



Geneva and Brussels, 29 January 2025

H.E. Mr Volodymyr Zelenskyi
President of Ukraine
pm_eu@mfa.gov.ua ; pm_un2@mfa.gov.ua ; ppu.geneva@gmail.com

Urging the President of Ukraine to Ensure Proper Consultation with Trade Unions on Labour Law Reform

Dear Mr President,

We are writing this letter to you on behalf of [IndustriALL Global Union](#) and [industriAll European Trade Union](#), both representing workers in mining, energy, and manufacturing industries throughout the world, to call on the Government of Ukraine to call on you to ensure proper consultation with trade unions in carrying out labour law reform.

We are deeply concerned to learn that the Ministry of Economy has disregarded over 90 per cent of the proposals and comments submitted by trade unions regarding the draft Labour Code circulated in August 2024. No adequate consultation has taken place, and even more troubling, a second version of the Labour Code includes 15 new articles introduced without the knowledge or consultation of trade unions.

The Government of Ukraine's failure to engage in social dialogue with trade unions during the labour law reform process is in contravention of the country's commitment to act in full respect of fundamental labour rights.

This situation is extremely worrisome as your government is set to submit the draft Labour Code for discussion at the Verkhovna Rada soon. In its current form, the document violates international labour standards concerning occupational health and safety, collective agreements, remuneration, leave, and procedures for resolving collective labour disputes. Furthermore, the draft seeks to make permanent the temporary restrictions on labour rights introduced during martial law.

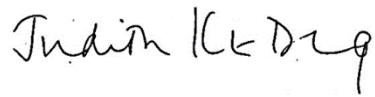
The draft Labour Code lacks provisions to regulate employer relations with trade unions or workers' participation in the management of enterprises, institutions, and organizations, which are currently guaranteed by Articles 243–250 of the existing Code of Labour Laws.

Moreover, the draft Labour Code would seriously erode legal protections for workers regarding unfair dismissals, consent for overtime work, the right to social insurance and pension security, the rights of women and young workers, and decent working conditions in terms of wages, benefits, transfers, and working hours.

We urge the Government of Ukraine to conduct a genuine consultation with trade unions to ensure that the labour law reform results in a body of laws fully compliant with international labour standards.

We look forward to hearing from you.

Sincerely yours,



Judith Kirton-Darling
General Secretary
IndustriAll European Trade Union



Atle Høie
General Secretary
IndustriALL Global Trade Union



Geneva and Brussels, 29 January 2025

Ruslan Stefanchuk
The Chairman of the Verkhovna Rada of Ukraine
stefanchuk-r@rada.gov.ua; Cc: info@kvpu.org.ua

Urging the Verkhovna Rada to Halt Draft Labour Law Discussions Until Proper Trade Union Consultation is Guaranteed

Dear Mr Stefanchuk,

We are writing this letter to you on behalf of [IndustriALL Global Union](#) and [industriAll European Trade Union](#), both representing workers in mining, energy, and manufacturing industries throughout the world, to call on the Verkhovna Rada to halt draft labour law discussions until proper trade union consultation is guaranteed.

We are deeply concerned to learn that the Ministry of Economy has disregarded over 90 per cent of the proposals and comments submitted by trade unions regarding the draft Labour Code circulated in August 2024. No adequate consultation has taken place, and even more troubling, a second version of the Labour Code includes 15 new articles introduced without the knowledge or consultation of trade unions.

The Government of Ukraine's failure to engage in social dialogue with trade unions during the labour law reform process is in contravention of the country's commitment to act in full respect of fundamental labour rights.

This situation is extremely worrisome as the government is set to submit the draft Labour Code for discussion at the Verkhovna Rada soon. In its current form, the document violates international labour standards concerning occupational health and safety, collective agreements, remuneration, leave, and procedures for resolving collective labour disputes. Furthermore, the draft seeks to make permanent the temporary restrictions on labour rights introduced during martial law.

The draft Labour Code lacks provisions to regulate employer relations with trade unions or workers' participation in the management of enterprises, institutions, and organizations, which are currently guaranteed by Articles 243–250 of the existing Code of Labour Laws.

Moreover, the draft Labour Code would seriously erode legal protections for workers regarding unfair dismissals, consent for overtime work, the right to social insurance and pension security, the rights of women and young workers, and decent working conditions in terms of wages, benefits, transfers, and working hours.

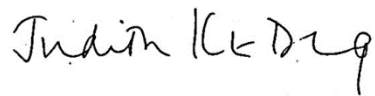
We urge the Government of Ukraine to conduct a genuine consultation with trade unions to ensure that the labour law reform results in a body of laws fully compliant with international labour standards.

Only the agreed version of the Draft Labour Code, approved by the three entitled parties, should be introduced to the Verkhovna Rada according to the current Ukrainian Law on Social Dialogue.

We respectfully request that the Verkhovna Rada pause discussions on the draft labour law until comprehensive consultations with trade unions can be ensured.

We look forward to hearing from you.

Sincerely yours,



Judith Kirton-Darling
General Secretary
IndustriAll European Trade Union



Atle Høie
General Secretary
IndustriALL Global Trade Union

Geneva, 28 January 2025

Mr. Gilbert F. Hougbo
Director-General
International Labour Organization (ILO)
4, route des Morillons
CH-1211 Geneva 22
Switzerland

Transmitted by e-mail: Hougbo@ilo.org; vargha@ilo.org; curtis@ilo.org

Callin on the ILO to intervene to ensure adequate consultation with unions in labour law reform in Ukraine

Dear Mr. Director-General,

I am writing this letter to you as the General Secretary of [IndustriALL Global Union](https://www.industrial-all.org), which has 550 affiliates in 130 countries representing over 50 million workers, including in the mining, energy, and manufacturing sectors, to request your intervention with the Government of Ukraine to ensure adequate consultation with the trade unions in drafting the labour code.

We are deeply concerned to learn that the Ministry of Economy has disregarded over 90 per cent of the proposals and comments submitted by trade unions regarding the draft Labour Code circulated in August 2024. No adequate consultation has taken place, and even more troubling, a second version of the Labour Code includes 15 new articles introduced without the knowledge or consultation of trade unions.

The Government of Ukraine's failure to engage in social dialogue with trade unions during the labour law reform process is unacceptable.

This situation is extremely worrisome as the government is set to submit the draft Labour Code for discussion at the Verkhovna Rada soon. In its current form, the document violates international labour standards concerning occupational health and safety, collective agreements, remuneration, leave, and procedures for resolving collective labour disputes. Furthermore, the current draft seeks to make permanent the temporary restrictions on labour rights introduced during martial law.

The draft Labour Code lacks provisions to regulate employer relations with trade unions or workers' participation in the management of enterprises, institutions, and organizations, which are currently guaranteed by Articles 243–250 of the existing Code of Labour Laws.



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If left unchecked, the draft Labour Code would seriously erode legal protections for workers regarding unfair dismissals, consent for overtime work, the right to social insurance and pension security, the rights of women and young workers, and decent working conditions in terms of wages, benefits, transfers, and working hours.

The Government of Ukraine must conduct a genuine consultation with trade unions to ensure that the labour law reform results in a body of laws fully compliant with international labour standards.

In this regard, we would greatly appreciate your intervention with the Government of Ukraine to ensure that trade unions are adequately consulted during the drafting of the labour code.

I look forward to your prompt action and reply.

With best regards,



Atle Høie
General Secretary





Geneva and Brussels, 28 January 2025

Urging the EU to Ensure Proper Consultation with Trade Unions on Labour Law Reform in Ukraine

Dear **XXX**,

We are writing this letter to you on behalf of [IndustriALL Global Union](#) and [industriAll European Trade Union](#), both representing workers in mining, energy, and manufacturing industries throughout the world, to urge the EU to intervene with the Government of Ukraine to ensure proper consultation with trade unions in carrying out labour law reform.

We are deeply concerned to learn that the Ministry of Economy has disregarded over 90 per cent of the proposals and comments submitted by trade unions regarding the draft Labour Code circulated in August 2024. No adequate consultation has taken place, and even more troubling, a second version of the Labour Code includes 15 new articles introduced without the knowledge or consultation of trade unions.

The Government of Ukraine's failure to engage in social dialogue with trade unions during the labour law reform process is in contravention of the country's commitment to act in full respect of fundamental labour rights.

This situation is extremely worrisome as your government is set to submit the draft Labour Code for discussion at the Verkhovna Rada soon. In its current form, the document violates international labour standards concerning occupational health and safety, collective agreements, remuneration, leave, and procedures for resolving collective labour disputes. Furthermore, the draft seeks to make permanent the temporary restrictions on labour rights introduced during martial law.

The draft Labour Code lacks provisions to regulate employer relations with trade unions or workers' participation in the management of enterprises, institutions, and organizations, which are currently guaranteed by Articles 243–250 of the existing Code of Labour Laws.

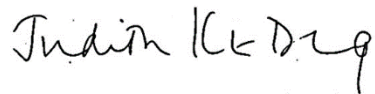
Moreover, the draft Labour Code would seriously erode legal protections for workers regarding unfair dismissals, consent for overtime work, the right to social insurance and pension security, the rights of women and young workers, and decent working conditions in terms of wages, benefits, transfers, and working hours.

The Government of Ukraine must conduct a genuine consultation with trade unions to ensure that the labour law reform results in a body of laws fully compliant with international labour standards.

We firmly believe that the EU's involvement with the Government of Ukraine is crucial to ensure thorough consultation with trade unions during the labour law reform process.

We look forward to your prompt action and reply.

Sincerely yours,



Judith Kirton-Darling
General Secretary
IndustriAll European Trade Union



Atle Høie
General Secretary
IndustriALL Global Trade Union