



# ILO PROJECT THE EFFECTIVENESS OF THE LABOUR INSPECTION SYSTEM AND OF SOCIAL DIALOGUE MECHANISMS IS STRENGTHENED



International  
Labour  
Organization

## **Implementing agency**

International Labour Organization

## **Source of funding**

ILO Regular Budget Supplementary  
Account

## **Duration of the Project**

2016 – 2018

**The Project is implemented with-  
in the framework of Decent Work  
Country Programme for Ukraine  
for 2016 – 2019**

## **Expected outcome**

An effective Labour Inspection is set up

## **OBJECTIVES OF THE PROJECT**

The overall objective of the Project is to provide support to the Government of Ukraine to improve the effectiveness of the labour inspection system and ensure a better labour law compliance.

The Project activities mainly aim to strengthen institutional capacity of a key government structure, strengthen social partners for ensuring the full application of the ILO Conventions on labour inspection in industry (No. 81) and in agriculture (No. 129) ratified by Ukraine in 2004.

As a result, the Project will address institutional and legal needs of the State Labour Service, improving its capacity to develop actions ensuring the effective respect of labour rights, in the area of occupational safety and health, informal economy, and fundamental labour rights.

Activities will help to ensure that operation of the new State Labour Service is in line with International Labour Standards.

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## AREAS OF SUPPORT

1.



Bringing the activity of the State Labour Service of Ukraine in line with the ratified ILO Governance conventions No. 81 and No. 129 on labour inspection

2.



Development and implementation of gender-sensitive HR policy and training programmes for labour inspectors

3.



Extending the activity of the State Labour Service to the informal economy with a special focus on undeclared work

4.



Enhancing the capacities of the State Labour Service to work in cooperation with other State authorities and social partners

5.



Promoting social dialogue on labour inspection issues

## NATIONAL CONTEXT

The ongoing economic crisis has led to falling employment and shrinking revenues of depleting contributory social insurance funds. At the same time, the deteriorating labour relations in the formal sector and the sense of growing informality may undermine or importantly slow down economic recovery.

As part of the broader package of reforms introduced since 2014, the Government of Ukraine reviewed the state supervisory functions in order to reduce the administrative burden of enterprises and to optimize the number and scope of supervision performed by Government-controlled agencies. The Government merged three supervisory bodies in the field of labour, and one State Labour Service has been set up to integrate labour inspection services, labour legislation compliance, occupational safety and health, employment relations, compulsory state social insurance and state mining supervision into one supervisory institution.

However, the moratorium on the inspection visits, introduced by the Government in 2014,

represented the main obstacle for Ukraine to comply with ILO Conventions No. 81 and No 129 on Labour Inspection, both ratified by Ukraine in 2004.

In its latest comments, the ILO's Committee of Experts on the Application of Conventions and Recommendations expressed concern with respect to the need to strengthen the organization and functioning of the State Labour Inspectorate, including measures to improve its budgetary situation, and results achieved. Moreover, the Committee raised questions with respect to the appropriateness of the number, status, conditions of service and of conditions of work of labour inspectors for the effective performance of their duties, including the necessity to ensure adequate training programmes. The Committee also expressed its concern to the broad mandate of labour inspectors which hinders the effective discharge of their primary duties such as enforcement and advice.

The ILO Convention of Labour Administration (No. 150) was ratified by Ukraine in 2004. In

its latest comments, the Committee of Experts expressed its concern with respect to the need for better coordination among the internal units and departments, between central and local entities, and among specialized agencies carrying specific tasks of labour administration. Moreover, the Committee highlighted the principle that continuous vocational training is a prerequisite for maintaining an effective labour administration system. Therefore, the Government has been asked to take measures aimed at ensuring the implementation of an appropriate training strategy.

Improving the effectiveness of the labour inspection services is also one of the top priorities of the new Decent Work Country Programme of Ukraine for 2016-2019 signed in April 2016.

Therefore, the Ministry of Social Policy of Ukraine requested ILO's technical assistance to ensure that the new labour inspection system will work in accordance with ILO conventions, EU directives and European good practices.

This Project has been designed to help the Government improve the effectiveness and efficiency of its new labour inspection service and to assist in prioritizing needs and planning ways to address them.

The ILO will build its assistance on the basis of its previous experience in Ukraine and in several countries and using the methods and tools already tested in collaboration with EU institutions.

## ILO AND UKRAINIAN LABOUR INSPECTORS

The ILO has had a longstanding collaboration with the labour inspection services of Ukraine. Under several technical cooperation projects, it has worked with national labour inspectorates to develop labour inspection campaigns and to translate into Ukrainian and adapt training

and information tools which were used as resource materials for the large scale training of labour inspectors. A database was developed for the then-State Labour Inspection of Ukraine dealing with labour relations that time.

## HIGHLIGHTS

The Project will also contribute to three important cross-cutting priorities of the ILO.



### INTERNATIONAL LABOUR STANDARDS:

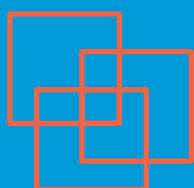
The Project aims at strengthening compliance with labour law and a more effective regulation of the labour market, developing actions at the level of the State Labour Service and other relevant actors of the national system of labour inspection (namely social partners) in

line with the Governance Conventions on Labour Inspection – Convention 1947 (No. 81) on Labour Inspection in Industry and Commerce, and Convention 1969 (No. 129) on Labour Inspection in Agriculture. This will contribute to a better implementation of international standards to which Ukraine abides and to foster sustainable economic and social development.

The key elements of Convention No. 150 on Labour Administration, ratified by Ukraine in 2004, will be taken into account, as these provide the framework where labour inspection operates.



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## SOCIAL DIALOGUE AND TRIPARTISM:

ILO Conventions No. 81 and 129 both require countries to make appropriate arrangements to promote collaboration between officials of the labour inspectorate and employers and workers or their organizations. The Project will foster collaboration, consultation and negotiation between public authorities and social partners through the creation of a tripartite advisory council. Project activities will both involve the social partners in activities like training, roadmap development and target them directly as beneficiaries through thematic labour inspection campaigns.



## GENDER EQUALITY:

Principles of gender equality will be mainstreamed throughout the Project implementation. Training of labour inspectors will cover topics like non-discrimination, equal pay for work of equal value; sexual harassment; maternity protection and development of gender equality plans. Moreover, all training activities will be organized with a mind of having equal representation of men and women, and reports of these activities will also record the gender balance. In all activities and documents produced as part of the Project, sex-disaggregated data will be used and a gender perspective will be highlighted.

## PARTNERSHIPS

The Project will be planned and implemented in line with the current reform efforts of the Government of Ukraine, and in close cooperation with local partners

such as the Ministry of Social Policy, the State Labour Service, employers' and workers' organizations.

