International Labour Organization

Polish aid

Support to ILO's Decent Work Country Programme for Ukraine

Ukraine's economic recovery is taking place while the war continues to affect workers, enterprises and essential services. Disrupted operations, labour shortages and damaged infrastructure are putting pressure on productivity and working conditions. This is particularly significant for maritime, rail and road transport, which keep supply chains moving, connect businesses to international markets and support essential operations such as evacuations and humanitarian aid.

Recovery decisions need to be grounded in evidence, and informed by the realities facing workers and enterprises.

Thus, the ILO is supporting an assessment of how the war is affecting transport enterprises and workers, generating practical evidence to inform future policy and programme development. The assessment focuses on the realities facing maritime, rail and road transport and the challenges affecting enterprises and their workforce.

As part of the Decent Work Country Programme for Ukraine 2026–2029, the ILO uses this work to support Ukraine's tripartite constituents in strengthening their practical capacity to apply and promote international labour standards. As the country advances its labour reforms and EU accession agenda, effectively reflecting these standards in national law and respecting them in practice is increasingly essential for ensuring decent work.

Together, these efforts ensure that Ukraine's economic recovery and ongoing reforms are grounded in the realities faced by workers and enterprises, shaped through effective social dialogue, and guided by international labour standards.

1. Building the evidence base for sectoral recovery and operational continuity

The ILO is conducting targeted assessments across Ukraine's maritime (shipping and ports), rail and road transport sectors to identify operational bottlenecks and workforce challenges, including labour shortages, displacement, mobilisation, disrupted routes and skills gaps. The findings help inform policy choices that support viable enterprises, a capable workforce and the continuity of essential transport services.



Interventions include:

- developing evidence-based, actionable recommendations for policymakers, employers' and workers' organisations, and development partners;
- informing policy options to address operational pressures and support continuity of transport operations and supply chains;
- bringing workforce availability and skills needs into policy discussions on the sector's future;
- identifying decent work issues and areas for policy attention across the sector;
- informing recommendations to advance improvements in employment, working conditions, occupational safety and health, and skills development;
- supporting a transport-sector recovery that sustains viable enterprises and services while advancing decent work for the workers who keep them running;
- connecting transport-sector findings with wider recovery and reform discussions, including those linked to Ukraine's EU accession.

► 2. Strengthening tripartite capacity for labour standards and reform

Through this project, the ILO supports practical initiatives that strengthen Ukraine's tripartite constituents capacity: government, employers' and workers' representatives to better understand international labour standards and advance their effective application. This helps them shape labour policies that support sustainable and productive enterprises, uphold workers' rights and advance decent work, while contributing to informed decisions on standards' ratification and implementation.

Interventions include:

- supporting government, employers and workers to draw on ILO expertise, practical tools and targeted training to engage with international labour standards more effectively;
- building practical understanding of how international labour standards protect workers' rights and promote decent work while supporting enterprise productivity and sustainable growth;
- strengthening tripartite capacity to effectively engage in ILO standards procedures and consultations;
- enhancing the Government's capacity to report on the application of ratified ILO Conventions;
- enabling informed consideration of ratification and the legal and policy steps needed to apply standards nationally;
- supporting tripartite dialogue and advocacy to promote the effective application of standards;
- ensuring international labour standards inclusion into labour market reforms discussions, including in the context of EU-accession.

Implemented in partnership with:

- Ministry of Economy and Environment of Ukraine
- Ministry for Recovery, Infrastructure and Transport of Ukraine
- Ministry of Education and Science of Ukraine
- State Labour Service of Ukraine
- State Employment Service of Ukraine
- Federation of Employers of Ukraine
- Confederation of Employers of Ukraine
- Association of Organizations of Employers of Ukraine
- Federation of Trade Unions of Ukraine
- Confederation of Free Trade Unions of Ukraine
- International Training Centre of the ILO (ITCILO)



Check out ILO's DWCP for Ukraine 2026-2029

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