

STATEMENT

Fourteen Ukrainian affiliates of IndustriALL Global Union and industriAll European Trade Union regarding the draft law of Ukraine No. 10147 "On the safety and health of employees at work"

Following a joint meeting facilitated by IndustriALL Global Union and industriAll European Trade Union on 14 October 2025, 14 trade unions of Ukrainian industry sectors listed below

UNDERLINE:

- the draft law No. 10147 proposed by the government, in the first reading, was not approved by the Joint Representative Body of Representative All-Ukrainian Trade Union Associations at the national level, which confirms the lack of proper social dialogue and is a violation of the current legislation. Trade unions are authorized representatives of employees and defenders of their labour, socio-economic rights and interests in state authorities and local self-government, in relations with the employer, and with other associations of citizens in accordance with Part 2 of Article 243 of the Labour Code. However, the initiated amendments and proposals of the trade union side were ignored during the preparation of the text of the draft law for the second reading.
- "Eurointegration" draft No. 10147 contradicts the general principles of EU Council Directive 89/391/EEC, in particular, in terms of requirements for improvements regarding the working environment and non-recognition of **any reduction** in the levels of safety, hygiene and health protection at workplaces that have already been achieved in the state. On the contrary, it creates risks of lowering existing standards of social protection, practices of trade union control over working conditions at workplaces and in general in relationships between employees and employers in the field of occupational safety and health.
- the new version of the norm that a trade union can represent employees only if it unites at least 25 per cent of the staff is a de facto exclusion of trade unions from the concept of "employees' representatives" and deprivation of the legal right to exercise public control over compliance with legislation in the field of labour protection. Such a provision contradicts ILO Conventions No. 87, No. 98, No. 135, as well as the Constitution of Ukraine, the Labour Code and the Law "On Trade Unions, their rights and guarantees of activity", and creates an opportunity for employers to create "yellow trade unions" or appoint employees' representatives at their discretion.

In addition, in fact, the formulated provisions of the draft law cancel the principle of state policy on the full responsibility of the employer for the creation of proper, safe and healthy working conditions and the obligation to enshrine in the law the guarantee of the rights of employees to benefits and compensation for difficult and harmful working conditions, in

conditions when our workers are often forced to work in difficult and harmful working conditions using outdated technologies and worn-out equipment and in particular in wartime.

The current Law of Ukraine "On Labour Protection" was developed with the participation of the ILO. The adoption of draft law No. 10147 in the proposed version will lead to legal uncertainty of a significant amount of legal acts related to it and create risks of legally unregulated relations between employees and employers. In addition, draft law No. 10147 does not solve the problem of insufficient capacity of the State Labour Service of Ukraine, since it does not have the powers provided for by ILO Conventions No. 81 and No. 129.

In view of the above, Ukrainian trade unions affiliated to IndustriALL Global Union and industriAll European Trade union

CALL ON:

1. The Verkhovna Rada of Ukraine, people's deputies should not adopt draft law No. 10147 in its current version, but send it for revision with the mandatory involvement of trade unions, experts from the ILO and the European Union.
2. The Verkhovna Rada of Ukraine and the Government of the State shall ensure the protection of fundamental rights, fundamental issues of safety and health of workers, which are key components of labour relations and should be properly reflected in the new Labour Code of Ukraine, which is being developed with the participation of social partners and ILO experts.
3. The European Commission and the European Parliament should draw attention to the fact that the adoption of draft law No. 10147 in its current version will jeopardize the process of Ukraine's European integration, as a number of its provisions **violates European legislation and the principles of decent work**. This may become an obstacle to Ukraine's further progress on the path to EU membership, as the draft law undermines the foundations of social dialogue. As mentioned above, the text for the first reading was submitted without taking into account the proposal of the Joint Representative Body of the Employers' Party at the national level and was not approved by the Joint Representative Body of Representative All-Ukrainian Trade Union Associations at the national level.
4. The ILO to provide assistance in ensuring the full compliance of the labor legislation of Ukraine, which is currently being drafted, with international standards. In June 2022, the ILO added to the "Declaration on Fundamental Principles and Rights at Work (1998)" occupational safety and health as the fifth fundamental principle and right at work. This means that protecting workers from work-related injuries and illnesses is no longer optional, but a required basic human right.

5. All the above-mentioned authorities and organizations to support Ukrainian trade unions in protecting the right of workers to safe and healthy working conditions in the process of European integration.

We hope that decent work, social dialogue and mutual respect for social partners, these cornerstones of Ukraine's European choice, are shared by all participants in the process of Ukraine's European integration.

Fourteen Ukrainian affiliates of IndustriALL Global Union and industriALL European Trade union:

- Automobile and Agricultural Machinery Workers' Union of Ukraine - AAMWU
- Nuclear Power and Industry Workers' Union of Ukraine - ATOMPROFSPILKA
- Chemical and Petrochemical Workers' Union of Ukraine - CTU
- Independent Trade Union of Miners of Ukraine - KVPU
- Ukrainian Machine building and Metalworking Union - MASHMETAL
- Trade Union of the Metalworkers and Miners of Ukraine - PMGU
- Trade Union of the Ukrainian Oil and Gas Industry Workers - NAFTOGAZPROFSPILKA
- Trade Union of Coal Industry Workers of Ukraine - PRUPU
- Radio Electronics & Mechanical Engineering Workers' Trade Union of Ukraine - REMEWU
- Trade Union of Aircraft and Machine Building Workers of Ukraine - TUAMBWU
- Trade Unions of Defence Industry Workers of Ukraine - TUDIW
- Energy and Electrotechnical Industry Workers' Union of Ukraine - UKRELECTROPROFSPILKA - EEIWU
- Trade union of machine-builders and instruments-makers of Ukraine – MASHPRILAD
- Trade Union of Shipbuilding Workers of Ukraine - TUSWU