



International
Labour
Organization

Project is implemented by
International Labour Organisation



MOVING FORWARD
TOGETHER

Project is funded
by European Union

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

▶ PROJECT EVALUATION SURVEY

Results of Stakeholders'
and Beneficiaries' Evaluation
of Project Implementation in 2022

February 2023

ilo.org/shd4Ukraine

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

▶ PROJECT EVALUATION SURVEY

**Results of Stakeholders’
and Beneficiaries’ Evaluation
of Project Implementation in 2022**

February 2023

▶ Contents

EXECUTIVE SUMMARY	4
RESPONDENTS	6
PARTICIPATION IN PROJECT'S EVENTS	6
EVALUATION	8
Evaluation of Project's events	8
Relevance of repurposed Project's activities for Ukraine in war times	9
Awareness on materials about the SLS campaign "Ukraine works!"	10
Awareness on materials about the SLS campaign "Go to light!"	10
Impact of remote work modality on Project implementation	11
Awareness on the Project's activities, results and quality of the Project's communication	11
Project's contribution to the improvement of the current situation in Ukraine	12
RECOMMENDATIONS	13
Annex Online questionnaire	16

▶ EXECUTIVE SUMMARY

This document summarizes the key results of the online survey for evaluation by beneficiaries and stakeholders of the quality and relevance of the implementation of the Project “Towards safe, healthy and declared work in Ukraine” during 2022¹. The information obtained, in combination with the results of evaluations made in 2020 and 2021, will back up the external independent evaluation of the Project in 2023. This last online survey for evaluation also gave an opportunity to gather recommendations regarding the areas of potential support in the future to respond to the local needs. It is based on the answers of 110 Project beneficiaries’ and stakeholders’ representatives to an online survey, conducted in January 2023. A bilingual questionnaire was sent to 2,342 participants of the Project’s activities.

Overall the results of this online evaluation are the following. The respondents consider the activities and outputs of the Project as very good (with an average score of 4.7 out of 5).

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 4.7 points (out of a maximum score of 5 points).

Online information session for labour inspectors on forced labour and online trainings for labour inspectors on psychosocial support (PSS) at workplace during war and post-war times were awarded with the highest rates (4.8 out of 5).

As for the repurposing of the Project² and the relevance of additional components/activities, 87.3% of the respondents indicated that the additional components are very relevant and appropriate for Ukraine in times of war.

It is worth noting that 85.5% of the participants have seen or heard about the SLS campaign “Ukraine works!” as well as materials of the campaign “Go to light!” on undeclared work that the Project assisted the SLS to adapt to the wartime context.

In general, the majority of the respondents (61.8%) didn’t feel any difference in the Project team’s work and the Project implementation after switching from in-person

¹ The Project will be closed on 30 April 2023, therefore this is the last online evaluation.

² Repurposing of the Project was made to address the emerging needs of the stakeholders, after the invasion of the Russian Federation to Ukraine on 24 February 2022.

to remote work modality (since 24 February). Moreover, for 19.1% the remote work modality was for better for the Project implementation and results in 2022.

In general, the evaluation of the awareness about the Project's activities and results was considered "good" by the respondents (with an average score of 4.0 out of 5).

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 channels.

The respondents find the Project's contributions useful to improve the current situation in Ukraine in the areas it covers (4.5 out of 5).

According to the participants' evaluation, the most useful Project's contribution is in the areas of OSH and psychosocial support (PSS) at workplace programmes in war and post-war times (with an average score of 4.6).

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, it is necessary to mention that 43.2% of the respondents (from those who answered) indicated the need for continuation of the Project's activity.

▶ RESPONDENTS

The objective of the survey is to evaluate the ILO Project implementation in 2022, based on the feedback collected from the Project's beneficiaries and stakeholders.

Respondents: 110 persons took part in the survey (around 4.7% of the 2,342 to whom the questionnaire was sent). Only 77% indicated the gender. Thus, the distribution by gender among those who mentioned is as follows: 61% women and 39% men (Fig. 1).

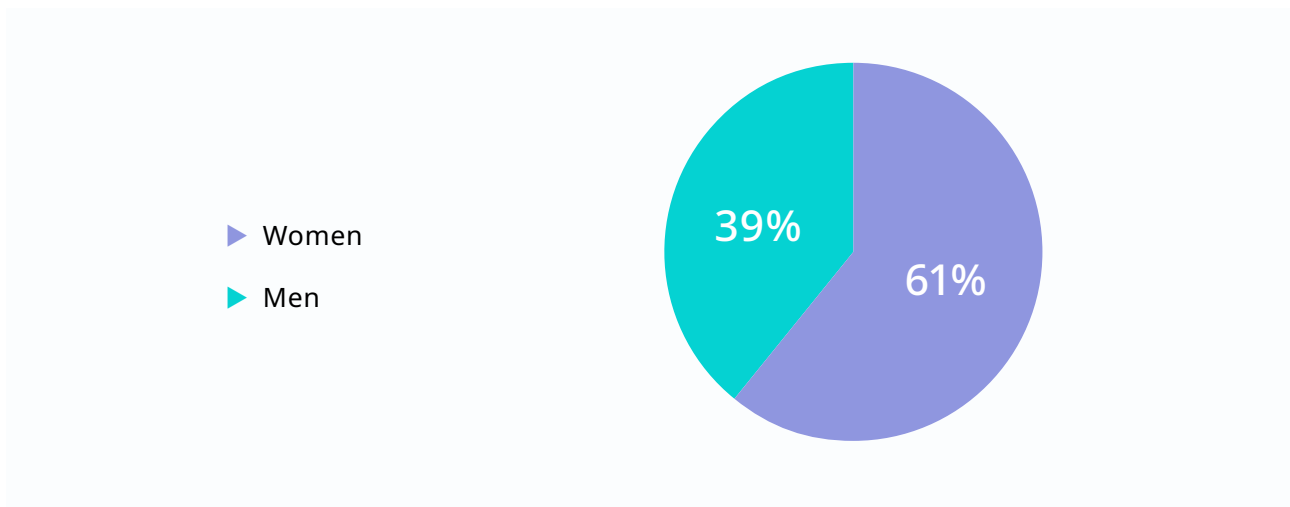


Fig. 1 – Respondents by gender (%)

▶ PARTICIPATION IN PROJECT'S EVENTS

Regarding the participation of the respondents in the Project's events, their distribution is the following (from the highest percentage of those who participated to the lowest one):

- ▶ Online trainings for labour inspectors on psychosocial support at workplace during war and post-war times (**74%** of the respondents).
- ▶ Online training course on the communication strategy of the SLS (**66%** of the respondents).
- ▶ Online information session for labour inspectors to refresh the information on forced labour and develop the algorithm for their work (**55%** of the respondents).

- ▶ Pilot initiative “With care for yourself and everyone” to develop and implement psychosocial support (PSS) at workplace programmes in war and post-war times (**50%** of the respondents).
- ▶ Offline training on advocacy and the implementation of psychosocial support (PSS) at workplace programmes during the war and post-war times, Lviv, July 2022 (**48%** of the respondents).
- ▶ Tripartite consultations on the draft OSH Law (**42%** of the respondents).
- ▶ Competition within the 17th Ukrainian Student Advertising Festival 2022 on the nomination “Ukraine works!” (**40%** of the respondents).
- ▶ Online trainings on psychosocial support at workplace during the war and post-war times for the NTSEC Secretariat and social partners (central and regional levels) (**36%** of the respondents).
- ▶ Working meeting of Ukrainian employers “How can Ukrainian business prevent the use of forced labour?”, 1 December 2022 (**28%** of the respondents).
- ▶ Presentation of the Guiding principles for Ukrainian employers on the prevention of forced labour, 13 December 2022 (**27%** of the respondents).

As well as:

- ▶ Project stakeholders’ events in which the Project took part (**1%**).

▶ EVALUATION

Evaluation of Project's 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 4.7 points (out of a maximum score of 5 points).

Among the Project's events, *Online information session for labour inspectors on forced labour and Online trainings for labour inspectors on PSS at workplace during war and post-war times* were evaluated by the respondents as very good, with a score of 4.8 (out of 5) (Fig. 2).

The respondents who participated in the following Project's events have rated their quality with an average score of 4.7 points:

- ▶ Offline training on advocacy and the implementation of PSS at workplace programmes during the war and post-war times.
- ▶ Pilot initiative to promote PSS at workplace programmes "With care for yourself and everyone".
- ▶ Working meeting of Ukrainian employers "How can Ukrainian business prevent the use of forced labour?".
- ▶ Presentation of the Guiding principles for Ukrainian employers on the prevention of forced labour.
- ▶ Competition within the 17th Ukrainian Student Advertising Festival 2022 on the nomination "Ukraine works!".

The Tripartite consultations on the draft OSH Law and Online training course on the communication strategy of the SLS were evaluated by the respondents with a score of 4.6 and 4.5, accordingly.

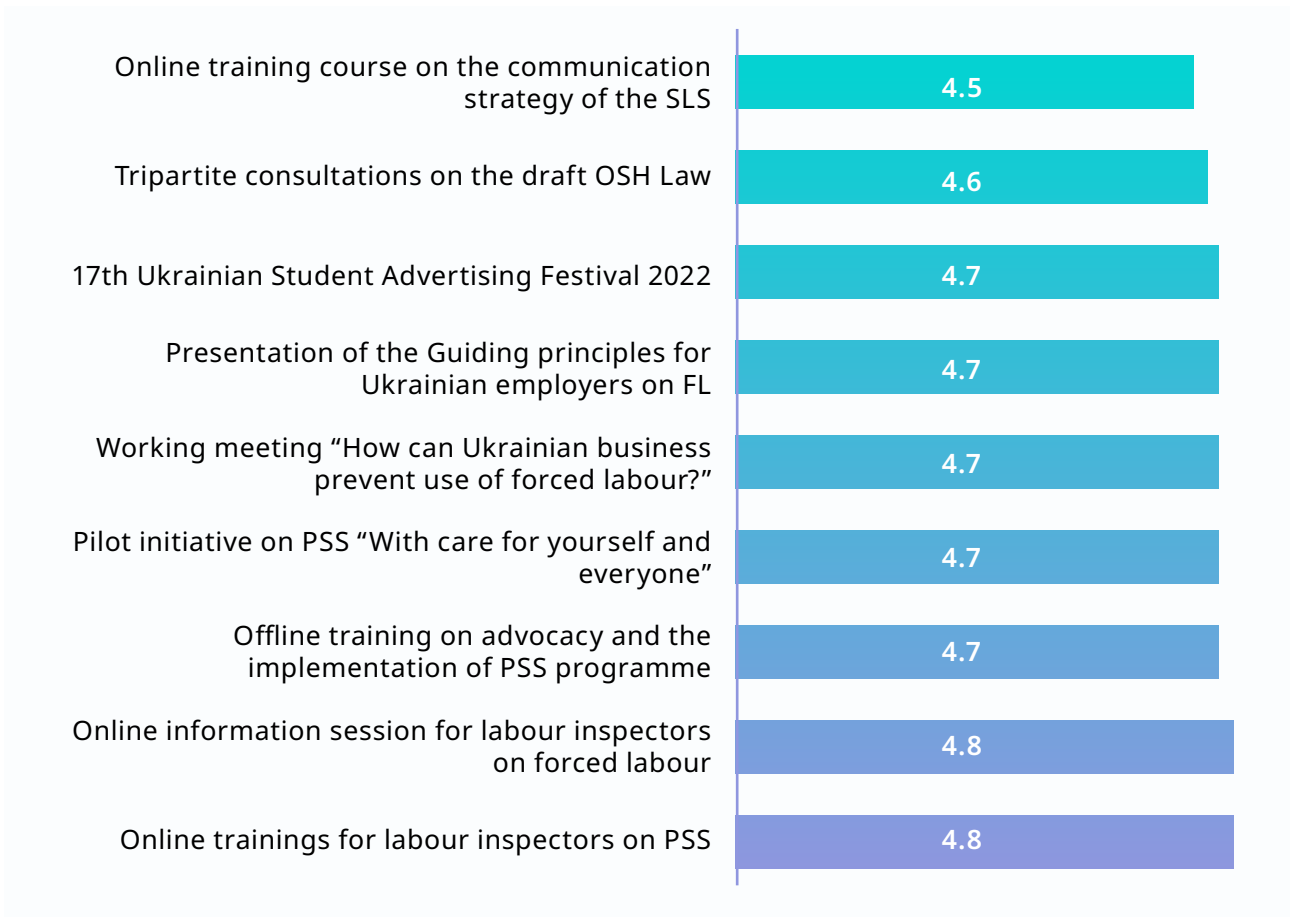


Fig. 2 – Evaluation of Project’s events (average score)

Relevance of repurposed Project’s activities for Ukraine in war times

As for the relevance of repurposed Project’s activities, 87.3% of the respondents evaluated the additional components as very relevant and appropriate for Ukraine in war times, while for 7.3% of the respondents it was difficult to answer (Fig. 3).

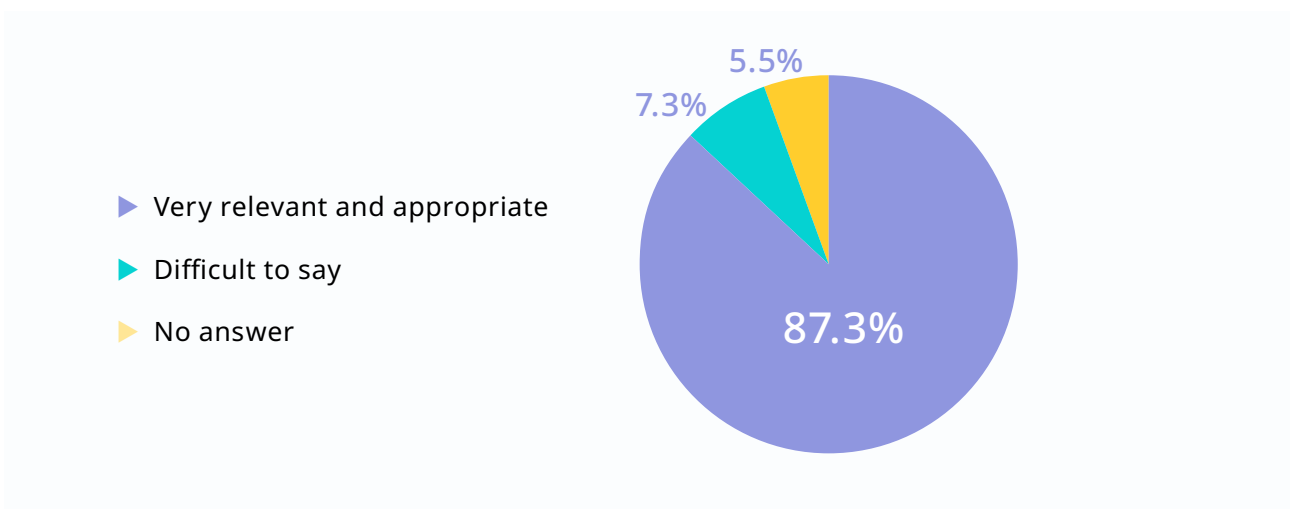


Fig. 3 – Relevance of repurposed Project’s activities (%)

Awareness on materials about the SLS campaign “Ukraine works!”

It is worth noting that 85.5% of the participants have seen or heard about the SLS campaign “Ukraine works!” (Fig. 4). And only 9.1% of the respondents pointed out “No”.

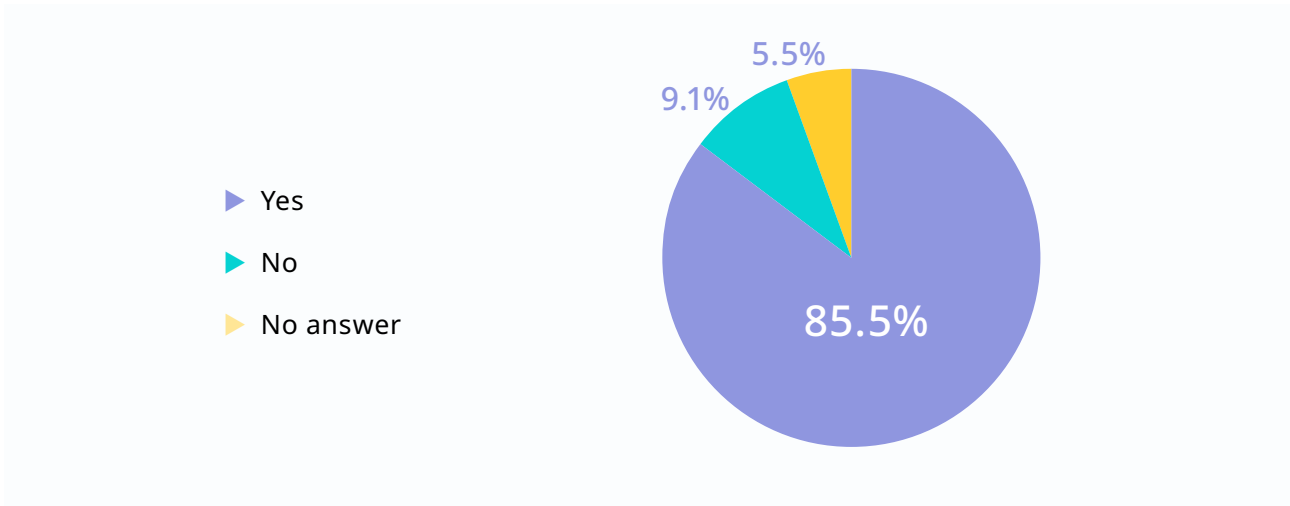


Fig. 4 – Awareness on materials about the SLS campaign “Ukraine works!” (%)

Awareness on materials about the SLS campaign “Go to light!”

As for awareness about materials of the campaign “Go to light!” on undeclared work that the Project assisted the SLS to adapt to the war times context, 85.5% of the respondents have seen them or heard about them (Fig. 5). It should be noted that only 9.1% of the respondents mentioned “No”.

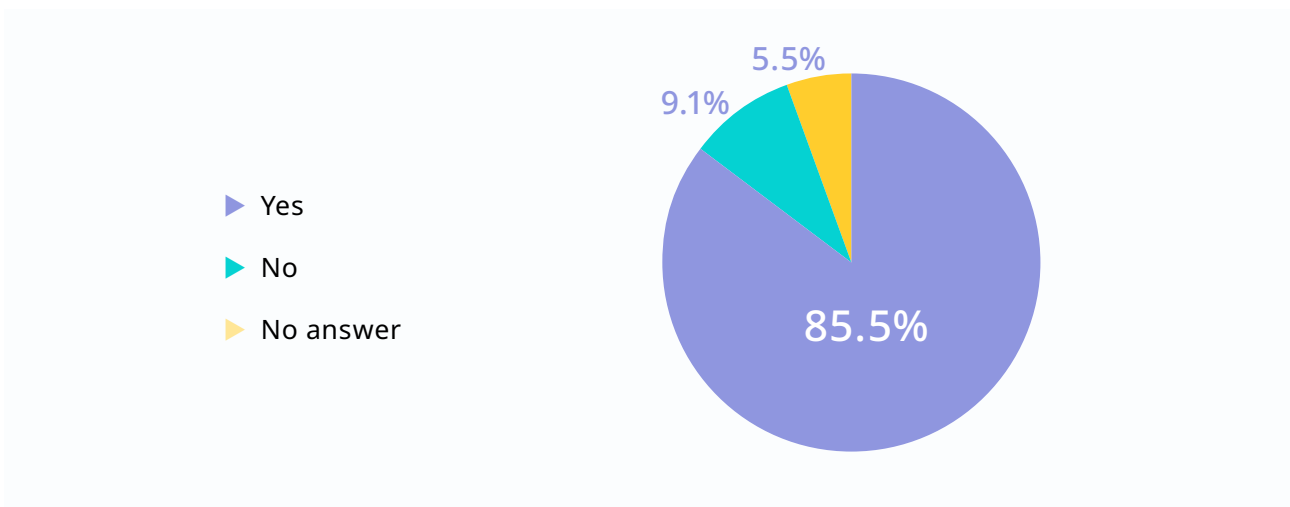


Fig. 5 – Awareness on materials about the SLS campaign “Go to light!” (%)

Impact of remote work modality on Project implementation

As for impact of remote work modality of some members of the Project team and service providers, on the Project implementation and its results, it is worth noting that, in general, the majority of the respondents (61.8%) didn't feel any difference between remote and in-person work modalities (Fig. 6). Moreover, for 19.1% the remote work was for better for the Project implementation and results in 2022. And only 5.5% mentioned "for worse".

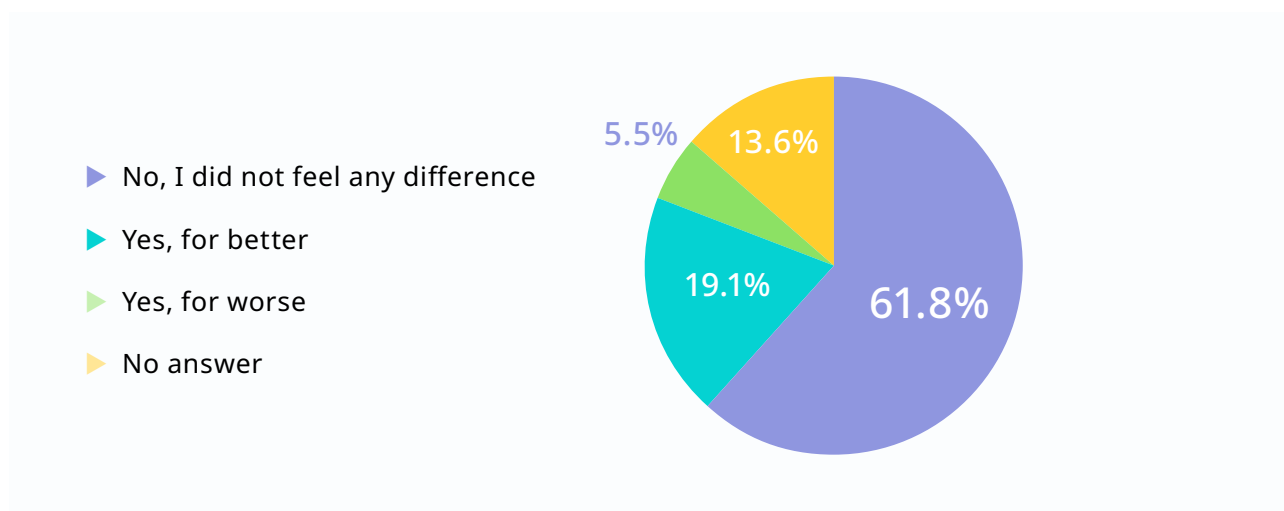


Fig. 6 – Impact of remote work on the Project implementation and results in 2022 (%)

Awareness on the Project's activities, results and quality of the Project's communication

In general, the evaluation of the awareness about the Project's activities and results was considered "good" by the respondents (with an average score of 4.0).

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 channels (Fig. 7).

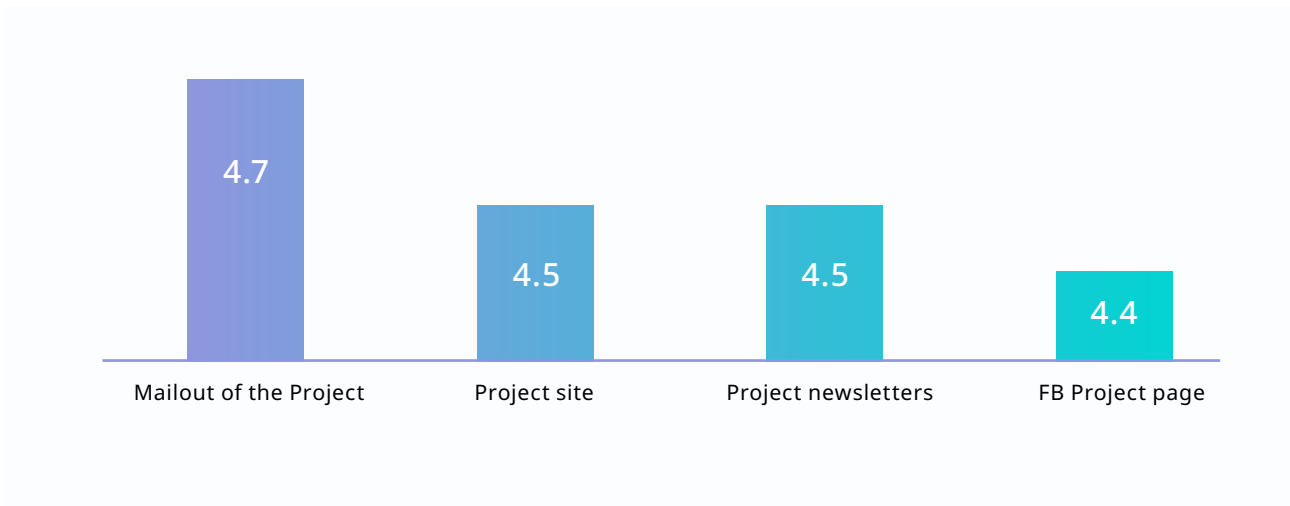


Fig. 7 – Quality of the Project’s communication channels (average score)

Project’s 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 (4.5 out of a maximum score of 5 points).

According to the participants’ evaluation, the most useful Project’s contribution is to OSH and to the promotion of psychosocial support (PSS) at workplace programmes in war and post-war times (with an average score of 4.6), followed by its contribution to the area of labour relations (employment relationship, working time, part-time, telework, etc.) and trafficking in human beings and forced labour, with an average score of 4.5 points (Fig. 8).

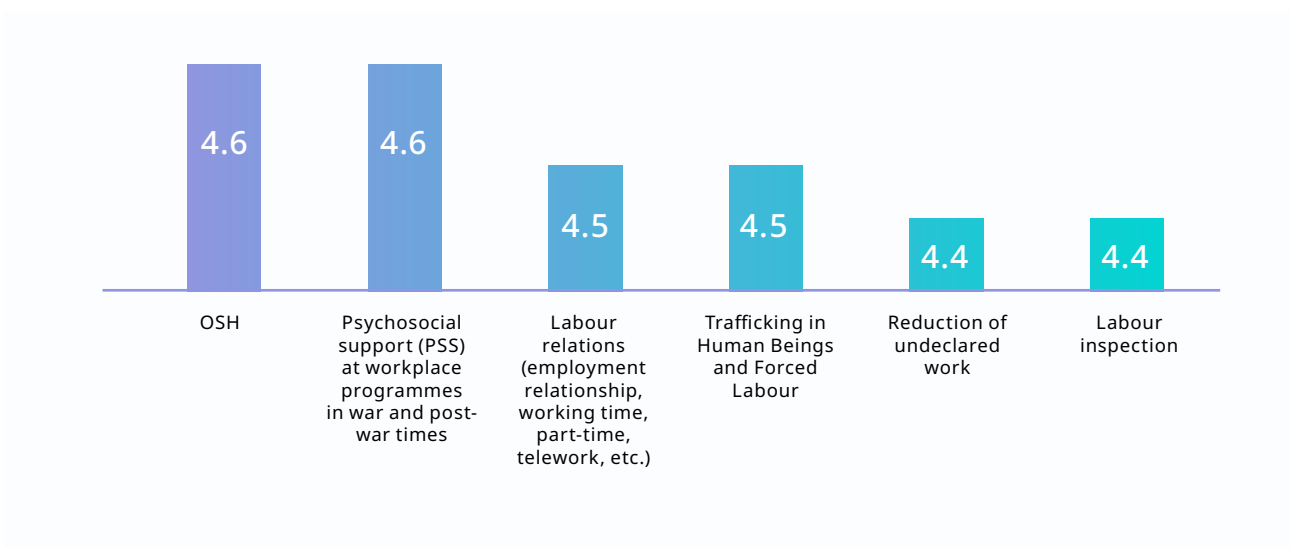


Fig. 8 – Evaluation of the Project’s contributions to the improvement of the current situation in Ukraine (average score per covered area)

▶ RECOMMENDATIONS

As for the recommendations of the respondents on what else could be done in the areas covered by the Project, in order to better contribute to the improvement of the current situation in Ukraine, it is necessary to mention that only 34% of the respondents provided their recommendations. Thus, the distribution by recommendations among those who provided is as follows: 43.2% of the respondents indicated the need for **continuation of the Project's activity**:

- ▶ To work in Ukraine in the future.
- ▶ To move further in the same direction.
- ▶ To keep working.
- ▶ To continue the Project's activities.
- ▶ Further strengthen the Project's mass media communications.

As for the **priority areas to continue**, the respondents mentioned the following:

- ▶ To continue working on initiatives for adoption of the legislation by the Ukrainian authorities.
- ▶ To provide activities for educational institutions of the country.
- ▶ To increase the number of joint communication activities for representatives from government bodies, employers' organizations and trade unions.
- ▶ To pay more attention to the demands of trade unions and to conduct more round tables or meetings for them.
- ▶ Perhaps in the context of creating good working conditions by the employers, including declared work, it is possible to provide grant support for Ukrainian employers to train them on the export of products/services to the European market, where one of the conditions is the avoidance of social dumping. In this way, the employers will have work experience and see the benefit of working in such an environment. And the benefit of export to the European market will compensate all the inconveniences of transition to declared work.
- ▶ To consider in more details the international best practices and cooperation mechanisms of social partners in the area of labour at the local, sectoral and national levels.
- ▶ To increase social media advertising of the Project's activity.

It is worth noting that respondents also indicated some **Project's areas requiring improvement**, namely:

- ▶ To monitor and initiate broad discussion among the experts on the results of incorporating of the Project's recommendations in the legislation of Ukraine.
- ▶ To conduct more in-person seminars and training, as you can get a lot of interesting and useful information and communicate with representatives of various organizations.
- ▶ To conduct in-person events more often.
- ▶ To conduct more events on the awareness raising for civil servants.
- ▶ More consideration should be given to the realities of our country.

As for the recommendations on the **component of OSH**, they are the following:

- ▶ To speed up the process of the OSH Law adoption, paying more attention to the workers' health section as it is about safety.
- ▶ The Projects' initiatives are good, but OSH legislation remains unchanged, unfortunately. It may be necessary to consider additional levels of influence on the government of Ukraine and Verkhovna Rada, trying to agree on the changes in the area of OSH within the framework of European integration to have at least a prospect of risk-oriented legislation/regulation.
- ▶ To achieve the adoption of the OSH Law in Ukraine and to promote/ensure public reporting by the SLS and the Ministry of Economy of Ukraine on the fulfilment of obligations in the field of OSH.
- ▶ As much as possible to defend the ILO's position on the development of legislation on OSH, the purpose of which is the implementation of EU Directives, that cover the protection of rights and guarantees of employees for safe working conditions.
- ▶ To control the taking into consideration the ILO Technical Note to the draft OSH Law by the Ministry of Economy of Ukraine.

Recommendations on the component of **psychosocial support** are the following:

- ▶ To provide more informational support on “Psychosocial support at workplace in war and post-war times” to the primary care physicians and labour inspectors.
- ▶ To develop the format of partnership on PSS (project) for health care workers, including primary care physicians and representatives of the medical, sanitary and psychological health care sector. The participants of the training from the All-Ukrainian Union of Organizations of Employers In Healthcare (AUUOEH) proved the relevance of this work in the area of healthcare as well as in other areas. The Project’s results have to be disseminated as those that can significantly impact on the development of Ukraine.
- ▶ To conduct more seminars/training involving specialists in psychology.

Recommendations on the component of **labour inspection**:

- ▶ To provide further assistance to labour inspectors, particularly in the area of the loss of jobs, labour relations, forced labour etc.
- ▶ To contribute to providing control over the implementation of labour legislation by the State Labour Service.
- ▶ To provide financial support to improve the effectiveness of work of labour inspection (computers, vehicles, personnel training) and to open an education centre for OSH specialists.
- ▶ To continue the promotion of the importance of the SLS activity.
- ▶ To expand the powers of labour inspectors.

The Project team is grateful to the stakeholders for their active involvement in the Project implementation!

Online questionnaire

Dear partners!

Our Project has been implemented in Ukraine since January 2020. On the 30th of April, it will be closed. Therefore, it is the last time that we propose you to evaluate the Project implementation in 2022. Last year, unfortunately, has become “different” from the previous years. Because of the war the priorities had to be revised, the modalities for work and collaboration had to be adapted to the quickly changed context. This time, your opinion about the Project is particularly important and precious.

Your answers to the questionnaire below will remain strictly confidential.

1. Name (not mandatory)
2. Surname (not mandatory)
3. Your mail (not mandatory)
4. What organization do you represent? (only one choice)
 - ▶ Verkhovna Rada
 - ▶ Government
 - ▶ Trade Union
 - ▶ Employer’s organization
 - ▶ Research institution
 - ▶ NGO
 - ▶ International organization
 - ▶ OSH expert/OSH experts’ association
 - ▶ Other

5. Choose the Project's events in which you have participated and evaluate them (1 – very bad, 5 – very good)

Online training course on the communication strategy of the SLS

1 2 3 4 5

Online trainings for labour inspectors on psychosocial support at workplace during war and post-war times

1 2 3 4 5

Online trainings on psychosocial support at workplace during the war and post-war times for the NTSEC Secretariat and for social partners (central and regional levels)

1 2 3 4 5

Pilot initiative "With care for yourself and everyone" to develop and implement of psychosocial support (PSS) at workplace programmes in war and post-war times

1 2 3 4 5

Online information session for labour inspectors to refresh the information on forced labour and develop the algorithm for their work

1 2 3 4 5

Working meeting of Ukrainian employers "How can Ukrainian business prevent use of forced labour?", 1 December 2022

1 2 3 4 5

Presentation of the Guiding principles for Ukrainian employers regarding the prevention of the use of forced labour, 13 December 2022

1 2 3 4 5

Competition within the 17th Ukrainian Student Advertising Festival 2022 on the nomination "Ukraine works!"

1 2 3 4 5

Tripartite consultations on the draft OSH Law

1 2 3 4 5

Participated in the events of other stakeholders in which the Project took part
- please specify the name of the event and put the mark

1 2 3 4 5

6. In response to the aggression of the Russian Federation against Ukraine, the Project has repurposed its activities and implemented a number of additional activities in order to 1) develop guidelines on OSH in hostilities 2) support national partners in development and introduction of the psychosocial support at workplace programmes during war and post-war times; 3) take measures to prevent trafficking in human beings and forced labour of displaced persons 4) support SLS to launch the information campaign on its services to the employers and workers "Ukraine works!"

Are these additional components relevant for Ukraine in war times?

- ▶ Not relevant at all
- ▶ Difficult to say
- ▶ Very relevant and appropriate

7. Have you seen the materials/heard about the SLS campaign "Ukraine works!"?

- ▶ Yes
- ▶ No

8. The Project assisted the SLS to adapt the campaign “Go to light!” on undeclared work to the wart times context. Have you seen the materials/heard about this campaign?

▶ Yes

▶ No

9. In 2022 some members of the Project team, several service providers worked remotely from various countries. Did it have impact on the Project implementation and results?

▶ Yes, for worse

▶ No, I did not feel any difference

▶ Yes, for better

10. How do you rate your level of awareness about the Project’s activities and results? (1 – not aware at all, 5 – very much aware)

1 2 3 4 5

11. Choose the main sources of information about the Project’s activities and achievements and evaluate their quality (1 – very bad; 5 – very good) (multiple choice)

Project FB page www.facebook.com/shd4Ukraine

1 2 3 4 5

Project site www.ilo.org/shd4Ukraine

1 2 3 4 5

Project newsletters

1 2 3 4 5

Mailout of the Project

1 2 3 4 5

Other, please specify and add the score:

1 2 3 4 5

- 12.** In overall, for 2 years of work, was the Project’s contribution useful to improve the current situation in Ukraine in the 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

Psychosocial support (PSS) at workplace programmes in war and post-war times

1 2 3 4 5

Trafficking in Human Beings and Forced Labour

1 2 3 4 5

