

## MINIMAL ADVANCEMENT – EFFORTS MADE BUT CONTINUED LAW THAT DELAYED ADVANCEMENT

In 2020, Ukraine made minimal advancement in efforts to eliminate the worst forms of child labor. During the reporting period, Ukraine's Cabinet of Ministers adopted a resolution implementing a risk-based approach to conducting planned inspections, including the use of child labor as one of the criteria for assessing risk. It also implemented measures to address undocumented work, including signing a Memorandum of Understanding on decent work with the International Labor Organization. The number of labor inspectors increased significantly from 2019, and the government reported that all inspections were unannounced. However, despite new initiatives to address child labor, Ukraine is receiving an assessment of minimal advancement because it continues to implement a regression in law that delayed advancement in eliminating the worst forms of child labor. In August 2019, the government issued Cabinet of Ministers Decree No. 823, which requires that businesses receive notification at least 5 working days in advance of an onsite labor inspection where previously no such notification was required. Although unannounced inspections reportedly took place during the reporting period, the decree remains in place. Children in Ukraine are subjected to the worst forms of child labor, including in the production of pornography. Children also perform dangerous tasks in mining. Children living in the Russia-controlled Donbas region of eastern Ukraine and Russia-occupied Crimea are increasingly vulnerable to exploitation as the government of Ukraine does not have control over these regions and is therefore not able to address the worst forms of child labor due to the ongoing conflict. The government also collected few of the financial penalties imposed for child labor violations and lacked social programs designed to assist children engaged in hazardous work in mining.



## I. PREVALENCE AND SECTORAL DISTRIBUTION OF CHILD LABOR

Children in Ukraine are subjected to the worst forms of child labor, including in the production of pornography. Children also perform dangerous tasks in mining. (I-6) Table 1 provides key indicators on children's work and education in Ukraine.

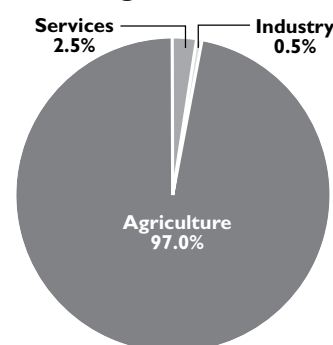
**Table 1. Statistics on Children's Work and Education**

Children	Age	Percent
Working (% and population)	5 to 14	9.7 (385,204)
Attending School (%)	5 to 14	97.2
Combining Work and School (%)	7 to 14	12.0
Primary Completion Rate (%)		102.6

Source for primary completion rate: Data from 2014, published by UNESCO Institute for Statistics, 2021. (2)

Source for all other data: International Labor Organization's analysis of statistics from National Child Labour Survey (NCLS), 2015. (3)

**Figure 1. Working Children by Sector, Ages 5-14**



Based on a review of available information, Table 2 provides an overview of children's work by sector and activity.

**Table 2. Overview of Children's Work by Sector and Activity**

Sector/Industry	Activity
Agriculture	Farming, activities unknown (1,4-8)
	Raising livestock, activities unknown (9)
Industry	Construction, activities unknown (1,4,10,11)
	Mining,† including loading, transporting, and sorting coal, and extracting amber (1,5,6,8,10,12)

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**Table 2. Overview of Children’s Work by Sector and Activity (Cont.)**

Sector/Industry	Activity
Services	Street work, including distributing advertising leaflets, sales activities in kiosks, washing cars, and begging (1,4,6,7,13)
Categorical Worst Forms of Child Labor‡	Commercial sexual exploitation, sometimes as a result of human trafficking (1,4,11,13)
	Use in the production of pornography (1,5,10,11,14)
	Recruitment of children by non-state armed groups for use in armed conflict (10)
	Forced begging, sometimes as a result of human trafficking (1,8,10,11,13,15,16)

† Determined by national law or regulation as hazardous and, as such, relevant to Article 3(d) of ILO C. 182.

‡ Child labor understood as the worst forms of child labor *per se* under Article 3(a)–(c) of ILO C. 182.

In 2020, the Russia-led conflict in the east of the country continued. The conflict limited the government's financial and institutional capacity to address the worst forms of child labor throughout Ukraine, especially in the Russia-controlled areas of Donetsk and Luhansk. (1,10,13) Russian aggression in eastern Ukraine has created more than 1.4 million IDPs currently registered, including more than 190,000 children. (17,18) IDP children, particularly those who are unaccompanied, are especially vulnerable to exploitation in the worst forms of child labor. (19) Lack of information limits an assessment of the types of work that children perform and the sectors in which they work in Russia-controlled territory in the Donbas region and Russia-occupied Crimea. However, available data suggest that children in these areas face heightened vulnerability to child labor, including in illegal coal mines in the Donbas region. (1)

During the reporting period, Russia-backed groups continued to recruit children to take part in armed combat. Children were trained in weapons use and organized into reserve militia battalions at militant-run camps and school programs located in territory controlled by Russian-backed groups. (1,10,20) Reports also indicate that thousands of children participate in military-style training or other military-style activities under the guise of “military-patriotic” activities carried out by Russia-led forces in the Russia-controlled areas of Donetsk and Luhansk and by Russian occupation authorities in Crimea. (1) The government was unable to enforce national prohibitions against the use of children in armed conflict in these areas. (1,10,20)

Children in the Russia-controlled areas of Donetsk and Luhansk face challenges being registered at birth, which can prevent them from receiving Ukrainian identity documents. This, in turn, limits their ability to enroll in school and puts them at risk of statelessness. (21) Although a judicial procedure exists to provide children born in the Russia-controlled areas of Donetsk and Luhansk with Ukrainian birth certificates, fewer than half of the children born in these areas are estimated to have obtained a birth certificate issued by the Government of Ukraine. A law adopted in 2018 provides for any civil registry office to issue a Ukrainian birth registration on the basis of a birth certificate issued in the Russia-controlled areas of Donetsk and Luhansk, but the government has yet to establish a procedure to ensure implementation of this provision. (22) In addition, up to a third of children from Roma communities also lack birth registration, impeding their access to education. (19)

President Zelensky amended the Law on Higher Education in July to permit more than 2,000 applicants from the conflict-affected areas in Donbas and Crimea to enter Ukrainian universities free of charge and through a simplified application process. This effort is part of the implementation of the Safe Schools Declaration, which Ukraine signed in December 2019. (1) The Ministry of Education and Science approved a resolution in September regulating the process of distance learning in schools due to the COVID-19 pandemic, allowing local authorities to use unspent educational funds to purchase personal protective equipment to combat the spread of COVID-19 in schools. However, some children, especially those from poor families and those with special needs, could not participate in distance learning because they lack access to the internet or computer equipment. (1) In addition, members of the Roma community continue to face barriers to education, including a lack of access to alternative preschool programs, discrimination in admissions and in the school environment, the lack of inclusive approaches in the school system, and low social services support for Roma families. Roma families can also lack a registered residence, which further complicates their children’s school enrollment. (1)







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Children from Ukraine are trafficked both internationally and domestically for commercial sexual exploitation and forced begging. (11,13,16) The Ministry of Social Protection noted that due to the pandemic, many children spent more time on the internet and were at increased risk of cybercrime victimization, including in the production and distribution of pornographic content. (16) Children with disabilities and homeless, orphaned, and poor children, especially those living in state-run institutions, are at high risk of being trafficked. (13,16,19) Some state-run orphanages have used children for illegal labor in business, seasonal agricultural work, construction, and sexual exploitation. (1,9,11) Ukraine is a transit and destination country for refugees from Afghanistan, the Russian Federation, Bangladesh, Syria, and Iraq. Refugee children lack access to state-run children's shelters, face challenges receiving birth registration, and experience heightened vulnerability to child trafficking. (16,19,23)

## II. LEGAL FRAMEWORK FOR CHILD LABOR

Ukraine has ratified all key international conventions concerning child labor (Table 3).

Table 3. Ratification of International Conventions on Child Labor

Convention	Ratification
 ILO C. 138, Minimum Age	✓
 ILO C. 182, Worst Forms of Child Labor	✓
 UN CRC	✓
 UN CRC Optional Protocol on Armed Conflict	✓
 UN CRC Optional Protocol on the Sale of Children, Child Prostitution and Child Pornography	✓
 Palermo Protocol on Trafficking in Persons	✓

The government has established laws and regulations related to child labor (Table 4). However, gaps exist in Ukraine's legal framework to adequately protect children from the worst forms of child labor, including laws prohibiting the commercial sexual exploitation of children.

Table 4. Laws and Regulations on Child Labor

Standard	Meets International Standards	Age	Legislation
Minimum Age for Work	Yes	16	Article 150 of the Criminal Code; Article 188 of the Labor Code; Article 21 of the Law on the Protection of Childhood (24-26)
Minimum Age for Hazardous Work	No	18	Article 150 of the Criminal Code; Article 190 of the Labor Code; Article 21 of the Law on the Protection of Childhood (24-26)
Identification of Hazardous Occupations or Activities Prohibited for Children	Yes		Article 150-1 of the Criminal Code; Order of the Ministry of Health No. 46 on the approval of the list of heavy work and work with dangerous and harmful working conditions, in which the employment of minors is prohibited; Article 190 of the Labor Code (24,25,27)
Prohibition of Forced Labor	Yes		Articles 149, 172 and 173 of the Criminal Code; Article 43 of the Constitution of Ukraine; Article 1 of the Law on Employment (24,28,29)
Prohibition of Child Trafficking	Yes		Article 149 of the Criminal Code; Article 32 of the Law on the Protection of Childhood (24,26)
Prohibition of Commercial Sexual Exploitation of Children	No		Articles 301–303 of the Criminal Code; Articles 10 and 21 of the Law on the Protection of Childhood; Articles 1, 6 and 7 of the Law on the Protection of Public Morality; Law on Amendments to Certain Legislative Acts of Ukraine on Combating the Distribution of Child Pornography (24,26,30,31)
Prohibition of Using Children in Illicit Activities	Yes		Articles 304 and 307 of the Criminal Code; Articles 10 and 21 of the Law on the Protection of Childhood (24,26)
Minimum Age for Voluntary State Military Recruitment	Yes	17	Articles 15 and 20 of the Law on Military Duty and Military Service (32)

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**Table 4. Laws and Regulations on Child Labor (Cont.)**

Standard	Meets International Standards	Age	Legislation
Prohibition of Compulsory Recruitment of Children by (State) Military	Yes		Article 15 of the Law on Military Duty and Military Service; Decree No. 447 on Measures to Improve the Defense Capabilities of the State (32,33)
Prohibition of Military Recruitment by Non-state Armed Groups	Yes		Article 30 of the Law on the Protection of Childhood (26)
Compulsory Education Age	Yes	17‡	Articles 3, 12, and 20 of the Law on General Secondary Education; Article 35 of the Constitution (28,34)
Free Public Education	Yes		Article 53 of the Constitution of Ukraine; Article 2 of the Law on General Secondary Education (28,34)

‡ Age calculated based on available information (34)

During the reporting period, the Government of Ukraine drafted a new law aimed at protecting the rights of domestic workers. The proposed law extends employment protections to all workers over age 16 who perform domestic work on a regular, professional, or contract basis. (35) The government also developed a draft law that would amend a number of legislative acts to comply with the Council of Europe's Convention on Protection of Children against Sexual Exploitation and Sexual Abuse. (1,36)

Because the minimum age for work is lower than the compulsory education age, children may be encouraged to leave school before the completion of compulsory education. (24-26,34) Furthermore, the Ministry of Health Order Number 46 does not prohibit children between 14 and 16 from engaging in hazardous work as part of a vocational training program, which is not in compliance with international standards. Although the law specifies that children in these training programs may be onsite for no more than 4 hours and must remain in strict compliance with applicable safety norms and rules and regulations on labor protection, this is not in compliance with international standards. (37,38)

Articles 302 and 303 of the Criminal Code of Ukraine criminalize involvement of a minor in prostitution and pimping involving minors. However, no law criminalizes the users (clients) of prostitution involving children. (24)

### III. ENFORCEMENT OF LAWS ON CHILD LABOR

The government has established institutional mechanisms for the enforcement of laws and regulations on child labor (Table 5). However, gaps exist within the operations of enforcement agencies that may hinder adequate enforcement of their child labor laws.

**Table 5. Agencies Responsible for Child Labor Law Enforcement**

Organization/Agency	Role
State Labor Service within the Ministry of Economic Development, Trade and Agriculture	Enforces labor laws, including laws on child labor, by conducting inspections. Began the process of moving from the Ministry of Social Policy (MSP) to the Ministry of Economic Development, Trade and Agriculture in December 2019, and the transition was ongoing during the reporting period. (1,10)
Ministry of Internal Affairs	Enforces criminal laws against the worst forms of child labor, including child trafficking. (1,10)
Security Service of Ukraine	Tracks recruitment and use of children in armed conflict. (1,10)
Office of the Ombudsman for Children's Rights	Monitors protection of the rights of children and fulfillment of international obligations to protect children's rights, including by preventing child labor. Coordinates the development of laws on child protection and informs the public on children's rights. (39)
Prosecutor General's Office	Investigates and prosecutes cases related to the worst forms of child labor. Oversees a department and regional offices for the Protection of Interests of Children and Combating Violence that focuses on the worst forms of child labor. (1) In 2020, reported a case, under pre-trial investigation, that involves the trafficking of minors by officials of Ukraine's Children's Service and law enforcement officers. (16)

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In August 2019, the government issued Cabinet of Ministers Decree No. 823, which outlined procedural rules specifically for labor inspections conducted by the State Labor Service (SLS). These procedural rules clarified labor inspectors' authority to conduct inspections, including site visits, both proactively and in response to complaints. (40) However, Decree No. 823 also requires that businesses are notified at least 5 working days in advance of an onsite inspection. Although unannounced inspections took place during the reporting period, the decree remains in place and may interfere with the ability of the labor inspectorate to perform unannounced inspections in the future. (1,40,41)

In January 2020, the Prosecutor General's Office (PGO) established a department and regional offices for the Protection of Children's Interests and Combating Violence, which became operational in August. These regional offices are responsible for conducting pre-trial investigations and investigations of criminal offenses, filing appeals of court decisions relating to children's issues, providing legal representation to children, and supporting the execution of court decisions in the sphere of child protection. (42) Regional offices of the SLS signed cooperation agreements to share information about child labor cases with regional offices of the National Police of Ukraine, regional employment centers, the Department of Child Affairs, trade union leaders, regional social services organizations, and centers dedicated to social protection. (1)

Russia-occupied Crimea and areas controlled by Russia-led forces in the Donbas region of eastern Ukraine are not under the control of the Ukrainian government, which is prevented from carrying out inspections and law enforcement actions there. (43)

### Labor Law Enforcement

In 2020, labor law enforcement agencies in Ukraine took actions to combat child labor (Table 6). However, gaps exist within the operations of the SLS that may hinder adequate labor law enforcement, including the ability of labor inspectors to conduct unannounced inspections.

**Table 6. Labor Law Enforcement Efforts Related to Child Labor**

Overview of Labor Law Enforcement	2019	2020
Labor Inspectorate Funding	\$23.4 million (10)	\$16.3 million (1)
Number of Labor Inspectors	1,138 (1)	1,815 (1)
Inspectorate Authorized to Assess Penalties	Yes (44)	Yes (44)
Initial Training for New Labor Inspectors	Yes (10)	Yes (1)
Training on New Laws Related to Child Labor	Yes (10)	Yes (1)
Refresher Courses Provided	Yes (10)	Yes (1)
Number of Labor Inspections Conducted	17,855 (1)	14,803† (1)
Number Conducted at Worksite	213 (1)	14,803† (1)
Number of Child Labor Violations Found	106 (1)	49† (1)
Number of Child Labor Violations for Which Penalties Were Imposed	27 (1)	49† (1)
Number of Child Labor Penalties Imposed that Were Collected	3 (1)	10† (1)
Routine Inspections Conducted	Yes (45)	Yes (1)
Routine Inspections Targeted	Yes (45)	Yes (1)
Unannounced Inspections Permitted	No (40)	No (40)
Unannounced Inspections Conducted	Yes (46)	Yes (1)
Complaint Mechanism Exists	Yes (10)	Yes (1)
Reciprocal Referral Mechanism Exists Between Labor Authorities and Social Services	Yes (10)	Yes (1)

† Data are from January 2020 to mid-December 2020.

Ukraine's Cabinet of Ministers adopted Resolution No. 383 in May, which approves criteria for a risk-based approach to performing labor inspections and identifying labor violations; use of child labor is an approved risk factor. (1) The SLS employed a sufficient number of labor inspectors given the size of the workforce in Ukraine; however, observers report that the resources dedicated to overseeing labor laws and monitoring

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recruitment agencies' compliance remain inadequate. (1,13,47,48) Labor inspectors conducted 2,130 child labor-related inspections and detected 49 child labor violations involving 67 children working in the service sectors, heavy industry, and agriculture. The majority of violations involved the unregistered or improperly registered employment of minors. (1) Inspectors also identified four children who were receiving illegal or improperly documented wages. The SLS referred eight cases to criminal law enforcement agencies for investigation. (1) Although the SLS imposed a total of approximately \$35,000 in financial penalties, it collected only \$1,660 during the reporting period. The SLS is not authorized to compel payment of delinquent fines without a court proceeding, which can delay the collection of penalties. (1,10)

During the reporting period, all new labor inspectors received ILO-approved training upon hiring. The OSCE also conducted online training sessions for labor inspectors. (1) However, sources note that training for labor inspectors on child trafficking may be inadequate, especially outside of Kyiv. (13,19) In addition to the 1,253 labor inspectors working at the SLS, regional governments employ 562 labor inspectors. (1) Although these local inspectors are certified by the SLS, their training may be inadequate and inconsistent with the training given to inspectors employed directly by the SLS. (41) The funding allocated to the SLS in 2020 remained at a similar level to 2019, but NGOs have assessed the funding as insufficient and also expressed concern that the number of labor inspectors was inadequate. (10,13) Many labor inspector positions remain vacant, especially in more rural areas, due to low pay. (42)

### Criminal Law Enforcement

In 2020, criminal law enforcement agencies in Ukraine took actions to combat child labor (Table 7). However, gaps exist within the authority of the criminal enforcement agencies that may hinder adequate criminal law enforcement, including a lack of information on criminal convictions for the worst forms of child labor.

**Table 7. Criminal Law Enforcement Efforts Related to Child Labor**

Overview of Criminal Law Enforcement	2019	2020
Initial Training for New Criminal Investigators	Yes (10)	Yes (1)
Training on New Laws Related to the Worst Forms of Child Labor	Yes (10)	Yes (1)
Refresher Courses Provided	Yes (10)	Yes (1)
Number of Investigations	Unknown (10)	262 (1)
Number of Violations Found	8† (10)	188 (1)
Number of Prosecutions Initiated	33‡ (10)	188 (1)
Number of Convictions	Unknown (10)	Unknown (1)
Imposed Penalties for Violations Related to the Worst Forms of Child Labor	Unknown (10)	Unknown (1)
Reciprocal Referral Mechanism Exists Between Criminal Authorities and Social Services	Yes (10)	Yes (1)

† Data are from January to September 2019.

‡ Data are from January to November 2019.

The Ministry of Internal Affairs (MoIA) reported that it intervened in numerous instances of child trafficking, including cases of illegal labor and forced begging, but it did not provide specific information on the number or nature of these cases. (1) The PGO referred 188 cases related to the worst forms of child labor for prosecution, including five cases of criminal exploitation of child labor or forced begging, 67 cases of the use of children for the production of pornography, and 116 cases of engaging minors in criminal activity. The outcome of these cases is unknown, as the PGO does not specifically track convictions in cases related to the worst forms of child labor. (1,10)

The National Police reported a 92 percent increase in cases of online commercial sexual exploitation of women and children in 2020. Traffickers searched for and recruited vulnerable women and children online and created “web studios” for the production of pornographic videos or live performances. (16) In May, four individuals were arrested for using minors in the production and distribution of pornography, and eight children between the ages of 7 and 14 were identified as victims of commercial sexual exploitation. Specific data on the referral of child victims to social services were not available. (1)



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The MoIA reported that all criminal investigators receive specialized training on how to handle cases and investigations involving minors. During the reporting period, MoIA investigators and social workers received training on child labor as part of the government's 2020 Anti-Human Trafficking Program. (1)

**IV. COORDINATION OF GOVERNMENT EFFORTS ON CHILD LABOR**

The government has established mechanisms to coordinate its efforts to address child labor (Table 8). However, gaps exist that hinder the effective coordination of efforts to address child labor, including efforts to address all forms of child labor.

**Table 8. Key Mechanisms to Coordinate Government Efforts on Child Labor**

Coordinating Body	Role & Description
Inter-Ministerial Counter-Trafficking Coordination Council	Led by MSP, which serves as the National Coordinator for Counter-Trafficking Policy, includes more than 20 government entities and representatives from regional governments, NGOs, and international organizations. (11) Research was unable to determine whether this body was active during the reporting period.
National Referral Mechanism	Identifies victims of human trafficking, including children, and refers victims to appropriate government agencies for assistance and services. Implemented by MSP in its capacity as the National Coordinator for Anti-Trafficking Policy. (1,11) In June 2020, the Cabinet of Ministers approved Resolution No. 585 to clarify the National Referral Mechanism's role in providing social protection for vulnerable children. The referral mechanism operates between MSP, the Ministry of Internal Affairs, and the Prosecutor General's Office, and facilitates coordination between government agencies when child victims are identified. (1)

Although Ukraine has established the Inter-Ministerial Counter-Trafficking Coordination Council to coordinate efforts to address child trafficking, it does not have coordinating mechanisms to address other forms of child labor, including in mining and agriculture.

**V. GOVERNMENT POLICIES ON CHILD LABOR**

The government has established policies related to child labor (Table 9). However, policy gaps exist that hinder efforts to address child labor, including covering all worst forms of child labor.

**Table 9. Key Policies Related to Child Labor**

Policy	Description
National Action Plan for Countering Human Trafficking (2016–2020)	Guides the work of the National Coordinator on Countering Human Trafficking, located under MSP, through specific actions and timetables for preventing, protecting against, and prosecuting human trafficking crimes. (13,49-51) The participating agencies continued their work under the National Action Plan and drafted a concept paper for a new National Action Plan for 2021–2025. (16)
National Action Plan for Implementation of UN CRC (2017–2021)	Identifies priorities in the area of child protection, including improving measures to address the worst forms of child labor and increasing coordination between government agencies and NGOs. (1,6,7,52,53) No funding was provided for this program during the reporting period. (42)
Resolution on the Social Protection of Children and Urgent Measures to Protect the Rights of the Child	Directs the government to develop additional programs and social services to protect children against abuse, including the worst forms of child labor. Includes a provision on measures that specifically address the participation of children in armed conflict. (10,54) Research was unable to determine whether activities were undertaken to support this resolution during the reporting period.
Memorandum of Understanding between the ILO and Ukraine (2020–2024)†	Establishes terms of agreement between ILO and the government on cooperation to implement the Decent Work Country Program in Ukraine. (55) The Ukrainian Parliament Commissioner for Human Rights announced plans to collaborate with ILO in promoting fundamental principles and rights at work, including freedom of association and the right to collective bargaining, addressing pay equity, elimination of forced and child labor, and combating discrimination in the workplace. (55)

† Policy was approved during the reporting period.

Although the Government of Ukraine has adopted the National Action Plan for Countering Human Trafficking, the National Action Plan for Implementation of UN CRC, and the Resolution on the Social Protection of Children, research found no evidence of a policy on other worst forms of child labor, including hazardous child labor in mining. (1,10)

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### VI. SOCIAL PROGRAMS TO ADDRESS CHILD LABOR

In 2020, the government funded and participated in programs that may contribute to eliminating or preventing child labor (Table 10). However, gaps exist in these social programs, including the adequacy of programs to address the full scope of the problem.

**Table 10. Key Social Programs to Address Child Labor**

Program	Description
Directorate for the Development of Social Services and Protection of Children's Rights*†	Established under MSP in March 2020 to address the needs of vulnerable children. (16)
Shelters and Centers for Socio-Psychological Rehabilitation of Children†	Serve children in need, including child victims of trafficking, through 82 centers, which include 8 shelters. Children are provided with individual assistance programs that involve social, psychological, pedagogical, medical, legal, and other types of assistance. (11,19) Government officials report that there is a lack of resources and specialized personnel to serve child victims of sexual exploitation through these centers. (19)
Centers for Social Services for Family, Youth, and Children†	Administered in coordination with municipal authorities to provide social services for vulnerable children and families, including victims of human trafficking. These centers were active during the reporting period. (56,57)

\* Program was launched during the reporting period.

† Program is funded by the Government of Ukraine.

The SLS, with support from the ILO and the EU, conducted an awareness-raising campaign during the reporting period on the importance of formalizing employment relationships. The "Go to the Light!" campaign educated more than 1.5 million Ukrainians on the risks of undeclared and undocumented work. (58) In January, the government launched an online platform that will expand access to government services by allowing new parents to complete administrative services online, including registering the birth of a child. (16)

Ukraine's Cabinet of Ministers adopted Resolution No. 585 in June, which established a procedure for social protection of children in difficult situations, including children who are victims of abuse. (1,59) The Centers for Social Services for Family, Youth, and Children have historically experienced a large turnover of staff due to an excessive workload and low pay. (60) Although the Government of Ukraine has implemented programs to assist child victims of trafficking, research found no evidence that it has carried out programs specifically designed to assist children in other forms of child labor, including hazardous work in mining.

### VII. SUGGESTED GOVERNMENT ACTIONS TO ELIMINATE CHILD LABOR

Based on the reporting above, suggested actions are identified that would advance the elimination of child labor in Ukraine (Table 11).

**Table 11. Suggested Government Actions to Eliminate Child Labor**

Area	Suggested Action	Year(s) Suggested
Legal Framework	Raise the minimum age for work to the age up to which education is compulsory.	2018 – 2020
	Prohibit all children under age 16 from working in hazardous occupations during vocational training.	2011 – 2020
	Criminally prohibit and penalize the use of a child for prostitution.	2019 – 2020
Enforcement	Strengthen the labor inspection system by removing restrictions on labor inspectors' authority to conduct unannounced onsite inspections, both proactively and in response to complaints.	2019 – 2020
	Authorize the State Labor Service to enforce collection of delinquent penalties to ensure that all penalties imposed are collected.	2019 – 2020
	Ensure that all labor inspectors, including those working outside the capital, receive training on child trafficking.	2019 – 2020
	Ensure that labor inspectors employed by regional governments receive adequate training that is consistent with that provided to labor inspectors employed by the State Labor Service.	2019 – 2020
	Increase funding for the State Labor Service to ensure that the labor inspectorate has adequate capacity to address the scope of the child labor problem.	2019 – 2020



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**Table 11. Suggested Government Actions to Eliminate Child Labor (Cont.)**

Area	Suggested Action	Year(s) Suggested
Enforcement	Track and publish data on the number of convictions and penalties imposed for criminal violations of child labor laws.	2014 – 2020
Coordination	Ensure that all coordinating bodies are able to carry out their intended mandates.	2020
	Establish coordinating mechanisms to combat all worst forms of child labor.	2019 – 2020
Government Policies	Adopt a policy that addresses all relevant worst forms of child labor, including hazardous child labor in mining.	2018 – 2020
	Implement all policies addressing child labor, including the National Action Plan for Implementation of UN CRC and the Resolution on the Social Protection of Children and Urgent Measures to Protect the Rights of the Child.	2019 – 2020
Social Programs	Conduct research to gather comprehensive data on child labor, including the activities carried out by children working in mining, farming, raising animals, and construction, to inform policies and programs.	2019 – 2020
	Ensure that refugee children are allowed to receive services at state-run children's shelters and can be registered at birth.	2019 – 2020
	Establish a procedure to implement the law empowering any civil registry office to issue a Ukrainian birth registration on the basis of a birth certificate issued in the areas of Donetsk and Luhansk under the control of Russia-led forces.	2019 – 2020
	Develop programs to ensure that Roma children are registered at birth and are able to access education.	2010 – 2020
	Allocate resources and trained personnel to assist with child victims of commercial sexual exploitation in all state-run facilities that serve children in need.	2020
	Expand educational opportunities for children without internet access and those with special needs.	2020
	Ensure that there are sufficient resources for the Centers for Social Services for Family, Youth, and Children for child victims of human trafficking.	2013 – 2020
	Implement social programs to assist children subjected to all forms of child labor, including mining.	2020