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Ukraine without forced labour

Guiding Principles for Ukrainian Employers

on Prevention of Forced Labour

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Introduction

These Guiding Principles on Prevention of Forced Labour (hereinafter referred to as the Guiding Principles) have been developed on the basis of the Conventions, Protocols and Recommendations of the International Labour Organization (ILO), other ILO instruments such as the Declaration on Fundamental Principles and Rights at Work and the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, the UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, and the UN Guiding Principles on Business and Human Rights. These Guiding Principles address business actors and aim to provide clear and practical interpretation of international labour standards.

- Forced labour and human trafficking is still a burning issue and a real problem to many countries, including Ukraine.
- Military hostilities, economic instability, high population mobility, labour migration, and growing unemployment may cause wider exploitation of persons and create a threat of getting into a forced labour situation for various social population groups.
- More than 7.9 million persons have become refugees from Ukraine in European countries since 24 February 2022, and 4.8 million Ukrainians have registered for temporary protection or other national protection schemes in Europe¹. About 85% of the Ukrainian refugees are women with children who left abroad without men. They are very vulnerable and likely to agree to work without a formal employment agreement, and documents can be withdrawn from them, which results in a risk of their becoming victims of forced labour or child labour.
- According to the International Organization for Migration in Ukraine, more than 300 thousand Ukrainian citizens have been affected by human trafficking since 1991. In turn, forced labour as a form of human trafficking has only been gaining momentum every year, amounting in 2022 to as much as 92% of the total number of Ukrainian citizens affected by human trafficking. 80% of those affected by human trafficking have higher or vocational (vocational and technical) education; 50% are young persons under 35 years of age; 3 and 83 years are the age of the youngest and oldest affected person, respectively. According to the IOM estimates, 56% of Ukrainians are certain that they will never become a human trafficking victim, however every second Ukrainian is ready to accept at least one risky offer (e.g. cross the border illegally, work in closed space, or give his/her passport away to an employer) likely to result in finding him/herself in a situation of exploitation, human trafficking or violence².

1 https://data.unhcr.org/en/situations/ukraine#_ga=2.127022350.2091659470.1669311360-277829920.1668352781

2 https://ukraine.iom.int/sites/g/files/tmzbd11861/files/documents/Survey%20results_UKR_web.pdf

- According to the Ministry of Economy, 5 million people have lost their jobs in Ukraine because of the war. As reported by the employment service, the unemployed status has been granted to 404 thousand persons since the hostilities had begun. As of 1 November 2022, 239 thousand persons had the unemployed status, 194.7 thousand persons receiving unemployment benefits. Meanwhile, the number of job vacancies in the labour market has dropped substantially, more than twice, and 7 unemployed persons compete for one vacancy on average³.
- In view of such a great number of Ukrainian citizens who have found themselves out of job due to hostilities, a growing number of workers in the informal sector, and large wage arrears (according to the State Statistics Service of Ukraine, wage arrears stood at UAH 3,207.1 million as of 1 January 2022), the risk of using forced labour is only rising.



3 <https://www.dcz.gov.ua/analytics/67>

Purpose of the Guiding Principles

This document formulates a set of guiding principles for employers on prevention of forced labour. Realizing that forced labour is prohibited by the Ukrainian legislation and entails administrative and criminal liability, the Guiding Principles are first of all aimed at equipping employers with knowledge⁴ of how to prevent the use of forced labour in everyday operations of their companies.

In Ukraine, employers have a legal obligation to not use forced labour both concerning their workers and other persons. These Guiding Principles do not substitute for the national legislation, do not provide for any additional obligations for employers, however act as a document aimed to promote observance of legal provisions and presenting international experience of compliance with the principles of non-use of forced labour.

The Guiding Principles provide an extended interpretation of “coercion” in employment relationship and cover manifestations of forced labour such as human trafficking and child labour. Prison labour, as a form of using forced labour for commercial purposes, is not covered by these Guiding Principles.



⁴ The most widespread examples of the use of forced labour are provided in the ILO publication *Combating Forced Labour: A Handbook for Employers & Business*.

Guiding Principles for Employers on Prevention of Forced Labour



1. Freedom of employment
2. Freedom to terminate employment
3. Prevention of a threat of violence, harassment and intimidation
4. Prohibition of coercion in wage payment
5. Prohibition of disciplinary measures against a worker as a ground for continued employment
6. Prevention of the use of overtime as a means of coercion to work
7. Guaranteed freedom of movement
8. Prevention of the use of skills development and vocational training as a means of coercion to work

These Guiding Principles are explained in more detail below.

Coercion in employment

Forms of coercion in modern employment relationship are becoming increasingly diverse whereas national and international laws are not able to counteract this negative phenomenon.

Forced labour is characterized, first and foremost, by two principal indications:

1. Such labour is not voluntary on the worker's part.
2. There is a threat of a penalty from the employer for refusal to work.

In view of the foregoing, employers must comply with the following principles when organizing employment relationship.

Freedom of employment

- All workers shall have the right to enter into employment voluntarily and freely, without the threat of a penalty for refusal to enter employment.

Freedom to terminate employment

- Workers shall be free to terminate employment in a way provided for by laws, without any penalties on the employer's part. Workers on contracts of fixed duration shall not be required to serve beyond the expiry of their contracts unless they agree to have them extended. Employers shall not use means to restrict a worker's ability to terminate employment freely, for example by requiring deposits, withholding the worker's documentation, threats or use of violence, or imposing financial penalties.



Prevention of a threat of violence, harassment and intimidation

- Employers shall not exact work or service from a worker or any other person under the menace of any penalty. This includes the use or threat of physical or sexual violence, harassment and intimidation against the worker, his/her family or close associates with the aim of coercion.

Prohibition of coercion in wage payment

- Employers shall have no right to speculate in wage payment and use wages as a means of coercion to work. Wages shall be paid regularly according to requirements of the national laws and/or a collective agreement. Methods of wage payments are prohibited that deprive workers of the genuine possibility of terminating employment. Wage payments shall not be delayed or deferred such that wage arrears accumulate.
- Wages shall be paid directly to the worker in the forms permitted by law, collective agreement or with the consent of the worker.
- In-kind wage payment shall only be allowed provided that such a form is permitted by the national law or collective agreement, and should not be used to create a state of the worker's dependency on the employer. The share of in-kind wage payment should not be equal to 100 percent of the total labour pay to ensure that the worker is not totally deprived of cash remuneration.
- Workers whose wages are calculated on a performance-related or piece-rate basis shall not earn less than the legally mandated minimum wage.
- Employers shall not use debt obligations, including inherited, as coercion to work for an employer in order to pay off an actually incurred or inherited debt.
- Employers shall not manipulate wage and loan payments to workers using such payments as a means to bind a worker to employment. Loans and deductions from wages made for their repayment shall not exceed the limits set by national law. Employers shall duly inform workers of the terms and conditions of the loan granting and repayment.
- Employers shall inform workers of the conditions and extent of wage deductions. No deductions from wages shall be made with the aim of indebting a worker or binding a worker to employment relationship with the employer.
- Workers shall have the full right to make no use of stores or services connected with an enterprise. Where access to other stores or services is not possible, employers shall ensure that goods or services are sold or provided at fair and reasonable prices, without the aim of indebting workers or otherwise coercing them to extend their employment relationship duration.



Prohibition of disciplinary measures against a worker as a ground for continued employment

- Any disciplinary measures applied by an employer should not include sanctions that result in an obligation to work and shall not be used to discipline workers or as punishment of workers for participation in a lawful strike.

Prevention of the use of overtime as a means of coercion to work

- Employers shall not force workers to work overtime above the limits permitted in national law and collective agreements under the menace of a penalty, for example the threat of dismissal.
- Overtime shall not be imposed by exploiting a worker's vulnerability under the menace of a penalty. For example, employers shall not set performance targets that result in an obligation to work beyond normal working hours because of the worker's need to achieve the targets the wage payment depends on.

Guaranteed freedom of movement

- Employers shall have no right to physically restrict a worker's physical ability of moving freely, for example of leaving the workplace or related premises. Mandatory residence in employer-operated residences shall not be made a condition of employment.

Prevention of the use of skills development and vocational training as a means of coercion to work

- Skills development, retraining and training of workers shall be undertaken voluntarily by the employer's consent or instruction, and may not cause additional work by the workers upon completion of skills development, retraining and training, or be used as a means of recovering the costs associated with such opportunities.

Human trafficking and forced labour

Human trafficking is actually a modern form of forced labour. Certainly, it differs from traditional slavery, however this does not make it more humane because the employer's conscious or unconscious actions result in restriction of the workers' fundamental human rights and freedoms guaranteed by the [Universal Declaration of Human Rights](#) adopted by the United Nations.

Migration for employment

- Migrant workers, irrespective of their legal status, shall be treated fairly, and measures shall be taken to prevent abuse and fraud that may lead to coercion and human trafficking for labour exploitation.
- Migrant workers shall benefit from conditions of work no less favourable than those available to local workers, and shall have the right to enter and terminate employment, in accordance with national law or collective agreement, voluntarily and freely, without the threat of a penalty.
- Employers shall have no right to use denunciation of irregular migrant workers or their family members to the respective authorities as a means of coercion to work.

Prohibition to charge recruitment fees to migrant workers

- No fee or cost for recruitment shall be charged directly or indirectly, in whole or in part, to the worker.

Prevention of withholding migrant workers' documents against their will

- Practices such as confiscating or withholding worker identity documents or other valuable items (e.g. work permits and travel documentation) are prohibited unless they are withheld of the worker's own free will or at his/her initiative properly formalized. In such a case, workers must be free to access the documents at any time upon request.
- Employers shall not retain personal documents of workers for the purpose of binding the latter to employment.

Responsible activities of private employment agencies

Within their sphere of influence and to the best of their ability, employers that engage private employment agencies to recruit workers shall take measures to:

- ensure that private employment agencies do not engage in fraudulent practices that deliberately place workers using their services at risk of forced labour and human trafficking for labour exploitation;
- prevent the abuse of workers contracted by such agencies in the matters related to wages, working hours, overtime and other working conditions;
- ensure that fees or other costs related to recruitment are borne by employers rather than by workers;
- engage only those private employment agencies that are properly licensed by the competent public authority.

Execution and language of contracts of employment

- Employers shall execute written contracts of employment in language that migrant workers can easily understand, with clear indication of their rights and responsibilities with regard to payment of wages, working hours, valid grounds for termination, and other issues related to preventing forced labour. Where possible, translation of a contract of employment or its substantive parts into language that migrant workers understand can be provided.

Prevention of the worst forms of child labour

- Employers shall take every possible measure to prevent the engagement of children in the worst forms of child labour and to eliminate such forms of forced or compulsory labour as well as all forms of slavery and practices similar to slavery, such as the sale and trafficking of children.
- Employers shall take every possible measure to ensure that private employment agencies do not engage children in the worst forms of child labour.



Annexes

Review of international and national legislation on prevention of forced labour

According to Article 9(1) of the Constitution of Ukraine, international treaties in force, consented by the Verkhovna Rada of Ukraine as binding, shall be an integral part of the national legislation of Ukraine. Therefore, the international covenants and declarations, ILO Conventions and other international treaties ratified by Ukraine are a source of law.

Fundamental UN instruments and prohibition of forced labour

The Universal Declaration of Human Rights⁵, adopted by the UN General Assembly on 10 December 1948, defines everyone's right to work, to free choice of employment, and to just and favourable conditions of work.

The International Covenant on Economic, Social and Cultural Rights⁶, adopted by the UN General Assembly in 1966, proclaims that the right to work includes the right of everyone to the opportunity to gain his living by work which he freely chooses or accepts.

Prohibition of the use of forced labour is one of fundamental labour rights the mandatory observance whereof is enshrined in the fundamental ILO Conventions according to which corporate codes of conduct for business are developed. There are fundamental ILO Conventions concerning forced or compulsory labour, child labour, and non-discrimination. They have been given the status of fundamental rights at work provided for by the ILO in its Declaration on Fundamental Principles and Rights at Work, 1998⁷, which obliges all the states, irrespective of whether they have ratified the Conventions in question, to respect their principles.

5 <https://www.un.org/en/about-us/universal-declaration-of-human-rights>

6 <https://www.ohchr.org/en/instruments-mechanisms/instruments/international-covenant-economic-social-and-cultural-rights>

7 <https://www.ilo.org/declaration/lang--en/index.htm>

Prohibition of forced labour in the Conventions and other instruments of the International Labour Organization

The ILO Conventions related to forced labour, ratified by Ukraine, include the following:

- Convention concerning Forced or Compulsory Labour (No. 29) (ratified on 10.08.1956)
- Convention concerning the Abolition of Forced Labour (No. 105) (ratified on 5.10.2000)
- Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour (No. 182) (ratified on 5.10.2000)
- Convention concerning Labour Inspection in Industry and Commerce (ratified on 08.09.2004)
- Convention concerning Labour Inspection in Agriculture (ratified on 08.09.2004)

According to Articles 1, 2 and 25 of the Convention concerning Forced or Compulsory Labour (No. 29)⁸, the term “forced or compulsory labour” shall mean all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily; the illegal exaction of forced or compulsory labour shall be punishable as a penal offence, and it shall be an obligation on any Member ratifying this Convention to ensure that the penalties imposed by law are really adequate and are strictly enforced.

According to Article 3 of the Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour (No. 182)⁹, the term “the worst forms of child labour” comprises all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, as well as forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict; the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances.

In 1977, the ILO adopted the document entitled the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy¹⁰, where it urged the governments of the ILO Member States, respective employers’ and workers’ organizations and multinational enterprises to observe on a voluntary basis the principles set out in the Declaration in the fields of employment, training, conditions of work and life, and industrial relations.

The ILO Declaration on Fundamental Principles and Rights at Work¹¹ (adopted by the International Labour Conference at its 86th Session in Geneva on 18 June 1998) stresses that all ILO Members, even if they have not ratified the Conventions in question, have an obligation arising from the very fact of membership in the Organization to respect, to promote and to realize, in good faith and in accordance with the Constitution, the principles concerning the fundamental rights which are the subject of those Conventions, including the elimination of all forms of forced or compulsory labour.

The principle of prohibition of forced labour is also implemented in the national legislation.

8 https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C029

9 https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C182

10 <https://www.ilo.org/empent/areas/mne-declaration/lang--en/index.htm>

11 <https://www.ilo.org/declaration/lang--en/index.htm>

National regulation of the prevention of forced labour

According to Article 43 of the Constitution of Ukraine, everyone shall have the right to work, including a possibility to earn a living by labour that he freely chooses or to which he freely agrees. The use of forced labour shall be prohibited. The Constitution specifies only three exceptions where labour may not be regarded as forced. **Military or alternative (non-military) service, work or service carried out by a person in compliance with a verdict or other court decision, or in accordance with the martial or state of emergency laws, shall not be considered the forced labour.**

Prohibition of forced labour is also defined in the Code of Labour Laws of Ukraine (CLLU). In particular, Article 2 of CLLU includes the right to free choice of profession, occupation and job in the concept “the Ukrainian citizens’ right to work” whereas Article 5-1 of CLLU enshrines that the State shall guarantee free choice of activity to the able-bodied individuals permanently residing in the territory of Ukraine.

According to Article 149 of the Criminal Code of Ukraine, forced labour or forced servicing, slavery or practices similar to slavery, servitude, debt bondage, forced involvement in begging, involvement in criminal activity, or use in armed conflicts shall be deemed exploitation of a human being and a crime.

According to Article 31 of CLLU, the employer shall have no right to exact from the worker any work not provided for by an employment agreement. According to the first part of Article 32 of CLLU, transfer to another job at the same enterprise, institution or organization, as well as transfer to another job to a different enterprise, institution or organization or to a different locality, even together with the enterprise, institution or organization, shall only be allowed with the worker’s consent.

The worker has the right to resign of his/her own will without explaining reasons, at any moment, provided that the requirements of the labour legislation in force are complied with. The exception is provided for persons sentenced by court to correctional labour. They may not resign of their own will without a permit from the criminal enforcement inspectorate (Article 42(1) of the Criminal Executive Code of Ukraine, No. 1129-IV of 11.07.2003).

As far as prison work is concerned, Article 60 of the Criminal Executive Code of Ukraine states that the persons sentenced to restriction of freedom shall be involved in socially useful paid work under a fixed-term employment agreement, usually at the production facilities of correctional centres, as well as on a contractual basis at enterprises, institutions or organizations of all forms of ownership, provided that proper supervision of their behaviour is ensured. The labour of persons sentenced to restriction of freedom is regulated by the labour legislation, except for the rules of hiring, dismissal and transfer to another job.

As regards daily working hours, it is established that normal daily working hours may not be more than 40 hours per week. Duration of overtime must not be more than 4 hours during two successive days and 120 hours per year for each worker.

The Government of Ukraine periodically informs the ILO, according to the provisions of Article 22 of the ILO Constitution, on the application of the ratified Conventions. In 2018

and 2019, the Government submitted its reports on the application of the Convention concerning Forced or Compulsory Labour, 1930 (No. 29) and the Worst Forms of Child Labour Convention, 1999 (No. 182), on the measures taken to give effect to the provisions of the Abolition of Forced Labour Convention, 1957 (No. 105), etc.¹²

International initiatives on the prevention of forced labour

The international and current national regulatory legal frameworks on counteracting forced labour and human trafficking have built a strong foundation for prevention of these shameful phenomena. At the same time, today's reality gives rise to new challenges which call for appropriate initiatives and management decision-making by business.

In 1986, the Organisation for Economic Co-operation and Development (OECD) adopted the Guidelines for Multinational Enterprises¹³ (revised in 1996) which are non-binding recommendations to ensure responsible business conduct. However, recognizing the adverse impact that business activities can have on human rights, particular on workers' rights, the OECD Guidelines encourage enterprises to apply, based on risk assessment, the due diligence procedures to avoid and overcome the adverse effects related to their operations, supply chains, and other business interaction forms.

The UN Global Compact¹⁴ has officially taken effect since 2000, which is a voluntary programmatic initiative that "invites companies to adopt, maintain and implement, within the scope of their influence, a set of core values in the areas of human rights, labour, environment, and anti-corruption".

The UN Global Compact principles provide for the obligation of the signatory businesses to take measure to eliminate all forms of forced labour and effectively abolish child labour.

The two principles related to human rights also oblige businesses to make steps to counteract human trafficking:

- **Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights.
- **Principle 2:** Business should make sure that they are not complicit in human rights abuses.

In June 2011, the UN Human Rights Council endorsed the UN Guiding Principles on Business and Human Rights¹⁵ (which have three components):

I. The State duty to protect human rights

II. The corporate responsibility to respect human rights

III. Access to remedy

12 <https://www.msp.gov.ua/news/10570.html>

13 <https://www.oecd.org/corporate/mne/>

14 <https://www.un.org/en/un-chronicle/un-global-compact-finding-solutions-global-challenges>

15 https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr_en.pdf

According to Principle II, enterprises should respect human rights, avoid infringing on human rights, and address adverse human rights impacts.

At the same time, the Guidelines stress the importance of the role to be played by the State. The State should clearly state that businesses are expected to respect human rights throughout their operations and to raise the business community's awareness of the Guiding Principles.

Besides, preparation by countries of their national action plans on implementation of the Guiding Principles is already an established practice.

Pursuant to Article 2(1) of the Decree of the President of Ukraine No. 119/2021 of 24.03.2021 "On the National Strategy on Human Rights", the Cabinet of Ministers approved the Action Plan on Implementation of the National Strategy on Human Rights for 2021-2023 that provides for research of best practices in the implementation of the UN Guiding Principles on Business and Human Rights, the Ten Principles of the UN Global Compact, and the Recommendation of the Council of Europe Committee of Ministers to member States on human rights and business (CM/Rec(2016)3).

Ukraine assumed commitments in 2010 to meet the requirements set in the Council of Europe Convention on Action against Trafficking in Human Beings as a country that recognizes the crime of human trafficking as an unacceptable act against a human being and that is willing to combat this phenomenon, using as many resources and applying as much effort as possible for that. The Group of experts on action against trafficking in human beings (GRETA) has already undertaken two monitoring visits during which it has analyzed the actions taken by Ukraine to combat human trafficking and the key challenges that the State has encountered in overcoming modern slavery.

On 22 November 2018, GRETA published its Report concerning the implementation of the Council of Europe Convention on Action against Trafficking in Human Beings by Ukraine based on findings of the second round of monitoring.

As requested by GRETA, the Ministry of Social Policy of Ukraine prepared and sent, on 20 May 2020, the Report on the implementation by Ukraine in 2019 of the GRETA recommendations to the Government of Ukraine based on the results of the second round of monitoring of the implementation of the Council of Europe Convention on Action against Trafficking in Human Beings.

Ukraine, as a UN Member, supported the goal to achieve the Sustainable Development Goals defined in the policy document "[Transforming our world: the 2030 Agenda for Sustainable Development](#)" adopted in September 2015 during the 70th session of the UN General Assembly.

The Sustainable Development Goals for Ukraine with account of our country's development context were approved in 2019 by the [Decree of the President of Ukraine](#). Sustainable Development Goal 8 covers two closely interconnected areas: economic growth and decent work. Achievement of SDG 8 should ensure a steady, inclusive and sustainable economic growth, full and productive employment and decent work for all. In July 2020, Ukraine presented its first Voluntary National Review of progress towards achievement of the Sustainable Development Goals at the High-Level Political Forum on Sustainable Development under the auspices of the UN Economic and Social Council¹⁶.

The Sustainable Development Goals were fixed as benchmarks for the development of state policy and forecast documents on 3 December 2020 according to the amendments made to the Rules of the Cabinet of Ministers of Ukraine.



16 <https://ukraine.un.org/en/sdgs>

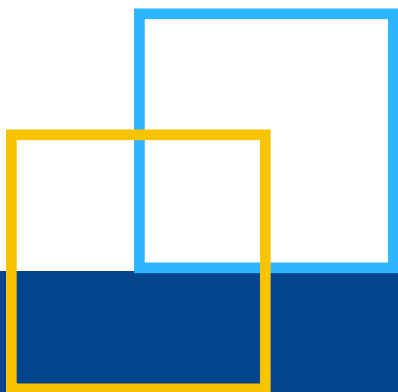
List of key international and national regulations on prevention of forced labour and human trafficking

International instruments:

- Universal Declaration of Human Rights, 1948
- International Covenant on Economic, Social and Cultural Rights, 1966
- ILO Declaration on Fundamental Principles and Rights at Work, 1998
- ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, 1977
- Convention for the Protection of Human Rights and Fundamental Freedoms (European Convention on Human Rights) (with Protocols)
- Charter of Fundamental Rights of the European Union
- Convention concerning Forced or Compulsory Labour (No. 29)
- Convention concerning the Abolition of Forced Labour (No. 105)
- Convention concerning Labour Inspection in Industry and Commerce (No. 81)
- Convention concerning Labour Inspection in Agriculture (No. 129)
- Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour (No. 182)
- Convention concerning Migration for Employment (Revised) (No. 97)
- Convention concerning Migrations in Abusive Conditions and the Promotion of Equality of Opportunity and Treatment of Migrant Workers (No. 143)
- Convention concerning Private Employment Agencies (No. 181)
- Palermo Protocol supplementing the UN Convention against Transnational Organised Crime, 2000
- Association Agreement between the EU and Ukraine (EU and Ukraine, 2014) signed on 21 March 2014 (political part) and on 27 June 2014 (economic part), which took effect on 1 September 2017
- Free Trade Agreement between Canada and Ukraine (Canada and Ukraine, 206) signed on 11 July 2016, which took effect on 1 August 2017.

National legislation:

- Constitution of Ukraine
- Code of Labour Laws of Ukraine
- Law of Ukraine “On Combating Human Trafficking”, No. 3739-VI of 20.09.2011
- Decree of the President of Ukraine No. 722/2019 of 30.09.2019 “On the Sustainable Development Goals of Ukraine for the period until 2030”
- Decree of the President of Ukraine No. 306/2020 of 5.08.2020 “On the National Coordinator on Combating Human Trafficking”
- Decree of the President of Ukraine No. 119/2021 of 24.03.2021 “On the National Strategy on Human Rights”
- Criminal Code of Ukraine (Article 149 “Human trafficking or other unlawful agreement concerning a person”)
- Penal Enforcement Code of Ukraine
- Executive Order of the Cabinet of Ministers of Ukraine No. 756-p of 23 June 2021 “On approval of the Action Plan on implementation of the National Strategy on Human Rights for 2021-2023”



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