

KSE | Institute

September 2026

SOCIAL WELLBEING BAROMETER

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Data collection was conducted via a national online panel from March to May 2026.

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KEY FINDINGS

This study focuses on the wellbeing of Ukrainian citizens, measured using the ONS-4 scale. Wellbeing encompasses life satisfaction, a sense of meaning, happiness and anxiety. Wellbeing indicators can be used both to assess the effectiveness of government programmes and to anticipate societal resilience during the full-scale war.



Wellbeing indicators. Life satisfaction is relatively low among Ukraine's population: only 26% report high life satisfaction. However, 59% report a strong sense of meaning in life, which may contribute to psychological resilience. High anxiety affects 53% of the adult population.



Optimism / pessimism. Around 40% believe that their lives could improve over the next six months, while 29% expect the situation in Ukraine to improve over the same period. Compared with the general population, veterans are significantly more optimistic about both the situation in Ukraine and their own lives over the next six months.



Migration. The loss of young people, particularly men, through migration poses a critical demographic risk. Around 20% of young people aged 18–34 looked for work abroad during the previous month. The main reason for wanting to migrate is the search for better economic opportunities. At the same time, employment and business opportunities are important reasons for young people to stay in Ukraine. Employment support and better economic opportunities for young people could help slow migration.



Government support. Government services for specific target groups, including veterans, residents of frontline communities and internally displaced persons (IDPs), reach relatively few people compared with the number who report needing them. Service coverage needs to expand substantially for the government to make a meaningful contribution to the wellbeing of people in these groups.



Housing is an important component of wellbeing. Unstable housing conditions or a housing crisis affect 11% of veterans, 12% of residents of frontline communities and 31% of IDPs. Examples include temporarily staying with acquaintances, living in hostels or having no permanent place to live. Government housing support should prioritise people facing unstable housing conditions or a housing crisis, both within these groups and in the general population.



Salaries of teachers and social service professionals. The Government's salary increase initiatives have not been fully implemented in practice. Some teachers and social workers have seen no change, or believe that their salaries should have increased more in line with the Government's announcements. A detailed analysis of official payroll data is needed.



Professional burnout among public sector employees. Around half of teachers and healthcare professionals experience moderate or high levels of professional burnout. Burnout was assessed using the Copenhagen Burnout Inventory, allowing comparisons with other countries. Among healthcare professionals, the prevalence of burnout is comparable to that in other European countries. Among teachers, burnout associated with direct interaction with pupils is higher than in other European countries.

METHODOLOGY

- 05 Research questions
- 06 Wellbeing assessment methodology
- 07 Professional burnout assessment methodology
- 08 Data collection methods and study limitations
- 09 Samples and approaches to data weighting



RESEARCH QUESTIONS

- 1 Wellbeing levels, measured using the internationally recognised methodology of the UK Office for National Statistics (ONS).
- 2 Levels of optimism / pessimism about respondents' own future and Ukraine's future.
- 3 Migration intentions and factors influencing decisions to leave or stay in Ukraine.
- 4 Needs for government support among veterans, IDPs and residents of frontline communities.
- 5 Professional burnout among public sector employees, as well as salary data for 2025–2026.

WELLBEING ASSESSMENT METHODOLOGY

The **ONS-4** scale developed by the UK Office for National Statistics (ONS)



**Overall
life satisfaction**



**Sense of meaning
in life**



**Happiness
yesterday**



**Anxiety
yesterday**

The **ONS-4** scale enables:

1 Comparisons of wellbeing indicators over time and across social groups.

2 Assessment of major policies: how do they affect citizens' wellbeing?

PROFESSIONAL BURNOUT ASSESSMENT METHODOLOGY

Copenhagen Burnout Inventory

Burnout is a syndrome associated with employment that results from chronic workplace stress that has not been successfully managed (WHO, ICD-11). It is a slow, often hidden process of psychological deterioration that can affect physical health and reduce the quality of the services an employee provides.

This study uses two of the Copenhagen Burnout Inventory's three scales to assess burnout. The work-related burnout scale captures organisational difficulties, such as relationships within the team and exhaustion. The burnout scale related to working with pupils / patients / clients focuses on professionals' experiences of working directly with service recipients.

The inventory includes three scales:



Personal burnout

Not included in this survey round



Work-related burnout

Captures organisational difficulties, such as relationships within the team and exhaustion



Burnout related to working with pupils / patients / clients

Focuses on employees' experiences of working directly with recipients of services or support

DATA COLLECTION METHODS AND STUDY LIMITATIONS



Data were collected through a **national online panel** of Ukraine's population using opt-in computer-assisted web interviewing (CAWI). This survey method has methodological limitations because it relies on non-probability sampling. There is therefore a substantial risk of systematic bias: respondents who agree to join an online panel may differ considerably in unobserved characteristics from those who decline to participate (self-selection bias). **The study's findings are illustrative and should be interpreted as indicative of trends rather than as strictly representative estimates for the target population.**



Data were collected between March and May 2026.



Each social group was surveyed as an independent sample. A separate weighting approach was applied to each group, based on the available information about its target population.



The findings from the survey of social workers are presented as a case study because the sample is disproportionately concentrated in Kyiv (67%), Zaporizhzhia Oblast (16%) and Odesa Oblast (5%).

SAMPLES AND APPROACHES TO DATA WEIGHTING

Group	N	Target population	Weighting approach
 General population	1,123	People aged 18–70 living in government-controlled areas, excluding Donetsk and Luhansk oblasts.	By age, sex and macroregion, based on 2022 data from the State Statistics Service of Ukraine, with adjustments informed by mobile operator data.
 IDPs	445	IDPs aged 18 and over who left their permanent place of residence after 24 February 2022.	By age, sex and macroregion, based on data from the International Organization for Migration (IOM).
 Residents of frontline areas	224	Residents aged 18–70 of 139 communities in areas of possible hostilities or active hostilities in Dnipropetrovsk, Zaporizhzhia, Mykolaiv, Sumy, Kharkiv, Kherson and Chernihiv oblasts. These communities are identified in Ministry for Development Order No. 376, as amended on 28 May 2026.	By oblast, sex and age (18–59 / 60–70), based on IOM data and KSE estimates.
 Veterans	525	Veterans demobilised from military service between 2022 and 2026.	By oblast and status (combatants / persons with war-related disabilities / other), based on Ministry of Veterans Affairs data as of 1 May 2026.
 Healthcare professionals	162	Doctors and nursing staff working in state or municipal healthcare institutions in Ukraine.	By position, sex, age (under 60 / 60+) and macroregion, based on the Ministry of Health's 2025 Form No. 17.
 Teachers	359	Teachers in municipally owned general secondary education institutions.	By sex, age and macroregion, based on the Institute of Educational Analytics' 2024/25 Form 83-RVK.
 Social workers	159	Social workers, social care workers, social pedagogues and home-based social assistance specialists working in Administrative Service Centres, Social Service Centres, territorial social care centres, the State Employment Service and Children's Services.	No weighting was applied because data on the target population were unavailable. The sample is disproportionately concentrated in Kyiv and southern Ukraine.

WELLBEING INDICATORS

Average life satisfaction is low, but most people (59%) report a strong sense of meaning in life.

Half of the adult population experience high anxiety. Anxiety levels may have increased compared with 2024. The highest levels of anxiety were observed among residents of frontline communities.

Compared with the general population, veterans report significantly higher life satisfaction and happiness.

Factors associated with declining wellbeing include financial difficulties and health problems, as well as attacks and feelings of uncertainty.

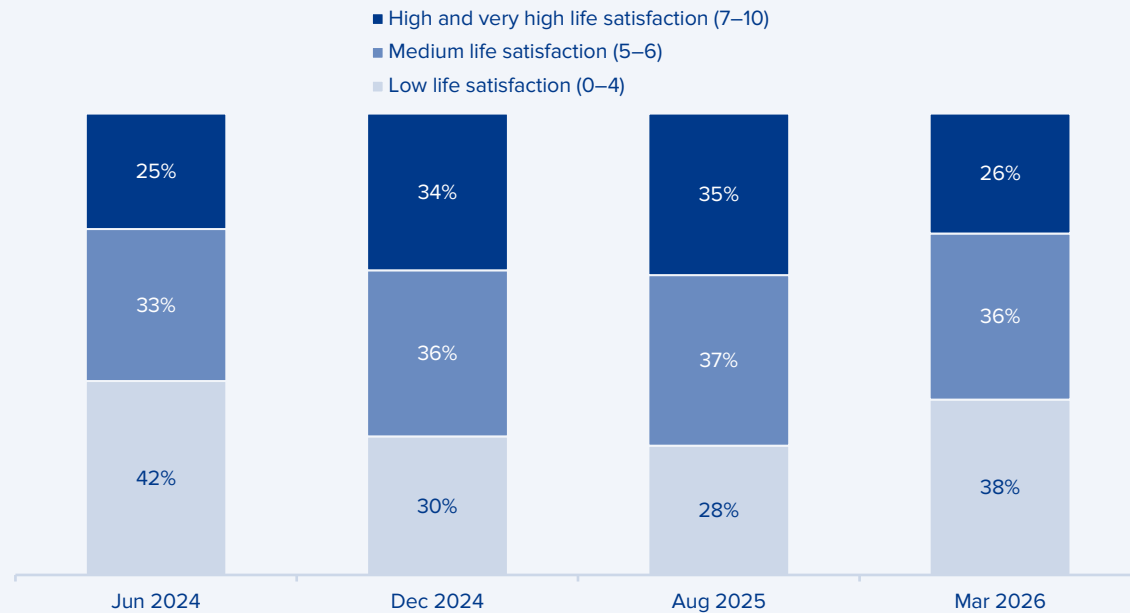
LIFE SATISFACTION AND A SENSE OF MEANING

Average life satisfaction is low, but more than half of respondents (59%) report a **strong sense of meaning in life**. Life satisfaction is higher among younger respondents and residents of Kyiv, and lower among people aged over 60. During the period in which this indicator has been monitored in Ukraine*, life satisfaction increased in December 2024 and August 2025 compared with June 2024. In March 2026, life satisfaction was at the same level as in June 2024.

A sense of meaning in life may be an important source of resilience for Ukrainian society, although it may have declined somewhat in March 2026. A sense of meaning is stronger among people aged 25–34 and weaker among those aged 60 and over.

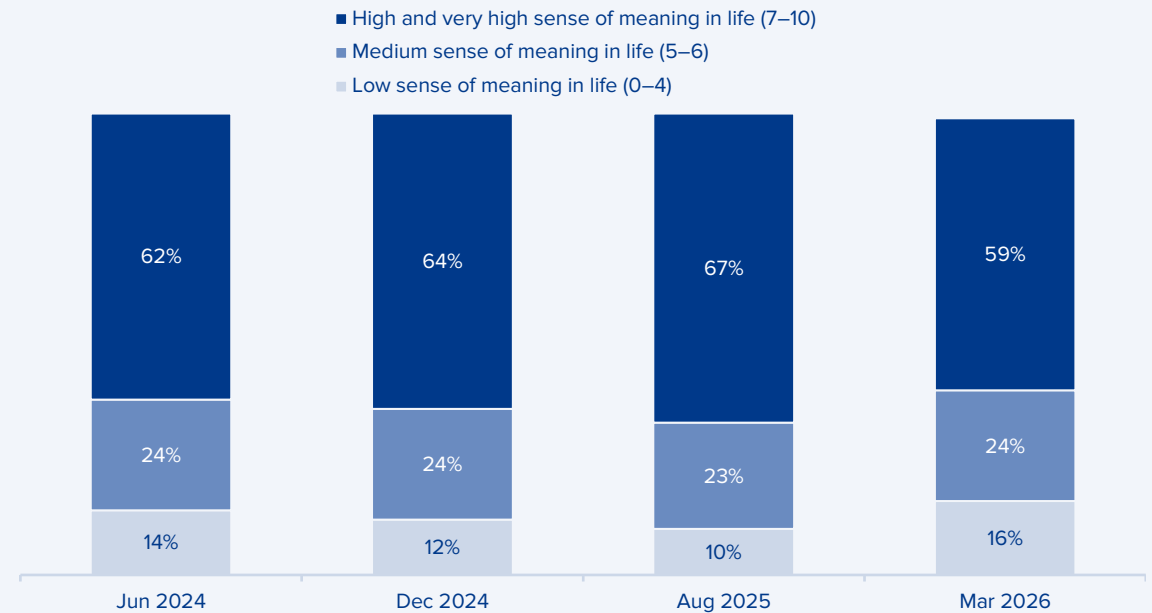
Life satisfaction

Rate this on a scale from 0 to 10, where 0 means not at all satisfied and 10 means completely satisfied.



Sense of meaning in life

Rate this on a scale from 0 to 10, where 0 means strongly disagree and 10 means strongly agree.



Source: June and December 2024 and August 2025 data: Ruban Litvinova Social Impact Advisory and the Kyiv International Institute of Sociology (KIIS). March 2026 data: KSE Institute.

Note: * The Ruban Litvinova Social Impact Advisory surveys used a different sampling design (random selection of telephone numbers) and survey method (telephone interviews). The results therefore have limited comparability, and differences should be interpreted as indicative of trends.

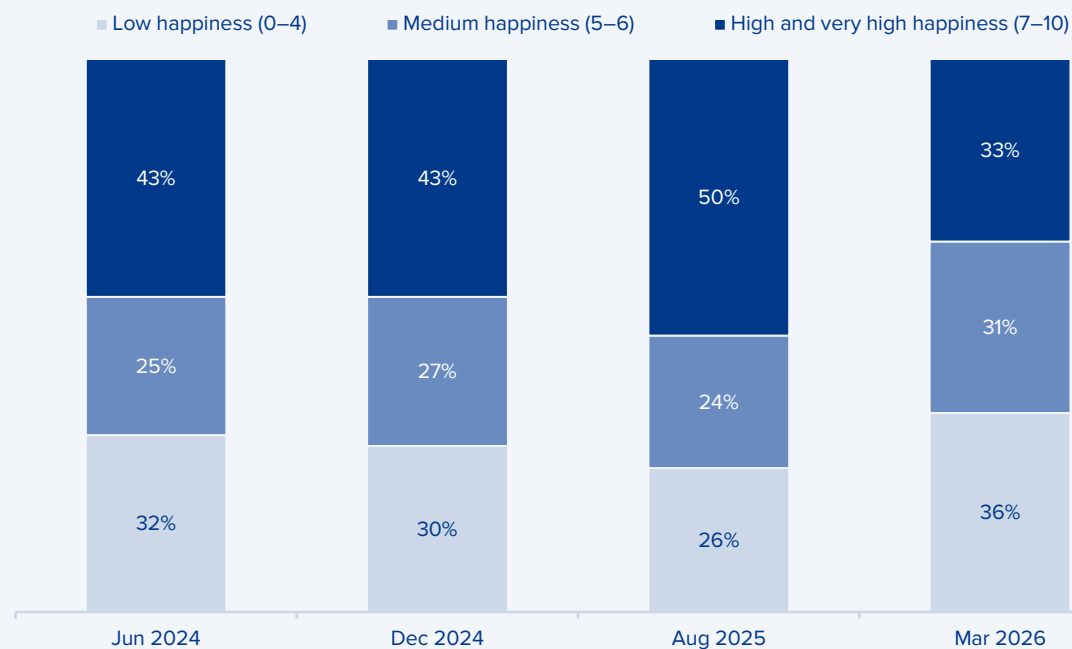
HAPPINESS AND ANXIETY INDICATORS

Compared with the 2024–2025 data*, happiness may have declined somewhat, while anxiety may have increased. Happiness is **higher among young people aged 18–24 and lower among older people aged 60 and over**.

Around half of the adult population (53%) experience high anxiety. Anxiety is **higher among women, residents of Kyiv and residents of cities with populations of one million or more**.

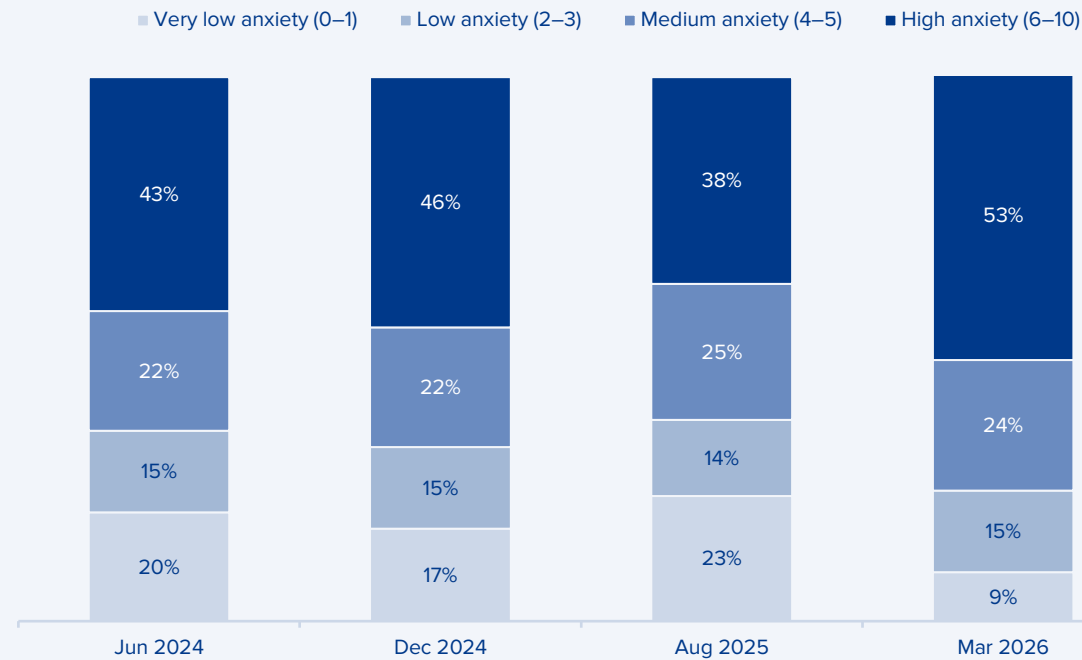
Happiness

Rate this from 0 to 10, where 0 means not at all happy and 10 means completely happy.



Anxiety

Use a scale where 0 means not at all anxious and 10 means extremely anxious.



Source: June and December 2024 and August 2025 data: Ruban Litvinova Social Impact Advisory and KIIS. March 2026 data: KSE Institute.

Note: * The Ruban Litvinova Social Impact Advisory surveys used a different sampling design (random selection of telephone numbers) and survey method (telephone interviews). The results therefore have limited comparability, and differences should be interpreted as indicative of trends.

FACTORS ASSOCIATED WITH DECLINING WELLBEING

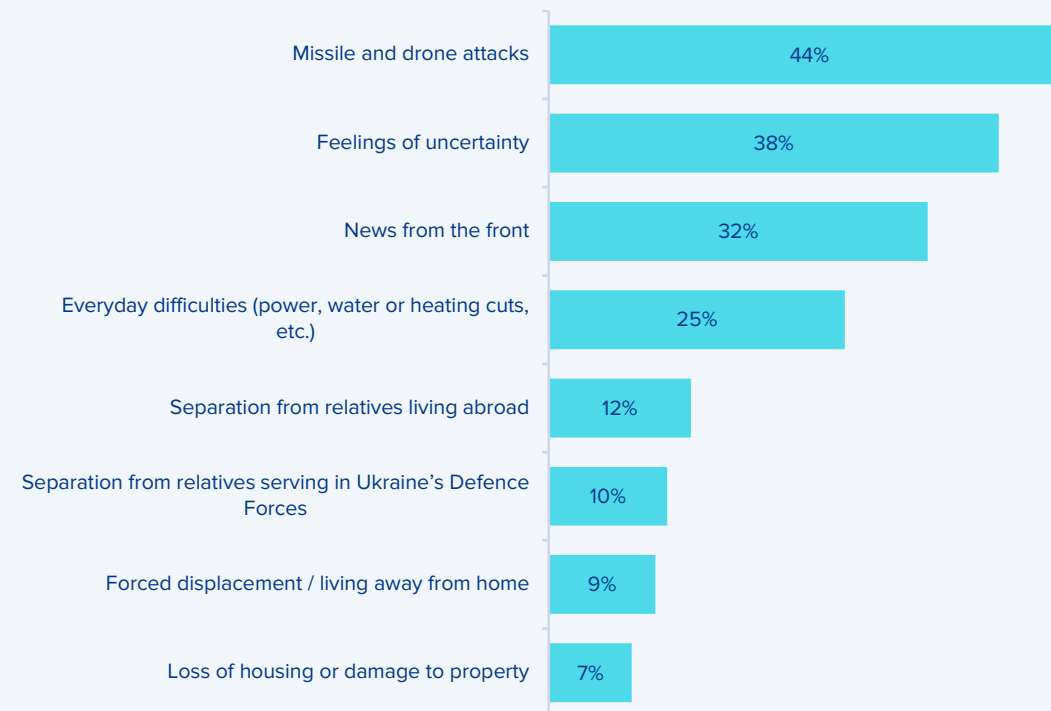
Among factors not directly related to the war, **poverty** is the main risk to wellbeing. Almost half of respondents (48%) identify financial difficulties as the main factor reducing their wellbeing.

War-related factors include attacks (44%), feelings of uncertainty (38%) and news from the front (32%). Power cuts and other everyday difficulties affected 25% of respondents, while separation from relatives living abroad affected 12%, and separation from relatives serving in Ukraine's Defence Forces affected 10%. Attacks, news from the front and everyday difficulties are more significant for older people aged 60 and over.

General factors reducing wellbeing



War-related factors

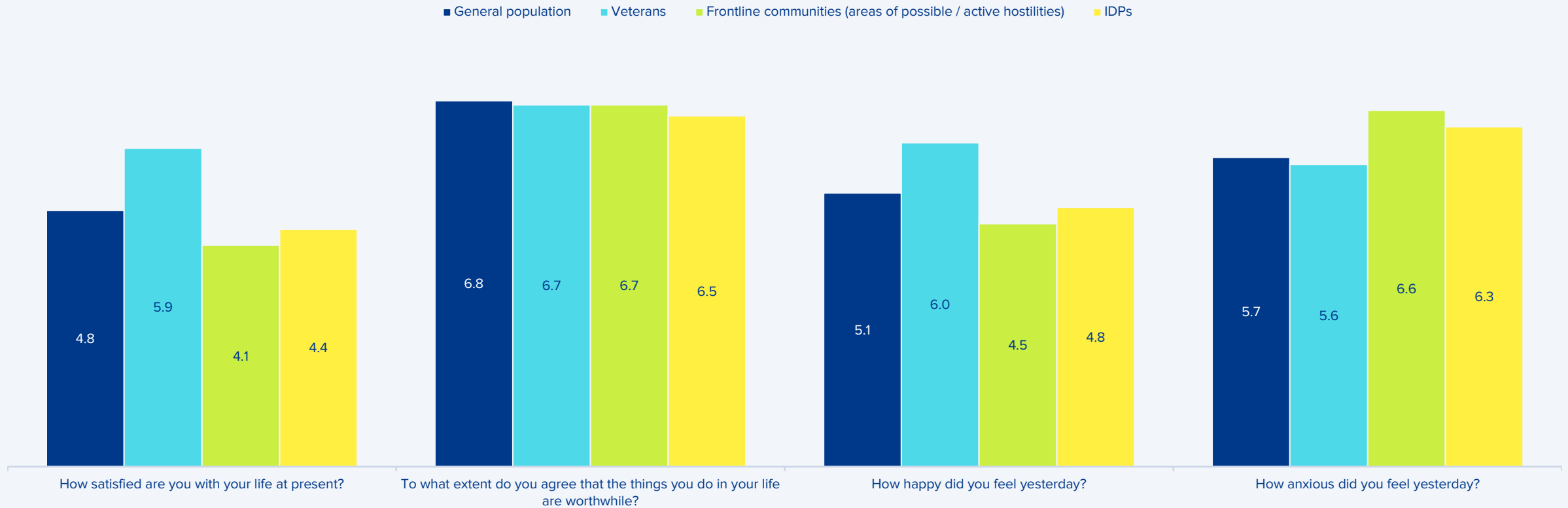


WELLBEING INDICATORS ACROSS SOCIAL GROUPS

A sense of meaning in life is relatively strong across all the groups studied. Life satisfaction and happiness are higher among veterans.

Residents of frontline communities are the most vulnerable group, reporting lower life satisfaction, lower happiness and higher anxiety.

Wellbeing indicators for the general population, veterans, residents of frontline communities and IDPs



OPTIMISM / PESSIMISM

40% of Ukrainians believe that their lives will improve over the next six months. 29% believe that the overall situation in Ukraine will improve.

Veterans are more likely to remain optimistic about both their own lives and the overall situation in Ukraine.

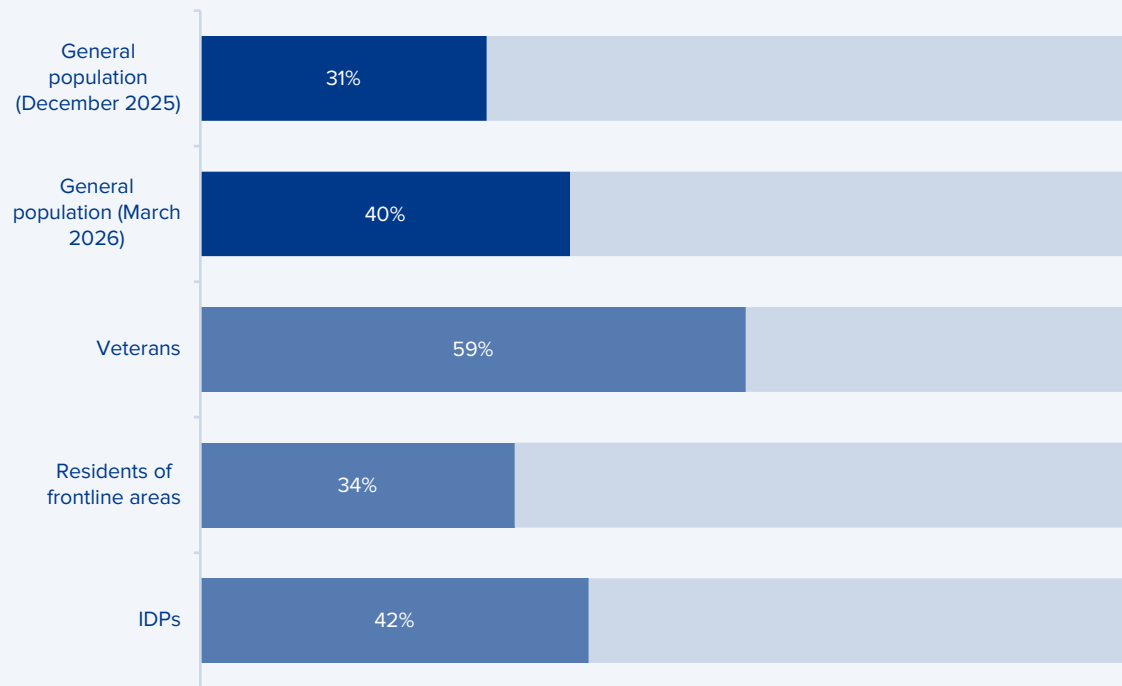
EXPECTATIONS FOR PERSONAL LIVES AND THE OVERALL SITUATION IN UKRAINE

Compared with December 2025, optimism about respondents' own lives over the next six months increased somewhat in March 2026, from 31% to 40%.

Veterans are significantly more optimistic about both their own lives and the situation in Ukraine over the next six months. Residents of frontline areas and IDPs are less confident that the situation in Ukraine will improve over the next six months.

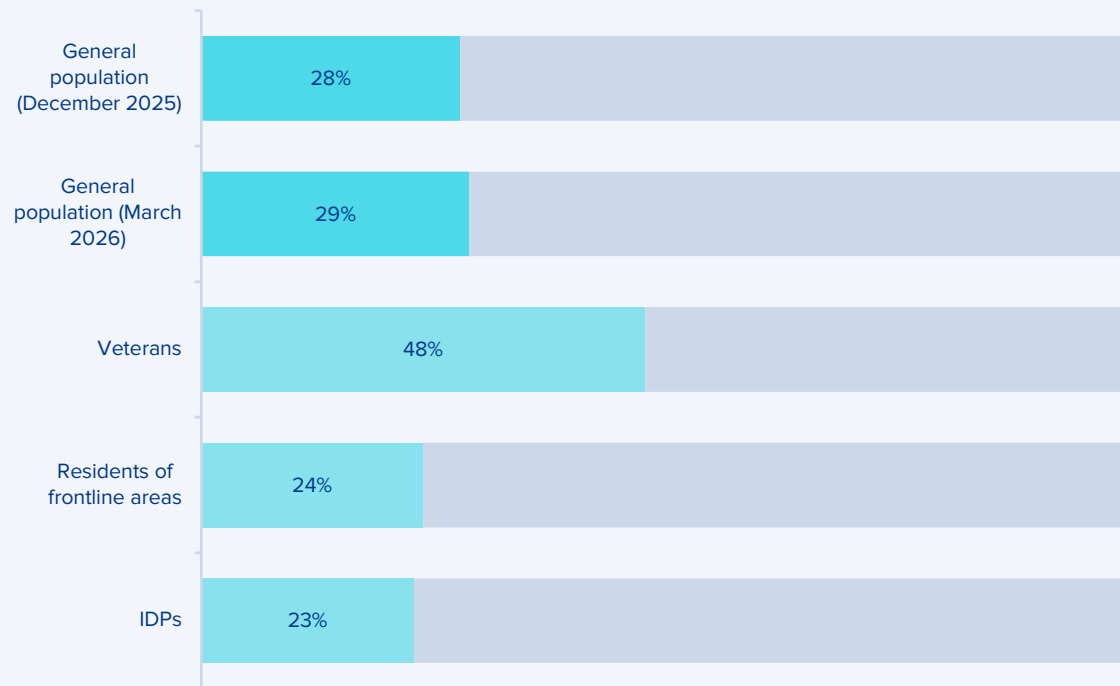
Optimism about personal lives

Thinking about your personal life over the next six months, how strongly do you believe that your life could be better than it is now? Percentage of respondents who believe it could improve (scores of 6–10).



Optimism about Ukraine

Thinking about Ukraine's future over the next six months, how strongly do you believe that the overall situation in Ukraine will improve? Percentage of respondents who believe it will improve (scores of 6–10).



MIGRATION

Young people are seeking economic opportunities abroad: around 20% looked for work abroad during the previous month. Employment / business opportunities and housing are reasons to stay in Ukraine. Retaining young people in Ukraine requires targeted employment programmes and support for young people to start businesses.

Patriotic feelings are a reason to stay in Ukraine for people aged over 45, but are less important for younger Ukrainians.

Residents of Kyiv are more likely to fear an energy crisis next winter.



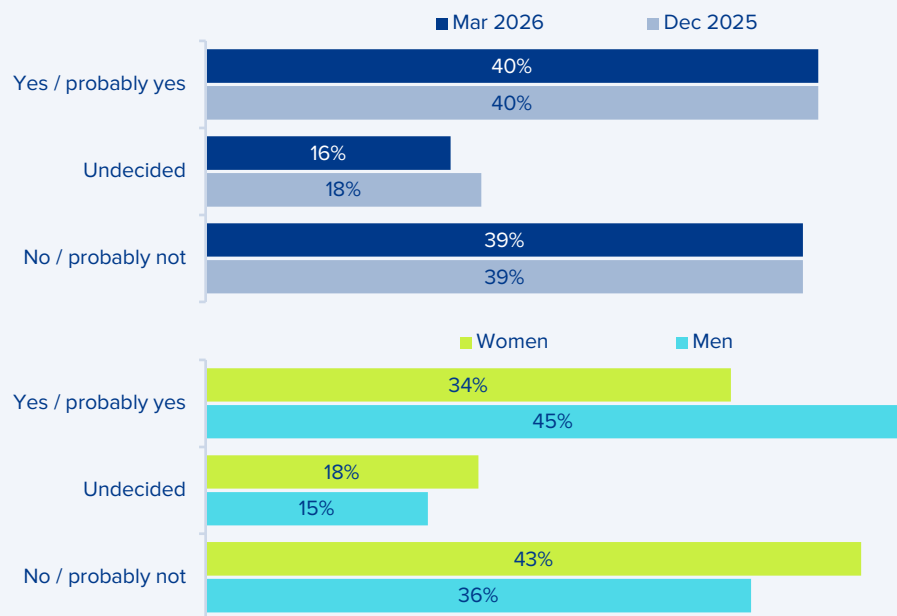
MIGRATION ATTITUDES: WILLINGNESS TO LEAVE IF THE OPPORTUNITY ARISES AND CONCRETE STEPS TO LEAVE

If the opportunity arose, with the necessary travel documents, housing and employment abroad, around 40% of Ukrainians would like to leave Ukraine. The energy crisis did not affect people's intentions to leave or stay: there were no significant changes in the distribution of responses compared with December 2025. However, fear of next winter is a significant reason to leave for residents of Kyiv.

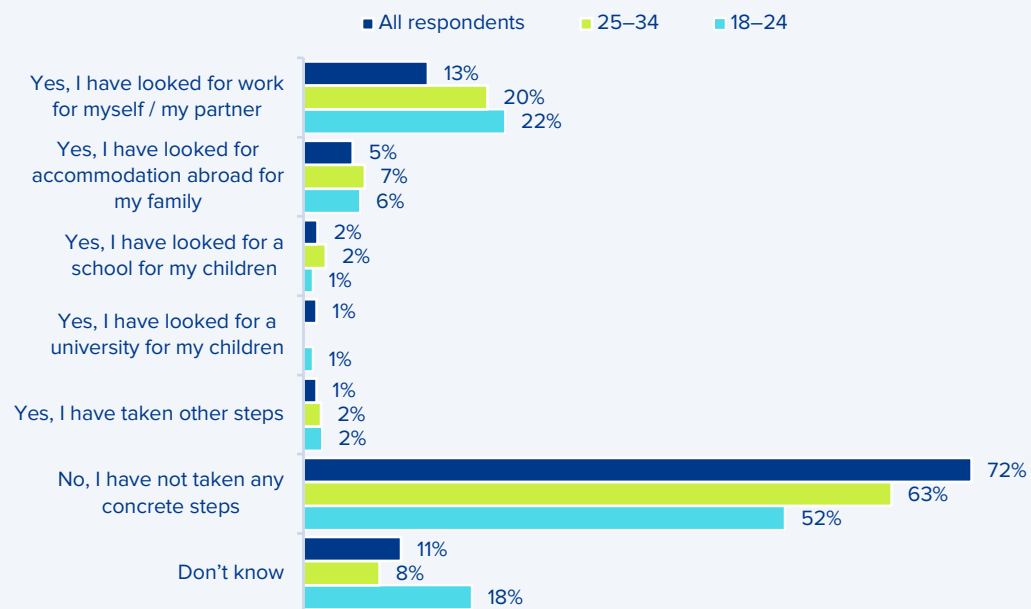
Men are more willing to leave than women. Among both the 18–24 and 25–34 age groups, 52% would leave if the opportunity arose.

Young people are more actively seeking economic opportunities abroad: 22% of respondents aged 18–24 and 20% of all respondents aged 25–34 looked for work for themselves or their partner during the previous month. Among young people, looking for work abroad is equally common among men and women.

How seriously would you consider moving abroad if you had housing, employment and the necessary travel documents?



Have you taken concrete steps to move abroad for an extended period during the previous month?

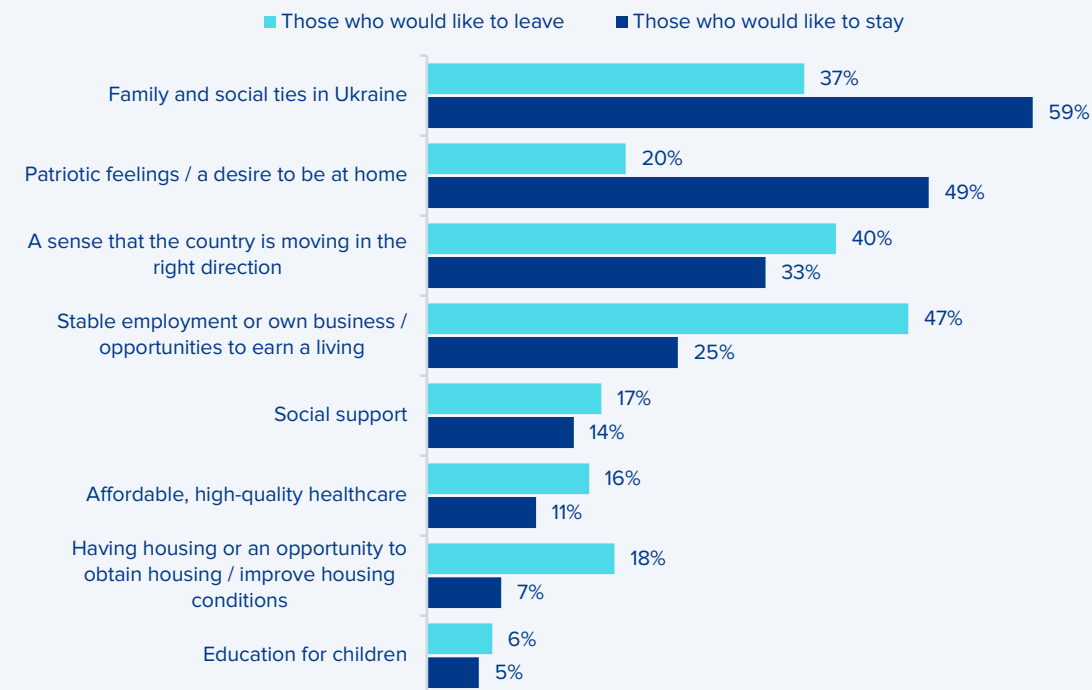


REASONS TO LEAVE AND REASONS TO STAY

The most important reasons to stay are **family / social ties in Ukraine, a sense that the country is moving in the right direction, patriotic feelings and employment / business opportunities**. These were also the most common factors in December 2025. Patriotic feelings are a more important reason to stay in Ukraine for people aged 45 and over. For younger respondents, stable employment / business opportunities (ages 18–44) and housing (ages 18–34) are much more important.

Reasons to leave include uncertainty about Ukraine's future, the search for better economic opportunities and safety concerns. Fear of next winter was reported by 17% of respondents who would like to leave and is higher among residents of Kyiv. Safety concerns and fear of next winter are also more common among people of retirement age (60+).

Reasons to stay



Reasons to leave

Among those who want to leave



VETERANS

Veterans have a somewhat lower employment rate (60%) than the general population of Ukraine. At the time of the survey, around one in five veterans was looking for work.

The government's role in supporting veterans' employment is to provide psychological support, training / retraining, job search assistance and rehabilitation services. **The role of businesses** is to offer remote work, flexible schedules and workplace adaptations for people with disabilities, with government compensation.

Utility bill concessions are the most sought-after government-guaranteed benefits and services. There is substantial unmet need for these concessions, as well as unemployment benefits, rental compensation, psychological / psychiatric care and retraining services.

Most veterans have stable or relatively stable housing conditions. However, some need government support: 10% have unstable housing conditions, such as temporarily staying with friends, and a further 1% face a housing crisis, living in hostels or having no permanent place to live.

Priorities for improving wellbeing:

Expand access to services for which there is substantial unmet need.

Provide targeted assistance to veterans facing unstable housing conditions or a housing crisis. Social rental housing is one possible solution.



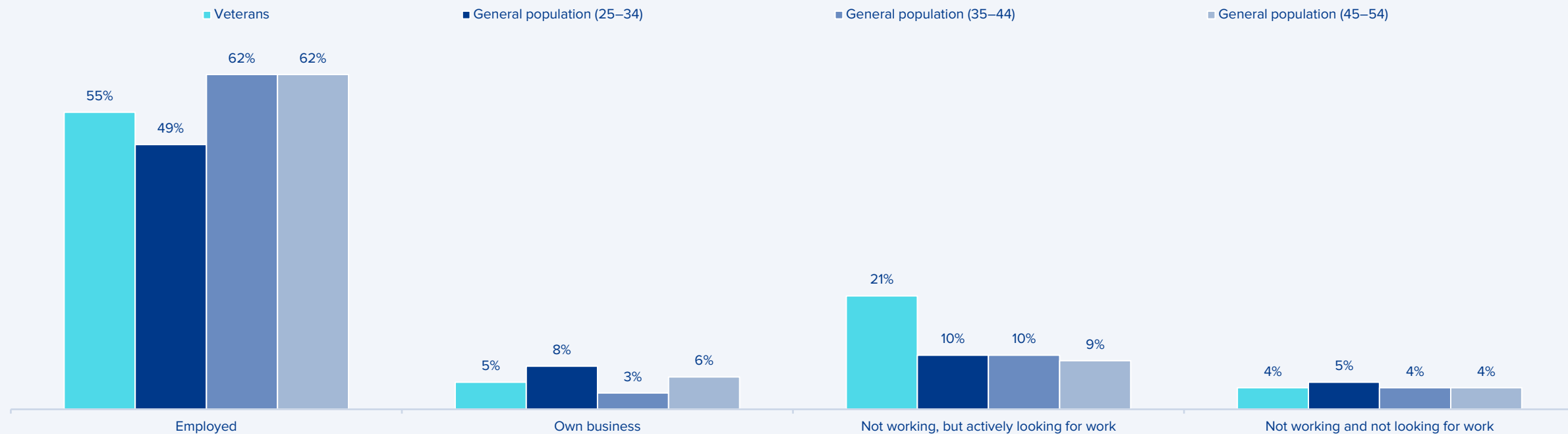
EMPLOYMENT AMONG VETERANS

Employment among the veterans surveyed is somewhat lower than among Ukrainian citizens aged 35–54.

Around 21% of veterans are looking for work.

The share of veterans who are neither working nor looking for work is approximately the same as in the general population. The most commonly cited reasons were the need to recover after military service and an inability to work due to psychological difficulties.

Employment status



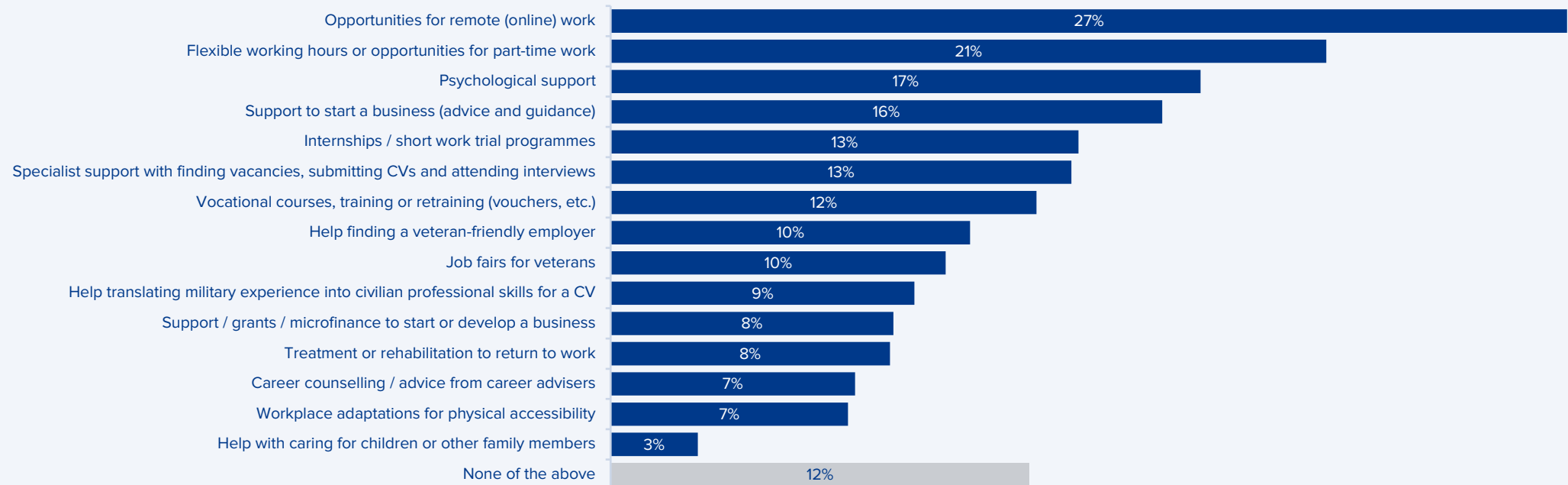
EMPLOYMENT SUPPORT

Remote work and flexible working hours are often important for veterans, including to allow them to continue rehabilitation. These needs are important considerations for cooperation between businesses and the government in supporting veterans' employment.

Psychological care should be viewed both as an investment in the overall system supporting a return to civilian life and as a government contribution to veterans' economic activity. Veterans demobilised in 2025–2026 mentioned psychological support more frequently. Among the types of support already provided by the government, the most common requests also include support to start a business, through both advice and grants, specialist guidance during the job search, and courses and other learning opportunities.

The sectors most frequently of interest to veterans include services, trade, IT, logistics and defence.

What support would be most useful to you in finding, keeping or changing a job?

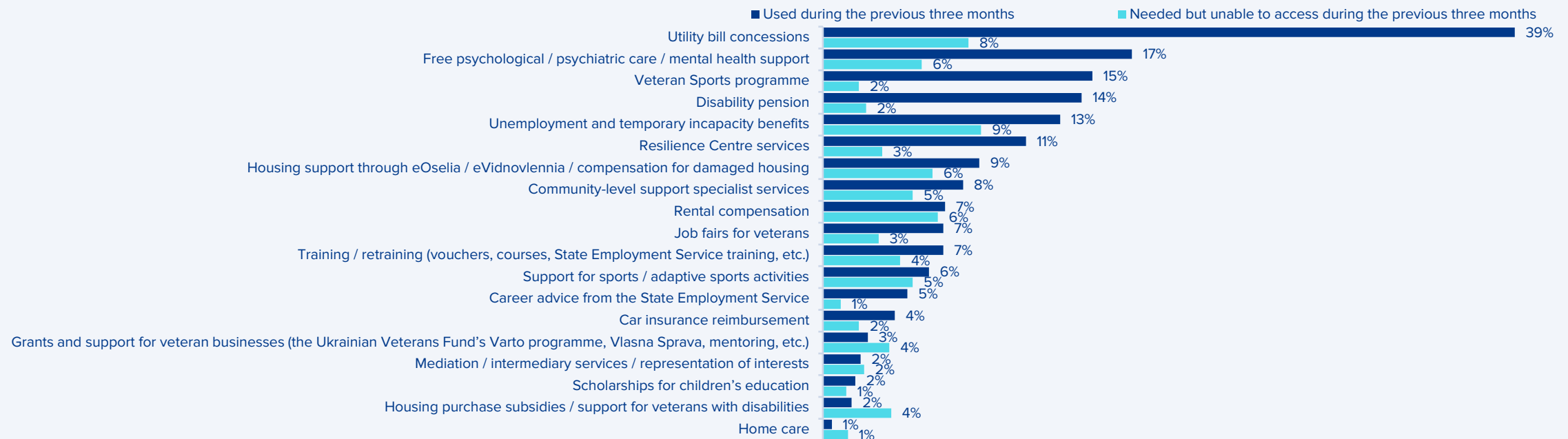


USE OF GOVERNMENT SUPPORT AND INSTANCES OF UNMET NEED

Utility bill concessions are the most common form of support. During the previous three months, 39% used them, while a further 8% tried to obtain this support but were unable to do so. Veterans demobilised in 2023–2024 and 2025–2026 used support specialist services equally often, at around 8%. These services only became available in 2025, indicating that demand also remains relevant for veterans demobilised several years ago.

An analysis of service use relative to reported needs indicates substantial unmet need. For example, among all those who identified vocational training or retraining as a need, only 12% used retraining services provided by the State Employment Service. A further 20% tried to access these services but were unable to do so, while the remainder did not contact the State Employment Service. A similar pattern is observed for other forms of support. Coverage and accessibility need to increase for the main support services.

Which of the following forms of government support have you used during the previous three months? Were there any services that you needed but were unable to access / receive during the previous three months?

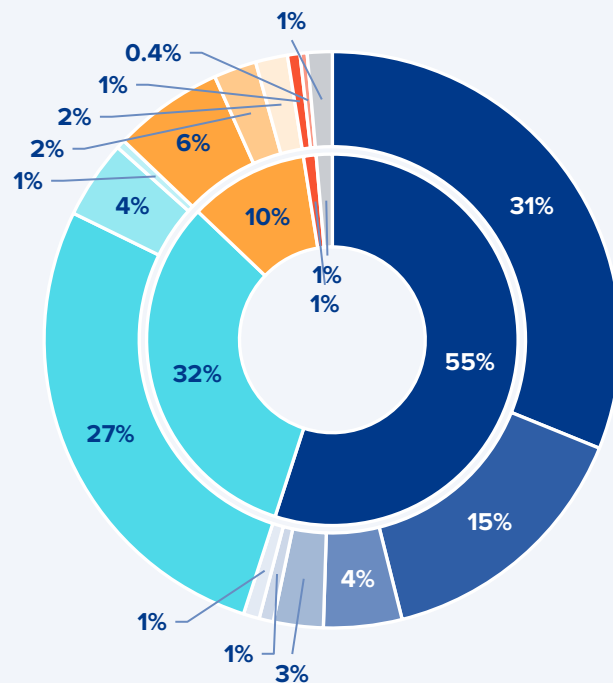


VETERANS' HOUSING CONDITIONS

55% of veterans live in their own homes or homes owned by their families. A further 32% have relatively stable housing conditions, such as renting at their own expense or with government compensation.

Government policy should prioritise veterans with unstable housing conditions (10%), who temporarily stay with relatives or temporarily / permanently stay with friends. A further 1% face a housing crisis, living in hostels or having no permanent place to live. These veterans need government support to improve their housing conditions.

Veterans' housing conditions



Stable housing conditions

- Housing purchased with personal / borrowed funds
- Living permanently with relatives
- Housing purchased through a subsidised loan (eOselia)
- Housing purchased through a housing voucher / eVidnovlennia
- Housing provided by the state / local authorities with ownership rights
- Other

Relatively stable housing conditions (rental)

- Renting at my own expense
- Renting with government compensation
- Housing provided by the state / local authorities for temporary use

Unstable housing conditions

- Temporarily staying with relatives
- Temporarily staying with friends / acquaintances
- Living permanently with friends / acquaintances

Housing crisis

- No permanent place to live
- Living in a hostel

Don't know

RESIDENTS OF FRONTLINE AREAS

For most forms of government support, particularly utility assistance and employment support, a large share of people were unable to access services.

Safety is the main factor that could lead people to leave their communities. Half of respondents consider the installation of anti-drone nets in their communities an urgent need.

One-third of residents of communities in areas of possible or active hostilities have experienced damage to or destruction of their homes. Local authorities and humanitarian organisations have been unable to help everyone affected. Government assistance needs to increase in this area.

12% of residents of communities in areas of possible or active hostilities have unstable housing conditions. Government support should prioritise this group.

Priorities for improving wellbeing:

Expand access to government services, particularly utility bill concessions and employment support.

Install anti-drone nets over roads and at public transport stops.

Increase the government's role in restoring damaged housing.



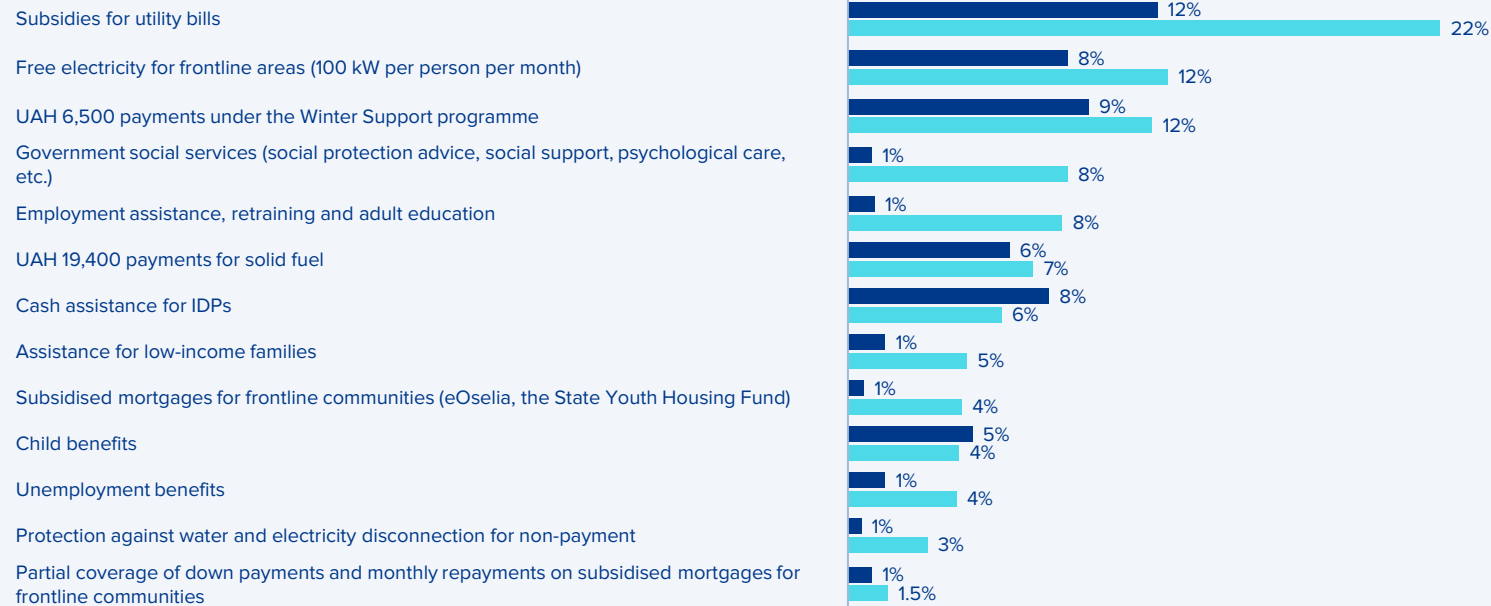
GOVERNMENT SUPPORT FOR RESIDENTS OF FRONTLINE COMMUNITIES

Although dedicated programmes exist for residents of frontline areas, actual use is low. There is substantial unmet need for utility assistance: for each form of support, including subsidies, free electricity and solid fuel payments, the share of people unable to access assistance is approximately equal to or greater than the share who received it. Social services and employment services also have very high rates of unmet need. Housing is identified as a major need by 25% of respondents, but actual use of subsidised mortgages is very low (1%).

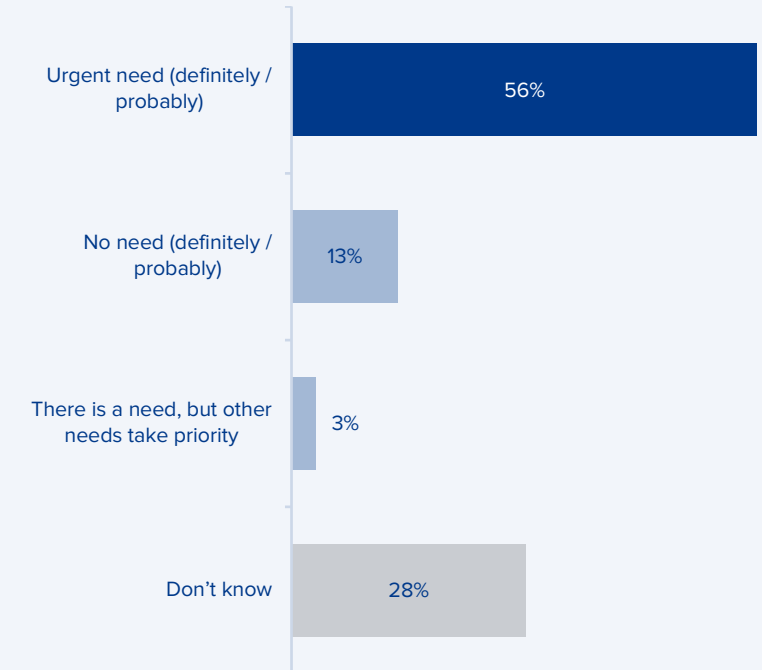
In terms of community safety, 56% of respondents consider the installation of anti-drone nets to counter FPV drones an urgent need.

Programme use during the previous six months and services needed but not accessed / received during the previous six months

■ Used ■ Unable to access when needed



Assessment of the urgency of installing anti-drone nets in the community



PLANS TO LEAVE AND REASONS TO STAY IN A FRONTLINE COMMUNITY

59% of respondents plan to continue living in their communities. 16% plan to leave if the situation deteriorates, while 12% would like to leave but currently cannot do so.

The main reasons to stay in a community are family and loved ones, and having housing. A lack of resources to leave is also relatively common.

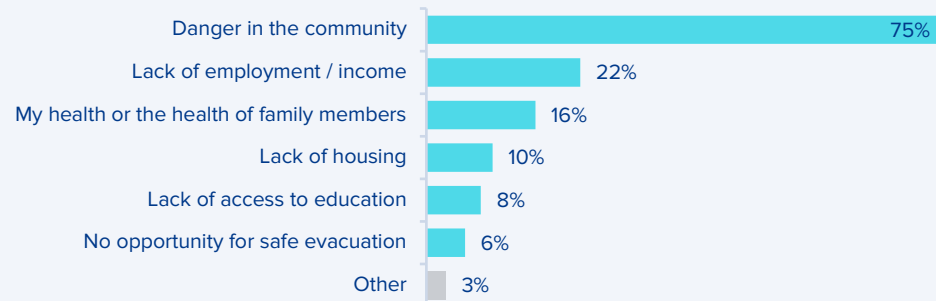
The main reason to leave is danger in the community.

Plans for living in the community over the next three months

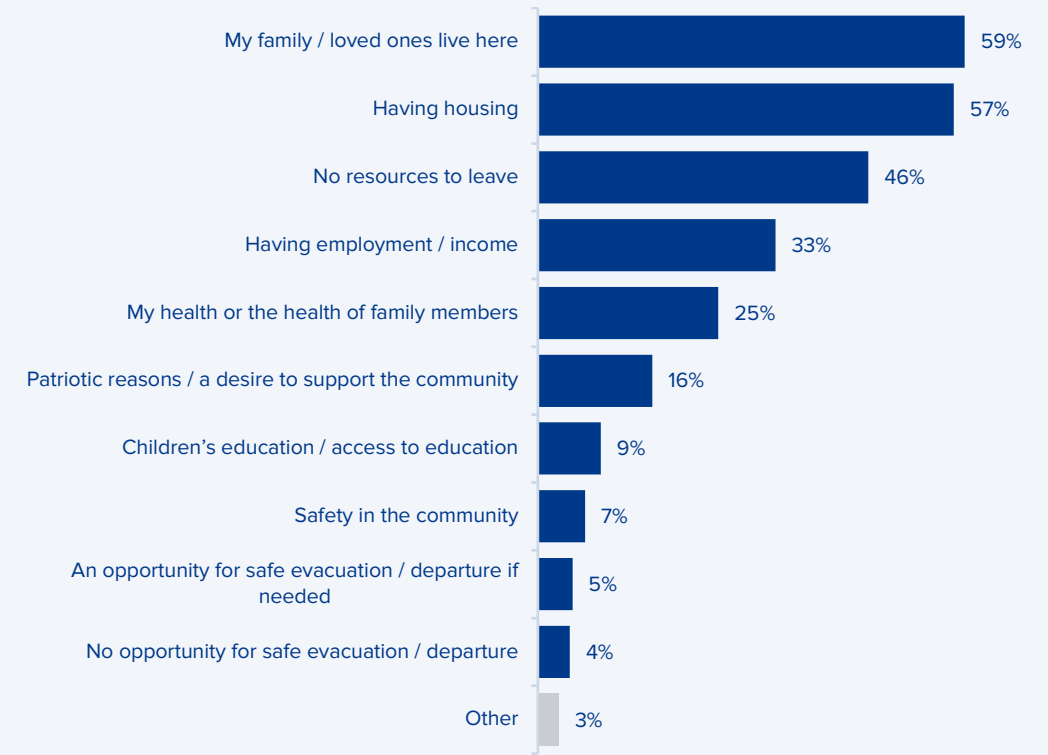


Reasons to leave the community

Percentage of respondents who would like to leave, would leave if the situation deteriorated, or definitely plan to leave



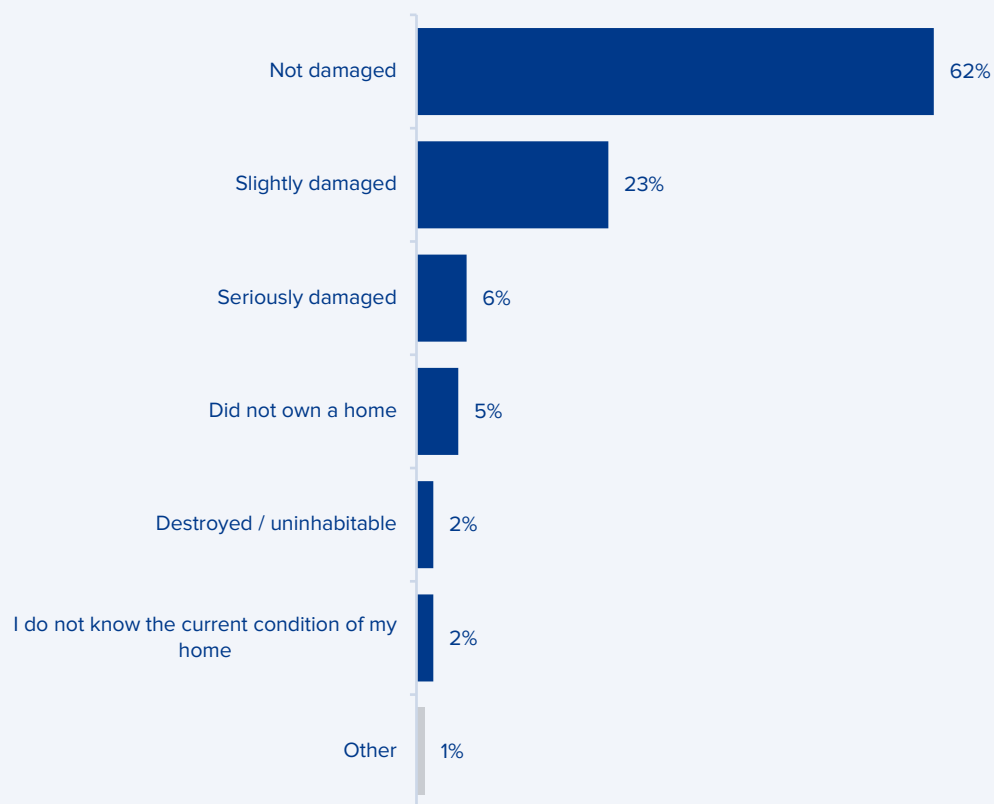
Reasons to stay in the community



HOUSING DAMAGE AND ASSISTANCE WITH RESTORATION

One-third of residents of communities in areas of possible or active hostilities have experienced damage to or destruction of their homes. People most often seek assistance with housing restoration from local authorities and charitable organisations. These institutions may be unable to support everyone who needs help: 65% of those who approached local authorities and 76% of those who approached charitable organisations received assistance. This situation calls for a review of government support priorities for housing restoration in frontline areas.

Housing damage since the full-scale invasion



Where people sought help and whether they received it



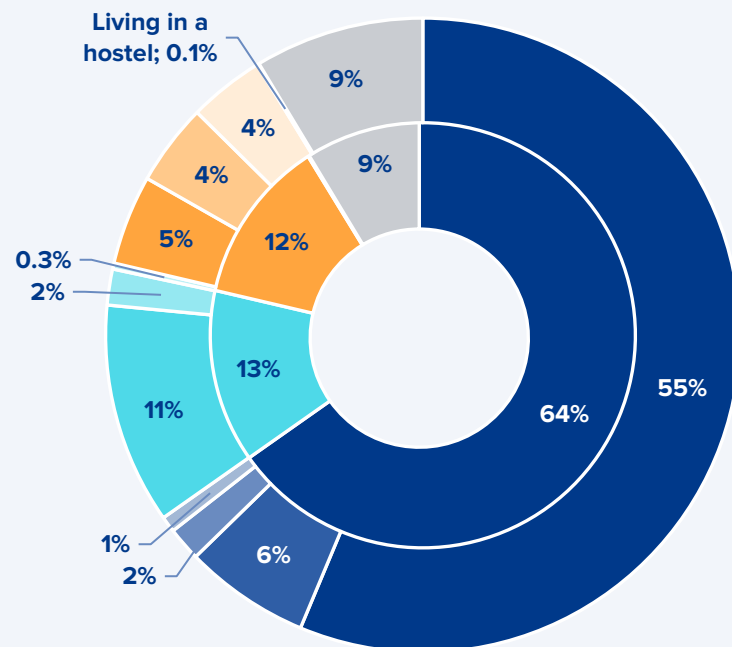
HOUSING CONDITIONS OF RESIDENTS OF FRONTLINE COMMUNITIES

Most residents of communities in areas of possible or active hostilities have stable or relatively stable housing conditions.

Unstable housing conditions, such as temporarily staying with relatives / friends or living in dormitories / temporary accommodation, affect 12% of residents of communities in areas of possible or active hostilities. Government support should prioritise people facing unstable housing conditions or a housing crisis.

Housing conditions of residents of frontline areas

Communities in areas of possible / active hostilities



Stable housing conditions

- Housing purchased with personal / borrowed funds or received from family
- Living permanently with relatives
- Housing provided by the state / local authorities with ownership rights
- Housing purchased through a housing voucher / eVidnovlennia

Relatively stable housing conditions (rental)

- Renting at my own expense
- Housing provided by the state / local authorities for temporary use
- Renting with government compensation

Unstable housing conditions

- Temporarily staying with friends / acquaintances
- Living permanently with friends / acquaintances
- Temporarily staying with relatives

Housing crisis

- Living in a hostel

Don't know

INTERNALLY DISPLACED PERSONS

For many forms of government support, a large share of IDPs were unable to access services, including IDP payments, utility bill concessions, rental subsidies, the Prykhystok programme and subsidised mortgages. Alongside the large share of people unable to obtain utility bill concessions, median utility expenditure accounts for 20% of total expenditure among IDP households.

Support for the education of displaced children is in demand, but many people were unable to access it when they tried, particularly benefits related to higher education.

Employment among IDPs is approximately the same as among other Ukrainian citizens. Demand for employment support is relatively high, but actual coverage by government services is extremely low.

One-quarter of IDPs have unstable housing conditions, while a further 7% face a housing crisis. These IDPs should be a priority for government housing policy. One-third of IDPs believe that they could be evicted from their current homes at short notice.

Priorities for improving wellbeing:

Expand access to government services, particularly utility bill concessions and education benefits.

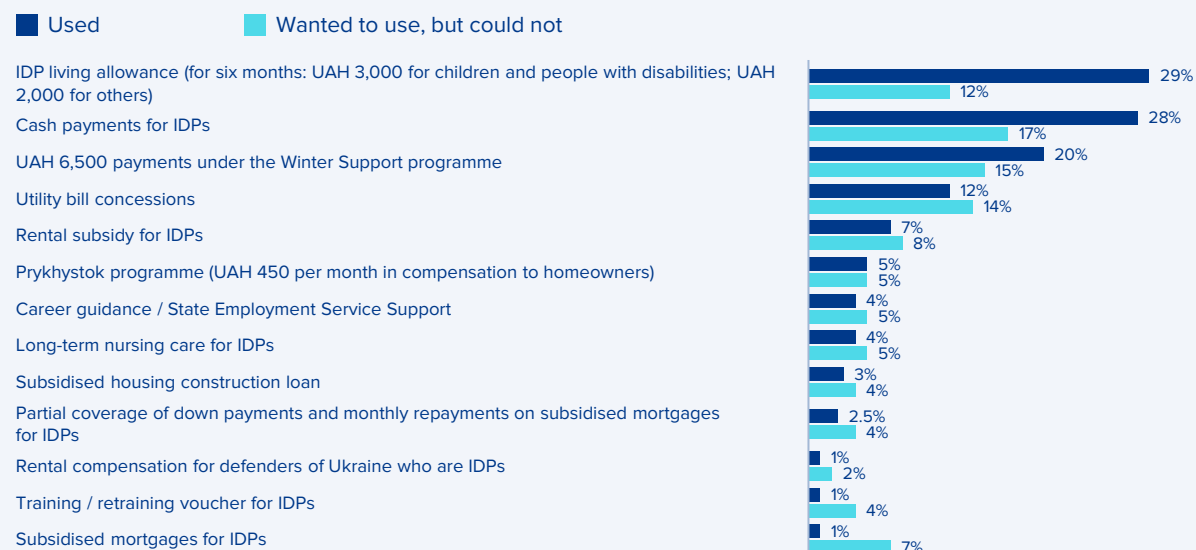
Introduce housing support that can reach more people, such as social rental housing.

USE OF GOVERNMENT SUPPORT AND PROGRAMMES

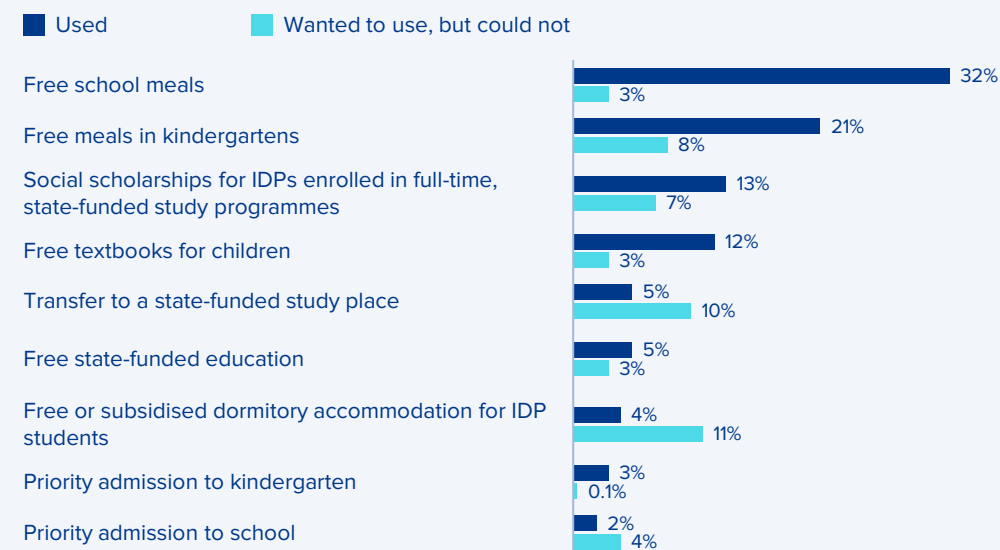
Cash payments for IDPs, living allowances and UAH 6,500 payments under the Winter Support programme are the most commonly used forms of support among IDPs. A substantial share also tried to obtain them but were unable to do so. There is considerable unmet need for housing cost support, including the Prykhystok programme, rental subsidies, subsidised mortgages and utility bill concessions: a large share of IDPs wanted to use these services but could not. At the same time, median spending on rent and utilities accounted for 30% and 20% of total IDP household expenditure, respectively.

Among forms of support for displaced children, free meals in schools and kindergartens were the most commonly used. There is also relatively high unmet need for free meals in kindergartens. Among students with IDP status, there is substantial unmet need for transfers to state-funded study places, free / subsidised dormitory accommodation and social scholarships.

Programme use and services needed but not accessed during the previous six months



Use of services for children and instances where these services could not be accessed during the previous six months



Source: KSE Institute

Note: * For six months: UAH 3,000 for children and people with disabilities; UAH 2,000 for others.

NEED FOR EMPLOYMENT SERVICES AND ACTUAL COVERAGE

IDPs have approximately the same employment rate as other Ukrainian citizens. Among those surveyed, 48% are employees, 3% own a business and 7% are actively looking for work. The most sought-after forms of support include remote work opportunities, flexible working hours, psychological support and vocational courses / training.

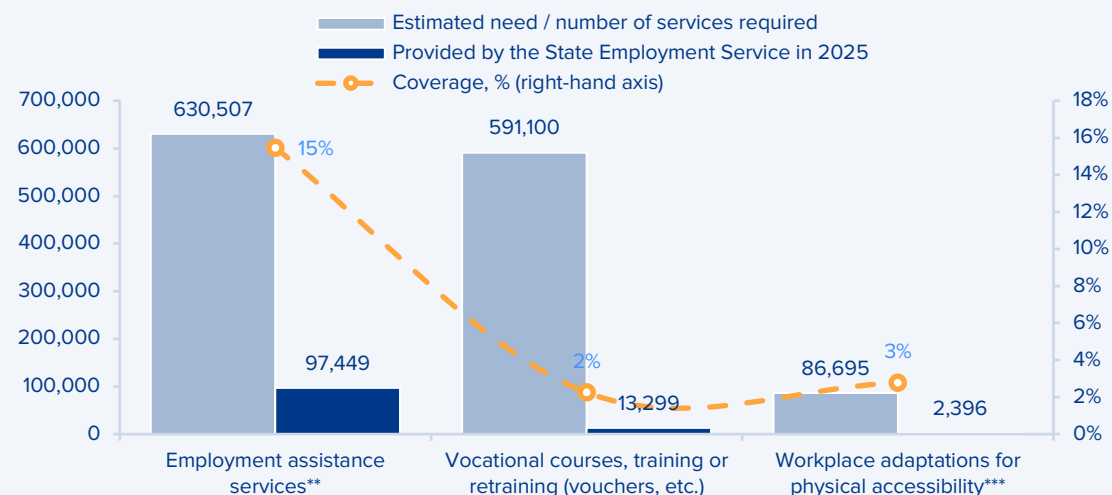
Coverage by the State Employment Service may be too low relative to need. This report estimates demand for services by extrapolating the percentage of respondents reporting a need to the entire officially recorded IDP population*. In 2025, the State Employment Service provided 13,299 retraining services for IDPs. However, 15% of respondents reported needing such a service, equivalent to approximately 591,000 people when extrapolated to the total IDP population. The services provided may therefore have reached only 2% of IDPs who would like to take training or courses. A similar situation is observed for job search assistance and workplace adaptations for physical accessibility. This calculation is illustrative because the study sample is not representative of the entire IDP population. The resulting figures should therefore be interpreted as indicative of trends and as an example of an approach to analysing needs.

Support to find, keep or change a job

Percentage of all respondents



Modelling the number of government services needed to cover the target IDP population



Source: KSE Institute estimates based on survey data and State Employment Service data.

Note: * Estimated need is calculated using the number of IDPs, excluding children, at the time of writing: 3.94 million people.

** Estimated demand for employment assistance uses the response options "Specialist support" and "Career counselling". The services provided to IDPs by the State Employment Service in 2025 cover a broader range of services, so actual coverage relative to need may be lower.

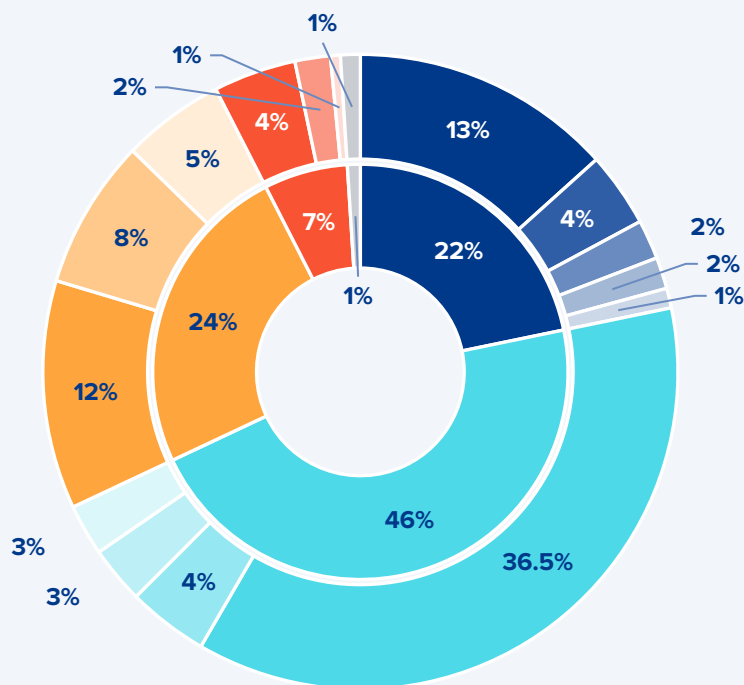
*** These services cover all people with disabilities, not only IDPs. The calculation uses State Employment Service data on workplace adaptations for people with disabilities.

HOUSING CONDITIONS OF IDPs

The share of IDPs covered by housing purchase programmes is very small: only 3% live in homes purchased through subsidised loans or eVidnovlennia.

Around one-quarter of IDPs have unstable housing conditions, such as temporarily staying with friends / relatives. A further 7% face a housing crisis, living in hostels or collective accommodation centres for IDPs, or having no permanent place to live. Government support should prioritise these people.

Housing conditions of IDPs



Stable housing conditions

- Living permanently with relatives
- Housing purchased with personal / borrowed funds
- Housing purchased through a housing voucher / eVidnovlennia
- Housing provided by the state / local authorities with ownership rights
- Housing purchased through a subsidised loan (eOselia)

Relatively stable housing conditions (rental)

- Renting at my own expense
- Renting with government compensation
- Housing provided by the state / local authorities for temporary use
- Housing provided by charitable / volunteer organisations

Unstable housing conditions

- Temporarily staying with relatives
- Temporarily staying with friends / acquaintance
- Living permanently with friends / acquaintances

Housing crisis

- Living in a temporary collective accommodation centre for IDPs
- Living in a hostel
- No permanent place to live

Don't know (1%)

PROFESSIONAL BURNOUT AND WORKING CONDITIONS AMONG HEALTHCARE PROFESSIONALS AND TEACHERS

A substantial share of healthcare professionals and teachers show signs of moderate or high professional burnout. Work-related burnout is comparable to that observed in other European countries. However, burnout associated with working directly with people is, on average, higher among Ukrainian professionals than among their counterparts in other European countries. This may reflect the context of providing services / support during the war.

Migration intentions among healthcare professionals are at the same level as in the general population. Among teachers, willingness to leave Ukraine if circumstances permit is somewhat lower than in the general population. The main risk to human capital in education is that 21% of teachers intend to stop working in public education within the next six months.

The salary increase introduced by the Government for teachers has been implemented unevenly. A substantial share of professionals expected a larger actual increase in line with the changes announced by the Government.

Priorities for improving wellbeing:

Monitor teachers' salary increases at the regional level.

Reduce the administrative burden on healthcare professionals and complete the transition to electronic medical records.

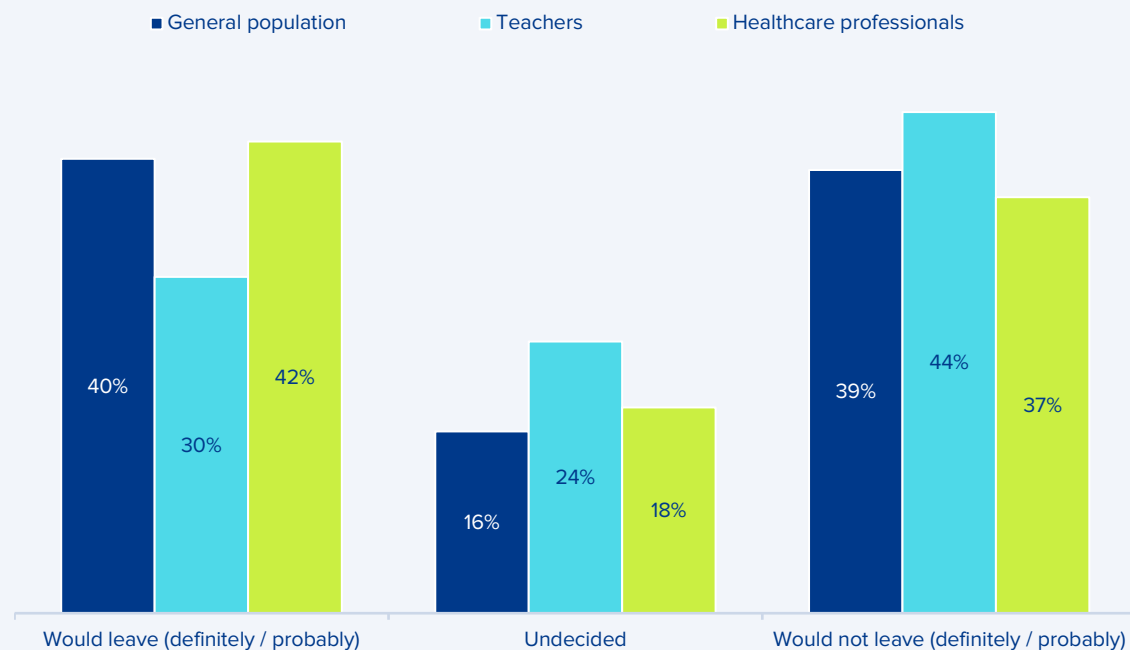


MIGRATION INTENTIONS ARE LOWER AMONG HEALTHCARE PROFESSIONALS AND TEACHERS

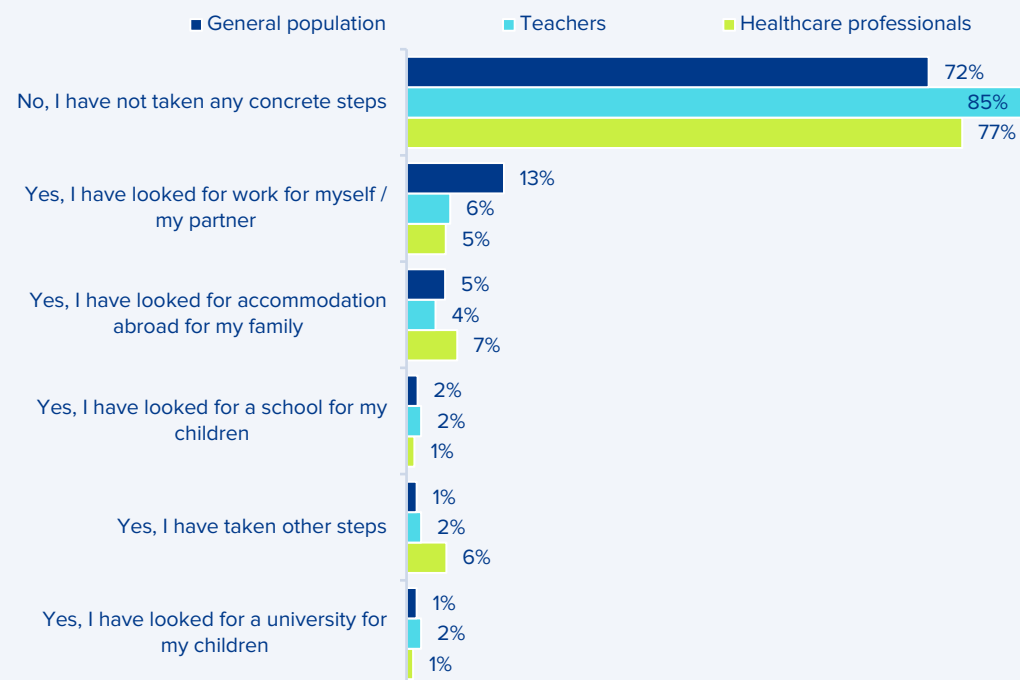
Migration intentions and concrete steps to leave among healthcare professionals are no higher than in Ukraine's general population, and may be somewhat lower among teachers.

Most healthcare professionals and teachers did not take concrete steps to move abroad during the previous month.

Imagine that you currently had a real opportunity to move abroad for an extended period, with housing, employment / income and the necessary documents for you and your family. How seriously would you consider this option?



During the previous month, have you taken concrete steps, such as looking for accommodation, employment or a place to study, to move abroad for an extended period?



REASONS TO LEAVE AND REASONS TO STAY IN UKRAINE

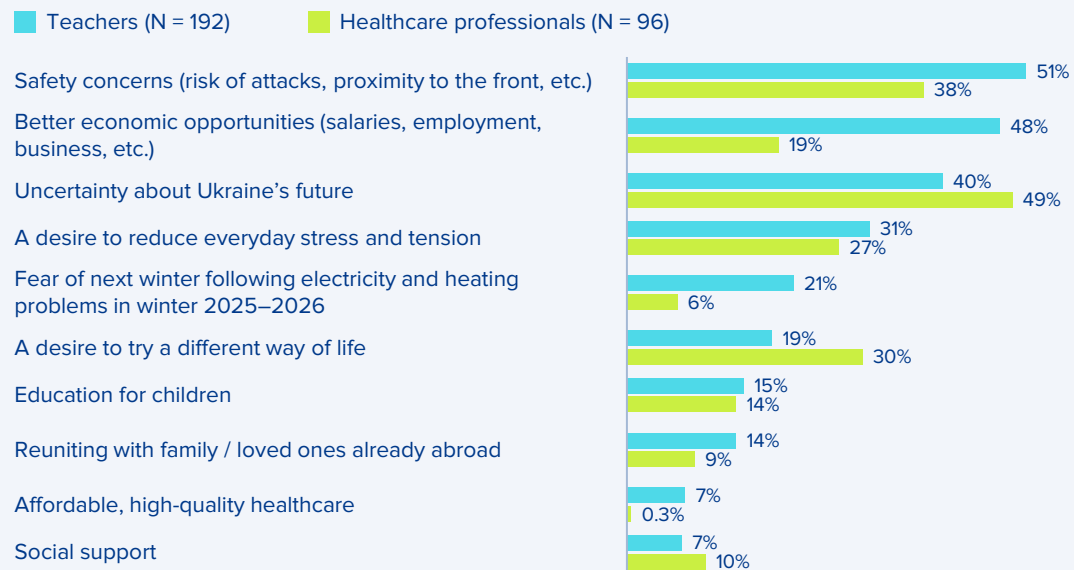
Among their reasons to stay in Ukraine, healthcare professionals most frequently cited family and social ties in Ukraine, stable employment and opportunities to earn a living, and a sense that the country is moving in the right direction.

Among their reasons to leave, healthcare professionals most frequently cited uncertainty about Ukraine's future and safety concerns. A desire to work abroad for higher pay was mentioned by 28% of healthcare professionals who do not rule out leaving if circumstances permit, while a desire to practise medicine under better working conditions was mentioned by 3%.

For teachers, reasons to stay in Ukraine include family and social ties, stable employment and the relative safety of their place of residence. Reasons to leave include safety concerns, better economic opportunities abroad and uncertainty about Ukraine's future.

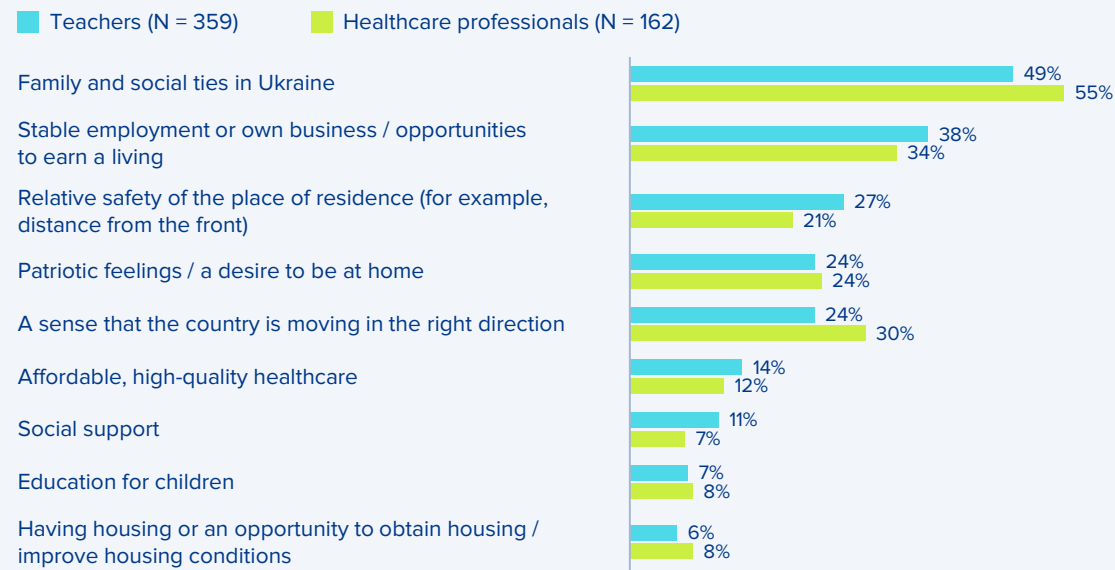
Which reasons would be most likely to prompt you to move abroad for an extended period?

Percentage of respondents who do not rule out moving abroad for an extended period



Which factors are most important to you in deciding to remain in Ukraine?

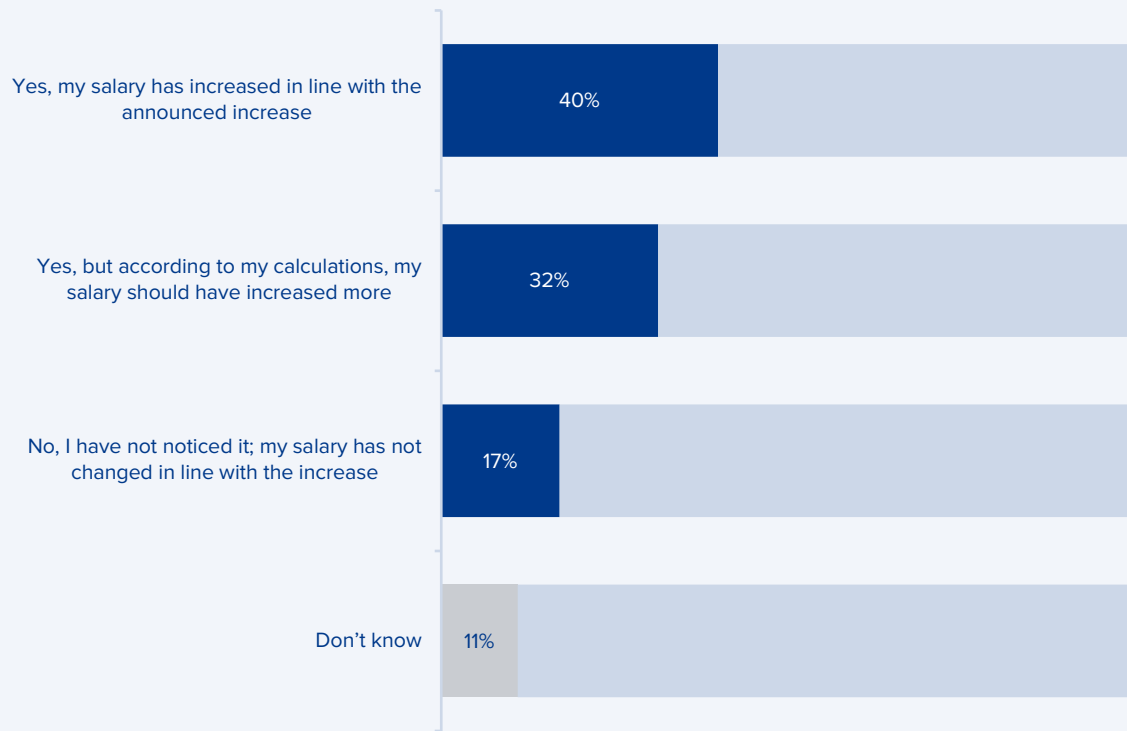
Percentage of all respondents



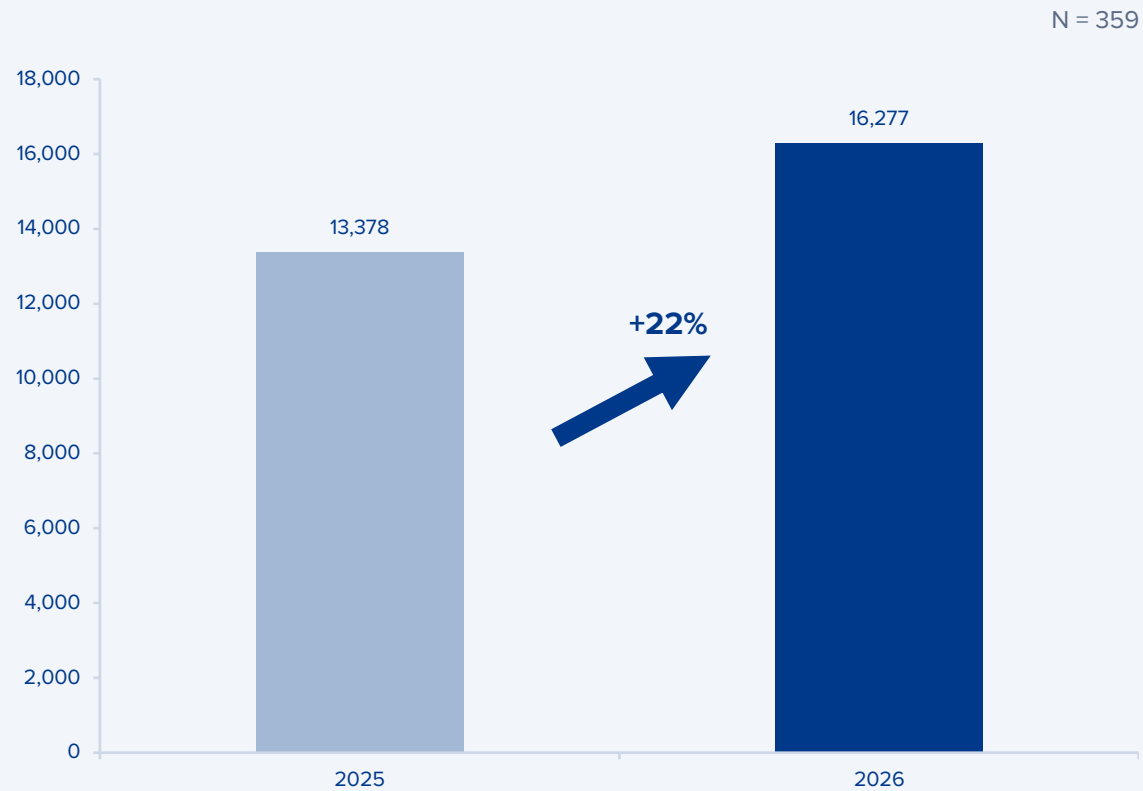
TEACHERS' SALARY INCREASES

In December 2025, the Government announced salary increases for teachers and social workers (Government Resolution No. 1750 of 26 December 2025). In May 2026, only 40% of teachers reported that their salaries had increased since the beginning of the year in line with the announced increase. 32% said that, according to their calculations, their salaries should have increased more, while a further 17% had noticed no increase. The average salary increase in 2026 was 22%.

From January 2026, the Government increased the base salary for all teachers in Ukraine. Have you noticed this increase?



Changes in teachers' average salaries (2025–2026)

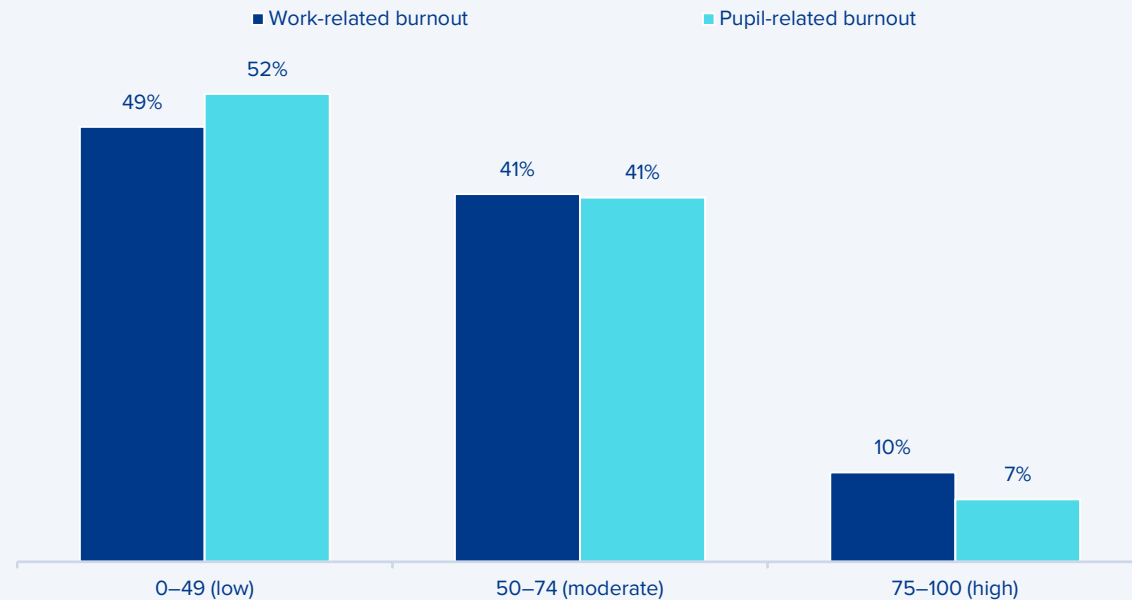


PROFESSIONAL BURNOUT AMONG TEACHERS

On the work-related burnout scale, 41% have moderate burnout and 10% have high burnout. The main factors are feeling exhausted at the end of the working day and lacking the energy to spend time with family and friends outside work. On the pupil-related burnout scale, 41% have moderate burnout and 7% have high burnout. The main factors are feeling that they give more than they receive in return, and feeling tired of working with pupils. No differences in burnout levels are observed by age or region of residence.

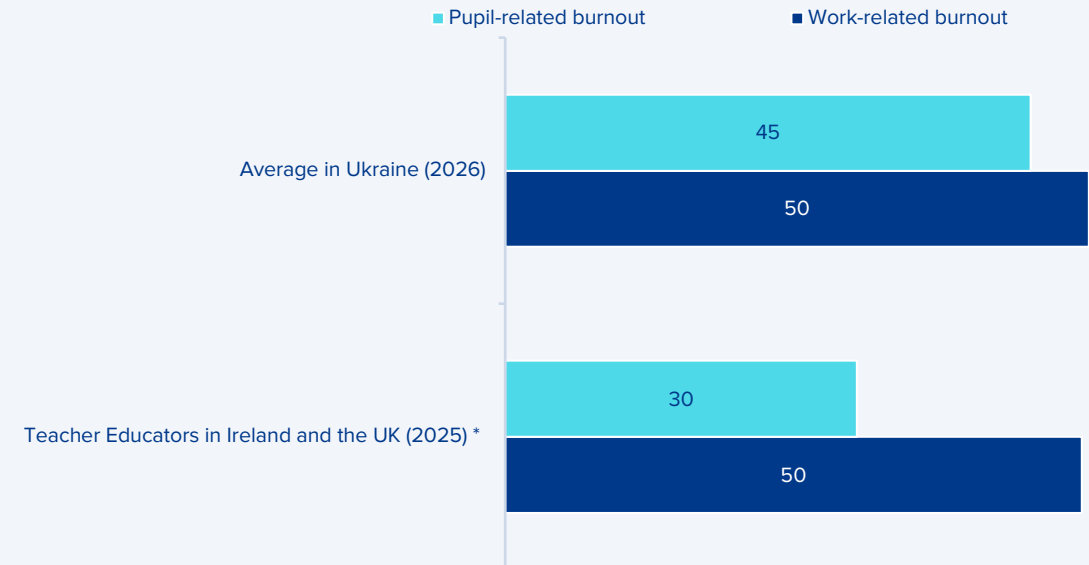
A recent study conducted in the UK and Ireland shows comparable levels of work-related burnout among British and Irish teachers, while pupil-related burnout is higher in Ukraine.

Prevalence of burnout



Burnout among teachers in Ukraine and other countries

Mean score on a burnout scale from 0 to 100



Source: KSE Institute

Note: * <https://www.sciencedirect.com/science/article/pii/S2666374025000561>

** <https://www.tpm.org/wp-content/uploads/2017/06/Vol-22.4.7.pdf>

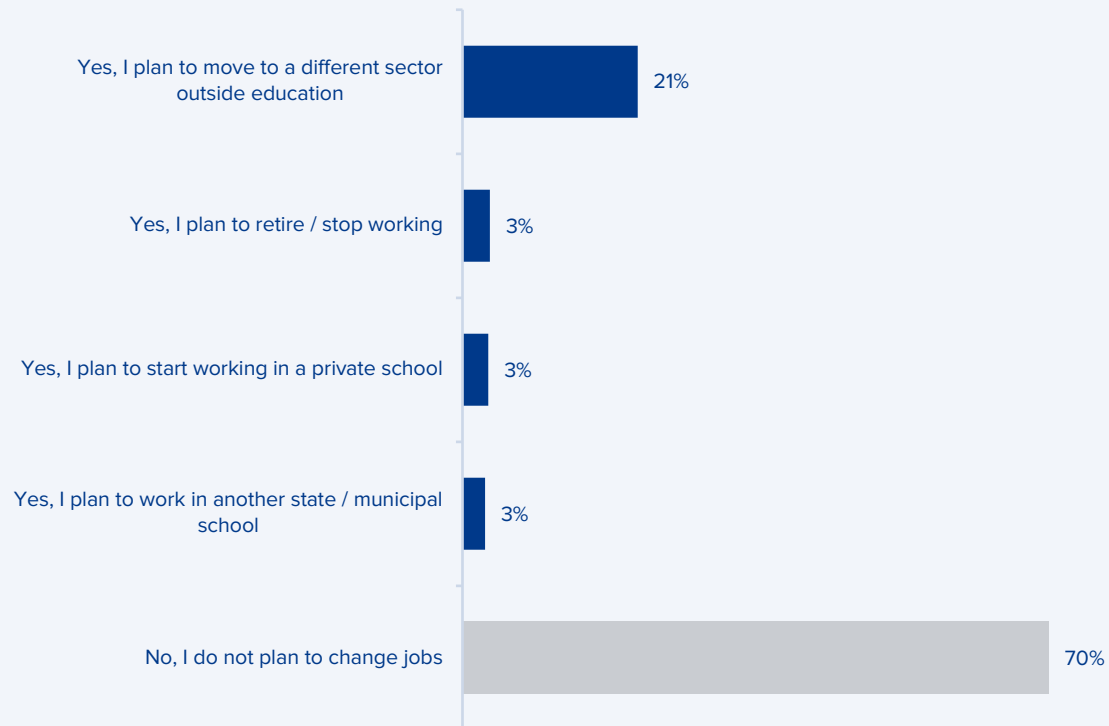
EMPLOYMENT PLANS IN PUBLIC EDUCATION

Moving to another sector is the greatest risk of human capital loss in public school education: 21% of teachers report an intention to do so within the next six months. An intention to change jobs is generally more common among teachers with high or moderate burnout.

The main measures that could persuade teachers to reconsider leaving their jobs are higher pay (79%), a reduced workload (30%) and better working conditions (26%).

Do you plan to change your main job within the next six months?

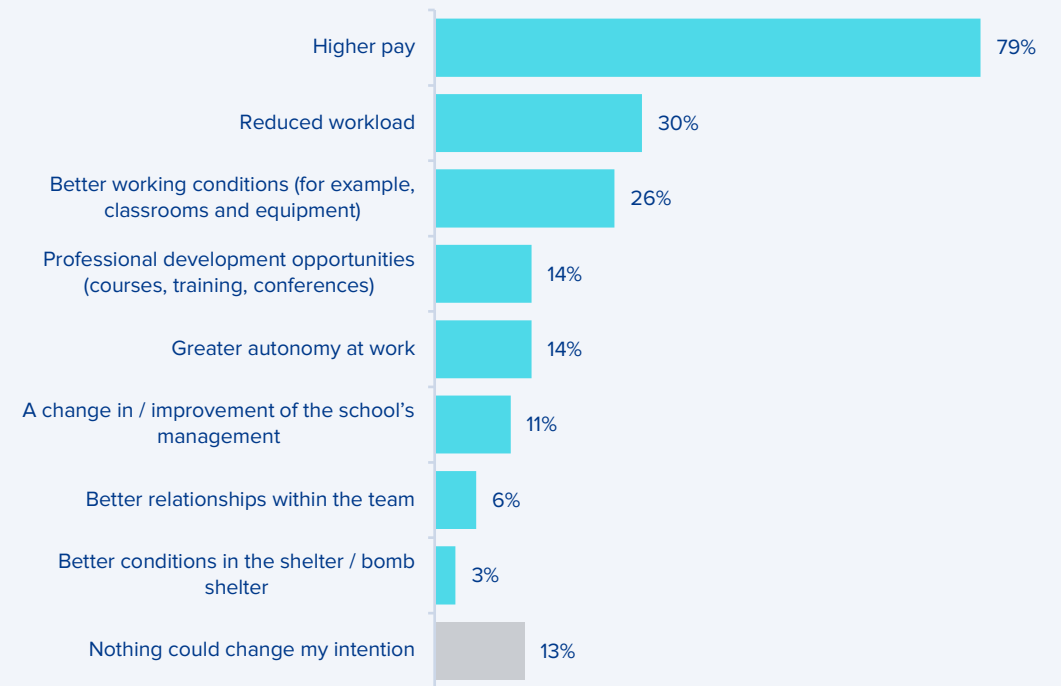
N = 359



What could change your intention to change jobs?

Percentage of those planning to change jobs

N = 107



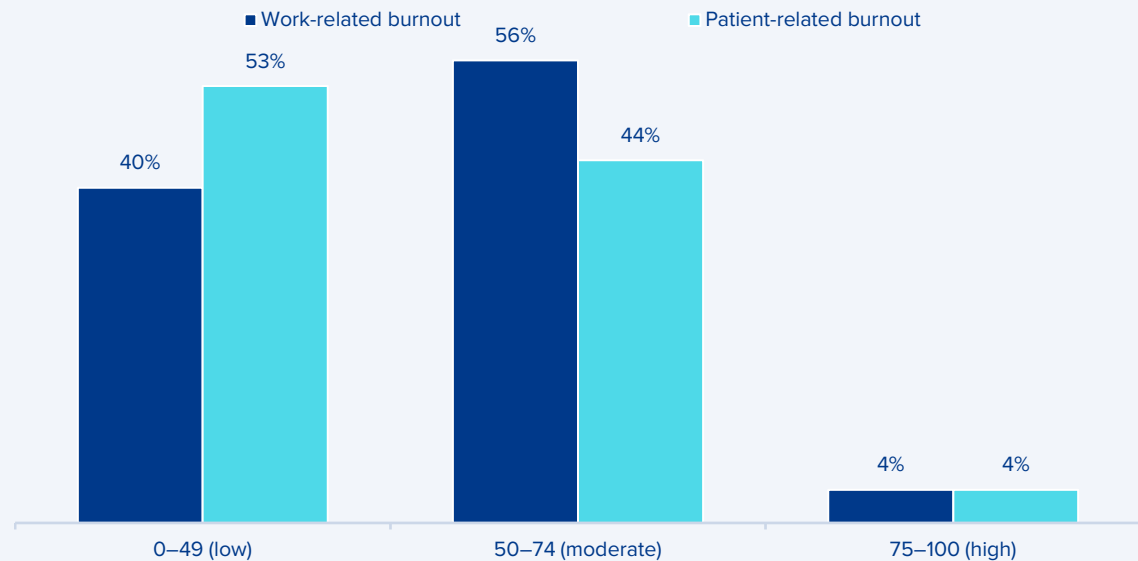
PROFESSIONAL BURNOUT AMONG HEALTHCARE PROFESSIONALS

On the work-related burnout scale, 56% have moderate burnout and 4% have high burnout. Among individual burnout indicators, the highest mean scores relate to feeling exhausted at the end of the working day and lacking the energy to spend time with family and friends outside work.

On the patient-related burnout scale, 44% have moderate burnout and 4% have high burnout. The main factors are feeling that they give more than they receive in return when working with patients, and wondering how much longer they can continue working with patients.

Burnout levels among healthcare professionals in Ukraine are comparable to those recorded in studies in Latvia and Poland, but higher than those recorded in Italy.

Prevalence of burnout



Burnout among healthcare professionals in Ukraine and other countries

Mean score on a burnout scale from 0 to 100



Source: KSE Institute

Note: * <https://www.mdpi.com/1660-4601/22/5/761>

** <https://pmc.ncbi.nlm.nih.gov/articles/PMC9638242/>

*** <https://pubmed.ncbi.nlm.nih.gov/32051717/>

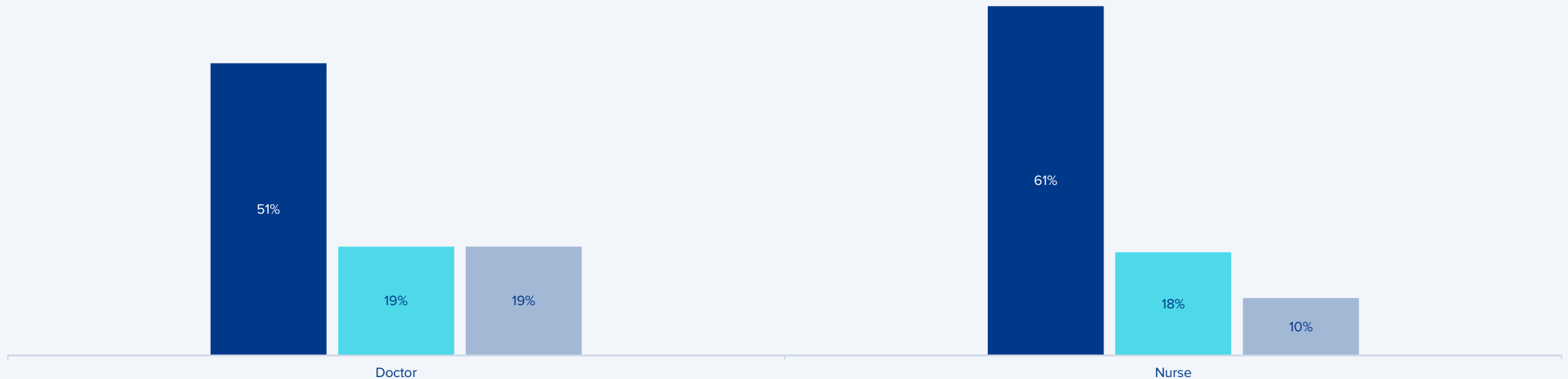
HOW HEALTHCARE PROFESSIONALS SPEND THEIR WORKING TIME

Doctors spend around half of their working time directly with patients. Maintaining paper and electronic medical records each takes a further 19% of their time on average. A similar situation is observed in other countries. For example, a 2022 study in the UK found that doctors spend an average of 38% of their working time on medical documentation*.

Completing the transition from paper to electronic medical records could help healthcare professionals use their working time more efficiently and reduce their workload.

What percentage of your working time do you spend on...

■ Working directly with patients ■ Maintaining paper records ■ Maintaining electronic records



Source: KSE Institute

Note: * <https://blog.hettshow.co.uk/research-reveals-clinicians-spend-a-third-of-working-hours-on-clinical-documentation>

CASE STUDY: SALARIES, BURNOUT AND PLANS OF SOCIAL WORKERS

A substantial share of social workers show signs of moderate or high professional burnout. Work-related burnout is comparable to that observed in Romania during the COVID-19 pandemic, while client-related burnout may be higher in Ukraine.

The salary increase introduced by the Government for social workers may not have reached the planned level: only half of respondents report an increase.

Priorities for improving wellbeing:

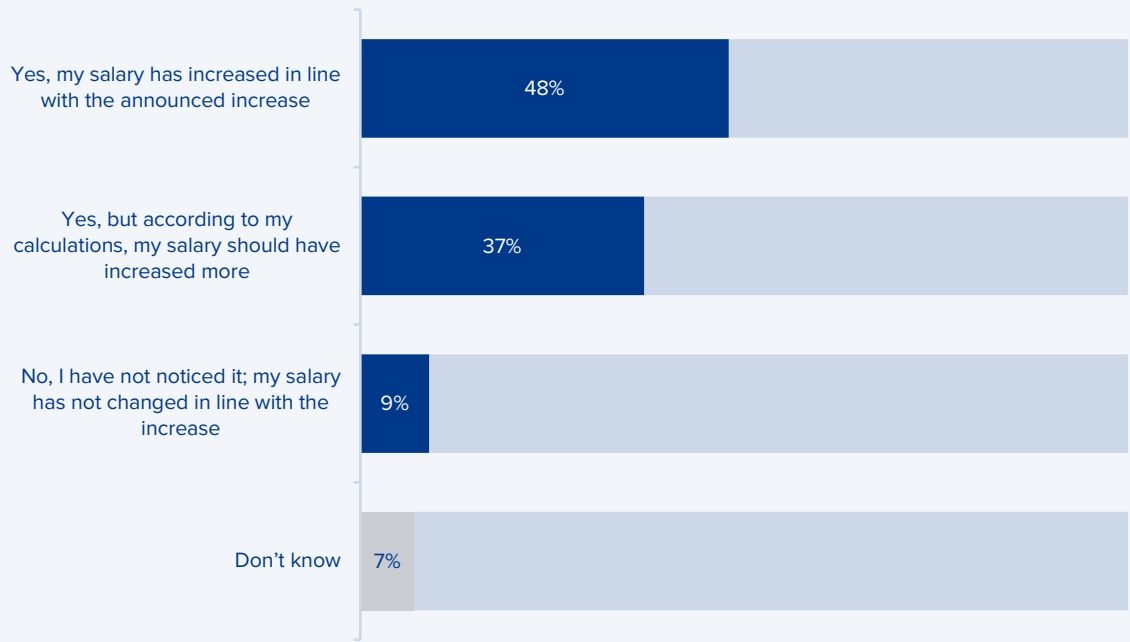
Monitor salary increases at the regional level.

SOCIAL WORKERS' SALARY INCREASES

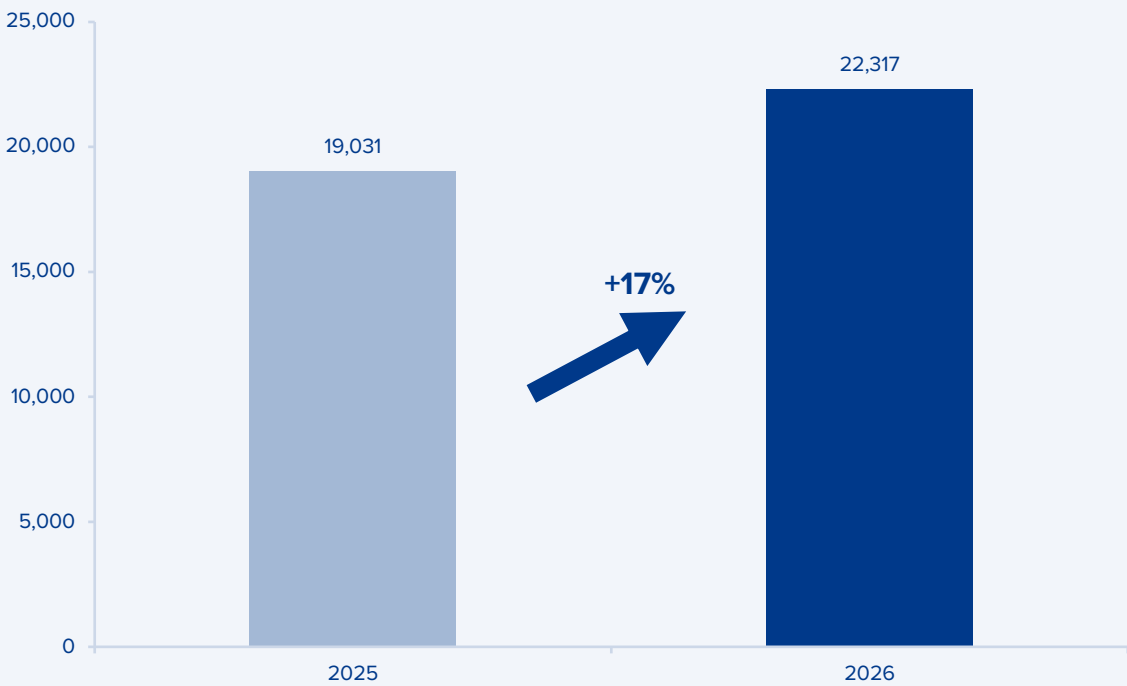
Average salaries increased by 17% in 2026 compared with 2025. For professionals employed specifically as social workers, the average increase was 19% compared with 2025. For professionals in other roles, including social care workers, social pedagogues and home-based social assistance specialists, whose salaries were due to increase under Government Resolution No. 1750, actual growth ranged from 4% to 9%.

Only half of respondents report that their salaries increased in line with the announced increase.

From January 2026, the Government increased the base salary for all providers of social and rehabilitation services in Ukraine. Have you noticed this increase?



Changes in social workers' average salaries (2025–2026)



Source: KSE Institute

PROFESSIONAL BURNOUT AMONG SOCIAL WORKERS

More than 70% of the social workers surveyed have moderate / high burnout. The highest mean scores relate to feeling exhausted at the end of the working day, feeling that they give more than they receive in return, and feeling tired of working with clients. On average, social workers spend 61% of their working time with clients, while 24% is spent on documentation and administrative procedures.

Social workers most often attribute burnout to low pay and a lack of recognition / gratitude from clients.

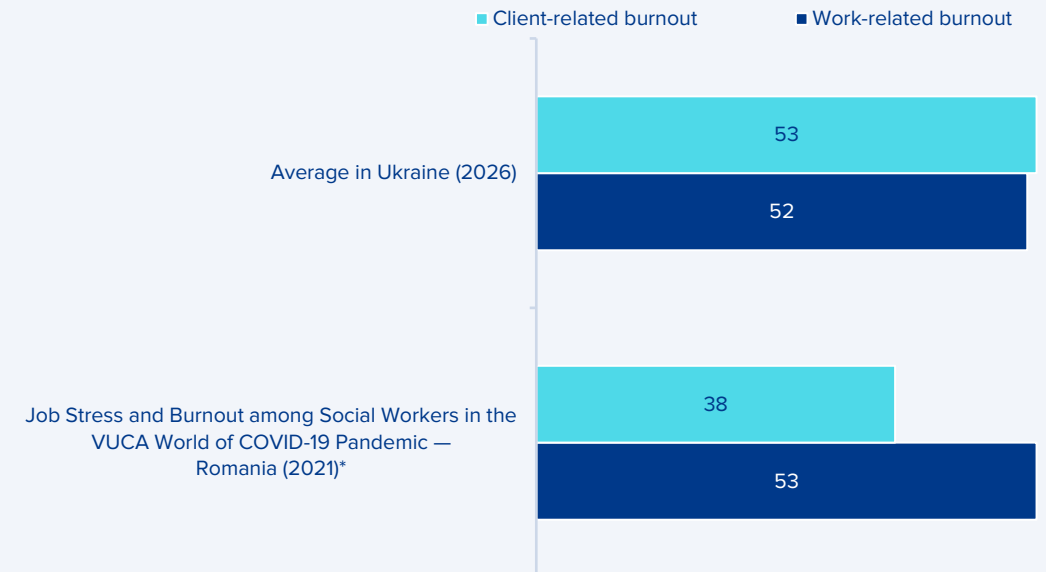
Work-related burnout levels among social workers in Ukraine are comparable to those recorded in studies conducted in Romania during the COVID-19 pandemic. However, client-related burnout may be higher in Ukraine than in Romania.

Prevalence of burnout



Burnout among social workers in Ukraine and other countries

Mean score on a burnout scale from 0 to 100



Source: KSE Institute

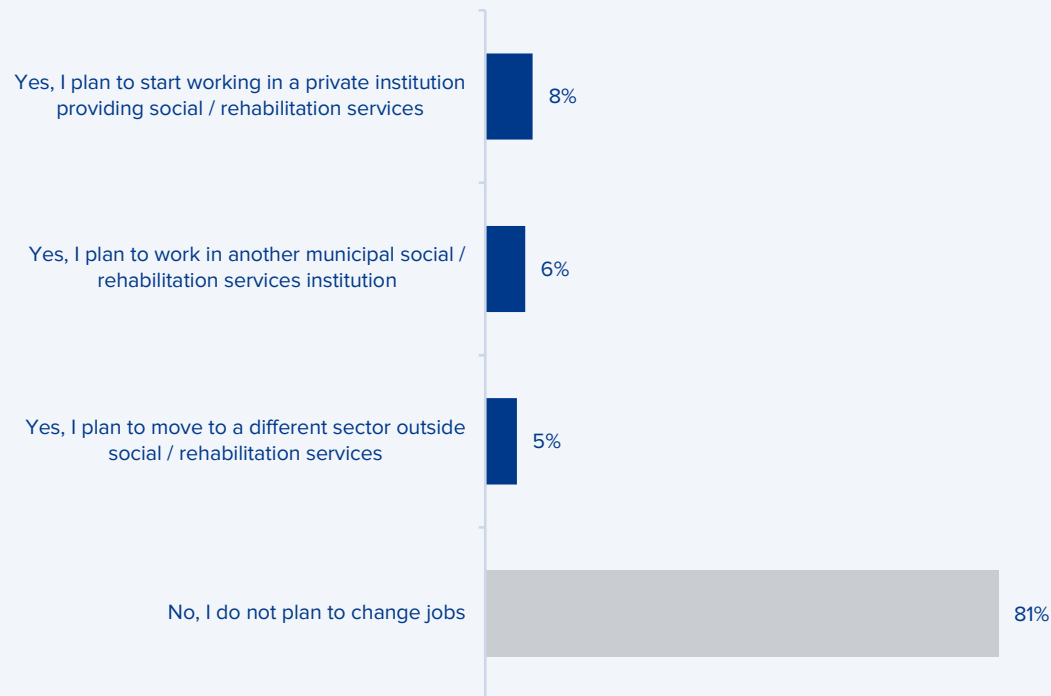
Note * <https://www.mdpi.com/2071-1050/13/13/7109>

EMPLOYMENT PLANS IN PUBLIC SOCIAL SERVICES

86% of social workers have only one job, while 13% have additional work in the same field in the private sector. Over the next six months, 8% plan to move to the private social services sector, 5% plan to change sectors, and a further 6% plan to move to another municipal social services institution.

Those planning to change jobs most frequently cited higher pay, a reduced workload, more professional development opportunities and better working conditions as factors that could persuade them to stay in their current jobs.

Do you plan to change jobs within the next six months?



What could change your intention to change jobs?

Percentage of respondents planning to change jobs

