



▶ ILO's response to the crisis in Ukraine

February 2023

▶ Impact of the crisis on employment, incomes and social protection

The Russian Federation's aggression against Ukraine is causing economic disruptions as well as widespread internal displacement and refugees flows, leading to large-scale employment and income losses. Preliminary assessments indicate that national income dropped drastically in 2022 – by between 35 and 45 per cent.

[The ILO estimates](#) that employment in 2022 was 15.5 per cent (2.4 million jobs) below the 2021, pre-war, level. This projection is not as high as the ILO's estimate in April 2022, soon after the war began, that 4.8 million jobs would be lost. The positive change is a consequence of the reduction in the number of areas of Ukraine under occupation or with active hostilities. However, this partial labour market recovery is modest and highly fragile.

As the war drags on, more Ukrainians could lose their jobs and millions could be pushed into poverty, offsetting years of development efforts. Furthermore, the crisis has had a significant impact on the Ukrainian social protection system both in terms of increased expenditure and decreased revenue.

Different regions of Ukraine are facing different challenges.

Regions close to active combat zones are experiencing acute humanitarian needs. Safer areas need urgent economic stabilization and resilience building assistance.

At the same time, the large number of Internally Displaced People (IDPs) and refugees pose extreme integration and socioeconomic challenges for Ukraine and neighbouring countries. Support in the coming months will need to focus on both humanitarian needs and economic stabilization, as both are critical, depending on the areas of intervention and the evolution of the conflict.

ILO assistance during the Ukraine crisis



► What else is needed? – Six proposals to support Ukraine

ILO's planned response to the multi-faceted crisis encompasses humanitarian, early recovery and developmental approaches. It targets Ukraine itself, as well as Moldova, as the most vulnerable host country for Ukrainian refugees.

1. Continuation of humanitarian aid where the ILO can provide value added

Provide shelter for refugees in trade union-run facilities in Ukraine and Moldova. Aid will be delivered within the framework of the UN humanitarian and refugee response architecture. Prevention of labour exploitation and human trafficking through (1) training of labour market actors (Employers, employment services), (2) awareness raising for refugees on risks and on their rights at work, (3) better enforcement of labour law.

2. Inclusion of refugees and Internally Displaced People (IDPs) in labour markets and education

Support public and private employment services in Ukraine and Moldova to bring IDPs and refugees into decent jobs.

3. Income support

Facilitate the transition from humanitarian cash delivery to social protection, by providing technical assistance regarding coverage, adequacy, and targeting, including for populations, such as informal workers, that are not covered by existing income support programmes.

As part of the early-recovery strategy, cash for work programmes for the removal of debris or social services can be implemented in coordination with humanitarian actors and the Government, building on the ILO's expertise on [employment-intensive infrastructure programmes](#) in post-conflict settings.

4. Economic stabilization measures in relatively safe regions of the country

Use sectoral approaches to private sector development, including the increase of local production of aid items, local employment partnerships, support for the relocation of businesses from conflict-affected areas to safe havens, and entrepreneurship training for IDPs, refugees, and returnees.

5. Supporting the Priority Reforms of the Ukrainian Government

Continue to support development in Ukraine by working with the Government on priority reforms in selected areas (labour law reform, e-learning solutions for students and adult learning).

6. Financial support to trade unions and employers

Invest in maintaining a pluralistic and democratic society, including by upgrading essential services, such as employers' support on business relocation and business matchmaking with aid industry; trade unions's support on job referral and legal advisory services.

► Funding needs

Ukraine response funding overview, 2022-23 (US\$, thousands)

■ Funds received ■ Unmet funding needs

Ukraine

2 650

15 470

As at 1 February 2023

► ILO's presence on the ground

The ILO Office for Central and Eastern Europe has 75 staff members, including 15 in Ukraine and manages a portfolio of US\$ 6 million in core funding for 2022-23 and US\$ 34 million in voluntary contributions, of which US\$ 13 million are for Ukraine. In Ukraine, the ILO currently benefits from financial support of:



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