



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”

KEY DELIVERABLES

IN JANUARY 2020 — DECEMBER 2022

▶ 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](#))

20 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

* ME — Ministry of Economy, SLS — State Labour Service

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

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 December 2022



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”](#)

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

▶ 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-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



- ▶ **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](#)
Materials translated into Ukrainian and advocated among national stakeholders

▶ 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

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

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 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 NTSEC¹ secretariat trained on PSS² 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
- **12 entities** from the public sector, healthcare and education sectors, IT company joined a [pilot initiative](#) to develop and implement the PSS programmes at the enterprise level
- WHO/ILO joint policy brief "[Mental health at work](#)" translated into Ukrainian and disseminated

Prevention of forced labour and human trafficking among IDPs³ 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
- 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 CEU⁴ and supported by the Project. The relevant [guiding principles](#) for employers developed based on the ILO-IOE** handbook

* ELA — European Labour Authority

** IOE — International Organisation of Employers

¹ NTSEC — National Tripartite Social and Economic Council

² PSS — psychosocial support

³ IDPs — internally displaced persons

⁴ 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 Guidelines on OSH in hostilities drafted by **8** specialists of the SLS, ESOSH⁵ and submitted for validation by the ILO experts

- ▶ Internal **mid-term evaluation** of the Project conducted



2.1 mln people

reached with information about Project activities and products through social media

⁵ ESOSH — European Society of OSH experts (Ukraine)