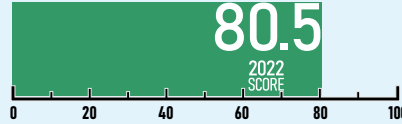




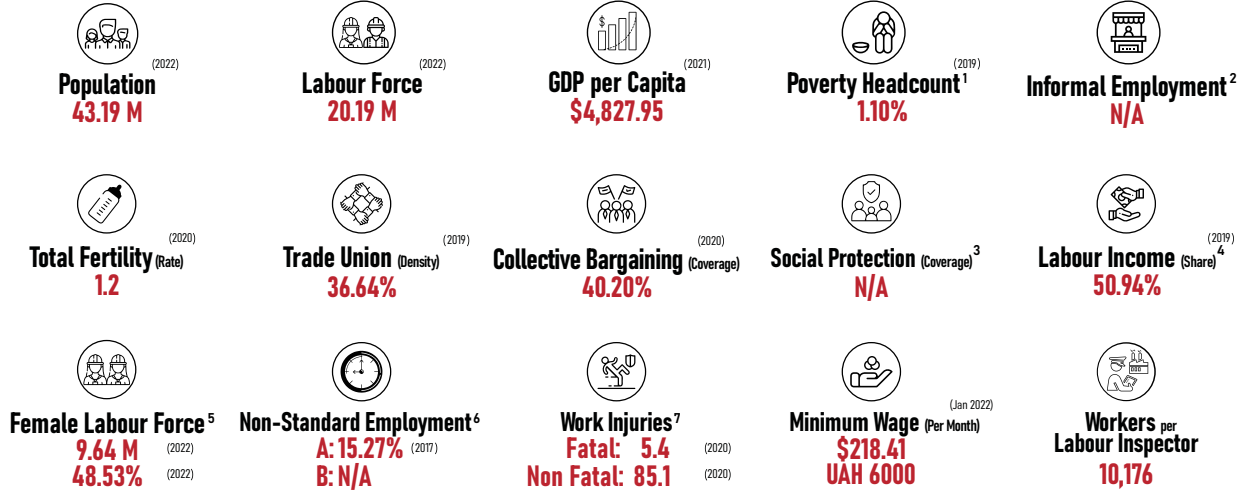
Ukraine



78 2020 SCORE

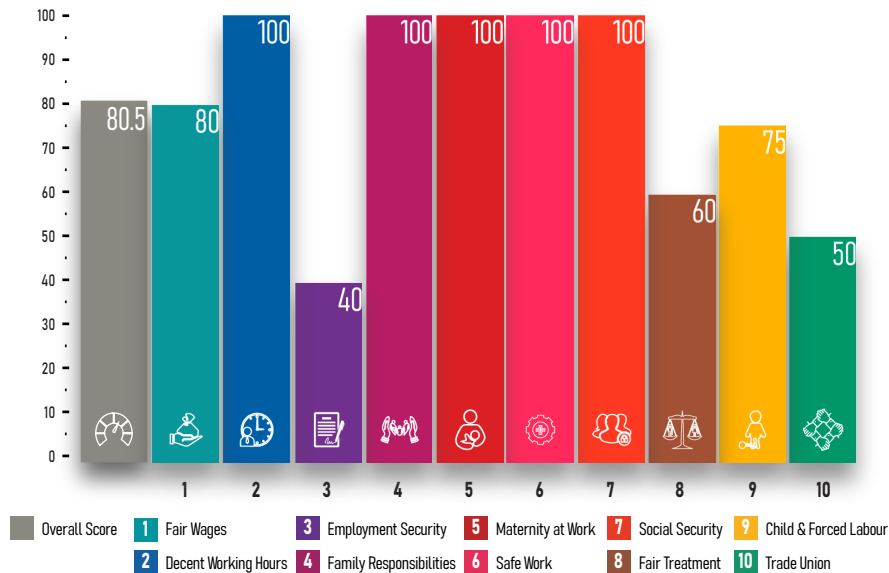
Eastern Europe
Lower Middle Income
Approaching Decent Work
LRI RATING

Contextual Indicators



Sources: World Bank
International Labour Organization
WageIndicator Minimum Wages and Living Wages Database
M=Million

Legislative Performance Indicators



Introduction

The Labour Rights Index 2022 (LRI 2022) is a de-jure index covering 135 economies and structured around the working lifespan of a worker. In total, 46 questions or evaluation criteria are scored across 10 indicators. The overall score is calculated by taking the average of each indicator, with 100 being the highest possible score. The Index uses a rating system, ranging from "Total Lack of Decent Work" to "Decent Work". The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions). The Index is based on national labour legislation, applicable on 1 January 2022. The Index does not take into account COVID-19 related labour market measures in its scoring.

Ukraine's overall score is 80.5 out of 100. The overall score for Ukraine is lower than the regional average observed across Eastern Europe (88). Within the Eastern European region, the highest score is observed for Greece (96).

¹ Proportion of population living below the national poverty line (%), as measured under SDG 1.2.1

² Share of informal employment in total employment (%), as measured under SDG 8.3.1

³ Proportion of the country population covered by social protection floors, as measured under SDG 1.3.1

⁴ Labour income (income of employees + partly income of the self-employed) as a percentage of GDP, as measured under SDG 10.4.1

⁵ The female labour force is shown in absolute number along with the female labour force participation rate

⁶ Non-Standard Employment has been defined as Part-Time Employment (A) and Temporary Employment (B)

⁷ Rate of fatal and non-fatal injuries per 100,000 workers, as measured under SDG 8.8.1

LABOUR RIGHTS INDEX 2022

	Question ⁹	Answer	Legal Basis	Trend ¹²
1. Fair Wages	Does the law prescribe minimum wage rates in the country?	Yes	§43 of the Constitution of Ukraine, 1996; §95 and 100 of the Labour Code, 1971	●
	Does the law require regular payment of wages?	Yes	§94, 97 and 115 of the Labour Code, 1971; §23, 26, 33, 36 of the Law № 108/95-BP of Ukraine	●
	Does the law require overtime compensation be at least 125% of the regular hourly rate?	Yes	§106 of the Labour Code, 1971	●
	Does the law require additional compensation for working on a weekly rest day?	No	§72 and 107 of the Labour Code, 1971	●
	Does the law require additional compensation for night work?	Yes	§54, 55 and 108 of the Labour Code, 1971	●
2. Decent Working Hours	Does the law stipulate general working hours as 48 hours or lower?	Yes	§50, 51, 52, 62-65, 106, 172, 176, 177, 192 and 220 of the Labour Code, 1971	●
	Does the law restrict maximum working hours including overtime to 56 hours per week?	Yes	§65 of the Labour Code, 1971	●
	Does the law require a weekly rest of at least 24 hours?	Yes	§66 - 70, 168 of the Labour Code, 1971	●
	Does the law require paid public holidays?	Yes	§73 and 107 of the Labour Code, 1971	●
	Does the law require at least three working weeks of paid annual leave?	Yes	§4, 6, 9-12, 21 and 24 of the Law of Ukraine 'About leaves' № 504/96-BP; §74-77.2 of the Labour Code, 1971	●
3. Employment Security	Does the law require written employment contracts or at least written employment particulars?	Yes	§21, 23-25 and 187 of the Labour Code, 1971	●
	Does the law restrict the hiring of fixed-term contract workers?	No	§23, 39, 39.1 of the Labour Code, 1971	●
	Does the law limit the length of probation period including renewals to a maximum of 3 months?	Yes	§26-28 of the Labour Code, 1971	●
	Does the law require a 30-day notice before contract termination?	No	§28, 36, 38-41, 43 and 49.2 of the Labour Code, 1971	●
	Does the law require severance pay at the rate of at least 2 weeks of wages for every year of service?	No	§44 of the Labour Code, 1971	●
4. Family Responsibilities	Does the law require parental leave for parents?	Yes	§179, Labour Code 1971; §18, Law № 504/96-BP; §3, 10-12, Law № 2811-XII of 1992; Resolution № 1751 of 2001	●
	Does the law require at least one week of paid paternity leave for fathers?	Yes	§77(3) of the Labour Code, 1971; Resolution of the Cabinet of Ministers № 693 of 2021	●
	Does the law require flexible work arrangements for workers with family responsibilities?	Yes	§51, 55, 56, 63, 176-178, 182-183, 186 and 186.1 of the Labour Code, 1971; Law № 504/96-BP	●
	Does the law require paid nursing breaks?	Yes	§183 and 186 of the Labour Code, 1971	●
5. Maternity at Work	Does the law prohibit inquiring about pregnancy during recruitment?	Yes	§17 of the Law of Ukraine about Ensuring Equal Rights and Opportunities for Women and Men, 2007	●
	Does the law require paid maternity leave of at least 14 weeks?	Yes	§179 of the Labour Code, 1971; §17, 18.1 of the Law of Ukraine 'About leaves' 15.11.1996 № 504/96-BP	●
	Does the law require cash maternity benefit be at least 67% of a worker's former wage?	Yes	§3, 7-9 of the Law № 2811-XII, 1992; §19-20, 25-26 of the Law № 1105-XIV, 1999	●
	Does the law require maternity benefit be paid through contributory social insurance or universal benefits system?	Yes	§3, 7-9 of the Law № 2811-XII, 1992; §19-20, 25-26 of the Law № 1105-XIV, 1999	●
6. Safe Work	Does the law protect workers from dismissals during or on account of pregnancy?	Yes	§40, 184 and 186.1 of the Labour Code, 1971	●
	Does the law require provision of free personal protective equipment to workers from employer?	Yes	§163-167 of the Labour Code, 1971; §8 of the Law of Ukraine 'About OSH' 14.10.1992 № 2694-XII	●
	Does the law require the employer to train workers on health and safety issues?	Yes	§153 of the Labour Code, 1971; §18 of the Law of Ukraine 'About OSH' 14.10.1992 № 2694-XII	●
	Does the law restrict work that is prejudicial to the health of the mother or the child?	Yes	§174, 176 and 178 of the Labour Code, 1971; Orders of the Ministry of Health Protection, 1993	●
	Does the law provide for employment injury benefit?	Yes	§1, 35-37, 40-42 of the Law № 1105-XIV, 1999; §25, Fundamentals of legislation of Ukraine № 16/98-BP, 1998	●
	Does the law provide for an old age pension?	Yes	§2, 9, 24-28 of the Law No.1058-IV of 2003; ISSA Country Profile for Ukraine; §2, 12, 13 and 19 of the Law № 1788-XII	●
	Does the law provide for a dependants/survivors' pension?	Yes	§9, 36-39 of the Law No.1058-IV of 2003; §2, 37-38, 44, 48 of the Law № 1788-XII; Law № 1105-XIV	●
	Does the law provide for unemployment benefit?	Yes	§1, 7, 22-23 of the Law № 1533-III, 2000; §1, 5, 9, 43 of the Law № 5067-VI, 2012	●
7. Social Security	Does the law require paid sick leave for the first 6 months of sickness?	Yes	§19, 20, 22, 24 of the Law № 1105-XIV, 1999; §1 and 7 of the Law № 2464-VI, 2010	●
	Does the law provide for invalidity benefit?	Yes	§4 of the Law № 875-XII, 1991; §2, 23, 29 of the Law № 1788-XII, 1991; §9, 30, 31, 33-34 of the Law № 1058-IV, 2003	●
	Does the law require equal remuneration for work of equal value?	No	§21 of the Labour Code, 1971; §21 of the Law № 108/95-BP; §17 of the Law № 2866-IV	●
	Does the law prohibit sexual harassment in employment?	Yes	§1, 17 and 22-24 of the Law on Equal Opportunities for Women and Men, 2005	●
	Does the law prohibit discrimination in employment matters? ¹⁰	Yes	§21, 24 of the Constitution; §21, 22 of the Labour Code, 1971; §1, 6, 17-18 of the Law on Equal Opportunities for Women and Men, 2005	●
8. Fair Treatment	Does the law allow women to do the same jobs as men?	No	§21, 24 of the Constitution, 1996; §21, 22 of the Labour Code, 1971; Law № 2866-IV, 2005	●
	Does the law guarantee basic labour protections for gig economy workers?	Yes	Law on Mandatory State Pension Insurance No.1058-IV of 2003; ISSA Country Profile for Ukraine	●
	Does the law prohibit employment of children?	Yes	§188-192 of the Labour Code, 1971; §21 of the Child Protection Law № 2402-III, 2001	●
	Does the law set employment entry age equal to or higher than the compulsory schooling age?	No	§3, 12, and 20 of the Law on General Secondary Education, 1999; §35 of the Constitution, 1996	●
9. Child and Forced Labour	Does the law prohibit the employment of children in hazardous work under the age of 18 years?	Yes	§190 & 192 of the Labor Code, 1971; Order of the Ministry of Health No. 46, 1994	●
	Does the law prohibit forced labour?	Yes	§31 of the Labour Code, 1971; §149-150, 173 of the Criminal Code, 2001	●
	Does the law allow workers to form and join unions of their own choice?	Yes	§36, Constitution 1996; §3 & 6, Law № 1045-XIV of 1999; §243, Labour Code, 1971	●
10. Trade Union	Does the law allow workers to bargain collectively with employers through their representative unions?	Yes	§13-14, Labour Code, 1971; §4, 7, 10, Law № 3356-XII of 1993; §8, Law № 2862-VI of 2010	●
	Does the law provide for the right to strike?	No	§44 of the Constitution 1996; §17-28 of the Law № 137/98-BP, 1998; CEACR, C87, Obs. 2018	●
	Does the law prohibit employers from terminating employment contracts of striking workers?	No	§44 of the Constitution, 1996; §174 & 293 of the Criminal Code 2001; CEACR, C87, Obs. 2018	●

Covid 19 and Labour Market in Ukraine*

Total Covid Cases	5.29 Million
Total Covid Deaths	116,427
Partial Vaccinated	36.0%
Fully Vaccinated	34.0%

Wage Subsidies	✓
Social Security Contributions (deferrals/waivers)	✓
Paid Sick Leave	✓
Add. Unemployment Benefits	✓

Protection from Dismissals	✗
Telework/flexible work	✓
Improved Health Access	✓
Training (activation measures)	✓

⁹ The Index has 10 indicators and 46 evaluation criteria or questions.

¹⁰ The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

¹¹ A country's score on LRI's Trade Union indicator must also be read together SDG indicator 8.8.2 which measures the level of national compliance with labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation. It has a range from 0 to 10, with 0 being the best possible score (indicating higher levels of compliance with FACB rights) and 10 the worst (indicating lower levels of compliance with FACB rights). The score of Ukraine on SDG 8.8.2 is 1.46 (2020)

The Index uses Observations/Direct Requests from ILO CEACR and the US Department of State's Country Reports on Human Rights Practices (US DOS CHRHP) to measure a country's compliance on the Trade Union indicator.

¹² In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2020), the legislative table indicates improvement or worsening of labour rights in country through the following colours.

- Score increase
- Score decrease
- Score adjustment
- No change