



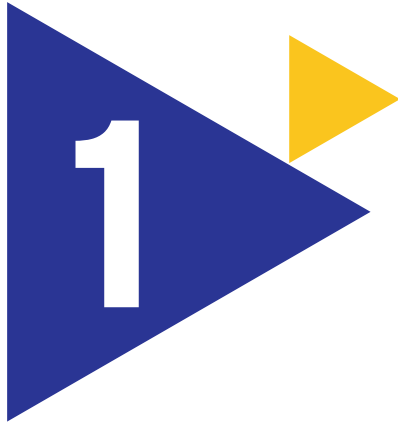
International
Labour
Organization

► The Decent Work Promise

Fair opportunities. Protection for all. Inclusive growth.

Decent Work Country Programme for Ukraine 2026–2029





The Changing World of Work in Ukraine

Ukraine is rebuilding while its labour market is being reshaped by war, displacement, demographic decline and enterprise disruption. Labour shortages, skills gaps and rising social vulnerabilities are already affecting recovery, productivity and participation. Employers' and workers' organizations are operating under significant institutional and operational pressures linked to the war and ongoing labour market transformation.

Ukraine's recovery and EU accession process create a momentum to modernize labour market governance and institutions, strengthen social dialogue, expand access to skills and decent jobs, social protection and better working conditions for a more resilient and inclusive economy.

What is at stake



People

- ▶ Displacement and demographic decline reducing labour supply.
- ▶ Barriers to work for women, youth, veterans, PwDs, IDPs, veterans and returnees.
- ▶ Insufficient training-to-employment pathways.
- ▶ Limited access to integrated employment services and psychosocial support.
- ▶ Long-term unemployment and untapped skills (incl. IDPs and returnees).
- ▶ Veterans' skills and experience remain underutilized.



Enterprises

- ▶ Business disruption and uneven recovery affect MSMEs.
- ▶ Labour shortages, skills mismatches and gaps constrain growth.
- ▶ Decent work conditions are essential for business continuity and productivity.
- ▶ Labour shortages call for more inclusive workplace practices.
- ▶ Lower productivity and access to finance limit competitiveness.
- ▶ Greener, more innovative and sustainable business models are needed.



Institutions

- ▶ Demand for labour market services exceeds institutional capacity.
- ▶ Uneven digital transformation of labour market institutions.
- ▶ Limited labour market intelligence hinders effective workforce and skills planning.
- ▶ The scale of the reform agenda places significant demands on ensuring alignment with International Labour Standards and the EU acquis.
- ▶ Loss of membership adds constraints to employers' and workers' organizations.
- ▶ Weakened social dialogue limits inclusive policy making efforts.

▶ ILO response

The ILO Decent Work Country Programme (DWCP) 2026–2029 supports Ukraine's recovery and EU integration through stronger labour market institutions and social protection systems, strengthened social dialogue, improved working conditions, support to workers' and employers' organizations, and the promotion of resilient enterprises and inclusive employment.

▶ DWCP 2026–2029 priorities

- 1 Strengthening labour market governance and inclusive social dialogue
- 2 Enhancing labour and social protection for all
- 3 Advancing decent jobs, skills and productive enterprises

2

A Vision for Inclusive Growth and Decent Work

Ukraine's recovery requires strong labour market institutions and social dialogue. It also needs strong social protection systems, skilled workers and productive enterprises capable of supporting inclusive and sustainable economic transformation.

► Priority 1

Strengthening labour market governance and inclusive social dialogue



Supporting

- Labour market reforms aligned with International Labour Standards and the relevant EU acquis.
- Stronger labour market governance and labour dispute resolution mechanisms supporting stable and inclusive labour markets.
- Effective social dialogue and collective bargaining supporting balanced and inclusive reform processes.
- Stronger employers' and workers' organizations contributing to labour market governance, recovery and EU integration processes.
- Ratification and implementation of relevant International Labour Standards in law and practice.

Why it matters

Strong labour market institutions and effective social dialogue support balanced reforms aligned with International Labour Standards and the EU acquis, trust among institutions, workers, and employers, and inclusive recovery process.

► Priority 2

Enhancing labour and social protection for all



Supporting

- Safer, healthier and more resilient workplaces, including in sectors critical for recovery and reconstruction.
- Respected labour rights, wage protection and improved working conditions.
- Inclusive labour market participation and equal opportunities for women and men, including populations affected by the war.
- Expansion of care services, including childcare solutions supporting workforce participation and recovery.
- Gender equality, inclusion and non-discrimination in the world of work.
- Sustainable and shock-responsive social protection systems strengthening resilience and income security.

Why it matters

Safe and decent working conditions, upheld labour rights, and inclusive social protection systems help protect workers, strengthen enterprises' resilience, and ensure that recovery benefits all.

► Priority 3

Advancing decent jobs, skills and productive enterprises



Supporting

- Workforce recovery and access to decent jobs, particularly for women, youth, veterans, displaced populations and persons with disabilities.
- Modernization of employment and skills systems to better respond to labour market and reconstruction needs.
- Vocational education reform, apprenticeships and work-based learning linked to recovery and economic transformation.
- Recovery, productivity and competitiveness of micro, small and medium-sized enterprises (MSMEs).
- Entrepreneurship, business development and integration into EU and global value chains.
- Green, digital and inclusive enterprise transformation supporting sustainable economic recovery.

Why it matters

Ukraine's recovery and reconstruction require skilled workers, productive and resilient enterprises, and responsive skills and employment systems that expand access to decent work for all.

3

Ukraine's Future begins today. Let's build it together!

Decent work is central to ensuring that Ukraine's economic recovery is resilient, inclusive, sustainable and grounded in social justice.

Investing in decent work helps deliver:

- ▶ Resilient institutions and more inclusive labour markets.
- ▶ Productive enterprises and skilled workforces supporting reconstruction and competitiveness.
- ▶ Safer workplaces and stronger protection of workers' rights.
- ▶ Greater resilience and opportunities for populations affected by the war.
- ▶ Stronger social cohesion and more sustainable recovery.
- ▶ Inclusive and competitive economy aligned with European standards.

Aligned with

Ukraine's recovery, reform and EU accession priorities | UNSDCF 2025–2029 | ILO's Decent Work Agenda

The ILO DWCP 2026–2029

translates Ukraine's recovery, reform and EU integration priorities into meaningful progress in the world of work.

Through its International Labour Standards, tripartite structure and technical expertise, the ILO plays a key role in transforming labour markets, strengthening institutions and promoting decent work as a cornerstone of strong and inclusive economic recovery.

Tripartite | Human-centred | National ownership

Implemented in partnership with:

Government of Ukraine, employers' and workers' organizations, UN agencies and development partners supporting recovery and reform in the world of work.

Join us in building a resilient and inclusive recovery through decent work.

Support the work under this DWCP by joining forces with Belgium, Denmark, the European Union, the Netherlands, Poland, Sweden, and Switzerland for a coordinated action and long-term commitment to decent work and social justice in Ukraine. With strong partnerships we deliver sustainable results.

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