



International
Labour
Organization

This Project is implemented
by the International Labour Organization



MOVING FORWARD
TOGETHER

This Project is funded
by the European Union

***EU-ILO PROJECT
TOWARDS SAFE, HEALTHY AND DECALRED WORK IN UKRAINE***



**ВИХОДЬ
НА СВІТЛО!**

**Project Implementation Report
January 2020 – June 2021**

Reporting Date
30/06/2021

CONTENTS

LIST OF ABBREVIATIONS.....	3
EXECUTIVE SUMMARY	4
PROJECT DELIVERABLES	6
OSH	6
LABOUR RELATIONS	11
I. IMPROVED TECHNICAL KNOWLEDGE ON INTERNATIONAL AND EU LABOUR STANDARDS AND BEST PRACTICES ON LABOUR RELATIONS.....	11
II. TECHNICAL SUPPORT TO THE DRAFTING PROCESSES ALIGNING NATIONAL LEGISLATION ON LABOUR RELATIONS WITH RELEVANT ILS AND EU ACQUIS	11
LABOUR INSPECTION	12
I. IMPROVED TECHNICAL KNOWLEDGE ON INTERNATIONAL LABOUR STANDARDS AND BEST PRACTICES ON LABOUR INSPECTION	12
II. TECHNICAL SUPPORT TO THE APPROXIMATION OF NATIONAL LEGISLATION WITH ILS ON LABOUR INSPECTION	13
UDW	14
ACTIVITIES PLANNE FOR THE SECOND HALF OR 2021	19
ANNEX 1 PROJECT WORKPLAN FOR 2020-2022.....	22

LIST OF ABBREVIATIONS

CVP	Communication and Visibility Plan
DNAP-2018	Draft National Action Plan to Fight UDW 2018
ESAW	European Statistics on Accidents at Work (Eurostat)
ESOSH	European Society of Occupational Safety and Health
EU	European Union
EUD	Delegation of the European Union to Ukraine
FAO	Food and Agriculture Organization
HQ	ILO Headquarters in Geneva
IALI	International Association of Labour Inspection
ILO	International Labour Organization
ILO DWT/CO-Budapest	ILO Decent Work Team and Country Office for Central and Eastern Europe in Budapest
JRBTU	Joint Representative Body of Trade Unions
LABADMIN/OSH	Labour Administration, Labour Inspection and Occupational Safety and Health Branch of the ILO
ME	Ministry of Economy
MIMIC	Multiple Indicators Multiple Causes
MSP	Ministry of Social Policy
NAP-2021	National Action Plan to Reduce Undeclared Work 2021
NTSEC	National Tripartite Social and Economic Council
OSH	Occupational Safety and Health
PPE	Personal Protective Equipment
PSC	Project Steering Committee
SLS	State Labour Service
SMM	Social Mass Media
ToR	Terms of Reference
UDW	Undeclared work
UN	United Nations
WHO	World Health Organization

EXECUTIVE SUMMARY

The EU-ILO project “[*Towards Safe, Healthy and Declared Work in Ukraine*](#)” is funded by the European Union (EU) and implemented by the International Labour Organization (ILO). Its duration is 3 years (January 2020 - December 2022).

Its long-term objective is to contribute to a safe, healthy and declared work in Ukraine.

The expected short-term impact of the Project is an improved compliance by Ukraine with the key International and EU Labour Standards on OSH, labour relations and labour inspection.

The two expected outcomes of the project are: (1) Legal framework on OSH is brought closer to international labour standards; (2) Systems and procedures for a roll out of labour inspection services are in place.

The current project builds on the achievements of the previous EU-ILO project “[*Enhancing the Labour Administration Capacity to Improve Working Conditions and Tackle Undeclared Work*](#)”.

The banner features a dark blue background with a red triangle on the right side. It includes the ILO logo and text on the left, the project title in large white letters in the center, and the European Union logo and text on the right. Below the banner, two red boxes with white text and blue numbers 1 and 2 list the project's outcomes and activities.



International
Labour
Organization
Project is implemented by
International Labour Organization

► EU-ILO Project

TOWARDS SAFE, HEALTHY AND DECLARED WORK IN UKRAINE

ilo.org/shd4Ukraine



MOVING FORWARD
TOGETHER
Project is funded by European Union

1

Legal framework on OSH and undeclared work is brought closer to international labour standards

- 1.1 Draft legal acts to transpose EU OSH directives 89/391/EEC, 89/654/EEC, 2009/104/EC, 89/656/EEC, 2003/88/EC, 92/57/EEC, 92/58/EEC, 1999/92/EC
- 1.2 Advocacy roundtables with legislative actors on EU OSH Directives
- 1.3 Training sessions on fighting undeclared work
- 1.4 Draft legal acts aimed at implementing the Action Plan to fight UDW (ILO Rec 198, Directives 2003/88/EC, 97/81/EC, 91/533/EEC)
- 1.5 Advocacy round tables on undeclared work for legislative actors

2

Systems and procedures for a roll-out of labour inspection services are in place

- 2.1 A labour inspection statute (recruitment, training, career, powers, procedures, etc.) drafted and validated
- 2.2 Trainings for labour inspectors on new legal frameworks and their implications for their work
- 2.3 Labour Inspection campaign on UDW rolled out, preceded by a communication campaign
- 2.4 Draft of an improved data collection system for LI provided

This Project report discloses the information about the key activities and deliverables of the Project between January 2020 and June 2021, as well as the Project work plan for 2020-2022 (Annex 1).

EU-ILO Project “Towards safe, healthy and declared work in Ukraine”

KEY DELIVERABLES IN JANUARY 2020—JUNE 2021

► International and EU labour standards and best practices on OSH, labour relations and labour inspection



CAPACITY BUILDING

7 background papers, infographics and webinars' videos

- Employment relationship
- Employers' obligation to inform and ensure transparent and predictable working conditions
- Working time
- Part-time work
- Telework
- Labour inspection
- OSH

Over 500 policy makers

trained in each of the **6 modules** on International and EU labour standards (OSH, labour relations, labour inspection)

30% of trainees applied for certification, **82%** were certified on all modules

6 officials of the Ministry of Economy, the State Labour Service took part in the online courses of the ILO International Training Centre (labour inspection, employment injury scheme)



SUPPORT TO DRAFTING LEGAL ACTS ON:

OSH

4 sets of technical recommendations to the **draft OSH law, transposing Directive 89/391/EEC**

Tripartite workgroup consultations

2 sets of technical recommendations to the **draft legal act transposing the EU Directive 92/58/EEC** (safety and/or health signs at work)

Labour relations

Technical recommendations to 5 draft laws:

- Employment relationships (Nos. 5054, 5054-1)
- Non-standard forms of employment (Nos. 5161, 5161-1)
- Deregulation of employment relationships (No. 5388)

4 explanatory notes on the draft law No. 2708 “On labour”, concerning employment relationship, working time, part-time, and employers' obligation to inform and ensure transparent and predictable working conditions

Labour inspection

2 sets of technical recommendations on the alignment of the draft legal act, related to labour inspection, with ILO C. 81 and C. 129

Tripartite workgroup consultations

► OSH in context of COVID-19 and World OSH Day



Over 5,700 stakeholders'

representatives learned how OSH mitigates COVID-19 consequences, through 5 webinars, and were provided with practical tools, and 5 sectoral and 27 occupation specific tips

ILO World OSH Day 2020 & 2021

All the materials were translated into Ukrainian, and disseminated among national stakeholders

Over **500 health workers** learnt about the WHO-ILO Interim Guidance “COVID-19: OSH of Health Workers” at the joint online seminar



Over 3,7 million persons

learned about UDW within the “GO TO LIGHT!” campaign

National Action Plan to Reduce UDW 2021

adopted by the multilateral workgroup led by SLS (focus: informal sector, youth and awareness-raising)

219,307 undeclared workers

were regularized in 2020 and around 49,000 in January–April 2021 as a result of SLS information and inspection visits

SLS institutional **communication situation analysis** and the assessment of the communication **training needs** of SLS staff supported by the Project

Stakeholders' and beneficiaries' evaluation of Project implementation in 2020

4,5



contribution to improve situation in Ukraine

4,5



overall average quality of activities

4,1



awareness on Project activities/results

4,6



quality of Project communication



Over 730,000 people

reached with information about Project activities and products through social media

www.facebook.com/shd4Ukraine

www.ilo.org/shd4Ukraine

www.youtube.com/c/EUILOProjectUkraine

PROJECT DELIVERABLES

The Project has been implemented, during the reporting period, in close cooperation and consultation with the PSC members and the donor, and in accordance with the work plan endorsed by the PSC¹, keeping in mind the outputs, outcomes and targets defined in the project document and its monitoring and evaluation logical framework.

OSH

I. COVID-19: safety and health at work can save lives and sustain business continuity

During the COVID-19 pandemic, the project implemented a series of ad-hoc activities, not initially foreseen, addressing emerging needs and requests of national tripartite constituents and aimed at helping and providing technical support and advice to workers, employers and their representatives, as well as to labour inspectors, on how to better ensure the safety and health of workers at work in different sectors of activity and professions and, at the same time, ensure business continuity, in such challenging circumstances.

1. Knowledge and good practices on COVID-19 and OSH measures are available to the national stakeholders

The national stakeholders improved their knowledge on how to better ensure the safety and health of workers and, at the same time, secure business continuity thanks to the dissemination of technical information and advice and a series of capacity-building and knowledge-sharing events, including:

- Over **5,000 experts** got access to up-to-date information on how appropriate OSH management systems can mitigate the impact of COVID-19 on workers' safety and health and ensure business continuity (3 webinars: [for trade unions OSH experts, employers and labour inspectors](#));
- Over **1,100 officials, social partners' representatives and OSH experts** were reached through the 3 events dedicated to the World OSH Day - 2021, and were sensitized to the importance of implementing resilient OSH systems, especially in times of crises, such as the current COVID-19 pandemic, as well as for the need to step up the improvement of the national OSH legal framework and its better alignment with the relevant International and European labour Standards and best practice:

¹ For more details on the PSC decisions, please see the section [EU-ILO Project Steering Committee](#) at the Project website

- [“World Day for Safety and Health at Work Conference 2021”](#), organized by the SLS and the "Occupational Safety and Health" Magazine with the support of the project;
- [“OSH Day 2021 webinar”](#), focused on COVID-19, organized by the trade union of railway, transport and construction workers;
- Marathon of best practices [“Safety at every enterprise - 2021”](#), organized by the ESOSH and the "Occupational Safety and Health" Magazine;
- At **least 300 Government officials, social partners’ representatives and OSH experts** were reached through the following stakeholders events where the project participated and advocated its recommendations on the alignment of national legislation with the relevant ILS and EU Acquis on OSH
 - [“Forum Occupational Safety — 2020”](#), organized by the magazine “Labour protection and Fire Safety”;
 - [Launch of the high-tech private steel and mining university ‘Metinvest Polytechnic’](#), in Mariupol;
 - Webinar on [“Confined spaces safety”](#), organized by the ESOSH.
- **Over 120 experts** learned about EU-ILO project technical recommendations on the ME draft Law "On Occupational Safety and Health of Workers", through the presentation made at the [“OSH Forum Occupational Safety 2021”](#), organized by the “Labour protection and fire safety” magazine.
- Ukrainian employers, workers, labour inspectors and other government officials were provided with relevant and up-to-date information on OSH in times of COVID-19 pandemic, through a series of materials and resources translated into Ukrainian by the project and disseminated through the project’s website and SMM, including:
 - [27 sector and profession-specific technical fact sheets](#) on the prevention of COVID-19 at workplaces, developed by the French Ministry of Labour;
 - Covid-19 prevention and control checklists for [mining](#), [construction](#) and [logging](#) (FAO/ILO);
 - WHO-ILO [“Interim guidance on Occupational health and safety for health workers in the context of COVID-19”](#);
 - Practical guide [Safe Return to Work: Ten Action Points](#);
 - ILO brief on [Social dialogue on occupational safety and health in the Covid-19 context](#);
 - [materials](#) (reports, check-lists, poster, presentation, etc.) for the World OSH Day 2020 - Stop the pandemic: Safety and health at work can save lives;
 - [materials](#) (report on resilient OSH system, summary of the report and presentation) for the World OSH Day 2021 – Anticipate, prepare and respond to crises: invest now in resilient OSH systems;

- several [publications](#), including :
 - “An employer's guide on managing your workplace during COVID-19”;
 - “Safe return to work: Guide for employers on COVID-19 prevention”;
 - A safe and healthy return to work during the COVID-19 pandemic - Policy Brief;
 - and check lists for employers and for labour inspectors;
 - Ukrainian subtitled videos on COVID-19, including:
 - “[Ваш бізнес працює під час кризи через COVID-19?](#)”/“Is your workplace still open during the COVID-19 crisis?”- the World OSH Day video on COVID-19;
 - “[Covid-19 і організації працівників](#)”/“COVID-19 and Workers’ Organizations” - ACTRAV video;
 - “[План безперервності бізнесу](#)”/ “Business Continuity Plan” - ACTEMP video.

Through those activities, the drafting and adoption of the OSH law aligned with the international and EU standards were advocated, in order to improve their ability to prevent and manage occupational risks, including the risk of coronavirus contagion at workplaces.

2. Partnerships to support Ukraine’ response to COVID-19 (WHO, FAO, ILO, INFOSAN)

- Over **200 national experts** learned how appropriate OSH management system mitigates the consequences of COVID-19, ensuring the safety and health of workers and the safety and integrity of the food value chain, during a joint WHO-FAO-INFOSAN-ILO (EU-ILO Project) webinar. In addition, attendees were also provided with relevant practical guidelines including:
 - How OSH measures contribute to the food safety (Project contribution)
 - [Guidance for food businesses](#) (WHO, FAO, INFOSAN contribution)
 - [Guidance for food safety authorities](#) (WHO, FAO, INFOSAN contribution)
- Over **500 health workers, representatives of sectoral trade unions and employers’ organizations** got acquainted with the WHO-ILO Interim Guidance “[COVID-19: Occupational Safety and Health of Health Workers](#)” and were sensitized for the need for the formulation and implementation of a National OSH Programme for Health Workers, at the joint WHO-ILO (EU-ILO Project) webinar. The webinar materials can be found at the [dedicated section](#) at the Project site.

II.Support to approximation of the national legislation on OSH to the main applicable ILO conventions and EU directives

1. Improved technical knowledge on International and EU labour standards and best practices on OSH to better align national legislation

Over **500** policy makers, legal experts and social partners took part in each of **2 online trainings** on International and EU labour standards and best practices on OSH and are equipped with in-depth knowledge and comprehensive [supporting tools](#) (background papers, infographics and video records) to better align national labour legislation with those standards on Working Time and Occupational Safety and Health.

The provided technical information and recommendations, moreover, are already supporting the drafting of the legal acts aimed at aligning national legislation with the aforesaid standards, notably, with EU Directives 89/391/EEC and 92/58/EEC.

In addition, the EU-ILO project is also advocating its technical recommendations on the alignment of national legal framework on OSH with the relevant ILS and EU Acquis, through the publications of articles in national specialized magazines on OSH, for example, the [article on the draft law on OSH](#), in "OSH Magazine", in January 2021 (Ukrainian), followed by two more, published in May 2021, in the "[Labour Protection and Fire Safety](#)" Magazine and "[OSH](#)" Magazine.

2. Draft law on OSH transposing EU OSH Framework Directive 89/391/EEC and better implementing relevant International Labour Standards on OSH

Project has been facilitating and supporting the drafting process of the OSH law aimed at aligning national legal framework with the ILS and EU Acquis on OSH and constantly advocating the necessary amendments, through the bilateral and multilateral meetings, workgroups and stakeholders' events (at least **1,000** attendees reached).

In addition, 4 sets of technical recommendations were provided to national tripartite constituents and other stakeholders regarding the **draft OSH law** developed by the Ministry of Economy, aimed at transposing the EU OSH Framework Directive 89/391/EEC and to better align with ILO Conventions 155, 161 and 187 and with ILO Protocol of 2002. The [third](#) and [fourth](#) set of recommendations is available at the [Legal framework on OSH](#) section of the Project site.

During the retreat of the national workgroup (Government, social partners, Parliament representatives, researchers, OSH experts), supported by the EU-ILO project, the draft law was discussed in the light of the technical recommendations and advice provided by the Project.

The draft OSH law has been subject to several rounds of tripartite consultations and discussions, led by ME. Several technical and advocacy meetings were held by the

Project with ME and SLS officials, trade unions and other stakeholders (including with the Parliament Committees on Social Policy and Veterans' Rights and on Euro-Integration, NTSEC, Ombudsman, CMU, VPM for European and Euro-Atlantic Integration, etc.). The Project also supported a tripartite workgroup sitting to advocate for the better alignment of the draft OSH law with the ILO conventions and EU acquis.

In addition, the recommendation on how to better align the draft OSH law were also advocated through a number of the stakeholders' events.

As of June 2021, the draft OSH law has undergone several revisions, based on the stakeholders' comments and EU-ILO Project technical recommendations; has already been formally resubmitted for comments to social partners and other public authorities.

It is important to highlight that, on 2 June 2021, the project provided a 4th set of technical recommendations to the 16th May version of the draft Law on OSH. The latter were presented, discussed and advocated on 3 June 2021, within the VIII International Conference "OSH at work: time to change – 2021". It is expected that the draft law on OSH will be submitted for a final consultation round with social partners and other relevant public authorities and, after that, submitted to CMU for adoption and, afterwards, to the consideration of the Parliament.

3. Draft legal act transposing Council Directive 92/58/EEC of 24 June 1992 on the minimum requirements for the provision of safety and/or health signs at work

Project has already provided a [first](#) and a [second](#) set of technical recommendations on how to better align the national draft legal act on the provision of safety and health signs at work with the ILS and EU Acquis, in particular, with EU Directives [89/391/EEC](#) and [92/58/EEC](#) and held technical meetings with the SLS officials.

However, its further adoption should follow the adoption of the OSH law as a framework legal act, in order to ensure the coherence and alignment of the legal acts transposing the individual directives, with the framework law. The same applies to the adoption of the legal acts transposing other individual EU directives, covered by the Project.

In addition, in June 2021, the project initiated the preparation of technical recommendations to other three draft legal acts, aimed at transposing to national legislation three EU individual directives on OSH (minimum OSH requirements to the use of PPE [\(89/656/EEC\)](#), of work equipment [\(2009/104/EC\)](#) and on the temporary or mobile construction sites [\(92/57/EEC\)](#).

LABOUR RELATIONS

I. Improved technical knowledge on International and EU Labour Standards and best practices on labour relations

- Over **500** policy makers, legal experts, and social partners participated in each of **3 online trainings** on International and EU labour standards and best practices on labour relations and are better equipped with in-depth knowledge and comprehensive [supporting tools](#) (background papers, infographics and video records), to add value to the forthcoming legal acts' drafting processes, namely on:
 - Employment relationship;
 - Employers' obligation to inform workers and to ensure transparent and predictable working conditions;
 - Part-time work; and
 - Telework.
- Around **90** participants of consultation meetings (from the Parliament, members of the work group in charge of drafting the new labour code), were provided with consultations and technical advice and recommendations on employment relationship and other labour relations' topics.

II. Technical support to the drafting processes aligning national legislation on labour relations with relevant ILS and EU Acquis

- Over **50 recommendations**, on how to better align the CMU draft Law No. 2708 "on labour" with the applicable International and EU labour standards were provided, through 4 explanatory notes on the employment relationship, employer's obligation to inform workers, working time and part-time;
- Detailed **technical recommendations** have been provided **to 5 draft laws** related to the indicators of employment relationships, non-standard forms of employment and deregulation of employment relationships. These technical recommendations, aimed at promoting a better alignment of those legal acts with the relevant ILS and EU Acquis (namely with ILO R198 and C158, and EU Directives 91/533/EEC, 2019/1152, 2001/23/EC, 1999/70/EC, and 2003/88/EC) are available at the [Labour relations](#) section of the Project website.
- At request of the Parliament Committee on Euro-Integration, the project **provided technical assistance** and support on the **drafting of 4 formal opinions** of the Committee on the alignment of the draft Laws 5054, 5054-1, 5161, and 5161-1 with the EU Acquis and AA.
- The recommendations have been advocated through several bilateral and multilateral meetings and workgroups, as well as in the Cabinet of Ministers

of Ukraine, Ministry of Economy, Parliament Committee on Social Policy and Veterans' Rights, Parliament Committee on Euro-Integration, Ombudsman's secretariat, NTSEC and social partners. As of June, none of the above 5 draft legal acts was fully aligned with the International and EU labour standards.

- As of June, all 5 draft laws were in the Parliament, where the consultations have been ongoing. Project staff has been included in the WG set up by the Parliament Committee on Social Policy and Veterans' Rights for further work on the content of the draft laws 5054 and 5054-1 on the indicators of employment relationships.

LABOUR INSPECTION

I. Improved technical knowledge on International labour standards and best practices on labour inspection

Over **500** policy makers, legal experts, social partners participated in an online training carried-out by the project, on International labour standards and best practices on labour inspection and were provided with in-depth knowledge and comprehensive [supporting tools](#) (background papers, infographics and video records) on how to better implement these standards and properly align national legislation with them.

In addition, with the support of the International Training Centre of the ILO, **3 SLS officials** and **2 officials of the Ministry of Economy** took part and were provided with comprehensive training on "Labour inspection" and **1 SLS official** took part in the ITC-ILO course on "Employment Injury Schemes and Prevention of Occupational Accidents and Diseases".

Around **1,500** labour inspectors learned how adequate OSH management systems can mitigate the impact of COVID-19 on workers' safety and health and ensure business continuity, through a webinar conducted by the EU-ILO Project. The participants were provided with the practical tools and webinar supporting materials and video, which remain available for labour inspectors on the SLS distance learning platform.

Another aspect which is worth mentioning, in this respect, is the recent application of the SLS for membership of the International Association of Labour Inspection (IALI), with the support of the project. Following that application, [SLS became a member of IALI](#) (since 15 June 2021).

II. Technical support to the approximation of national legislation with ILS on labour inspection

National constituents and other stakeholders were provided with 2 sets of technical recommendations on the alignment of the two following draft laws with ILO C81 and C129, on labour inspection:

- The ME draft Law on OSH, in particular, its Section VIII - Final Provisions, aimed at amending the Code of Labour Laws' chapter on labour inspection (Chapter XVIII - Supervision (Control) of Compliance with the Labour Legislation). [Technical recommendations](#) are available at Project site;
- The ME draft Law "On Amending Some Legislative Acts on the Procedure of State Supervision (Control) of Compliance with the Labour Legislation". [Technical recommendations](#) are available at Project site.

The recommendations have been advocated through consultative meetings in the Ministry of Economy, tripartite WG set up by the ME and several stakeholders' events.

As of end of June, the draft law was subjected to revision, following a tripartite formal consultation and WG meeting, where the project technical recommendations were discussed and advocated.

The latest available version, however, is not yet fully aligned with ILO conventions Nos. 81 and 129 on labour inspection.

The ME latest version is expected to be submitted to the CMU soon and, subsequently, to the consideration of the Parliament of Ukraine.

III. Strengthening the communication capacities of Ukrainian labour inspection

SLS institutional communication situation analysis has been conducted by the EU-ILO project in reply to a SLS request.

The lack of systematic communication activities of the Ukrainian labour inspection led to a low awareness of the workers and employers about its functions and how it can help them.

The analysis carried out identified the weaknesses and opportunities for better institutional communication activities, in order to inform target audience about SLS work and improve its image. It is a solid ground for further development of the SLS communication strategy and tools.

The analysis was complemented by the **assessment of the communication training needs of SLS** staff. It will be used for the development of training programmes on communication for SLS communication officers, labour inspectors and top management. It is planned to synchronize the provision of these trainings

with the development and implementation of the institutional communication strategy, in order to ensure that the SLS staff can develop the necessary knowledge and skills for further implementation of the overall or thematic communication campaigns/activities autonomously and in a manner that ensures the sustainability of project deliverables.

.

UDW

The [National Action Plan to Reduce Undeclared Work 2021](#) (NAP-2021) was **adopted**, on 27 April 2021, by the multilateral national workgroup led by SLS².

More recently, on 15 June 2021, the Committee of Labour Relations and Labour Market of the National Tripartite Social and Economic Council (NTSEC), considered the NAP-2021 as the basis (with the possibility of introducing changes, as needed, during its implementation stage) for further consideration and adoption by the NTSEC.

Over 500 specialists were involved in its formulation, based on a down-top approach, in order to collect the proposals from the regions taking into account local and regional peculiarities (sectors with high prevalence of UDW, types of informal employment and UDW, etc.). The proposals from the regions were then consolidated into a single document at the national level.

The main priorities within this National Action Plan are the informal sector, awareness-raising activities and promotion of a culture of declaration of work among kids and youth, within the framework “Go to Light” campaign, supported by the EU-ILO Project.

The NAP-2021 foresees, among others, joint actions to reduce undeclared work, particularly in the informal sector, including 128,831 information visits (to increase employers’ and workers’ awareness on the consequences of UDW), and 7,581 inspection visits.

It includes 18 measures (11 preventive measures, 4 measures to improve detection and 3 measures concerning the improvement of current legislation). Fifteen of them³ (about 83% of the 18 measures of the NAP-2021), were already foreseen in the [Draft National Action Plan to Fight UDW 2018](#) (DNAP-2018), developed with the support of the previous EU-ILO Project.

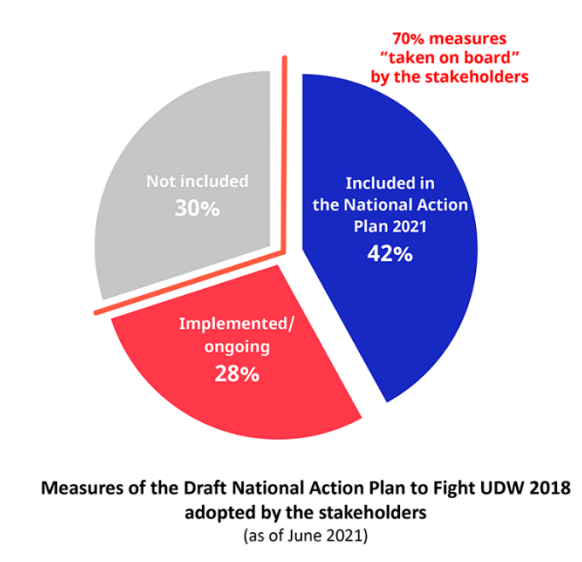
These fifteen measures, on the other hand, make around 42% of the total 36 measures foreseen in that DNAP-2018.

² The WG integrates representatives, at national and regional levels, of public authorities (e.g., ME, SLS, Pension Fund, Ministry of Social Policy, National Police, State Fiscal Service) and social partners (e.g., Federation of Employers of Ukraine, Confederation of Employers of Ukraine, and Federation of Trade Unions of Ukraine).

³ Specifically, the following measures of the DNAP-2018: M1.1, M1.6, M1.8, M1.9, M2.2, M3.1, M3.2, M3.3, M3.4, M3.5, M4.2, M4.5, M4.7, M4.8, and M4.10.

In addition, ten other measures⁴ from the DNAP-2018 (about 28% of its 36 measures), have already been (or are currently being) implemented and, are, therefore, outside the scope of the recently adopted NAP-2021.

Overall, out of the 36 measures of the DNAP-2018, 25 measures (around 70%) were in fact “taken on board” by the stakeholders: 28% have already been/are being implemented; and about 42% are foreseen in the adopted NAP-2021.



Furthermore, within the information and awareness-raising campaign **“GO TO LIGHT!”**, supported by the EU-ILO project, **over 3,7 mln** workers, employers and young people, future workers and employers – in all regions of Ukraine - learned about the risks of undeclared and advantages of declaring work.

Following the SLS labour inspectors’ information and inspection visits carried out within the scope of the “Go to Light” campaign, over 200,000 undeclared workers were regularized in 2020 and over 67 thousand between January and May 2021.

⁴ In particular, measures M1.2, M1.3, M1.4, M1.5, M2.1, M4.1, M4.3, M4.4, M5.3 and M5.7 of the DNAP-2018.

Results of the SLS inspection and information visits on undeclared work (UDW) — 2020

Inspection visits



10,429 visits



9,961 undeclared
workers detected



28,780 undeclared
workers regularized
as a result

Information visits



367,173 visits



190,527
undeclared workers
regularized as a result



in total **219,307** undeclared
workers regularized

Visits conducted:

In 5 sectors (with more UDW)

- trade
- construction
- transport
- agriculture
- HORECA

In cooperation with 5 agencies and local bodies

- State Labour Service
- State Tax Service
- Pension Fund
- State Employment Center
- National Police

SLS implements several measures from the draft National action plan to fight undeclared work of 2018, developed with the support of the EU-ILO Project:

- Implementation of an information campaign to tackle UDW
- Informing the results of inspection visits through the mass media

- Increasing the number of inspection visits on UDW
- Focus of visits on the sectors with the highest rate of UDW

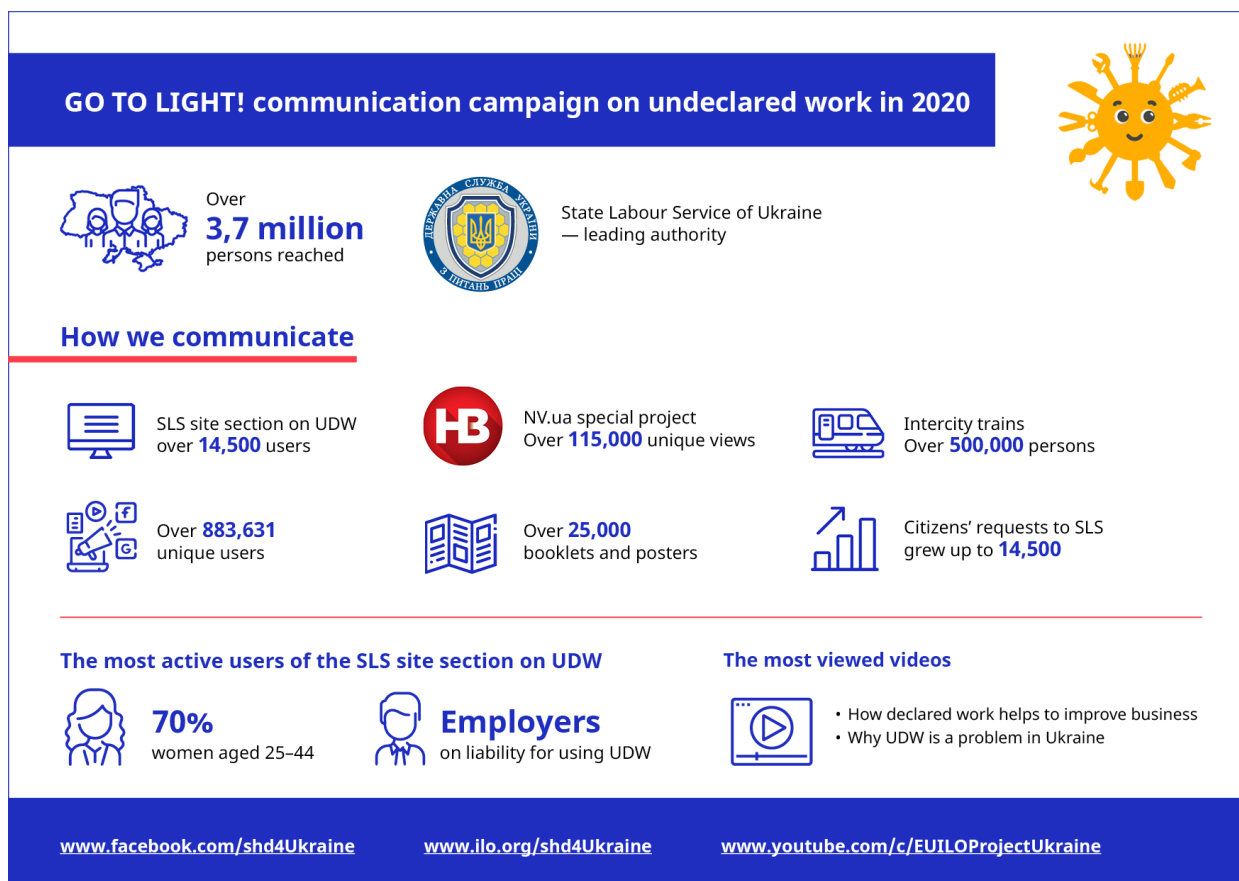
- Improvement of the methodology for selecting targets for inspection visits
- Conducting visits without previous notice

- Inspection visits in cooperation with other government agencies

During the COVID-19 quarantine period, the “Go to light!” campaign remained an important source of information on UDW with referrals to SLS for additional consultation and advice.

The [“Go to Light” campaign Report for 2020](#) is available on the UDW section of the Project website.

The infographics below summarize the outreach and key results of the communication campaign in 2020.



"GO TO LIGHT!" campaign on UDW in 2020

Communication goals

- 1 To contribute to raising awareness on undeclared
- 2 To start forming a basic level of understanding of the problem by

Quantitative results



3,7+ mln
the overall
outreach

500 000	media campaign
883 631	digital campaign
2 200 000	placement through stakeholders
116 685	special projects

Qualitative results



The perception among TA was **positive**:

- **62%** declared they learned more about UDW
- **52%** find the information useful
- **48%** of **employees** are ready to demand declaring their labour relations
- **7%** of **employers** declared readiness to check their relations with workers

ACTIVITIES PLANNED FOR THE SECOND HALF OF 2021

Until end 2021, the Project will focus on the advocacy for alignment of the draft laws on OSH, labour relations and labour inspection with the relevant international and EU labour standards and best practices, provision of technical support to the drafting of the upcoming draft laws, further implementation of the communication campaign on UDW, and a series of activities aimed at enhancing SLS capacities.

OUTCOME 1: LEGAL FRAMEWORK ON OSH AND UNDECLARED WORK IS BROUGHT CLOSER TO INTERNATIONAL LABOUR STANDARDS

Advocacy to better align, with the ILS and EU acquis on OSH, the following legal acts:

- Draft OSH law aimed at transposing the EU Framework Directive **89/391/EEC**;
- Draft legal act aimed at transposing the individual Directive **92/58/EEC** on the minimum requirements for the provision of safety and/or health signs at work.

Provision of technical support to the drafting of the national legal acts aimed at transposing:

- Directive **89/656/EEC** (personal protective equipment);
- Directive **92/57/EEC** (temporary or mobile constructions sites);
- Directive **2009/104/EC** (work equipment);
- Directive **89/654/EEC** (minimum OSH requirements for the workplace); and
- Directive **1999/92/EC** (explosive atmospheres).

OUTCOME 2: SYSTEMS AND PROCEDURES FOR A ROLL-OUT OF LABOUR INSPECTION SERVICES ARE IN PLACE

1. The activities focused on tackling undeclared work

Advocacy for better alignment of the legal acts on labour relations with ILO standards and EU acquis

The Project will continue the advocacy of the technical recommendations already provided on the better alignment of the 5 draft laws on labour relations (5054, 5054-1, 5161, 5161-1 and 5388) with the relevant ILS and EU Acquis. Such advocacy shall be carried out through bilateral consultations with main legislative actors and stakeholders, participation in work groups set up by stakeholders, participation in capacity-building and knowledge-sharing events promoted by stakeholders and through specialized media.

As for draft laws 5054 and 5054-1, regarding the indicators of employment relationships, the Project will advocate its recommendations through the WG already set up by the Parliament Committee on Social Policy and Veterans' rights.

Supporting the legal acts drafting process

Provision of technical support, advice and recommendations to the draft legal act(s) aimed at transposing EU Directive **2003/88/EC**, concerning certain aspects of the organisation of working time.

Communication campaign on UDW

The project will continue to support SLS in conducting the communication campaign on UDW which frames and supports the SLS inspection and information visits and inspection campaign. The new visuals (explainers, infographics, posters, videos and audio reels) will be developed and disseminated through the SLS website, stakeholders' networks, and special communication projects. In addition, the visuals about work of minors will be developed for targeting both the youth and employers. Additional focus will be made on the communication tools targeting employers.

2. The activities aiming to increase capacities of the State Labour Service

Advocacy on the better alignment of legislation with ILO C81 and C129

The Project will advocate the technical recommendations already provided to the draft law "On state supervision (control) of compliance with the labour legislation", as well as to the final provisions of the draft OSH Law addressing labour inspection), through the bilateral meetings, consultations and tripartite WG meetings in the Government and/or Parliament committees, as well as through the participation in capacity-building and knowledge-sharing events promoted by stakeholders and through the publication of an article on the EU-ILO project technical recommendations to the ME draft Law on labour Inspection.

Improving institutional communication activities of SLS and enhancing the relevant knowledge and skills of the SLS personnel

On basis of the results of the situational analysis regarding the current SLS institutional communication arrangements, the Project will support the development of a SLS institutional communication campaign.

The design phase will be synchronized with the trainings on communication strategy development for the SLS mass media unit's personnel (at national and regional levels). This will help to equip SLS staff with the necessary knowledge and create a participatory environment in order to develop the skills necessary for further development of thematic and other SLS campaigns in the future. All training materials to be developed will be handed over to SLS, in order to ensure its ability to train the newly recruited personnel in the future.

The overall project work plan is attached as Annex 1.

PROJECT WORKPLAN FOR 2020-2022

Status as of 30 June 2021



ACTIVITIES	2020												2021												2022											
	Q1			Q2			Q3			Q4			Q5			Q6			Q7			Q8			Q9			Q10			Q11			Q12		
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
Inception phase																																				
Preparatory phase: development the Project Work Plan for year 1, development of the Project Communication and Visibility Plan, set up of the Steering Committee (ToR and composition) and elaboration of the ToR for the UDW Communication Campaign development (phase II)																																				
1 st sitting of the PSC																																				
Project SC sittings (every 6 months, in total at least 6 sittings)																																				
Online survey among project stakeholders and beneficiaries to evaluate Project implementation																																				
Internal interim evaluation of Project implementation (18 months)																																				
Development goal: Promote safe, healthy and declared work in Ukraine																																				
Outcome 1: Legal framework on OSH and Undeclared Work is brought closer to international labour standards																																				
Output 1.1: Draft laws/regulations transposing EU OSH directives submitted																																				
Activity 1.1.1: Support the establishment of a technical drafting committee (in the competent legislative body: CMU or Verkhovna Rada), responsible of developing the drafts of the laws/regulations to transpose the EU directives on OSH and other social standards																																				
- Establishment of WG for EU Dir 89/391/EEC (FRAM)																																				
- Establishment of WG for EU Dir 92/58/EEC (SIGN)																																				
- Establishment of WG for EU Dir 89/654/EEC (WRKP)																																				

ACTIVITIES	2020												2021												2022												
	Q1			Q2			Q3			Q4			Q5			Q6			Q7			Q8			Q9			Q10			Q11			Q12			
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	
"COVID-19 pandemic: how OSH at workplaces mitigates consequences"																																					
Activity 1.2.3: Conduct an on-line training to representatives of workers’ organizations on "COVID-19 pandemic: how OSH at workplaces mitigates consequences".																																					
Activity 1.2.4: Conduct jointly with WHO, FAO and INFOSAN an on-line training to representatives of food sector on "COVID-19 in Ukraine: Implications for the Food Sector - How OSH at workplaces can mitigate COVID-19 consequences".																																					
Activity 1.2.5: Translation into Ukrainian and dissemination among national constituents of several tools and guidelines on the prevention of COVID-19 and its consequences on safety and health of workers and on business continuity, including all ILO World OSH Day 2020 and 2021.																																					
Activity 1.2.6: Conduct a joint WHO-ILO (EU-ILO Project) online seminar on “COVID-19: Occupational health and safety for health workers” and promotion of WHO-ILO interim guidance (16 April 2021).																																					
Output 1.3: Training sessions on fighting undeclared work provided																																					
Activity 1.3.1: Carry out at least 1 training session (15 participants) on the ILO Recommendation 198, on Employment Relationship, and its role on tackling UDW and promoting decent work																																					
Activity 1.3.2: Conduct 1 training session (15 participants) on flexible work regimes and its role in tackling UDW, including on the EU Directives 2003/88/EC (WT) and 97/81/EC (PT)																																					
Output 1.4: Draft laws/regulations aimed at implementing the Action Plan to fight undeclared work submitted																																					
Activity 1.4.1: Support the drafting of the laws/regulations (and/or to provide technical advice, recommendations or comments to drafts proposed by government, social partners or VR), incorporating the provisions of the ILO Recommendation 198 into national legal framework																																					
Activity 1.4.2: Support 1 technical meeting with up to 15 participants (or to participate in work-groups, workshops or round tables promoted by government, social partners																																					

ACTIVITIES	2020												2021												2022											
	Q1			Q2			Q3			Q4			Q5			Q6			Q7			Q8			Q9			Q10			Q11			Q12		
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
and/or VR) to discuss and “fine-tune” the draft laws/regulations necessary to incorporate the provisions of the ILO Recommendation 198 into national legal framework (or to discuss ILO recommendations or comments)																																				
Activity 1.4.3+1.4.4: Participate in technical assistance and consultation meetings (or in work-groups, workshops or round tables promoted by government, social partners and/or VR), during the process of drafting laws/regulations introducing more flexible work regimes and transposing the EU Directives 2003/88/EC (WT) and 97/81/EC (PT)																																				
Activity 1.4.5: Support the drafting of the laws/regulations transposing EU Directive 91/533/EEC (OBL INF) into national legislation (and/or to provide technical advice, recommendations or comments to drafts proposed by government, social partners or VR)																																				
Activity 1.4.6: Support 1 technical meeting with up to 15 participants (or to participate in work-groups, workshops or round tables promoted by stakeholders and/or VR) to discuss and “fine-tune” the draft law transposing EU Directive 91/533/EEC (OBL INF) into national legislation (or to discuss ILO recommendations or comments)																																				
Output 1.5: Advocacy roundtables on undeclared work held with legislative actors																																				
Activity 1.5.1: Conduct at least 2 round tables (40 participants) in the competent legislative body (CMU or Verkhovna Rada), and/or to participate in work-groups, workshops or round tables promoted by government, social partners and/or VR, in order to advocate for the adoption of the draft laws/regulations aimed at incorporating the provisions of the ILO Recommendation 198 into national legislation and the transposition of EU Directive 91/533/EEC (OBL INF).																																				
Activity 1.5.1(a): Conduct one round table with up to 20 participants in the competent legislative body (CMU or Verkhovna Rada), and/or to participate in work-groups, workshops or round tables promoted by government, social partners and/or VR, in order to advocate for the adoption of the draft																																				

ACTIVITIES	2020												2021								2022															
	Q1			Q2			Q3			Q4			Q5			Q6			Q7			Q8			Q9			Q10			Q11			Q12		
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36
laws/regulations aimed at incorporating the provisions of the ILO Recommendation 198 into national legislation.																																				
Activity 1.5.1(b): Conduct one round table with up to 20 participants in the competent legislative body (CMU or Verkhovna Rada), and/or to participate in work-groups, workshops or round tables promoted by government, social partners and/or VR, in order to advocate for the adoption of the draft laws/regulations aimed at transposing EU Directive 91/533/EEC (OBL INF).																																				
Outcome 2: Systems and procedures for a roll-out of labour inspection services are in place																																				
Output 2.1: A labour inspection statute drafted and validated																																				
Activity 2.1.1: Support the drafting of a legislative/regulatory roadmap as well as the modifications of necessary laws/regulations (including a Labour Inspection Statute) aimed at ensuring a more adequate and sustainable alignment of the national legislation with the ILO requirements on labour inspection and/or provide technical advice, recommendations and comments to the drafts made by government, social partners and/or VR																																				
Activity 2.1.2: Conduct 2 roundtables (or to participate in work-groups, workshops or round tables promoted by government, social partners and/or VR) to advocate for the adoption of the modifications of necessary laws/regulations (including a Labour Inspection Statute) aimed at aligning national legislation with the ILO requirements on labour inspection																																				
Output 2.2: Labour Inspectors trained on new legal frameworks and their implications for their work																																				
Activity 2.2.1: Develop and adopt a training curriculum for labour inspectors																																				
Activity 2.2.2: Conduct 4 training workshops aimed at strengthening capacity of labour inspectors to improve compliance problem analysis and selection of more targeted inspection responses.																																				
Activity 2.2.3: Conduct an on-line training to labour inspectors on "COVID-19 pandemic: how OSH at workplaces mitigates consequences".																																				
Activity 2.2.4: Provide training to officials of the labour inspectorate and Ministry of																																				

ACTIVITIES	2020												2021												2022												
	Q1			Q2			Q3			Q4			Q5			Q6			Q7			Q8			Q9			Q10			Q11			Q12			
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	
Economy (competent authority) on "Labour Inspection", through the ITC of the ILO.																																					
Activity 2.2.5: Provide training to officials of the Labour Inspectorate on "Employment Injury Schemes and Prevention of Occupational Accidents and Diseases", through the ITC of the ILO.																																					
Output 2.3. Labour Inspection campaign on UDW rolled out, preceded by a communication campaign																																					
Activity 2.3.1: Develop the second phase of the “Communication Campaign to Fight UDW”																																					
Activity 2.3.2: Support the SLS in the implementation of the second phase of the on-going communication campaign to fight undeclared work																																					
Activity 2.3.3: Prepare and undertake an inspection campaign on undeclared work																																					
Activity 2.3.4: Support the development and implementation of a labour inspectorate institutional communication campaign and trainings on communication for SLS staff.																																					
Output 2.4: Draft of an improved data collection system for LI provided																																					
Activity 2.4.1: Support the adoption and implementation of (1) provisional measures to improve the current data collection system of the inspectorate and (2) provide a technical description of a revamped data collection system that would be in line with the digitalization strategy of the new government																																					
Activity 2.4.1(a): Support the adoption and implementation of provisional measures to improve the current data collection system of the inspectorate																																					
Activity 2.4.1(b): Provide a technical description of a revamped data collection system that would be in line with the digitalization strategy of the new government																																					
Closing phase																																					
Event to present the achievements and lessons learned and close the Project																																					