



International
Labour
Organization

Project is implemented by
International Labour Organization



Project is funded by
European Union

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

PROJECT EVALUATION SURVEY

Results of Stakeholders' and Beneficiaries'
Assessment of the Project Implementation in 2021

December 2021

▶ ilo.org/shd4Ukraine

This material was developed within the ILO Project “Towards safe, healthy and declared work in Ukraine” www.ilo.org/shd4Ukraine.

The content of this publication does not reflect the official opinion of the European Union. Responsibility for the information and views expressed therein lies entirely with the author(s).

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

PROJECT EVALUATION SURVEY

**Results of Stakeholders’ and Beneficiaries’
Assessment of the Project Implementation in 2021**

December 2021

▶ EXECUTIVE SUMMARY

This document summarizes the key results of the evaluation by beneficiaries¹ and stakeholders² of the quality and relevance of the implementation of the Project “Towards safe, healthy and declared work in Ukraine” during 2021. It also contains recommendations, provided by them, regarding further implementation of the Project. The information obtained will help to define what the Project can do to achieve its objectives and better address its stakeholders’ and beneficiaries’ needs and expectations.

It is based on the answers of 100 Project beneficiaries’ and stakeholders’ representatives to an online survey, conducted between 06 and 19 December 2021. A bilingual questionnaire³ was sent to 2,093 persons who participated in the Project activities.

Overall, respondents consider the activities and outputs of the Project as very good (with an average score of 4.8 out of 5).

The workshop to present and discuss the technical recommendations on the alignment of the national legal act with the EU Directive 89/656/EEC on the minimum health and safety requirements for the use by workers of personal protective equipment at the workplace, the competition within the Ukrainian Student Advertising Festival on the nominations “Go to light — declare work!” and “Work safely — save lives and health” and the Project’s contribution to stakeholders’ events were awarded with the highest rates (4.9 out of 5).

Among the main sources of information about the Project activities and results, the majority of the respondents indicated the mailout of the Project (77%), the Project website www.ilo.org/shd4Ukraine (61%) and the [Project FB page](#) (57%).

¹ Ministry of Economy, State Labour Service

² Verkhovna Rada, Government, trade unions, employers’ organizations, OSH experts, etc.

³ See Annex

As for the quality of the Project's communication (channels used, content and format), the respondents evaluated it as very good, with an average rating of 4.5, with slight differences by gender. Among women and men, the quality evaluation ranges from 4.2 to 4.6 depending on the source of information.

According to participants' evaluation, the most useful Project's contribution is to OSH and to the reduction of undeclared work (with an average score of 4.3), followed by its contribution to the area of labour relations (employment relationship, working time, part-time, telework, etc.) and the improvement of the labour inspection system, with an average score of 4.2 points.

The Project beneficiaries' and stakeholders' main recommendations include the following:

1. To increase the knowledge sharing, capacity building and engagement of international experts in the Project activities.
2. To produce materials (e.g., leaflets, infographics).
3. To support the exchange of examples and best practices from other countries.
4. To speed up the reform of national legislation and its alignment with International and European Labour Standards and best practices.

▶ RESPONDENTS

The objective of the survey is to evaluate the ILO Project implementation in 2021, based on the feedback collected from the Project beneficiaries and stakeholders, in order to improve its implementation in 2022.

Respondents: 100 persons took part in the survey (around 4.8% of the 2,093 recipients of the questionnaire). The distribution by gender is as follows: 56% women and 44% men.

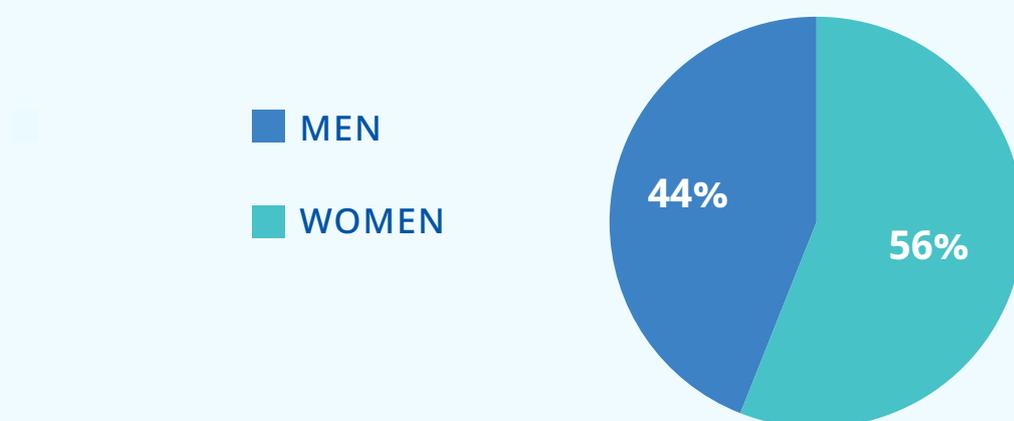


Fig. 1 — Respondents by gender (%)

▶ PARTICIPATION IN PROJECT EVENTS

Regarding the participation of the respondents in the Project events, their distribution is the following (Fig. 2):

- ▶ Presentation of the results of the information campaign on UDW “Go to light!” in 2020 (61% of the respondents).
- ▶ Online training on the institutional communication strategy for the State Labour Service of Ukraine (38% of the respondents).

- ▶ WHO-ILO webinar on the WHO/ILO interim guidance “COVID-19: occupational health and safety of health workers” (34% of the respondents).
- ▶ Workshop to present and discuss the technical recommendations on the alignment of the national legal act with the EU Directive 92/57/EEC on the implementation of minimum safety and health requirements at temporary or mobile construction sites (28% of the respondents).
- ▶ Workshop to present and discuss the technical recommendations on the alignment of the national legal act with the EU Directive 2009/104/EC concerning the minimum safety and health requirements for the use of work equipment by workers at work (27% of the respondents).
- ▶ Workshop to present and discuss the technical recommendations on the alignment of the national legal act with the EU Directive 89/656/EEC on the minimum health and safety requirements for the use by workers of personal protective equipment at the workplace (27% of the respondents).
- ▶ Tripartite workgroup to improve the draft law on OSH (24% of the respondents).
- ▶ Workshop to present and discuss the technical recommendations on the alignment of the national legal act with the EU Directive 89/654/EEC concerning the minimum safety and health requirements for the workplace (24% of the respondents).
- ▶ Competition within the Ukrainian Student Advertising Festival on the nominations “Go to light — declare work!” and “Work safely — save lives and health” (12% of the respondents).

As well as:

- ▶ Project stakeholders’ events in which the Project took part (22%).

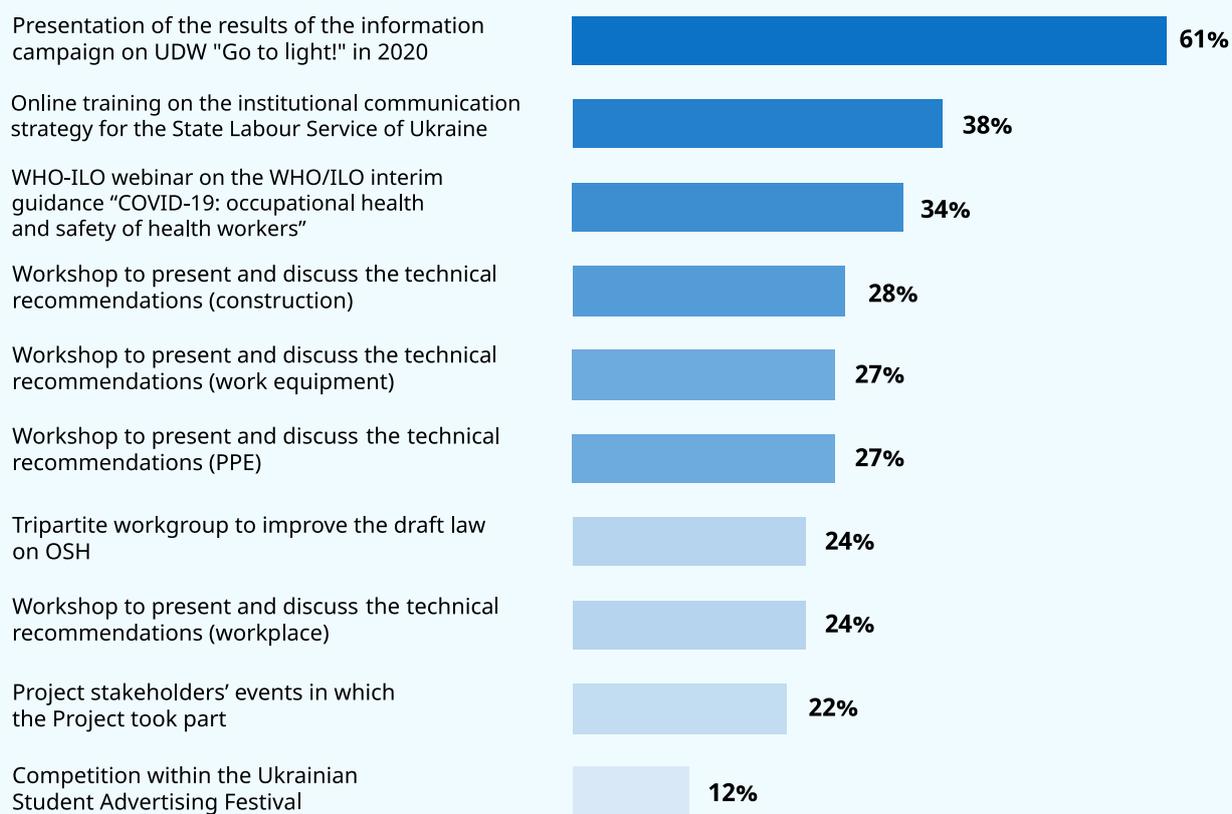


Fig. 2 — Participation of respondents in Project events (%)

► EVALUATION

Evaluation of Project events

The respondents highly evaluated all the events in which they have participated. The average score attributed to the events by the respondents that participated in them is 4.8 points (out of a maximum score of 5 points).

Presentation of the results of the information campaign on UDW “Go to light!” in 2020 was evaluated by the respondents as very good, with a score of 4.7 (out of 5).

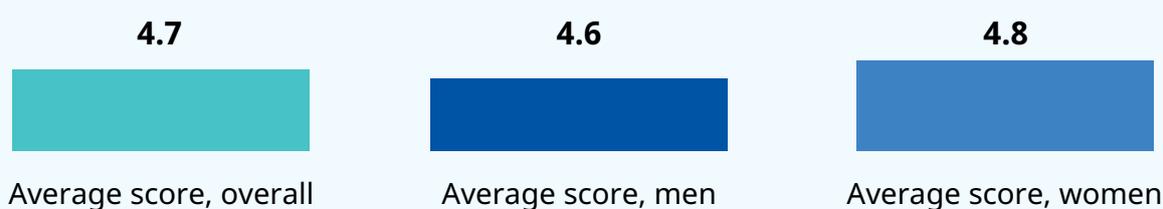


Fig. 3 — Evaluation of the presentation of the results of the information campaign on UDW “Go to light!” in 2020

Online training on the institutional communication strategy for the State Labour Service of Ukraine was evaluated as very good by all participants, with an average score of 4.7 (out of 5 points).



Fig. 4 — Evaluation of the online training on the institutional communication strategy for the State Labour Service of Ukraine

The respondents who participated in the **WHO-ILO webinar** on the WHO/ILO interim guidance “COVID-19: occupational health and safety of health workers” have rated its quality as being very good, with an average score of 4.8 points.



Fig. 5 — Evaluation of the WHO-ILO webinar on the WHO/ILO interim guidance “COVID-19: occupational health and safety of health workers”

The participants gave the workshop to present and discuss the technical recommendations on the alignment with the EU Directive 92/57/EEC on the implementation of minimum safety and health requirements at **temporary or mobile construction sites** a score of 4.6 (very good).

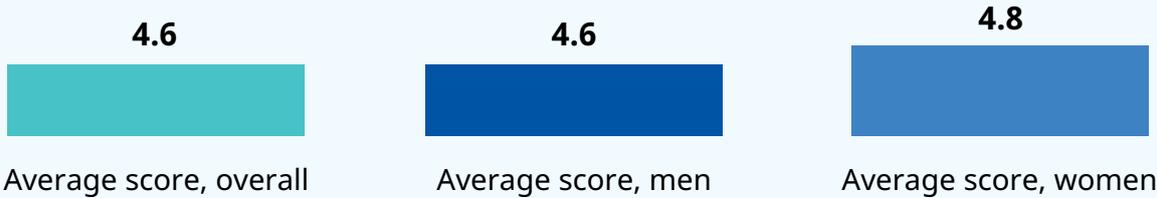


Fig. 6 — Evaluation of the workshop to present and discuss the technical recommendations on the alignment with the EU Directive 92/57/EEC on the implementation of minimum safety and health requirements at temporary or mobile construction sites

The workshop to present and discuss the technical recommendations on alignment with the EU Directive 2009/104/EC concerning the minimum safety and health requirements for the **use of work equipment** by workers at work was evaluated by the respondents with a score of 4.8 — very good.

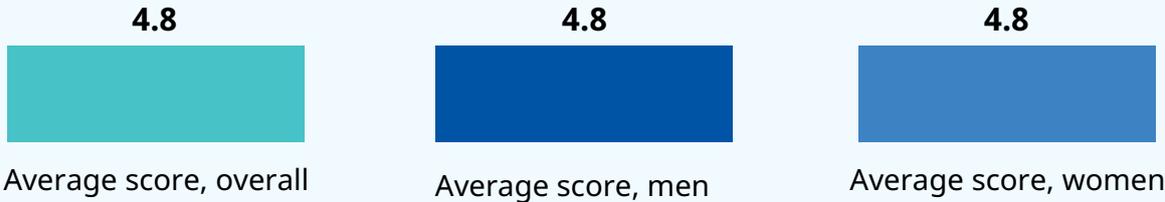


Fig. 7 — Evaluation of the workshop to present and discuss the technical recommendations on the alignment with the EU Directive 2009/104/EC concerning the minimum safety and health requirements for the use of work equipment by workers at work

The respondents who participated in the workshop to present and discuss the technical recommendations on the alignment with the EU Directive 89/656/EEC on the minimum health and safety requirements for the use by workers of **personal protective equipment** at the workplace rated the event with a score of 4.9 — very good.

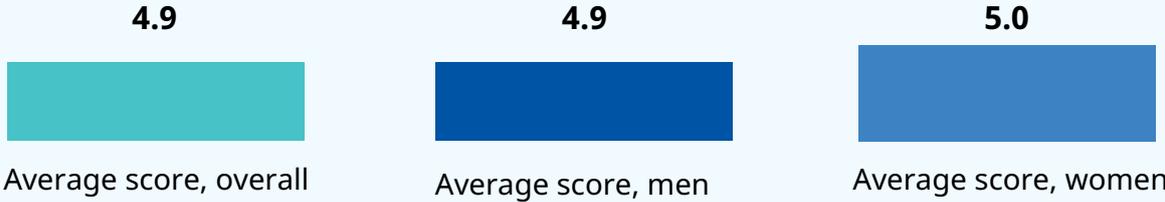


Fig. 8 — Evaluation of the workshop to present and discuss the technical recommendations on the alignment with the EU Directive 89/656/EEC on the minimum health and safety requirements for the use by workers of personal protective equipment at the workplace

The participants gave the tripartite workgroup to improve the **draft law on OSH** a score of 4.6 (very good).



Fig. 9 — Evaluation of the tripartite workgroup to improve the draft law on OSH

The respondents who participated in the workshop to present and discuss the technical recommendations on the alignment with EU Directive 89/654/EEC concerning the **minimum safety and health requirements for the workplace** rated the event with a score of 4.7 — very good.

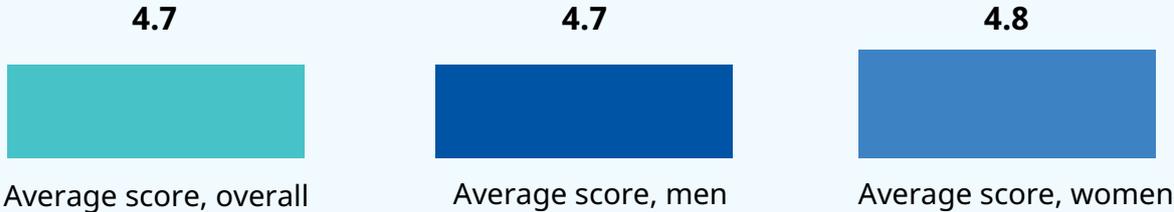


Fig. 10 — Evaluation of the workshop to present and discuss the technical recommendations on the alignment with the EU Directive 89/654/EEC concerning the minimum safety and health requirements for the workplace

The competition within the Ukrainian Student Advertising Festival on the nominations “Go to light — declare work!” and “Work safely — save lives and health” was evaluated by the participants as very good, with a score of 4.9.

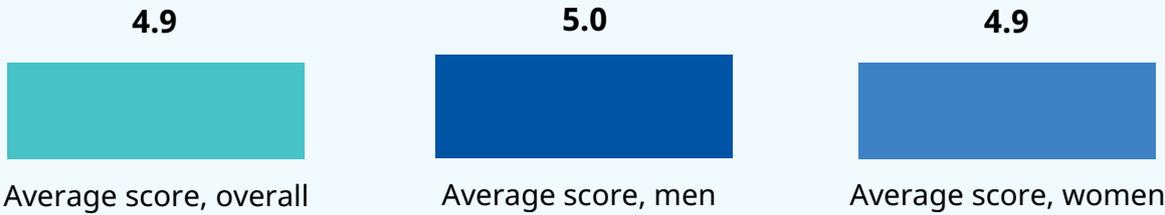


Fig. 11 — Evaluation of the competition within the Ukrainian Student Advertising Festival on the nominations “Go to light — declare work!” and “Work safely — save lives and health”

The respondents who participated in the stakeholders’ events where the Project took part rated the Project’s contribution at 4.9 (very good).



Fig. 12 — Evaluation of the Project’s contribution to stakeholders’ events

Awareness on Project activities and results

It is worth noting that, in general, the evaluation of the awareness about the Project activities and results was considered “good” by the respondents (with an average score of 4.0).

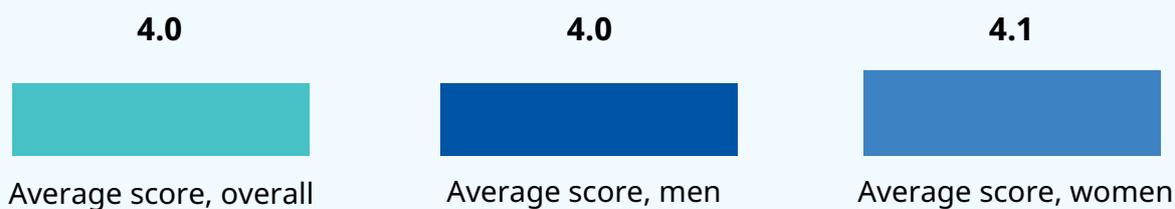


Fig. 13 — Evaluation of the awareness about the Project activities and results

Among the main sources of information about the Project activities and results, the majority of the respondents indicated the mailout of the Project (77%), the Project website www.ilo.org/shd4Ukraine (61%) and the [Project FB page](#) (57%). The next place in the list belongs to the Project newsletter No. 3 (25%). It should be noted that 21% of the respondents mentioned the Project [YouTube channel](#). And only 4% of the respondents pointed out “Someone told me”.

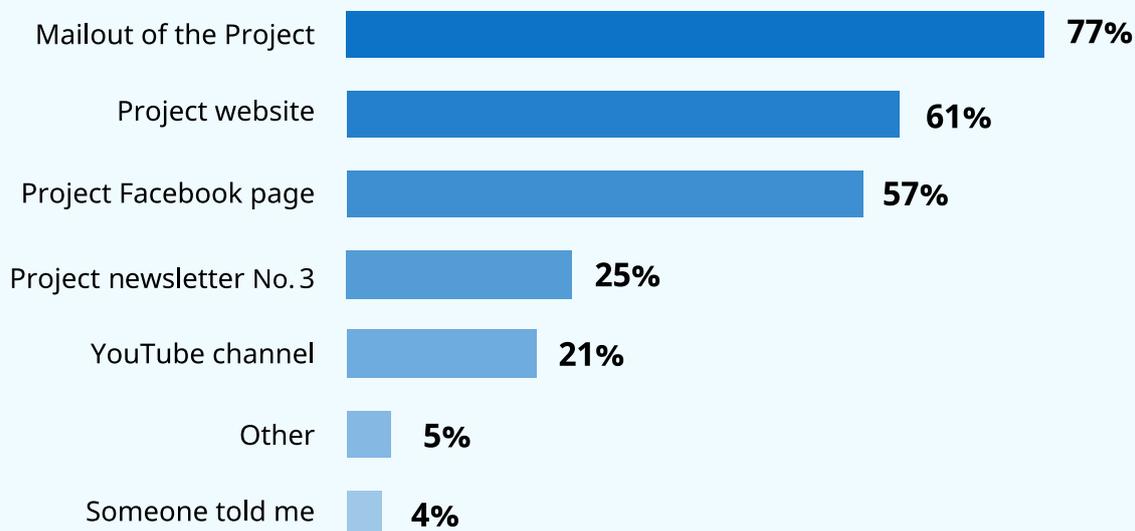


Fig. 14 — Main sources of information about the Project activities and results(%)

As for the gender distribution of information users by source, women named the Project FB page and the Project website as the main sources of information, while men rated the newsletter No. 3 as their first sources of information followed by the YouTube channel.

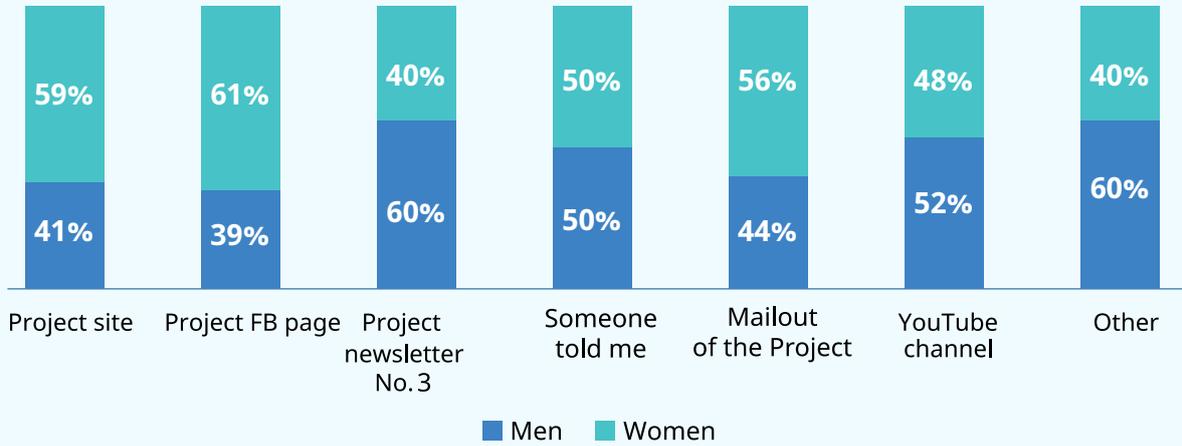


Fig. 15 — Main sources of information on the Project by gender

Quality of Project’s communication

As for the quality of the Project’s communication (channels used, content and format), the respondents evaluated it as very good, with an average rating of 4.5, with slight differences by gender. Among women and men, the quality evaluation ranges from 4.2 to 4.6 depending on the source of information.

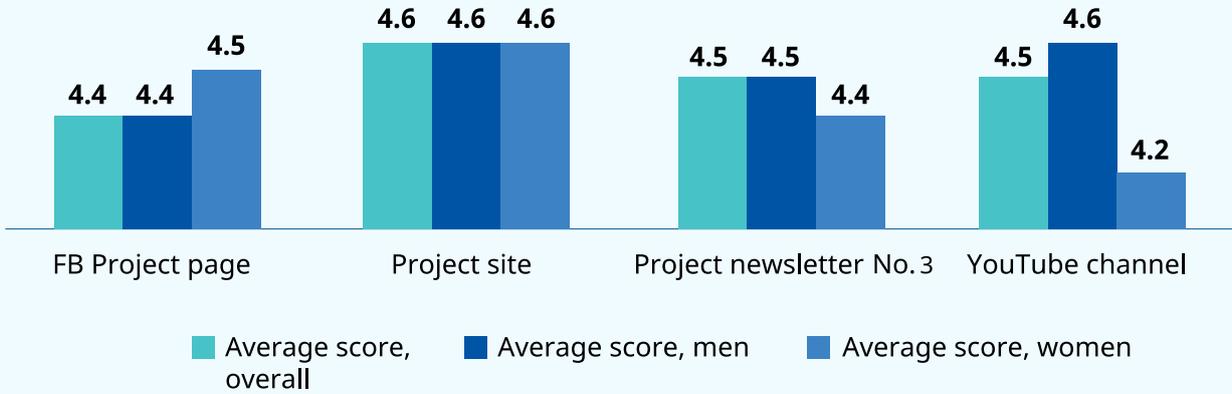


Fig. 16 — Evaluation of the Project’s communication channels quality

The majority of respondents (67%) would like to receive the Project newsletters and other announcements (54% of whom are women), whereas 27% of them acknowledge that they already receive the Project newsletters and announcements. Only 6% of the respondents are not interested in receiving the Project newsletters.

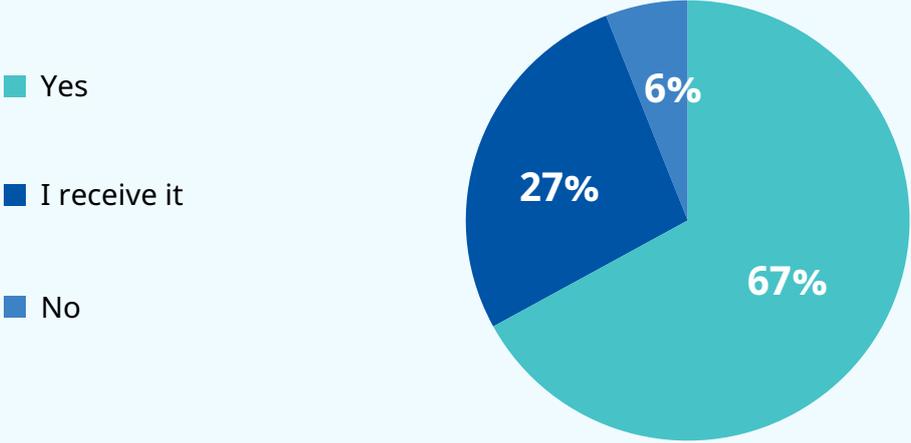


Fig. 17 — Interest in receiving the Project newsletters and announcements (%)

Project contribution to the improvement of the current situation in Ukraine

In general, respondents find the Project’s contributions useful to improve the current situation in Ukraine in the areas it covers.

According to participants’ evaluation, the most useful Project’s contribution is to OSH and to the reduction of undeclared work (with an average score of 4.3), followed by its contribution to the area of labour relations (employment relationship, working time, part-time, telework, etc.) and the improvement of the labour inspection system, with an average score of 4.2 points.

As for gender distribution, women rate, as the most useful contributions, the ones to the reduction of undeclared work (with an average score of 4.4), labour inspection and labour relations (4.2 for both) while the men

rate labour relations and OSH as the areas to which the Project contributed the most (with an average score of 4.3).



Fig. 18 — Evaluation of the Project’s contributions to the improvement of the current situation in Ukraine (per covered area)

► RECOMMENDATIONS

As for the recommendations of the respondents on what the Project should do in the areas it covers, in order to better contribute to the improvement of the current situation in Ukraine, they are as follows:

General recommendations

1. To conduct more events on the clarification of legislation.
2. To provide more information on the Project activities/events.
3. To be involved in labour legislation drafting.
4. To involve more international experts in the Project implementation.
5. To conduct more webinars on the topics covered by the Project in order to attract public attention to the potential solutions.
6. To conduct more events for civil servants.
7. To conduct the Project events at the regional level.
8. To involve more international experts in the Project events and in the development of national legislation.
9. To involve more experts and specialists in legislation drafting.
10. To declare and highlight more persistently that the social dialogue is the most important tool to improve the situation in Ukraine.
11. To involve business in the Project activities.
12. To produce information materials for distribution among the population of Ukraine.

Recommendations on the component of OSH

1. To collaborate more with mass media on OSH issues.
2. To conduct more events on OSH in Ukraine: webinars, trainings, round tables with different categories of participants, panel discussions, conferences, contests, flash mobs, etc.
3. To facilitate the discussion of the draft OSH Law at the meetings of the National Tripartite Social and Economic Council.
4. To conduct more activities on the ratification of international OSH instruments.
5. To speed up the reform of the OSH system in Ukraine.

Recommendations on the component of labour relations

1. To improve the level of knowledge of employers and employees on labour relations.
2. To point out the problems of the national labour market, to provide legal support of labour relations, to provide information on the mechanisms of legal regulation of labour relations based on the experience of the EU.
3. To assist in the adoption of labour legislation, which we have been waiting for more than 7 years. To conduct seminars and trainings on relevant issues.
4. To participate more actively in the development of legislation aimed at improving the working conditions of employees.

Recommendations on the component of undeclared work

1. To assist in the creation of the conditions for small and medium-sized businesses to reduce undeclared work.
2. To assist in the improvement of the tools of the State Labour Service of Ukraine to prevent undeclared work.
3. To provide more information on the experience of other countries in reducing undeclared work to implement it in Ukraine.
4. To conduct more events on UDW in Ukraine: webinars, trainings, round tables with different categories of participants.
5. To provide more examples of tackling UDW in the EU.

Recommendations on the component of labour inspection

1. To conduct more trainings for labour inspectors on different issues.
2. To provide information based on EU experience to speed up the reform of labour inspection in Ukraine.
3. To evaluate the activities of the State Labour Service of Ukraine and provide recommendations to the government to improve state labour inspection.
4. To support actively the initiatives of the State Labour Service of Ukraine on the improvement of the efficiency of the implementation of the mandate of labour inspectors in their areas of competences that could improve the current situation.
5. To conduct trainings for labour inspectors on the communication campaign implementation.
6. To assist the SLS in conducting the communication campaigns.

► CONCLUSIONS

- The most popular Project events among respondents were the presentation of the results of the information campaign on UDW “Go to light!” in 2020 (61% of the respondents), the online training on the institutional communication strategy for the State Labour Service of Ukraine (38% of the respondents) and the WHO-ILO webinar on the WHO/ILO interim guidance “COVID-19: occupational health and safety of health workers” (34% of the respondents).
- Overall, respondents consider the activities and outputs of the Project as very good (with an average score of 4.8 out of 5).
- The workshop to present and discuss the technical recommendations on alignment of the national legal act with the EU Directive 89/656/EEC on the minimum health and safety requirements for the use by workers of personal protective equipment at the workplace, the competition within the Ukrainian Student Advertising Festival on the nominations “Go to light — declare work!” and “Work safely — save lives and health” and the Project’s contribution to stakeholders’ events were awarded with the highest rates (4.9 out of 5).
- Among the main sources of information about the Project activities and results, the majority of the respondents indicated the mailout of the Project (77%), the Project website www.ilo.org/shd4Ukraine (61%) and the Project FB page (57%).
- As for the assessment of the quality of communication (channels used, content and format), the respondents evaluated it as very good, with an average rating of 4.5.
- According to participants’ evaluation, the most useful Project’s contribution is to OSH and to the reduction of undeclared work (with an average score of 4.3), followed by its contribution on the area of labour relations (employment relationship, working time, part-time, telework, etc.) and the improvement of the labour inspection system, with an average score of 4.2 points.

▶ ANNEX — QUESTIONNAIRE

Dear partners,

The year 2021 is coming to an end and it is time to sum up.

Savouring your morning coffee, please, devote 15 minutes of your time and answer a few questions on the ILO Project “Towards safe, healthy and declared work in Ukraine“

Your answers will remain strictly confidential.

Name (not mandatory) _____

Surname (not mandatory) _____

Your mail (not mandatory) _____

1. What organization do you represent? (only one choice)

- Verkhovna Rada
- Government
- Trade Union
- Employer’s Organization
- Research institution
- NGO
- OSH expert/OSH experts association
- Other. Please specify: _____

2. In which of the following Project events you have participated?
(multiple choice)

- Online presentation of the results of the information campaign on UDW “Go to light — declare work!” in 2020 (February 2021)
- Tripartite workgroup to improve the draft law on OSH (March 2021)

- WHO-ILO webinar on WHO/ILO interim guidance “Covid19: occupational health and safety of health workers” (April 2021)
- Workshop to present and discuss technical recommendations on the alignment of the EU Directive 92/57/EEC on the implementation of minimum safety and health requirements at temporary or mobile construction sites (September 2021)
- Workshop to present and discuss technical recommendations on the alignment of the EU Directive 89/654/EEC concerning the minimum safety and health requirements for the workplace (September 2021)
- Workshop to present and discuss technical recommendations on the alignment of the EU Directive 2009/104/EC concerning the minimum safety and health requirements for the use of work equipment by workers at work (September 2021)
- Workshop to present and discuss technical recommendations on the alignment of the EU Directive 89/656/EEC on the minimum health and safety requirements for the use by workers of personal protective equipment at the workplace (September 2021)
- Online training on the institutional communication strategy for State Labour Inspection of Ukraine (October 2021)
- Competition within the Ukrainian Student Advertising Festival on the nominations “Go to light — declare work!” and “Work safely — save lives and health” (September–November 2021)
- Participated in the events of other stakeholders in which the Project took part
- Other. Please specify: _____

3. How do you evaluate the events in which you have participated?
(1 – very bad, 5 – very good)

- Online presentation of the results of information campaign on UDW “Go to light — declare work!” in 2020 (February 2021)
1 2 3 4 5
- Tripartite workgroup to improve the draft law on OSH (March 2021)
1 2 3 4 5

- WHO-ILO webinar on the WHO/ILO interim guidance “Covid19: occupational health and safety of health workers” (April 2021)
1 2 3 4 5
- Workshop to present and discuss the technical recommendations on the alignment of the EU Directive 92/57/EEC on the implementation of minimum safety and health requirements at temporary or mobile construction sites (September 2021)
1 2 3 4 5
- Workshop to present and discuss the technical recommendations on the alignment of the EU Directive 89/654/EEC concerning the minimum safety and health requirements for the workplace (September 2021)
1 2 3 4 5
- Workshop to present and discuss the technical recommendations on the alignment of the EU Directive 2009/104/EC concerning the minimum safety and health requirements for the use of work equipment by workers at work (September 2021)
1 2 3 4 5
- Online training on the institutional communication strategy for the State Labour Inspection of Ukraine (October 2021)
1 2 3 4 5
- Competition within the Ukrainian Student Advertising Festival on the nominations “Go to light — declare work!” and “Work safely — save lives and health” (September–November 2021)
1 2 3 4 5
- Participated in the events of other stakeholders in which the Project took part (evaluation of Project contribution only)
1 2 3 4 5
- Other. Please specify the event and add the score: _____

4. How do you rate your level of awareness about the Project activities and results? (1 — not aware at all, 5 — very much aware):

1 2 3 4 5

5. What are your main sources of information about the Project activities and achievements? (multiple choice)

- Project FB page: www.facebook.com/shd4Ukraine
- Project site: www.ilo.org/shd4Ukraine
- [Project newsletter No. 3](#)
- YouTube channel
youtube.com/c/EUILOProjectUkraine
- Someone told me
- Mailout of the Project
- Other. Please specify: _____

6. How do you evaluate the quality (content and format) of the below Project communication channels? (1 — very bad; 5 — very good)

- Project FB page: www.facebook.com/shd4Ukraine

1 2 3 4 5

- Project site: www.ilo.org/shd4Ukraine

1 2 3 4 5

- [Project newsletter No. 3](#)

1 2 3 4 5

- YouTube channel
youtube.com/c/EUILOProjectUkraine

1 2 3 4 5

- Other. Please specify and add the score: _____

7. Would you like to subscribe to the Project newsletters and other announcements?

- Yes
- No
- I receive it

In case of “yes”, please provide us with an email to which we can send you the newsletter and other announcements:

8. Please rate the Project contributions to the improvement of the current situation in Ukraine, in the following areas it covers (1 — not useful at all; 5 — very useful)

- OSH

1 2 3 4 5

- Reduction of undeclared work

1 2 3 4 5

- Labour inspection

1 2 3 4 5

- Labour relations (employment relationship, working time, part-time, telework, etc.)

1 2 3 4 5

9. What should the Project do in the areas it covers to better contribute to the improvement of the current situation in Ukraine?

10. Please provide your overall comment about Project contribution in 2021

Thank you so much for your time! Your opinion will be taken into consideration.

Sincerely,

ILO Project team “Towards safe, healthy and declared work in Ukraine“

