

Geneva, 6 January 2020

Mr Volodymyr Zelensky
President of Ukraine
11 Bankova St. 01220 Kyiv, Ukraine
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IndustriALL Global Union calls on the Government of Ukraine to withdraw draft labour law

Dear President Volodymyr Zelensky,

I am writing this letter to you as the General Secretary of [IndustriALL Global Union](http://www.industrial-all-union.org), which represents more than fifty million workers in mining, energy and manufacturing sectors throughout the world, including Ukraine, to express our opposition and concern regarding the new draft labour law, and to call on your Government, in particular the Cabinet of Ministers, to withdraw immediately this draft law for discussion at the Ukrainian Parliament.

IndustriALL Global Union joins our affiliates, the Ukrainian trade union federations, and the ITUC in voicing our strong opposition to the imposition of a new labour law, which was introduced in Parliament on 27 December, without any prior consultation with trade unions.

This draft labour law is in contravention of national labour law and international core labour standards, including Convention 131 on Minimum Wage Fixing, Convention 87 on Freedom of Association and Protection of the Right to Organise, and Convention 98 on the Right to Organise and Collective Bargaining—just to mention a few—of the International Labour Organization (ILO).

We are extremely concerned about the impact this labour law would have on workers. Its current provisions would seriously undermine fundamental workers' rights, allowing for unfair dismissals; short-term individual labour contracts, and zero hours' contracts; overtime becoming the norm, being paid at a fifth of current rates, and with normal working hours likely to exceed eight hours a day; abolition of some social guarantees, and reduced protection for mothers with small children, making their dismissal even easier; the possibility of transferring an employee to another workplace without their consent; banning of collective bargaining; and excluding unions from the workplace.

Therefore, it is incumbent upon the Government of Ukraine to remove this draft labour law without any delays, and act in full accordance with the commitments made at the national level with your social partners, and at the international level through the strict respect and implementation of international labour conventions, which have been ratified by Ukraine.

We anticipate a swift response and action.

Yours sincerely,



Valter Sanches, General Secretary