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## **EUROPEAN SOCIAL CHARTER**

Ad hoc report on the cost-of-living crisis

submitted by

**THE GOVERNMENT OF UKRAINE**

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**CYCLE 2024**

## **AD-HOC REPORT**

### **Cost-living crisis**

**1) Please provide information as to whether and how the statutory minimum wage is regularly adjusted/indexed to the cost of living. Please indicate when this last happened, specifically whether it has been adjusted /indexed since the end of 2021.**

In Ukraine, the matter of labour remuneration of the employees having labour relations, based on the employment contract with enterprises, institutions and organisations of any ownership and business form shall be governed without limitation by the Law of Ukraine “On Labour Remuneration”.

According to Article 3 of this Law of Ukraine, the minimum wage is the statutory minimum labour remuneration for the monthly (hourly) work performed by the employee, which is the state social guarantee binding all over Ukraine for enterprises of any ownership and business form and for natural persons who hire employees based on any labour remuneration system.

According to the Law, the employee’s wage for the fully performed monthly (hourly) work may not be lower than the minimum wage. In its turn, the minimum wage shall not be lower than the subsistence level for non-disabled persons.

To ensure the minimum wage, surcharges for the work done under unfavourable working conditions and increased health risks, night shifts and overtime work, business trips, bonuses paid on the occasion of holidays and anniversaries shall not be taken into account when calculating the employee’s wage. If the wage paid to an employee who has fulfilled his/her monthly work is lower than the statutory minimum wage, the employer shall pay him/her an extra fee so as to bring the wage to the minimum level, which is paid every month along with the wage. If the wage is lower than the minimum remuneration in connection with the frequency of payment of its components, an extra fee shall be paid so as to bring the wage to the minimum level.

The minimum wage is set at both monthly and hourly rates.

The minimum wage shall be determined taking into account the needs of employees and their families, the value, which is sufficient to ensure the normal living of non-disabled people, maintain their good health, provide a range of essential products, a minimum number of non-food items and services needed to meet basic social and cultural needs, as well as with due consideration of the average wage rate, working efficiency and employment level (Article 9 of the Law of Ukraine “On Labour Remuneration”) and shall be established by the Verkhovna Rada of Ukraine (based on the recommendation of the Cabinet of Ministers of Ukraine) at least once a year in the Law on the State Budget of Ukraine. The minimum pay rates (wages), as well as minimum salary guarantees, shall

be determined in master agreements. The minimum wage shall be applied at the rates and under the terms and conditions in effect in December of the previous budget period (Article 41(2)(4) of the Budget Code of Ukraine) until the Law on the State Budget of Ukraine for the current budget period enters into force.

It should be noted that the legislation of Ukraine provides for annual review of the minimum wage (when the State Budget of Ukraine is approved) and possible additional review of the minimum wage based on inflation processes.

According to the Laws of Ukraine on the State Budget of Ukraine, the following minimum wages are established for the corresponding year:

for 2021 at the monthly rate:  
from 1 January — UAH 6,000, from 1 December — UAH 6,500;  
at the hourly rate: from 1 January — UAH 36.11, from 1 December — UAH 39.12;  
for 2022 at the monthly rate:  
from 1 January — UAH 6,500, from 1 October — UAH 6,700;  
at the hourly rate: from 1 January — UAH 39.26, from 1 October — UAH 40.46;  
for 2023 at the monthly rate:  
from 1 January — UAH 6,700; at the hourly rate — UAH 40.46;  
for 2024 at the monthly rate: from 1 January — UAH 7,100, from 1 April — UAH 8,000;  
at the hourly rate: from 1 January — UAH 42.6, from 1 April — UAH 48.

The Ministry of Economy has suggested establishing the minimum wage of UAH 8,795 at the monthly rate for 2025.

According to the Law of Ukraine “On the Subsistence Minimum” the subsistence minimum is the value of a set of foodstuffs sufficient to ensure the normal functioning of the human body and preserve its health, as well as a minimum set of non-food products and a minimum set of services necessary to meet the basic social and cultural needs of a person.

The subsistence minimum is determined by the normative method per month per person, as well as separately for those belonging to the main social and demographic groups of the population:

children under the age of 6;  
children aged 6 to 18;  
able-bodied persons;  
persons who have lost their ability to work.

For reference: able-bodied persons include persons who have not reached the statutory retirement age. Persons who have lost their ability to work include persons who have reached the statutory retirement age, persons who have reached the retirement age that gives them the right to receive a pension on preferential terms, and non-working persons recognized as persons with disabilities in accordance with the established procedure.

The subsistence minimum is increased by the amount of mandatory payments for persons who are subject to mandatory state social insurance in accordance with the law.

The subsistence minimum is used for:

general assessment of the living standards in Ukraine, which is the basis for the implementation of social policy and the development of certain state social programs;

setting the minimum wage and minimum old-age pension, determining the amount of social assistance, assistance to families with children, unemployment benefits, as well as scholarships and other social payments based on the requirements of the Constitution of Ukraine and laws of Ukraine

determining the right to receive social assistance;

determination of state social guarantees and standards of service and provision in the areas of healthcare, education, social services, etc;

setting the amount of the tax-free minimum income of citizens;

preparing of the State Budget of Ukraine and local budgets.

To assess the standard of living in the region, develop and implement regional social programs, and determine the right to social assistance financed from local budgets, local governments may approve a regional subsistence minimum not lower than the one established in accordance with this Law.

The set of food products and the set of non-food products are determined in physical terms, and the set of services is determined in consumption standards at least once every five years.

The set of food products is formed using the standards of the human body's physiological need for food based on their chemical composition and energy value, approved by the order of the Ministry of Health of Ukraine, registered in the Ministry of Justice of Ukraine on October 2, 2017 under # 1206/31074, taking into account the recommendations of the World Health Organization.

The main principles of forming a set of food products are:

providing a child with adequate nutrition for the development of the body;

providing children aged 6 to 18 with additional nutrition for active social and physical development;

satisfaction of the working person's body in reproduction of working capacity, preservation of working capacity for the unemployed, restoration of working capacity for the person who has lost it, if necessary;

maintaining the full functioning of the body of an elderly person.

The set of non-food products is formed by the central executive body responsible for the formation of the state policy in the field of economic development, using the standards for the provision of hygiene products, medicines, means of protecting the human body from environmental influences, as well as household goods.

The main principles of forming a set of non-food products are:  
ensuring the preservation of health and maintenance of the human body's vital functions;

taking into account the specific needs of people belonging to different social and demographic groups;

taking into account the cultural and domestic needs of the individual.

The set of services includes utilities, transportation, household, communication, cultural, educational, healthcare and other services.

The set of services is formed by the authorized central executive bodies in the areas of relevant services.

The main principles of forming a set of services are:

meeting the minimum needs of citizens in housing, organization of everyday life, use of transport, cultural institutions, and maintaining communication with the environment;

satisfaction of citizens' need to use educational and healthcare institutions;

determination of utilities (water supply, heat supply, gas supply, electricity supply, water disposal, maintenance and operation of housing and adjacent territories, garbage collection, maintenance of elevators) based on the social norm of housing and consumption standards for these services;

taking into account the specific needs of persons belonging to different social and demographic groups.

**The subsistence minimum in Ukraine by social and demographic groups from 2021 to 2024 (UAH)**

<b>Period</b>	<b>Total indicator</b>	<b>Children under 6</b>	<b>Children from 6 to 18</b>	<b>able-bodied persons</b>	<b>Persons who lost their ability to work</b>
From 01.01.2024	2920	2563	3196	3028	2361
From 01.01.2023 to 31.12.2023	2589	2272	2833	2684	2093
From 01.12.2022 to 31.12.2022	2589	2272	2833	2684	2093
From 01.07.2022 to 30.11.2022	2508	2201	2744	2600	2027
From 01.01.2022 to 30.06.2022	2393	2100	2618	2481	1934
From 01.12.2021 to 31.12.2021	2393	2100	2618	2481	1934
From 01.07.2021 to 30.11.2021	2294	2013	2510	2379	1854
From 01.01.2021 to 30.06.2021	2189	1921	2395	2270	1769

Turning to the indexation of monetary income, it should be noted that the issue of indexation of monetary income is regulated by the Law of Ukraine “On Indexation of Monetary Income of the Population” and the Procedure for Indexation of Monetary

Income of the Population, approved by the Resolution of the Cabinet of Ministers of Ukraine # 1078 dated 17.07.2003 (as amended).

Article 1 of the Law of Ukraine “On Indexation of Personal Income” defines indexation of personal income as a mechanism established by laws and other regulatory legal acts of Ukraine to increase personal income, which allows for partial or full compensation for the increase in the cost of consumer goods and services.

Indexation is applied to the monetary income of individuals received in UAH on the territory of Ukraine and which is not of a one-time nature:

pensions;

scholarships;

remuneration of labor (cash benefits);

amounts of payments made in accordance with the legislation on compulsory state social insurance, except for monthly insurance payments to victims of industrial accidents (including payments for the necessary care of the victim) and their family members and pensions indexed in accordance with the law for these types of insurance;

amounts of compensation for damage caused to an individual by injury or other damage to health, as well as amounts paid to persons entitled to compensation for damage in case of loss of the breadwinner, except for the amount of payments made in accordance with the legislation on compulsory state social insurance;

the amount of alimony determined by the court in a fixed amount of money.

The Cabinet of Ministers of Ukraine may establish other objects of indexation that are not provided for in part one of this Article.

Social payments of a targeted and one-time nature (childbirth assistance, burial assistance, financial assistance, one-time retirement assistance, etc.), as well as maternity benefits, are not subject to indexation. Purchasing power is maintained by increasing the amount of these payments.

The purchasing power of social payments determined based on the subsistence minimum is maintained by revising their amount in connection with the growth of the subsistence minimum in accordance with the law.

According to clause 3 of the Final Provisions of the Law of Ukraine “On the State Budget of Ukraine for 2023”, the Law of Ukraine “On Indexation of Monetary Income of the Population” was suspended in 2023. Thus, all employers in 2023 were exempted from the obligation to accrue and pay salary indexation to employees.

Pursuant to Article 39 of the Law of Ukraine “On the State Budget of Ukraine for 2024” dated November 09, 2023 № 3460-IX, it is stipulated that the consumer price index for the indexation of monetary incomes of the population shall be calculated on a cumulative basis starting from January 1.

In other words, in 2024, the right to index employees' salaries will be restored. In accordance with Resolution № 1078, the increase in the monetary income of citizens in

connection with indexation is carried out from the first day of the month following the month in which the consumer price index is officially published, which is published by the State Statistics Service no later than the 10th day of each month.

Therefore, the base month for calculating salary indexation will be December 2023, as the indexation was resumed on January 1, 2024. If the salary is increased from January 1, 2024, the base month will be January 2024.

As for pension indexation, it is carried out in accordance with the procedure determined by the Cabinet of Ministers of Ukraine, using the increase coefficient determined in accordance with paragraphs two and three of part two of Article 42 of the Law of Ukraine “On Compulsory State Pension Insurance”.

The monetary incomes of the population are subject to indexation within the subsistence minimum established for the relevant social and demographic groups.

The purchasing power of remuneration, compensation and other benefits paid by Diia City residents to employees and gig workers is maintained by the requirement established by the Law of Ukraine “On Stimulating the Development of the Digital Economy in Ukraine” for Diia City residents to ensure the average monthly remuneration of employees and gig workers as defined by such law, as well as by periodic reviews of the amount of remuneration carried out by Diia City residents within their competence.

Indexation of personal income is carried out when the value of the consumer price index exceeds the indexation threshold, which is set at 103 percent.

Monetary income received in UAH on the territory of Ukraine and which is not of a one-time nature, in particular, wages, is subject to indexation.

The indexation amount is calculated on the part of the cash income within the subsistence minimum established for the relevant social and demographic groups. Indexation makes it possible to partially or fully compensate for the rise in prices of consumer goods and services.

Pursuant to Article 7 of the Law of Ukraine “On Indexation of Monetary Income of the Population”, by decision of local governments, monetary income of the population may be indexed at the expense of the relevant local budget, taking into account the regional consumer price index, if it is not lower than in Ukraine as a whole, and within the regional subsistence minimum for an able-bodied person, approved in an amount not lower than that established in accordance with the Law of Ukraine “On the Subsistence Minimum”.

Income indexation of the working population is carried out at the main place of work. Income from part-time work on an hourly basis outside the main place of work is indexed in the amount that does not exceed the subsistence minimum for an able-bodied person, taking into account the remuneration at the main place of work.

The remuneration of students and full-time pupils of educational institutions is indexed in the amount that, taking into account the scholarship, does not exceed the subsistence level for an able-bodied person.

Remuneration systems is tariff base and include other systems based on assessments of the complexity of the work performed and the qualifications of employees.

The tariff system of remuneration includes: tariff scales, tariff rates, salary schemes, professional standards and qualification characteristics (in the absence of professional standards).

The tariff system of remuneration is used to distribute work depending on its complexity, and employees depending on their qualifications and the levels of the tariff scale. It is the basis for the formation and differentiation of wages.

The wage scale (salary schedule) is formed on the basis of the wage rate of a first-class employee and inter-qualification (inter-position) ratios of wage rates (salaries).

The scheme of official salaries (tariff rates) of employees of institutions and organizations financed from the budget is formed on the basis of:

the minimum official salary (tariff rate) established by the Cabinet of Ministers of Ukraine;

inter-office (inter-qualification) ratios of official salaries (tariff rates) and tariff coefficients.

The minimum official salary (tariff rate) is set in the amount not less than the subsistence minimum established for able-bodied persons as of January 1 of the calendar year.

The assignment of work to certain tariff categories and the assignment of qualification categories to employees is carried out by the owner or a body authorized by the owner in accordance with professional standards in agreement with the elected body of the primary trade union organization (trade union representative). In the absence of professional standards, such classification may be made in accordance with qualification characteristics.

A collective agreement, or if no agreement has been concluded, an order (instruction) of the owner or his authorized body issued after agreement with the elected body of the primary labor organization (labor organization representative), and in the absence of a primary labor organization - with freely elected and authorized representatives (representative) of employees, may establish other remuneration systems.

## **2) Please provide information on any supplementary measures taken to preserve the purchasing power of the minimum wage since the end of 2021**

One of the mechanisms to preserve the purchasing power of the population against the background of growing consumer prices of goods and services is indexing monetary income in accordance with the Law of Ukraine “On Indexing Monetary Income of the Population” and the Procedure for Indexing Monetary Income of the Population approved by Resolution of the Cabinet of Ministers of Ukraine No. 1078 dated 17/07/2003 (as amended and supplemented).

According to Article 1 of the Law of Ukraine “On Indexing Monetary Income of the Population”, indexing monetary income of the population is the *mechanism for increasing monetary income of the population* prescribed by the laws and regulations of Ukraine that



enables compensating for growing prices of consumer goods and services either in part or in full.

The monetary income of citizens gained by them in UAH in the territory of Ukraine that are of a regular nature shall be indexed:

- pensions;
- scholarships;
- labour remuneration (monetary maintenance);
- benefits paid in accordance with the legislation on compulsory state social security, except for monthly insurance benefits due to victims of industrial accidents (with due consideration of benefits for necessary care of the victim) and their family members as well as pensions indexed in accordance with the law for these types of insurance;
- compensation for the damage inflicted upon the natural person with an injury or other health damage as well as amounts due to the persons eligible for compensation for damage upon loss of the supporter of the family, except for the benefits due in accordance with the legislation on compulsory state social security;
- alimony established by the law in a lump sum.

The Cabinet of Ministers of Ukraine may establish other indexing items.

Monetary income of the population shall be indexed in case the consumer price index has exceeded the indexing threshold of 103%. The indexing amount shall be accrued on the portion of the monetary income within the subsistence level established for corresponding social and demographic population groups.

According to Article 7 of the Law of Ukraine “On Indexing Monetary Income of the Population”, monetary income of the population may be indexed by the decision of local self-government bodies at the expense of the respective local budget, with due consideration of the regional consumer price index, provided that it is not lower than the average one in Ukraine, and within the regional subsistence level for an non-disabled person approved in the amount being at least the same as the one established by the Law of Ukraine “On the Subsistence Level”.

Income of the working population shall be indexed at their principal work place. Income gained from secondary employment, as hourly remuneration outside the primary place of employment shall be indexed in the amount that does not exceed the subsistence level for an non-disabled person with account of labour remuneration at the primary place of employment.

Labour remuneration due to full-time students and pupils of educational establishments shall be indexed in the amount that does not exceed the subsistence level for an non-disabled person with account of their scholarship.

According to Article 4 of the Law of Ukraine “On the Subsistence Level”, the subsistence level shall be annually approved by the Verkhovna Rada of Ukraine in the Law of Ukraine on the State Budget for the corresponding year.

According to Article 7 of Law of Ukraine No. 3460-IX dated 09/11/2023 “On the State Budget of Ukraine for 2024”, the subsistence level has been increased by 12.8% starting from 01/01/2024 and has been established in the following amounts:

- children under the age of six — UAH 2,563;
- children aged six to eighteen — UAH 3,196;
- non-disabled persons — UAH 3,028;
- persons who have lost their capacity for work — UAH 2,361.

Income indexation of the working population is carried out at the main place of work. Income from part-time work on an hourly basis outside the main place of work is indexed in the amount that does not exceed the subsistence minimum for an able-bodied person, taking into account the salary at the main place of work.

Social payments that are targeted and one-time (childbirth benefits, burial benefits, financial assistance, one-time retirement benefits, etc.), as well as maternity benefits, are not subject to indexation. Purchasing power is maintained by increasing the amount of these payments. The purchasing power of social benefits determined based on the subsistence minimum is maintained by revising their amount in connection with the growth of the subsistence minimum in accordance with the law. Indexation of cash incomes and the subsistence minimum was described in the answer to the first question. In addition, in the context of the armed aggression of the Russian Federation against Ukraine, the Government of Ukraine is taking all possible measures to ensure that social benefits are paid in a timely manner and in full.

Thus, in order to ensure the payment of certain types of state social assistance for the period of martial law, previously granted benefits have been extended without the recipients' request.

A centralized payment was introduced through the Ministry of Social Policy for the territories where social protection authorities do not operate.

At the same time, in 2022, the Ministry of Social Policy ensured increases the amount of certain types of state social support, in particular:

- for children with serious illnesses;
- for children whose parents evade child support payments;
- for children raised in large families;
- students from orphans and children deprived of parental care, as well as children from low-income families;
- for children with disabilities of subgroup A.

In 2023, some issues related to the receipt of state support by families temporarily residing abroad were settled.

Thus, the possibility of applying for assistance at the birth of a child from abroad was ensured, and the mechanism for continuing the payment of assistance to family-type children's homes and foster families that have left Ukraine was determined.

In 2024, a new type of state social support was introduced, called “A Child is Not Alone,” which provides temporary assistance for children who have been found to be without parental care and who are temporarily placed with a family of relatives, friends, foster family or family-type children's home.

In addition, the mechanism for applying for childbirth assistance by persons who have a place of residence in the occupied territories but are temporarily abroad has been defined.

At the same time, the right to receive a social scholarship has been extended to children of persons in respect of whom the deprivation of personal liberty as a result of armed aggression against Ukraine has been established.

Also, the existing instruments of social support for certain categories of citizens are currently being reviewed in order to simplify and unify the mechanisms for providing social assistance to a large number of citizens and to strengthen the targeting of its provision.

Thus, the Ministry of Social Policy has developed a draft Law of Ukraine “On amendments to certain Laws of Ukraine on the provision of basic social assistance and social scholarships”, which aims to consolidate social support programs aimed at supporting the most vulnerable categories of citizens and helping such families to overcome difficult life circumstances. The basic social assistance is planned to be higher than the subsistence level set in 2024 and planned for 2025.

The priority areas of the initiative in this regard are, in particular, the transition from a large number of cash payments on an application basis to the development of universal social assistance instruments, including targeted ones, which will encourage overcoming difficult life circumstances.

Key achievements in coordinating humanitarian assistance with government programs and ensuring targeting include the following.

The PeReHID initiative was launched to coordinate international support from donors and development partners for the transition from emergency humanitarian assistance to a sustainable social protection system aimed at overcoming the shocks caused by the armed aggression of the Russian Federation against Ukraine and to strengthen and support the government's social protection reform program.

On March 31, 2022, the UNICEF “Jointly” program with the Ministry of Social Policy was launched to provide humanitarian cash assistance to meet the needs of families with children belonging to the most vulnerable groups. UNICEF has disbursed \$125 million, which has reached 350,000 children, including 35,000 children with disabilities, living in 120,000 households.

Since August 2023, together with WFP, an additional payment has been provided for pensioners living in the combat zone and receiving low pensions (less than UAH 3,250). As a result, since August 2023, more than 416,000 pensioners have received such assistance, bringing the total amount of such support from WFP to more than UAH 1.5 billion (about USD 40 million).

Since February 2024, the joint project with WFP has been expanded to include persons with disabilities since childhood and children with disabilities who receive social assistance from the state of less than UAH 3,250. This project helps to strengthen the capacity of more than 317 thousand people with disabilities since childhood and children with disabilities, the amount of such support from WFP is currently more than UAH 871 million (about USD 23 million).

Since December 2023, a joint project of the Ministry of Social Policy and the UNICEF has been implemented. As part of the project, low-income families with many children and low-income families with children with disabilities living in certain districts of Dnipro, Donetsk, Zaporizhzhia and Kharkiv regions, as defined by UNICEF program documents, received funds to strengthen their ability to survive in the autumn and winter period.

Payments were made to 6,861 households (families) and 29,748 individuals were covered. The total amount of funds allocated is about UAH 462 million (about USD 11.9 million).

Thanks to the joint activities of the Ministry of Social Policy and UNHCR, more than 363,000 households received direct financial support for the purchase of solid household fuel during the winter months (over 278,000 households received funds from the state budget and another 85,000 households received funds from UNHCR). UNHCR continues to support Ukrainians until the end of the heating season and will provide financial support in the total amount of about UAH 1 billion (over USD 25 million).

Also, in May 2024, a joint program with UNICEF was launched for additional social support measures for families with children living in areas affected by the armed conflict and subject to mandatory (forced) evacuation (the project will start in Sumy and Kharkiv regions). Approximately 17,500 people may be covered by additional financial assistance for a total amount of UAH 189 million (about USD 4.7 million). Additional monetary assistance from UNICEF will amount to UAH 10.8 thousand for each family member with children. Currently, work is underway to collect information about the evacuation of families and form lists for the payment of assistance.

The specified projects are an opportunity to help the most needy, without increasing the burden on the budget.

The settlement of issues related to the social protection of internally displaced persons (hereinafter referred to as IDPs), of whom there are currently 4.8 million in Ukraine, is one of the Government's priorities and requires constant improvement of the mechanism for ensuring such protection and the adoption of new effective decisions .

On the initiative of the Ministry of Social Policy, in 2014, the payment of monthly targeted assistance to IDPs was introduced to cover living expenses, including the payment of housing and communal services.

As of March 22, 2022, in accordance with the new act of the Government of IDPs, accommodation allowance in the following amounts is assigned and paid monthly: UAH 3,000 for persons with disabilities and children, UAH 2,000 for other persons.

The aid allocation and payment mechanism is aimed at targeted support for IDPs belonging to vulnerable categories of the population.

Part of the expenses directed to the payment of the Aid is financed by the partner states and the International Monetary Fund. At the same time, the IMF's main requirement for providing support is to strengthen targeting with a focus on helping Ukrainian citizens depending on their needs, not their legal status.

Today, an individual IDP family needs support in solving its own problems, which in most cases are not limited to the payment of Aid to such a family. The complex of supporting measures provided to IDPs includes assistance to persons with disabilities,

families with children, including large families, elderly persons, low-income persons, education, medical care, employment, etc.

Thus, IDPs are provided with comprehensive state support, in which Aid is one of the components and cannot provide a solution to all problems faced by IDPs.

This payment is financial assistance from the state for an IDP who is establishing a life in a new place and should support her during the search for a job, placement of children in kindergarten or school, settlement in a new community.

At the same time, the provision of assistance does not exclude the possibility of such persons receiving several types of assistance at the same time, in particular, state assistance for families with children, pensions for persons with disabilities, etc.

At the same time, as of March 1, 2024, the payment of housing allowance for IDPs was extended for another 6 months for certain categories of IDPs who have already received it for one or two years (at least 8 months).

First aid payments were extended to people who are unable to work, are caring for children or the seriously ill or disabled, have no or low income.

On March 22, 2024, the Government adopted a resolution clarifying the list of IDPs who will have the right to receive aid payments for another 6 months.

At the same time, the Ministry of Social Policy has prepared a draft resolution of the Cabinet of Ministers of Ukraine "On the implementation of an experimental project on the provision of subsidies for the payment of rent for residential premises", which is aimed at introducing a state support tool in the form of subsidies for the rent of residential premises for IDPs who do not have their own residential premises in conditionally safe territory of Ukraine, and do not receive Assistance. It is expected that after the approval of the relevant decision by the Government, as early as 2024, IDPs will be able to use the specified new support tool.

At the same time, the property and financial condition of IDPs will be taken into account when providing housing rental subsidies. This approach ensures the targeting of this type of state support to the most vulnerable categories of persons.

The subsidy for housing rent will be calculated based on transparent contractual relations between the lessor, the tenant and the Pension Fund of Ukraine within the limits of the marginal social cost of housing rent and social norms of housing, as well as regional differences in the establishment of average market prices for housing rent. The size of the housing rental subsidy payment will be calculated individually for each household.

In the conditions of martial law, the purpose of the Government's activity is to develop the system of social protection of all categories of citizens in accordance with their needs by applying a targeted approach, which will make it possible to effectively use the limited funds of the state budget and direct them to support those citizens who need it most.

**3) For States Parties with no statutory minimum wage, please describe any measures taken to preserve the purchasing power of the lowest wages since the end of 2021.**

The effective legislation of Ukraine regulates the matter of the minimum wage. According to Article 3 of the Law of Ukraine “On Labour Remuneration”, the minimum wage is the statutory minimum labour remuneration for the monthly (hourly) work performed by the employee, which is the state social guarantee binding all over Ukraine for enterprises of any ownership and business form and for natural persons who hire employees based on any labour remuneration system.

**4) Please provide information as whether the cost of living crisis has led to the extension of in-work benefits.**

The legal, economic and organisational framework for implementing the state policy for public employment, the state guarantees of protection of citizens’ rights to work and of exercise of their social protection from unemployment are prescribed by Laws of Ukraine “On Employment of Population” No. 5067-IV dated 05/07/2012 (hereinafter “Law No. 5067-IV”) and No. 1533-III dated 02/03/2000 “On Compulsory State Social Security in Case of Unemployment” (hereinafter “Law No. 1533-III”). One of the material changes in the field of employment of population made at the labour market during the martial law is adoption of Law of Ukraine No. 2622-IX dated 21/09/2022 “On Amending Certain Legislative Acts of Ukraine to Reform the Employment Service, Social Security in Case of Unemployment, to Facilitate Efficient Employment of Population, Including the Youth, and to Introduce New Active Programmes at the Labour Market” (hereinafter “Law No. 2622-IX”), which supplemented Clause 3<sup>3</sup> of Section VIII “Final Provisions” of Law No. 1533-III with the rule that provides for without limitation the maximum duration of payment of unemployment benefits of ninety calendar days during the martial law.

Restriction of the duration of payment of unemployment benefits during the martial law is aimed at accelerating decisions to return to efficient employment and fill vacancies. Moreover, Law No. 2622-IX has updated the approaches to promote employment of the most vulnerable social groups, introduced new tools to facilitate employment of the youth and additional measures to overcome long-term unemployment; has formulated the dependence of financial support of the unemployed on their service record; has updated the approaches to determination of suitable work; has given new opportunities to raise the competitive ability at the labour market; has expanded the circle of persons who may obtain services as the unemployed; has updated peculiarities of services to the unemployed during the martial law.

The following compensations to employers have been introduced for employment of certain categories of citizens under Article 14 of Law No. 5067-IV:

- 50% of labour remuneration costs (within the amount of the minimum wage) for employment of the registered unemployed from among the following categories: those who have fewer than five years until their retirement; persons

- with disabilities, participants of the ATO/JFO (Article 26(2) of Law No. 5067-IV);
- 50% of the minimum wage for employment of the registered unemployed form among the youth, namely the following: under the age of 25, with the aggregate pensionable service of up to 12 months; under the age of 35 for the first job;
  - those who have been released from the compulsory military service or alternative (non-military) service for the first job after the release (Article 29 of Law No. 5067-IV);
  - single contribution for the compulsory state social security (no more than the double minimum insurance contribution) for employment of the registered unemployed from among the persons having additional employment guarantees (parents (persons) with children; orphans and children deprived of parental care; persons released after serving their punishment or involuntary treatment; persons having fewer than ten years until their old-age pension; other categories of citizens prescribed by the Cabinet of Ministers of Ukraine, with account of the labour market environment as well as the quarantine, the emergency situation, the state of emergency and martial law in the country) (Article 26(1) of Law No. 5067-IV);
  - single contribution for the compulsory state social security (no more than the double minimum security insurance) for employment of the long-term unemployed (for more than six months) (Article 261 of Law No. 5067-IV);
  - expansion of the category of compensation payees (in the amount of actual costs for the single contribution for the compulsory state social security) — small business entities who hire the unemployed for at least two years based on the referral of the employment centres to new work places;
  - based on a voucher, retraining for a blue-collar occupation; training to obtain the Master's Degree based on the Bachelor's or Master's Degree obtained in another speciality; training at the next educational level (except for the third (educational and academic/educational and creative) and academic level of higher education); specialisation and advance training in the occupations and specialities based on the priority types of economic activities (Article 30 of Law No. 5067-IV);
  - organisation of community works (especially relevant during the martial law). Organisation of community works shall be funded from local budgets, by employers and from other legal sources. In case the registered unemployed are involved into community works during the martial law, the quarantine, the emergency situation or the state of emergency, organisation of such works may be funded and/or co-funded from the Ukrainian Fund of Compulsory State Social Security in Case of Unemployment. The list of types of works shall be approved by the local state administrations, executive committees of village, urban-type settlement and city councils (Article 31 of Law No. 5067-IV).

Also, according to the Law of Ukraine “On Compulsory State Social Security in Case of Unemployment”, the minimum amount of unemployment benefits shall be

established for certain categories of the unemployed by the Board of the Ukrainian Fund of Compulsory State Social Security in Case of Unemployment (hereinafter the “Fund”).

According to Resolution of the Board of the Fund No. 60 dated 14/09/2023, the minimum amount of unemployment benefits has been increased starting from 31 July 2023:

from UAH 1,000 up to UAH 1,500 — for the persons specified in the second paragraph of Article 6(2) and the first paragraph of Article 23(3) of the Law of Ukraine “On Compulsory State Social Security in Case of Unemployment”;

from UAH 1,800 up to UAH 2,500 — for the persons specified in the first paragraph of Article 22(1) and the second paragraph of Article 22(3), the ninth paragraph of Clause 33 of Section VIII “Final Provisions” of the Law of Ukraine “On Compulsory State Social Security in Case of Unemployment”, the eighth paragraph of Article 7(4) of the Law of Ukraine “On Ensuring Rights and Freedoms of Internally Displaced Persons”.

Also, it is prescribed by Law No. 2622-IX that the maximum amount of unemployment benefits during the martial law may not exceed the minimum wage set by the law as of 1 January of the calendar year, which is UAH 7,100 (UAH 8,000 starting from 1 April).

After the martial law is cancelled, the maximum amount of unemployment benefits may not exceed one statutory minimum wage and a half.

With due consideration of the above, the state employment policy is aimed at the priority of ensuring full, efficient and freely selected employment in pursuance of the active social and economic policy of the state, ensuring equal opportunities of the population in exercising their constitutional right to labour, facilitating efficient use of the labour potential and ensuring social protection of the population from the unemployment.

In addition to the above, it should be noted that the labour market is now influenced by the full-scale war. The active hostilities have resulted in interruption of business of many enterprises and active displacement of the population.

Thus, the Government has introduced a number of programmes to support the internally displaced persons (IDPs) who have abandoned their accommodation and lost their job due to active hostilities, and have left for safe places. One of the efficient forms of support is the IDP employment programme, which was introduced by the Government in March 2022. The Procedure for Compensating the Employer for Labour Remuneration Costs for the Unemployed Internally Displaced Persons as a Result of Hostilities during the Martial Law in Ukraine (hereinafter “Procedure No. 331”) was approved by Resolution of the Cabinet of Ministers of Ukraine No. 331 dated 20/03/2022; it established the mechanism for compensating employers for labour remuneration costs for employment of IDPs as a result of hostilities during the martial law in Ukraine. The programme is focused on the employers hiring IDPs during the martial law under a fixed-term or indefinite employment agreement (contract), including secondary employment, and ensure employment of such persons with the wage that is not lower than the minimum wage.

The total duration of such compensation to the employer for employment of IDPs is up to three months, and in case an internally displaced person with a disability is



employed, the duration is up to six months. Such compensation amounts to the minimum way, which is UAH 7,100 from 1 January 2024.

Moreover, IDPs are supported in pursuance of Article 241 of Law No. 5067-IV and Resolution of the Cabinet of Ministers of Ukraine No. 696 dated 08/09/2015 “On Approving the Procedure for the Measures to Promote Employment, Returning the Funds to Finance the Measures upon Violation of Employment Guarantees for Internally Displaced Persons” by compensating the employer for labour remuneration costs (up to two minimum wages) for employment of the registered unemployed IDPs under fixed-term employment contracts of up to six calendar months, provided that the guarantees of employment of such persons are preserved during the period exceeding the duration of the payment twice. During the martial law, there is an efficient programme for organising socially useful works in pursuance of the Procedure for Engaging Non-disabled Persons into Socially Useful Works during the Martial Law approved by Resolution of the Cabinet of Ministers of Ukraine No. 753 dated 13/07/2011 (Governmental Project “Recovery Army”). Non-disabled persons, including the registered unemployed and other unemployed persons, namely IDPs from the open labour market, shall be engaged into such works.

In order to increase the number of IDPs engaged into active employment, the amendments made by Resolution of the Cabinet of Ministers of Ukraine No. 1119 dated 27/10/2023 “On Amending the Procedure for Engaging Non-disabled Persons into Socially Useful Works during the Martial Law” regulate the matter of engaging the unemployed IDPs of working age from among the insured persons without the status of a registered unemployed person into socially useful works, with their labour paid for from the Ukrainian Fund of Compulsory State Social Security in Case of Unemployment, and increase the labour remuneration for the persons engaged into socially useful works up to the minimum wage and a half as prescribed as of the date of accrual thereof.

Moreover, in order to ensure employment of persons with disabilities and with due consideration of the labour market environment caused by the armed aggression, the approaches to introducing new employment programmes or updating the existing ones are being actively enhanced.

Thus, on 22/08/2023, the Cabinet of Ministers of Ukraine adopted Resolution No. 893 “Certain Matters for Compensating Employers for Actual Costs for Organising Work Places for the Persons with Disabilities Employed” (hereinafter “Resolution No. 893”), which approved the Procedure for Compensating Employers for Actual Costs for Organising Work Places for the Persons with Disabilities Employed. This Procedure establishes the terms and conditions and the mechanism for compensating employers for actual costs for organising work places of the persons with disabilities employed as well as the time frames and amount thereof.

This Procedure shall apply to the employers that hire a person with a disability of category I or II starting from the effective date of Resolution No. 893 provided that he or she as insured.

In addition, the Government of Ukraine is changing approaches to the employment of persons with disabilities in order to create effective opportunities for such persons to participate in active social and economic life, the implementation of approaches for the

development of incentive mechanisms for employers countries, based on the best international practices, is currently one of the basic priorities of the Ministry of Social Policy .

Today, the first steps have been taken at the legislative level aimed at improving the employment system for persons with disabilities.

Thus, the Law of Ukraine dated 18.10.2022 # 2682-IX "On Amendments to certain laws of Ukraine regarding the protection of social, labor and other rights of individuals, including during martial Law, and simplifying the accounting of workplaces for persons with disabilities" introduced the updated mechanism for calculating administrative and economic sanctions, which provides for an automated regime using data from the State register of mandatory state social insurance and the centralized data bank on disability issues for the identification of enterprises, institutions and organizations, including enterprises, organizations of public associations of persons with disabilities , natural persons who use hired labor, who did not ensure the fulfillment of the workplace standard in the previous year.

On 07.21.2023, the Law of Ukraine dated 06.29.2023 # 3191-IX "On amendments to certain Laws of Ukraine regarding the verification of information in separate systems and registers" entered into force, which provides that the Fund for social protection of persons with disabilities in an automated mode using data of the The State register of mandatory state social insurance and the Centralized data bank on disability issues identifies persons with disabilities who can be employed and sends information about such persons to the State employment center for their employment.

Order # 172-H of the Ministry of Social Policy dated April 10, 2024 approved the Procedure for identifying persons with disabilities who can be employed and sending information about such persons to the State employment center (Order # 172).

The automated procedure for determining persons with disabilities who can be employed is used for:

- establishment of a list of persons with disabilities who are not employed;
- conducting an analysis of the undetected demand among persons with disabilities for employment and the realization of their rights in the field of public employment;
- free provision of information to persons with disabilities about vacancies, opportunities and conditions of employment in Ukraine, professional orientation, professional training and other services provided for by law;
- providing free of charge to legal entities, natural persons - entrepreneurs who use the labor of natural persons (hereinafter - employers), if there is a demand for labor (vacancies), information on the professional and qualification composition of persons with disabilities who need employment;
- improvement of the mechanism of employment of persons with disabilities.

The implementation of the above-mentioned provisions is intended to make it easier for employers to search for employees with disabilities for further employment, and for persons with disabilities to facilitate the search for potential employers who are interested in employing the corresponding category of citizens.

The main catalyst for changes in the field of employment of persons with disabilities should be the European integration draft Law of Ukraine "On Amendments to certain Laws of Ukraine regarding ensuring the rights of persons with disabilities to work" (reg. № 5344-d dated 11.18.2022) (hereinafter - Bill № 5344-e), which provides for a significant update of the Law of Ukraine "On the Basics of Social Protection of Persons with Disabilities in Ukraine" and, in particular, the transition from a "medical" approach to the definition of a person with a disability to a definition related to the need for state support measures aimed at removing barriers that may prevent such a person from fully and effectively participating in society on an equal basis with others.

Bill № 5344-d proposes to introduce:

- to replace the current administrative and economic sanctions, targeted contributions have been reduced in size, which will go exclusively to employment programs for people with disabilities;
- involve private recruitment agencies in the process of employment of people with disabilities;
- to create social enterprises, the primary goal of which is the integration of people with disabilities into active life and their professional realization;
- social support during employment and at the workplace;
- determine an approximate list of reasonable accommodation measures for persons with disabilities, as well as providing employers with compensation for the costs of such reasonable accommodation measures.

The possibility of approving State standards for equipment of the workplace for various types of loss of functionality is also being considered.

It is planned to introduce objective criteria for determining the legal status of business entities that employ persons with disabilities and enjoy benefits from paying taxes and fees.

The determining factor for receiving benefits and advantages should not be the status of the founder of the relevant enterprise, but the number of employed persons with disabilities and the proper suitability of the workplace for a person with disabilities.

##### **5. Please provide information on changes to social security and social assistance systems since the end of 2021. This should include information on benefits and assistance levels and the allocation of benefits**

According to Law of Ukraine No. 2620-IX dated 21/09/2022 "On Amending the Law of Ukraine 'On Compulsory State Social Security'" and the Law of Ukraine "On Compulsory State Pension Insurance" (hereinafter "Law No. 2620"), the mechanism for managing the system for compulsory state social security in connection with temporary loss of the capacity for work and against an industrial accident and an occupational disease that has caused loss of the capacity of work has been different since 1 January 2023, which has materially influenced compliance with the rights of victims of industrial accidents and occupational diseases and ensured performance of functions to fund insurance premiums and social services based on these types of insurance by the Pension Fund of Ukraine and its territorial bodies.

In general, the reform has enabled the following:

- to fully repay the arrears in payments for sick leaves, which were generated in 2018, kept growing and exceeded two billion hryvnias as of 01/12/2022, and to eliminate risks of occurrence of such arrears in the future;

- to reduce the time frame for funding the insurers to enable them to pay insurance benefits to the insured down to three business days, and in most cases to one or two business days (the insurers had to expect financing from the Fund for up to two months before 1 January 2023);

- to simplify mechanisms for applying for insurance benefits, to digitalise services for the insured and insurers by expanding functions of the electronic service web-portal of the Pension Fund of Ukraine;

- to expand opportunities of control over targeted utilisation of social security funds;

- to reduce insurance funds administration costs by more than one billion hryvnias.

Duplication of financing of medical services for victims at work was also eliminated, which ensured the implementation of the principle of targeted use of social insurance funds. Today, victims at work have the right to treatment and rehabilitation in health care institutions, which are carried out at the expense of budget funds in accordance with the requirements of laws in the field of health care regulation.

An assessment of the needs of industrial victims in social services has been introduced.

In 2023, almost 73% of victims saw an increase in payments made by the Pension Fund of Ukraine as compensation for the cost of the social service in kind, compared to the financing of the costs of medicines and medical products by the Social Insurance Fund of Ukraine in 2022.

The specified payments to the victims are made on time and in full.

In pursuance of the Law of Ukraine “On Housing and Utility Services”, monetisation of housing and utility service benefits was reformed in 2019 to 2022. According to the Procedure for Granting Benefits for Housing and Utility Services, Purchase of Solid Fuel and Liquefied Gas in the Monetary Form approved by Resolution of the Cabinet of Ministers of Ukraine No. 373 dated 17/04/2019, there were two models of monetary form of benefits:

- cashless form, in which funds were transferred by the Ministry of Social Policy to the personal account opened with Oschadbank JSC (to payees’ personal accounts) and were then forwarded by the bank to accounts of housing and utility service providers pursuant to their statements of the payments accrued for the housing and utility services consumed. Moreover, funds were transferred to Oschadbank JSC in the specific order prescribed by the Procedure (in particular, the funds were first used to repay the debt for the thermal energy supply service as its specific weight among the other services made 69.4%);

- cash form, in which cash was paid directly to the payee either to his or her account opened with the bank institution or via an office of Ukrposhta JSC. In this case, the recipient of benefits paid for the services actually consumed, with account of the benefit, to housing and utility service providers on his or her own.

In pursuance of the Law, the reform monetisation of housing and utility service benefits was completed in 2022 (Resolution of the Cabinet of Ministers of Ukraine No. 1041 dated 16/09/2022 “Certain Matters of Granting Housing Subsidies and Benefits

for Housing and Utility Services, Purchase of Solid Fuel and Liquefied Gas from the Pension Fund of Ukraine”).

Thus, since 2023, funds have been paid to recipients only in cash, and recipients have to fully pay housing and utility bills with account of the support funds paid. The recipient of benefits is free to decide on the order of paying his or her bills.

The mechanism for granting housing and utility service benefits to the population in the monetary form is mostly aimed at encouraging citizens to reasonably consume housing and utility services, to save funds by reducing actual consuming of services by a household since subsidies and benefits are granted for the social rates of housing and utility services, and the consumer has to paid for the services consumed in excess of the social rates in full. All the funds saved may be used by recipients of subsidies and benefits at their own discretion.

Moreover, the Government acting on behalf of the state has ceased to perform functions of an agent between citizens and housing and utility service providers, which are not typical of the state. Interaction between consumers and service providers shall be based on their housing and utility service contracts, including rules on payment for such services.

Moreover, there is a mechanism for the simplified procedure for registration and granting of housing and utility service benefits, purchase of solid fuel and liquefied gas to the war veterans whose legal status has been established by the legislation, based on their personal application of the application of their family members (when they cannot personally apply to the bodies of the Pension Fund of Ukraine) during the martial law and for three months after it is terminated or cancelled (Resolution of the Cabinet of Ministers of Ukraine No. 1395 dated 27/12/2023 “On Implementing the Experimental Project to Enhance the Procedure for Registering War Veterans and Granting The Benefits to Pay for Housing and Utility Services, to Purchase Solid Fuel and Liquefied Gas”), which provides for submission of one application instead of two, with the minimum data set. Other data shall be obtained via information interaction between agency systems and systems of housing and utility service providers.

Also, Resolution of the Cabinet of Ministers of Ukraine No. 1351 dated 22/12/2023 “On Amending Certain Acts of the Cabinet of Ministers of Ukraine regarding Maintenance of State Registers of Recipients of Housing Subsidies and Persons Eligible for Benefits”, which without limitation enables the social protection authorities and administrative service centres to generate an extract from the Register of the Persons Eligible for Benefits based on the application of the recipient of the benefit.

Moreover, the Resolution approves the format of the certificate to obtain the benefits granted with account of income (free provision of medicines, medicinal products, immunobiological products, medical devices, dental prosthetics, telecommunication services etc.), which is issued to recipients of benefits by the designated authority based on their application.

Starting from January 2022:

the amount of assistance for the children suffering from grave diseases has been increased. The assistance has been increased from UAH 1,934 up to UAH 4,402 (for the children under six) and up to UAH 5,488 (for the children aged six to eighteen);

the amount of the extra payment for care of the child with a disability of sub-category A has been increased. The extra payment has been increased from UAH 3,150 up to UAH 4,402 (for the children under six) and from UAH 3,927 up to UAH 5,488 (for the children aged six to eighteen);

the amount of the temporary assistance for the children whose parents evade payment of alimony, are unable to maintain the child, or location of such parents is unknown. The maximum amount has grown from UAH 1,050 up to up to UAH 2,201 (for the children under six) and from UAH 1,309 up to UAH 2,744 (for the children aged six to eighteen).

Therefore, the effective legislation of Ukraine provides for assignment and payment of the social scholarship. Thus, according to Resolution of the Cabinet of Ministers of Ukraine No. 882 dated 12/07/2004 “Matters of Scholarship Support”, full-time students of vocational educational establishments, except for students, attendees of vocational educational establishments at penitentiary facilities; full-time students of professional pre-higher, higher education (scientific institutions), except for the persons in the speciality “Public Management and Administration” based on the order of the National Agency of Ukraine on Civil Service; full-time cadets of non-military professional pre-higher, higher educational establishments of civil aviation, marine and river transport; attendees of training departments of musical higher educational establishments and acting training studios; clinical attending physicians; trainee assistants, post-graduate and PhD students who study full-time (off-the-job); cadets, attendees and adjuncts of higher military educational establishments (higher educational establishments with specific training conditions) and military training units of higher educational establishments shall be assigned social scholarships on the basis of the laws that establish state benefits and guarantees for specific categories of citizens.

Thus, according to the official website of the Ministry of Education and Science of Ukraine, as of 01/01/2023, the social scholarship for orphans and children deprived of parental care made UAH 4,250 per month for **students of vocational educational establishments**, the social scholarship for persons from among orphans and children deprived of parental care made UAH 4,026 per month, the social scholarship for other recipients of social scholarships made UAH 450 per month **for students of professional pre-higher educational establishments**. The social scholarship for orphans and children deprived of parental care made UAH 4,250 per month. The social scholarship for persons from among orphans and children deprived of parental care made UAH 4,026 per month. The social scholarship for other recipients of social scholarships made UAH 890 per month. The social scholarship of the Verkhovna Rada of Ukraine shall be determined with account of the size of the social scholarship established for the respective category, with an increase by 50% **for students of higher educational establishments**. The social scholarship for orphans and children deprived of parental care made UAH 4,250 per month. The social scholarship for persons from among orphans and children deprived of parental care made UAH 4,026 per month. The social scholarship for other recipients of social scholarships made UAH 1,180 per month. The social scholarship of the Verkhovna Rada of Ukraine shall be determined with account of the size of the social scholarship established for the respective category, with an increase by 50%.

Also, there is positive progress in increasing social scholarships of the Verkhovna Rada of Ukraine. Thus, for orphans and children deprived of parental care, from UAH 750 for students of professional pre-higher educational establishments and UAH 900 for students of higher educational establishments — up to UAH 5,891 (for the students aged six to eighteen), and up to UAH 5,583 (for the students aged eighteen to twenty-three);

- for children from low-income families — from UAH 750 up to UAH 1,335 (for students of professional pre-higher educational establishments) and from UAH 900 up to UAH 1,770 (for students of higher educational establishments).

Also, starting from March 2022:

the amount of assistance for the children raised in families with many children has been increased from UAH 1,700 up to UAH 2,100.

Starting from January 2023:

the assistance to obtain economic autonomy of the low-income family has been introduced in the amount of fifteen minimum wages set by the law as of 1 January of the calendar year when the decision to grant such assistance is taken. Such assistance is granted to unemployed non-disabled persons from low-income families to start their own business and procure equipment and materials;

in order to support victims of the blow-up of the dam of the Kakhovka Hydroelectric Power Plant by the Russian Federation, the Government introduced payment of the one-time financial monetary assistance of UAH 5,000 per person (Resolution of the Cabinet of Ministers of Ukraine No. 626 dated 19/06/2023 “Certain Matters of Granting Financial Monetary Assistance to Victims of the Blow-up of the Dam of the Kakhovka Hydroelectric Power Plant by the Russian Federation”).

**6) Please provide information as to whether social security benefits and assistance are indexed to the cost of living, as well as information in particular on how income-replacing benefits such as pensions are indexed. Please indicate when benefits and assistance were last adjusted/indexed.**

As it has been stated above, the monetary income of citizens gained by them in UAH in the territory of Ukraine that are of a regular nature shall be indexed (Article 2 of the Law of Ukraine “On Indexing Monetary Income of the Population”). In particular, it includes:

pensions;

scholarships;

labour remuneration (monetary maintenance);

benefits paid in accordance with the legislation on compulsory state social security, except for monthly insurance benefits due to victims of industrial accidents (with due consideration of benefits for necessary care of the victim) and their family members as well as pensions indexed in accordance with the law for these types of insurance;

compensation for the damage inflicted upon the natural person with an injury or other health damage as well as amounts due to the persons eligible for compensation for damage upon loss of the supporter of the family, except for the benefits due in accordance with the legislation on compulsory state social security;

alimony established by the law in a lump sum.

The purchasing power of social benefits based on the subsistence level shall be preserved by reviewing the size thereof in connection with an increase in the subsistence level in accordance with the legislation.

According to Article 4 of the Law of Ukraine “On the Subsistence Level”, the subsistence level shall be annually approved by the Verkhovna Rada of Ukraine in the Law of Ukraine on the State Budget for the corresponding year.

According to the Law of Ukraine “On the State Budget of Ukraine for 2024”, the subsistence level has been increased by 12.8% starting from 01/01/2024 and has been established in the following amounts:

children under the age of six — UAH 2,563;

children aged six to eighteen — UAH 3,196;

non-disabled persons — UAH 3,028;

persons who have lost their capacity for work — UAH 2,361.

As for pension indexing, it shall be carried out as prescribed by the Cabinet of Ministers of Ukraine, with the increase factor determined in accordance with the second and third paragraphs of Article 42(2) of the Law of Ukraine “On Compulsory State Pension Insurance”.

In order to ensure pension indexing, starting from 1 March, the pensions already granted have been recalculated by increasing the average wage (income) in Ukraine on which insurance contributions have been paid, and which is taken into consideration to calculate the pension.

The average wage (income) in Ukraine applied to calculate the pension is annually increased by the factor consistent with 50% of the consumer price growth index for the previous year and 50% of the index of growth of the average wage (income) in Ukraine on which insurance contributions have been paid, for three calendar years before the year when the increase is carried out, in comparison with three calendar years before the year which is prior to the year when the increase is carried out.

In case the Pension Fund is short of funds to finance payment of pensions in the joint system, the size of an annual increase in the indicator of the average wage (income) in Ukraine applied to calculate the pension according to the above-mentioned Article may be increased, but it shall not exceed 100% of the index of growth of the average wage (income) in Ukraine on which insurance contributions have been paid, for three calendar years before the year when the increase is carried out, in comparison with three calendar years before the year which is prior to the year when the increase is carried out.

Starting from 1 January 2016, in case the subsistence level for the persons who have lost their capacity for work as prescribed by the law is increased, and in case the minimum wage set by the Law on the State Budget of Ukraine for the corresponding year is increased, the pension calculated in accordance with Article 28 of this Law shall be increased (except for the pensioners who work (carry out the activity associated with gaining income, which is a basis for accrual of the single contribution for the compulsory state social security)). The pension shall be recalculated from the day of establishing the new subsistence level/minimum wage. The pensioners who work (carry out the activity associated with gaining income, which is a basis for accrual of the single contribution for



the compulsory state social security) shall have their pension recalculated with account of the subsistence level for the persons who have lost their capacity for work/the minimum wage set by the law as of the date of dismissal or termination of their activity.

In case the insured keeps working after the pension is granted, the pension shall be recalculated with account of at least twenty-four months of the pensionable service after the pension is granted (recalculated provisionally), regardless of interruption of work. The pension shall be recalculated based on the wage (income) for which the pension has been granted.

Upon the pensioner's request, the pension shall be recalculated based on the wage for the pensionable service periods, by means of the index of the average wage (income) taken into consideration when the pension was granted (recalculated provisionally).

In case the insured has fewer than twenty-four months of the pensionable service after the pension is granted (recalculated), the pension shall be recalculated in at least two years following the granting (provisional recalculation), with account of the pensionable service following the granting (provisional recalculation) and the wage on the basis of which the pension has been granted (recalculated provisionally).

If the pensioner who has kept working has gained the service duration sufficient to calculate the pension, the pension shall be recalculated upon his or her request, regardless of how much time has passed since the granting (provisional recalculation) of the pension, with account of the wage on the basis of which the pension has been granted (recalculated provisionally).

The bodies of the Pension Fund shall annually, starting from 1 April and without the person's additional request, recalculate pensions for those who have acquired the recalculation right as of 1 March of the year in which the recalculation is carried out.

The pensionable service that gives the right to pension recalculation in accordance with this Article shall be calculated at earliest on the day following the day until which the pensionable service was calculated when the pension was granted (recalculated provisionally).

It should also be noted that, despite the existing circumstances, the Government of Ukraine has been taking measures to support the most vulnerable social groups for two years of the armed aggression of the Russian Federation against Ukraine.

Thus, in March 2022, the pensions were recalculated by means of the average wage index used to calculate the pension with an increase by 14%.

According to the Pension Fund of Ukraine, the average pension for the first quarter of 2022 was increased by UAH 378.92 or by 9.5% up to UAH 4,370.45.

According to Resolution of the Cabinet of Ministers of Ukraine No. 200 dated 05/03/2022, the monthly insurance benefits due to victims of industrial accidents or occupational diseases and their family members, which were financed by the Social Security Fund of Ukraine in 2022, were also increased by 14% starting from 1 March 2022. Following the recalculation, the average monthly insurance benefit was increased by UAH 647.

In March 2022, the pensions were recalculated by means of the average wage index used to calculate the pension with an increase by 14%.

According to the Pension Fund of Ukraine, the average pension for the first quarter of 2022 was increased by UAH 378.92 or by 9.5% up to UAH 4,370.45.

Monthly insurance benefits to victims of industrial accidents and occupational diseases that have caused loss of the ability to work shall also be indexed. According to Article 31 of the Law of Ukraine “On Compulsory State Social Insurance”, monthly insurance benefits to victims of industrial accidents and occupational diseases that have caused loss of the ability to work shall be recalculated with the factor that considers consumer price growth indices and the average wage (income) in Ukraine.

Monthly insurance benefits shall be recalculated in the following cases:

- 1) change in the extent of loss of the professional capacity for work;
- 2) change in the family composition of the deceased.

The factor of recalculation of monthly insurance payments conforms to 50% of the consumer price growth index for the previous year and 50% of the index of growth of the average wage (income) in Ukraine on which insurance contributions have been paid, which is calculated in accordance with the Law of Ukraine “On Compulsory State Pension Insurance”, for three calendar years before the year when the increase is carried out, in comparison with three calendar years before the year which is prior to the year when the increase is carried out.

Where there are financial capacities of the budget of the designated administrative authority, the annual increase in the index of the average wage (income) in Ukraine that is applied to carry out recalculation under the second paragraph of this Part may be raised, but it shall not exceed 100% of the index of growth of the average wage (income) in Ukraine on which insurance contributions have been paid, for three calendar years before the year when the increase is carried out.

The amount of such increase shall be determined within the framework of the budget of the designated administrative authority based on the resolution of the Cabinet of Ministers of Ukraine.

The amount of the monthly insurance benefit that has already been determined shall not be decreased.

Indexing of pensions and insurance benefits was carried out by 19.7% in March 2023 in accordance with Resolution of the Cabinet of Ministers of Ukraine No. 168 dated 24/02/2023 “On Indexing Pension and Insurance Benefits and Additional Measures to Raise the Level of Social Protection of the Most Vulnerable Social Groups in 2023”.

Also, the pensions for 22.7 thousand scientists, civil servants, officers of the local self-government authorities were indexed in July 2023 by 19.7%.

In March 2024, the amounts of pensions and insurance benefits for victims of industrial accidents and their family members were indexed by 7.96% (Resolution of the Cabinet of Ministers of Ukraine No. 185 dated 23/02/2024 “On Indexing Pension and Insurance Benefits and Additional Measures to Raise the Level of Social Protection of the Most Vulnerable Social Groups in 2024”).

According to Article 42(2) of Law No. 1058, Clause 1 of Resolution of the Cabinet of Ministers of Ukraine No. 185 dated 23/02/2024 “On Indexing Pension and Insurance Benefits and Additional Measures to Raise the Level of Social Protection of the Most Vulnerable Social Groups in 2024” (hereinafter “Resolution No. 185”), the Procedure for

Recalculating Pensions in accordance with Article 42(2) of the Law of Ukraine “On Compulsory State Pension Insurance” approved by Resolution of the Cabinet of Ministers of Ukraine No. 124 dated 20/02/2019, on 01/03/2024, the bodies of the Pension Fund of Ukraine recalculated the pensions granted in accordance with Law No. 1058, Laws of Ukraine No. 796 dated 28/02/1991 “On the Status and Social Protection of the Citizens Affected by the Chernobyl Disaster” (hereinafter “Law No. 796”) and No. 2262 dated 09/04/1992 “On Pension Support of the Persons Released from Military Service, and Some Other Persons” (hereinafter “Law No. 2262”) (persons from among the military servants doing their compulsory service), by increasing the index of the average wage (income) in Ukraine on which insurance contributions have been paid and which has been considered to calculate the pension by factor 1.0796.

Moreover, in pursuance of Clause 2 of Resolution No. 185, the bodies of the Pension Fund of Ukraine increased the following by factor 1.0796 starting from 01/03/2024: amounts of the pensions granted in accordance with Articles 13, 21 and 36 of Law No. 2262 to military servants, persons eligible for pension under Law No. 2262 (except for the military servants doing their compulsory service) and their family members before 31/12/2023 inclusive (Clause 2(1) of Resolution No. 185); amounts of the pensions under the second and third paragraphs of Article 22(1) of Law No. 2262 (Clause 2(2) of Resolution No. 185); amounts of the disability pensions granted as a result of the injury or disease caused by the Chernobyl Disaster as provided for by Article 54(3) of Law No. 796 (Clause 2(3) of Resolution No. 185); amount of the pension granted for special merits under the second paragraph of Article 5(1) of the Law of Ukraine “On the Pensions for Special Merits to Ukraine” (Clause 2(4) of Resolution No. 185); amounts of the pensions granted in accordance with the Laws of Ukraine “On Civil Service”, “On Local Self-Government Service”, “On Scientific and Scientific Technical Activities” before 31/12/2023 inclusive, within the limits of the maximum pension of UAH 23,610 (Clause 2(5) of Resolution No. 185). The pensions granted under Law No. 1058 based on the applications received before 31/12/2023 inclusive that were not increased on 01/03/2024 in accordance with Procedure No. 124 are given the monthly extra payment of UAH 100 within the maximum amount of the pension prescribed by the law, UAH 23,610 (Clause 2(6) of Resolution No. 185).

Moreover, Clause 2(7) of Resolution No. 185 provides for respective amounts of pensions/pension benefits: UAH 3,370, UAH 3,240, UAH 2,980, UAH 2,725 for respective categories of persons depending on their age, service record and fact of work.

According to Clause 3 of Resolution No. 185, when the amount of an increase as a result of recalculation of the pension under Clause 1 and Clause 2(1–7) of Resolution No. 185 fails to reach UAH 100, the monthly extra payment to the pension is given in the amount necessary to reach the amount while the amount of the increase as a result of recalculation of the pension under Clause 2(1) and Clause 2(1–7) of Resolution No. 185 may not exceed UAH 1,500.

**7) Please provide information as to whether any special measures have been adopted since late 2021 to ensure persons can meet their energy and food costs, such as price subsidies for energy, fuel, and basic food items.**

The housing subsidy programme has been the principal mechanism for supporting vulnerable categories of persons on payment for their housing and utility services, including thermal and electric power and gas supply for more than twenty-five years, and has proven its efficiency many times against raising prices and tariffs of housing and utility services.

The state uses the housing subsidy programme to compensate vulnerable categories of consumers of housing and utility services for the cost thereof in excess of the mandatory individual household percentage of the payment that only depends on the average monthly aggregate income per person.

The approach ensures respect for the social justice principle: the lower the household income is, the lower the percentage of the mandatory payment for housing and utility services is, and the bigger the subsidy is.

Moreover, in order to ensure efficient and reasonable use of budget funds, in 2021, the criterion of the targeted approach to housing subsidies was reviewed, the requirements for the financial and property status considered to grant housing subsidies were specified (availability of bank deposits, expensive purchases, foreign currency, bank metal purchase transactions etc.).

In order to improve and simplify the procedure for granting housing subsidies, the experimental project has been introduced to enhance the procedure for granting subsidies to the population to compensate for housing and utility service costs, purchase of liquefied gas, solid and liquid furnace household fuel (Resolution of the Cabinet of Ministers of Ukraine No. 601 dated 13/06/2023), which makes it possible to grant housing subsidies based on simplified applications for granting the housing subsidy that are submitted by citizens in electronic form via the electronic service web-portal of the Pension Fund of Ukraine, service centres of the Pension Fund of Ukraine, or the Unified State Web-Portal of Electronic Services.

A simplified application contains the minimum scope of information on persons in the household, the means of communication and payment details; all the other information is collected by the bodies of the Pension Fund of Ukraine via information interaction with the official sources of information. Moreover, such applications are processed faster, with the decision to grant or deny the housing subsidy taken within ten business days.

Also, the experimental project has introduced the mechanism for detecting the households being potential recipients of housing subsidies and informing them of the opportunity to obtain state aid.

The household members who are unable to pay for housing and utility services on their own, to cover costs for management of the flat building, utility costs, costs to purchase liquefied gas, solid and liquid furnace household fuel in such building shall be granted state aid as a housing subsidy.

The persons who have been assigned the respective status prescribed by the legislation are granted benefits to pay for housing and utility services, purchase of liquefied gas, solid and liquid furnace household fuel (hereinafter the “benefits”). The document on the person’s status that grants the right to the benefit is a corresponding certificate.

Benefits and housing subsidies are granted to citizens with account of the cost of housing and utility services within social standards and social housing rates established by Resolution of the Cabinet of Ministers of Ukraine No. 409 dated 06/08/2014 “On Establishing State Social Standards in the Field of Housing and Utility Services”.

In case prices (tariffs) of housing and utility services change, providers of such services shall furnish the bodies of the Pension Fund of Ukraine with the information used to recalculate benefits/housing subsidies. According to Resolution of the Cabinet of Ministers of Ukraine No. 1041 dated 16/09/2022 “Certain Matters of Granting Housing Subsidies and Benefits for Housing and Utility Services, Purchase of Solid Fuel and Liquefied Gas from the Pension Fund of Ukraine”, the Pension Fund of Ukraine shall ensure paying starting from 01/10/2022 and granting starting from 01/12/2022 without limitation housing subsidies for housing and utility services, purchase of solid and liquid furnace household fuel and liquefied gas (hereinafter the “housing subsidy”).

During 2023, the bodies of the Pension Fund of Ukraine recalculated housing subsidies and benefits (including the ones in connection with changes in the cost of services), in particular:

- starting from 1 April, housing subsidies and benefits were granted with account of the duration of heating days in April (the heating service is provided for the period from 1 until 15 April inclusive);

- starting from 1 May, housing subsidies were granted for the subsequent period;

- starting from 1 June, the housing subsidies and benefits granted were recalculated in connection with growing electric power prices;

- starting from 1 August, the recalculation was carried out in case the average month aggregate household income was increased or decreased by more than 50%;

- starting from 1 October, the housing subsidy for the heating period of 2023–2024 was calculated;

- starting from 1 November, the housing subsidy was recalculated with account of the heating cost for the full heating month.

In pursuance of the Law of Ukraine “On the Electric Power Market”, the Ministry of Social Policy has drafted the Resolution of the Cabinet of Ministers of Ukraine “On Approving the Procedure for Adopting Special Additional Measures to Protect the Categories of Vulnerable Electric Energy Consumers”, the purpose of which is to focus electric energy providers on their vulnerable consumers in the first place, during the blackout, and to forbid disconnection electric power plants of the vulnerable consumer in connection with the failure to pay/incomplete payment for the electric power consumed.

In order to bring the social rates of thermal power consumption by population to heat their residential premises to the justified need with account of the solid fuel (coal and wood) prices set at the Ukrainian market, the experimental project has been introduced to grant additional support to population to purchase solid furnace household fuel (Resolution of the Cabinet of Ministers of Ukraine No. 1173 dated 07/11/2023).

In pursuance of the experimental project, during the heating season of 2023-2024, the minimum rate of provision of solid fuel to population, in particular, to grant housing subsidies, was determined in the volume of the solid fuel capable of generating 14,367,096 kcal of thermal energy (which can be obtained from about 7.41 t of fresh

wood with the humidity level of 50% or 2.23 t of fossil coal available at the Ukrainian market), which is four times higher than the social rates of provision of solid fuel to population for housing subsidies as prescribed by Resolution of the Cabinet of Ministers of Ukraine No. 356 dated 23/04/2012 “On Establishing the Minimum Rates of Providing Population with Solid and Liquid Furnace Household Fuel and Liquefied Gas, and Maximum Indicators of Value Thereof for Benefits and Housing Subsidies” (as amended), which had been in force before the introduction of the experimental project, and the maximum indicator of value of solid fuel is UAH 0.001129935 per 1 kcal, which is almost four times higher than the social rate of provision of solid fuel to population for benefits, which had been in force before the introduction of the experimental project.

**8) Please provide up-to-date information on at-risk-of-poverty rates for the population as a whole, as well as for children, families identified as being at risk of poverty, persons with disabilities and older persons. Please show the trend over the last 5 years, as well as forecasts for upcoming years.**

The state guarantees social protection of low-income families, including families with children who are in a poverty risk group, namely families with many children and single parents.

Thus, according to Article 3 of the Law of Ukraine “On State Social Aid to Low-Income Families”, the right to state social aid is given to the low-income families that permanently reside in the territory of Ukraine as well as other low-income families as prescribed by the law. A low-income family shall be the one that has the average monthly aggregate income that is lower than the family subsistence level for good reasons or reasons beyond their control. According to Clause 7 of the Procedure for Granting and Paying the Social Aid to Low-Income Families approved by Resolution of the Cabinet of Ministers of Ukraine No. 250 dated 24 February 2003, the amount of the state social aid shall be defined as a difference between the family subsistence level and the average monthly aggregate income of a low-income family.

The matter of ensuring the adequate amount of the state social aid to low-income families is not regulated properly. Thus, the aid under this Law of Ukraine “On State Social Aid to Low-Income Families” shall give citizens the constitutional guarantee prescribed by Article 46(3) of the Constitution of Ukraine regarding the living standards of at least the subsistence level.

However, the respective constitutional guarantees are not fully ensured because the indicator “level of ensuring the subsistence level”, which is lower than the subsistence level for non-disabled persons (in 2018, it made 21% of the subsistence level; in 2021 — 35%; in 2023 — 45%; in 2024 — 55%) is used to calculate the amount of the aid.

The state social aid to low-income families shall be granted to the least socially protected families. They include those who have no income due to their inability to work for reasons beyond their control, who have lost their job during the martial law for reasons beyond control, and whose employment contract has been temporarily suspended.

To help new parents in taking care of babies, a new type of social assistance was introduced in Ukraine in 2019 - "municipal nanny", financial assistance to young families from the Government of Ukraine, where a physical, legal or entrepreneurial person who provides nanny services, with by which parents enter into an agreement or a contract for the care of a child up to three years of age. In fact, it is a nanny who provides services, declares her income and pays taxes.

The new type of social aid called "municipal babysitter" and the monetary aid to young families from the Government where a natural person, a legal entity or an individual entrepreneur providing babysitting services enters into an agreement on or contract for taking care of the child until the age of three was introduced to help young parents to take care of their children in 2019 in Ukraine. In fact, it is a babysitter who provides services, declares income and pays taxes.

Compensation for the "municipal babysitter" service is paid in the amount that is calculated based on 100% of the minimum wage at the hourly rate set as of 1 January of the corresponding year, per hour of child care, but no more than 165 hours a month. The minimum wage has been UAH 7,100 since 1 January 2024.

The right to be compensated for the municipal babysitter service is held by Ukrainian citizens, foreigners and stateless persons who are parents, guardians of the child in need of additional care or the child younger than three, and who are persons with disabilities of category I or II, legally reside in the territory of Ukraine and have concluded the contract with the municipal babysitter.

It should be noted that when the war had started, the labour inspectors joined their efforts with the law enforcement officers and focused on the work with internally displaced persons, in particular, in the top-risk economic fields, and such work still is under way.

In 2022, in order to prevent and counteract forced labour and human trafficking and to raise public awareness of safe employment and of the simple rules to help protect yourself from possible negative effects, the State Labour Service launched the awareness-raising campaign "Preventing Human Trafficking for Labour Exploitation", which was also run in 2023.

In order to raise public awareness of risks of getting into human trafficking for labour exploitation, two videos (428 thousand replays) and the audio (39 thousand replays) were created, 63 billboards on this topic and 1,300 posters were placed, 220 thousand booklets were distributed, and 12,503 messages were posted in the Internet resources and mass media.

In 2023, 1,643,000 internally displaced persons were personally informed by the labour inspectors of the actions to prevent risks of labour slavery.

The labour inspectors personally talk to displaced persons and tell them about preventive actions to mitigate risks of labour slavery.

The State Labour Service has developed the information portal [pratsia.in.ua](http://pratsia.in.ua) with information materials in Ukrainian for Ukrainian citizens that will help them find a job abroad and introduce the principal employment rules in the respective country; there are also useful contact details and telephone numbers of emergency services.

The website of the State Labour Service [dsp.gov.ua](http://dsp.gov.ua) has the section “Information for the citizens who have decided to work abroad” for the citizens who have left Ukraine and need to find a job.

These materials contact advice and simple rules that will materially reduce risks of forced labour.

The visual materials (posters and booklets, videos) have been developed on safe job search, with specification of contact telephone numbers necessary in case of unforeseen circumstances.

**As for information on persons with disabilities and older persons, it should be noted that** a disability pension depending on the disability group shall be granted in applicable percentage by age and calculated in accordance with Article 4 of Law No. 1058, provided that there is necessary pensionable service as of the date of the disability or the date of application for the pension. The amount of the old-age pension depends on duration of the pensionable service of a person and his or her salary on which insurance contributions have been paid. The higher the indicators are, the bigger the old-age pension of a person is, including the disability pension.

The average amounts of the pensions granted in accordance with Law No. 1058 in 2019–2023 are set out in Table 1.

Table 1

Date	01/01/2019	01/01/2020	01/01/2021	01/01/2022	01/01/2023
Number of pensioners	10,580,296	10,492,693	10,318,545	10,044,337	9,895,271
Average amount of the pension, UAH	2,503.23	2,915.04	3,335.99	3,704.34	4,236.87

In order to form the Budget Declaration for 2025–2027, with due consideration of the proven alternatives of forecast amounts of the state social standards and guarantees, the Pensions Fund of Ukraine has conducted forecast calculations of indicators of the budget of the Pension Fund of Ukraine for 2024–2027.

According to the forecast calculations, the number of the persons who have been granted the pension in accordance with Law No. 1058 is: in 2024 — 9,478,903 persons, in 2025 — 9,370,515 persons, in 2026 — 9,264,795 persons, and in 2027 — 9,161,548.

The forecast average amounts of pension benefits for 2024–2027 will be determined after the state social guarantees for this period are determined.

The average disability pensions under all the laws in 2019–2023 are set out in Table 2.

Table 2

Date	01/01/2019	01/01/2020	01/01/2021	01/01/2022	01/01/2023
Number of pensioners	2,218,675	2,240,955	2,263,414	2,247,452	2,258,474
Average amount of	2,447.81	2,972.96	3,258.44	3,689.81	4,263.18



the pension, UAH					
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Resolution of the Cabinet of Ministers of Ukraine No. 265 dated 26/03/2008 “Certain Matters of Pension Support of Citizens” establishes the minimum amount of pension benefits, including to persons with disabilities, at the subsistence level set by the law for the persons who have lost their ability to work.

The subsistence level for the persons who have lost their capacity for work under the laws of Ukraine on the State Budget of Ukraine for the corresponding year makes/made:

- since 01/01/2020 — UAH 1,638
- since 01/07/2020 — UAH 1.712
- since 01/12/2020 — UAH 1,769
- since 01/07/2021 — UAH 1,854
- since 01/12/2021 — UAH 1,934
- since 01/01/2022 — UAH 1,934
- since 01/07/2022 — UAH 2,027
- since 01/12/2022 — UAH 2,093
- since 01/01/2024 — UAH 2,361 (applicable since 01/03/2024).

The average pensions granted to the persons who are older than 100 under all the laws are set out in Table 3.

Table 3

Date	01/01/2019	01/01/2020	01/01/2021	01/01/2022	01/01/2023
Number of pensioners	1,168	1,104	1,097	1,146	1,229
Average amounts of pensions, UAH	3,807.79	4,752.44	5,953.42	6,394.68	7,184.05

2021 demonstrated the considerable reduction of the scale of absolute poverty; in particular, the poverty level based on the criterion of the actual subsistence level was reduced, both based on income and costs. The values did not only achieve the pre-Covid period (2019), but were also improved. The indicator measured in costs was mostly reduced (the portion of the population with costs lower than the actual subsistence level was reduced from 43.2% in 2018 down to 39.1% in 2021), which means the improved consumer capacities of the large number of families, in the first place, in the low-income segment.

Moreover, the poverty rate with income lower than the actual subsistence level in 2021 made 20.6% against 27.6% in 2018.

As for the households with children, the poverty rate based on the absolute criterion was reduced and made 22.4% against 32.9% in 2018.

Moreover, the poverty rate among children made 24.3% against 35.0% in 2018.

The armed aggression of the Russian Federation against Ukraine caused deaths of and injuries to civilians, loss of property, destruction of housing and infrastructure of

settlements, loss of jobs, and restricted access to basic social services. For this reason, impact of the war upon the poverty situation in the country is considerable.

Since the State Statistics Service did not examine living conditions of the households being the principal information base for poverty indicators due to the war in 2022, there are only forecasts.

According to the estimates by the Ptoukha Institute for Demography and Social Studies of the National Academy of Sciences of Ukraine, the poverty rate in 2022 with the costs lower than the actual subsistence level raised up to 59.2% against 39.1% in 2021.

In 2023, there was no material increase in the scale of poverty, and the poverty rate is estimated to be 57.6%.

Moreover, this indicator in households with children is 62.6%, and in households without children — 51.8%.

**9) Please provide information on what measures are being taken to ensure a coordinated approach to combat poverty as required by Article 30 of the Charter, and to diminish reliance on last-resort relief, such as food banks and soup kitchens.**

At present, the armed aggression of the Russian Federation against Ukraine materially affects the living standards of the population. In particular, it has caused the large wave of displaced persons who have been forced to flee the war without necessary items and financial support. It makes pay special attention to protection and support of the citizens affected by hostilities.

Therefore, the tasks aimed at supporting the citizens forced to abandon their home, providing financial aid and necessary social services are of priority during the martial law.

Despite the complex economic situation and the martial law, the main purpose of the social policy of the state is to ensure and provide maximum aid to persons and families in difficult living conditions, to create conditions for overcoming these circumstances, and to provide social support to socially vulnerable categories and internally displaced persons.

After the start of the armed aggression of the Russian Federation against Ukraine, creation of support mechanisms to start a business and gain economic autonomy has become especially relevant for many families who have lost their housing, jobs and savings.

Thus, in 2023, the Ministry of Social Policy re-launched the existing programme “Helping Hand”. It is aimed at helping persons with low-income start their own business. The idea of the programme is to enable unemployed non-disabled persons from low-income families to obtain non-recurrent interest-free refundable aid of up to UAH 100.5 thousand to start or develop their own business. Financial aid is granted to purchase equipment and materials necessary to develop own business. One can received an interest-free loan from the state for up to three years to start own business. The amount of the financial aid to be refunded shall be reduced by the amount of the taxes, levies and the single social contribution paid.

At the same time, the financial aid does not have to be refunded if the entrepreneur:

- has paid the taxes, levies and the single social contribution in the amount that exceeds the amount of the aid granted;
  - has hired at least two persons from low-income families for at least two years on the first year upon receipt of the aid, based on the referral from the employment centre.
- The Ministry of Social Policy has drafted the Resolution of the Cabinet of Ministers of Ukraine “On the Implementation of the Experimental Project to Grant Subsidies to Lease Residential Premises”, which is aimed at introducing the state support tool in form of subsidies to lease residential premises for the persons internally displaced after January 2022 or the persons whose residential premises have been destroyed or damaged (to the extent making in unsuitable for living), for the period of martial law and post-war period.

According to the draft act, internally displaced persons will have the right to apply to the Pension Fund of Ukraine for the accommodation lease subsidy after the housing aid ceases to be provided to such persons. Moreover, when such aid is granted, the property and financial status of internally displaced persons will be considered in order to enhance the targeted provision of this type of state support.

Subsidies will be accrued based on transparent contractual relations between the lessor and the lessee, within the maximum social value of accommodation lease and social housing rates as well as peculiarities of regional differences in average market prices of accommodation lease.

The amount of the housing lease subsidy will be calculated for each individual household.

**Regarding pension and social benefits, provision of social services, and psychological support.**

At present, there is a clear system for paying and delivering pensions and monetary aid. Pensions are paid when due, without any delays to more than 10.7 million pensioners as well as 9.5 million recipients of social aid.

There is also more. Right now, during the war, our country is rapidly reforming the social support system in order to enhance its resilience, flexibility and adaptability to needs of the citizens who have suffered losses and damage due to the war, jointly with the international partners.

The social service system is developed as a principal tool to support the citizens in difficult life circumstances. For instance, the complex social service has been recently launched to form viability aimed at supporting and enhancing mental health of the population, reducing the overall level of stress and anxiety among the population, adapting the population to crises, forming skills of the first mental aid to relatives, teaching stress resilience as a set of personal traits, and preventing psychological traumas.

One of the material effects of the broad-scale war is a major increase in the number of the citizens who have obtained a disability, both among civilians and defenders of Ukraine. Such persons are in need of urgent and complex rehabilitation.

Provision of rehabilitation services to persons with disabilities, children with disabilities is a key factor that influences possibility of integration of such persons into the society. Also, social support packages for persons with disabilities will be formed depending on limitation of their functioning.

The reform of the system for taking care of persons with disabilities as well as children who have lost their parents is being introduced, and the services of taking care of children, persons with disabilities and the elderly are being developed. Development of family forms of child raising is of priority.

Despite the war, the entire system of social support of citizens is being digitalised. More than half of the social aids (in monetary form) are already granted on a centralised basis, via the single information system in the social field.

Starting from April 2024, the Government of Ukraine has introduced the new type of child care aid within the programme “The child is not alone”. The aid is designated for the children without parental care who have not acquired the status of an orphan or a child deprived of parental care, and have been placed into the family of relatives, acquaintances, the foster family, or family-type orphanage.

The purpose of the programme is to create necessary conditions and care for such children. The scope of payments shall be determined at the level of state support granted for the children who already have the status of an orphan or a child deprived of parental care.

An application for obtaining such aid may be submitted within six months to the social protection authorities, administrative service centres or executive bodies of territorial communities. Temporary placement shall be documented as an order of the Children Service.

Depending on the child’s age, payments will amount to UAH 6,407 to UAH 8,000. If a child has a disability, they are UAH 8,970 to UAH 11,190. According to the Resolution of the Government, funds will be paid for six months to those who stay in Ukraine.

According to the Ministry of Social Policy, at least four thousand children acquire the status annually. Since the beginning of the broad-scale invasion, as of today, more than 13 thousand children have become orphans in different ways, or their children have been captured or placed into Russian prisons.

Moreover, in order to organise recreation and leisure of the children in need of special care, Resolution of the Cabinet of Ministers of Ukraine No. 385 dated 09/04/2024 “Certain Matters of Implementing the Experimental Project to Organise Recreation and Leisure of the Children in Need of Special Social Attention and Support in Children’s Recreation Camps of the State Enterprises ‘Artek International Child Centre’, ‘Young Guard Ukrainian Child Centre’ and Child Recreation and Leisure Facilities in the State Register of Child Recreation and Leisure Facilities, Based on the Money Follows the Child Principle”. The purpose of the experimental project implemented at the expense of the State Budget is to provide the children in need of special social attention and support recreation and leisure services based on the money follows the child principle.

As a part of this project, families with children who are low-income ones (including those registered as internally displaced persons receiving housing aid for internally displaced persons) and have the children belonging to such categories as a child with a disability (capable of self-care), a child aged seven to eighteen from the family with many children will receive funds for recreation and leisure of children.

In order to be provided with the service, a parent (or a person performing his or her functions) will be able to receive a card with the special use regime to which funds in the amount of five subsistence levels will be transferred for children aged six to eighteen.

Parents (or persons performing their functions) will be able to use these funds to purchase a recreation or leisure tour in one of the child recreation facilities in the territory of Vinnytsia, Volyn, Zakarpattia, Ivano-Frankivsk, Lviv, Rivne, Ternopil, Chernivtsi, Khmelnytskyi Regions and City of Kyiv that are in the State Register of Child Recreation and Leisure Facilities.

Despite the armed aggression of the Russian Federation against Ukraine and the continuation of active hostilities on the territory of Ukraine, the Ministry of Social Policy takes all possible measures to ensure the financing of expenses for the payment of social benefits in a timely manner and in full.

Thus, in order to ensure the payment of certain types of state aid for the period of martial law, previously assigned aid was extended without the appeal of their recipients.

In addition, a centralized payment through the Ministry of Social Policy has been introduced for territories where social protection bodies do not operate.

Along with this, in 2022, the Ministry of Social Policy ensured an increase in the amount of certain types of state support, in particular:

- for children with serious illnesses;
- for children whose parents avoid paying alimony;
- for children raised in large families;
- for students from among orphans and children deprived of parental care, as well as children from low-income families;
- for children with disabilities of subgroup A.

During 2023, some issues regarding the receipt of state support by families temporarily staying abroad were resolved.

Thus, the possibility of applying for assistance upon the birth of a child from abroad has been ensured, and the mechanism for continuing the payment of assistance to family-type orphanages and foster families that have moved outside of Ukraine has been determined.

In 2024, the Ministry of Social Policy introduced a new type of state support "A child is not alone", which provides for the provision of temporary assistance to children who have been found to have no parental care and who are temporarily placed in the family of relatives, acquaintances, a foster family or a family orphanage type.

In addition, the mechanism for applying for assistance at the birth of a child by persons who have a place of residence in the occupied territories but are temporarily abroad is defined.

At the same time, the right to receive a social stipend has been extended to the children of persons who have been deprived of their personal freedom as a result of armed aggression against Ukraine.

Currently, the current instruments of social support for certain categories of citizens are being reviewed in order to simplify and unify the mechanisms for providing social assistance to a significant number of citizens, and to strengthen the targeting of its provision.

Thus, the Ministry of Social Policy has developed a draft Law of Ukraine "On amendments to certain Laws of Ukraine regarding the provision of basic social assistance and Social Scholarships", the purpose of which is to consolidate social support programs aimed at supporting the most vulnerable categories of citizens, removing such families from difficult life circumstances. Basic social assistance is planned in an amount higher than the subsistence minimum established in 2024 and planned for 2025.

It should be noted that the issue of strengthening social protection of different categories of the population should be solved comprehensively, taking into account the need to ensure the sustainability of the social protection system.

The priority directions of the initiative in this matter are, in particular, the transition from a large number of cash payments based on the applicant principle to the development of universal social assistance tools, including the principle of targeting, which will stimulate overcoming difficult life circumstances.

Among the key achievements in the coordination of humanitarian aid with state programs and ensuring targeting, the following should be noted.

The PeReHID initiative was launched to coordinate the international support of donors and development partners for the transition from the provision of emergency humanitarian aid to the creation of a sustainable system of social protection of the population, aimed at overcoming the shocks caused by the armed aggression of the Russian Federation against Ukraine, and strengthening and supporting the government's reform program of social protection systems.

On March 31, 2022, the UNICEF "Together" program was launched with the Ministry of Social Policy to provide humanitarian cash assistance to meet the needs of families with children who belong to the most vulnerable population groups. UNICEF disbursed \$125 million to 350,000 children, including 35,000 children with disabilities living in 120,000 households.

Since August 2023, together with the UN WFP, an additional payment has been provided for pensioners who live in the war zone and receive low pensions (less than 3,250 hryvnias). Thanks to this, since August 2023, more than 416,000 pensioners have been covered by such assistance, and today the total amount of such support from the UN WFP is more than UAH 1.5 billion (about 40 million US dollars).

Since February 2024, the joint project with the UN WFP has been expanded to include persons with disabilities since childhood and children with disabilities who receive social assistance from the state of less than UAH 3,250. This project contributes to strengthening the capacity of more than 317,000 people with childhood disabilities and children with disabilities, the amount of such support from the UN WFP to date is more than UAH 871 million (about 23 million US dollars).

Since December 2023, the joint project of the Ministry of Social Policy and the United Nations Children's Fund (UNICEF) has been implemented. Within the scope of the project, low-income families with many children and low-income families with children with disabilities living in certain areas of Dnipropetrovsk, Donetsk, Zaporizhia and Kharkiv regions, defined by UNICEF program documents, received funds to strengthen their ability to pass the autumn-winter period.

Payments were made to 6,861 households (families) and 29,748 individuals were covered. The total amount of allocated funds is about 462 million UAH (about 11.9 million US dollars).

Thanks to the joint activities of the Ministry of Social Policy and the UNHCR, more than 363,000 households received direct financial support for the purchase of solid household fuel in the winter months (over 278,000 – at the expense of the state budget and more than 85,000 – at the expense of the UNHCR). UNHCR continues to support Ukrainians until the end of the heating season and will provide monetary support in the total amount of about UAH 1 billion (over USD 25 million).

Also, in May of this year, a joint program with UNICEF of additional social support measures for families with children living in areas affected by the armed conflict and subject to mandatory (forced) evacuation was launched (the project starts in Sumy and Kharkiv regions). Approximately 17,500 people may be covered by additional financial assistance for a total amount of UAH 189 million (about USD 4.7 million). Additional monetary assistance from UNICEF will amount to UAH 10.8 thousand for each family member with children. Currently, work is underway to collect information about the evacuation of families and form lists for the payment of assistance.

The specified projects are an opportunity to help the neediest, without increasing the burden on the budget.

The settlement of issues related to the social protection of internally displaced persons, of whom there are currently 4.8 million in Ukraine, is one of the Government's priorities and requires constant improvement of the mechanism for ensuring such protection and the adoption of new effective decisions .

On the initiative of the Ministry of Social Policy, in 2014, the payment of monthly targeted assistance to IDPs was introduced to cover living expenses, including the payment of housing and communal services.

As of March 22, 2022, in accordance with the new act of the Government, accommodation allowance for IDPs in the following amounts is assigned and paid monthly: UAH 3,000 for persons with disabilities and children, UAH 2,000 for other persons.

The aid allocation and payment mechanism is aimed at targeted support of IDPs belonging to vulnerable categories of the population.

Part of the expenses directed to the payment of the aid is financed by the partner states and the International Monetary Fund. At the same time, the IMF's main requirement for providing support is to strengthen targeting with a focus on helping Ukrainian citizens depending on their needs, not legal status.

Today, an individual IDP family needs support in solving its own problems, which in most cases are not limited to the payment of Aid to such a family. The complex of supporting measures provided to IDPs includes assistance to persons with disabilities, families with children, including large families, elderly persons, low-income persons, education, medical care, employment, etc.

Thus, IDPs are provided with comprehensive state support, in which Aid is one of the components and cannot provide a solution to all problems faced by IDPs.

This payment is financial assistance from the state for an IDP who is establishing a life in a new place and should support her during the search for a job, placement of children in kindergarten or school, settlement in a new community.

At the same time, the provision of assistance does not exclude the possibility of such persons receiving several types of assistance at the same time, in particular, state assistance for families with children, pensions for persons with disabilities, etc.

At the same time, as of March 1, 2024, the payment of housing allowance for IDPs was extended for another 6 months for certain categories of IDPs who have already received it for one or two years (at least 8 months).

First aid payments were extended to people who are unable to work, are caring for children or the seriously ill or disabled, have no or low income.

On March 22, 2024, the Government adopted a resolution clarifying the list of IDPs who will have the right to receive aid payments for another 6 months.

At the same time, the Ministry of Social Policy has prepared a draft resolution of the Cabinet of Ministers of Ukraine "On the implementation of an experimental project on the provision of subsidies for the payment of rent for residential premises", which is aimed at introducing a state support tool in the form of subsidies for the rent of residential premises for IDPs who do not have their own residential premises in conditionally safe territory of Ukraine, and do not receive Assistance. It is expected that after the approval of the relevant decision by the Government, IDPs will be able to use the specified new support tool already in 2024.

At the same time, the property and financial condition of IDPs will be taken into account when providing housing rental subsidies. This approach ensures the targeting of this type of state support to the most vulnerable categories of persons.

The subsidy for housing rent will be calculated based on transparent contractual relations between the lessor, the tenant and the Pension Fund of Ukraine within the limits of the marginal social value for housing rent and social norms of housing, as well as regional differences in the establishment of average market prices for housing rent. The size of the housing rental subsidy payment will be calculated individually for each household.

During the martial law, the purpose of the Government's activity is to develop the system of social protection of all categories of citizens in accordance with their needs by applying a targeted approach, which will make it possible to effectively use the limited funds of the state budget and direct them to support those citizens who need it most.

Since the beginning of the armed aggression of the Russian Federation against Ukraine, the labour inspectors joined their efforts with the law enforcement officers and focused on the work with internally displaced persons, in particular, in the top-risk economic fields, and such work still is under way.

In 2022, in order to prevent and counteract forced labour and human trafficking and to raise public awareness of safe employment and of the simple rules to help protect yourself from possible negative effects, the State Labour Service launched the awareness-raising campaign "Preventing Human Trafficking for Labour Exploitation", which was also run in 2023.



In order to raise public awareness of risks of getting into human trafficking for labour exploitation, two videos (428 thousand replays) and the audio (39 thousand replays) were created, 63 billboards on this topic and 1,300 posters were placed, 220 thousand booklets were distributed, and 12,503 messages were posted in the Internet resources and mass media.

In 2023, 1,643,000 internally displaced persons were personally informed by the labour inspectors of the actions to prevent risks of labour slavery.

The labour inspectors personally talk to displaced persons and tell them about preventive actions to mitigate risks of labour slavery.

The State Labour Service has developed the information portal [pratsia.in.ua](http://pratsia.in.ua) with information materials in Ukrainian for Ukrainian citizens that will help them find a job abroad and introduce the principal employment rules in the respective country; there are also useful contact details and telephone numbers of emergency services.

The website of the State Labour Service [dsp.gov.ua](http://dsp.gov.ua) has the section “Information for the citizens who have decided to work abroad” for the citizens who have left Ukraine and need to find a job.

These materials contact advice and simple rules that will materially reduce risks of forced labour. The visual materials (posters and booklets, videos) have been developed on safe job search, with specification of contact telephone numbers necessary in case of unforeseen circumstances.

**10) Please provide information on steps taken to consult with, and ensure the participation of, the persons most affected by the cost of living crisis and/or organisations representing their interests in the process of designing of measures in response to the crisis.**

State policy regarding support for individuals or families who suffered as a result of the armed aggression of the Russian Federation against Ukraine should begin immediately from the moment when any information about such damage is recorded. For this, support should be based on the earliest possible identification of persons who have been harmed as a result of the armed aggression of the Russian Federation, assessment of their needs and providing them with an appropriate level of social support.

To implement the above, a single database is required, in which information about such persons will be accumulated by means of electronic information interaction between existing state registers (information resources, databases) containing information about various categories of persons affected by the war. This will make it possible to obtain relevant data on the damage with a minimal load on the injured person.

It is important to ensure the collection and recording of such information in a single information system (database), which is also stated in the Expert Report on legal remedies and compensation mechanisms for persons affected by the war in Ukraine, prepared as part of Council of Europe projects.

In order to create a register of damage caused to the non-property rights of citizens as a result of armed aggression, the Ministry of Social Policy creates the prerequisites for launching a system of accounting for persons whose personal non-property rights were damaged as a result of the armed aggression of the Russian Federation against Ukraine, which will become a component of the general ecosystem of the system of registers in which losses will be recorded, caused by the armed aggression of the Russian Federation against Ukraine. In the specified system, it is planned to ensure:

- accounting of citizens whose lives and health were harmed as a result of the armed aggression of the Russian Federation against Ukraine;

- information exchanges between state information systems, in terms of exchanges of information on recording damage to life and health of citizens, which was caused as a result of the armed aggression of the Russian Federation against Ukraine;

- accounting of expenditures of state and local budgets, budgets of social funds, related to the provision of assistance and support to citizens who suffered as a result of the armed aggression of the Russian Federation against Ukraine.

To implement this, the Ministry of Social Policy, together with a wide range of national and international experts, developed a draft Law of Ukraine "On registration of persons whose lives and health were harmed as a result of the armed aggression of the Russian Federation against Ukraine" (reg. # 10256 dated 11.13.2023), which on 04.25.2024 was considered at a meeting of the Verkhovna Rada of Ukraine and adopted as a basis.

By the order of the Ministry of Social Policy and with the support by UN Women, Info Sapiens Research Agency studied the impact of security challenges upon girls and boys, women and men with account of their age, place of residence and other social attributes during the armed aggression of the Russian Federation against Ukraine in November and December 2023. 2,250 women and men from different social groups who resided in different regions of Ukraine (representatives of the Roma ethnic minority; people living with HIV; veterans; representatives of female initiative groups/self-assistance groups/non-governmental organisations (200 personal interviews in each); families with a single parent raising the child/children under the age of eighteen (100 personal interviews), parents in families with many children (three or more children) (150 personal interviews); 200 telephone interviews with the persons residing in the territories next to combat zones (the front line) in Kherson and Donetsk Regions) took part in the survey.

The survey covered teenagers (girls and boys) aged sixteen to eighteen, young women and men aged nineteen to thirty-five, women and men aged thirty-six to fifty-nine, women and men aged sixty to seventy-nine, and women and men older than eighty.

The research findings are going to be presented in April 2024.

They will be used to comply with the state policy in different areas of social life.

In pursuance of Clause 6(4) of the Regulation on the State Labour Service approved by Resolution of the Cabinet of Ministers of Ukraine No. 96 dated 11/02/2015, in 2020 the State Labour Service of Ukraine established the Inter-Agency Work Group on Coordination of Joint Actions to Reduce the Level of Undeclared Labour, including in the Informal Sector of the Economy, and Production Injuries, and Development of Ways

of Implementation Thereof (hereinafter the “Work Group”). The work group has developed and approved the Strategy for Reducing the Level of Undeclared Labour, Production Injuries and Occupational Diseases for 2022–2024, and the National Plan for Joint Actions to Reduce the Level of Undeclared Labour and Production Injuries for 2023.

The National Plan provides for the activities aimed at improving the effective legislation, at forming zero tolerance to undeclared labour in the society, namely among children and the youth, and at enhancing the practices of detecting undeclared labour, especially in the informal sector of economy, conducting joint awareness-raising events, organising operations of inter-agency work groups, organising advance training of labour inspectors etc.

In order to promote legal labour relations among children and the youth, prevent use of child labour and labour exploitation, raise awareness of the youth of basic rights of minors in labour relations, the awareness-raising activities have been conducted in 1,007 secondary, higher and vocational establishments, and 43,760 pupils and students have been provided with information.

155,753 information visits to employers were conducted in order to reduce the level of undeclared labour and raise awareness of risks and effects of undeclared labour. 561 information messages were posted on mass media, and 35,805 posts were made in the Internet resources. 6,966 public events (workshops, webinars, meetings etc.) were held, and 48,554 e-mails were sent to employers about legislative requirements for labour relations.

Following the activities conducted, employment contracts were made with 210 thousand employees.

From 16/06/2023 (the date of legislative regulation of unscheduled controls) until 22/12/2023, 92 monitoring (control) missions conducted in connection with official labour relations detected 261 employees working without an employment contract for 68 employers, and 30 employees with the employment contracts replaced by other types of contracts with seven employers.

Moreover, there were 125 employees who had entered into the employment contract, but were admitted to work without notification of the State Tax Service by 45 employers.

Following the controls, 90 instructions were issued to eliminate the violations, 54 administrative offence reports under Article 41(3) of the Code of Administrative Offences of Ukraine were drawn up and submitted to court, the materials on thirteen controls were forwarded to the law enforcement authorities in connection with attributes of the crimes under Articles 172 and 173 of the Criminal Code of Ukraine.

In pursuance of the instructions, 37 economic operators eliminated the violations. Following the controls, employment contracts were made (concluded) with 36 employees. In order to promote legal labour relations among children and the youth, prevent use of child labour and labour exploitation, raise awareness of the youth of basic rights of minors in labour relations, the awareness-raising activities were conducted in 1,007 secondary, higher and vocational establishments, and 43,760 pupils and students were provided with information.

In order to raise the level of awareness of minors and employers of compliance with labour legislation on minors, and to prevent the worst forms of child labour, 2,221 posts

were made on the official websites and social media pages, 32 speeches on the radio and television were organised, 18 publications were printed in newspapers and magazines, and 7,171 booklets with information on labour rights of minors and counteraction to forced labour and human trafficking were distributed.

The labour inspectors gave 2,052 consultations, including via the Interactive Inspector service, mostly to parents of minors regarding their employment during the martial law, benefits and guarantees under the effective legislation.

From the date of legislative regulation of unscheduled controls, 92 controls conducted in connection with official labour relations detected 261 employees working without an employment contract for 68 employers, and 30 employees with the employment contracts replaced by other types of contracts with seven employers.

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During 2023, three awareness-raising campaigns on labour relations were conducted.

In March, there was an awareness-raising campaign on conscious attitude to official labour relations together with the state tax service.

The campaign lasted four weeks, with 26 posts on benefits of legal employment made on the social media.

The campaign “Come into the light” lasted from 1 August until 30 September 2023.

During the campaign, the information visits covered 24,488 employers, 721 information activities (workshops, webinars, meetings etc.) were conducted, 84 billboards were placed, 11,841 posts were made on the official websites, and 189 posts were made on mass media on official labour relations. The video was shown 2,328 while the audio was played 437 thousand times. The coverage was 1.9 million persons.

For four weeks, the video was shown on national public broadcaster Suspilne Media - Suspilne Culture (112 times), Suspilne Crimea (154 times), Suspilne News (154 times) as well as regional television channels of Suspilne (112 times on each).

Moreover, the video was played on railway station monitors of Ukrainian Railways JSC and Intercity trains for a month.

The awareness-raising campaign “Employment Contract: Your Security Belt in the World of Labour” was run in December 2023. Four infographics, five videos and ten social media posts were created for social media. During the campaign, the information visits covered 10,011 employers, 308 information activities (workshops, webinars, meetings etc.) were conducted billboards were placed, 5,701 posts were made on the

official websites and social media, and 107 posts were made on mass media on official labour relations. The videos were shown 13,495 times.

The coverage was 417 thousand persons.

**Moreover, it should be noted that** when the regulatory framework is developed, and implementation of the draft law or regulation will influence protection of rights and interests of citizens, the draft law or regulation shall be processed together with the authorised representatives of the Ukrainian associations of local self-government bodies, authorised representatives of the Ukrainian trade unions and associations thereof, and Ukrainian associations of employers' organisations, the Government Commissioner for the Rights of Persons with Disabilities, and Ukrainian non-governmental organisations of persons with disabilities and unions thereof. Draft laws and regulations are also posted on the website of the Ministry of Social Policy for public discussion thereof.

Moreover, the Ministry of Social Policy actively engages representatives of non-governmental organisations into drafting of laws and regulations.