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2023  
UKRAINE

# POST-WAR RECOVERY

study of perceptions and practices of the  
reconstruction of Ukraine within the  
framework of the European integration  
process among experts in the target areas

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# ABOUT THE PROJECT

The Fama Research Agency conducted a study for the "Restoring Ukraine Together" project, which is being implemented by the National Interests Advocacy Network (ANTS) with financial support from the European Union.

## Objective of the Study:

The aim was to investigate the perspectives and practices of experts in targeted areas related to Ukraine's reconstruction within the framework of the European integration process.

Surveys were carried out using the push-to-web method, focusing on experts in three key areas: culture, marine and river transport, and financial monitoring.

The survey unfolded in two stages: the initial wave of the expert survey took place in June-July 2023, involving a sample size of 85 respondents. The second wave occurred during October-November 2023. The sample size of experts who participated in both waves was 38 respondents, while the sample size of those who only participated in the second wave was 96 respondents.

## ★ for reference

**Important Note:** The primary objective of the expert survey is to screen expert opinions on reconstruction, rather than achieving representativeness. Therefore, the study results do not represent the opinions of all experts in the target areas but rather demonstrate general trends in judgments and practices.

It should be highlighted that experts in the fields of marine and river transport, as well as financial monitoring, proved to be a challenging group to reach during the survey, resulting in their minimal representation in the sample.

Due to the haphazard recruitment of respondents and the absence of information about the general population, **the comparison of results between the two waves is only possible within the context of experts who participated in the survey.** Changes in assessments within the two waves do not necessarily reflect the general population but rather indicate shifts in the judgments of those respondents who took part in the survey.

# RESUME

This report presents two indicators of awareness regarding the Reconstruction Plan and the level of implementation of EU legislation and practices – **declared** and **real**. Declared knowledge is based on the expert's claim of awareness, while actual awareness is determined by the correct response to a test question about the phenomenon.

**The vast majority of experts surveyed in the target areas, participating in both survey waves, declare their awareness of Ukraine's Recovery Plan. However, only half of them are truly informed** [meaning they understand that the Recovery Plan is primarily declarative]. Among respondents in the first wave, 40% claimed awareness. For those experts participating in only one wave, 70% declared their knowledge of the Plan, with the actual percentage being 30%. Participants from the expert platform are notably more informed about the Plan than non-members.

**40% of respondents from both waves declare their understanding of the level of EU legislation and practices implementation. However, most are unaware that the EU Association Agreement does not encompass all the requirements for candidates to attain the status of an EU member**, resulting in the real awareness being half of the declared percentage. The awareness percentage among first-time survey participants remains largely consistent.

**As of the second wave, half of the participants in both waves are aware of the development or implementation of Recovery Plans in their industry but are not actively involved.** A third of respondents are personally engaged in the development process. Only 16% of the surveyed experts lack awareness of these initiatives. Among those participating for the first time, one-third actively contributes to Plan development, while another third remains uninformed. Every second non-participant recognizes the importance of involvement, whereas every fifth individual does not perceive such a necessity.

**Experts who participated in both waves mostly assert that existing recovery plans for Ukraine in their field align with EU legislation and practices.** Only 9% disagreed with this statement. Interestingly, among respondents in the first wave, a significantly higher number hesitated in their response. Results from those who participated only in the second wave are comparable.

**Most respondents from the second wave agree with the statement that Ukraine's recovery plans should be developed in accordance with EU legislation and practices.** Half of those interviewed in the first wave shared this view.

**Culture, particularly the preservation of cultural heritage and the restoration and development of culture and its industries, emerged as the most prioritized area for recovery.** This trend is attributed to the majority of interviewed experts working in the cultural sector.

**Among surveyed experts, the most popular sources of information acquisition are social networks, work, and official government sources.** Notably, experts participating in both survey waves more frequently utilize social networks (50%), while those participating for the first time more often rely on workplace information (45%).



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# DYNAMICS OF PERCEPTIONS AND PRACTICES OF EXPERTS IN THE TARGET AREAS OF UKRAINE'S RECONSTRUCTION

# 01

# DYNAMICS OF PERCEPTIONS AND PRACTICES OF EXPERTS IN THE TARGET AREAS OF UKRAINE'S RECONSTRUCTION

## ★ for reference

The report presents the responses of experts in the target areas of Ukraine's reconstruction who participated in the first and second waves of the survey.

The sample size in the first wave of the survey is 85 respondents, and in the second wave - 38.

**Importantly!** The selection of cases was random, and the samples in both waves are small and vary in size, so the difference between the data does not necessarily indicate a real change in estimates.

## PROFILE OF THE RESPONDENTS

### Type of institution

	II wave		I wave	
	%	n	%	n
Local self-government body [city council, regional council, etc.]	32%	12	14%	12
Civil society organization [public organization, trade union, etc.]	24%	9	12%	10
An organization of any form of ownership that carries out activities in the target areas	45%	17	74%	63

### Field of work

	II wave		I wave	
	%	n	%	n
River and sea transport	3%	1	4%	3
Culture and art	87%	33	94%	80
Financial monitoring or fight against corruption	10%	4	2%	2

## Oblast of residence

	II wave		I wave	
	%	n	%	n
Vinnytsia	0%	0	1%	1
Volyn	3%	1	0%	0
Dnipropetrovsk	16%	6	4%	3
Donetsk	18%	7	2%	2
Zhytomyr	5%	2	0%	0
Zakarpattia	3%	1	1%	1
Zaporizhzhia	0%	0	4%	3
Ivano-Frankivsk	5%	2	0%	0
Kyiv	16%	6	8%	7
Luhansk	0%	0	1%	1
Lviv	8%	3	1%	1
Mykolayiv	5%	2	4%	3
Odesa	0%	0	1%	1
Poltava	0%	0	5%	4
Rivne	0%	0	61%	52
Sumy	3%	1	0%	0
Ternopil	3%	1	1%	1
Kharkiv	3%	1	2%	2
Khmelnyska	5%	2	1%	1
Chernihiv	5%	2	0%	0
Cherkassy	0%	0	2%	2

## Gender

	II wave		I wave	
	%	n	%	n
Female	58%	22	14%	12
Male	8%	3	6%	5
No answer	34%	13	80%	68

## Participation in the expert platform "Rebuilding Ukraine Together"<sup>1</sup>

	%	n
Member of the expert platform	55%	21
Not a member of the expert platform	45%	17

## Duration of work

	II wave		I wave	
	%	n	%	n
Up to three years	32%	12	27%	23
4-7 years	24%	9	13%	11
8-15 years	18%	7	21%	18
More than 16 years	26%	10	39%	33

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<sup>1</sup> The question was posed exclusively during the second wave of the survey.



# UKRAINE'S RECOVERY PLAN

## ★ for reference

Ukraine's Recovery Plan is a comprehensive set of measures designed to facilitate the restoration and development of Ukraine in the aftermath of the Russian-Ukrainian war. It encompasses proposals for priority projects and legislative initiatives essential for the reconstruction of Ukraine, addressing both wartime and post-war challenges.

It is important to note that Ukraine's Recovery Plan is declarative in nature, lacking official endorsement from any governing body in Ukraine.<sup>2</sup>

This report presents two indicators of awareness – declared and real:

### DECLARED AWARENESS

the expert's statement about their awareness of a phenomenon

### REAL AWARENESS

declared awareness + correct answer to the test question about the phenomenon

Despite the fact that 82% of the surveyed experts declare their awareness, only 50% of the respondents are truly knowledgeable about Ukraine's Recovery Plan. In the first wave, only 13% were genuinely knowledgeable.

### Awareness of Ukraine's Recovery Plan




<sup>2</sup> Source: <https://bit.ly/30kr8lo>

### Do you know about Ukraine's Recovery Plan?

II wave			I wave		
	%	n		%	n
Yes	82%	31		41%	36
No	18%	7		59%	49

### Choose the statement that is correct in your opinion

[among those who declare awareness of Ukraine's Recovery Plan]

II wave [n=31]			I wave [n=36]		
	%	n		%	n
Ukraine's Recovery Plan was adopted by the Verkhovna Rada (Supreme Council) of Ukraine	7%	2		17%	6
Ukraine's Recovery Plan was approved by the Cabinet of Ministers of Ukraine	23%	7		25%	9
Ukraine's Recovery Plan has a declarative nature 	62%	19		31%	11
I don't know about it	0%	0		14%	5
Difficult to answer	10%	3		14%	5

### Awareness of Ukraine's Recovery Plan by gender

II wave					I wave				
		Declared awareness		Real awareness		Declared awareness		Real awareness	
Female	82%	18		36%	8	58%	7	25%	3
Male	100%	3		67%	2	80%	4	20%	1

# LEVEL OF IMPLEMENTATION OF EU LEGISLATION AND PRACTICES

## ★ for reference

According to the Association Agreement with the EU, Ukraine must implement EU legislation and practices (Acquis communautaire)<sup>3</sup> as part of its path to joining the Union. **Acquis communautaire** comprises laws, norms, standards, and policies adopted by the European Union, covering areas like the free movement of goods, services, labor, and capital, as well as common foreign policy, competition, and social rights. Candidate countries, including Ukraine, must integrate the Acquis communautaire into their legislation and meet EU requirements.

EU Requirements for Ukraine's Candidacy: Constitutional Court Reform, Continuation of Judicial Reform, Anti-Corruption Measures, Combating Money Laundering, Implementation of Anti-Oligarchic Law, Harmonization of Audiovisual Legislation, Legislative Changes Regarding National Minorities.<sup>4</sup>

In the second wave of the survey, 40% of interviewed experts declare their awareness of the current level of implementation of EU legislation and practices in Ukraine, compared to 22% in the first wave. However, only one out of five respondents in the second wave is acquainted with the actual state of the European Union's requirements for Ukrainian legislation.

## Awareness of the Level of Implementation of EU Legislation and Practices in Ukraine




<sup>3</sup> Source: <https://bit.ly/3DJfE0a>

<sup>4</sup> Source: <https://bit.ly/3qqoDvU>

**Are you aware of the current level of implementation of EU legislation and practices in Ukraine?**

II wave			I wave	
	%	n	%	n
Yes	40%	15	22%	19
No	18%	7	45%	38
I don't know anything about it	8%	3	8%	7
Difficult to answer	34%	13	24%	20
Refusal to answer	0%	0	1%	1

**Indicate whether the following statement is true: "The Association Agreement with the EU covers all requirements for candidates to acquire the status of a member of the European Union"**

II wave			I wave	
	%	n	%	n
The statement is true	55%	21	41%	35
The statement is false 	18%	7	5%	4
I don't know anything about it	5%	2	21%	18
Difficult to answer	21%	8	29%	25

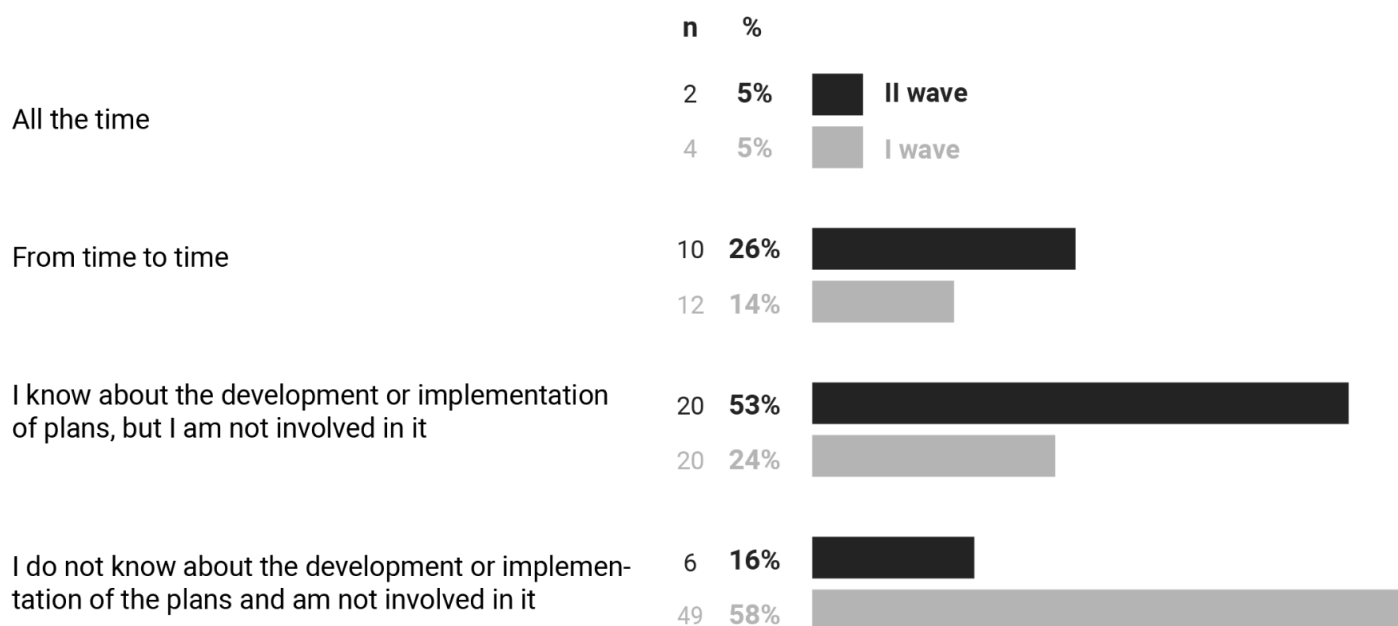
II wave					I wave			
	Declared awareness		Real awareness		Declared awareness		Real awareness	
Female	32%	7	23%	5	50%	6	17%	2
Male	33%	1	0%	0	40%	2	20%	1

# ENGAGEMENT IN THE DEVELOPMENT OF UKRAINE'S RECOVERY PLANS

In the first wave, over half of the experts lacked awareness of recovery plans within their respective industries. Second-wave respondents exhibit significantly greater awareness. Currently, 31% of participants are involved in planning, a notable increase from the 19% in the previous wave. While over half of the experts are acquainted with the plans, they do not actively contribute to their implementation—a figure more than halved from the first wave.

Among those not engaged in the development or implementation of Ukraine's recovery plans, the proportion advocating their involvement remains steady. Nevertheless, in the second wave, 12% feel there is no such need, a shift from the initial 23% who did not perceive the necessity.

## Are you involved in the development or implementation of Ukraine's recovery plans in your field?



## Is there a need for your involvement?

[Among those not involved in the development and/or implementation of Ukraine's recovery plans]

	II wave [n=26]		I wave [n=69]	
	%	n	%	n
Yes	39%	10	42%	29
Both yes and no to the same extent	50%	13	35%	24
No	12%	3	23%	16

The degree of agreement among respondents with the statement about the compliance of recovery plans in their field with EU legislation and practices remains identical in the first and second waves.

Notably, the percentage of those agreeing that Ukraine's recovery plans in their areas need to be developed in accordance with EU legislation and practices stands at 83% in the second wave. In the first wave, this figure was only half.

**Rate your level of agreement with the statement "Existing recovery plans in my area are in line with the legislation and practices of the European Union."**

[Among those who know and/or are involved in the development or implementation of recovery plans]



**Rate your level of agreement with the statement "Ukraine recovery plans in my area must be developed in accordance with the legislation and practices of the European Union"**



# PRIORITY AREAS FOR THE RECOVERY OF UKRAINE<sup>5</sup>

Culture continues to be identified as the foremost priority for Ukraine's recovery, as per expert opinions. Specifically, the emphasis is on preserving cultural heritage and fostering the growth of creative industries. It's important to note that this trend is influenced by the fact that the majority of surveyed experts operate within the cultural sphere.

## II wave

### Culture<sup>6</sup>

[approximately 53% of respondents mentioned this]

Preservation of intangible and material cultural heritage (5), support and development of creative industries (4), development of the creative economy (4), increase and stability of funding in the cultural sector at the local and state levels (3), support and reconstruction of cultural institutions and objects (3), updating the material and technical base of cultural institutions (2), creating cultural hubs (2), establishing centers for the provision of cultural services (2), training personnel to work in the cultural sector (training employees for international cultural market work) (2), people-orientation and community leadership through culture, cultural policy in de-occupied territories, changing the format of work of cultural institutions, using digital technologies to support culture, creating a clear strategy for post-war cultural development, geographical redistribution of demand for cultural services, development of a system of multifunctional cultural institutions, presentation and popularization of Ukrainian cultural projects abroad, implementation of frozen projects in the cultural sector at the initiative of the European Union, provision of free cultural educational institutions, implementation of the national project "Learn Ukraine" (informational and educational exchanges aimed at learning about the traditions and culture of the regions of Ukraine), formation of an interactive platform "Cultures of countries - friends of Ukraine", creation and support of the interactive online platform "Unity in diversity", involvement of donors in the cultural sphere, establishment of cooperation between cultural institutions and civil society, development of the film industry and audiovisual production, improvement of the state of the culture industry, creation of a quality system management in the field of culture.

## I wave

[Approximately 64% of respondents mentioned this]

Restoration and preservation of local cultural and historical heritage (both tangible and intangible) (16), full resumption and development of cultural and creative industries (11), restoring cultural institutions and equipping them with advanced technology (high-resolution multimedia screens, stages with highly efficient equipment, mobile transport support for creative teams to showcase their work domestically and internationally) (8), sustaining and supporting art schools through not only local budgets but also state subsidies (2), popularizing Ukrainian songs and dances (2), increasing the number of cultural and artistic projects to showcase Ukrainian culture globally, supporting creative initiatives in communities, additional funding for cultural institutions from the state budget, fostering cultural awareness, providing financial support to cultural workers, ensuring autonomy of cultural institutions, initiating a broad dialogue on the formulation of cultural and humanitarian policies, engaging the public and international experts in assessing the destruction of cultural heritage sites, changing the leadership of the State Cinema and Ukrainian Film Fund based on transparent and honest principles, supporting young Ukrainian performers, involving youth in cultural life, implementing preferential and incentivizing compensation programs for commercial projects (such as free tickets for concert tours of renowned artists, etc.), developing and engaging in relevant projects to support military personnel and their families (with appropriate funding) in art therapy, artistic development, and participation in international projects.

<sup>5</sup> The complete wording of the question is as follows: "Name the three directions of recovery of Ukraine in your field, which are priorities, in your opinion."

<sup>6</sup> Here and in the future, the frequency of mentions of a certain answer will be marked in this way. If there is no frequency in brackets, the phenomenon was mentioned once.

### Museum, history and archaeology

[approximately 13% of respondents mentioned this]

Restoration of destroyed architectural monuments and museum artifacts (2), digitization of monuments (2), creation of museum funds, creation of museum complexes, creation of historical memorials, improvement of legislation in the museum sector, increase in the level of remuneration for museum workers, improvement of the material base of museums.

### Statehood

[approximately 13% of respondents mentioned this]

Preservation and dissemination of Ukrainian identity (3), creation of a direction for the popularization of the Ukrainian language, Ukrainianization of all spheres of activity, popularization of the image of the defender of Ukraine, patriotic upbringing of children.

### Legislation

[approximately 11% of respondents mentioned this]

Execution of all actions for Ukraine's integration into the European Union (2), creation of strategic communication with the authorities of other countries, updating legislation, establishing communication at the government-community level, speeding up the end of the war under any conditions.

### Economy

[approximately 11% of respondents mentioned this]

Development of the economy, preservation and development of human capital, provision of a decent level of remuneration, reconstruction of priority sectors of the economy (defense, metallurgy, mechanical engineering, energy, agriculture, etc.).

### Library Affairs and Printed Publications

[approximately 8% of respondents mentioned this]

Provision of modern information centers in communities on the basis of libraries, support for publishing, resumption of print media in de-occupied territories, state financial and expert support for regional print media.

[Approximately 15% of respondents mentioned this]

Reorganizing and improving museum operations (3), enhancing legislation for the protection and preservation of monuments of architecture, history, and archaeology (3), restoring monuments of history and architecture damaged during the war and digitizing them (3), involving regional-level museums in international projects (2), preventing illegal archaeology, researching, and disseminating the true history of Ukraine both nationally and internationally.

[Approximately 7% of respondents emphasize this]

Ukrainian as the sole state language at all levels (3), instilling patriotism in the younger generation (2), creating an interactive map of monuments and memorial plaques in honor of fallen defenders of Ukraine.

[Approximately 6% of respondents mentioned this]

Attracting highly specialized professionals to positions, fostering leadership interest in industry development, reframing positions as more than regular jobs, collaborating with communities, and building civic space.

[Approximately 7% of respondents emphasize this]

Creating opportunities for business (3), economic improvement, additional avenues for attracting grants, and implementing anti-corruption policies.

[Approximately 19% of respondents mentioned this]

Augmenting library book collections with Ukrainian literature (3), globally refreshing library collections (3), increasing the number of Ukrainian publications (3), restoring and updating library material and technical infrastructure (2), modernizing library premises, attracting new library personnel, aligning salaries with competitiveness to preserve and renew human resources (2), and providing subsidies to bookstores.



## Education

–

[Approximately 18% of respondents mentioned this]

Specialized support for education seekers significantly behind due to recent events, facilitating their return to the educational process (3), developing higher, phased pre-higher, and vocational education to replenish human resources (3), optimizing admission conditions and ensuring access to education for motivated youth (3), upgrading material and technical resources in higher education institutions based on digital society requirements (3), and updating educational programs in line with European standards (language learning with an emphasis on encouraging children to read modern and engaging literature in schools) (3).

## Infrastructure and urban planning

–

[Approximately 15% of respondents mentioned this]

Rebuilding critical and civil infrastructure (6), international cooperation at the city level, major road repairs, ensuring community safety, globally restoring all aspects of daily life in the city, developing cycling infrastructure, fostering urban planning, and creating construction opportunities.

## River and Marine Transport

–

[Approximately 8% of respondents mentioned this]

Reforming seaport management, ensuring transparency in accessing port services and pricing, concessioning state stevedoring companies and port infrastructure in seaports, providing regulatory support and compensation to investors in strategic port infrastructure, optimizing port fees to pre-war levels, and restoring freedom of navigation.

## Other

Development and transformation of education (4), development of infrastructure in cities (4), provision of a safe environment (3), popularization and creation of places for non-formal education for adults (2), paying attention to the ecological situation in Ukraine (2), development of various types of tourism, arrangement of advertising structures in cities to reduce information noise, development of bicycle infrastructure, creation of new rehabilitation centers, justice for all categories of the population, development and support of business, provision of welfare for the needy, financing of personality development programs.

Reforming and restoring the social-humanitarian sphere (2), digitization at all life levels (2), energy conservation (2), restoring the ecological situation, constructing a safe natural environment, developing tourism, the necessity of military-industrial complex development, sports development, providing housing to citizens who lost it, improving living standards, and developing scientific potential.

# FACTORS HINDERING EMPLOYEES FROM ACTIVELY ENGAGING IN THE DEVELOPMENT AND IMPLEMENTATION OF UKRAINE'S RECOVERY PLANS<sup>7</sup>

Lack of desire, awareness, and competence are the key factors hindering employees from actively contributing to the development and implementation of Ukraine's Recovery Plans, as indicated by the respondents.

## II wave

### Lack of Desire, Awareness, and Competence

[Approximately 45% of respondents mentioned this]

Insufficient awareness (8), lack of competence in recovery processes (3), indifference (2), lack of motivation (2), narrow perspectives, unwillingness for constructive dialogue and cooperation (2), time constraints, despair, emotional and professional burnout, reluctance to take on additional responsibilities, and the perceived futility of further involvement in project implementation.

### Inefficient government policy

[Approximately 37% of respondents mentioned this]

Lack of dialogue with communities (10), absence of public engagement by the government (4), corruption (2), bureaucratic restrictions, lack of government transparency, usurpation, populism, political will, non-compliance with laws, and the need to enhance government authority.

### War

[Approximately 13% of respondents mentioned this]

War (3), the primary objective at present is to conclude the war, the fluctuation in priorities, and the risks associated with the suspension or cancellation of proposed plans.

### Lack of finances

[Approximately 11% of respondents mentioned this]

Financial difficulties for employees (2), lack of necessary technical resources for work, and financial disparities.

## I wave

[Approximately 31% of respondents mentioned this]

Reluctance to be involved in the restoration efforts (11), insufficient awareness (6), lack of understanding regarding the prospects and opportunities for one's community (4), absence of experience and knowledge (3), and a lack of understanding of the importance of cultural institutions (2).

[Approximately 20% of respondents mentioned this]

Corruption (8), bureaucracy (3), inertia of local authorities (2), voluntarism, lack of transparency in authorities, populism, and a shortage of personnel.

[Approximately 15% of respondents mentioned this]

War (10), the primary objective at present is to end the war, and there's a tendency to conceal important information amidst the ongoing conflict.

[Approximately 18% of respondents mentioned this]

Insufficient funding (13), lack of resources (2).

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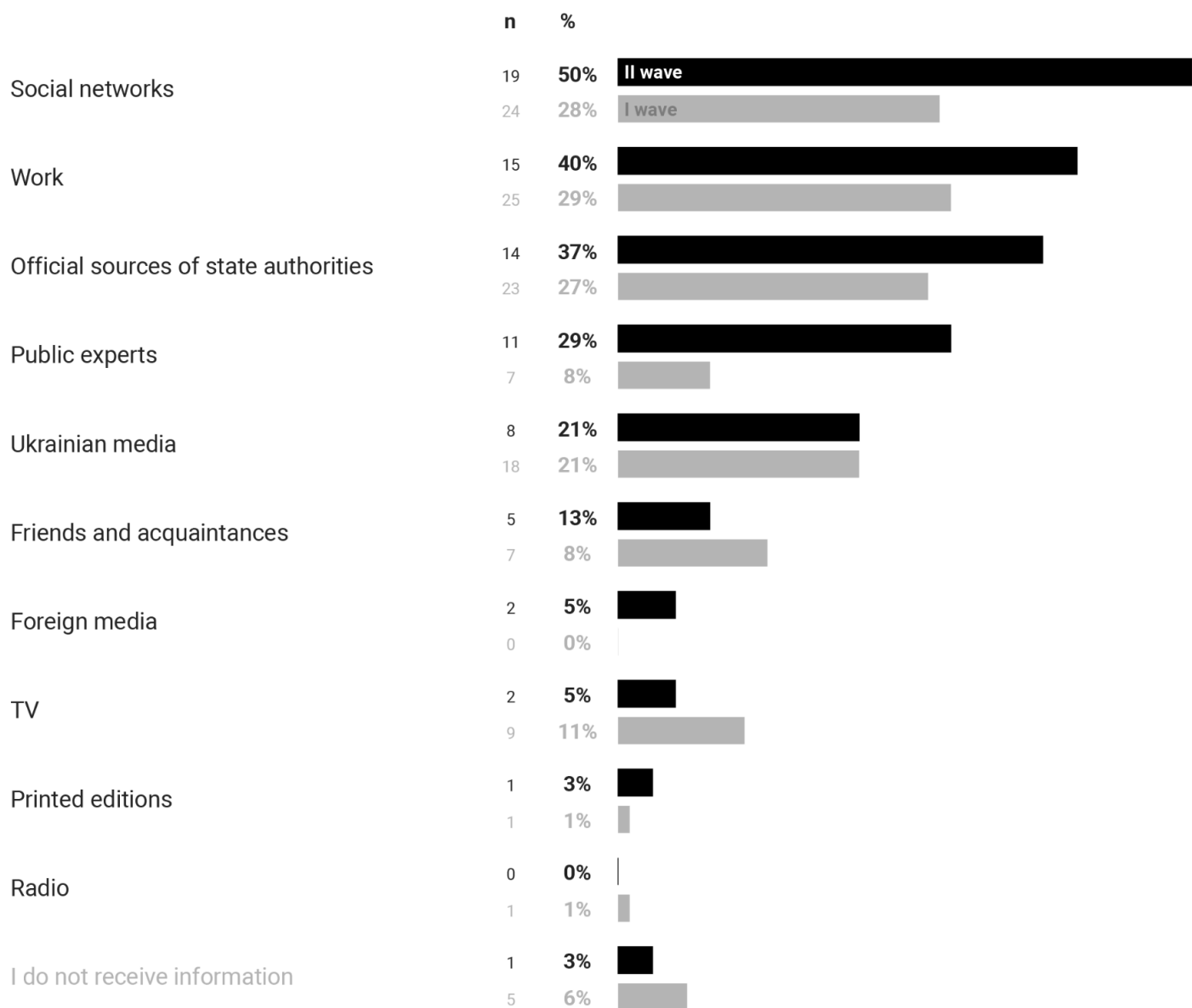
<sup>7</sup> Question Wording: According to your perspective, what are the factors that might hinder the active involvement of employees from local self-government bodies and civil society organizations in the development and execution of Ukraine's Recovery Plans?

# SOURCES OF INFORMATION ON UKRAINE'S RECOVERY PLANS

In the second wave, 50% of surveyed experts utilize social networks to acquire information about Ukraine's Recovery Plans, compared to 28% in the first wave. Additionally, work has become a more prevalent source of information for respondents in the second wave (40%). They also more frequently obtain information from public experts and official government sources, while television remains a less common source.

## Sources of Information about Ukraine's Recovery Plans

*Restrictions on the number of possible choices: There are no limitations on the number of choices.*



**Public experts**

Anastasiia Platonova, Vakhtang Kebuladze, Valerii Pekar, Vitalii Portnikov, Halyna Hryhorenko, Hanna Hobko, Dmytro Drozdovskyi, Iryna Podoliak, Oksana Brui, Olena Zhukova, Oleksandr Solontai, Olga Aivazovska, Yulia Fediv, Yaroslav Petrakov, experts from the Ukrainian Institute of Public Policy.

**Official sources of state authorities**

The Verkhovna Rada of Ukraine (3), the Cabinet of Ministers of Ukraine (3), the Office of the President of Ukraine (2), the Recovery Plan of Ukraine platform (2), relevant ministries (2), ANTS, the Committee of the Verkhovna Rada of Ukraine on Culture and Spirituality, the Ministry of Culture and Information Policy, the management of culture and tourism of the Donetsk regional state administration.

**Ukrainian media**

Ekonomichna Pravda (Economic Truth), Suspilne (Public TV), Ukrayinska Pravda (Ukrainian Truth).

**Social networks**

Facebook (13), Telegram (5), YouTube.

**TV**

–

**Other**

–

Valerii Pekar, Discussion clubs on the House of Europe platform.

Official websites of state authorities (4), websites of the Ministry of Infrastructure of Ukraine, Department of Culture and Tourism, Ministry of Economy of Ukraine, Ministry of Development of Communities, Territories and Infrastructure of Ukraine, Ministry of Culture and Information Policy of Ukraine, official pages of relevant ministries, Ukrainian Library Association, official websites of the Cabinet of Ministers of Ukraine.

Channel 5, Direct, Radio Svoboda, BBC, Liga, Novynarnia, Suspilne (Public TV), Texty.org.ua, UNIAN, Ukrinform.

Facebook (10), Telegram (4), YouTube (2), Instagram, Twitter.

Telemarathon "Yedyni Novyny", Public Television and Radio Broadcasting of Ukraine.

Large Business Associations.



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# RESULTS OF THE SECOND WAVE OF THE SURVEY

# 02

# THE SECOND WAVE OF THE SURVEY: PERCEPTIONS AND PRACTICES OF EXPERTS IN THE TARGET AREAS OF DEVELOPMENT OF UKRAINE

## ★ for reference

The results presented include responses only from those experts who did not participate in the first wave of the survey. The sample size is 96 respondents.

## PROFILE OF THE RESPONDENTS

### Oblast of residence

	%	n
Volyn	9%	9
Dnipropetrovsk	9%	9
Donetsk	13%	12
Zhytomyr	2%	2
Ivano-Frankivsk	3%	3
Kyiv	33%	32
Kirovohrad	2%	2
Lviv	3%	3
Odesa	2%	2
Poltava	4%	4
Rivne	2%	2
Sumy	2%	2
Ternopil	6%	6
Cherkassy	4%	4
Chernivtsi	2%	2
Chernihiv	2%	2

**Gender**

	%	n
Female	44%	42
Male	12%	11
No answer	45%	43

**Participation in the Expert Platform "Rebuilding Ukraine Together"**

	%	n
Member of the expert platform	28%	27
Not a member of the expert platform	72%	69

**Type of institution**

	%	n
Local self-government body [city council, regional council, etc.]	15%	14
Civil society organization [public organization, trade union, etc.]	17%	16
Organization of any form of ownership that carries out activities in the target areas	69%	66

**Field of work**

	%	n
River and marine transport	1%	1
Culture and art	94%	90
Financial monitoring or fight against corruption	5%	5

**Duration of work**

	%	n
Up to three years	30%	29
4-7 years	29%	28
8-15 years	15%	14
More than 16 years	26%	25



# UKRAINE'S RECOVERY PLAN

## ★ ДОВІДКОВО

Ukraine's Recovery Plan is a comprehensive set of measures designed to facilitate the restoration and development of Ukraine in the aftermath of the Russian-Ukrainian war. It encompasses proposals for priority projects and legislative initiatives essential for the reconstruction of Ukraine, addressing both wartime and post-war challenges.

It is important to note that Ukraine's Recovery Plan is declarative in nature, lacking official endorsement from any governing body in Ukraine.<sup>8</sup>

This report presents two indicators of awareness – declared and real:

### DECLARED AWARENESS

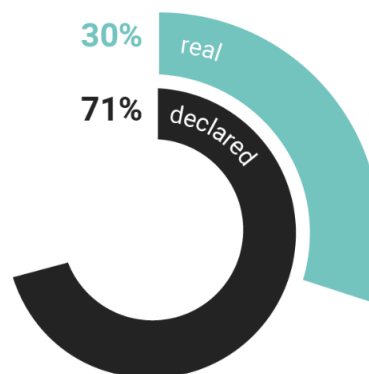
the expert's statement about their awareness of a phenomenon

### REAL AWARENESS

declared awareness + correct answer to the test question about the phenomenon

71% of the surveyed experts in the target areas declare their awareness of the Recovery Plan of Ukraine. However, only 40% of them gave the correct answer when asked to choose the right statement regarding the status of the Plan. Members of the expert platform "Rebuilding Ukraine Together" are more informed about the Plan for the Restoration of Ukraine than those who do not belong to the platform.

### Awareness of Ukraine's Recovery Plan




<sup>8</sup> Source: <https://bit.ly/3Okr8lo>

### Do you know about Ukraine's Recovery Plan?

	%	n
Yes	71%	68
No	29%	28

### Choose the statement that is correct in your opinion

[among those who declare awareness of Ukraine's Recovery Plan]

	%	n
Ukraine's Recovery Plan was adopted by the Verkhovna Rada (Supreme Council) of Ukraine	3%	2
Ukraine's Recovery Plan was approved by the Cabinet of Ministers of Ukraine	32%	22
Ukraine's Recovery Plan has a declarative nature 	43%	29
I don't know about it	15%	10
Difficult to answer	5%	5

### Awareness of Ukraine's Recovery Plan by gender

	Declared awareness		Real awareness	
Female	68%	28	31%	13
Male	82%	9	27%	3

### Real and declared awareness in terms of participation in the expert platform "Rebuilding Ukraine Together"

	Declared awareness		Real awareness	
Member of the expert platform	93%	25	52%	14
Not a member of the expert platform	62%	43	22%	15

# LEVEL OF IMPLEMENTATION OF EU LEGISLATION AND PRACTICES

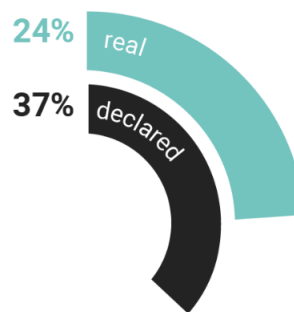
## ★ for reference

According to the Association Agreement with the EU, Ukraine must implement EU legislation and practices (Acquis communautaire)<sup>9</sup> as part of its path to joining the Union. **Acquis communautaire** comprises laws, norms, standards, and policies adopted by the European Union, covering areas like the free movement of goods, services, labor, and capital, as well as common foreign policy, competition, and social rights. Candidate countries, including Ukraine, must integrate the Acquis communautaire into their legislation and meet EU requirements.

EU Requirements for Ukraine's Candidacy: Constitutional Court Reform, Continuation of Judicial Reform, Anti-Corruption Measures, Combating Money Laundering, Implementation of Anti-Oligarchic Law, Harmonization of Audiovisual Legislation, Legislative Changes Regarding National Minorities.<sup>10</sup>

Approximately one-third of surveyed experts lack knowledge about the current level of EU legislation and practices in Ukraine. Only about 40% of respondents declared awareness. Significantly, a quarter of surveyed experts are uncertain and unable to provide a clear answer.

## Awareness of the Level of Implementation of EU Legislation and Practices in Ukraine



<sup>9</sup> Source: <https://bit.ly/3DJFfOa>


<sup>10</sup> Source: <https://bit.ly/3qqoDvU>

**Are you aware of the current level of implementation of EU legislation and practices in Ukraine?**

	%	n
Yes	37%	35
No	27%	26
I don't know anything about it	11%	10
Difficult to answer	25%	24

Only a quarter of the surveyed experts are aware that the Association Agreement with the EU does not cover all the requirements for candidates to acquire the status of a member of the European Union. About half of the experts believe that the Agreement covers all requirements. A quarter is unsure about the answer.

**Indicate whether the following statement is true: "The Association Agreement with the EU covers all requirements for candidates to acquire the status of a member of the European Union"**

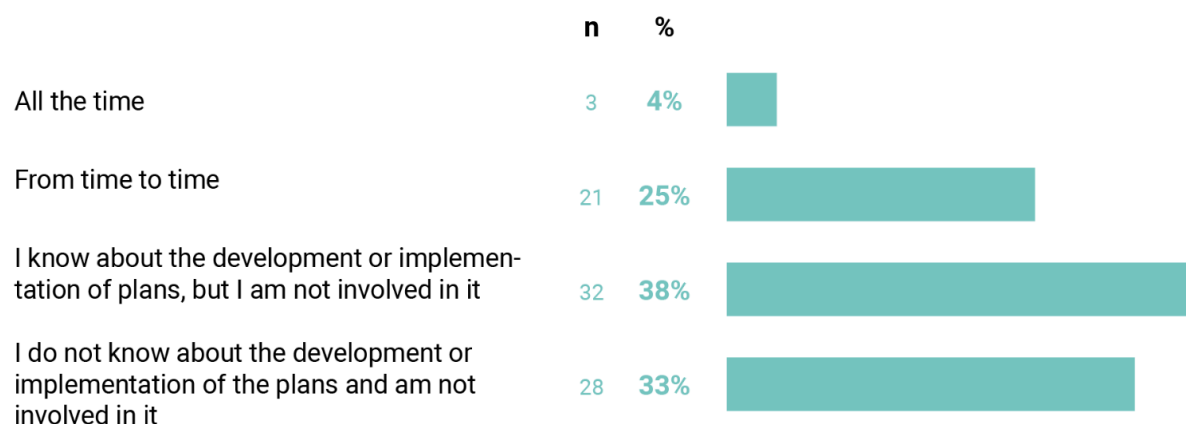
	%	n
The statement is true	45%	43
The statement is false 	24%	23
I don't know anything about it	8%	8
Difficult to answer	23%	22

# ENGAGEMENT IN THE DEVELOPMENT OF UKRAINE'S RECOVERY PLANS

A third of surveyed experts lack awareness of recovery plans in their respective industries. Another third are actively engaged in their development or implementation. Approximately 40% are aware of the plans but are not directly involved in their creation.

Experts who are not involved in the development of Ukraine's Recovery Plans were queried about their perceived need for involvement. Half of them believe there is a requirement for their participation, while 20% do not see such a necessity.

## Are you involved in the development or implementation of Ukraine's recovery plans in your industry?



## Is there a need for your involvement?

[among those not involved in the development and/or implementation of Ukraine's recovery plans, n=60]

	%	n
Yes	48%	28
Both yes, and no to the same extent	32%	19
No	20%	12

Eighty percent of surveyed experts agree that Ukraine's recovery plans should be developed in accordance with the legislation and practices of the European Union. Only 2% express disagreement. It is noteworthy that only 50% believe that existing plans comply with EU law.

Rate your level of agreement with the statement "Existing recovery plans in my area are in line with the legislation and practices of the European Union."

[among those who know and/or are involved in the development or implementation of recovery plans, n=56]



Rate your level of agreement with the statement "Ukraine recovery plans in my area must be developed in accordance with the legislation and practices of the European Union"



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legend

Agree

Equally

Disagree

Difficult to answer

# PRIORITY AREAS FOR THE RECOVERY OF UKRAINE<sup>11</sup>

The most prioritized direction, according to respondents, is culture, particularly the preservation of cultural heritage and the reconstruction of cultural infrastructure. This trend is associated with the majority of surveyed experts working in the cultural sector.

## Culture

[Around 57% of respondents mentioned this]

Preservation and protection of both intangible and tangible cultural heritage (26), reconstruction and creation of new cultural infrastructure (creative hubs, concert halls, exhibition venues, etc.) (13), access to quality cultural services for all population groups (7), reform of the cultural sector financing system (7), development of human capital in the cultural sector (ensuring quality education) (7), development of cultural industries (establishment of the National Office for Creative Industries Development) (6), ensuring exchanges with European cultural institutions (5), institutional strengthening of the sector (4), reform of national and local-level cultural institutions (3), improvement of public-private partnerships (3), provision of grants for project management (2), implementation of laws to European standards (2), the national project "Study Ukraine" (2), creation of a system for recording immovable cultural heritage (2), stimulation of private investments in the sector (2), popularization of authentic material in Ukraine and beyond, creation of free centers for creative development of the population, reform of compensation for entrepreneurs' losses due to war, the need to involve war-affected populations in the cultural sector, implementation of a new cultural policy, creation of associations for the development and advocacy of cultural workers' wages, improvement of conditions for cultural business in Ukraine, reduction of taxes for businesses in the cultural sector, audit of the functioning of state cultural institutions, dissemination of civic society principles and values through culture, repatriation of Ukrainian artists, restoration of the music and technical base of artistic education institutions, protection of cultural institutions from developers, salary increase for cultural workers, social cohesion through culture, export of Ukrainian culture abroad, search for lost cultural values due to war, return of evacuated collections from abroad, popularization of the cultural profession, development of amateur arts, creation of film tourism, provision of innovative technologies for film production, stimulation of content production.

## Library Affairs and Printed Publications

[Around 18% of respondents mentioned this]

Updating and replenishment of library collections (9), adequate funding for libraries (4), replacement of Russian-language publications with Ukrainian-language ones (3), staffing of libraries and training (3), digitization of paper documents and books (3), technical equipment of libraries (3), restoration of library operations (2), support for the publishing industry (2), stimulation of increased demand for books (2), increasing the supply of books for all population groups, documentation of destroyed and lost books, restoration of library lists and catalogs, creation of a network of interaction between libraries, reconstruction of library premises, introduction of IT technologies in libraries, granting libraries the status of a social institution with full autonomy, introduction of European practices in libraries, popularization of reading Ukrainian literature, development of a virtual library, involvement of charitable organizations in library affairs.

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<sup>11</sup> The complete wording of the question is as follows: "Name the three directions of recovery of Ukraine in your field, which are priorities, in your opinion."

## Education

[Around 9% of respondents mentioned this]

Development of education and science (6), stimulation of innovations, update of the school curriculum, study of Ukrainian culture in schools, change in the form of education, introduction of mandatory basic legal education, digitization of education, media literacy education for the population, transformation of the higher education system.

## Statehood

[Around 8% of respondents mentioned this]

Construction of the Sectoral State Archive of the Ukrainian Institute of National Memory (3), creation of Ukrainian-centric education at the state level (2), formation of Ukrainian identity, popularization of the Ukrainian language, resistance to Russian narratives in national memory.

## Legislation

[Around 7% of respondents mentioned this]

Improvement of the judicial system (4), protection of people's rights in need, enhancement of the capacity of state institutions, ensuring strong collaboration among all government bodies.

## Economy

[Around 6% of respondents mentioned this]

Search for new investments (2), creation of new grant projects (2), stimulation of private investments, economy with high added value.

## Other

Reconstruction of infrastructure (2), preservation of museum collections (2), development of agriculture, development of medicine, development of the defense industry, ensuring uninterrupted communication in wartime, digitization at all levels of life, completion of the construction of the Memorial to the Heroes of the Heavenly Hundred in Kyiv, development of spirituality, reconstruction of housing destroyed by war, development of the museum sphere (complete updating of exhibitions), restoration of museums in the front-line zones, social security and support for those affected by the war (raped women and children, disabled military personnel), provision of preferential housing for young specialists.



# FACTORS HINDERING EMPLOYEES FROM ACTIVELY ENGAGING IN THE DEVELOPMENT AND IMPLEMENTATION OF UKRAINE'S RECOVERY PLANS<sup>12</sup>

## Personal problems

[Around 39% of respondents mentioned this]

Lack of knowledge and a shortage of specialists (17), insufficient awareness (16), demotivation due to low salary (7), indifference (6), lack of understanding of clear guidelines (4), lack of teamwork skills (3), lack of experience (3), lack of motivation (2), distrust in change (2), lack of time (2), lack of knowledge of the English language, resistance to change, fatigue, burnout.

## Inefficient government policy

[Around 32% of respondents mentioned this]

Corruption (12), bureaucracy (5), low involvement of local and regional government employees in projects (5), reluctance of local and regional governments to involve the public in plan development (4), lack of community control over the activities of local self-government bodies, outdated legal and regulatory framework, weak interdepartmental and intersectoral cooperation, issues within communities, centralized decision-making, inactive officials hindering civil society, political engagement, and corruption of local and regional government employees, voluntarism in decision-making, efforts of individual politicians and officials to concentrate power and resources in their hands, nepotism, lack of transparency in decision-making processes.

## Lack of finances

[Around 21% of respondents mentioned this]

Insufficient state financial support (15), lack of access to resources for project implementation (2), insufficient resources in small and medium-sized communities, lack of investors.

## War

[Around 13% of respondents mentioned this]

Martial Law in the country (5), lack of safe working conditions (3), intensification of hostilities (2), frequent air raids, prohibition of mass events, occupation, need for demining territories.

## Project issues

[Around 10% of respondents mentioned this]

Lack of transparency in processes (3), lack of a unified systematic approach to the formation and delegation of task execution results (2), complex procedures for organizing collective work (2), sabotage of the project by project organizers, limited time for plan development, insufficient inclusiveness of plan development procedures, random individuals in project positions, time constraints for project processing.

## Other

Lack of leaders of public opinion.

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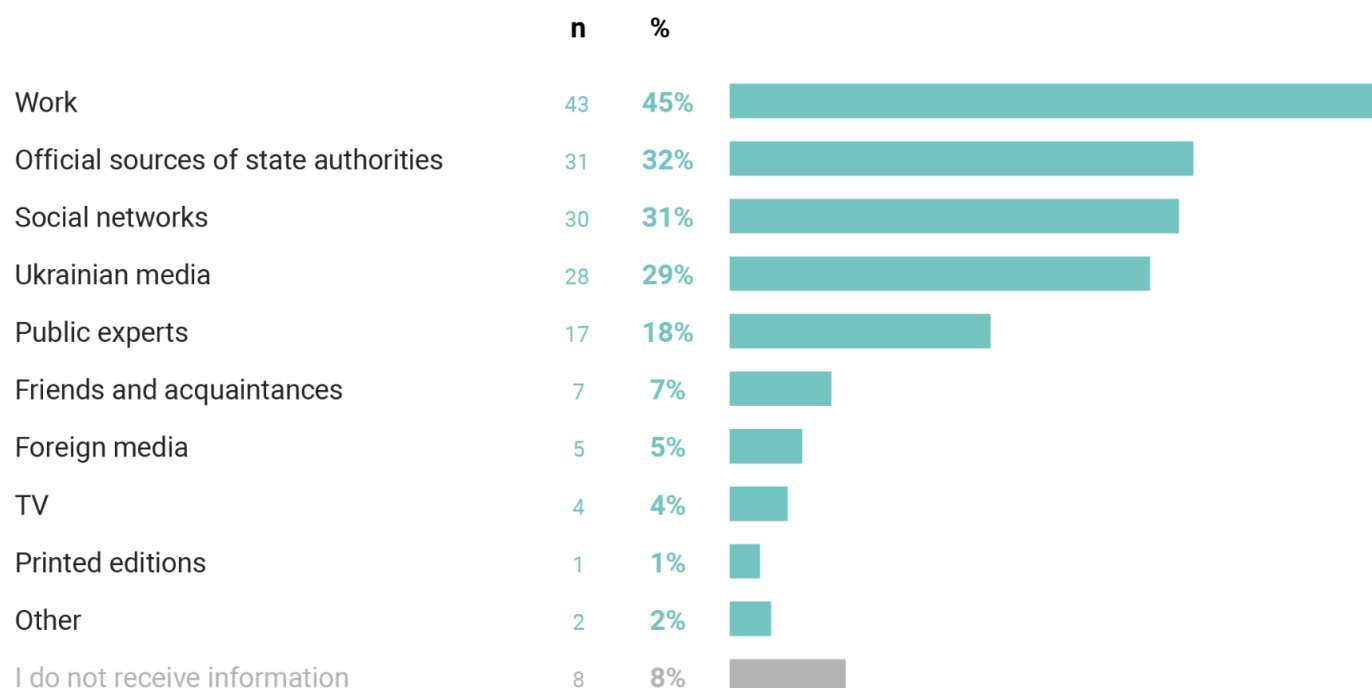
<sup>12</sup> Question Wording: According to your perspective, what are the factors that might hinder the active involvement of employees from local self-government bodies and civil society organizations in the development and execution of Ukraine's Recovery Plans?

# SOURCES OF INFORMATION ON UKRAINE'S RECOVERY PLANS

About half of surveyed experts obtain information about Ukraine's recovery plans at work. Less frequently from official sources of government authorities (32%), social networks (31%), and Ukrainian media (29%). Respondents rarely use print publications, television, and foreign media. 8% of those surveyed do not receive any information about Ukraine's recovery.

## Sources of Information about Ukraine's Recovery Plans

*Restrictions on the number of possible choices: There are no limitations on the number of choices.*



### Public experts

Valerii Pekar (5), Yaroslav Petrakov (3), Volodymyr Vorobei (2), Oleksii Sobolev (2), Vitaliy Portnikov, Hanna Hobko, Iryna Podoliak, Halyna Hryhorenko, Yulia Fediv, Nataliia Kryvda, Dmytro Zolotukhin, Ulead experts.

### Official sources of state authorities

European Commission, Cabinet of Ministers of Ukraine (6), Verkhovna Rada of Ukraine (4), Office of the President (3), Regional State Administration and its subdivisions (2), Government Courier (2), Ministry of Finance of Ukraine, Ministry of Economy of Ukraine, Government Office for European and Euro-Atlantic Integration Coordination, Ukrainian Book Institute, Ukrainian Cultural Fund, websites of relevant public organizations, reports of government authorities, Ministry of Culture of Ukraine, cultural management at the Dnipropetrovsk Regional State Administration, Government Portal, Legislative Initiatives Laboratory, Selydivska City Military Administration.

**Ukrainian media**

Ukrainska Pravda (6), New Voice (3), Forbes Ukraine (2), Liga.net (2), Hromadske (2), Livyi Bereh (2), Suspilne (2), TSN (2), Ukrinform (2), Ukraine.info, European Pravda, Economic Pravda, Babel, Radio Svoboda, Pershyi.

**Foreign media**

BBC (2), The Economist (2), The Guardian (2), Politico, EurActiv, The Sun, NT Media, CNN.

**TV**

Telemarathon "Yedyni Novyny" (2), 1+1, Ukraine, Suspilne.

**Social networks**

Facebook (22), Telegram (7), Instagram (4), X (Twitter) (3), LinkedIn (2).

**Other**

Council of Europe, European Union.

# WE FIND BRIGHT DATA FOR RIGHT DECISIONS



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WHO CREATE TODAY

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