



Geneva and Brussels, 29 January 2026

Mr. Gilbert F. Hougbo
Director-General

International Labour Organization (ILO)
4, route des Morillons
CH-1211 Geneva 22

Sent by e-mail to: Hougbo@ilo.org; vargha@ilo.org; curtis@ilo.org

Call for urgent intervention to ensure that the labour law reform process in Ukraine complies with international labour standards and guarantees respect for the principles of social dialogue

Dear Director-General,

We are writing this letter on behalf of [IndustriALL Global Union](#) and [industriAll European Trade Union](#), both with affiliated unions that represent workers in mining, energy, and manufacturing industries throughout the world, to urgently request the ILO's immediate intervention with the Ukrainian government concerning the ongoing labour law reform process in the country.

Like the International Labour Organization (ILO), our organizations attach paramount importance to the labour law reform process, advocating for genuine social dialogue, tripartism and alignment with international standards. Such a process strengthens worker protection and ensures that reforms are both legitimate and enforceable.

Our affiliated unions in Ukraine have expressed deep concern about the weakening of fundamental workers' rights and the manner and speed with which the draft labour code of Ukraine was submitted to Parliament at the end of last year. As reported, multiple versions of the draft circulated throughout 2025. Following technical comments made by the ILO, the Ministry of Economy convened six meetings involving social partners and ILO experts. However, less than half of the ILO's recommendations were considered, and they were not reflected in the subsequent revision of the draft. In addition, at the request of trade unions, the ILO Office in Ukraine urged the Ministry of Economy to share the latest version of the draft with all nationally represented social partners to ensure their meaningful participation in the reform process.

On 29 December 2025, late in the evening, Ukrainian trade unions received a new version of the draft labour code. The very next day, on 30 December, the draft labour code was submitted for consideration by the Government Committee on Economic, Financial, Agrarian, Investment and Sanctions Policy.

Understandably, it was impossible for the unions to analyse the document within such an extremely short timeframe, particularly given the challenging situation with electricity supply at the time.

On 30 December 2025, the draft text was recommended by the Government Committee for consideration at a meeting of the Council of Ministers and for submission to the Verkhovna Rada for adoption as law. One week later, on 7 January 2026, the Cabinet of Ministers approved the draft labour code. The Prime Minister of Ukraine subsequently stated that the draft had allegedly been discussed with the social partners and agreed with the unions. This, however, does not correspond to reality.

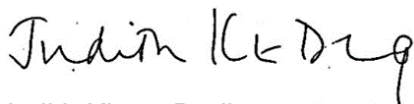
Together with our affiliates, we consider the actions taken by the Ukrainian government to advance one of the country's most important pieces of labour-relations legislation, while excluding trade unions from the drafting process and undermining workers' rights, to be unacceptable. Such actions constitute a flagrant violation of the principles of social dialogue and of international labour standards.

The government's actions in drafting the Labour Code fail to comply with several ILO conventions ratified by Ukraine, which form integral part of its national legislation.

Therefore, in support of the position of our Ukrainian affiliates, we call on you to undertake an urgent intervention urging the Ukrainian government to bring both the process and content of labour-law reform into full alignment with international labour standards and to ensure respect for the principles of social dialogue.

We look forward to your prompt action and reply,

Sincerely yours,



Judith Kirton-Darling
General secretary
IndustriAll European Trade Union



Atle Høie
General secretary
IndustriALL Global Trade Union



Brussels and Geneva, 29 January 2026

Ms Ursula von der Leyen

President

European Commission

Sent by e-mail to: ec-president-vdl@ec.europa.eu

Call for urgent intervention to ensure that the labour law reform process in Ukraine complies with international labour standards and guarantees respect for the principles of social dialogue

Dear President von der Leyen,

We are writing this letter on behalf of [IndustriALL Global Union](#) and [industriAll European Trade Union](#), both with affiliated unions that represent workers in the mining, energy, and manufacturing industries throughout the world, to urgently request the EU's immediate intervention with the Ukrainian government concerning the ongoing labour-law reform process in the country.

Like the EU, our organizations attach paramount importance to the labour-law reform process, advocating for genuine social dialogue and alignment with international standards as essential pillars for economic growth, fair working conditions, and social cohesion. Such a process strengthens worker protection and ensures that reforms are both legitimate and enforceable.

Our affiliated unions in Ukraine have expressed deep concern about the weakening of fundamental workers' rights and the manner and speed with which the draft labour code of Ukraine was submitted to Parliament at the end of last year. As reported, multiple versions of the draft circulated throughout 2025. Following technical comments made by the ILO, the Ministry of Economy convened six meetings involving social partners and ILO experts. However, less than half of the ILO's recommendations were considered, and they were not reflected in the subsequent revision of the draft. In addition, at the request of trade unions, the ILO Office in Ukraine urged the Ministry of Economy to share the latest version of the draft with all nationally represented social partners to ensure their meaningful participation in the reform process.

On 29 December 2025, late in the evening, Ukrainian trade unions received a new version of the draft labour code. The very next day, on 30 December, the draft labour code was submitted for consideration by the Government Committee on Economic, Financial, Agrarian, Investment and Sanctions Policy.

Understandably, it was impossible for the unions to analyse the document within such an extremely short timeframe, particularly given the challenging situation with electricity supply at the time.

On 30 December 2025, the draft text was recommended by the Government Committee for consideration at a meeting of the Council of Ministers and for submission to the Verkhovna Rada for adoption as law. One week later, on 7 January 2026, the Cabinet of Ministers approved the draft labour code. The Prime Minister of Ukraine subsequently stated that the draft had allegedly been discussed with the social partners and agreed with the unions. This, however, does not correspond to reality.

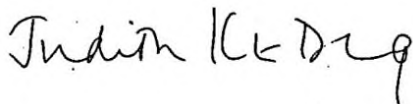
Together with our affiliates, we consider the actions taken by the Ukrainian government to advance one of the country's most important pieces of labour-relations legislation, while excluding trade unions from the drafting process and undermining workers' rights, to be unacceptable. Such actions constitute a flagrant violation of the principles of social dialogue and of international labour standards.

The government's actions in drafting the Labour Code contravene the provisions of the *acquis communautaire* in the field of social dialogue, which are binding on any country applying for EU membership. They are also inconsistent with several ILO conventions ratified by Ukraine, which form an integral part of its national legislation. We therefore believe that the EU's involvement with the Ukrainian government is crucial to ensure meaningful consultation with trade unions throughout the labour-law reform process and to guarantee full respect for fundamental labour rights.

Therefore, in support of the position of our Ukrainian affiliates, we call on you to undertake an urgent intervention urging the Ukrainian government to bring both the process and content of labour-law reform into full alignment with international labour standards and to ensure respect for the principles of social dialogue.

We look forward to your prompt action and reply,

Sincerely yours,



Judith Kirton-Darling
General secretary
IndustriAll European Trade Union



Atle Høie
General secretary
IndustriALL Global Trade Union