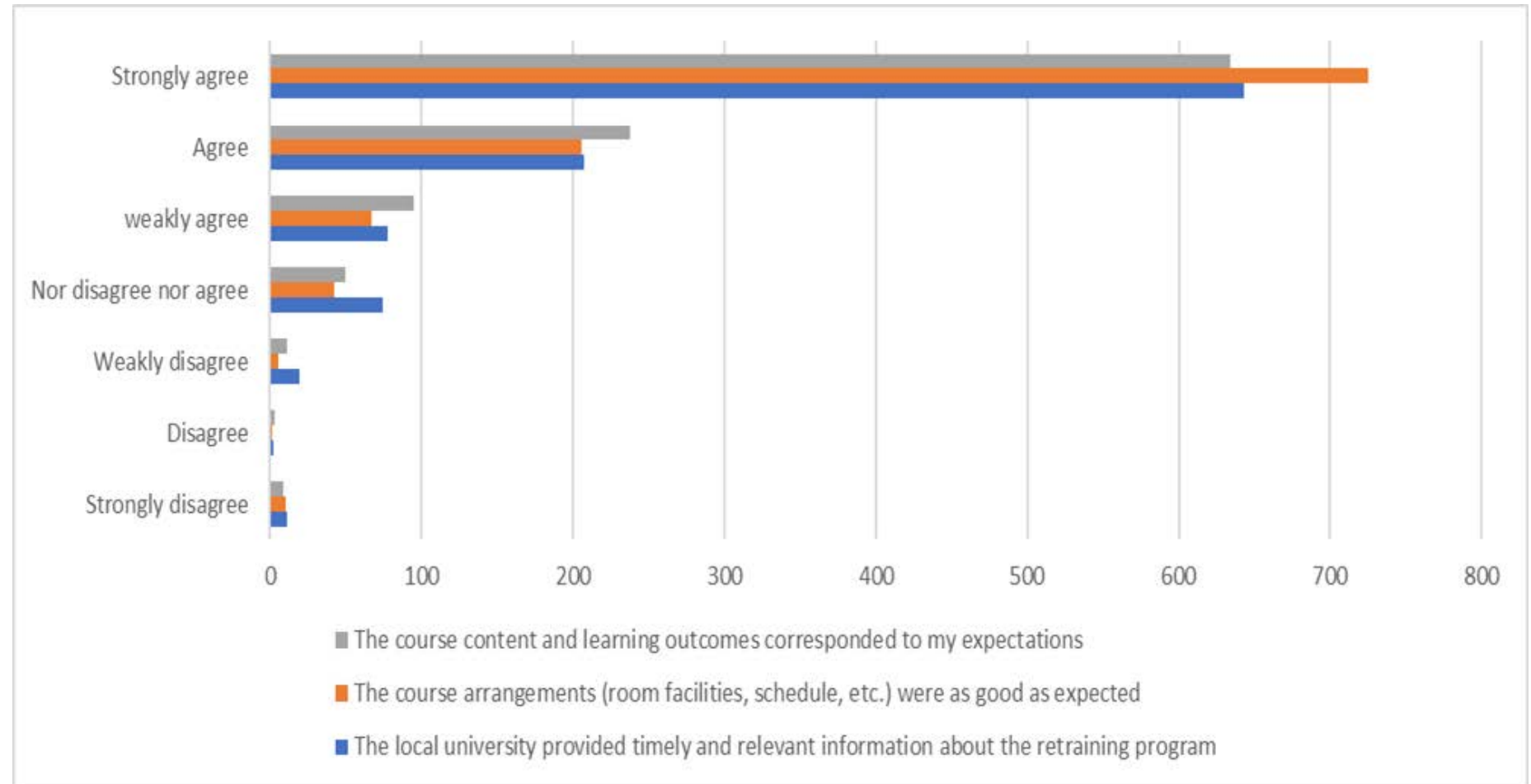
- 2015
- Females
- Business owners
- Family members



Results: The effort from us – the local Ukrainian universities & NGOs

Happy with:

- Course content
- Course arrangement
- Information



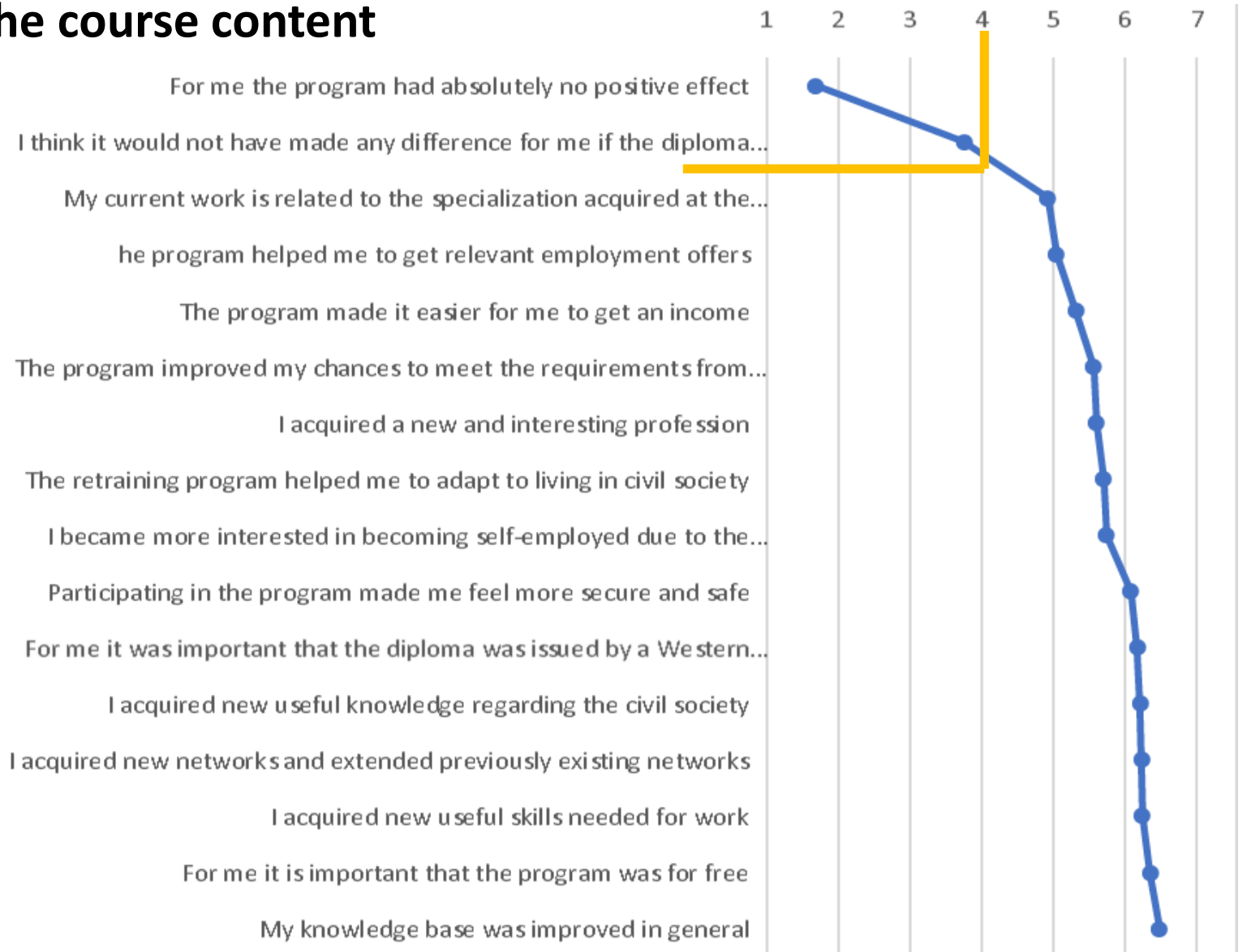
Results: The effort from us – the course content

More satisfied:

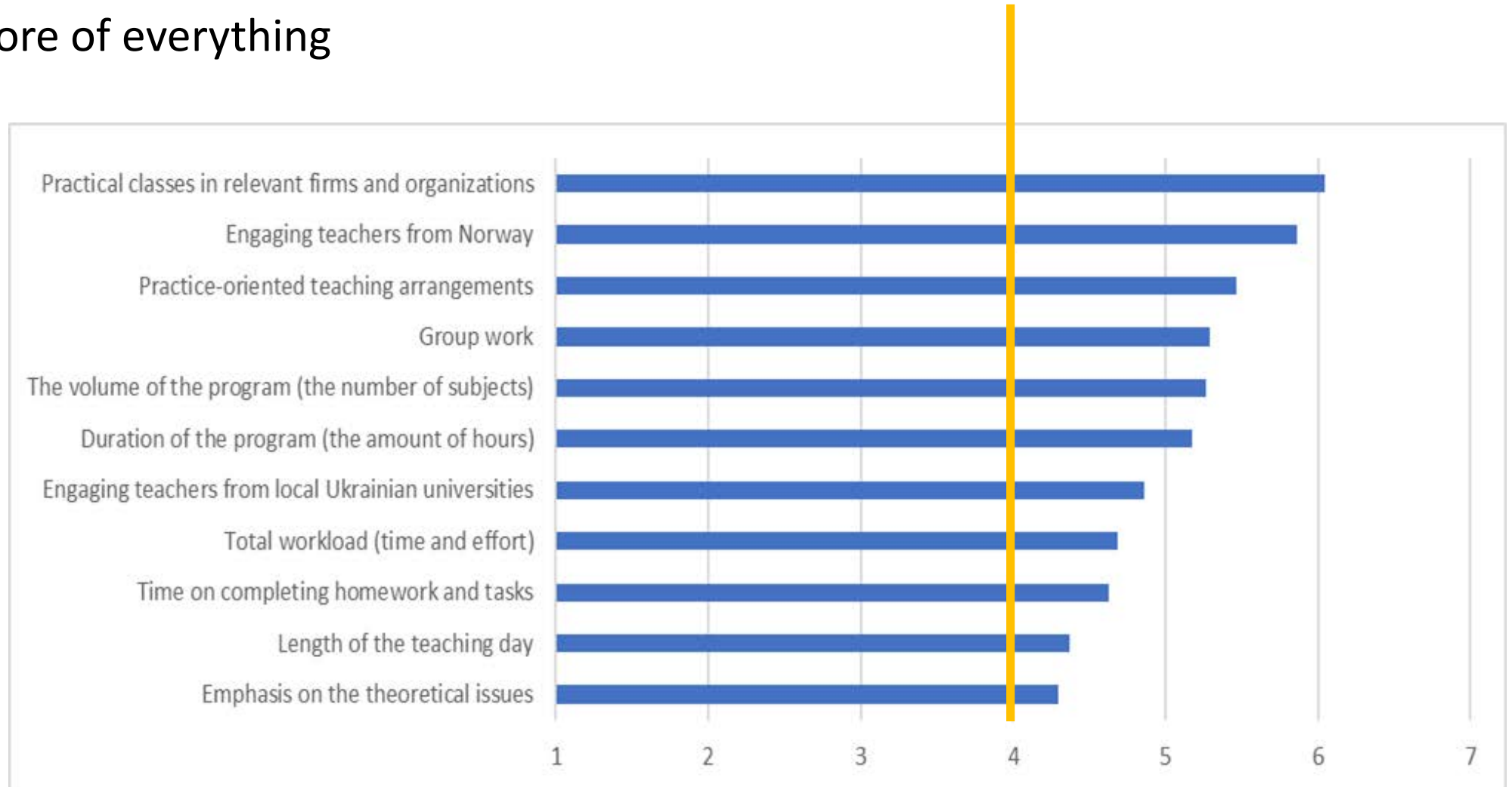
- 2015
- Females
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Got:

- Skills, network, income, knowledge, employment, business opportunities, entrepreneurial spirit



Want more of everything



Conclusions – main lesson learned

The program works.

- The candidates feel that the course assists them in finding new jobs, many create their own jobs and jobs for others
- They feel that taking the course has improved their living conditions compared to their former colleagues, and they feel more secured as time goes
- Females are even more satisfied, than men, when it comes to the perception of opportunities the program offers them
- Former military rank does not influence their evaluation of the usefulness of the program
- The graduates want more of the same for their colleagues still in the military

Q & A