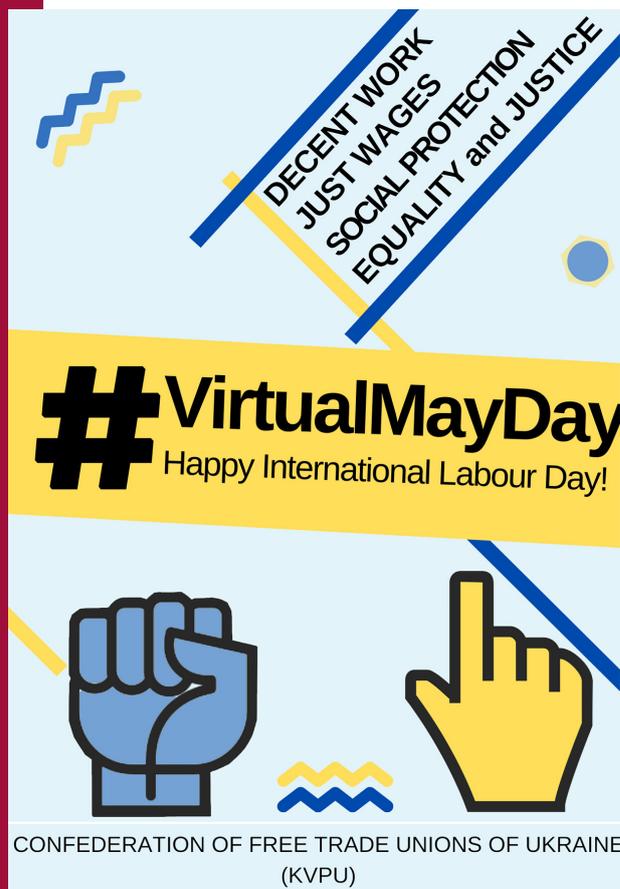


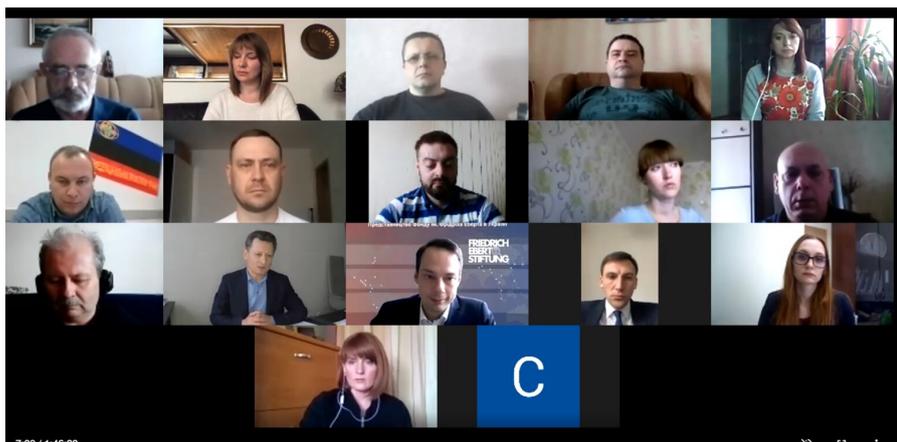
# KVPU'S NEWSLETTER

## MARKING MAY DAY 2020



On April 27, the Confederation of Free Trade Unions of Ukraine and the Representation of the Friedrich Ebert Foundation in Ukraine held an online “Impact of Covid-19 on the Labor Sphere in Ukraine”. This online event was dedicated to the International Labour Day.

During the online meeting the impact of COVID-19 on the country's economy and sociopolitical situation in Ukraine was discussed. Also, leaders of the KVPU and its affiliated organizations talked about situation with labor and trade unions' rights, unemployment, and problems of reforming national labor legislation. Trade unionists shared their experience of defending labour rights, promoting worker's interests and participation in social dialogue during the quarantine. Besides, the participants highlighted the issues of women's rights and protection of transnational corporations workers' rights.



On the 1st of May, the KVPU joined the world's first global trade union project Virtual May Day. Besides, a lot of posts were made by the KVPU leadership and members on social media.

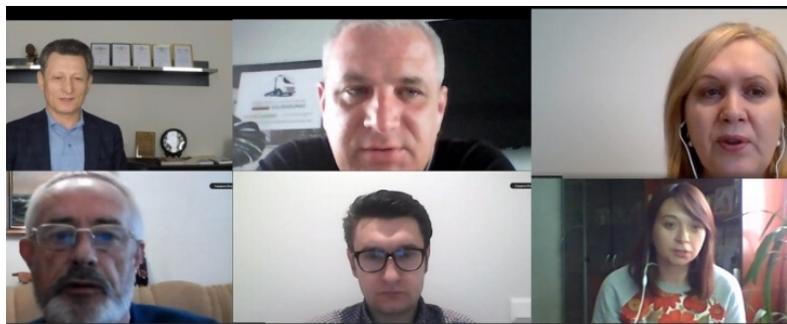
## KVPU AND LPS SOLIDARUMAS HELD AN ONLINE MEETING ON MIGRANT WORKERS PROTECTION

On April 29, representatives of the Confederation of Free Trade Unions of Ukraine (KVPU) and the Lithuanian Trade Union "Solidarumas" held a meeting by video-conferencing. Trade union leaders and activists exchanged information on the situation in Ukraine and Lithuania and on their activities and defending the interests of workers during the pandemic of the COVID-19.

The KVPU Chairman Mykhailo Volynets said that thousands of Ukrainian migrant workers returned from the EU home. At the same time, quarantine restrictions have increased unemployment in the country, so finding a job in the EU remains an issue for many citizens.

During the online meeting, representatives of LPS "Solidarumas" and KVPU agreed on further joint action and decided to hold such virtual meetings in the nearest future.

As it was informed before, KVPU and LPS "Solidarumas" signed the Agreement on Protection of Migrant Workers' Rights.



# News from the Free Trade Union of Medical Workers of Ukraine



The Free Trade Union of Medical Workers of Ukraine (VPMPU) informed that after ambulance workers protests, the government has promised to provide funds for payment of wages of ambulance workers by the end of this year. For example, in Zaporizhzhya region UAH 64 million was needed for paying wages to ambulance workers. We're glad that additional finance will be provided, because it is crucial to ensure effective work of ambulances during pandemic.

*" However, a lot of challenges should be addressed to ensure that medical workers get decent payment and patients have qualified medical care in time of pandemic and in future. Having received appeals from primary trade union organizations VPMPU applied to the National Health Centre of Ukraine for clarifications about sources and amount of finance that are needed for payment additional benefits (300% of wage) to medical workers for working with COVID-19 patients. We did not receive a clear answer to these questions. Moreover, it was planning that within the reform, 50 000 doctors can be dismissed and 332 hospitals will be closed. So the VMPU remains mobilized"- said the VPMPU Chairperson Oleh Panasenko.*

**As of 10 May, around 3,000 medical workers were tested positive for COVID-19 in Ukraine.**

**110 new cases were registered in the past day.**

**21 health workers died from COVID-19.**

## THE INSURANCE PAYOUTS FOR HEALTHCARE WORKERS

On 7 May, the Parliament of Ukraine adopted the Law "On Amendments to Article 39 of the Law of Ukraine "On Protection of Population from Infectious Diseases"(regarding additional guarantees of the rights of health and other workers engaged in the protection of population from infectious diseases and their families)." Accordinf to it, **the insurance payouts are provided** to healthcare workers of state and municipal health care institutions who are registered as a disabled person affected by coronavirus disease, in case of death of health workers and researchers who treated patients with COVID- 19, as well as in case of infection of health workers and their death from coronavirus during the quarantine.

Insurance payouts totaling at least 300 times the amount of subsistence level (**UAH 681 000 /EUR 22 000**) should be provided to health workers if they are registered as disabled persons affected by coronavirus disease within one calendar year. In case of the death of a health worker or an employee of a state scientific institution who performs professional duties in conditions of increased risk of infection with pathogens of infectious diseases, such payouts should total at least 750 times the amount of subsistence level.

Also, the Law stipulates, that in case of death due to infection with COVID-19 during quarantine or restrictive measures related to the spread of coronavirus disease, a health worker is equated in status to a serviceperson doing military service who died as a result of injury, contusion, mutilation, disease related to the performance of military duties. The family members, parents, and persons dependent will be able to enjoy all the rights and guarantees provided by law for servicepersons in such cases.

**Now the KVPU is advocating amedment to the Decree No1662 and including the COVID-19 in the list of occupational diseases.**

# NPGU CALLS ON TO ENSURE STABLE WORK OF ENTERPRISES AND ANTI-COVID-19 MEASURES



The Independent Trade Union of Miners of Ukraine welcomed the Government affords for wage arrears payment but urged to continue carrying out measures for stabilization of the situation in the energy sector. Besides, the NPGU drew particular attention to COVID-19 response activities at workplaces and workers communities. On April 29 the Chairman of the Independent Trade Union of Miners of Ukraine Mykhailo Volynets raised the issue of repaying salary arrears to miners at the first meeting of the Anti-Crisis Energy Headquarter chaired by Prime Minister of Ukraine Denys Shmyhal. Besides, miners and their trade unions announced protest action after the ending of quarantine. Later, the Government decided to allocate UAH 546.993 million from the state budget Coal Restructuring Program.

The leaders of two comprehensive miners' trade unions were included in the list of the Anti-Crisis Energy Headquarter members. The NPGU Chairperson Mykhailo Volynets emphasized that the work of the Headquarter is important now.

*"During quarantine majority of mines were temporarily closed. But this shutdown was also a result of existing corruption schemes and coal import. Now it's very important to have an energy balance and to ensure stable work of all energy enterprises that pay wages for workers and taxes. Also, the stable energy situation is important for the economy of Ukraine. Moreover, the principles of the EU's Third Energy Package must be implemented in Ukraine", – said the trade union leader.*

According to the NPGU, **as for May the 4th**, the allocated state budget funds (**UAH 546.993 million**) were transferred to the accounts of state-owned enterprises. As for today, wage arrears for February 2020 were paid and besides, workers of the state-owned mines got **80%-90%** of wages for March. At the SOE "Lvivvugillia" (Lviv region) miners also received 10% of the first wage payment for April with funds earned by the enterprise. At the same time, the Ministry of Energy and Environment Protection of Ukraine decided to make some changes in the plan of distribution of budget funds. For example, SOE "Myrnogradvugillia" (Donetsk region) had been provided **UAH 32.753 million**, but in fact, it received only **UAH 5.6 million**.

*"Miners have continued to work during the quarantine. For example, in April, the mine "Kapitalna" extracted 1,500 tons of coal. Moreover, the SOE "Myrnogradvugillia" managed to sell more than 70 thousand tons of coal, which were stored for a long time on the territory of the enterprise. The earned money was used to pay off wage arrears and payments for electricity. Therefore, I consider unfair the decision of the officials to significantly reduce our funding from the state budget", - commented Oleksandr Abramov, Chairman of the Local Organization of the Independent Trade Union of Miners of Ukraine in Myrnohrad and the Pokrovsky District of the Donetsk Region.*

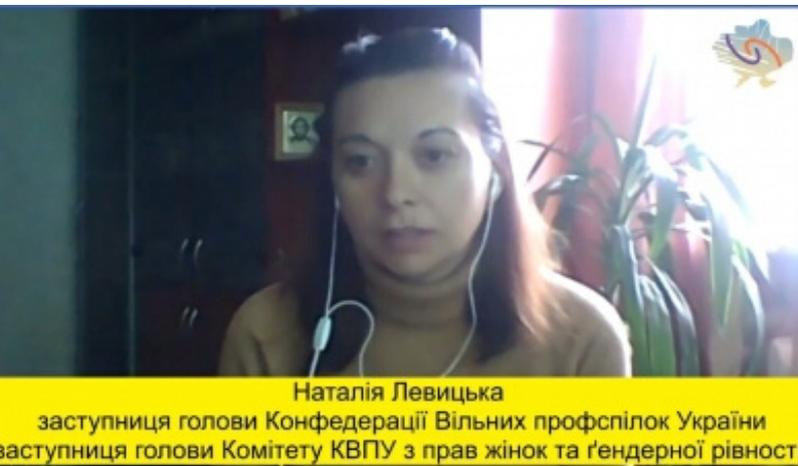
**On 7th of May**, during the briefing in the Parliament, Mykhailo Volynets highlighted the issue of carrying out all needed measures to combat the spread of COVID-19 at mining enterprises and in miners' communities. As miners continue working in quarantine, they at risk for the COVID-19 at their workplaces and on their way to or from work.

*"Miners can stay too close to each other when they go down the mine. Moreover, they work in the depth 1000-1500 km and there is a high dust level in the air in the work area. That's why they vulnerable to such diseases as silicosis. Now they are at risk to have complications if they be infected with the COVID-19. In this regard, I appealed to the Ministry of Healthcare of Ukraine and ask to make sure that appropriate attention is paid and necessary assistance is provided to cities where mining enterprises that extract coal, uranium ore, manganese, zirconium, etc. are located or where miners live", - said Mykhailo Volynets.*

# KVPU WOMEN'S COMMITTEE: PROMOTING CONVENTION N190 AND JOINING WORK ON CEDAW ALTERNATIVE REPORT

Representatives of the Committee on Women's Rights and Gender Equality of the Confederation of Free Trade Unions of Ukraine (KVPU) participated in two events on the implementation of the UN Convention on the Elimination of All Forms of Discrimination against Women in Ukraine.

On April 16, expert readings on the implementation of the CEDAW was organized by the Office of the Government Commissioner for Gender Equality.



During her speech, the KVPU Deputy Chairwoman Natalia Levitska focused on the periodic review, revision, and extension of the legislation on protection of the rights referred to in Article 11 of the CEDAW.

*"Unfortunately, during each crisis, not only the life of employees worsen, but their rights are narrowed. The KVPU insists that while reviewing legislation the best world practices shall be used as an example. Authorities shouldn't think how to save money through narrowing rights of working women" – said the KVPU Deputy Chairwoman.*

The KVPU appealed to the Government of Ukraine to pay attention to the needs of people facing the risk of domestic violence in quarantine. Moreover, the KVPU Committee on Women's Rights and Gender Equality continues its activities on promoting zero-tolerance violence in the workplace policy at the grass-root level. Natalia Levitska also informed participants of meeting about the KVPU's campaign on ratifying the new ILO Convention on the Elimination of Violence and Harassment in the World of Work No190 and called on all participants of the event to support it.

*"It was a pleasure to hear from the social partners - employers and a representative of the Ministry of Social Policy - about their readiness to start consultations on the possibility of ratification of the Convention No190. At the same time, I urge everyone to take action. Because there is not much time for carrying out consultations", – told Natalia Levitska.*

On April 21, the online nationwide roundtable was held to launch the second wave of independent monitoring of the implementation of the Convention on the Elimination of All Forms of Discrimination against Women in Ukraine. The event was organized by the National Council of Women of Ukraine, the Kyiv Gender Studies Institute, the Women's Consortium of Ukraine and the World Federation of Ukrainian Women's Organizations and it was joined by over 50 participants, including representatives of the Ministry of Social Policy, Office of the Ombudswoman Government Commissioner for Gender Equality Policy, the Confederation of Employers' organization of Ukraine and the Confederation of Free Trade Unions of Ukraine. During the round table, the KVPU International Secretary Olesya Bryazgunova claimed that the KVPU would be glad to join the expert group and cooperate on the writing of the CEDAW alternative report.

*"We are ready to work on the issue of respecting women's socio-economic rights and eliminating discrimination in the labor market within the work on the shadow report. Unfortunately, due to the COVID-19 pandemic and its economic consequences, there is a worsening of the situation of women in several spheres. The KVPU considers that in the near future the issues of women's access to decent work, equal pay, combating discrimination, and violence in the work will be especially urgent", - said Olesia Briazgunova.*

It should be noticed, that in 2017 the KVPU, together with 13 other organizations and experts, has contributed to the preparation of the Alternative Report on the implementation of the CEDAW.

# AFTER ENTREPRENEURS' PROTEST THE GOVERNMENT ALLOWED FUNCTIONING OF THE AGRO-FOOD MARKETS



On April 29, entrepreneurs held a protest near the building of the Cabinet of Ministers of Ukraine, demanding to reduce quarantine measures and allow agro-food markets to function. The leadership and activists of the Free Trade Union of Entrepreneurs of Ukraine (VPPU) joined this action. According to the Chairperson of the Free Trade Union of Entrepreneurs of Ukraine (VPPU) Valentyna Korobka who participated in the protest, entrepreneurs called on the Government to ensure equal rights in trade and consider the possibility of permission to work with agro-food markets which are the main point of sale for Ukrainian farmers.

According to the Chairperson of the Free Trade Union of Entrepreneurs of Ukraine (VPPU) Valentyna Korobka who participated in the protest, entrepreneurs called on the Government to ensure equal rights in trade and consider the possibility of permission to work with agro-food markets which are the main point of sale for Ukrainian farmers. The Chairperson of the Free Trade Union of Entrepreneurs of Ukraine (VPPU) Valentyna Korobka addressed the participants of the protest on 29th of April.

*"If you have allowed large shop networks to trade, it's unfair to ban agro-food markets. Ukrainian farmers and entrepreneurs can't sell their goods and they were left alone with their problems. They urge the Government to help them to survive and create conditions for the operation of markets" – commented the Chairman of the Confederation of Free Trade Unions of Ukraine Mykhailo Volynets.*

Later the Cabinet of Ministers of Ukraine approved the operation of food markets in compliance with safety requirements for the non-spread of the COVID-19 during the quarantine.

According to the decision of the Government, the functioning of the agro-food markets as operators of the food market in accordance with the Law of Ukraine "On Basic Principles and Requirements for Food Safety and Quality of Foods" is possible only if the requirements for anti-epidemic measures established by the Chief State Sanitary Doctor of Ukraine are met. During the quarantine period, the State Consumer Service will monitor the compliance with the requirements for anti-epidemic measures established by the Chief State Sanitary Doctor of Ukraine at the agro-food markets.

## Government-approved KVPU proposal to help individual entrepreneurs with children

On 22 of April, the Government of Ukraine decided to pay benefits to the children of individual entrepreneurs of two groups who have been forced to suspend their business due to the lockout during the quarantine regime.

Individual entrepreneurs can apply for financial assistance if they have paid contributions to Compulsory Social Insurance Fund. Benefits are provided for each child under 10 years of age and their amounts are similar to the minimum subsistence level set for children of the different age groups as of January 1, 2020. The entrepreneurs can receive **UAH 1 779 -2218 (EUR 62-74)** per month till the end of quarantine.

*"The KVPU proposed to the Ministry of Economic Development of Ukraine to provide the benefits for such entrepreneurs who have children. We welcome the relevant Government decision at the same time, we understand that these payments should be higher" – commented the KVPU Chairperson Mykhailo Volynets.*

# ТРУДІВНИКАМ - БЕЗПЕЧНУ ПРАЦЮ І ЗАБЕЗПЕЧЕННЯ ПРАВ!



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ПРОВОДИТИ  
ДЕЗИНФЕКЦІЮ



ЗАБЕЗПЕЧИТИ  
ПРОФІЛАКТИЧНІ ЗАХОДИ,  
РЕКОМЕНДОВАНІ МОЗ І  
ДЕРЖПРАЦІ

## Звертайтеся до профспілки у разі:

- порушення норм безпеки і охорони праці
- примусу йти у неоплачувану відпустку
- невиплаті зарплат
- та інших порушень трудових прав



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*Such posters on the protection of rights and health for workers during the COVID019 pandemic were shared in social media and hanged at the workplaces within the KVPU campaign "What is your quarantine situation?" that aimed to show best practices at enterprises, highlight violations of workers' rights and urge workers to inform about their problems.*

## **THE KVPU CALLS TO RESPECT LABOUR RIGHTS AND FREEDOMS DURING CURBING COVID-19 SPREAD**

In connection with the possible extension of the quarantine that was prolonged by the Resolution of 25/03 № 239 of the Cabinet of Ministers of Ukraine until April 24, the Confederation of Free Trade Unions of Ukraine makes an appeal to the Government and all employers. The KVPU calls on to prevent violations of the labor rights of workers - to comply with legal requirements and fulfill the conditions of collective bargaining agreements.

According to the Government Resolution on March 11, 2020, No211 "On prevention of the spread of COVID-19 acute respiratory disease caused by the SARS-CoV-2 coronavirus in Ukraine" and following amendments to it, **the certain restrictions related to the work in different spheres were established.**

The Law on Amendments to Certain Legislative Acts of Ukraine aimed at providing additional social and economic guarantees in connection with the spread of coronavirus disease (COVID-19) No. 540-IX, **amended the part one of Article 113 of the Labor Code of Ukraine.** According to these changes, in case of the idle time occurred through no fault of an employed person, including in the period of quarantine, the employee should be paid not less than two-thirds of the fixed rate of wage.

**The Confederation of Free Trade Unions of Ukraine constantly monitors** the timeliness and level of remuneration and other payments during the quarantine. The KVPU has to admit that, after the above-mentioned amendments, some employers have started a campaign to reduce employee benefits to 2/3 of the wage rate (salary).

**The KVPU insists that** in the case of spreading of the COVID-19 in Ukraine, there is every reason to apply Para 3. of Article 113 of the Labor Code of Ukraine, according to which, if during the idle time through no fault of an employed person the dangerous situation is occurred and causes threats to the life or health of the employee or to the people who surround him/her, and the environment is, **the employee should be paid average wage.**

In view of the above, **the Confederation of Free Trade Unions of Ukraine calls on the Government :**

- To curb the spread of COVID-19 in Ukraine while respecting the fundamental rights and freedoms of the citizens and all employees;
- To take urgent economic measures to prevent business collapse and increase in the unemployment rate;
- To protect the income of employees and their families, to support social protection system;
- To pay attention to the needs of people facing the risk of domestic violence.

**The KVPU calls on the employers to cooperate** with trade unions to secure and save workplaces, as well as workers' income, regardless of type and form of their employment, to provide workers with all required personal protective equipment and to take other measures to prevent the spread of the COVID in the workplaces.

**The KVPU urges trade union organizations of all levels** to monitor the implementation by employers of the norms of current legislation and collective agreements in order to timely resolve issues related to the proper execution of new forms of organization of work and temporary absence of workers at workplaces due to carrying out preventive measures.

**The KVPU appeals to the State Labor Service of Ukraine** with the requirement not to weaken the state control over the compliance of with the legislation on labor, in particular in the part of the observance of the rights of workers, safety and occupational health rules, as well as compliance with the requirements of sanitary rules.

# COVID-19 OUTBREAK IN UKRAINE

As of 11 May, **15,648 cases of coronavirus** (+416 on 10 May) are confirmed in Ukraine. 408 people died from COVID-19 (+17 on 10 May), 3,288 patients recovered.

On May 4th the Government of Ukraine prolonged quarantine **till 22 May**. However, the PM Denys Shmyhal said that quarantine "most likely" would be extended after 22 May in Ukraine.

There are some easing already as of 11 May. In particular, it is allowed to visit parks and recreational areas, to open hair studios and beauty salons, to open cafes for takeout services only, as well as non-food stores, car-wash services, etc. if quarantine measures are strictly met.

According to **the Ukrainian Chamber of Commerce and Industry**, the **unemployment** rate has reached **2.5-2.8 million people or 13.7-15.4%** of the labor force, which is the highest rate in 15 years in Ukraine.

According to the State Labour Service of Ukraine, as for 4 May, **457 thousand people have registered as unemployed** in Ukraine.

Meanwhile, the National Bank reported that almost no new vacancies are appearing on the labor market due to the lockdown.

Minister for Foreign Affairs of Ukraine Mr Dmytro Kuleba claimed that **international airline connections would not be fully restored during the summer months**. He also expressed his hope that such restoration would intensify in September-October.

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