



Protecting and Preparing Ukraine's Energy Workforce for Sustainable Recovery

Safety for Energy Workers

By improving occupational safety and health, advancing inclusive employment practices, and equipping workers to meet the sector's evolving demands, this project helps build a workforce that is resilient, adaptable, and prepared for the future. In doing so, it contributes not only to the sector's immediate recovery but also to its long-term sustainable growth and capacity to respond to emerging challenges. It does so through three key outcomes.

► 1. Enhanced protection of energy workers' lives and health, and expanded psychosocial support

The ILO advances the development of stronger occupational safety and health measures, expanded psychosocial support services, and practical solutions that help protect workers in challenging conditions. By promoting safer and healthier workplaces, the project enhances the well-being of workers while strengthening the resilience and continuity of the energy sector.

Interventions include:

- updating and implementing OSH protocols for high-risk work
- providing workers with essential personal protective equipment, including specialized equipment for miners and rescue teams
- introducing modern approaches to workplace risk management and risk monitoring
- strengthening the capacity of labour inspectors, employers and trade unions in occupational safety and health
- expanding workplace psychosocial support and mental health services for workers
- increasing awareness among workers and their families of labour rights and insurance protection
- improving occupational injury recording systems and digitizing worker records
- promoting good practices in occupational safety and health and psychosocial support.

POWERING RECOVERY THROUGH A SAFER AND STRONGER WORKFORCE

Workers in Ukraine's energy and mining sectors face challenges unlike those encountered in peacetime. Operating at damaged facilities, navigating explosive hazards, and coping with prolonged physical and psychological strain place exceptional demands on the workforce.

As part of ILO's Decent Work Country Programme for Ukraine 2026-2029, this project supports the resilience and future development of Ukraine's energy sector by promoting safe and healthy working conditions, fostering more inclusive workplaces, and strengthening the skills and knowledge needed for recovery and transformation.



Protecting Those Who Power Ukraine's Recovery

► 2. Expanded opportunities for attracting, retaining and reintegrating workers in the energy sector

The energy sector needs not only new workers, but also conditions that enable people to remain in the profession and return to work after disruptions caused by the war. The ILO supports the creation of more inclusive and accessible workplaces, practical reintegration pathways, and the removal of barriers that limit access to employment for veterans, internally displaced persons, persons with disabilities and women.

Interventions include:

- improving working conditions and adapting workplaces in line with safety, accessibility and inclusion requirements
- introducing gender-responsive approaches, including adapted personal protective equipment and workwear
- piloting safe return-to-work programmes for veterans, internally displaced persons and persons with disabilities
- developing practical reintegration pathways and expanding employment opportunities in the energy sector
- improving the accessibility and inclusiveness of training programmes and learning models
- conducting accessibility audits and implementing workplace and training-centre adaptations
- supporting mentorship programmes for women in technical and repair occupations
- expanding employment opportunities for internally displaced persons
- strengthening the role of social dialogue and collective agreements in promoting safe and inclusive workplace practices
- sharing good practices on worker reintegration and workplace adaptation.

► 3. Strengthened skills for the recovery and modernization of the energy sector

Recovering energy infrastructure requires not only investment in physical assets, but also the development of skills needed in a rapidly evolving sector. The ILO supports evidence-based workforce planning, modern approaches to skills development, and the integration of occupational safety and health into vocational training to help workers and enterprises respond to both current and future labour market needs.

Interventions include:

- identifying current and future skills needs in the energy sector
- developing labour market intelligence tools for energy occupations
- piloting job-matching mechanisms for energy enterprises
- integrating labour market findings into education, employment and energy policies
- developing and testing training modules that integrate occupational safety and health
- updating vocational education programmes in line with modern OSH standards and labour market needs
- expanding access to vocational training through digital learning solutions
- sharing good practices and lessons learned in skills development.

Implemented in partnership with:

- Ministry of Energy of Ukraine
- Ministry of Economy and Environment of Ukraine
- Ministry of Education and Science of Ukraine
- State Labour Service of Ukraine
- State Employment Service of Ukraine
- Federation of Employers of Ukraine (including energy-sector enterprises, DTEK and NEK Ukrenergo)
- Confederation of Employers of Ukraine
- Association of Organizations of Employers of Ukraine
- Federation of Trade Unions of Ukraine (including Ukrelectroprofspilka and Atomprofspilka)
- Confederation of Free Trade Unions of Ukraine and Independent Trade Union of Miners of Ukraine.



Check out
**ILO's DWCP
for Ukraine
2026-2029**

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