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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 calling upon the Office to provide assistance to the tripartite constituents in Ukraine and, 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, to temporarily suspend technical cooperation or assistance from the ILO to the Russian Federation, except for the purpose of humanitarian assistance, until a ceasefire is agreed and a peaceful resolution is implemented. At its 357th Session (June 2026), the Governing Body requested the Director-General to continue to monitor the impact on the world of work of the aggression and to report to the Governing Body at its current session on developments in the light of the resolution, including the ILO's continued engagement with the relevant United Nations (UN) bodies involved in

¹ GB.344/Resolution.

monitoring human rights violations and the situation of workers particularly affected by the armed conflict.²

► Impact on the world of work in Ukraine

2. The effects of the Russian Federation's military aggression against Ukraine have continued to disrupt daily life, economic activity and the delivery of essential services in Ukraine, with attacks further intensifying in late August and early September 2026. According to figures verified by the UN Human Rights Monitoring Mission in Ukraine, 1,839 civilians were killed and 10,638 injured in the first seven months of 2026, as a result of conflict-related violence in Ukraine.³ In July alone, 437 civilians were killed and 2,610 injured, a 30 per cent increase compared to June 2026 and a 70 per cent increase compared to July 2025. The number of civilians killed was the highest recorded since April 2022. On 21 August, a double attack on an operational shopping centre in Kryvyi Rih killed at least 16 civilians and injured 128.⁴ The escalation also continued to affect energy facilities, railways, ports, factories, warehouses, agricultural enterprises and distribution networks.⁵
3. The broader escalation has direct consequences for workers. Since the start of 2026, 298 workers have been killed and 1,270 injured as a result of hostilities at their workplaces.⁶ On 5 June, a Russian drone strike on an agricultural enterprise in the Kyiv region killed four workers and injured seven others. On 6 June, an attack on search-and-rescue vessels in the Black Sea off the coast of the Odesa region killed one sailor, left one mechanic missing and injured six crew members. On 18 June, a missile strike on an enterprise in the Dnipropetrovsk region killed one worker and injured eight others, while on 23 June another missile attack in the region killed two workers in the gas sector and injured five. On 24 June, Russian fire struck employees of Norwegian People's Aid Ukraine conducting humanitarian demining operations near Novopetrivka in the Kherson region, killing two demining specialists and injuring four other workers. On 2 July, an attack on Kyiv injured six emergency medical workers, three paramedics and three emergency medical technicians as they were heading to an ambulance.⁷ Also in July, the United Nations documented at least 20 attacks on sea vessels and seaport infrastructure in the Odesa and Mykolaiv regions, resulting in 19 port and vessel personnel being killed and 25 injured.⁸ On 13 July, an attack on the AIDA, a cargo ship sailing under the flag of Togo in the Port of Pivdennyi, killed three crew members and injured five. The following day, attacks on vessels in the ports of Odesa and Chornomorsk killed a shipmaster, a crew member and a port worker, and injured three crew members.⁹ On 19 July, a missile attack on a vessel as it was leaving the Port of Chornomorsk killed nine workers and a maritime pilot and

² GB.357/INS/4/Decision.

³ Office of the United Nations High Commissioner for Human Rights (OHCHR), "UN human rights monitors report the highest monthly number of civilian deaths and injuries in Ukraine since March 2022", 13 August 2026.

⁴ OHCHR, "Russian attack strikes shopping centre full of civilians – UN human rights monitors", 22 August 2026.

⁵ OHCHR, "Attacks against Ukraine's energy infrastructure and update on the human rights situation in Ukraine, 1 December 2025–31 May 2026", 30 June 2026.

⁶ State Labour Service of Ukraine, "Status of occupational injuries", accessed 1 September 2026; and Confederation of Free Trade Unions of Ukraine (KVPU), "Russian Forces Continue to Target Ukrainian Workplaces and Workers", 20 August 2026.

⁷ KVPU, letter dated 2 July 2026.

⁸ OHCHR, "Protection of Civilians in Armed Conflict – July 2026", 12 August 2026.

⁹ Marine Transport Workers' Trade Union of Ukraine (MTWTU), Letter No. 01–171, dated 2 September 2026.

injured eight workers. Over the month of August 2026, 48 workers were killed and 158 sustained injuries of varying severity at their workplaces. On 4 August, a 52-year-old street vendor in Kherson was injured by a drone.¹⁰ On the night of 5 August 2026, during an attack on the Kvitneva railway platform, eight people were killed, including workers of a logistics centre.¹¹ ¹² On the same day, repeated attacks on a bulk carrier in the Ukrainian maritime corridor caused a fire and forced the evacuation of its crew, while an attack on another vessel killed a crew member.¹³ On 11 and 16 August, missile strikes on the Zaporizhstal iron and steel works and the ArcelorMittal Kryvyi Rih steel company reportedly killed nine employees and injured 34.¹⁴ On 17 August, a Russian drone strike on a DTEK coal mine in the Dnipropetrovsk region killed a 52-year-old miner, an internally displaced person from Toretsk who had relocated to Pavlohrad for work, and injured another worker. Nine days later, on 26 August, a Russian drone struck a vehicle carrying DTEK miners home, killing two. On the night of 31 August, another attack on a DTEK mine in the region injured one employee. On 1 September, six workers were killed when a Russian strike hit a railway depot in Kyiv. On the same date, Russian forces struck a State Emergency Service vehicle near Zaporizhzhia as rescuers were travelling to a fire caused by an earlier attack, injuring several emergency workers.¹⁵

4. Displacement is becoming increasingly protracted and is having lasting consequences for Ukraine's labour supply and human capital. As at July 2026, nearly 5.7 million refugees from Ukraine remained abroad,¹⁶ while an estimated 3.45 million people remained internally displaced.¹⁷ The Office of the United Nations High Commissioner for Refugees (UNHCR) reported that the share of refugees planning or hoping to return had declined from 61 per cent in 2024 to 49 per cent in 2026, with only 3 per cent expecting to return in the 12 months following data collection.¹⁸ The demographic composition of the displaced population has also evolved, with adult men accounting for 27.1 per cent of beneficiaries of temporary protection in the European Union (EU) in July 2026, compared with 22 per cent in June 2024.¹⁹ The International Organization for Migration (IOM) reported in July 2026 that 87 per cent of internally displaced households had adopted at least one measure to meet basic needs under financial pressure²⁰ and that almost 70 per cent had been displaced for more than two years.²¹

¹⁰ KVPU, Letter No. 373/1-I, dated 1 September 2026.

¹¹ KVPU, Letter No. 373/1-I, dated 1 September 2026.

¹² OHCHR, "Protection of Civilians in Armed Conflict – July 2026", 12 August 2026.

¹³ MTWTU, Letter No. 01-171, dated 2 September 2026.

¹⁴ Trade Union of Metallurgists and Miners of Ukraine, Letter No. 01/198, 12 August 2026; Federation of Trade Unions of Ukraine, "[Appeal of the Trade Union of Metallurgists and Miners of Ukraine to the international community concerning the shelling of Zaporizhstal](#)", 14 August 2026; Federation of Metallurgists of Ukraine, "[Federation of Metallurgists of Ukraine: Preserve metallurgy – maintain Ukraine's defence capability](#)", 17 August 2026.

¹⁵ KVPU, Letter No. 373/1-I, dated 1 September 2026.

¹⁶ Office of the United Nations High Commissioner for Refugees (UNHCR), "[Ukraine Refugee Situation](#)", Operational Data Portal, accessed 7 September 2026.

¹⁷ International Organization for Migration (IOM), "[Ukraine – Displacement Tracking Matrix](#)", accessed 7 September 2026.

¹⁸ UNHCR, [Lives on hold: Intentions and Perspectives of Refugees from Ukraine – Regional Intentions Report #7](#), July 2026.

¹⁹ Eurostat, "[4.43 million under temporary protection in July 2026](#)", 10 September 2026.

²⁰ Examples of such measures include: reducing spending on food; reducing spending on health services; using savings; borrowing; selling assets; cutting utility use; and accepting lower-paid work.

²¹ IOM, [Ukraine Internal Displacement Report: General Population Survey](#), July 2026.

The share expressing an intention to integrate locally increased from 51 per cent in March to 58 per cent in June.²²

5. According to the International Monetary Fund, real gross domestic product (GDP) grew by 1.8 per cent in 2025, leaving output at around 79 per cent of its 2021 level. Real GDP contracted by 0.6 per cent year-on-year in the first quarter of 2026, as aerial attacks on critical infrastructure disrupted utility services in January and February.²³ Attacks on Ukraine's major retailers in July and August 2026 have further affected economic activity. The National Bank of Ukraine projected real GDP growth of 1.8 per cent and inflation of 10 per cent for 2026. While international financial flows, consumer demand and public expenditure on reconstruction and infrastructure have supported business activity, intensified attacks, logistics disruptions and shortages of qualified workers have continued to constrain it.^{24 25}
6. Between 1 December 2025 and 31 May 2026, the OHCHR verified 142 attacks by Russian armed forces on railway infrastructure across 18 regions in Government-controlled territory.²⁶ Attacks on Ukraine's energy infrastructure continued during the reporting period, with the OHCHR documenting further strikes by the Russian armed forces in both June and July 2026.²⁷ Mining and heavy industry have also remained exposed to attacks, with crude steel output plunging from 21.4 million tonnes in 2021 to 7.4 million tonnes in 2025.²⁸ Attacks represent a threat to business continuity and employment, especially for micro, small and medium-sized enterprises. The escalation of attacks in the Black Sea creates an additional source of pressure. In July, the OHCHR verified at least 39 attacks on sea vessels and seaport infrastructure in the Odesa and Mykolaiv regions, including at least 20 attacks on vessels,²⁹ while Ukrainian authorities reported higher figures, including 67 attacks on seaport infrastructure, 35 on civilian vessels in ports and 22 on vessels operating through the Ukrainian maritime corridor.³⁰ Attacks have involved port infrastructure across several regions. At the Port of Chornomorsk, the majority of the buildings, structures and property of affected port enterprises have reportedly been destroyed or damaged. Attacks have also affected facilities at the Odesa Container Terminal and the ports of Izmail, Reni and Mykolaiv, as well as the TIS-Zerno terminal, disrupting key elements of Ukraine's maritime and logistics capacity.³¹ As more than 90 per cent of Ukraine's agricultural exports traditionally depend on the ports of Greater Odesa, the Marine Transport Workers' Trade Union of Ukraine (MTWTU) has highlighted the

²² IOM, "3.9 Million People Displaced in Ukraine as Families Struggle to Cope, IOM Report Finds", 26 July 2026.

²³ International Monetary Fund, "Ukraine: 2026 Article IV Consultation and First Review of the Extended Arrangement Under the Extended Fund Facility", July 2026.

²⁴ National Bank of Ukraine, "Businesses Remain Upbeat about Their Performance Outlook – Business Outlook Survey in July", 3 August 2026.

²⁵ National Bank of Ukraine, "Inflation Will Accelerate in H2, but Will Begin to Decline Again Next Year – Inflation Report", 6 August 2026.

²⁶ OHCHR, "Attacks against Ukraine's energy infrastructure and update on the human rights situation in Ukraine, 1 December 2025–31 May 2026", 30 June 2026.

²⁷ OHCHR, "Protection of Civilians in Armed Conflict – July 2026", 12 August 2026.

²⁸ Federation of Metallurgists of Ukraine, "Federation of Metallurgists of Ukraine: Preserve metallurgy – maintain Ukraine's defence capability", 17 August 2026; and World Steel Association, "Annual production steel data", accessed September 2026.

²⁹ OHCHR, "Protection of Civilians in Armed Conflict – July 2026", 12 August 2026.

³⁰ Ministry for Recovery, Infrastructure and Transport of Ukraine, "Russia Continues Attacks on Ukraine's Transport Infrastructure and Civilian Shipping", 3 August 2026.

³¹ MTWTU, Letter No. 01–171, dated 2 September 2026.

implications for global supply chains and food security.³² The World Food Programme (WFP) has warned that the attacks risk pushing tens of millions more people into food insecurity.³³

7. Labour market data show limited employment gains alongside continuing structural pressures. According to the State Statistics Service, the average number of employees on payroll³⁴ reached nearly 5.5 million in June 2026, up 69,000 from June 2025 and 84,000 from January 2026.³⁵ Outward migration and mobilization keep reducing the number of people registered as unemployed. Labour supply remains constrained, particularly for skilled occupations, alongside skills and geographical mismatches. In the National Bank of Ukraine's July survey, construction was the only sector experiencing employment growth, while industrial and service enterprises continued to anticipate reductions.³⁶ Labour scarcity continues to place upward pressure on wages, although unevenly across sectors, enterprises and regions. The average nominal monthly wage reached 30,161 Ukrainian hryvnias (US\$678) during the first half of 2026, 22.7 per cent higher than a year earlier, and the National Bank of Ukraine projects real wage growth of more than 12 per cent for the year. At the same time, recorded wage arrears amounted to 3.84 billion hryvnias as at 1 July 2026.³⁷

► ILO assistance to the tripartite constituents and towards the implementation of the Decent Work Country Programme 2026–29 and development cooperation in Ukraine

Government and tripartite action

8. The gradual reactivation of the National Tripartite Social and Economic Council, following five years of inactivity, represents an important step towards restoring institutionalized social dialogue and re-establishing the Council as a national platform for tripartite engagement on the socioeconomic priorities underpinning Ukraine's recovery and EU accession. Serhii Byzov, President of the Federation of Trade Unions of Ukraine (FPU), was appointed President of the Council on 18 May 2026. The respective constituents are nominating their members.
9. The formal signing of the Decent Work Country Programme for Ukraine 2026–29 took place on 4 June 2026 in Geneva, during the 114th Session of the International Labour Conference, and was subsequently launched at the Ukraine Recovery Conference in Gdańsk on 25 and 26 June 2026.³⁸ The Decent Work Country Programme is structured around three priorities: strengthening labour market governance and inclusive social dialogue; enhancing labour and

³² MTWTU, "[MTWTU calls on the global maritime community to protect civilian shipping](#)", 5 August 2026.

³³ WFP, "[WFP Acting Executive Director's briefing to the UN Security Council on Conflict and Hunger – Remarks as Delivered](#)", 25 August 2026.

³⁴ "Employees on payroll" refers here to the Ukrainian statistical category of workers formally included in the staff records of reporting enterprises and organizations; it is narrower than the ILO statistical category of employees.

³⁵ State Employment Service of Ukraine, "[Main labour market trends](#)", accessed August 2026.

³⁶ National Bank of Ukraine, "[Inflation Will Accelerate in H2, but Will Begin to Decline Again Next Year – Inflation Report](#)", 6 August 2026.

³⁷ State Employment Service of Ukraine, "[Main labour market trends](#)", accessed August 2026.

³⁸ ILO, "[ILO and Ukraine launch the Decent Work Country Programme at the Ukraine Recovery Conference](#)", 30 June 2026.

social protection for all; and advancing decent jobs, skills development and productive enterprises.³⁹

10. Following the resignation of the Cabinet of Ministers in July 2026, Parliament withdrew the draft Labour Code. The new Government resubmitted the draft through a special parliamentary procedure on 2 September. In a letter dated 16 September, the Confederation of Free Trade Unions of Ukraine (KVPU) reported that trade union proposals and ILO comments on earlier versions of the draft Labour Code had not been taken into account, and raised concerns about the absence of consultation with the social partners on the newly submitted text.⁴⁰ The Office has also received communications from international trade union organizations expressing similar concerns regarding meaningful consultation and consistency with international labour standards. The Office has reiterated to the responsible ministry the importance of effective social dialogue throughout the reform process and remains available to provide technical assistance.
11. The Office is providing early technical advice on draft amendments to the Law on Employment of the Population to promote its alignment with international labour standards, including the Employment Service Convention, 1948 (No. 88), and the Private Employment Agencies Convention, 1997 (No. 181). In parallel, in coordination with the World Bank, the European Bank for Reconstruction and Development and the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, the Office is continuing to provide technical and policy advice on the State Employment Service Reform Strategy, which is aimed at developing a more integrated, digital and client-centred employment service.
12. The Office is supporting the implementation of the National Strategy to Close the Gender Pay Gap by 2030 through the piloting of a gender-neutral job evaluation tool with Ukrainian companies, to help employers and other labour market actors identify and address gender-based pay inequalities.
13. An ILO assessment of labour inspection legislation and practice against the Labour Inspection Convention, 1947 (No. 81), and the Labour Inspection (Agriculture) Convention, 1969 (No. 129), resulted in recommendations and a sequenced road map towards a more strategic and risk-based labour inspection system. The Office also supported the “Pratsia360” digital campaign, which attracted more than 39,000 users and reached an audience of several million, including internally displaced persons, veterans and people from other vulnerable groups. Specialized training for 11 labour inspectors further strengthened the State Labour Service’s capacity to integrate digital tools into inspection planning, field operations, case management and follow-up.
14. The Office continued to strengthen mechanisms for the effective resolution of labour disputes. Over the period from 9 September to 2 October, it trained 24 labour mediators and supported the development of an online register to facilitate access to qualified mediation services. Twelve trainers in labour arbitration also completed a tailored programme. In parallel, 12 judges participated in a programme organized by the International Training Centre of the ILO to strengthen the application of international labour standards in national proceedings.
15. In the energy sector, the Office provided technical advice to an interministerial tripartite working group on the modernization of occupational safety and health regulations and systems, including those relating to the recording and compensation of occupational injuries,

³⁹ ILO, “Decent Work Country Programme 2026–2029: Ukraine”, 28 May 2026.

⁴⁰ KVPU, Letter No. 387, dated 18 September 2026.

psychosocial risks and the use of digital technologies for risk assessment and training. Through a related project funded by the Government of the Kingdom of the Netherlands, the ILO also provided equipment for rescue teams in the mining sector, while the procurement of personal protective equipment for energy-sector repair crews is planned for October.

16. Following the actuarial valuation of the Mandatory State Pension Insurance Scheme, the ILO has continued to support the Ministry of Social Policy, Family and Unity of Ukraine in developing the remaining pension reform pillars. These include the defined contribution scheme and early retirement provisions for workers exposed to occupational hazards and health risks. These analyses will contribute to the Government's preparation of long-term pension projections, and efforts are being closely coordinated with the International Monetary Fund, the World Bank and the EU.
17. Building on evidence from a joint study by the ILO and the United Nations Children's Fund (UNICEF) on access to early childhood education and care and women's economic empowerment,⁴¹ the Office has continued to expand childcare solutions in frontline regions. In total, 17 childcare facilities have been established, while training for 30 public kindergarten educators has resulted in the opening of six nursery groups. The 17 childcare facilities are focused on children aged 0–3 years and include three coworking spaces with childcare services, two preschool units within schools and two mobile kindergartens. The facilities are already operational in the Odeska, Sumska, Chernihivska, Dnipropetrovska, Zaporizka and Kharkivska regions. The ILO is also supporting the development of three employer-supported childcare facilities. In parallel, representatives of eight technical and vocational education and training institutions completed a training-of-trainers programme on childcare provision, and a practical package to support women entrepreneurs in establishing and expanding childcare enterprises is being developed and piloted.

Trade unions

18. Trade unions continue to be severely affected by the war. The Federation of Trade Unions of Ukraine (FPU) reported that an aerial attack on the city of Sumy on 17 July 2026 severely damaged the House of Trade Unions, which accommodates trade union organizations and provides legal, social and humanitarian assistance to workers, internally displaced persons, veterans and others affected by the war. The FPU described the attack as part of a broader pattern of strikes affecting trade union premises and other civilian facilities and called on the ILO to continue to draw attention to such attacks, support their documentation and reaffirm the protection of freedom of association, workers' rights and social dialogue.⁴² On several occasions in 2026, the Office received information from Ukrainian and international trade unions, including the International Trade Union Confederation and the IndustriALL Global Union, regarding the impact of the ongoing armed conflict on workers and their organizations. Reports indicate continued attacks affecting workplaces, workers and trade union structures and premises. Trade unions report that workers continue to be killed and injured in the course of their duties, as reported in paragraphs 2 to 4 of this document. In addition to direct attacks, trade unions have informed the Office that, in territories under temporary occupation, trade union assets have been transferred to trade unions in the Russian Federation.

⁴¹ ILO and UNICEF, "Access to early childhood education and care and women's economic empowerment in Ukraine: National study", 28 May 2026.

⁴² FPU, letter dated 31 July 2026.

19. On 5 July 2026, a representative of the Nuclear Power and Industry Workers Union of Ukraine (Atomprofspilka) participated in a meeting of the Parliamentary Support Team for Ukraine – which was established by the Parliamentary Assembly of the Organization for Security and Co-operation in Europe – in The Hague, and raised concerns regarding working conditions at the occupied Zaporizhzhia Nuclear Power Plant, including pressure on personnel, shortages of qualified staff and the detention of plant workers.⁴³ On 5 August 2026, the MTWTU appealed to the International Transport Workers' Federation, the International Maritime Organization and the ILO to strengthen coordinated efforts to protect civilian seafarers, merchant shipping and port infrastructure.
20. Ukrainian trade unions continue to support workers affected by the armed conflict, including by providing legal assistance, counselling and services for internally displaced persons, with support from ILO technical cooperation activities. Trade unions also continue to engage in legislative discussions on labour and social issues, including through recently established parliamentary mechanisms.

Employers' organizations

21. Ukrainian employers' and business membership organizations (EBMOs) are operating under growing pressure as the war continues to disrupt enterprises, supply chains and markets and to weaken their membership and resource bases. At the same time, demand for their representation, expertise and services is increasing. Strong EBMOs are therefore essential for effective national and sectoral social dialogue on measures to preserve enterprises and employment and support economic recovery.
22. During a recent meeting with the Office, the Federation of Metallurgists of Ukraine (FMU) raised serious concerns that the cumulative destruction and loss of strategic industrial assets are threatening the continued viability of Ukraine's mining and metals sector. Since 2022, the loss of Azovstal and the Ilyich Iron and Steel Works in Mariupol – which together accounted for 42 per cent of Ukraine's pre-war steel production – has been followed by the loss of Avdiivka Coke in 2024 and the suspension of Pokrovske Coal in January 2025, weakening successive stages of the integrated production chain from coking coal and coke production to steelmaking. According to the FMU, the facilities that were lost or suspended operations between 2022 and 2025 employed about 35,000 people, and Metinvest's direct losses are estimated at no less than US\$5 billion. Recent attacks on the Zaporizhstal iron and steel works demonstrate the continued exposure of the sector's remaining capacity. Overall employment in the sector has fallen from approximately 130,000 to 62,000. The FMU cautioned that the cumulative impact extends to skilled employment, exports, public revenues, regional economies and recovery capacity. While engaging with the Government on possible measures, the FMU faces growing pressure on its membership and resource base, reinforcing the importance of strong sectoral employer representation and effective social dialogue.⁴⁴
23. Against this background, the Office will continue to support EBMOs in maintaining their capacity to represent enterprises and participate effectively in national and sectoral social dialogue in a wartime and recovery context.

⁴³ FPU, "The situation at the occupied Zaporizhzhia NPP and Enerhodar discussed in The Hague", 29 July 2026.

⁴⁴ Federation of Metallurgists of Ukraine, "Federation of Metallurgists of Ukraine: Preserve metallurgy – maintain Ukraine's defence capability", 17 August 2026.

► Update on resource mobilization efforts for other affected countries in Central and Eastern Europe, and Eastern Europe and Central Asia

24. In the wider subregion, the Office continues to provide technical cooperation and assistance to all countries other than the Russian Federation and Belarus, with ongoing donor engagement to respond to emerging priorities. Such assistance may be provided to the Russian Federation and Belarus only when it has been offered in the context of the work of the ILO supervisory bodies. In Central and Eastern Europe, the development cooperation portfolio includes expanded EU-supported employment programming in Bosnia and Herzegovina, alongside country and regional initiatives on labour inspection and occupational safety and health. In Central Asia, the portfolio has been further diversified to include a public-private initiative supporting livestock-based livelihoods through climate-risk insurance in Kyrgyzstan and Government-funded cooperation to promote decent work and good governance in Uzbekistan's cotton and textile supply chain. The projects previously reported in the Republic of Moldova, Turkmenistan and Uzbekistan remain under implementation. Albania and Uzbekistan continue to advance the implementation of the Global Accelerator on Jobs and Social Protection for Just Transitions, including through joint programmes supported by the Multi-Stakeholder Engagement to Implement the UN Global Accelerator and the World Bank Compass (M-GA). A third M-GA funding round, launched in 2026, is under way to scale up implementation in pathfinder countries and deepen collaboration between the United Nations and the World Bank.

► Situation of ILO staff

25. The ILO Country Office for Ukraine continues to operate in a highly volatile security environment. The sustained pressures of working under wartime conditions are taking a cumulative toll on staff well-being and continue to pose risks to operational continuity. The Office therefore continues to review and adapt working arrangements and duty-of-care measures in line with the evolving security context. Following a period of intensified and prolonged attacks, including in the last five days of August, the Office extended special leave arrangements to local staff until the end of 2026 and introduced flexible working arrangements. Despite these constraints, the Country Office has continued to maintain programme delivery and support to constituents.

► Areas for further action

26. In October 2026, the ILO Regional Director for Europe and Central Asia will visit Kyiv to reaffirm the ILO's commitment to supporting Ukraine's recovery and reconstruction through social dialogue and labour reforms, and to advance implementation of the recently signed Decent Work Country Programme for Ukraine 2026–29.

► Draft decision

- 27. In the light of the developments in Ukraine outlined in document GB.358/INS/15 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 358th Session (November 2026), 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 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 the Russian Federation, in line with the request made by the Committee of Experts at its 95th Session (25 November–7 December 2024), to take all necessary measures to ensure the effective implementation of the Occupational Safety and Health Convention, 1981 (No. 155), and of the Radiation Protection Convention, 1960 (No. 115), including the protection of workers against ionizing radiations in the course of their work; to ensure the effective implementation of the Maritime Labour Convention, 2006, as amended (MLC, 2006); and to ensure the full protection provided by applicable ILO instruments;**
 - (e) reiterated its unwavering support for the tripartite constituents in Ukraine, and 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 359th Session (March 2027) 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 workers particularly affected by the armed conflict.**