



The project is funded by
the European Union



The project is implemented by
the International Labour Organization

EU-ILO Project
ENHANCING THE LABOUR ADMINISTRATION CAPACITY
TO IMPROVE WORKING CONDITIONS AND TACKLE UNDECLARED WORK

Tripartite workshop

“Formulation of a Biannual Action Plan
to Fight Undeclared Work”

*Supporting materials
to develop strategy and action plan
to tackle undeclared work
in Ukraine*

4-7 June 2018

President Hotel

12, Hospitalna Str., Kyiv



Проект фінансується
Європейським Союзом



Проект виконується
Міжнародною організацією праці

EU-ILO Project

«Enhancing the labour administration capacity to improve working conditions and tackle undeclared work»

Biannual Action Plan to Fight UDW

Tripartite Workshop | *4-7 June 2018*

Антоніу Сантуш / António Santos
Менеджер проекту / Project manager

www.ilo.org/UkraineEUProject

Content



Strategy



Action Plan Formulation



Definition of Measures



Work Groups: Goal & Organization



“Rules of Engagement”

Strategy – some management definitions

Definitions	Authors
<i>Determining the goals and long-term objectives of an organization and the adoption of means of action and allocation of resources needed to achieve these goals</i>	Alfred Chandler
<i>Pattern of decisions concerning key objectives, policies and action sequence, with high potential effects on the viability and direction of the company as a whole, or that determine its competitive positioning for a prolonged period time</i>	James Brian Quinn
<i>Unified, integrated and comprehensive plan, designed to ensure that the basic objectives of the organization are achieved</i>	William Glueck
<i>Creation of a match between the activities of the organization in search of a favorable competitive position in an industry against the forces that shape the competition and profitability in that industry</i>	Michael Porter
<i>Plan that brings together, in an integrated manner, the objectives, policies and actions of the Organization, aimed at creating a sustainable competitive advantage</i>	Adriano Freire
<i>Plan, road, path, guide or course of action for the future</i>	Henry Mintzberg
<i>Line of action of an organization in order to achieve their purposes</i>	De Wit e Meyer
<i>Pattern of objectives and major policies to achieve them, expressed so as to define what business the company is or should be in and the kind of company that it is or should be</i>	Kenneth Andrews
<i>The decision on where to fight the enemy (i.e., the competition)</i>	Vasconcellos e Sá

Strategy – no consensus on the definition



Strategy – the return to origins: military science

Etymologically, the word strategy derives from the Greek word *στρατηγός* (*strategos*) which means “general” or “the art of the general”

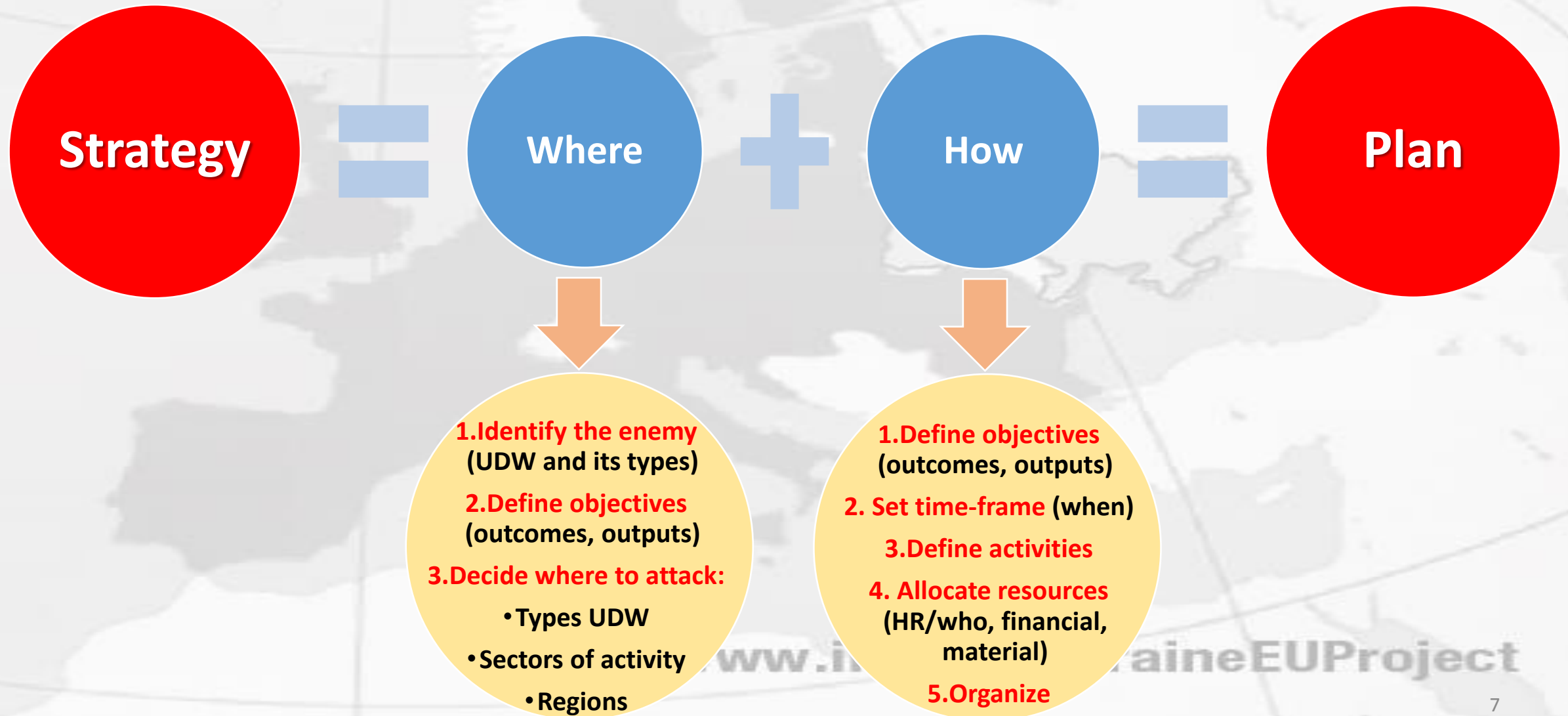
Military definitions	Author
<i>The answer to the questions “where” and “when”</i>	Attila (King of the Huns)
<i>The moment, the place and the necessary forces</i>	Carl von Clausewitz
<i>The art of distributing and applying military means as a way of achieving the ultimate policy</i>	Sir Basil Henry Liddell Hart

Strategy – a synthesis

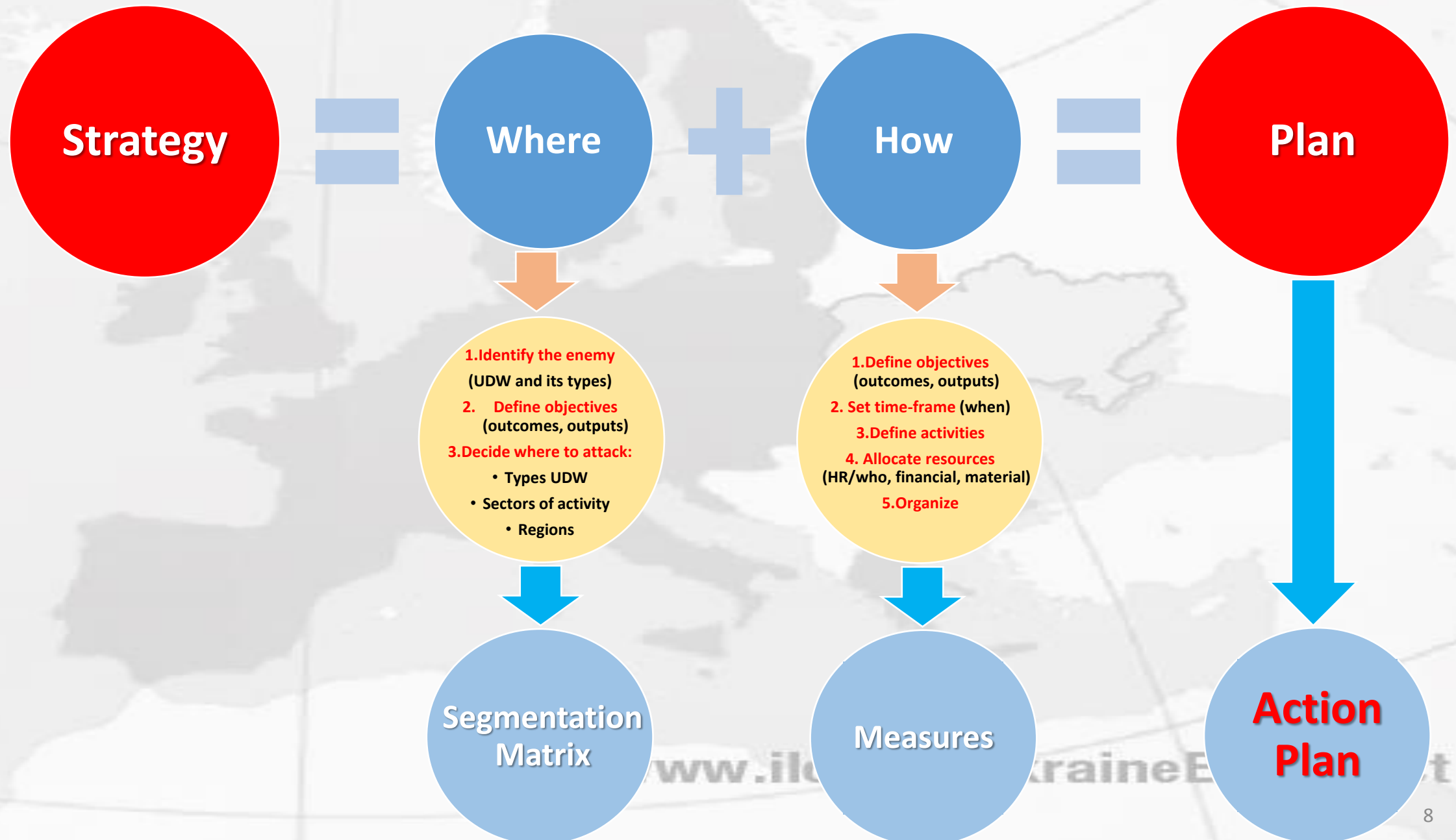


www.ilo.org/UkraineEUProject

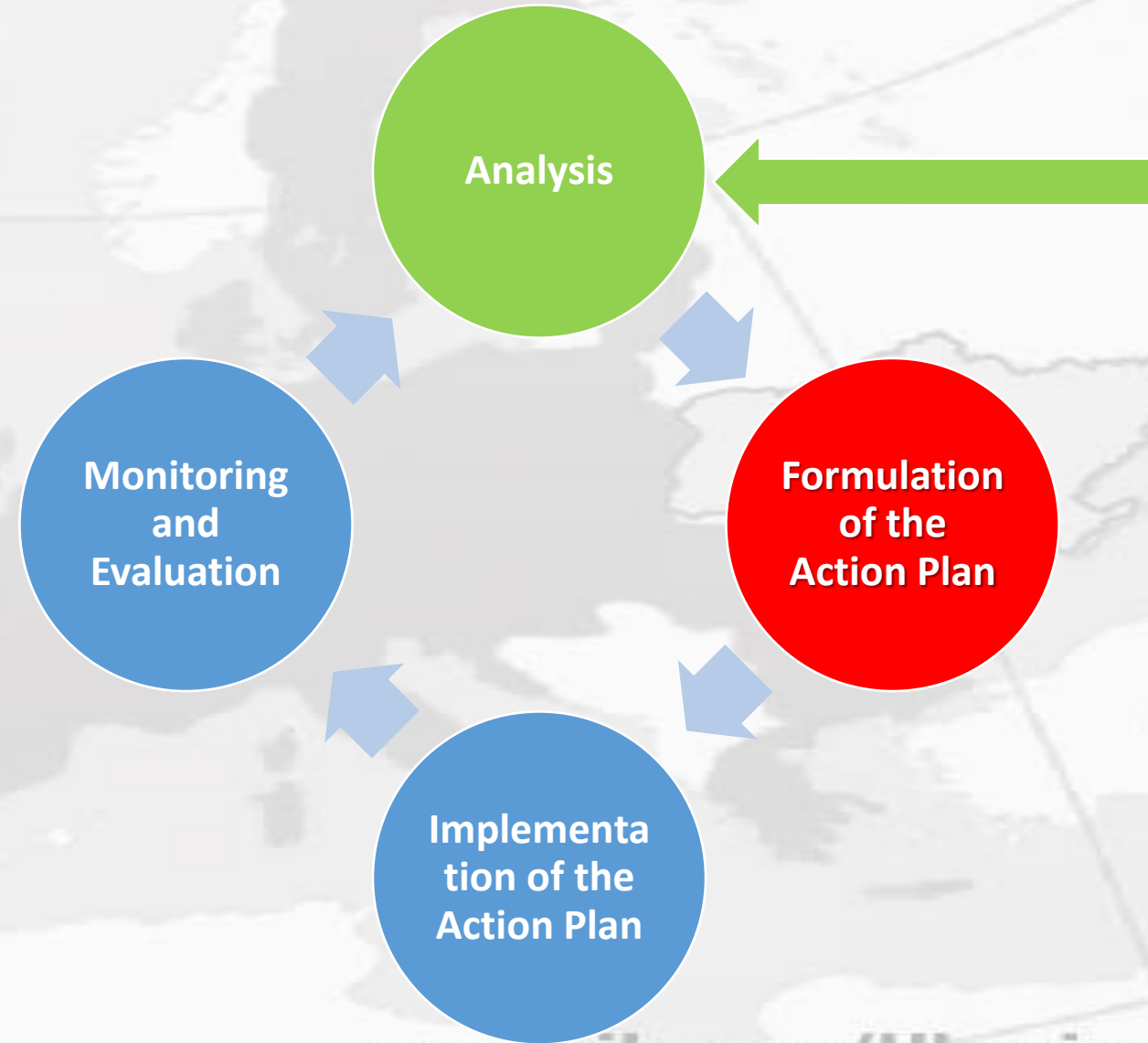
Strategy – a synthesis



Strategy – a synthesis



Strategy – Strategic process



www.ilo.org/UkraineEUProject



The project is funded by the European Union



The project is implemented by the International Labour Organization

EU-ILO Project
ENHANCING THE LABOUR ADMINISTRATION CAPACITY
TO IMPROVE WORKING CONDITIONS AND TACKLE UNDECLARED WORK



**Undeclared Work in Ukraine:
Nature, Scope and Measures to Tackle It**
Working paper



April, 2018

Action Plan Formulation - Process

1. Identify
the enemy
(where)

2. Establish
strategic
objectives

3. Define
measures
(how)

4. Establish
activities
and
operational
objectives

Action Plan Formulation - Process

1. Identify the enemy (where)

2. Establish strategic objectives

3. Define measures (how)

4. Establish activities and operational objectives

SECTORS OF ACTIVITY	SIZE OF UDW (SURVEY)		SIZE OF INFORMAL ECONOMY	
	SUPPLY SIDE	DEMAND SIDE	INFORMAL EMPLOYM. IN FORMAL SECTOR	EMPLOYM. IN INFORMAL SECTOR
Agriculture, forestry and fishing (including gardening)	8.9%	16.0%	6.1%	57.6%
Industry		24.0%	6.9%	1.5%
Construction		24.0%	32.0%	25.2%
Wholesale and retail trade (including: selling food from farms; and selling goods/services associated with a hobby)	22.5%	24.0%	24.7%	3.7%
Transport, storage, postal and courier services (including: automotive maintenance/car repairs; help moving house; and taxi driving)	10.7%	15.0%	10.2%	2.8%
Temporary accommodation and catering	2.0%	55.0%	29.4%	0.6%
Provision of other services (including: household services - home maintenance, repairs, cleaning and improvement services; babysitting; ironing; tutoring; and hairdressing and beauty treatments)	30.3%	60.0%		

Action Plan Formulation - Process

1. Identify the enemy (where)

2. Establish strategic objectives

3. Define measures (how)

4. Establish activities and operational objectives



COD	STRATEGIC OUTCOMES	INDICATOR	FORMULA	BASELINE	TARGET	VERIFICATION SOURCE
SOC1	Capability to prevent UDW is strengthened.	% reduction on the size of UDW	$\frac{Size\ udw_{n+2} - Size\ udw_n}{Size\ udw_n}$		25%	Data from National Statistics Office.
SOC2	Transition from UDW to regular jobs is encouraged.	% of detected undeclared workers whose situation was regularized	$\frac{Nbr\ regularized\ udw_{n+2} + Nbr\ regularized\ udw_{n+1}}{Nbr\ detected\ udw_{n+2} + Nbr\ detected\ udw_{n+1}}$		75%	Data from SLS, Social Security, Pension Fund and Tax Authorities
SOC3	Social awareness towards UDW is raised and development of a compliance culture is induced.	% increase on the number of people covered by the information and awareness-raising activities	$\frac{((Nbr\ people\ covered_{n+2} + Nbr\ people\ covered_{n+1})/2) - Nbr\ people\ covered_n}{Nbr\ people\ covered_n}$		100%	Data from SLS, Social Security, Pension Fund and Tax Authorities
SOC4	Ability to detect UDW is secure.	% increase on the number of undeclared workers detected	$\frac{((Nbr\ detected\ cases_{n+2} + Nbr\ detected\ cases_{n+1})/2) - Nbr\ detected\ cases_n}{Nbr\ detected\ cases_n}$		100%	Data from SLS, Social Security, Pension Fund and Tax Authorities
SOC5	Capacity to effectively sanction UDW is reinforced.	% increase on the number of UDW convictions	$\frac{((Nbr\ convictions_{n+2} + Nbr\ convictions_{n+1})/2) - Nbr\ convictions_n}{Nbr\ convictions_n}$		100%	Data from Courts, SLS and Tax Authorities

Action Plan Formulation - Process

1. Identify the enemy (where)

2. Establish strategic objectives

3. Define measures (how)

4. Establish activities and operational objectives

Measures to fight UDW in Ukraine

Approach

Enabling compliance

Deterrence

Measures

14
Preventive measures
M1.1-M114

5
Curative measures
M2.1-M2.5

6
Fostering commitment measures
M3.1-M3.6

12
Measures to improve detection
M4.1-M4.12

7
Measures to improve sanctions
M5.1-M5.7

MEASURE SHEET

IDENTIFICATION

Measure code and designation:	M2.3 - Introduce "service vouchers" schemes.
Strategic outcome pursued:	SOC2 - Transition from UDW to regular jobs is encouraged.
Entity responsible for implementation:	<responsible entity>
Start date:	<DD/MM/YYYY>
Start date:	<DD/MM/YYYY>

DESCRIPTION & SCOPE

Description of the measure:	M2.3 - Introduce "service vouchers" schemes" regarding activities with particular incidence of undeclared work (e.g., home maintenance and repairs; agriculture; gardening; healthcare; domestic services, such as ironing, cleaning and washing; babysitting; car repairs; hairdressers) in order to regulate the labour market and encourage undeclared workers to move to regular jobs.
Geographical scope (National/Regional/Local):	<National> or <Region 1>; <Region 2>; <Region 3>; <Region 4>; <Region 5>
Sectoral scope (General/Specific):	<General> or <Sector 1>; <Sector 2>; <Sector 3>; <Sector 4>; <Sector 5>
Recipients/Beneficiaries:	<Recipient 1>; <Recipient 2>; <Recipient 3>; <Recipient 4>; <Recipient 5>

RESOURCES & CRITICAL SUCCESS FACTORS

Other entities to involve:	<Entity 1>; <Entity 2>; <Entity 3>; <Entity 4>; <Entity 5>
Financial resources (UAH):	<Amount>
Human resources:	<Number>; <Professional Category>; <Nbr of 8 hrs days to be allocated during the measure implementation>
Material and equipment resources:	<Quantity>; <Nature>
Critical Success Factors (CSF):	<Critical Success Factor 1>; <Critical Success Factor 2>; <Critical Success Factor 3>

ACTIVITIES & IMPLEMENTATION TIMETABLE

Activities			Time frame																						
Main tasks	Responsible		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
	<Activity 1>																								
	<Activity 2>																								
	<Activity 3>																								
	<Activity 4>																								
	<Activity 5>																								
	<Activity 6>																								
	<Activity 7>																								
	<Activity 8>																								
	<Activity 9>																								
<Activity 10>																									

DELIVERABLES, MONITOR & EVALUATION

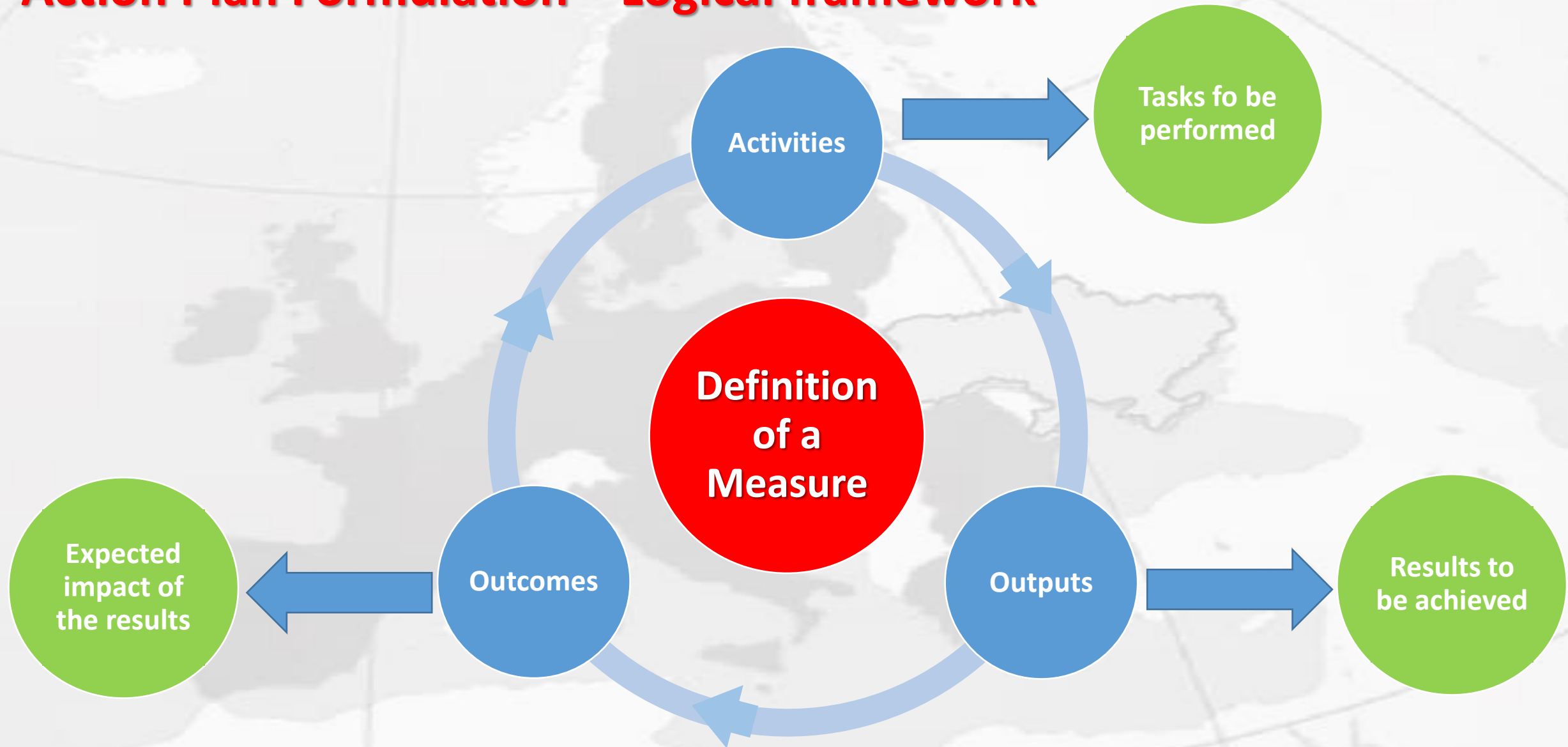
Measure Outputs	Indicator	Formula	Baseline	Target	Verification source
<Measure output 1>	<Measure output indicator 1>				
<Measure output 2>	<Measure output indicator 2>				
<Measure output 3>	<Measure output indicator 3>				
<Measure output 4>	<Measure output indicator 4>				
<Measure output 5>	<Measure output indicator 5>				

Measure Outcomes	Indicator	Formula	Baseline	Target	Verification source
<Measure outcome 1>	<Measure outcome indicator 1>				
<Measure outcome 2>	<Measure outcome indicator 2>				
<Measure outcome 3>	<Measure outcome indicator 3>				

OBSERVATIONS

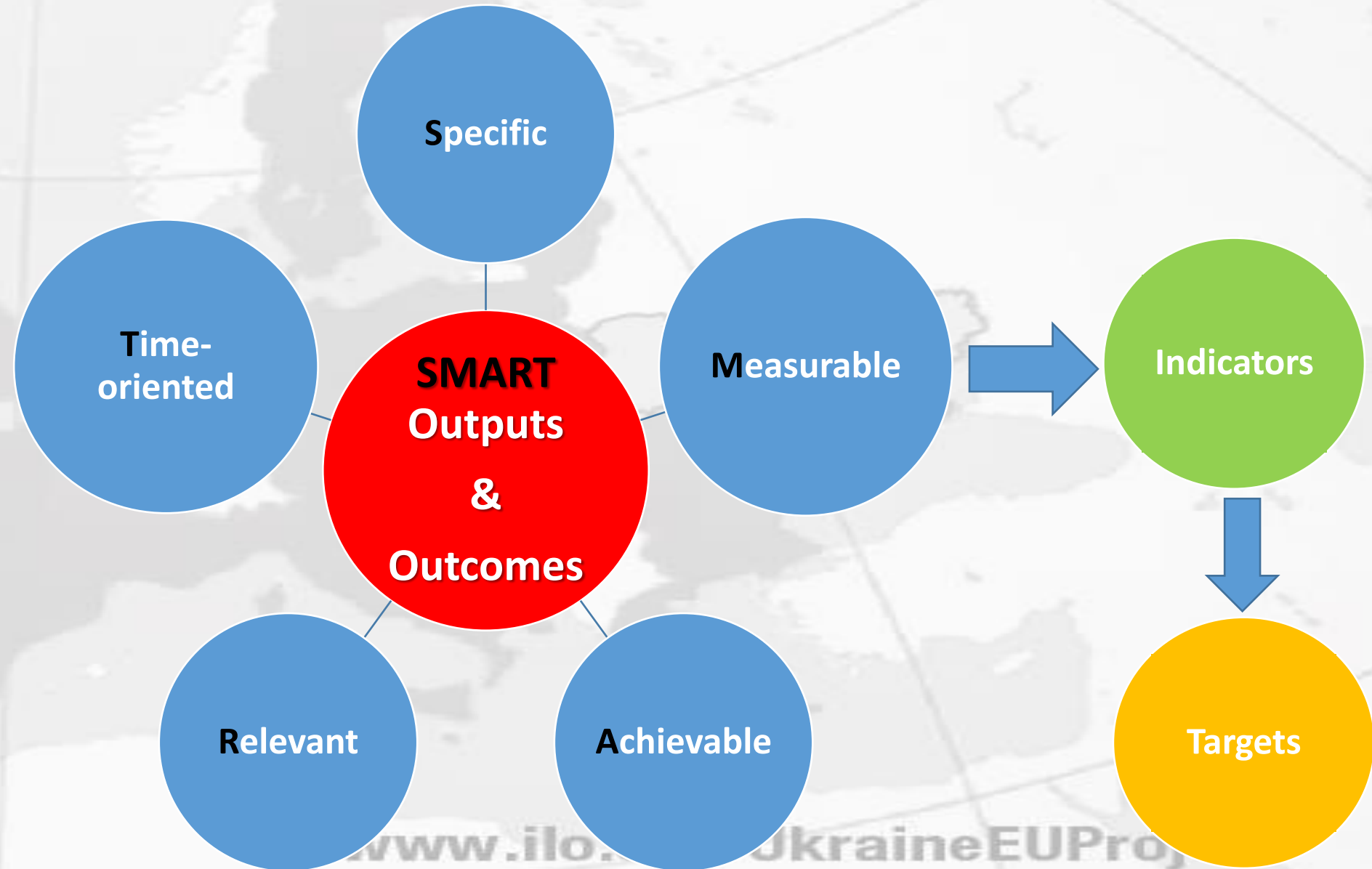
<Write any comment considered relevant for the implementation or monitoring of the measure>

Action Plan Formulation – Logical framework



www.ilo.org/UkraineEUProject

Action Plan Formulation – Outputs & outcomes



Definition of a measure - Identification

IDENTIFICATION	
Measure code and designation:	<i>M2.3 - Introduce "service vouchers schemes".</i>
Strategic outcome pursued:	<i>SOC2 - Transition from UDW to regular jobs is encouraged.</i>
Entity responsible for implementation:	<i><Responsible entity></i>
Start date:	<i><DD/MM/YYYY></i>
Start date:	<i><DD/MM/YYYY></i>

Definition of a measure – description and scope

DESCRIPTION & SCOPE

Description of the measure:	<i>M2.3 - Introduce "service vouchers schemes" regarding activities with particular incidence of undeclared work (e.g., home maintenance and repairs; agriculture; gardening; healthcare; domestic services, such as ironing, cleaning and washing; babysitting; car repairs; hairdressers) in order to regulate the labour market and encourage undeclared workers to move to regular jobs.</i>
Geographical scope (National/Regional/Local):	<i><National> or <Region 1>; <Region 2>; <Region 3>; <Region 4>; <Region 5></i>
Sectoral scope (General/Specific):	<i><General> or <Sector 1>; <Sector 2>; <Sector 3>; <Sector 4>; <Sector 5></i>
Recipients/Beneficiaries:	<i><Recipient 1>; <Recipient 2>; <Recipient 3>; <Recipient 4>; <Recipient 5></i>

Definition of a measure – resources and critical success factors

RESOURCES & CRITICAL SUCCESS FACTORS	
Other entities to involve:	<i><Entity 1>; <Entity 2>; <Entity 3>; <Entity 4>; <Entity 5></i>
Financial resources (UAH):	<i><Amount></i>
Human resources:	<i><Number>; <Professional Category>; <Nbr of 8 hrs days to be allocated during the measure implementation></i>
Material and equipment resources:	<i><Quantity>; <Nature></i>
Critical Success Factors (CSF):	<i><Critical Success Factor 1></i>
	<i><Critical Success Factor 2></i>
	<i><Critical Success Factor 3></i>

Definition of a measure – activities and timetable

ACTIVITIES & IMPLEMENTATION TIMETABLE

Activities		Time frame																							
Main tasks	Responsible	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
<i>Set up tripartite work group</i>	SLS																								
<i>Draft legal act</i>	SLS																								
<i>Submit to other stakeholders for consultation and feedback</i>	SLS																								
<i>Submission to MSP for review and approval</i>	SLS																								
<i>Submission to Parliament</i>	MSP																								
<Activity 6>																									
<Activity 7>																									
<Activity 8>																									
<Activity 9>																									
<Activity 10>																									

Definition of a measure – Outputs⁽¹⁾

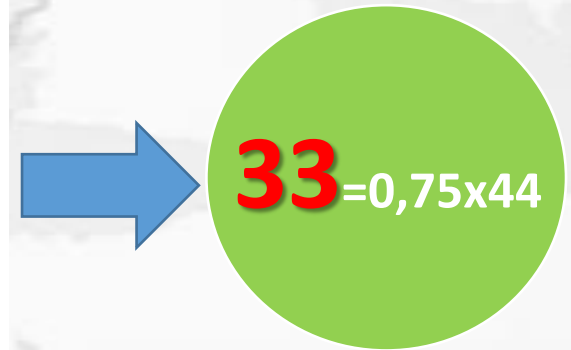
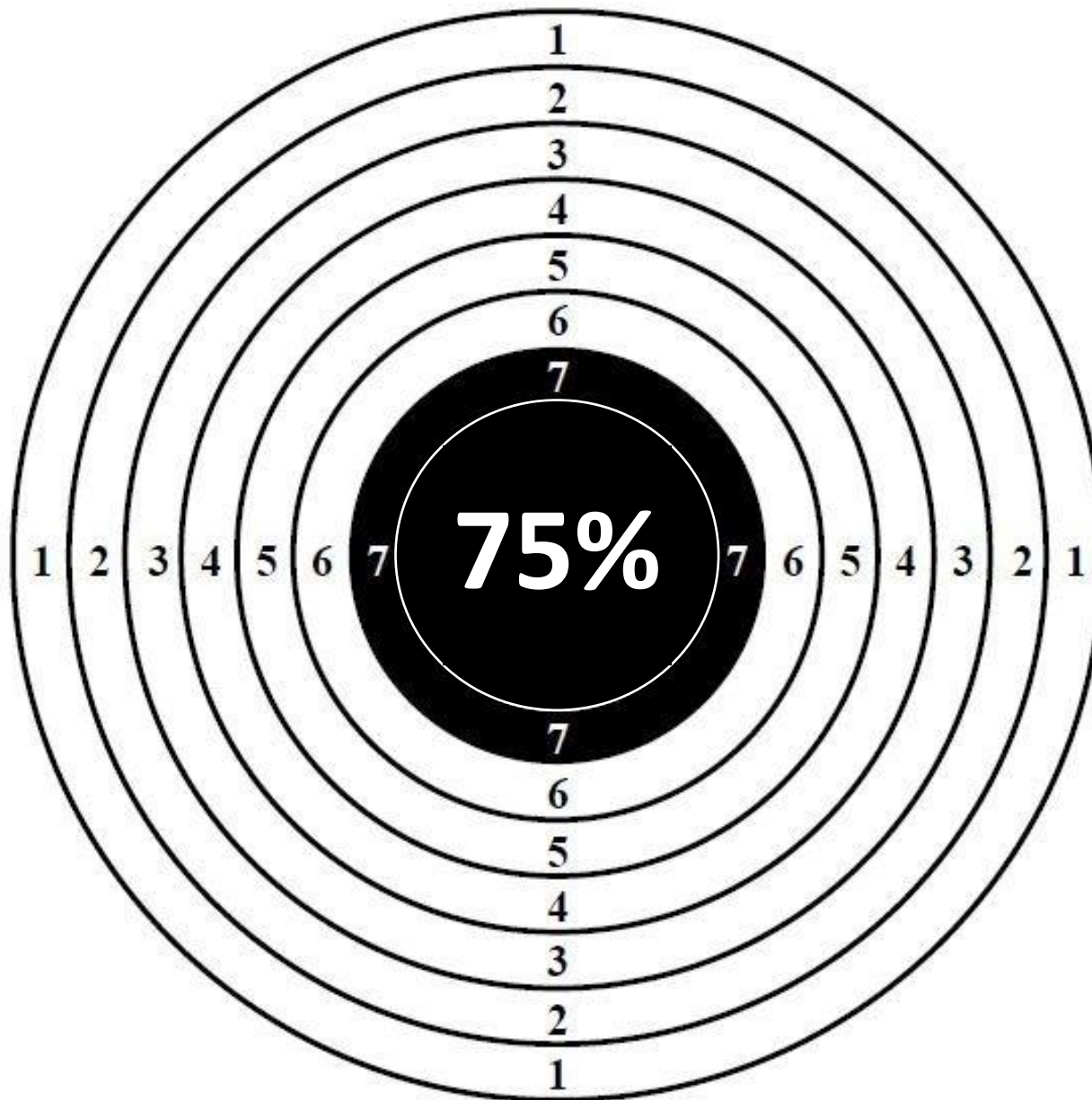
Measure Outputs	Indicator	Formula	Baseline	Target	Verification source
<i>MOP1.13.1 - The requirements and design of the system to assess and monitor UDW and the measures taken to combat it are defined.</i>	<i>MOPI1.13.1 - The study, on the requirements and design of the system to assess and monitor UDW and the measures taken to combat it, is submitted and approved before the established deadline.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>End of the 6h month after the entering into force of the present Action Plan.</i>	<i>SLS, Parliament and/or Ministry of Justice</i>
<i>MOP1.13.2 - The development and implementation of the system to assess and monitor UDW and the measures taken to combat it is commissioned.</i>	<i>MOPI1.13.2 - The UDW follow-up system development and implementation is commissioned before the established deadline.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>End of the 12h month after the entering into force of the present Action Plan.</i>	<i>SLS, Tax authority and social security</i>
<i>MOP4.3.1 - First inspection visits are reinforced.</i>	<i>MOPI4.3.1 - % increase of the number of first inspection visits on UDW by the end of the 24h month after the entering into force of the present Action Plan.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>200%</i>	<i>SLS+Local self-government bodies</i>
<i>MOP4.5.1 - Labour inspection and other public authorities cooperate in the fight against UDW.</i>	<i>MOPI4.5.1 - Number of cooperation protocols signed between SLS and other public authorities by the end of the 12h month after the entering into force of the present Action Plan.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>3</i>	<i>SLS</i>
<Measure output 5>	<Measure output indicator 5>	<Formula 5>	<Baseline 5>	<Target 5>	<Entity 5>

⁽¹⁾ More examples of potential outputs and indicators available on the sheet “5-Outputs&Indicators” 20

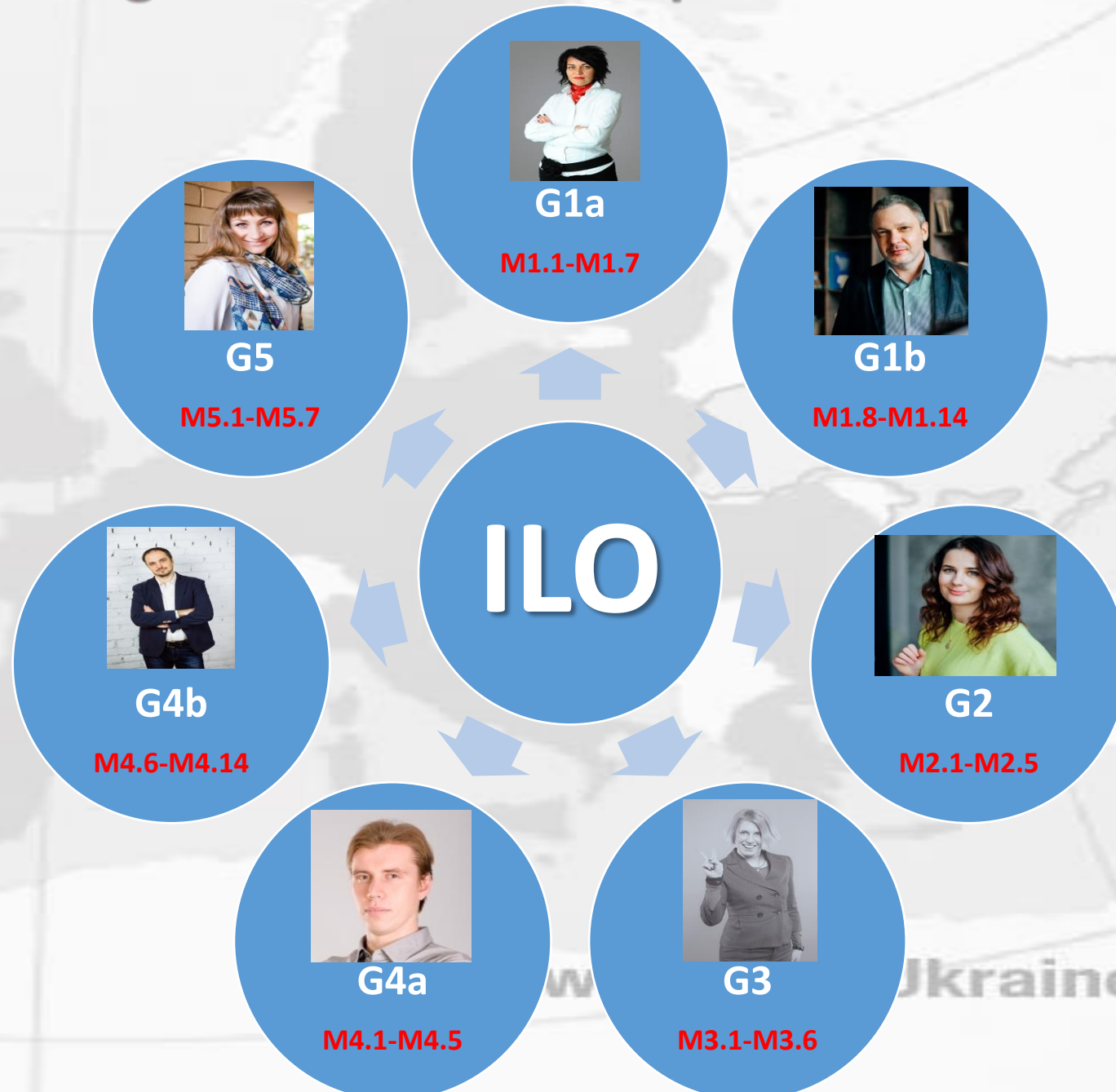
Definition of a measure – Outcomes⁽¹⁾

Measure Outcomes	Indicator	Formula	Baseline	Target	Verification source
<i>MOC1.13.1 - A system to assess and monitor UDW and the measures taken to combat it is set up and running.</i>	<i>MOCI1.13.1 - The system to assess and monitor UDW and the measures taken to combat it is implemented before the established deadline.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>End of the 24th month after the entering into force of the present Action Plan.</i>	<i>SLS, Tax authorities and social security</i>
<i>MOC2.1.1 - Active employment measures to tackle UDW are in place.</i>	<i>MOCI2.1.1 - % variation on the number of beneficiaries of the "active employment measures".</i>	<i>n.a.</i>	<i>n.a.</i>	<i>50%</i>	<i>Data from the social security, employment services, and pension fund</i>
<i>MOC3.1.1 - Society is aware to the phenomenon of UDW and a culture of compliance and fiscal morality is being consistently developed.</i>	<i>MOCI3.1.1 - Total number of persons covered by the information and awareness-raising campaigns and actions on UDW by the end of the 24th month after the entering into force of the present Action Plan.</i>	<i>n.a.</i>	<i>n.a.</i>	<i>250,000</i>	<i>Data from SLS, Tax authority, social security</i>
<i><Measure outcome 4></i>	<i><Measure outcome indicator 4></i>	<i><Formula 4></i>	<i><Baseline 4></i>	<i><Target 4></i>	<i><Entity 4></i>
<i><Measure outcome 5></i>	<i><Measure outcome indicator 5></i>	<i><Formula 5></i>	<i><Baseline 5></i>	<i><Target 5></i>	<i><Entity 5></i>

Work Groups - Goal



Work Groups – Organization - 7 Groups



Work Groups – Organization – List of measures⁽¹⁾

M1.1 - Simplify and concentrate the labour legislation.	M1.12 - Provide for the employers' obligation of pay salaries in a traceable manner.	M3.4 - Include UDW subjects on the regular education and vocational training curricula.	M4.9 - Implement a risk based selection of inspection targets.
M1.2 - Facilitate the access and exercise of economic activities.	M1.13 - Implement a national system for monitoring UDW.	M3.5 - Develop specific information activities on UDW targeting secondary and high schools students.	M4.10 - Implement a UDW complaints management system.
M1.3 - Establish special legal regimens adapted to the specific nature of the relationships emerging from the exercise of certain activities.	M1.14 - Improve the provision of information and technical advice on UDW.	M3.6 - Launch of a process of "labour certification" on UDW.	M4.11 - Calculate and divulge UDW sector thresholds.
M1.4 - Provide for more flexible legal regimens for the organization of working time.	M2.1 - Implement active employment measures.	M4.1 - Refrain from imposing moratoriums to labour inspection activities.	M4.12 - Publicize UDW inspection visits results.
M1.5 - Introduce more flexible labour contract types.	M2.2 - Set up formalization offices.	M4.2 - Entrust the Ukrainian labour inspectors, legally and in practice, with all the necessary powers to discharge their duties, foreseen in the ILO Conventions Nos. 81 and 129.	M5.1 - Improve the methodology to calculate the amount of the fines.
M1.6 - Establish a legal regimen for the economic dependent non-juridical subordinated self-employed worker.	M2.3 - Introduce "service vouchers schemes".	M4.3 - Increase the number of inspection visits on UDW.	M5.2 - Establish appropriate accessory penalties.
M1.7 - Extend the application of the OSH regulations to situations for this purpose equivalent to employment relationship.	M2.4 - Introduce a personal income tax deduction on the VAT of registered invoices for certain services	M4.4 - Conduct unannounced off-working time inspection visits.	M5.3 - Provide that the payment of the fine does not discharge the offender from fulfilling the omitted obligation.
M1.8 - Define legally undeclared work and its taxonomy.	M2.5 - Launch a national regular lottery on registered invoices	M4.5 - Carry out joint inspection visits.	M5.4 - Foresee that the fine decision should include the amounts to pay to workers, social security and tax authorities and it's an executive title.
M1.9 - Incorporate the provisions of the ILO Recommendation No. 198 (on the employment relationship) into the labour code.	M3.1 - Launch awareness-raising campaigns on UDW.	M4.6 - Focus inspection visits on risk sectors.	M5.5 - Implement a joint liability regimen.
M1.10 - Extend the unemployment protection to economically dependent self-employed workers.	M3.2 - Organize events on UDW.	M4.7 - Implement an IT system to support inspection activity.	M5.6 - Provide labour inspectors with an immediately enforceable inspection procedure to determine the immediate integration of detected UDW in the employer staff.
M1.11 - Establish the legal obligation for businesses payments to be made in a traceable manner.	M3.3 - Release news about the results of inspection activities on UDW.	M4.8 - Give labour inspectors' remote and real time access to relevant databases.	M5.7 - Establish a "repentant status".

⁽¹⁾ Also available on the Action Plan Excel Workbook

“Rules of Engagement”

1

- First assignment: each group should elect its leader (which will also be the spokesman)

2

- Second assignment: each group has to select the measures they choose to address (at least 75% of the ones assigned to the group) and validated them with the ILO before start

3

- Groups can choose to address other measures not assigned, since at least 75% of the assigned ones are addressed and only if previously validated by the ILO

“Rules of Engagement”

4

- Each group has to define at least 2 measures per day (except on first day)

5

- Groups can use the outcomes, outputs and indicators exemplified on sheets “4-Outcomes&Indicators” and “5-Outputs&Indicators”, or use others

6

- All fields of each “Measure Sheet” should be filled in

“Rules of Engagement”

7

- Each measure should have, at least, two activities

8

- Each measure should have, at least, one outcome

9

- Each measure should have, at least, two outputs

“Rules of Engagement”

10

- Each outcome/output should have, at least, one indicator

11

- Each indicator should have a target and a validation source

12

- Between 16:00 -18:00 each group will present to the others the measure sheet of his 2 daily measures

“Rules of Engagement”

13

- The ILO and the facilitators are at your disposal.
- If you have any doubt or question, do not hesitate to seek for their help!



Дякую за увагу!
Thank you for your attention!
Gracias por su atención!
Obrigado pela vossa atenção!

robalo@ilo.org

[**www.ilo.org/UkraineEUProject**](http://www.ilo.org/UkraineEUProject)

Strategic Segmentation Matrix for the fight against UDW

SECTORS OF ACTIVITY		SIZE OF UDW (SURVEY)		SIZE OF INFORMAL ECONOMY		TYPES OF UDW		
		SUPPLY SIDE	DEMAND SIDE	INFORMAL EMPLOYMENT IN FORMAL SECTOR	EMPLOYMENT IN THE INFORMAL SECTOR	TOTAL UDW	SUB-DECLARATION OF REMUNERATION	DISGUISED EMPLOYMENT
1	Agriculture, forestry and fishing (including gardening) ⁽¹⁾	8,9%	16,0%	6,1%	57,6%			
2	Industry ⁽¹⁾		24,0%	6,9%	1,5%			
3	Construction ⁽¹⁾		24,0%	32,0%	25,2%			
4	Wholesale and retail trade (including: selling food from farms; and selling goods/services associated with a hobby) ⁽¹⁾	22,5%	24,0%	24,7%	3,7%			
5	Transport, storage, postal and courier services (including: automotive maintenance/car repairs; help moving house; and taxi driving)	10,7%	15,0%	10,2%	2,8%			
6	Temporary accommodation and catering ⁽¹⁾	2,0%	55,0%	29,4%	0,6%			
7	Information and telecommunications (including IT assistance)	3,2%						
8	Financial and insurance activities							
9	Real estate							
10	Professional, scientific and technical activities							
11	Administrative and support services							
12	Public administration and defense; compulsory social insurance							
13	Education							
14	Health care and social assistance							
15	Arts, sports, entertainment and recreation							
15	Provision of other services (including: household services - home maintenance, repairs, cleaning and improvement services; babysitting; ironing; tutoring; and hairdressing and beauty treatments) ⁽¹⁾	30,3%	60,0%					
16	Other	16,4%	19,0%					

OBS:

'(1) Sectors of activity with particular incidence of Undeclared Work (UDW).

Strategic Outcomes of the Action Plan

COD	STRATEGIC OUTCOMES	INDICATOR	FORMULA	BASELINE	TARGET	VERIFICATION SOURCE
SOC1	Capability to prevent UDW is strengthened.	% reduction on the size of UDW	$\frac{Size\ udw_{n+2} - Size\ udw_n}{Size\ udw_n}$		25%	Data from National Statistics Office.
SOC2	Transition from UDW to regular jobs is encouraged.	% of detected undeclared workers whose situation was regularized	$\frac{Nbr\ regularized\ udw_{n+2} + Nbr\ regularized\ udw_{n+1}}{Nbr\ detected\ udw_{n+2} + Nbr\ detected\ udw_{n+1}}$		75%	Data from SLS, Social Security, Pension Fund and Tax Authorities
SOC3	Social awareness towards UDW is raised and development of a compliance culture is induced.	% increase on the number of people covered by the information and awareness-raising activities	$\frac{((Nbr\ people\ covered_{n+2} + Nbr\ people\ covered_{n+1})/2) - Nbr\ people\ covered_n}{Nbr\ people\ covered_n}$		100%	Data from SLS, Social Security, Pension Fund and Tax Authorities
SOC4	Ability to detect UDW is secure.	% increase on the number of undeclared workers detected	$\frac{((Nbr\ detected\ cases_{n+2} + Nbr\ detected\ cases_{n+1})/2) - Nbr\ detected\ cases_n}{Nbr\ detected\ cases_n}$		100%	Data from SLS, Social Security, Pension Fund and Tax Authorities
SOC5	Capacity to effectively sanction UDW is reinforced.	% increase on the number of UDW convictions	$\frac{((Nbr\ convictions_{n+2} + Nbr\ convictions_{n+1})/2) - Nbr\ convictions_n}{Nbr\ convictions_n}$		100%	Data from Courts, SLS and Tax Authorities

Measures to Fight against Undeclared Work (UDW)

MEASURES			WORK GROUP	STARTEGIC OUTCOME	ESTIMATED IMPACT PER TYPE OF UDW		
COD	DESIGNATION	DESCRIPTION			TOTAL UDW	SUB-DECLARATION OF REMUNERATION	DISGUISED EMPLOYMENT
A - ENABLING COMPLIANCE APPROACH MEASURES							
I - PREVENTIVE MEASURES							
M1.1	Simplify and concentrate the labour legislation.	Simplify, synthesize and better systematize the labour legislation, reducing the number of legal acts, in order to facilitate its understanding and compliance.	WG1a	SOC1	M	H	H
M1.2	Facilitate the access and exercise of economic activities.	Simplify the legal requirements for the access and exercise of economic activities (especially for Micro and SME), particularly: a) Reduce the bureaucracy and remove and replace unnecessary, useless and clearly expendable procedures, requirements, authorizations and licenses, by simplified procedures, based on a prior declaration procedure, complemented by a system of subsequent monitoring, a posteriori; b) Dematerialize the fulfillment of legal obligations and administrative formalities by citizens and companies, through their provision online, through appropriate web sites by online transactional services and electronic forms.	WG1a	SOC1	H	M	M
M1.3	Establish special legal regimens adapted to the specific nature of the relationships emerging from the exercise of certain activities.	Create special legal regimes, more adapted to the specific nature of the relationships emerging from the exercise of certain activities, which tends to occur, abusively, not declared or through the concealment of their working relationship (e.g., self-employment, volunteering, professional internships, domestic service, work at home, port work, entertainment professionals, work on board of fishing vessels and sports practitioner or trainee).	WG1a	SOC1	H	M	H
M1.4	Provide for more flexible legal regimens for the organization of working time.	Introduce more flexible legal instruments to manage the duration and organization of working time (e.g., adaptability scheme, bank of hours scheme, concentrated hours scheme, etc.).	WG1a	SOC1	H	H	M
M1.5	Introduce more flexible labour contract types.	Introduce legally new contractual types, better adapted to the needs of the market, businesses and workers (e.g., contract of employment of too short duration to seasonal activities, such as agricultural activities, touristic events; part time contract; intermittent employment contract; contract for provision of teleworking; temporary work contracts; employment contract of indefinite period for temporary work assignments; etc.).	WG1a	SOC1	H	M	H
M1.6	Establish a legal regimen for the economic dependent non-juridical subordinated self-employed worker.	Establish a legal regimen for the economic dependent non-juridical subordinated self-employed worker, according to which the contractor who benefits from at least 75% of the total value of the activity of a non-juridical subordinated self-employed worker has to fulfill all the typical employer obligations regarding this worker (e.g., including legislation on labour relations, OSH, work-related accidents and occupational diseases, social security and taxes), which should be therefore, and for this purpose, assimilated as an employee.	WG1a	SOC1	L	L	H
M1.7	Extend the application of the OSH regulations to situations for this purpose equivalent to employment relationship.	Extend the legal OSH regulations (including the legal scheme of accidents at work and occupational diseases) to: (1) practitioners, apprentices, trainees, internships; (2) administrator, director, manager or equivalent, without a contract of employment, who is remunerated for this activity; and (3) non-juridical subordinated economically dependent self-employed worker.	WG1a	SOC1	H	H	H

Measures to Fight against Undeclared Work (UDW)

Measures to Fight against Undeclared Work (UDW)								
MEASURES			WORK GROUP	STRATEGIC OUTCOME	ESTIMATED IMPACT PER TYPE OF UDW			
COD	DESIGNATION	DESCRIPTION			TOTAL UDW	SUB-DECLARATION OF REMUNERATION	DISGUISED EMPLOYMENT	
M1.8	Define legally undeclared work and its taxonomy.	Define legally the concept of undeclared work and its different typologies (total undeclared work, underreporting of remunerations, disguised employment relation, etc.) and: a) Qualify the total undeclared work as a crime attributable to the employer; b) Qualify the other types of the undeclared as very serious administrative offenses.	WG1b	SOC1	H	H	H	
M1.9	Incorporate the provisions of the ILO Recommendation No. 198 (on the employment relationship) into the labour code.	Include in the labour code, in line with the ILO Recommendation No. 198, a legal presumption of the existence of an employment relationship whenever several evidences (characteristics or indicators) of the existence of an employment relationship are present (regardless of the form of that relationship), such as, but not restricted to, the following: a) The activity provider has to obey to the orders of the respective beneficiary; b) The activity provider is subject to the disciplinary authority of the beneficiary of the activity; c) The activity is held in the place of its beneficiary or in a place determined by him; d) The work equipment and instruments used belong to the beneficiary of the activity; e) The activity provider has to comply with the start and end hours of the activity provision determined by the activity beneficiary; f) Is paid to the activity provider, with determined periodicity, a right amount, in return for its provision; g) The activity provider performs management or leadership roles in the organizational structure of the beneficiary of the activity; h) The activity provider depends economically on the beneficiary of the activity; i) The activity provider develops his activities exclusively to the beneficiary of the activity; j) The activity provider enjoys paid holidays and its subsidy and receives the Christmas bonus, k) The activity provider is subject to the absences' regime of the beneficiary of the activity; l) The activity provider may not substitute himself in the execution of the activity; m) The activity provider does not assume the risks of the execution of the activity; n) The activity provider does not have the power to determine the price of the activity provided. Foresee that, in the situations where more than one of the above conditions are met: i) The burden of proof should be placed on the employer; ii) The rights of the concerned workers, as well as the obligations of the employers with them (and also with the social security and fiscal authorities), should be the same as the ones legally applied to any other worker with a formal or written labour contract and should be applied with reference to the day the concerned worker started its activity for	WG1b	SOC1	H	M	H	
M1.10	Extend the unemployment protection to economically dependent self-employed workers.	Enlarge the legal regimen of social protection in the event of unemployment to economically dependent self-employed workers.	WG1b	SOC1	L	L	H	
M1.11	Establish the legal obligation for businesses payments to be made in a traceable manner.	Legally provide that the payments and receivables between economic agents and between the latter and their customers, whenever above a predetermined amount (which should include all payments payments), should all be done through a traceable way (e.g., by check, bank transfer or deposit in a bank account).	WG1b	SOC1	H	H	M	
M1.12	Provide for the employers' obligation of pay salaries in a traceable manner.	Foresee in the labour legislation that the salaries and other work compensation should be paid by the employers to the workers through a traceable way (e.g., by check, bank transfer or deposit in a bank account).	WG1b	SOC1	H	H	M	
M1.13	Implement a national system for monitoring UDW.	Develop a system to assess, characterize and regularly and systematically monitor the size and nature of the UDW, its evolution and the results of the measures taken to combat it.	WG1b	SOC1	H	H	H	

Measures to Fight against Undeclared Work (UDW)

MEASURES								
COD	DESIGNATION	DESCRIPTION	WORK GROUP	STRATEGIC OUTCOME	ESTIMATED IMPACT PER TYPE OF UDW			
					TOTAL UDW	SUB-DECLARATION OF REMUNERATION	DISGUISED EMPLOYMENT	
M1.14	Improve the provision of information and technical advice on UDW.	Increase the information and technical advice services to workers, employers, their representative associations, and the civil society in general, regarding the best ways to comply with the legislation, through multi-channels, in particular: a) Internet website; b) Face-to-face local branches information services; c) Single national telephone number; d) Online transaccional services and electronic forms; e) Sharing best practices and educational and informative videos to be available at the SLS YouTube channel; f) Through questions and answers on the SLS Facebook page.	WG1b	SOC1	H	H	H	
II - CURATIVE MEASURES								
M2.1	Implement active employment measures.	Implement "active employment measures", in order to facilitate the transition between unemployment and employment, or between inactivity and employment, in particular: a) Allow for the anticipation of the unemployment allowance for investment in creation of own business/employment; b) Allow temporary and partial accumulation of unemployment benefit with the salary; c) Stimulate the hiring of unemployed workers, through the employers temporary exemptions from social security contributions; d) Support the creation of new businesses and entrepreneurship to create jobs, through temporary exemption from social security contributions.	WG2	SOC2	H	M	L	
M2.2	Set up formalization offices.	Set up specialized offices (in SLS services, Social Security services and Tax services) to support the formalization, intended to help the undeclared employers and workers that wish to solve their situation and join the structured economy, through the provision of services such as: a) Development of regularization paths designed to meet the specific needs of workers and employers; b) Technical advice to employers on how best to settle their situations of non-compliance; c) Provision of written information, guidelines and training on the duties of employers concerning required statements and records.	WG2	SOC2	H	M	H	
M2.3	Introduce "service vouchers schemes".	Introduce "service vouchers schemes" regarding activities with particular incidence of undeclared work (e.g., home maintenance and repairs; agriculture; gardening; healthcare; domestic services, such as ironing, cleaning and washing; babysitting; car repairs; hairdressers) in order to regulate the labour market and encourage undeclared workers to move to regular jobs.	WG2	SOC2	H	M	M	
M2.4	Introduce a personal income tax exemption on the VAT of registered invoices for certain services	Introduce an exemption on the personal income tax, amounting up to 10% of the VAT included in the registered invoices, concerning the provision of commonly undeclared services and activities (e.g., home maintenance and repairs; gardening; healthcare services; domestic services, such as ironing, cleaning and washing; babysitting; car repairs; hairdressers; accommodation; catering; taxi services, etc.) in order to induce its declaration.	WG2	SOC2	H	M	M	
M2.5	Launch a national regular lottery on registered invoices	Launch a national regular lottery (e.g., "lucky bill") among natural persons, based on invoices issued to them by suppliers, in order to induce the emission of invoices and to reduce UDW. Typically, the lottery should occur periodically (weekly or biweekly). To be part of the lottery, each 10 euros of registered invoices' value will correspond to a sequentially numbered coupon. The coupons will then be drawn and the prize coupon will be awarded with a prize of around € 50,000.00 (instead of money, the prize may be a good with equivalent value, such as a car, a house, treasury certificates, etc.).	WG2	SOC2	H	M	M	

Measures to Fight against Undeclared Work (UDW)								
MEASURES			WORK GROUP	STARTEGIC OUTCOME	ESTIMATED IMPACT PER TYPE OF UDW			
COD	DESIGNATION	DESCRIPTION			TOTAL UDW	SUB-DECLARATION OF REMUNERATION	DISGUISED EMPLOYMENT	
III - FOSTERING COMMITMENT MEASURES								
M3.1	Launch awareness-raising campaigns on UDW.	Organize and launch regularly national/regional and/or sectoral information and awareness-raising campaigns, with the social and institutional partners (in order to inform and sensitize citizens and economic agents on undeclared work, in particular: risks of UDW and negative consequences, relevant responsibilities of workers and employers, sanctions imposed in case of failure to declare work and/or pay taxes and social contributions, positive effects of taxes and social contributions, registration procedures for workers, employment contracts and their contents, etc.).	WG3	SOC3	H	H	H	
M3.2	Organize events on UDW.	Organize regularly seminars, conferences and workshops on undeclared work and related phenomena with the involvement of the competent public authorities in partnership with the representatives of workers and employers and other stakeholders (professional associations, non-government organizations, civil society organizations, etc.).	WG3	SOC3	M	M	M	
M3.3	Release news about the results of inspection activities on UDW.	Release regularly on the SLS website and Facebook channels press releases and news about labour inspection activities on combating UDW (especially regardin its main results: number and nature of infringements detected, sector and region; number, nationality and nature of the labour link of the affected workers; inspection procedures adopted; etc.).	WG3	SOC3	H	H	H	
M3.4	Include UDW subjects on the regular education and vocational training curricula.	Promote the inclusion of subjects on undeclared work (advantages of declaration of activities and incomes, consequences and risks of undeclared work, etc.) in the curricula of all degrees of regular education and vocational training, in order to induce de development of a culture of compliance.	WG3	SOC3	H	H	H	
M3.5	Develop specific information activities on UDW targeting secondary and high schools students.	Development of specific awareness-raising and information activities on UDW targeting specifically the secondary and high schools students.	WG3	SOC3	H	H	H	
M3.6	Launch of a process of "labour certification" on UDW.	Establish, in collaboration with the social partners, with organizations in the area of certification and, eventually, with other competent public authorities in the fight against undeclared work, of a voluntary "labour certification" process to certify the law-abiding employers in respect to the declaration of activities and income.	WG3	SOC3	H	H	H	

Measures to Fight against Undeclared Work (UDW)

MEASURES			WORK GROUP	STARTEGIC OUTCOME	ESTIMATED IMPACT PER TYPE OF UDW		
COD	DESIGNATION	DESCRIPTION			TOTAL UDW	SUB-DECLARATION OF REMUNERATION	DISGUISED EMPLOYMENT
B - DETERRENCE APPROACH MEASURES							
IV - MEASURES TO IMPROVE DETECTION							
M4.1	Refrain from imposing moratoriums to labour inspection activities.	Refrain from imposing moratoriums to the labour inspection activity (especially to labour inspection visits) and, in particular, to repeal the Law No. 1278-VIII, of 3 November 2016, “On Temporary Specifics of Implementation of the State Supervision (Control) Measures in the Area of Economic Activities” or, at least, to exclude definitely SLS from its scope.	WG4a	SOC4	H	H	H
M4.2	Entrust the Ukrainian labour inspectors, legally and in practice, with all the necessary powers to discharge their duties, foreseen in the ILO Conventions Nos. 81 and 129.	Repeal or amend the “Procedure for State Control of Compliance with Labour Legislation” (approved by the CMU Decree No. 295, of 26 April 2017, “On some issues regarding the application of the Article 259 of the Labour Code of Ukraine and Article 34 of the Law ‘on local bodies of self-government in Ukraine’”), revoke the Law No. 877-V, of 5 April 2007 (“On Basic Principles of State Supervision (Control) in the Area of Economic Activities”, last amended by the Law No. 2042-VIII, of 18 May 2017) or, at least, exclude the SLS from its scope, and entrust the Ukrainian labour inspectors, legally (e.g., in a “Labour Inspection Statute” that should be drafted and approved) and in practice, with all the necessary powers to discharge their duties, foreseen in the ILO Conventions Nos. 81 and 129 and, in particular, with the power to: a) Enter freely and perform inspections visits to any workplace without prior notice; b) Conduct inspections visits at any time of day or night; c) Carry out inspections visits even when the employer (or the employer representative) is not present in the workplace; d) Perform inspection visits within all the scope of their legal competences and to adapt its scope, extension and deepness do the circumstances found at the workplace; e) Make inspection visits as often and as thoroughly as is necessary to ensure the effective application of the relevant legal provisions; f) Interrogate, alone or in the presence of witnesses, the employer or the staff of the undertaking on any matters concerning the application of the legal provisions; g) Impose fines, regarding detected infractions foreseen in law, whenever they feel that this is the most adequate procedure to ensure compliance and deter non-compliance; h) Monitor, promote and enforce compliance of employers who are not registered, as well as regarding employers and workers which, in spite of having an employment relationship, does not have a formal or written labour contract.	WG4a	SOC4	H	H	H
M4.3	Increase the number of inspection visits on UDW	Increase the number of first inspection visits and the number of follow-up inspection visits on UDW.	WG4a	SOC4	H	H	H
M4.4	Conduct unannounced off-working time inspection visits.	Carry out unannounced inspections visits on the days and times more likely to allow the detection of undeclared work (e.g., out of usual business hours; nights; holidays; weekends).	WG4a	SOC4	H	H	M

Measures to Fight against Undeclared Work (UDW)

Measures to Fight against Undeclared Work (UDW)							
MEASURES			WORK GROUP	STRATEGIC OUTCOME	ESTIMATED IMPACT PER TYPE OF UDW		
COD	DESIGNATION	DESCRIPTION			TOTAL UDW	SUB-DECLARATION OF REMUNERATION	DISGUISED EMPLOYMENT
M4.5	Carry out joint inspection visits.	Conduct frequent inspections jointly with other competent authorities (tax authorities, social security authorities, foreign and border authorities, police, etc.).	WG4a	SOC4	H	H	H
M4.6	Focus inspection visits on risk sectors.	Focus the inspection visits on sectors especially permeable to UDW, in particular: agriculture, forestry and fishing (including gardening); industry; construction; wholesale and retail trade (including: selling food from farms; and selling goods/services associated with a hobby); temporary accommodation and catering; and provision of other services (including: household services - home maintenance, repairs, cleaning and improvement services; babysitting; ironing; tutoring; and hairdressing and beauty treatments).	WG4b	SOC4	H	H	H
M4.7	Implement an IT system to support inspection activity.	Develop and make available to the labour inspectors and the labour inspectorate managers of a special designed and web-based information system (computer application) to support the inspection activity, helping labour inspectors to register and to monitor their inspection activity, to issue the adequate inspection procedures and to ensure their permanent, remote and real time access to relevant information, legislation and data on employers and workers.	WG4b	SOC4	M	M	M
M4.8	Give labour inspectors' remote and real time access to relevant databases.	Make available the access of labour inspectors to the relevant databases and information on employers and workers of other public or private institutions and authorities (tax authorities, social security, public employment services, insurance companies or funds, civil register, commercial register, banks, financial institutions, etc.), with possibility of remote and real time data crossing and data interchange.	WG4b	SOC4	H	H	H
M4.9	Implement a risk based selection of inspection targets.	Select the targets for inspection on the basis of the adoption of statistical and indicial methods, essentially based on: a) Risk profile of the economic agents (in particular on the basis of characteristics such as age, gender, occupation or professional category, type of activity and its sector, professional link type, employment status, type of framework in the field of taxation and social contributions, income level, nationality, regularity of the situation in terms of immigration, nationality and region of residence). b) Risk factors associated with an increased probability of inducing failure to comply (e.g., complaints, earlier suspicions, previous sanctions, sector of activity, business partners, etc.). c) Indicators which may provide evidences of a greater severity or greater economic and social impact of the phenomenon (number of employees, turnover, personnel costs, sector of activity, purchase volume, volume of stocks, value of property, plant and equipment, etc.).	WG4b	SOC4	H	H	H
M4.10	Implement a UDW complaints management system.	Build on the electronic form currently available on the SLS website for filling complaints on UDW, to develop a more appropriate information system that allows not only receive the complaints, but also manage them properly, including their proper register, forward to the competent service, continuous follow-up and monitor and provision of adequate feedback to the complainant.	WG4b	SOC4	H	H	H
M4.11	Calculate and divulge UDW sector thresholds.	Calculate, with the involvement of sectoral social partners, the minimum prices that ensure compliance with labour and social security laws in specific sectors (private security, cleaning services, etc.) and transmit them to market operators, with the indication that the practice of coefficients or prices lower than the minimum values calculated, shall be subject to labour inspection.	WG4b	SOC4	h	H	H
M4.12	Publicize UDW inspection visits results.	Follow-up of the inspections visits by the TV channels, being the respective videos disseminated through them and also made available through the labour inspectorate's website, Facebook and YouTube channels (in order to inform, sensitize and exemplify the disastrous consequences of the phenomenon in the «field» and, most especially, to potentiate the multiply effect of deterrence).	WG4b	SOC4	H	M	H

Measures to Fight against Undeclared Work (UDW)								
MEASURES			WORK GROUP	STARTEGIC OUTCOME	ESTIMATED IMPACT PER TYPE OF UDW			
COD	DESIGNATION	DESCRIPTION			TOTAL UDW	SUB-DECLARATION OF REMUNERATION	DISGUISED EMPLOYMENT	
V - MEASURES TO IMPROVE SANCTIONS								
M5.1	Improve the methodology to calculate the amount of the fines.	Change the form on the basis of which are currently calculated the amount of the fines, in order for the calculated amount take into account, inter alia, the following: a) Business turnover, gross income or budget of the employer (depending on its private or public juridical nature); b) Type of undeclared work in presence (total undeclared work, underreporting of remunerations, disguised employment relation, etc.); c) Number of workers specifically affected; d) Nature of the affected workers (especially in the case of the most vulnerable workers: minor worker; women who are pregnant, have recently given birth or are breastfeeding; worker with disability; irregular immigrant worker; etc.); e) Recidivism; f) Economic gain of the employer resulting from the non-compliance; g) Non-compliance with the instructions or determinations of the labour inspectors; h) Regarding non-registered or undeclared companies that fail to comply with the law, the indicative value on which the fine valu should be based does not exist because, as a rule, they do not have organized accountancy or registers that enables the determination of their “average wage fund”. As such, one possibility is to calculate the value of the fine assuming that the official business turnover is the value of the superior limit of the interval.	WG5	SOC5	H	H	H	
M5.2	Establish appropriate accessory penalties.	Establish appropriate and sufficient accessory penalties to sanction the non-compliance (more direct linked to the vital interests of the employers, in order to avoid them from benefiting economically from the offenses), namely: a) Loss to the State of objects and assets belonging to the agent; b) Prohibition of the exercise of professions or activities whose exercise depends on a title or public authorization or approval of a public authority; c) Deprivation of the right to a grant or benefit granted by entities or public services; d) Denial of the right to participate in trade fairs or markets; e) Removal of the right to participate in public tenders relating to the contract or the award of public works, supply of goods and services to the State, the provision of public services, and the allocation of licenses or permits; f) Disallowing their access to other benefits of operations in public and transparent space (e.g., participation in government programmes, soft bank loans, international assistance programmes, infrastructure support, etc.); g) Closure of an establishment whose operation is subject to authorization or license of administrative authority; h) Suspension of permits, licenses and permits; i) Advertising on the SLS website the condemnatory decisions (convictions extracts) with the characterization of the infraction, norm violated, identification of the offender, sector of activity, and place of offence, and the penalty imposed; and j) Individual registration of the subject responsible for the infringements.	WG5	SOC5	H	H	H	

Measures to Fight against Undeclared Work (UDW)								
MEASURES			WORK GROUP	STARTEGIC OUTCOME	ESTIMATED IMPACT PER TYPE OF UDW			
COD	DESIGNATION	DESCRIPTION			TOTAL UDW	SUB-DECLARATION OF REMUNERATION	DISGUISED EMPLOYMENT	
M5.3	Provide that the payment of the fine does not discharge the offender from fulfilling the omitted obligation.	Legally provide that the payment of the fine does not relieve the wrongdoer of the fulfilment of omitted obligations, namely in terms of the recognition <i>ab initio</i> of the working conditions of the undeclared workers, the payment of the any due salaries and other remunerations, and the payment of corresponding due taxes and contributions to social security.	WG5	SOC5	H	H	H	
M5.4	Foresee that the fine decision should include the amounts to pay to workers, social security and tax authorities and it's an executive title.	Legally provide that, in case of UDW, the decision to apply the fine must contain the order of payment of the amount of the remuneration owed to workers, social security and tax authorities, when applicable, to be carried out within the prescribed time limit for payment of the fine and that this decision serves as a basis for the execution procedure for the payment of a known amount.	WG5	SOC5	H	H	H	
M5.5	Implement a joint liability regimen.	Implement the legal regimen of joint liability of the owners, administrators, legal representatives and directors of the employers as well as to the whole chain of hiring (including the organizations that are in a group or societal relation with the employer; the organizations, farms and construction owners that subcontracted the employer; and the owner of the premises where the infraction was committed) for both the commitment of the infraction and for the payment of the corresponding fines, as well as for the amounts due to tax authorities and to social security.	WG5	SOC5	H	H	H	
M5.6	Provide labour inspectors with an imediately enforceable inspection procedure to determine the immediate integration of detected UDW in the employer staff.	Provide for the legal creation of a legal inspection procedure, immediately enforceable, that enables labour inspectors to determine to employer the immediate integration of workers within the organization (and their registration for social security and tax purposes), on the basis of an employment contract without term, without trial period and with the <i>ab initio</i> recognition of all working conditions, in the case of verification of the provision of fully undeclared work, or in the case of the provision of work in an apparently autonomous way or apparently under the form of a service provision, self-employment, own-account work, internship, training course or volunteering, but in conditions similar to those of employment contract, without prejudice to the possibility afforded to the employer and the worker to contest the decision of the administrative authority in court.	WG5	SOC5	H	H	H	
M5.7	Establish a "repentant status".	Establish the legal “repentant status” to offenders who collaborate with the authorities in the elimination of the most serious situations of undeclared work (e.g., total undeclared work; child labour; trafficking in human beings; slavery; forced labour).	WG5	SOC5	H	L	L	

Potential Measures' Outcomes and Indicators

MEASURES		MEASURES' OUTCOMES				
COD	DESIGNATION	OBJECTIVES (MOC)	INDICATORS (MOCI)	BASELINES	TARGETS	VERIFICATION SOURCE
A - ENABLING COMPLIANCE APPROACH MEASURES						
I - PREVENTIVE MEASURES						
M1.1	Simplify and concentrate the labour legislation.	MOC1.1.1 - Labour legislation is simplified, better sistematized and more understandable.	MOCI1.1.1 - % of draft legal acts simplifying and concentrating current labour legislation that were submitted to legislator and were adopted before the end of the 24h month after the entering into force of the present Action Plan.		75%	SLS, Parliament and/or Ministry of Justice services and/or MSP
M1.2	Facilitate the access and exercise of economic activities.	MOC1.2.1 - The access and exercise of economic activities is simplified and their context costs reduced.	MOCI1.2.1 - % variation of the Nbr of new businesses created.		25%	Ministry of Economy & Trade or SRS
M1.3	Establish special legal regimens adapted to the specific nature of the relationships emerging from the exercise of certain activities.	MOC1.3.1 - Labour legislation foresees special and specifically adapted legal regimens to meet the specific requirements of the exercise of certain activities.	MOCI1.3.1 - % of draft legal acts, establishing special legal regimens, more adapted to the specific nature of the relationships emerging from the exercise of certain activities, that were submitted to legislator and were adopted before the end of the 24h month after the entering into force of the present Action Plan.		75%	SLS, Parliament nad/or Ministry of Justice services
M1.4	Provide for more flexible legal regimens for the organization of working time.	MOC1.4.1 - Labour legal framework offers instruments which allow a more flexible and appropriate management of working time.	MOCI1.4.1 - % of draft legal acts, implementing more flexible legal instruments for managing working time, that were submitted to legislator and were adopted before the end of the 24h month after the entering into force of the present Action Plan.		75%	SLS, Parliament nad/or Ministry of Justice services
M1.5	Introduce more flexible labour contract types.	MOC1.5.1 - Labour legal framework offers special and flexible labour contract types, specifically adapted to the specific needs of certain workers and employers.	MOCI1.5.1 - % of draft legal acts, introducing more flexible contractual types, that were submitted to legislator and that were adopted before the end of the 24h month after the entering into force of the present Action Plan.		75%	SLS, Parliament nad/or Ministry of Justice services
M1.6	Establish a legal regimen for the economic dependent non-juridical subordinated self-employed worker.	MOC1.6.1 - Legal framework establishes a specific legal regimen for the economic dependent non-juridical subordinated self-employed worker.	MOCI1.6.1 - The draft legal act, establishing a legal regimen for the economic dependent non-juridical subordinated self-employed worker, is adopted by the legislator before the established deadline.		End of the 24h month after the entering into force of the present Action Plan.	SLS, Parliament nad/or Ministry of Justice services
M1.7	Extend the application of the OSH regulations to situations for this purpose equivalent to employment relationship.	MOC1.7.1 - OSH legal framework is inclusive and applies to situations where there is no employment relationship but which are for this purpose assimilated as such.	MOCI1.7.1 - The draft legal act extending the legal OSH regulations (to apprentices, trainees and internships; administrators, directors, managers or equivalent, without a contract of employment but are remunerated for this activity; and non-juridical subordinated economically dependent self-employed worker) is adopted by the legislator before the established deadline.		End of the 24h month after the entering into force of the present Action Plan.	SLS, Parliament nad/or Ministry of Justice services
M1.8	Define legally undeclared work and its taxonomy.	MOC1.8.1 -Undeclared work and its taxonomy are legally defined and its offenses legally foreseen.	MOCI1.8.1 - The draft legal act defining the concept of undeclared work, its taxonomy and its offenses is adopted by the legislator before the established deadline.		End of the 24h month after the entering into force of the present Action Plan.	SLS, Parliament nad/or Ministry of Justice services

Potential Measures' Outcomes and Indicators

MEASURES		MEASURES' OUTCOMES				
COD	DESIGNATION	OBJECTIVES (MOC)	INDICATORS (MOCI)	BASELINES	TARGETS	VERIFICATION SOURCE
M1.9	Incorporate the provisions of the ILO Recommendation No. 198 (on the employment relationship) into the labour code.	MOC1.9.1 - Labour legal framework provides for the legal presumption of the existence of an employment relationship whenever several evidences are present, in line with the ILO Recommendation No. 198.	MOCI1.9.1 - The draft legal act, incorporating the provisions of ILO Recommendation No. 198 (on employment relationship) in the labour code, is adopted by the legislator before the established deadline.		End of the 24th month after the entering into force of the present Action Plan.	SLS, Parliament nad/or Ministry of Justice services
M1.10	Extend the unemployment protection to economically dependent self-employed workers.	MOC1.10.1 - The social security system ensures social protection in the event of unemployment to economically dependent self-employed workers.	MOCI1.10.1 - The draft legal act, enlarging the legal regimen of social protection in the event of unemployment to economically dependent self-employed workers is adopted by the legislator before the established deadline.		End of the 24th month after the entering into force of the present Action Plan.	SLS, Parliament nad/or Ministry of Justice services
M1.11	Establish the legal obligation for businesses payments to be made in a traceable manner.	MOC1.11.1 - Legal framework foresees that the payments between economic agents, which amount goes over a specific threshold, have to be made in a traceable way.	MOCI1.11.1 - The draft legal act, foreseeing that the payments over a predetermined threshold have to be made in a traceable way, is adopted by the legislator before the established deadline.		End of the 24th month after the entering into force of the present Action Plan.	SLS, Parliament nad/or Ministry of Justice services
M1.12	Provide for the employers' obligation of pay salaries in a traceable manner.	MOC1.12.1 - Labour legislation provides that the salaries and other work compensation have to be paid in a traceable manner.	MOCI1.12.1 - The draft legal act, amending the labour legislation, in order to ensure that ther latter foresees that the salaries and other work compensation have to be paid in a traceable manner, is adopted by the legislator before the established deadline.		End of the 24th month after the entering into force of the present Action Plan.	SLS, Parliament nad/or Ministry of Justice services
M1.13	Implement a national system for monitoring UDW.	MOC1.13.1 - A system to assess and monitor UDW and the measures taken to combat it is set up and running.	MOCI1.13.1 - The system to assess and monitor UDW and the measures taken to combat it is implemented before the established deadline.		End of the 24th month after the entering into force of the present Action Plan.	SLS, Parliament nad/or Ministry of Justice services
M1.14	Improve the provision of information and technical advice on UDW.	MOC1.14.1 - The society in general and, in particular, the workers, employers and their associations, are informed about the best way to comply with their declarative obligations and aware of its advantages.	MOCI1.14.1 - % variation on the number of persons informed on UDW through the SLS various information channels.		50%	SLS data
II - CURATIVE MEASURES						
M2.1	Implement active employment measures.	MOC2.1.1 - Active employment measures to tackle UDW are in place.	MOCI2.1.1 - % variation on the number of beneficiaries of the "active employment measures".		50%	Data from the social security, employment services, and pension fund
M2.2	Set up formalization offices.	MOC2.2.1 - Transition from UDW to regular jobs is supported by a net od formalization offices.	MOCI2.2.1 - Number of formalization offices setup before the end of the 24th month after the entering into force of the present Action Plan.		72	Data from the SLS, Tax office, social security, employment services, and pension fund

Potential Measures' Outcomes and Indicators

MEASURES		MEASURES' OUTCOMES				
COD	DESIGNATION	OBJECTIVES (MOC)	INDICATORS (MOCI)	BASELINES	TARGETS	VERIFICATION SOURCE
M2.3	Introduce "service vouchers schemes".	MOC2.3.1 - Transition from the informal to the formal economy is supported by service voucher schemes.	MOCI2.3.1 - Number of workers that joined the "service voucher schemes" until the end of the 24th month after the entering into force of the present Action Plan.		100 000	Data from the social security, employment services, and pension fund
M2.4	Introduce a personal income tax exemption on the VAT of registered invoices for certain services	MOC2.4.1 - Fiscal legal framework induces economic agents to issue invoices.	MOCI2.4.1 - A draft legal act, amending the fiscal legislation and introducing a tax exemption on the personal income tax, amounting up to 10% of the VAT included in the registered invoices (concerning the provision of commonly undeclared services and activities), is adopted by the legislator before the established deadline.		End of the 12th month after the entering into force of the present Action Plan.	Data from the social security, employment services, and pension fund
M2.5	Launch a national regular lottery on registered invoices	MOC2.5.1 - Economic agents are encourage to issue invoices.	MOCI2.5.1 - A draft legal act, establishing the national regular lottery on registered invoices, is adopted by the legislator before the established deadline.		End of the 12th month after the entering into force of the present Action Plan.	Data from the social security, employment services, and pension fund
III - FOSTERING COMMITMENT MEASURES						
M3.1	Launch awareness-raising campaigns on UDW.	MOC3.1.1 - Society is aware to the phenomenon of UDW and a culture of compliance and fiscal morality is being consistently developed.	MOCI3.1.1 - Total number of persons covered by the information and awareness-raising campaigns and actions on UDW by the end of the 24th month after the entering into force of the present Action Plan.		250 000	Data from SLS, Tax authority, social security
M3.2	Organize events on UDW.	MOC3.2.1 - Information and best practices on tackling UDW are frequently disseminated through seminars, workshops and conferences.	MOCI3.2.1 - Total number of persons covered by the seminars, workshops and conferences on UDW by the end of the 24th month after the entering into force of the present Action Plan.		16 000	Data from SLS, Tax authority, social security
M3.3	Release news about the results of inspection activities on UDW.	MOC3.3.1 - Society in general are regularly informed of the main results of the inspection actions on UDW.	MOCI3.3.1 - Total number of accesses to UDW news in the SLS website "newsroom" and "likes" registered in the UDW news posted in the SLS Facebook page by the end of the 24th month after the entering into force of the present Action Plan.		200 000	Data from SLS, Tax authority, social security
M3.4	Include UDW subjects on the regular education and vocational training curricula.	MOC3.4.1 - A culture of compliance and fiscal morality is being induced from early ages, through education and vocational training systems.	MOCI3.4.1 - Total number of students and trainees that have been exposed to UDW subjects during education and vocational training by the end of the 24th month after the entering into force of the present Action Plan.		50 000	Data from Ministry of Education
M3.5	Develop specific information activities on UDW targeting secondary and high schools students.	MOC3.5.1 - Awareness to UDW is developed at early ages.	MOCI3.5.1 - Total number of secondary and high schools students targeted by UDW information and awareness-raising activities by the end of the 24th month after the entering into force of the present Action Plan.		50 000	Data from Ministry of Education
M3.6	Launch of a process of "labour certification" on UDW.	MOC3.6.1 - Employers' social responsibility and compliance behaviours are actively encouraged.	MOCI3.6.1 - A voluntary labour certification procedure to certify the law-abiding employers in respect to the declaration of activities and income is implemented until the established deadline.		End of the 12th month after the entering into force of the present Action Plan.	SLS, tax authorities and social security

Potential Measures' Outcomes and Indicators

MEASURES		MEASURES' OUTCOMES				
COD	DESIGNATION	OBJECTIVES (MOC)	INDICATORS (MOCI)	BASELINES	TARGETS	VERIFICATION SOURCE
B - DETERRENCE APPROACH MEASURES						
IV - MEASURES TO IMPROVE DETECTION						
M4.1	Refrain from imposing <i>moratoriums</i> to labour inspection activities.	MOC4.1.1 - Labour inspection system perform its duties without restrictions on the carrying out of inspection visits.	MOCI4.1.1 - The Law No. 1278-VIII, of 3 November 2016, is repealed (or amended, to exclude definitely SLS from its scope), by the established deadline.		End of the 12th month after the entering into force of the present Action Plan.	SLS, Parliament nad/or Ministry of Justice services
M4.2	Entrust the Ukrainian labour inspectors, legally and in practice, with all the necessary powers to discharge their duties, foreseen in the ILO Conventions Nos. 81 and 129.	MOC4.2.1 - Labour inspectors are entrusted,in law and in practice, with the powers foreseen in the ILO Conventions Nos. 81 and 129 on labour inspection.	MOCI4.2.1 - The "Procedure for State Control of Compliance with Labour Legislation" (CMU Decree No. 295, of 26 April 2017") is repealed (or amended) and the Law No. 877-V, of 5 April 2007 is repealed (or SLS is defenetly excluded from its scope), by the established deadline.		End of the 12th month after the entering into force of the present Action Plan.	SLS, Parliament nad/or Ministry of Justice services
M4.3	Increase the number of inspection visits on UDW	MOC4.3.1 - The inspection activity on UDW is intensified.	MOCI4.3.1 - % increase of the total number of inspection visits on UDW by the end of the 24h month after the entering into force of the present Action Plan.		200%	SLS+Local self-government bodies
M4.4	Conduct unannounced off-working time inspection visits.	MOC4.4.1 - Inspection visits are planned and carry out in a manner so as to improve their deterrent effect.	MOCI4.4.1 - % of unannounced inspection visits by the end of the 12h month after the entering into force of the present Action Plan.		95%	SLS+Local self-government bodies
M4.5	Carry out joint inspection visits.	MOC4.5.1 - Inspections visits on UDW are frequently carried out with other public authoritiest.	MOCI4.5.1 - % of joint inspection visits on UDW by the end of the 12h month after the entering into force of the present Action Plan.		20%	SLS+Local self-government bodies
M4.6	Focus inspection visits on risk sectors.	MOC4.6.1 - Inspection visits on UDW mainly target the sectors of activity where its incidence is higher (e.g., Agriculture, forestry and fishing; Construction;Temporary accommodation and catering; Provision of other services; Wholesale and retail trade; and Industry).	MOCI4.6.1 - % of inspection visits on UDW focused on the mentioned sectors (more prone to UDW) by the end of the 12h month after the entering into force of the present Action Plan.		90%	SLS+Local self-government bodies
M4.7	Implement an IT system to support inspection activity.	MOC4.7.1 - Labour inspectorate has an appropriate information system to monitor and to support the inspection activity.	MOCI4.7.1 -The recommendations of the EU-ILO project report on the SLS information and telecommunication system is implemented, until the established deadline.		End of the 24th month after the entering into force of the present Action Plan.	SLS
M4.8	Give labour inspectors' remote and real time access to relevant databases.	MOC4.8.1 - Labour inspectors have remote, online and real time access to relevant databases resident in other public or private entities and authorities.	MOCI4.8.1 - MSP and SLS adhere to the "Trembita" interoperability platform, until the end of the established deadline.		End of the 12th month after the entering into force of the present Action Plan.	SLS

Potential Measures' Outcomes and Indicators

MEASURES		MEASURES' OUTCOMES				
COD	DESIGNATION	OBJECTIVES (MOC)	INDICATORS (MOCI)	BASELINES	TARGETS	VERIFICATION SOURCE
M4.9	Implenment a risk based selection of inspection targets.	MOC4.9.1 - Labour inspection targets are selected on the basis of a statistical and probabilistic system, based on algorithms that take into account the risk profile of economic agents, risk factors of an increased probability of non-compliance and indicators of an higher severity of non-compliance.	MOCI4.9.1 - % of inspection visits on UDW whose targets were selected by the mentioned statistical and probabilistic system during the last 12 months of the period of execution of the present Action Plan.		10,0%	SLS
M4.10	Implement a UDW complaints management system.	MOC4.10.1 - Complaints to SLS on UDW are managed through an web based application that ensures their reception, register, analysis, treatment, forward to the competent unit, follow-up and monitor of the subsequent inspection procedures and provision of feedback to the complainant.	MOCI4.10.1 - % of complaints managed by the web based complaints application during the last 12 months of the period of execution of the present Action Plan.		100,0%	SLS
M4.11	Calculate and divulge UDW sector thresholds.	MOC4.11.1 - In order to deter non-compliance, labour inspectorate calculates and disseminates, in consultation with the concerned sectoral social partners, the minimum prices thresholds for several types of labour-intensive services, below which it will be triggered an inspection action.	MOCI4.11.1 - Number of different labor-intensive services with minimum prices thresholds calculated and disseminated, by the end of the 12th month after the entering into force of the present Action Plan.		2	SLS
M4.12	Publicize UDW inspection visits results.	MOC4.12.1 - Multiplicative effect of deterrence is encourage through the follow-up of inspection visits on UDW by TV channels and the subsequent broadcast by them (and also through the SLS website, Facebook and Youtube channels) of vídeos on the major results of the inspections visits on UDW carried out.	MOCI4.12.1 - Number of vídeos of inspection visits on UDW were broadcasted by SLS during the period of execution of the present Action Plan.		36	SLS
V - MEASURES TO IMPROVE SANCTIONS						
M5.1	Improve the methodology to calculate the amount of the fines.	MOC5.1.1 - The amount of the fines applied to the infringements are appropriate and sufficient dissuasive.	MOCI5.1.1 - A draft legal act, changing the form of calculation of the amount of the fines, is adopted by the legislator before the established deadline.		End of the 24th month after the entering into force of the present Action Plan.	SLS, Parliament nad/or Ministry of Justice services
M5.2	Establish appropriate accessory penalties.	MOC5.2.1 - Accessory penalties to sanction infringements more direct linked to the vital interests of the employer, are in place to deter non-compliance.	MOCI5.2.1 - A draft legal act, establishing accessory penalties more direct linked to the vital interests of the employer to sanction infringements, is adopted by the legislator before the established deadline.		End of the 24th month after the entering into force of the present Action Plan.	SLS, Parliament nad/or Ministry of Justice services
M5.3	Provide that the payment of the fine does not discharge the offender from fulfilling the omitted obligation.	MOC5.3.1 - Legal framework foresees that the payment of the fine does not discharge the offender from complying with the omitted obligations.	MOCI5.3.1 - A draft legal act, foreseeing that the payment of the fine does not discharge the offender from complying with the omitted obligations regarding undeclared workers, is adopted by the legislator before the established deadline.		End of the 24th month after the entering into force of the present Action Plan.	SLS, Parliament nad/or Ministry of Justice services

Potential Measures' Outcomes and Indicators

MEASURES		MEASURES' OUTCOMES				
COD	DESIGNATION	OBJECTIVES (MOC)	INDICATORS (MOCI)	BASELINES	TARGETS	VERIFICATION SOURCE
M5.4	Foresee that the fine decision should include the amounts to pay to workers, social security and tax authorities and it's an executive title.	MOC5.4.1 - Legal framework foresees that the decision to apply the fine contains the order of payment within the same time limit of the amount of the remuneration owed to workers, social security and tax authorities and serves as a basis for the execution procedure for the payment of a known amount.	MOCI5.4.1 - A draft legal act, foreseeing that the decision to apply the fine contains the order of payment within the same time limit of the amount of the remuneration owed to workers, social security and tax authorities and serves for the execution procedure for the payment of a known amount, is adopted by the legislator before the established deadline.		End of the 24th month after the entering into force of the present Action Plan.	SLS, Parliament nad/or Ministry of Justice services
M5.5	Implement a joint liability regimen.	MOC5.5.1 - A joint liability legal regimen is in place in order to ensure the appropriate sanction of non-compliance and to dissuade undeclared work.	MOCI5.5.1 - A draft legal act, foreseeing that the decision to apply the fine contains the order of payment within the same time limit of the amount of the remuneration owed to workers, social security and tax authorities and serves for the execution procedure for the payment of a known amount, is adopted by the legislator before the established deadline.		End of the 24th month after the entering into force of the present Action Plan.	SLS, Parliament nad/or Ministry of Justice services
M5.6	Provide labour inspectors with an immediately enforceable inspection procedure to determine the immediate integration of detected UDW in the employer staff.	MOC5.6.1 - An inspection procedure, immediately enforceable, to determine the immediate integration of the undeclared workers, is available.	MOCI5.6.1 - A draft legal act, foreseeing an inspection procedure, immediately enforceable, to determine the immediate integration of the undeclared workers, is adopted by the legislator before the established deadline.		End of the 24th month after the entering into force of the present Action Plan.	SLS, Parliament nad/or Ministry of Justice services
M5.7	Establish a "repentant status".	MOC5.7.1 - A "repentant status" to offenders who collaborate with the authorities in the elimination of the most serious situations of undeclared work is established.	MOCI5.7.1 - A draft legal act, establishing a "repentant status" to offenders who collaborate with the authorities in the elimination of the most serious situations of undeclared work, is adopted by the legislator before the established deadline.		End of the 24th month after the entering into force of the present Action Plan.	SLS, Parliament nad/or Ministry of Justice services

Potential Measures' Outputs and Indicators

MEASURES						
MEASURES' OUTPUTS						
COD	DESIGNATION	OBJECTIVES (MOP)	INDICATORS (MOPI)	BASELINES	TARGETS	VERIFICATION SOURCE
A - ENABLING COMPLIANCE APPROACH MEASURES						
I - PREVENTIVE MEASURES						
M1.1	Simplify and concentrate the labour legislation.	MOP1.1.1 - Draft legal acts simplifying and concentrating current labour legislation are submitted to legislator for adoption.	MOPI1.1.1 - Nbr of draft legal acts simplifying and concentrating current labour legislation submitted to legislator for adoption before the end of the 24h month after the entering into force of the present Action Plan.		25	SLS, Parliament and/or Ministry of Justice servicesand/or MSP
		MOP1.1.2 - Complex, contradictory and overlapping labour legal acts are repealed.	MOPI1.1.2 - Nbr of repealed labour legal acts before the end of the 24h month after the entering into force of the present Action Plan.		50	SLS, Parliament nad/or Ministry of Justice services
M1.2	Facilitate the access and exercise of economic activities.	MOP1.2.1 - National legislation is aligned with EU acquis and best practices on administrative simplification.	MOPI1.2.1 - A draft legal act, transposing Chapter II (Administrative Simplification) of the EU Directive 2006/123/EC, of the European Parliament and of the Council, of 12 December 2006, on services in the internal markets, is submitted to legislator and adopted before the established deadline.		End of the 24h month after the entering into force of the present Action Plan.	SRS, Parliament and/or Ministry of Justice services
M1.3	Establish special legal regimens adapted to the specific nature of the relationships emerging from the exercise of certain activities.	MOP1.3.1 - Draft legal acts establishing special legal regimens, more adapted to the specific nature of the relationships emerging from the exercise of certain activities, are submitted to legislator for adoption.	MOPI1.3.1 - Nbr of draft legal acts establishing special legal regimens, more adapted to the specific nature of the relationships emerging from the exercise of certain activities submitted to legislator for adoption before the end of the 12h month after the entering into force of the present Action Plan.		5	SLS, Parliament and/or Ministry of Justice services
M1.4	Provide for more flexible legal regimens for the organization of working time.	MOP1.4.1 - Draft legal acts implementing more flexible legal instruments for managing working time are submitted to legislator for adoption.	MOPI1.4.1 - Nbr of draft legal acts implementing more flexible legal instruments for managing working time submitted to legislator for adoption before the end of the 12h month after the entering into force of the present Action Plan.		3	SLS, Parliament and/or Ministry of Justice services
M1.5	Introduce more flexible labour contract types.	MOP1.5.1 - Draft legal acts introducing more flexible contractual types are submitted to legislator for adoption.	MOPI1.5.1 - Nbr of draft legal acts, introducing more flexible contractual types, submitted to legislator for adoption before the end of the 12h month after the entering into force of the present Action Plan.		5	SLS, Parliament and/or Ministry of Justice services
M1.6	Establish a legal regimen for the economic dependent non-juridical subordinated self-employed worker.	MOP1.6.1 - A draft legal act, establishing a legal regimen for the economic dependent non-juridical subordinated self-employed worker, is submitted to legislator for adoption.	MOPI1.6.1 - The draft legal act, establishing a legal regimen for the economic dependent non-juridical subordinated self-employed worker, is submitted to the legislator for adoption before the established deadline.		End of the 12h month after the entering into force of the present Action Plan.	SLS, Parliament and/or Ministry of Justice services
M1.7	Extend the application of the OSH regulations to situations for this purpose equivalent to employment relationship.	MOP1.7.1 - A draft legal act, extending the legal OSH regulations (to apprentices, trainees and internships; administrators, directors, managers or equivalent, without a contract of employment but are remunerated for this activity; and non-juridical subordinated economically dependent self-employed worker), is submitted to legislator for adoption.	MOPI1.7.1 - The draft legal act, extending the legal OSH regulations (to apprentices, trainees and internships; administrators, directors, managers or equivalent, without a contract of employment but are remunerated for this activity; and non-juridical subordinated economically dependent self-employed worker), is submitted to the legislator for adoption before the established deadline.		End of the 12h month after the entering into force of the present Action Plan.	SLS, Parliament and/or Ministry of Justice services

Potential Measures' Outputs and Indicators

MEASURES		MEASURES' OUTPUTS				
COD	DESIGNATION	OBJECTIVES (MOP)	INDICATORS (MOPI)	BASELINES	TARGETS	VERIFICATION SOURCE
M1.8	Define legally undeclared work and its taxonomy.	MOP1.8.1 - A draft legal act, defining the concept of undeclared work, its taxonomy and foreseeing its offenses, is submitted to the legislator for adoption.	MOPI1.8.1 - The draft legal act, defining the concept of undeclared work, its taxonomy and the severity of its offenses, is submitted for adoption before the established deadline.		End of the 12h month after the entering into force of the present Action Plan.	SLS, Parliament and/or Ministry of Justice services
M1.9	Incorporate the provisions of the ILO Recommendation No. 198 (on the employment relationship) into the labour code.	MOP1.9.1 - A draft legal act,incorporating the provisions of ILO Recommendation No. 198 (on employment relationship) in the labour code, is submitted to legislator for adoption.	MOPI1.9.1 - The draft legal act, incorporating in labour code the provisions of ILO Recommendation No. 198 (on employment relationship), is submitted to the legislator for adoption before the established deadline.		End of the 12h month after the entering into force of the present Action Plan.	SLS, Parliament and/or Ministry of Justice services
M1.10	Extend the unemployment protection to economically dependent self-employed workers.	MOP1.10.1 - A draft legal act, enlarging the legal regimen of social protection in the event of unemployment to economically dependent self-employed workers, is submitted to legislator for adoption.	MOPI1.10.1 - The draft legal act, enlarging the legal regimen of social protection in the event of unemployment to economically dependent self-employed workers, is submitted to the legislator for adoption before the established deadline.		End of the 12h month after the entering into force of the present Action Plan.	SLS, Parliament and/or Ministry of Justice services
M1.11	Establish the legal obligation for businesses payments to be made in a traceable manner.	MOP1.11.1 - A draft legal act, foreseeing that the payments over a predetermined threshold have to be made in a traceable way, is submitted to legislator for adoption.	MOPI1.11.1 - The draft legal act, foreseeing that the payments over a predetermined threshold have to be made in a traceable way, is submitted to the legislator for adoption before the established deadline.		End of the 12h month after the entering into force of the present Action Plan.	SLS, Parliament and/or Ministry of Justice services
M1.12	Provide for the employers' obligation of pay salaries in a traceable manner.	MOP1.12.1 - A draft legal act, amending the labour legislation, in order for the latter foresee that the salaries and other work compensation have to be paid in a traceable manner, is submitted to legislator for adoption.	MOPI1.12.1 - The draft legal act, amending the labour legislation, in order for the latter foresee that the salaries and other work compensation have to be paid in a traceable manner, is submitted to the legislator for adoption before the established deadline.		End of the 12h month after the entering into force of the present Action Plan.	SLS, Parliament and/or Ministry of Justice services
M1.13	Implement a national system for monitoring UDW.	MOP1.13.1 - The requirements and design of the system to assess and monitor UDW and the measures taken to combat it are defined.	MOPI1.13.1 - The study on the requirements and design of the system to assess and monitor UDW and the measures taken to combat it is submitted and approved before the established deadline.		End of the 6h month after the entering into force of the present Action Plan.	SLS, Parliament and/or Ministry of Justice services
		MOP1.13.2 - The development and implementation of the system to assess and monitor UDW and the measures taken to combat it is commissioned.	MOPI1.13.2 - The UDW follow-up system development and implementation is commissioned before the established deadline.		End of the 12h month after the entering into force of the present Action Plan.	SLS, Tax authority and social security
M1.14	Improve the provision of information and technical advice on UDW.	MOP1.13.1 - A nationwide single telephone number information service on UDW is setup.	MOPI1.13.1 - The nationwide single telephone number information service on UDW is setup before the established deadline.		End of the 6h month after the entering into force of the present Action Plan.	SLS information
		MOP1.13.2 - Informational and best practices vidéos on UDW are shared in the SLS YouTube Channel.	MOPI1.13.2 - Number of informational and best practices vidéos on UDW shared in the SLS YouTube Channel.		48	SLS YouTube Channel
II - CURATIVE MEASURES						
M2.1	Implement active employment measures.	MOP2.1.1 -Active employment measures to tackle UDW through the encouragement of the entrepreneurship are approved and implemented.	MOPI2.1.1 - Number of different new active employment measures to tackle UDW through the encouragement of the entrepreneurship are approved and implemented before the end of the 24h month after the entering into force of the present Action Plan.		2	Data from the social security, employment services, and pension fund

Potential Measures' Outputs and Indicators

MEASURES						
MEASURES' OUTPUTS						
COD	DESIGNATION	OBJECTIVES (MOP)	INDICATORS (MOPI)	BASELINES	TARGETS	VERIFICATION SOURCE
M2.2	Set up formalization offices.	MOP2.2.1 - Active employment measures to tackle UDW through the encouragement of the entrepreneurship are approved and implemented.	MOPI2.2.1 - Number of different new active employment measures to tackle UDW through the encouragement of the entrepreneurship are approved and implemented before the end of the 12h month after the entering into force of the present Action Plan.		2	Data from the social security, employment services, and pension fund
		MOP2.2.2 -Active employment measures to tackle UDW through the encouragement of the entrepreneurship are approved and implemented.	MOPI2.2.2 - Total number of beneficiaires of the new active employment measures introduced within the scope of the present Action Plan..		100 000	Data from the social security, employment services, and pension fund
M2.3	Introduce "service vouchers schemes".	MOP2.3.1 - Service voucher schemes have a comprehensive coverage of the personal services activities that are usually undeclared provided.	MOPI2.3.1 - Number of different personal services activities covered by service voucher schemes by the end of the 24h month after the entering into force of the present Action Plan.		4	Data from the social security, employment services, and pension fund
M2.3	Introduce a personal income tax exemption on the VAT of registered invoices for certain services	MOP2.4.1 - The personal income tax exemption on the invoices VAT contributes to the increase of the income declaration.	MOPI2.4.1 - % of increase on the declared turnover of the services covered by the VAT income tax exemption, during the last 12 months of this Action Plan execution period		25%	Data from the social security, employment services, and pension fund
M2.3	Launch a national regular lottery on registered invoices	MOP2.5.1 - The national regular lottery on registered invoices contributes to the increase on the number of issued invoices	MOPI2.5.1 - % of increase on the number of invoices issued, during the last 12 months of this Action Plan execution period.		25%	Data from the social security, employment services, and pension fund
III - FOSTERING COMMITMENT MEASURES						
M3.1	Launch awareness-raising campaigns on UDW.	MOP3.1.1 - Information and awareness-raising campaigns and actions on UDW are frequently launched.	MOPI3.1.1 - Number of different geographical and sectoral scope information and awareness-raising campaigns and actions on UDW launched until the end of the 24h month after the entering into force of the present Action Plan.		34	Data from SLS, Tax authority, social security
M3.2	Organize events on UDW.	MOP3.2.1 - Seminars, workshops and conferences on UDW are regularly held.	MOPI3.2.1 - Number of seminars, workshops and conferences on UDW organized until the end of the 24h month after the entering into force of the present Action Plan.		160	Data from SLS, Tax authority, social security
M3.3	Release news about the results of inspection activities on UDW.	MOP3.3.1 - News about the main results of the inspection actions on UDW are regularly released.	MOPI3.3.1 - Number of news and press releases disclosed in the the SLS website "newsroom" and posted on its Facebook page by the end of the 24h month after the entering into force of the present Action Plan.		208	SLS data

Potential Measures' Outputs and Indicators

MEASURES						
MEASURES' OUTPUTS						
COD	DESIGNATION	OBJECTIVES (MOP)	INDICATORS (MOPI)	BASELINES	TARGETS	VERIFICATION SOURCE
M3.4	Include UDW subjects on the regular education and vocational training curricula.	MOP3.4.1 - The early development of a compliance culture is encourage at the highest level.	MOPI3.4.1 - A protocol foreseeing the inclusion of UDW subjects on all degrees of regular education and vocational training is signed between the Ministry of Social Policy and the Ministry of Education, until the established deadline.		End of the 12th month after the entering into force of the present Action Plan..	MSP and Ministry of Education
M3.5	Develop specific information activities on UDW targeting secondary and high schools students.	MOP3.5.1 - UDW information and awareness-raising activities consistently target secondary and high schools students.	MOPI3.5.1 - Number of UDW information and awareness-raising activities specifically targeting secondary and high schools students were carried out by the end of the 24h month after the entering into force of the present Action Plan.		2 000	SLS and Ministry of Education
M3.6	Launch of a process of "labour certification" on UDW.	MOP3.6.1 - Employers adhere to the labour certification procedure.	MOPI3.6.1 - Number of employers awarded with the labour certificate by the end of the 24h month after the entering into force of the present Action Plan.		2 000	SLS, Tax authority and social security
B - DETERRENCE APPROACH MEASURES						
IV - MEASURES TO IMPROVE DETECTION						
M4.1	Refrain from imposing <i>moratoriums</i> to labour inspection activities.	MOP4.1.1 - A draft legal act, repealing the Law No. 1278-VIII, of 3 November 2016 (or amending it, to exclude definitely SLS from its scope), is submitted to legislator for adoption.	MOPI4.1.1 - The draft legal act, repealing the Law No. 1278-VIII, of 3 November 2016 (or amending it, to exclude definitely SLS from its scope), is submitted to the legislator for adoption by the established deadline.		End of the 6h month after the entering into force of the present Action Plan.	SLS, Parliament and/or Ministry of Justice services
M4.2	Entrust the Ukrainian labour inspectors, legally and in practice, with all the necessary powers to discharge their duties, foreseen in the ILO Conventions Nos. 81 and 129.	MOP4.2.1 - A draft legal act, repealing or amending the "Procedure for State Control of Compliance with Labour Legislation" (CMU Decree No. 295, of 26 April 2017") and the Law No. 877-V, of 5 April 2007, is submitted to legislator for adoption.	MOPI4.2.1 - The draft legal act, repealing or amending the "Procedure for State Control of Compliance with Labour Legislation" (CMU Decree No. 295, of 26 April 2017") and the Law No. 877-V, of 5 April 2007, is submitted to the legislator for adoption by the established deadline.		End of the 6h month after the entering into force of the present Action Plan.	SLS, Parliament and/or Ministry of Justice services
M4.3	Increase the number of inspection visits on UDW	MOP4.3.1 - First inspection visits are reinforced.	MOPI4.3.1 - % increase of the number of first inspection visits on UDW by the end of the 24h month after the entering into force of the present Action Plan.		200%	SLS+Local self-government bodies
		MOP4.3.2 - Follow-up inspection visits are strengthen.	MOPI4.3.2 - % of follow-up inspection visits on UDW by the end of the 24h month after the entering into force of the present Action Plan.		50%	SLS+Local self-government bodies
M4.4	Conduct unannounced off-working time inspection visits.	MOP4.4.1 - Inspection visits are focused on situations more likely to involve UDW.	MOPI4.4.1 - % of inspection visits on UDW carry out off business hours and days by the end of the 12h month after the entering into force of the present Action Plan.		50%	SLS+Local self-government bodies
M4.5	Carry out joint inspection visits.	MOP4.5.1 - Labour inspection and other public authorities cooperate in the fight against UDW.	MOPI4.5.1 - Number of cooperation protocols signed between SLS and other public authorities by the end of the 12h month after the entering into force of the present Action Plan.		3	SLS
M4.6	Focus inspection visits on risk sectors	MOP4.6.1 - Labour inspection visits on UDW targeting the Agriculture, forestry and fishing sector are reinforced.	MOPI4.6.1 - % of labour inspection visits on UDW focused on Agriculture, forestry and fishing sector by the end of the 12h month after the entering into force of the present Action Plan.		25%	SLS+Local self-government bodies

Potential Measures' Outputs and Indicators

MEASURES						
MEASURES' OUTPUTS						
COD	DESIGNATION	OBJECTIVES (MOP)	INDICATORS (MOPI)	BASELINES	TARGETS	VERIFICATION SOURCE
M4.6	Focus inspection visits on risk sectors.	MOP4.5.2 - Labour inspection visits on UDW targeting the Construction sector are strengthened.	MOPI4.5.2 - % of labour inspection visits on UDW focused on Construction sector by the end of the 12h month after the entering into force of the present Action Plan.		25%	SLS+Local self-government bodies
M4.7	Implement an IT system to support inspection activity.	MOP4.7.1 - The necessary funds to implement the recommendations of the EU-ILO project report on the SLS information and telecommunication system are made available.	MOPI4.7.1 - MSP and SLS ensure, either through own or donor sources, the necessary funds to finance the implementation of the recommendations of the EU-ILO project report on the SLS information and telecommunication system, by the end of the established dedaline.		End of the 12h month after the entering into force of the present Action Plan.	SLS+Local self-government bodies
M4.8	Give labour inspectors' remote and real time access to relevant databases.	MOP4.8.1 - Cooperation agreements on data sharing and interchange between labour inspectorate and other relevant entities are formalized.	MOPI4.8.1 - Number of cooperation agreements on data sharing and interchange signed between SLS and other relevant public and private entities before the end of the 24h month after the entering into force of the present Action Plan.		4	SLS+Local self-government bodies
M4.9	Implenment a risk based selection of inspection targets.	MOP4.9.1 - Labour inspectorate implements a statistical and probabilistic system for selecting inspection targets, that is based on algorithms that take into account the risk profile of economic agents, risk factors of an increased probability of non-compliance and indicators of an higher severity of non-compliance.	MOPI4.9.1 - The statistical and probabilistic system for selecting inspection targets is implemented before the established deadline.		End of the 12th month after the entering into force of the present Action Plan.	SLS
M4.10	Implement a UDW complaints management system.	MOP4.10.1 - SLS implements a web based application for the adequate management of UDW complaints.	MOPI4.10.1 - The implementation of the complaints management system is concluded before the established deadline.		End of the 12th month after the entering into force of the present Action Plan.	SLS
M4.11	Calculate and divulge UDW sector thresholds.	MOP4.11.1 - Labour inspectorate carry out inspection visits to labour-intensive employers who charge their clients with prices lower than the calculated minimum thresholds.	MOPI4.11.1 - Number of inspection visits conducted to labour-intensive employers who charge their clients with prices lower than the calculated minimum thresholds, during the last 12 months of this Action Plan execution period.		100	SLS
M4.12	Publicize UDW inspection visits results.	MOP4.12.1 - Vídeos of the inspections visits on UDW, emphasizing their main results are consistently produced for broadcasting.	MOPI4.12.1 - Number of vídeos of inspections visits on UDW, emphasizing their main results, were produced during the first 12 months of the execution of the present Action Plan.		12	SLS data
V - MEASURES TO IMPROVE SANCTIONS						
M5.1	Improve the methodology to calculate the amount of the fines.	MOP5.1.1 - A draft legal act, changing the form of calculation of the amount of the fines, is submitted to legislator for adoption.	MOPI5.1.1 - The draft legal act, changing the form of calculation of the amount of the fines, is submitted to the legislator for adoption before the established deadline.		End of the 12h month after the entering into force of the present Action Plan.	SLS, Parliament and/or Ministry of Justice services
M5.2	Establish appropriate accessory penalties.	MOP5.2.1 - A draft legal act, establishing accessory penalties more direct linked to the vital interests of the employer to sanction infringements, is submitted to legislator for adoption.	MOPI5.2.1 - The draft legal act, establishing accessory penalties more direct linked to the vital interests of the employer to sanction infringements, is submitted to the legislator for adoption before the established deadline.		End of the 12h month after the entering into force of the present Action Plan.	SLS, Parliament and/or Ministry of Justice services

Potential Measures' Outputs and Indicators

MEASURES						
MEASURES' OUTPUTS						
COD	DESIGNATION	OBJECTIVES (MOP)	INDICATORS (MOPI)	BASELINES	TARGETS	VERIFICATION SOURCE
M5.3	Provide that the payment of the fine does not discharge the offender from fulfilling the omitted obligation.	MOP5.3.1 - A draft legal act, foreseeing that the payment of the fine does not discharge the offender from complying with the omitted obligations regarding undeclared workers, is submitted to legislator for adoption.	MOPI5.3.1 - The draft legal act, foreseeing that the payment of the fine does not discharge the offender from complying with the omitted obligations regarding undeclared workers, is submitted to the legislator for adoption before the established deadline.		End of the 12h month after the entering into force of the present Action Plan.	SLS, Parliament and/or Ministry of Justice services
M5.4	Foresee that the fine decision should include the amounts to pay to workers, social security and tax authorities and it's an executive title.	MOP5.4.1 - A draft legal act, foreseeing that the decision to apply the fine contains the order of payment within the same time limit of the amount of the remuneration owed to workers, social security and tax authorities and serves for the execution procedure for the payment of a known amount, is submitted to legislator for adoption.	MOPI5.4.1 - The draft legal act, foreseeing that the decision to apply the fine contains the order of payment within the same time limit of the amount of the remuneration owed to workers, social security and tax authorities and serves for the execution procedure for the payment of a known amount, is submitted to the legislator for adoption before the established deadline.		End of the 12h month after the entering into force of the present Action Plan.	SLS, Parliament and/or Ministry of Justice services
M5.5	Implement a joint liability regimen.	MOP5.5.1 - A draft legal act, foreseeing that the decision to apply the fine contains the order of payment within the same time limit of the amount of the remuneration owed to workers, social security and tax authorities and serves for the execution procedure for the payment of a known amount, is submitted to legislator for adoption.	MOPI5.5.1 - The draft legal act, foreseeing that the decision to apply the fine contains the order of payment within the same time limit of the amount of the remuneration owed to workers, social security and tax authorities and serves for the execution procedure for the payment of a known amount, is submitted to the legislator for adoption before the established deadline.		End of the 12h month after the entering into force of the present Action Plan.	SLS, Parliament and/or Ministry of Justice services
M5.6	Provide labour inspectors with an immediately enforceable inspection procedure to determine the immediate integration of detected UDW in the employer staff.	MOP5.6.1 - A draft legal act, foreseeing an inspection procedure, immediately enforceable, to determine the immediate integration of the undeclared workers, is submitted to legislator for adoption.	MOPI5.6.1 - The draft legal act, foreseeing an inspection procedure, immediately enforceable, to determine the immediate integration of the undeclared workers, is submitted to the legislator for adoption before the established deadline.		End of the 12h month after the entering into force of the present Action Plan.	SLS, Parliament and/or Ministry of Justice services
M5.7	Establish a "repentant status".	MOP5.7.1 - A draft legal act, establishing a "repentant status" to offenders who collaborate with the authorities in the elimination of the most serious situations of undeclared work, is submitted to legislator for adoption.	MOPI5.7.1 - The draft legal act, establishing a "repentant status" to offenders who collaborate with the authorities in the elimination of the most serious situations of undeclared work, is submitted to the legislator for adoption before the established deadline.		End of the 12h month after the entering into force of the present Action Plan.	SLS, Parliament and/or Ministry of Justice services

Potential Indicators' Baselines

INDICATORS		BASELINES		
		2016	2017	2018 (YTD)
I. GENERAL INDICATORS				
1,1	Number of draft legal acts on labour relations legislation submitted for approval			
1,2	Number of draft legal acts on OSH legislation submitted for approval			
1,3	Total number of draft legal acts on labour legislation submitted for approval [1.1+1.2]	0	0	0
1,4	Number of draft legal acts on labour relations legislation submitted for approval that were adopted			
1,5	Number of draft legal acts on OSH legislation submitted for approval that were adopted			
1,6	Total number of draft legal acts on labour legislation submitted for approval that were adopted [4+5]	0	0	0
1,7	% of draft legal acts on labour relations legislation submitted for approval that were adopted [1.4/1.1]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
1,8	% of draft legal acts on OSH legislation submitted for approval that were adopted [1.5/1.2]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
1,9	% of the total number of draft legal acts on labour legislation submitted for approval that were adopted [1.6/1.3]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
1,10	Number of legal acts on labour relations legislation repealed			
1,11	Number of legal acts on OSH legislation repealed			
1,12	Total number of legal acts on labour legislation repealed [1.10+1.11]	0	0	0
1,13	Number of accesses to the SLS website			
1,14	Number of downloads from the SLS website			
1,15	Number of workers informed through the face-to-face local branches information services			
1,16	Number of employers informed through the face-to-face local branches information services			
1,17	Total number of persons informed through the face-to-face local branches information services			
1,18	Number of workers informed through the single national telephone number			
1,19	Number of employers informed through the single national telephone number			
1,20	Total number of persons informed through the single national telephone number			
1,21	Number of accesses to informational videos in the SLS YouTube channel			
1,22	Number of "likes" regarding the informational videos in the SLS YouTube channel			
1,23	Number of accesses to information in the SLS Facebook page			
1,24	Number of "likes" regarding information in the SLS Facebook page			
1,25	Number of Questions & Answers posted by SLS in its Facebook page			
1,26	Number of accesses to the Questions & Answers posted by SLS in its Facebook page			
1,27	Number of "likes" on the Questions & Answers posted by SLS in its Facebook page			
1,28	Number of Questions posted by the public in the SLS Facebook page			
1,29	Number of Answers posted by the SLS in its Facebook page in response to the public Questions			
1,30	Number of accesses to the Answers posted by the SLS in its Facebook page in response to the public Questions			
1,31	Number of "likes" to the Answers posted by the SLS in its Facebook page in response to the public Questions			
1,32	Total number of persons informed through the SLS various information channels [1.13+1.17+1.20+1.21+1.23]	0	0	0
1,33	Total number of Head Quarter's labour inspectors (state labour inspectores+state labour protection inspectors+state occupational health inspector) in effective exercise of functions on the ground (i.e., performing inspection visits)			

Potential Indicators' Baselines

INDICATORS		BASELINES		
		2016	2017	2018 (YTD)
1,34	Total number of SLS territorial bodie's labour inspectors (state labour inspectores+state labour protection inspectors+state occupational health inspector) in effective exercise of functions on the ground (i.e., performing inspection visits)			
1,35	Total number of local self-government bodie's labour inspectors in effective exercise of functions on the ground (i.e., performing inspection visits)			
1,36	Total number of labour inspectors (state labour inspectores+state labour protection inspectors+state occupational health inspector) in effective exercise of functions on the ground (i.e., performing inspection visits) [1.33+1.34+1.35]	0	0	0
1,37	Number of first inspections visits			
1,38	Number of follow-up inspections visits			
1,39	Total number of inspections visits [1.37+1.38]	0	0	0
1,40	% of follow-up inspections visits [1.38/1.39]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
1,41	Number of unannounced inspection visits			
1,42	Number of pre-announced inspection visits			
1,43	Total number of inspections visits [1.41+1.42]	0	0	0
1,44	% of pre-announced inspection visits [1.42/1.43]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
1,45	Number of inspection visits carried out off business hours (e.g., before/after working time, weekends, holidays)			
1,46	Number of inspection visits carried out during business hours			
1,47	Total number of inspections visits [1.45+1.46]	0	0	0
1,48	% of inspection visits carried out during business hours [1.46/1.47]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
1,49	Number of joint inspections visits with other public authorities			
1,50	Number of stand-alone inspections visits			
1,51	Total number of inspections visits [1.49+1.50]	0	0	0
1,52	% of of stand-alone inspections visits [1.50/1.51]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
1,53	Number of first inspections visits per labour inspector [1.37/1.36]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
1,54	Number of follow-up inspections visits per labour inspector [1.38/1.36]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
1,55	Number of unannounced inspection visits per labour inspector [1.41/1.36]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
1,56	Number of pre-announced inspection visits per labour inspector [1.42/1.36]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
1,57	Number of inspection visits carried out off business hours per labour inspector [1.45/1.36]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
1,58	Number of inspection visits carried out during business hours per labour inspector[1.46/1.36]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
1,57	Number of joint inspections visits with other public authorities per labour inspector [1.49/1.36]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
1,58	Number of stand-alone inspections visits per labour inspector [1.50/1.36]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
1,59	Total number of inspection visits per labour inspector [1.51/1.36]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
II. INDICATORS FOCUSED ON UDECLARED WORK				
2,1	Number of accesses to UDW contents in the SLS website			
2,2	Number of downloads of UDW content of the SLS website			
2,3	Number of workersinformed on UDW through the face-to-face local branches information services			
2,4	Number of employers informed on UDW through the face-to-face local branches information services			

Potential Indicators' Baselines

	INDICATORS	BASELINES		
		2016	2017	2018 (YTD)
2,5	Total number of persons informed on UDW through the face-to-face local branches information services			
2,6	Number of workers informed on UDW through the single national telephone number			
2,7	Number of employers informed on UDW through the single national telephone number			
2,8	Total number of persons informed on UDW through the single national telephone number			
2,9	Number of accesses to informational videos on UDW in the SLS YouTube channel			
2.10	Number of "likes" regarding the informational videos on UDW in the SLS YouTube channel			
2.11	Number of accesses to information on UDW in the SLS Facebook page			
2.12	Number of "likes" regarding information on UDW in the SLS Facebook page			
2.13	Number of Questions & Answers on UDW posted by SLS in its Facebook page			
2.14	Number of accesses to the Questions & Answers on UDW posted by SLS in its Facebook page			
2.15	Number of "likes" on the Questions & Answers on UDW posted by SLS in its Facebook page			
2.16	Number of Questions on UDW posted by the public in the SLS Facebook page			
2.17	Number of Answers on UDW posted by the SLS in its Facebook page in response to the public Questions			
2.18	Number of accesses to the Answers on UDW posted by the SLS in its Facebook page in response to the public Questions			
2.19	Number of "likes" to the Answers on UDW posted by the SLS in its Facebook page in response to the public Questions			
2.20	Total number of persons informed on UDW through the SLS various information channels [2.1+2.5+2.8+2.9+2.11]	0	0	0
2.21	Number of news on UDW released on the SLS website "newsroom"			
2.22	Number of accesses to the news on UDW released on the SLS website "newsroom"			
2.23	Number of news on UDW posted on the SLS Facebook page			
2.24	Number of "likes" to the news on UDW posted on the SLS Facebook page			
2.25	Number of different new active employment measures introduced			
2.26	Total number of current existing "active employment measures"			
2.27	Average number of beneficiaries per active employment measure			
2.28	Is there any service voucher scheme in place in Ukraine? [Yes/No]			
2.29	If there is any service voucher scheme in Ukraine, what are the activities presently covered?			
2.30	If there is any service voucher scheme in Ukraine, what are the number of workers covered by such service voucher schemes?			
2.31	Number of workers covered by the information and awareness-raising campaigns and actions on UDW			
2.32	Number of employers covered by the information and awareness-raising campaigns and actions on UDW			
2.33	Total number of persons covered by the information and awareness-raising campaigns and actions on UDW			
2.34	Number of national information and awareness-raising campaigns and actions on UDW			
2.35	Number of regional information and awareness-raising campaigns and actions on UDW			
2.36	Number of local information and awareness-raising campaigns and actions on UDW			
2.37	Number of sectoral information and awareness-raising campaigns and actions on UDW			
2.38	Total number of information and awareness-raising campaigns and actions on UDW [2.34+2.35+2.36+2.37]	0	0	0
2.39	Number of workers covered by events on UDW (e.g., seminars, workshops and conferences)			
2.40	Number of employers covered by events on UDW (e.g., seminars, workshops and conferences)			

Potential Indicators' Baselines

INDICATORS		BASELINES		
		2016	2017	2018 (YTD)
2.41	Total number of persons covered by events on UDW (e.g., seminars, workshops and conferences)			
2.42	Number of events on UDW (e.g., seminars, workshops and conferences)			
2.43	Average number of attendees per event on UDW (e.g., seminars, workshops and conferences) [2.41/2.42]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
2.44	UDW subjects are included in the official curricula of any degree of the regular education in Ukraine? [Yes/No]			
2.45	If they are included in the official curricula of any degree of the regular education, what is that degree?			
2.46	If they are included in the official curricula of any degree of the regular education, how many students are covered by such UDW subjects?			
2.47	UDW subjects are included in the curricula of any degree and/or area of vocational in Ukraine? [Yes/No]			
2.48	If they are included in the curricula of any degree of vocational, what is that degree and/or area of vocational training?			
2.49	If they are included in the curricula of any degree and/or area of vocational, how many trainees are covered by such UDW subjects?			
2.50	Number of Head Quarter's labour inspectors (state labour inspectores) in effective exercise of functions on the ground (i.e., performing inspection visits)			
2.51	Number of SLS territorial bodie's labour inspectors (state labour inspectores) in effective exercise of functions on the ground (i.e., performing inspection visits)			
2.52	Number of local self-government bodie's labour inspectors in effective exercise of functions on the ground (i.e., performing inspection visits)			
2.53	Total number of labour inspectors (assigned to labour and employment issues) in effective exercise of functions on the ground (i.e., performing inspection visits) [2.50+2.51+2.52]	0	0	0
2.54	Number of first inspections visits on UDW			
2.55	Number of follow-up inspections visits on UDW			
2.56	Total number of inspections visits on UDW [2.54+2.55]	0	0	0
2.57	% of follow-up inspections visits on UDW [2.55/2.56]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
2.58	Number of unannounced inspection visits on UDW			
2.59	Number of pre-announced inspection visits on UDW			
2.60	Total number of inspections visits on UDW [2.58+2.59]	0	0	0
2.61	% of pre-announced inspection visits on UDW [2.59+2.60]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
2.62	Number of inspection visits on UDW carried out off business hours (e.g., before/after working time, weekends, holidays)			
2.63	Number of inspection visits on UDW carried out during business hours			
2.64	Total number of inspections visits on UDW [2.62+2.63]	0	0	0
2.65	% of inspection visits on UDW carried out during business hours [2.63/2.64]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
2.66	Number of joint inspections visits on UDW with other public authorities			
2.67	Number of stand-alone inspections visits on UDW			
2.68	Total number of inspections visits on UDW [2.66+2.67]	0	0	0
2.69	% of of stand-alone inspections visits on UDW [2.67/2.68]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
2.70	Number of first inspections visits on UDW per labour inspector [2.54/2.53]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
2.71	Number of follow-up inspections visits on UDW per labour inspector [2.55/2.53]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!

Potential Indicators' Baselines

INDICATORS		BASELINES		
		2016	2017	2018 (YTD)
2.72	Number of unannounced inspection visits on UDW per labour inspector [2.58/2.53]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
2.73	Number of pre-announced inspection visits on UDW per labour inspector [2.59/2.53]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
2.74	Number of inspection visits on UDW carried out off business hours per labour inspector [2.62/2.53]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
2.75	Number of inspection visits on UDW carried out during business hours per labour inspector [2.63/2.53]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
2.76	Number of joint inspections visits on UDW with other public authorities per labour inspector [2.66/2.53]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
2.77	Number of stand-alone inspections visits on UDW per labour inspector [2.67/2.53]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
2.78	Total number of inspection visits on UDW per labour inspector [2.68/2.53]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
2.79	Total number of inspection visits on UDW carried out in employers belonging to the sector of agriculture, forestry and fishing			
2.80	Total number of inspection visits on UDW carried out in employers belonging to the sector of industry			
2.81	Total number of inspection visits on UDW carried out in employers belonging to the sector of construction			
2.82	Total number of inspection visits on UDW carried out in employers belonging to the sector of wholesale and retail trade			
2.83	Total number of inspection visits on UDW carried out in employers belonging to the sector of temporary accommodation and catering			
2.84	Total number of inspection visits on UDW carried out in employers belonging to the sector of provision of other services			
2.85	% of inspection visits on UDW carried out in the sector of agriculture, forestry and fishing [2.79/2.68]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
2.86	% of inspection visits on UDW carried out in the sector of industry [2.80/2.68]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
2.87	% of inspection visits on UDW carried out in the sector of construction [2.81/2.68]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
2.88	% of inspection visits on UDW carried out in the sector of wholesale and retail trade [2.82/2.68]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
2.89	% of inspection visits on UDW carried out in the sector of temporary accommodation and catering [2.83/2.68]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
2.90	% of inspection visits on UDW carried out in the sector of provision of other services [2.84/2.68]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
2.91	Number of inspection visits followed and registered by a TV network			
2.92	Number of inspection visits followed and registered by a radio			
2.93	Number of inspection visits followed and registered by a newspaper			
2.94	Total number of inspection visits followed and registered by media [2.91+2.92+2.93]	0	0	0
2.95	Number of inspection visits followed and registered by a TV network that were published/broadcasted			
2.96	Number of inspection visits followed and registered by a radio that were published/broadcasted			
2.97	Number of inspection visits followed and registered by a newspaper that were published/broadcasted			
2.98	Total number of inspection visits followed and registered by media that were published/broadcasted [2.95+2.96+2.97]	0	0	0
2.99	Total number of infractions detected on UDW			
2.100	Total number of fines imposed on UDW			
2.101	Total amount of the fines imposed on UDW			
2.102	Total number of convictions on UDW			
2.103	Number of "total undeclared workers" detected			

Potential Indicators' Baselines

INDICATORS		BASELINES		
		2016	2017	2018 (YTD)
2.104	Number of "desguised employees" (e.g., undeclared workers knowned as "bogus self-employed" or "bogus service contracts") detected			
2.105	Number of "sub-declared" undeclared workers (e.g., workers who receive envelop wages workers or that under-report remuneration) detected			
2.106	Total number of undeclared workers detected [2.103+2.104+2.105]	0	0	0
2.107	Number of "total undeclared workers" detected that were regularized			
2.108	Number of disguised employees" (e.g., undeclared workers knowned as "bogus self-employed" or "bogus service contracts") detected that were regularized			
2.109	Number of "sub-declared" undeclared workers (e.g., workers who receive envelop wages workers or that under-report remuneration) detected that were regularized			
2.110	Total number of undeclared workers detected that were regularized [2.107+2.108+2.109]	0	0	0
2.111	% of "total undeclared workers" detected that were regularized [2.107/2.103]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
2.112	% of disguised employees" detected that were regularized [2.108/2.104]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
2.113	% of "sub-declared" undeclared workers detected that were regularized [2.109/2.105]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!
2.110	% of undeclared workers detected that were regularized [2.110/2.106]	#ДЕЛ/0!	#ДЕЛ/0!	#ДЕЛ/0!

MEASURE SHEET

UDW ACTION PLAN

IDENTIFICATION

Measure code and designation:	M2.3 - Introduce "service vouchers schemes".		
Strategic outcome pursued:	SOC2 - Transition from UDW to regular jobs is encouraged.		
Entity responsible for implementation:	<Responsible entity>		
Start date:	<DD/MM/YYYY>	Start date:	<DD/MM/YYYY>

DESCRIPTION & SCOPE

Description of the measure:	M2.3 - Introduce "service vouchers schemes" regarding activities with particular incidence of undeclared work (e.g., home maintenance and repairs; agriculture; gardening; healthcare; domestic services, such as ironing, cleaning and washing; babysitting; car repairs; hairdressers) in order to regulate the labour market and encourage undeclared workers to move to regular jobs.
Geographical scope (National/Regional/Local):	<National> or <Region 1>; <Region 2>; <Region 3>; <Region 4>; <Region 5>
Sectoral scope (General/Specific):	<General> or <Sector 1>; <Sector 2>; <Sector 3>; <Sector 4>; <Sector 5>
Recipients/Beneficiaries:	<Recipient 1>; <Recipient 2>; <Recipient 3>; <Recipient 4>; <Recipient 5>

RESOURCES & CRITICAL SUCCESS FACTORS

Other entities to involve:	<Entity 1>; <Entity 2>; <Entity 3>; <Entity 4>; <Entity 5>
Financial resources (UAH):	<Amount>
Human resources:	<Number>; <Professional Category>; <Nbr of 8 hrs days to be allocated during the measure implementation>
Material and equipment resources:	<Quantity>; <Nature>
Critical Success Factors (CSF):	<Critical Success Factor 1>
	<Critical Success Factor 2>
	<Critical Success Factor 3>

ACTIVITIES & IMPLEMENTATION TIMETABLE

Activities		Time frame																							
Main tasks	Responsible	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
<Activity 1>																									
<Activity 2>																									
<Activity 3>																									
<Activity 4>																									
<Activity 5>																									
<Activity 6>																									
<Activity 7>																									
<Activity 8>																									
<Activity 9>																									
<Activity 10>																									

DELIVERABLES, MONITOR & EVALUATION

Measure Outputs	Indicator	Formula	Baseline	Target	Verification source
<Measure output 1>	<Measure output indicator 1>				
<Measure output 2>	<Measure output indicator 2>				
<Measure output 3>	<Measure output indicator 3>				
<Measure output 4>	<Measure output indicator 4>				
<Measure output 5>	<Measure output indicator 5>				

Measure Outcomes	Indicator	Formula	Baseline	Target	Verification source
<Measure outcome 1>	<Measure outcome indicator 1>				
<Measure outcome 2>	<Measure outcome indicator 2>				
<Measure outcome 3>	<Measure outcome indicator 3>				

OBSERVATIONS

<Write any comment considered relevant for the implementation or monitoring of the measure>

