



International  
Labour  
Organization

Project is implemented by  
International Labour Organization



MOVING FORWARD  
**TOGETHER**

Project is funded by  
European Union

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

# KEY DELIVERABLES

IN JANUARY 2020 — APRIL 2023

► [ilo.org/shd4Ukraine](https://ilo.org/shd4Ukraine)

# Alignment with the International and EU labour standards and best practices on OSH, labour relations and labour inspection

## ► CAPACITY BUILDING

### OSH and labour relations



#### 7 background papers, infographics and webinars' videos



- [Employment relationship](#)
- [Employer's obligation to inform and ensure transparent and predictable working conditions](#)
- [Working time](#)
- [Part-time work](#)
- [Telework](#)
- [Labour inspection](#)
- [OSH](#)



#### **EU strategic framework on health and safety at work 2021-2027**

translated into Ukrainian and disseminated

#### **ILO training module "Improving OSH in small and medium-sized enterprises"**

adapted to the national context



#### National experts trained:

##### **Over 500 policy makers**

6 modules on International and EU labour standards ([OSH](#), [labour relations](#), [labour inspection](#))

##### **30 SLS labour inspectors** across Ukraine

Training of trainers on OSH for SME based on the ILO module

##### **8 officials** (ME, SLS\*)

The ILO courses on labour inspection, employment injury scheme, national OSH programmes

**2,610 participants trained through 7 webinars on OSH competencies** jointly with ESOSH\*\* and OSH magazine

The EU practices on **representation of workers on OSH** shared with the Ukrainian trade unions

\* ME — Ministry of Economy, SLS — State Labour Service; \*\* ESOSH – European Society of OSH experts (Ukraine)

### Labour inspection



The SLS institutional **communication strategy for 2023-2026** finalized and ready for launch



The **certified training course** on the SLS institutional communication developed and delivered

**39** SLS officials completed the course and **79%** received certificates granting 2 ECTS credits after successful testing



ILO **Study on Labour Inspectors' Careers** translated into Ukrainian and disseminated to support the revision of the SLS HR policy

ILO publication **"Labour inspection: a guide to the profession"** in Ukrainian was disseminated



The ILO **new module on building modern and effective labour inspection** in Ukrainian presented to the SLS staff and available online

# Alignment with the International and EU labour standards and best practices on OSH, labour relations and labour inspection

## ► SUPPORT TO DRAFTING LEGAL ACTS AND ADVOCACY

### OSH

**Technical recommendations** provided and **advocated**



**6 sets** of technical recommendations by the Project and a technical memo encompassing the technical expertise of NORMES/LABOUR LAW/LABADMIN/OSH departments from ILO HQs to the draft **OSH law, transposing Directive 89/391/EEC**

The draft law was submitted by the ME to the Cabinet of Ministers of Ukraine in March 2023



**6 sets** of technical recommendations to 5 draft legal acts transposing 5 EU individual directives (**200 participants** of 4 workshops reached) on the minimum OSH requirements for:

- [Workplaces](#)
- [Safety and/or health signs](#)
- [Temporary or mobile construction sites](#)
- [Use of work equipment](#)
- [Use of personal protective equipment](#)

► [ILO Support Kit for Developing OSH Legislation](#)

► The ILO brochure [“A safe and healthy working environment is a fundamental principle and right at work”](#)

► [The amended ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up](#)

made available in Ukrainian and disseminated to support tripartite consultations

### Labour relations



**Technical recommendations** to 5 draft laws:

- Employment relationship (Nos. [5054](#), [5054-1](#))
- Non-standard forms of employment (Nos. [5161](#), [5161-1](#))
- Deregulation of employment relationship (No. [5388](#))
- **4 explanatory notes** on the draft law No. 2708 “On labour”, concerning
  - employment relationship
  - working time
  - part-time
  - employer’s obligation to inform and ensure transparent and predictable working conditions



**Advocacy on the better alignment** with International labour standards and EU Acquis of the draft laws:

- [5054](#) and [5054-1](#)  
employment relationship
- [5161](#) and [5161-1](#)  
non-standard forms of employment
- [5388](#)  
deregulation of employment relationship

held during meetings with Parliament Committees

### Labour inspection



**2 sets** of technical recommendations on the alignment of the draft legal acts on labour inspection with ILO C. 81 and C. 129 followed by tripartite workgroup consultations

**[ILO Guidelines on general principles of labour inspection](#)** and the ILO Study **[“Labour inspection sanctions: law and practice of national labour inspection systems”](#)** were made available in Ukrainian to support the legislative process

Recommendations to the draft law **revising the SLS functions** developed jointly by LABADMIN/OSH and the Project

## ► 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](#)



- **Over 500 health workers** learnt about the WHO-ILO Interim Guidance "COVID-19: OSH for Health Workers" at the joint [online seminar](#)



- **ILO World OSH Day 2020, 2021, 2022 & 2023**  
Materials translated into Ukrainian and advocated among national stakeholders



- ILO-WHO policy brief ["Preventing and mitigating COVID-19 at work"](#)
- WHO-ILO Interim Guidance ["COVID-19: Occupational health and safety for health workers"](#)
- [ILO Prevention and mitigation of COVID-19 at work for SME: action checklist](#)

made available in Ukrainian and disseminated

## ► UNDECLARED WORK



The campaign **"GO TO LIGHT!"** to reduce undeclared work

in 2020–2021

- At least **5.57 mln** – total outreach since the start of the campaign
- [National Action Plan to Reduce UDW 2021](#)  
adopted by the multilateral workgroup led by SLS (focus: informal sector, youth and awareness-raising)
- **502,429 undeclared workers** regularized as a result of **488,925** SLS information and inspection visits

in 2022

- **New phase** of the **"Go to Light!" information campaign** launched in July
- [The materials](#) adopted to the war context with the support of the Project
- About **31 mln contacts** with materials in July–December
- **98,415 undeclared workers** regularized as a result of **139,390** SLS information and inspection visits

in 1st quarter 2023

- **35,309 undeclared workers** were regularized

## Ukraine works! — a campaign about SLS information and consultation support to employers and workers



Almost **149,000** views of the SLS portal [www.pratsia.in.ua](http://www.pratsia.in.ua) since the campaign launch in May 2022

## Psychosocial support at workplace in war and post-war times



- **400** labour inspectors, social partners and representatives of the NTSEC<sup>1</sup> secretariat trained on PSS<sup>2</sup> and advocacy of the relevant programmes at workplace
- Information toolkit on PSS accessible at the [SLS portal](#) and [Project website](#) for employers, workers and labour inspectors
- **Over 9500 workers of 12 entities** entities from the public sector, healthcare and education sectors, IT company benefited from the [piloted PSS at workplace programmes](#)
- WHO/ILO joint policy brief "[Mental health at work](#)" and the full [WHO guidelines on mental health at work](#) translated into Ukrainian and disseminated

## Prevention of forced labour and human trafficking among IDPs<sup>3</sup> and those fleeing Ukraine



- Each month around **50–70 thousand passengers** of inter-city trains learn about the risks of forced labour and safety rules (videos and posters displayed on main routes)
- **Over 400,000** persons were reached and consulted by the labour inspectors in March–June 2022
- **3.6 million** persons informed of the risks by the SLS in March–December 2022. The Project developed and provided informational materials to the SLS available at its [portal](#)
- **10 recommendations** on all aspects of the trafficking of human beings in relation to the displaced from Ukraine have been agreed upon by labour inspectorates and/or responsible authorities of the 20 EU/EEA countries as well as Moldova and Ukraine during the ILO-ELA\* co-organised workshop
- Networking of SLS with European labour inspections promoted through the ELA sub-group on Ukraine within the UDW
- All labour inspectors of Moldova were trained and got leaflets to inform persons arriving from Ukraine
- Employers in Moldova learned about Responsible Business Conduct (RBC) including role of business in preventing Trafficking and Forced Labour
- "[Combating forced labour: A handbook for employers and business](#)" translated into Ukrainian and Romanian and disseminated in Ukraine and Moldova
- The "[Ukraine without forced labour](#)" initiative launched by the CEU<sup>4</sup> and supported by the Project. The relevant [guiding principles](#) for employers developed based on the ILO-IOE\*\* handbook and promoted through the collaboration between employers and SLS

\* ELA — European Labour Authority

\*\* IOE — International Organisation of Employers

<sup>1</sup> NTSEC — National Tripartite Social and Economic Council

<sup>2</sup> PSS — psychosocial support

<sup>3</sup> IDPs — internally displaced persons

<sup>4</sup> CEU — Confederation of Employers of Ukraine

## ► REPURPOSING OF THE PROJECT — RESPONSE TO THE NEW CHALLENGES DUE TO THE RUSSIAN FEDERATION'S AGGRESSION AGAINST UKRAINE

### Helping to adapt OSH measures in hostilities



**The Paper on OSH in war and post-war times: case of Ukraine in the context of russian aggression** developed by SLS, European Society of OSH experts (Ukraine) specialists to advise on the measures at enterprise level

- Internal **mid-term evaluation** and **final independent evaluation** of the Project conducted



**2.3 mln people**

reached with information about Project activities and products through social media

- Online **evaluation of the Project by the national stakeholders** in [2020](#), [2021](#) & [2022](#)

Source: *Data of the Project, SLS, NGO Change Communication*