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Developments in the application of the resolution concerning the Russian Federation's aggression against Ukraine from the perspective of the mandate of the International Labour Organization

▶ Introduction

1. At its 344th Session (March 2022), the Governing Body adopted a resolution concerning the Russian Federation's aggression against Ukraine from the perspective of the mandate of the International Labour Organization (ILO). [1] In the resolution, the Governing Body requested the Office to provide all possible assistance to the tripartite constituents in Ukraine. Furthermore, it decided to temporarily suspend technical cooperation or assistance from the ILO to the Russian Federation, except for humanitarian assistance, and to suspend invitations to the Russian Federation to attend all discretionary meetings, such as technical meetings and meetings of experts, conferences and seminars whose composition is set by the Governing Body, while safeguarding the ILO's technical cooperation or assistance to all other countries within the purview of the ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia (DWT/CO–Moscow).

2. At its 350th Session (March 2024), after considering the Office's last report on developments relating to the resolution, the Governing Body reiterated its request to the Director-General to

[1] GB.344/Resolution.

continue to respond to the constituents' needs in Ukraine and to expand the ILO's resource mobilization efforts for Ukraine, to continue to enhance resource mobilization efforts for other affected countries across Eastern Europe and Central Asia, and to continue to monitor the impact on the world of work of the Russian Federation's aggression against Ukraine, including the ILO's continued engagement with the relevant United Nations (UN) bodies involved in monitoring human rights violations and the situation of maritime and nuclear workers. The present document responds to the Governing Body's request for a report on developments in that regard.

General developments

3. The Russian military aggression has now entered its third year and is continuing to cause devastation both in the Ukrainian territories occupied by the Russian Federation and in the rest of the country. The aerial attacks across the entire territory of Ukraine further intensified in March, including against the energy plants and critical civilian infrastructure, causing loss of life and also substantive damage to property, with detrimental effects on business continuity for many workers and enterprises. Recently, the "double-tap" attacks on civilian infrastructure have become recurrent, further raising the death toll and targeting the emergency responders on the scene of the attacks, including medical personnel, rescuers and journalists. The destruction of the energy-generating thermal and hydraulic power plants raised concerns over the stability of the energy system in Ukraine and its capacity to sustain the basic needs of the population and the whole of the Ukrainian economy.

4. The number of refugees returning to Ukraine has increased, but displacement remains widespread. According to the latest report by the Office of the United Nations High Commissioner for Refugees (UNHCR), 5.9 million refugees from Ukraine were recorded in Europe. [2] As of 31 March, based on 83 per cent of *hromadas* (administrative units) covered in Ukrainian government-controlled areas, the registered internally displaced population was around 3.4 million individuals, of which 60 per cent are women and 4 per cent have a state-recognized disability status. [3] The impact of the war on economic and labour market conditions remains severe. As also indicated in the previous report, with limited new data available, previous ILO projections on the effects of the war on employment in Ukraine remain the most realistic estimate. [4] [5] While recent economic growth has been more positive than expected (5 per cent), there have been no significant changes in the Ukrainian labour market. The United Nations Children's Fund (UNICEF) reports widespread learning losses for the youngest generations following the invasion. [6]

5. The integration of refugees from Ukraine into host labour markets continues to improve, and refugees make an important contribution to the economies of the hosting countries. According to the findings of the most recent inter-agency multi-sector needs assessment conducted

[2] UNHCR, "Operational data portal – Ukraine refugee situation"; Eurostat, "Number of people under temporary protection at 4.2 million", 8 April 2024.

[3] IOM, "Global Data Institute Displacement Tracking Matrix", Ukraine — Area Baseline Assessment (Raion Level) — Round 34 (March 2024).

[4] ILO, "The impact of the Ukraine crisis on the world of work: Initial assessments", ILO brief, 11 May 2022.

[5] ILO, *Prospects for achieving Ukraine's 2032 GDP target: A labour market perspective*, September 2023.

[6] UNICEF, "War has hampered education for 5.3 Million children in Ukraine, warns UNICEF", 24 January 2023.

across seven countries, employment constitutes the largest source of income, and on average labour force participation is almost on a par with that of the host population. [7] [8] Nearly 16 million refugees from Ukraine crossed the border with Poland following the invasion by the Russian Federation, and almost 1 million were still in the country in December 2023. [9] According to a recent UNHCR analysis of the impact of refugees from Ukraine on the economy of Poland, between 225,000 and 350,000 refugees from Ukraine are working in Poland, and their contribution is estimated to be equivalent to 0.9–1.35 per cent of Poland's gross domestic product (GDP). [10]

6. Yet, overall, refugees from Ukraine are still facing a high degree of economic vulnerability, with about 50 per cent found to be living below the poverty line. This confirms the importance of promoting economic inclusion and removing the barriers to decent work opportunities, including those related to language, skills mismatch and lack of childcare services. The ILO promotes refugees' access to decent work as a way to support their self-reliance and as part of the ILO's wider agenda to ensure equality of opportunity and treatment for all in the labour market.

7. Despite the uncertainty caused by the war, Ukraine's neighbouring countries' economies are mostly expected to recover, with expected positive GDP growth rates of 2–3 per cent and the international trade-to-GDP ratio remaining stable despite significant shifts in trade patterns between blocs. [11] [12] The Republic of Moldova's GDP growth is expected to fully recover in 2024 and grow by 2.6 per cent, underpinned by rising real wages, a positive fiscal impulse and subdued inflation. [13] However, economic growth in the Republic of Moldova remains mostly jobless. In parallel, the share of employment in the informal economy is one of the highest in the Central and Eastern European region, reaching 52.3 per cent in 2023. [14] The Republic of Moldova faces various economic and social challenges related to the outbreak of the war in Ukraine. The ILO contributes to tackling these challenges through several ongoing projects, which also address broader challenges that were present in the country before the start of the war. About 118,000 Ukrainians are still in the Republic of Moldova, primarily women and children. As of 31 December 2023, 56 per cent of the Ukrainian refugee population were adults. However, with the lowest employment rate in the region, access to the labour market for refugees and unemployed or inactive women and men remains a challenge. Based on a participatory assessment by the UNHCR, most Ukrainian refugees in the Republic of Moldova relied on assistance to cover costs in both rural and urban areas, complemented by remote work in the latter. [15] The current institutional reforms led by the Ministry of Labour and Social Protection, with the ILO's support, aim to address the existing labour market challenges. The strengthening of institutional capacities at national and local levels will promote the labour market integration of refugees, by strengthening the public employment service, improving

[7] The countries surveyed are Bulgaria, Czechia, Hungary, the Republic of Moldova, Poland, Romania and Slovakia. Assessment data collection period: June–September 2023. UNHCR, *Helping Hands – The Role of Housing Support and Employment Facilitation in Economic Vulnerability of Refugees from Ukraine,* 18 April 2024.

[8] The labour force is the sum of the number of persons employed and the number of persons unemployed.

[9] Deloitte and UNHCR, *Poland: Analysis of the impact of refugees from Ukraine on the economy of Poland – March 2024*.

[10] Deloitte and UNHCR, *Poland: Analysis of the impact of refugees from Ukraine on the economy of Poland – March 2024*.

[11] International Monetary Fund (IMF), "World Economic Outlook (April 2024): Real GDP growth", 2024.

[12] IMF, *World Economic Outlook – Steady but Slow: Resilience amid Divergence*, April 2024.

[13] IMF, "World Economic Outlook (April 2024): Real GDP growth", 2024.

[14] ILO, "Statistics on the informal economy", ILOSTAT database.

[15] UNHCR, *Participatory Assessment Report 2023: Republic of Moldova*, 29 February 2024.

the country's skills development and recognition systems (including the development of micro-qualification systems), and reinforcing the provision of care services. Other countries sharing extensive borders with Ukraine have been pivotal in offering asylum to Ukrainian refugees who mostly transited through these countries. In Romania, 158,407 Ukrainian refugees obtained temporary protection, of which 5,228 enrolled for cash assistance in 2024. [16] Also, Hungary and Slovakia, respectively, host 42,507 and 142,839 refugees, with over 4.5 million crossing into Hungary and around 2 million into Slovakia since the start of the war. [17] Overall, in all of the host countries, unemployment rates for Ukrainian refugees are significantly higher than host country rates. [18]

8. The South Caucasus and Central Asia recorded robust economic growth in 2023 thanks to an increased volume of remittances and transit trade, high commodity prices, business relocation, brain gain and capital inflow from the Russian Federation. [19] According to the World Bank, the Central Asian economy is estimated to have expanded by 5.5 per cent in 2023 and is forecast to maintain growth momentum in 2024 and 2025, albeit at lower rates than in 2023 – 4.1 and 4.9 per cent respectively. Armenia recorded particularly high growth of 8.7 per cent in 2023, also thanks to a rebound in tourism, while Azerbaijan's growth slowed to 1.1 per cent in 2023 owing to lower oil sector output. [20]

9. Holding other factors constant, an economic upswing usually helps improve labour market indicators. In addition, central banks in the subregion lowered interest rates as inflation abated, reinforcing the tailwind for job creation. [21] However, deep-rooted structural issues such as decent work deficits and emigration pressure, gender imbalance in labour force participation, rampant informal employment and depressed minimum wages often hamper the capacity to translate economic growth into employment creation and income distribution. While maintaining a positive economic and labour market outlook for the subregion, risk scenarios include spillover effects of the war in Ukraine and supply chain disruptions, increased restrictions for migrant workers and potential declining remittances, and further weakening of labour market institutions (such as a moratorium on labour inspection and under-resourced public employment services). These risks are not only prospective but also immediate, given the escalating situation in Ukraine.

Impact on jobs, livelihoods and enterprises in Ukraine

10. The war continues to impose significant tolls on jobs, livelihoods and enterprises. Following the last report, the employment situation in Ukraine remains dire; despite better-than-expected GDP growth, challenges of labour shortages persist, hampering future growth

[16] UNHCR, *Ukraine Refugee Situation Update: Romania Weekly Update #93*, 22 April 2024.

[17] UNHCR, "Operational data portal – Ukraine refugee situation".

[18] UNHCR, *Helping Hands – The Role of Housing Support and Employment Facilitation in Economic Vulnerability of Refugees from Ukraine*, 18 April 2024.

[19] European Bank for Reconstruction and Development (EBRD), *Regional Economic Prospects in the EBRD Regions: Shifting gears*, September 2023; World Bank, *Sluggish Growth, Rising Risks*, Europe and Central Asia Economic Update, October 2023; IMF, *Regional economic outlook – Middle East and Central Asia: Building Resilience and Fostering Sustainable Growth*, October 2023.

[20] Asian Development Bank, *Asian Development Outlook – April 2024: Highlights*, 2024; IMF, *Regional economic outlook – Middle East and Central Asia: An Uneven Recovery amid High Uncertainty*, April 2024; World Bank, *Europe and Central Asia Economic Update, Spring 2024: Unleashing the Power of the Private Sector*, 11 April 2024.

[21] IMF, *Regional economic outlook – Middle East and Central Asia: Building Resilience and Fostering Sustainable Growth*, October 2023.

prospects. [22] Major efforts are required to facilitate the reintegration of internally displaced persons and returnees and to enable women to increase their participation in the labour market. These actions are an essential step to meet the severe employment shortfall compared to Ukraine's ambitious growth target for 2032. [23] [24]

11. The effects on micro, small and medium-sized enterprises (MSMEs) have been particularly severe, and this impacts the economy as a whole, given that MSMEs constitute the backbone of the Ukrainian economy. The effects of the war on all enterprises are evident in high uncertainty, supply constraints of products/services, increasing damage to productive sectors, disruptions to accessing domestic and external markets, constraints in workers' participation in the labour market, infrastructure destruction, lower demand, and lower and uncertain financing. This context introduces high risks, which have reduced business investment. The impacts on enterprises vary according to sector activity, exposure to war conditions, market coverage and firm size, and remain difficult to gauge. Conversations with Ukrainian employers' organizations indicate that most enterprises that survived the early phase have adapted to the circumstances, including by shifting supply chains and markets towards the European Union. Business relocations have continued decreasing. [25]

12. The financing requirements for the country's further defence and the corresponding pressure that public debt instruments exercise on financing costs have important implications for business investment. While inflation has recently dropped, which has allowed for reductions in policy rates from high real interest rate levels, enterprises still face high credit costs. Total investment had a negative contribution to GDP in 2022, with a drop of 14 per cent, highlighting a dramatic spending decrease on capital goods. Nevertheless, it is expected to increase by 3.1 per cent in 2023 and by 1.8 per cent in 2024. Private investment, at 10.1 per cent of GDP in 2022, is expected to grow over the next few years, and public capital investment will remain low, at around 2.3 per cent and 4.5 per cent of GDP over the next few years. [26] Business resilience has been remarkable in adjusting to the war economy, but business closures are extensive. The production capacity constraints of enterprises are reflected in the drop in national output by a quarter from pre-war levels. Lower investment and production capacity have important consequences for firm productivity and prospects of recovery. [27]

13. Continued aerial attacks on key infrastructure, including power plants, add to the array of uncertainties related to business continuity. In a letter addressed to the Director-General dated 11 April 2024, the IndustriALL Global Union (IndustriALL) reported that many electricity generation units all around the country were destroyed by missile attacks in March 2024. The

[22] World Bank, "Ukraine Overview: Development news, research, data".

[23] The projections use different scenarios to show the order of magnitude of potential labour shortages. The first scenario indicates a shortfall of 8.6 million workers, assuming that Ukraine will reach its GDP target and that productivity and employment rates follow pre-war trends (37 per cent employment growth compared to 2021). The second scenario estimates that an annual productivity growth of 6.1 per cent would be necessary if overall employment were to follow pre-war trends – a figure that is twice as high as the recent historic average. A third scenario shows the assumed GDP growth shortfall should employment and productivity follow pre-war trends.

[24] ILO, *Prospects for achieving Ukraine's 2032 GDP target: A labour market perspective,* September 2023.

[25] UNDP, "Assessment of the Impact of War on Micro, Small, and Medium Enterprises in Ukraine", 2024.

[26] IMF, *Ukraine: Third Review of the Extended Arrangement Under the Extended Fund Facility, Requests for a Waiver of Nonobservance of Performance Criterion, and Modifications of Performance Criteria-Press Release; Staff Report; and Statement by the Executive Director for Ukraine*, IMF Staff Country Reports, No. 2024/078, 22 March 2024.

[27] World Bank, Government of Ukraine, European Union and United Nations, *Ukraine: Third Rapid Damage and Needs Assessment (RDNA3), February 2022–December 2023*, February 2024; Organisation for Economic Co-operation and Development (OECD), "Shaping the path to economic recovery", 1 July 2022.

attacks disrupted power supplies to about 2 million people, and members of the Independent Trade Union of Miners of Ukraine at the DTEK thermal power plants claim that the facility suffered the most damage. This adds to uncertainties about when the hostilities will end and the frequency with which international aid will arrive. Rising logistics costs due to the blockade of some sea and land borders, high fuel prices, shortages of skilled labour and weaker demand remain reasons for a relatively cautious outlook by businesses.

14. Workers in the territories occupied by Russian forces continue to report violations of their labour rights and forced memberships of Russian trade unions in the occupied territories. The Committee of Experts on the Application of Conventions and Recommendations (CEACR) reiterated in February 2024 its concerns for workers' safety in the occupied Zaporizhzhya Nuclear Power Plant (ZNPP), referring to deteriorating working conditions and overall safety at work, mainly due to potential increased risk of exposure to radiation and the potential risk of a nuclear accident, related to the unstable electricity supply. [28] Moreover, as reported by the Office of the United Nations High Commissioner for Human Rights (OHCHR), 11 ZNPP employees were abducted between February 2022 and December 2023. [29]

▶ Impact on the ILO's constituents and on the implementation of the Decent Work Country Programme and development cooperation in Ukraine

Government

15. The ILO Transitional Cooperation Strategy for Ukraine 2024–2025 reflects the needs of constituents for humanitarian, budgetary and development assistance, and offers concrete measures to be taken to address their multifaceted objectives. Building on the three pillars identified by the Transitional Strategy and the European Council's decision to open European Union (EU) membership negotiations, the Ministry of Economy continues to drive its legal reform agenda. The measures being taken under this agenda include aligning national legislation with international labour standards. The latest updates are:

(a) the preparation of a draft law on the settlement of collective labour disputes, developed by a Tripartite+ working group established under the National Mediation and Conciliation Service, which received a thorough technical review by the ILO;

(b) review of the minimum wage system in light of the Minimum Wage Fixing Convention, 1970 (No. 131), (ratified by Ukraine). In response to the request by the Ministry of Economy of Ukraine, the ILO sent a mission to Ukraine aiming to hold consultations and draw up a road map of ILO technical assistance on the matter.

16. In addition, a number of policies and strategies are being reviewed or implemented with ILO support. The ILO also prepares the memorandum of understanding between the ILO, the International Training Centre of the ILO and the Kyiv National University to provide

[28] ILO, *Application of International Labour Standards 2024*, Report of the Committee of Experts on the Application of Conventions and Recommendations, ILC.112/III(A), 2024.

[29] OHCHR, *Human Rights situation during the Russian occupation of territory of Ukraine and its aftermath, 24 February 2022 – 31 December 2023*, 20 March 2024.

international exposure to the topics pertaining to the world of work for the students and researchers of Ukraine's leading university.

17. The State Employment Service (SES) continues to devote a high share of expenditure to active labour market programmes. During the first quarter of 2024, some 248,000 individuals received services, 182,000 were classified as unemployed and 81,000 jobseekers entered employment. In the period January–March 2024, the SES, through the business grant programme e-Robota (e-Work), awarded grants to some 2,800 individuals, as well as to 225 war veterans and their spouses, each grant amounting to 250,000 Ukrainian hryvnia and 1 million hryvnia respectively. At the same time, 12,000 individuals received training or retraining. In total, 6,000 people participated in public works programmes, and 15,000 were placed in jobs under subsidized employment programmes. In addition, the SES continues the voucher programme to support the reskilling and upskilling of jobseekers. The programme currently includes 124 positions, of which the following are the most sought after: nurse, psychologist, preschool teacher, cook, emergency medical technician, pastry chef, driver, tractor driver and tailor. The application for the voucher programme is available online through the SES website.

18. Furthermore, the SES continues to scale up the reasonable accommodation of workplaces: in the first quarter of 2024, employers were compensated for reasonable adaptation of workplaces for 206 persons with disabilities, rising from 63 in 2023. The Government's plans to scale up these programmes in 2024 are given a high priority and require external support. Moreover, more support is needed to ensure that Ukrainian employers become more aware of the opportunities, costs and obligations of including persons with disabilities in their workforce. The Office is engaged in ongoing discussions with international partners to develop a broader programme of support in that regard. The recent adherence of the Confederation of Employers of Ukraine to the ILO Global Business and Disability Network also inspired the creation of the Ukrainian Business and Disability Network, supported by the Confederation of Employers of Ukraine. ILO Global Business and Disability Network colleagues participated in the opening ceremony (online).

19. Lastly, the Ministry of Economy of Ukraine, the SES and leading Ukrainian job search sites have created a Unified Job Portal, which posts 230,000 vacancies daily. The information on the portal is updated online and subscriptions to job postings also take place via social media platforms. [30]

20. In the conditions of martial law, preventive service delivery has been central to the functioning of the State Labour Service (SLS). The SLS facilitates the work of the Interagency Working Group, which also includes the social partners, aiming to coordinate actions against undeclared work, including in the informal economy, and occupational injuries. The National Plan of joint actions for 2024 includes collecting evidence about factors feeding undeclared work, digitalizing the processes of monitoring the status of employment contracts, and promoting safe and healthy working conditions at the workplace, including workers' mental health. The SLS and the Association of Employers' Organizations of Ukraine asked for the ILO's support and technical assistance in this matter.

21. The Office has strengthened the capacity of labour inspectors to promote a safe and healthy working environment. Labour inspectors received practical knowledge on communicable diseases (HIV, tuberculosis), including on preventing stigma and discrimination, violence and harassment at work. These activities contributed to the development of non-discrimination

[30] The job search websites include Work.ua, robota.ua, novarobota.ua, PidBir, grc.ua,and Jooble, and enrolment can take place through Viber and Telegram.

workplace policies and programmes at about 90 companies, which have included relevant provisions in their collective bargaining agreements.

22. The Office has further expanded its cooperation with other ministries, primarily the Ministry of Education, in respect of digital technology-based technical and vocational education and training (e-TVET) and childcare, and also with the corresponding parliamentary committees. The tripartite study visit to Lithuania on 13–14 March 2024 to learn good practices regarding the legal framework for childcare and sustainable solutions was very practical and relevant to the Ukrainian context.

Trade unions and employers' organizations

23. Trade unions and employers' organizations continue their operations, although concerns persist about financial sustainability due to the loss of membership dues. The social partners do not receive financial support other than some donations from sister organizations, and this is pushing them to look for solutions elsewhere.

24. The Federation of Employers of Ukraine, with the support of the Office and the International Training Centre of the ILO, was given access to the training package on Essentials in Occupational Safety and Health (EOSH), which was tailored to its needs. The training package allows employer and business membership organizations to strengthen a culture of occupational safety and health (OSH) among their members and showcase their leading role in promoting a safe and healthy working environment. The package includes the training and certification of 15 trainers/OSH specialists from the Federation of Employers of Ukraine and 29 training modules for them to use. Moreover, a new ILO-supported initiative aimed at piloting the implementation of childcare services within enterprises to alleviate labour shortages has been launched in the Lviv region in collaboration with the member companies of the Association of Employers' Organizations of Ukraine. Preparations are under way for the launch of a similar initiative in the Cherkasy region.

25. In view of the reports by trade unions of violations of their members' fundamental rights at work in the occupied territories of Ukraine, the ILO continues its cooperation with the OHCHR, particularly the United Nations Human Rights Monitoring Mission in Ukraine. The Office continues the capacity-building of OHCHR staff and the Ukrainian trade unions in selected sectors to identify and report labour rights violations in occupied and de-occupied territories within the framework of the broader human rights mandate. In March 2024, the OHCHR reported 13 cases in which school administrators and teachers, mostly women, were arbitrarily detained, tortured, ill-treated and/or threatened with violence because of refusing to teach the Russian curriculum. [31] On 17 April 2024, during the Russian rocket attacks on the city of Chernihiv, the trade union training centre was destroyed.

26. During a meeting with the Marine Transport Workers' Trade Union of Ukraine in April 2024, it reiterated its concerns over the weakening position of Ukrainian seafarers in the global maritime industry caused by the war. While Ukraine has managed to keep exporting large quantities of agricultural crops since the Russian Federation pulled out of the Black Sea Grain Initiative in summer 2023, the infrastructure of the Ukrainian Black Sea and the Danube ports come under repeated aerial attacks, putting port workers' and seafarers` lives at risk. The Office, in collaboration with the Government of the Republic of Korea, facilitated the training

[31] OHCHR, *Human Rights situation during the Russian occupation of territory of Ukraine and its aftermath, 24 February 2022 – 31 December 2023*, 20 March 2024.

of Ukrainian professionals from the Administration of the Maritime Ports and the Marine Transport Workers' Trade Union of Ukraine in the Portworker Development Programme held at the Korea Port Training Institute (Busan, Republic of Korea). The Office has also conceptualized a technical intervention to support the development of the Ukrainian maritime sector, which is ready for resource mobilization purposes.

27. Trade unions, employers' representatives and Government officials from Ukraine came together with international trade unions, international financial institutions, international construction businesses and the ILO in Warsaw, Poland, on 9 and 10 April 2024, to discuss ways forward for the reconstruction of Ukraine. Organized by Building and Wood Workers' International and the Construction and Building Materials Industry Workers' Union of Ukraine, the meeting discussed how best to ensure that Ukraine can develop and implement the required reconstruction plans and projects with the involvement of trade unions and with respect for workers' rights. One particular focus of the discussions was the need for the inclusion of a so-called "labour clause" in the legislative and contractual framework of reconstruction projects, meaning that basic workers' rights should be guaranteed by construction contractors and subcontractors who have been awarded construction contracts. The ILO contributed by providing a presentation on labour law and policy development in Ukraine, highlighting the need to ensure that labour law reforms are developed through a process of effective social dialogue and the importance of conformity with ratified international labour standards.

28. In the first six months of 2024, the ILO has supported the two unions, the Federation of Trade Unions of Ukraine and the Confederation of Free Trade Unions of Ukraine, through project activities aimed at strengthening their capacity to provide legal services and at promoting workers' rights under martial law.

Development cooperation

29. The ILO Country Office for Ukraine (CO–Kyiv) has been operating under the new Country Office Director since 26 February 2024. The first round of meetings with the Government and the social partners reconfirmed the relevance of the ILO Transitional Cooperation Strategy for Ukraine 2024–2025 developed in a tripartite manner, and clearly demonstrated interest in the ILO approach by the UN sister agencies and the international development partners.

30. The Office has long planned a visit by the Director-General jointly with the European Commissioner for Jobs and Social Rights. Unfortunately, the visit had to be postponed as a result of the assessment of the security situation. It will be rescheduled for the period after the 112th Session of the International Labour Conference, the main objective remaining the same: to demonstrate unwavering support to the tripartite constituents in Ukraine and reiterate the importance of international labour standards in Ukraine's recovery process and as a basis for its efforts to join the European Union.

31. Under pillar 3 of the ILO Transitional Cooperation Strategy for Ukraine 2024–2025, the Office is supporting constituents in the development of a road map on social dialogue, aligned with requirements arising from international labour standards. Beyond adapting to evolving needs since the initial stages of the war, the Strategy aims to improve the coherence of project support and the broader policy frameworks governing the world of work in Ukraine. The Office will continue to engage with development partners to ensure that adequate support can be provided to implement the Strategy. Multiple project and programme proposals are currently being developed in coordination with the Ukrainian constituents and development partners.

32. The ILO engages actively with other UN agencies. Joint programmatic approaches are currently being developed with the UNHCR on local employment partnerships and broader livelihood support in regions more severely affected by the war, as well as with the International Organization for Migration (IOM) on a broader demographic strategy and related capacity-building needs to facilitate the labour market inclusion of returnees, labour migrants, women, persons with disabilities and veterans. The ILO continues to collaborate with UN-Women on women's economic empowerment and the Joint United Nations Programme on HIV/AIDS (UNAIDS) on preventing HIV-related stigma and discrimination in the world of work.

33. Through the Ministry of Social Policy, the Office connected with members of the Technical Assistance Facility of the multi-organizational *Perekhid* initiative. Under the initiative, the partners' aim is to develop a long-lasting social protection system that is shock responsive. At the suggestion of the Ministry, the Office has sent a formal request to become a member of the platform. The ILO sent a technical mission to Ukraine in April 2024 for consultations with tripartite constituents concerning the development of actuarial projections for Ukraine with a view to informing national policies in the area of social protection and establishing contact with other agencies of the *Perekhid* initiative, such as UNICEF. The ILO is contributing to the initiative by developing an actuarial model for Ukraine, which will help to coordinate the various social protection interventions in Ukraine and to generate a comprehensive systemic view in line with ILO policy advice resulting from the actuarial evaluation of the pension system.

34. The Office has also engaged more actively with international financial institutions in recent months. The ILO continues to provide peer review support for the functional assessment of the SES, initiated by the Ministry of Economy and implemented with support from the European Bank for Reconstruction and Development. The ILO's engagement, working closely alongside the Bank and the other international partners, will support the Ministry in developing a reform pathway and assessing capacity-building needs to modernize the SES and ensure its wartime and longer-term effectiveness.

Situation of ILO staff in Ukraine

35. While international staff are entitled to regular rest and recuperation cycles outside Ukraine, the local staff are encouraged to take regular leave days, in line with the request extended to all agencies by the United Nations Resident Coordinator. Furthermore, the Office equipped the team in Ukraine with appliances to facilitate work continuation and staff well-being, including power station/energy backup, satellite and radio devices, and satellite internet backup. The Office has also provided shatter-resistant films in private residences. While the Office is working to increase its operational capacity in Ukraine, it continues to closely monitor the overall security situation in keeping with the United Nations Security Management System.

▶ Impact on the ILO's constituents and on the implementation of Decent Work Country Programmes and development cooperation in other affected countries in the region

36. Since the full-scale Russian invasion of Ukraine in 2022, the Republic of Moldova's labour market has been under additional pressure because of a compounded energy and refugee crisis. The ILO has significantly stepped up its support in the Republic of Moldova and had mobilized voluntary contributions of US$6.2 million as of April 2024. The related projects cover productive employment creation, conditions of work including formalization, the activation of women through childcare provision, and the reform of the National Employment Agency and the State Labour Inspectorate. Since January 2024, these projects have led, for example, to the expansion of local employment partnerships to two additional districts and the design of an innovative programme to support formalization across sectors. The Director-General visited the Republic of Moldova in April 2024, just over a year after his first visit to the country in February 2023, together with the European Commissioner for Jobs and Social Rights. They met with President Maia Sandu, Prime Minister Dorin Recean, Deputy Prime Minister and Minister of Foreign Affairs Mihai Popsoi, and Minister of Labour and Social Protection Alexei Buzu. The Director-General also met with leaders of workers' and employers' organizations. He reiterated the Office's support for improving access to more and better employment opportunities, building an inclusive and fair labour market, and aligning the country's labour legislation with international labour standards at a crucial time when the country is aiming to achieve EU accession by 2030. The support of the European Commission in furthering the common objective of advancing decent work in the Republic of Moldova is crucial in that regard.

Resource mobilization efforts and operational considerations in relation to countries under the DWT/CO–Moscow

37. The ILO, through the DWT/CO–Moscow, continues to provide technical cooperation and assistance to all countries in the subregion other than the Russian Federation and Belarus, with the necessary adjustments to ensure the delivery of its services. Office assistance to the constituents in Central Asia and the South Caucasus has continued in the technical areas outlined in the previous reports to the Governing Body, both in terms of the technical assistance provided by the DWT/CO–Moscow and through the implementation of development cooperation projects. Ultimately, a new Senior Operations Specialist will be residing in Tashkent in order to further enhance efforts in the subregion, financed by the post of Deputy Director of the DWT/CO–Moscow. The increase in the portfolio also reflects a diversification of donors, as funds are provided by the United Nations Peacebuilding Fund, the United Nations Trust Fund for Human Security, the European Bank for Reconstruction and Development, the multinational clothing company Inditex, the United Nations Partnership on the Rights of Persons with Disabilities, and the United Nations Department of Economic and Social Affairs (UNDESA), among more traditional ILO donors. The ILO has also increased its efforts directly through the regular budget supplementary account in the subregion.

38. The ILO, through the DWT/CO–Moscow, jointly with the WHO Europe and the European Disability Forum, implements a programme called "Mapping and strengthening community-based care resources for persons with disabilities and long-term support needs" in Armenia (US$45,796). The United States Department of State provided funding for an ILO project on forced labour and child labour during the cotton harvest in Turkmenistan (US$200,000), and fundraising efforts continue to support cotton harvest monitoring in Turkmenistan. Germany provided funding for a project on labour inspection and OSH in Uzbekistan (US$1.29 million). A project on measuring unpaid domestic work and care work, as well as gender pay gap research, has been supported by the European Union Delegation to Azerbaijan (US$270,000). In Uzbekistan, a proposal to advance on the Sustainable Development Goals is being developed in conjunction with the United Nations Development Programme, UNICEF and UN-Women (the total budget for this call is US$1.8 million) under the Global Accelerator on Jobs and Social Protection for Just Transitions. Conversations with donors are ongoing, and some project proposals are under review or have been shortlisted for funding consideration.

A road map is being drafted to increase the ILO footprint in Kazakhstan at the request of all constituents.

Areas for further action

39. The Office continues to support the Government and social partners in promoting alignment with ratified international labour standards, as well as the active participation of the constituents in relevant forums on social dialogue, employment and social protection. Multiple bilateral discussions are ongoing, and the Office continues to engage in all relevant international forums.

40. The Ukraine Recovery Conference 2024 (URC2024) will bring together leaders from Governments, international organizations, businesses and civil society. It will be co-hosted by Germany and Ukraine in Berlin on 11 and 12 June 2024. The goal is to mobilize international support for the recovery, reconstruction, reform and modernization of Ukraine, with a focus on four thematic dimensions, organized in high-level panels. A Recovery Forum will provide an interactive, on-site platform for German, Ukrainian and international stakeholders to engage in dialogue, partnership and collaboration. On the basis of the ILO Transitional Cooperation Strategy for Ukraine 2024–2025, the ILO plans to contribute to the URC2024 with the local employment partnership to promote employment-rich growth and serve as an integrator for various labour market policies. This work integrates the ILO contribution at the national level, promoting labour rights and the legal drafting process for labour laws on employment, OSH, skills training for a greening economy, the enabling of women and other measures.

41. As preparations for reconstruction unfold, the process of labour market reintegration, from design to implementation, monitoring and evaluation, will need to receive appropriate support based on the *Guidelines on labour market reintegration upon return in origin countries*.[32] According to the ILO, these Guidelines will contribute to ensuring that equal treatment and the Fundamental Principles and Rights at Work apply to both returning refugees and workers coming to Ukraine.

Draft decision

42. In the light of the developments in Ukraine outlined in document GB.351/INS/7 and the resolution concerning the Russian Federation's aggression against Ukraine from the perspective of the mandate of the International Labour Organization (ILO), adopted at its 344th Session (March 2022), and taking into account the discussions held and the guidance provided during its 350th Session, the Governing Body:

(a) noted the information provided in the document;

(b) reiterated its most profound concern at the continuing aggression by the Russian Federation, aided by the Belarusian Government, against Ukraine and at the impact that this aggression is having on the tripartite constituents – workers, employers

[32] ILO, *Guidelines on labour market reintegration upon return in origin countries,* May 2023.

and the democratically elected Government – in Ukraine, and on the world of work beyond Ukraine;

(c) urged the Russian Federation again to immediately and unconditionally cease its aggression and withdraw its troops from Ukraine;

(d) urged once again the Russian Federation to meet all the obligations following from its ratification of ILO Conventions, including the Maritime Labour Convention, 2006, as amended (MLC, 2006), in particular in relation to the repatriation of seafarers and access to medical care; the Radiation Protection Convention, 1960 (No. 115), in relation to the exposure of workers to ionizing radiations in the course of their work; and the Forced Labour Convention, 1930 (No. 29), and its accompanying Protocol of 2014, and to ensure the full protection provided by these instruments to all workers currently performing work under its control;

(e) reiterated its unwavering support for the tripartite constituents in Ukraine, requested the Director-General to continue to respond to the constituents' needs in Ukraine and to expand the ILO's resource mobilization efforts, including in forthcoming international donor conferences on recovery and reconstruction;

(f) requested the Director-General to continue to enhance resource mobilization efforts for other affected countries across Eastern Europe and Central Asia;

(g) requested the Director-General to continue to monitor the impact on the world of work of the Russian Federation's aggression against Ukraine and to report to the Governing Body at its 352nd Session (October–November 2024) on developments in the light of the resolution, including the ILO's continued engagement with the relevant United Nations bodies involved in monitoring human rights violations and the situation of maritime and nuclear workers.