



**STATEMENT of the 4<sup>th</sup> General Assembly of  
the Pan-European Regional Council  
Brussels, 16 December 2019**

As it has become known, the Cabinet of Ministers of Ukraine has hastily prepared a draft Law on Labour behind closed doors without any involvement of the social partners. The draft law is to be introduced to the Parliament soon and is going to be adopted under the simplified accelerated procedure. With this purpose it contains 99 articles, a maximum number subject to the simplified procedure under the Rules of Procedure of the Verkhovna Rada of Ukraine.

The secrecy around the draft law and the haste to adopt it are not accidental, as it is an attempt to get through the Parliament some scandalous provisions that would surely be denounced by the public.

Authorities have forgotten about the obligations that Ukraine undertook as an ILO member State that has ratified the ILO fundamental conventions. In the interests of oligarchy and foreign capital, the whole system of labour law and social protection is being dismantled. The Law on Labour has already been nicknamed a “slavery law”. Massive transition to individual contracts will deprive workers of their rights, and every worker will have to individually bargain over their wages and working conditions. A novelty – contracts with unfixed work schedules. The eight-hour working day is proposed only as a reference point. The draft law will allow employers to quickly and easily dismiss workers, including on the “employer’s own initiative”.

Pursuant to the transitional provisions of the draft law, at the moment it enters into force (six months after the adoption) the currently-in-effect Code of Labour Laws of Ukraine, Laws “On Labour Remuneration”, “On Leave”, “On Trade Unions, Their Rights and Guarantees of Their Activity” and others will become void.

Trade unions will become outsiders; they will be deprived of the right to carry out public control over the observance of labour legislation, to participate in the development of state policy in the area of labour relations, wages and social protection. The check-off system is to be abolished.

Conflicts between workers and employers will be solved by the National Service for Mediation and Reconciliation through mediators and arbitrators.

The government is not paying attention to trade union statements and street actions. In fact, **it has not requested technical assistance from the ILO**. It has forgotten that under the Constitution, Ukraine is a social state.

In view of all this, the General Assembly of the Pan-European Regional Council draws attention to Ukraine's officials that the adoption of the Law on Labour should be considered only after public debates and in dialogue with all social partners.

We urge the government of Ukraine to avail itself of ILO technical assistance in preparation of the Labour Code meeting international standards.

The PERC General Secretary is requested to send the mission to Ukraine as soon as possible for a first-hand assessment of the situation on the ground and to provide assistance to Ukrainian trade unions.

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