



**MINISTRY OF
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DECENT WORK

Inclusive Labour Markets for Job Creation in Ukraine

A large-scale 5 year ILO project to create inclusive job opportunities, funded by the Government of Denmark had its official kick off ceremony in July 2018. It aims to assist the Government of Ukraine in its efforts to improve the Labour market governance through the strengthening of employment services and other labour market institutions, to better align the skills development with the demand for skills and improve tripartite social dialogue.

The Danish support is part of the support provided as part of the Sustainable and Inclusive Economic Development thematic programme within the framework of the Danish Neighbourhood Programme (DANEP) 2017/2021 under the Danish country programme for Ukraine. It also contributes to SDG 8 (decent work and economic growth) and is in alignment with the European Neighbourhood Instruments and Policy.

The Project has wide-reaching goals of contributing to strategic development of Ukrainian labour market through development of sustainable tripartite social dialogue, partnership-driven active labour market frameworks at the local level and helping create jobs and effective services provided to constituents of the social partners.



ILO

outcome 1

Labour market governance is improved through the strengthening of employment services and other labour market institutions

The ILO collaborates with the Ministry of Social Policy and State Employment Service of Ukraine to support the local employment offices in selected regions to modernize their services. The aim is to provide better counselling to active job seekers, to outreach to the unemployed and to work on information dissemination and activation of passive job seekers. In addition, the ILO promotes and supports implementation of the Local Employment Partnership (LEP) model in the selected regions. The modernized services and concepts are supported at the central level and will be replicated in other regions of Ukraine.



Valli Corbanese, ILO expert, helps to implement new methods in the State Employment Service of Ukraine.

An important element of the project is the piloting and implementation of the Institute of career counselors. Indeed, there is a necessity to expand the range of services for clients of the SES, taking into account individual needs, their level of professionalism, the degree of labor motivation and mobility.

“The career counselor works with each client separately. He will be able to detect the obstacles faced by the client in the labour market and will help to overcome them. This person will be your assistant every time you return to the employment service. I believe that as a client, you are likely to trust someone with whom you have already spoken and who supported you,” said ILO expert Valli Corbanese.

Activities:

1. Training of receptionists and registrars of the State employment Service of Ukraine, 20–21 November 2018
2. Training of career counsellors of the State Employment Service of Ukraine, 18–19 December
3. Trainings on Local Employment Partnerships in Rivne and Kherson (pilot regions), November, December 2018

Labour standards:

Gap analysis for:

- ILO Convention 88 concerning the Organization of the Employment Service
- ILO Convention 181 concerning Private Employment Agencies
- ILO Convention 168 concerning Employment Promotion and Protection against Unemployment

outcome 2

Skills development is better aligned with demand for skills with particular emphasis on the private sector.

The ILO cooperates with the Ministry of Social Policy, State Employment Service, Ministry of Education and Science and Ministry of Economic Development and Trade of Ukraine to address the skills mismatch and implement the ILO Global Entrepreneurship program *Start and Improve Your Business* (SIYB).

Training “Start and Improve Your Business” was attended by the VET (Vocational and Educational Training) centers and the Institute of Personnel Training of State Employment Service of Ukraine in January 2019.

“The State Employment Service of Ukraine introduces the newest approaches to job creation through supporting the development of small business in Ukraine, creating favorable conditions for starting its own business. This ensures socio-economic development of the country and increases the standard of living of the population.”

—mentioned by Iuliya Zovtyak, Deputy Head of SES.



17 trainers from SES VET centers will organize trainings for potential new entrepreneurs in their region. ILO will provide mentoring support in this process.

Start and Improve Your Business (SIYB) is currently the largest global business management training programme with a focus on starting and improving businesses as a strategy for creating more and better employment for women and men.

It comprises of 4 modules: *Generate Your Business idea*; *Start your business idea*; *Improve your business*; *Expand your business*. This is the largest global business management training program with a focus on starting and improving businesses as a strategy for creating more and better employment for women and men.



Tripartite social dialogue and collective bargaining as means to create more and better jobs are enhanced

This Component looks at national and regional tripartite social dialogue and sectorial collective bargaining, including empowerment of the social partners. The ILO cooperates with the National Tripartite Social Council (NTSEC), its Secretariat and Regional Tripartite Social Councils (RTSEC) in selected regions to improve their capacities in social dialogue as well as in information campaigns and awareness raising.

Draft tripartite Action Plan for improving the effectiveness of social dialogue was developed. ILO has backstopped the works of the tripartite working group through policy and technical advice.

Follow up

- A comparative analysis of challenges and solutions in the policy making, operation processes, users satisfaction and impact between the Ukrainian NTSEC and ESCs in the EU member states
- An outline of a Green Paper on the future of social dialogue in Ukraine.

NTSEC Thematic Area for 2018

The gap analysis related to ILO Convention 183 on maternity protection as well as two trainings were delivered to government institutions, trade unions, academia and civil society organizations on maternity protection and gender aspects of social security. This was in the annual work plan of the NTSEC Secretariat for 2018 as Ukraine plans to ratify this Convention in the near future.



“Trade unions representatives face violation of labour rights of pregnant women and mothers. At the same time it is crucially important to comprehensively understand the problems of female workers in order to better help them. Knowledge of ILO standards empowers to better understand the scope of spheres, covered by maternity, and provides additional tools for protection of the female workers rights”
— highlighted by Olesya Bryazgunova.

Social partners

- LO/FTF and 3F, and Danish Industry, the Danish social partners carried out needs assessment of the Federation of Trade Unions of Ukraine, Confederation of Free Trade Unions of Ukraine (KVPU) and Federation of Employers, who will benefit from the institutional development. The project will support the Ukrainian social partners to improve their services
- Trade unions in Ukraine experience that the rights of workers are under threat. Workshop for trade union leaders and lawyers from all over Ukraine on the use of International Labour Standards and the ILO supervisory machinery in addressing deficiencies of workers' rights organized in February 2019