



**INTERNATIONAL TRADE UNION CONFEDERATION  
EUROPEAN TRADE UNION CONFEDERATION**

Mr Ruslan Stefanchuk  
Chairman of Verkhovna Rada of  
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PERC/AL/pw

Brussels, 1 June 2022

Dear Mr Stefanchuk,

It has come to our attention that the Draft Bill 5371 has been placed on the agenda of the Verkhovna Rada. Despite the fact that this draft had already received negative expert opinions, including by the ILO, a group of members of the Parliament have revived it.

In May and in September 2021 we expressed our concerns that the draft bill 5371 would contradict the provisions of the EU Association Agreement and ILO Conventions<sup>1</sup>.

The workers of Ukraine are the hardest hit by the Russian aggression. According to the ILO assessments, 4.8 million jobs have already been lost and the losses can reach 7 million. Furthermore, the law of Ukraine "On legal regime of martial law" already greatly restricts the rights of workers.

We are deeply concerned about the continuous regressive labour reforms – despite the emergency of war times – which go in the opposite direction of EU principles and values.

Ukraine will need to consolidate all forces in its national reconstruction processes which will also require relaunching the industrial relations of the country, including a



ITUC ETUC to  
Ukrainian authorities

comprehensive revision of the labour legislation, and we understand that a new labour code is to be developed within one year. The adoption of a highly controversial piece of legislation today will not contribute to that goal, on the contrary, it will undermine it.

The draft bill 5371 should be dismissed. The very fact of its discussion gives a wrong signal about the intentions of Ukraine, as a state, as regards respecting the values of the European Union, including the principles of non-discrimination and social dialogue, but also the obligations under the ratified Conventions of the International Labour Organisation.

We urge you to ensure a proper process for a comprehensive revision of the labour legislation as a part of the reconstruction process, with the full participation of representative trade unions and with full respect for national social dialogue and the international obligations of Ukraine. We are ready to contribute to that process with our expertise.

Yours sincerely,



Sharan Burrow  
General Secretary  
ITUC



Luca Visentini  
General Secretary  
ETUC and PERC

CC: FPU/KVPU/VOST