

Annex 2. EU and Ukrainian Policies and Legislative Acts

The consolidated table of legislative changes (as of 26 August 2025) provides a cross-sectoral overview of the most important initiatives and decisions in the EU and Ukraine that shape the regulatory framework for the green transition and veteran reintegration.

Key Horizontal Instruments and Strategic Documents (EU ↔ Ukraine)

EU Acts

- **Net Zero Industry Act (NZIA)** — Regulation (EU) 2024/1106
- **Critical Raw Materials Act (CRMA)** — Regulation (EU) 2024/1252
- **Nature Restoration Regulation (NRR)** — Regulation (EU) 2024/1991
- **Carbon Border Adjustment Mechanism (CBAM)** — Regulation (EU) 2023/956
- **Renewable Energy Directive III (RED III)** — Directive (EU) 2023/2413
- **Energy Efficiency Directive (EED)** — Directive (EU) 2023/1791 (revised)

European labour and employment initiatives

- **European Pillar of Social Rights (EPSR)**
- **EU Skills Agenda**
- **Directive 2000/78/EC** establishing a general framework for equal treatment in employment and occupation
- **EU Directives on occupational safety and health (OSH)** and labour rights (relevant to Ukraine)

Ukrainian Legislation and Strategic Documents (as of 2025)

- Law of Ukraine “**On Integrated Pollution Prevention and Control**” (IPPC)
- Law of Ukraine “**On Waste Management**” (2022) and other waste management legislation (2023–2025)
- **Roadmap for the implementation of the MRV system** and the establishment of the **Emissions Trading System (ETS)**
- **National Energy and Climate Plan (NECP)** (draft under revision, 2024–2025)
- Law of Ukraine “**On Vocational and Technical Education**” (new edition, 2025)
- **Occupational Safety Legislation**
- **Legislation on non-discrimination and the rights of persons with disabilities** (employment of persons with disabilities, protection of the rights of veterans with disabilities)

Strategic Documents

- **Sustainable Development Strategy of Ukraine until 2030** (adopted 2019, update 2025)
- **National Economic Strategy until 2030** (includes sections on green transition and energy)
- Law of Ukraine “**On the Basic Principles (Strategy) of State Environmental Policy until 2030**” (2019)
- **Environmental Security and Climate Change Adaptation Strategy until 2030** (2021)
- **State Regional Development Strategy until 2027** (includes the “green recovery” component)
- **State Veterans’ Strategy until 2030** (adopted 2023, includes provisions on employment and retraining in green sectors)
- **State Target Programme for Supporting Veterans and Their Families (2024–2027)**, including grants for SMEs
- **National Employment Strategy until 2030** (focused on green and digital skills)
- **SME Development Strategy until 2027** (integration of green financing and green public procurement criteria)
- **National Youth Strategy until 2030** (training of young veterans and IDPs for green professions)

International Frameworks

- “**Green Industrial Recovery**” Programme (UNIDO / UNSDCF, 2025–2029)
- **ILO Conventions and Guidelines** on decent work and labour rights applicable to Ukraine

Why It Matters

These documents set the “rules of the game”: which technologies are classified as green; which standards become mandatory for businesses and which remain voluntary; what skills are required in the labour market; and what protections exist for workers, including those from vulnerable groups.

How It Affects the Labour Market

Although most acts have a horizontal nature, they directly influence job creation in enterprises identified as priorities by economic activity type:

- **EU legislation** stimulates the transition to energy- and resource-efficient cleaner technologies, renewable energy, low-carbon materials, ecosystem restoration, and ESG reporting competencies. Their implementation into Ukrainian legislation raises standards and creates demand for new skills.
- **National legislation** provides the legal and institutional foundation for developing green jobs, including mandatory environmental and labour standards, updated requirements, and new training programmes.
- **Institutional reforms** (such as the creation of the “mega-ministry” for economy, environment, and agriculture; Government decisions on supporting veteran employment and veteran entrepreneurship, etc.) establish governance conditions, frameworks for labour mobility, inclusion, and oversight necessary for scaling up green employment in a fair and equitable way.

Examples of Cross-Sectoral Linkages

- The **Energy Efficiency Directive (EED)** and the **Ukrainian Law on Energy Efficiency of Buildings** directly relate to priority sectors 4 (renewable energy / energy efficiency) and 7 (green construction).
- The **Waste Management Law** and the **Draft Strategy for the Development of the Circular Economy of Ukraine until 2035**, as part of EU integration, form the framework for priority sectors 5 (environmentally friendly construction and other products) and 9 (agriculture, forestry, waste recycling).
- The **Nature Restoration Regulation (NRR)** provides the European context for priority sectors 3 and 10 (land reclamation, sustainable forestry development, nature-based solutions).
- The **Critical Raw Materials Act (CRMA)** and the **Carbon Border Adjustment Mechanism (CBAM)** influence priority sectors 1, 4, and 5 (transport, energy, environmental goods and services).
- **Vocational education reform**, legislation on the **employment of persons with disabilities**, and **guarantees for veteran employment** act as cross-sectoral enablers: they provide a qualified and inclusive workforce through retraining, micro-credentials, formal recognition of military competencies, accessible employment for persons with disabilities, and protection of workers’ rights.

In summary, these acts serve as **horizontal drivers**, while the **sectoral analytical tables** further detail their impact on **green job creation, job quality, and inclusion**.

Consolidated Table: Key EU and UN Policies and Legislative Acts (including EU amendments 2024–2025)

Instrument / Act	Status as of 2025	Opportunities for Green Jobs and Veteran Integration	Required Actions for Ukraine
European Pillar of Social Rights (EPSR, 2017)	In force; EU policy framework for social rights and fair working conditions	Support for active employment policies; mechanisms for veteran reintegration into the labour market	Integrate into national employment strategies; guarantee social rights for veterans
EU Skills Agenda (2020)	Ongoing implementation; focus on upskilling and reskilling	Vocational training in green sectors; micro-certificates for veterans	Include in VET reform; develop training programmes for veterans
Directive 2000/78/EC on Equal Treatment	In force; implemented in Member States	Protection of veterans with disabilities from workplace discrimination	Align with Ukrainian labour and anti-discrimination legislation
European Green Deal (2019)	Flagship EU strategy; ongoing implementation	Investments in renewable energy, energy efficiency, sustainable transport, green construction	Integrate into NECP
Fit for 55 Package (2021)	Ongoing implementation; goal to cut emissions by 50–55% by 2030	Job creation in renewable energy and energy efficiency; reskilling programmes	Develop training for veterans in energy efficiency sectors
Circular Economy Action Plan (CEAP, 2020)	Ongoing implementation; new waste management rules	Employment in recycling, repair, and reuse sectors	Expand recycling infrastructure; create jobs for veterans
Net Zero Industry Act (NZIA, 2024)	In force since 29 June 2024; target $\geq 40\%$ clean technologies by 2030 (Internal Market & Industry)	Demand for cleaner technologies; opportunities for manufacturers and skilled workers	Integrate Ukrainian enterprises into NZIA; retrain veterans for production and maintenance roles
Critical Raw Materials Act (CRMA, Regulation (EU) 2024/1252)	In force since 23 May 2024; defines strategic raw materials	Jobs in extraction, processing, and land reclamation	Align resource management policy; train veterans in BAT technologies
Nature Restoration Regulation (NRR, 2024)	In force since 18 August 2024; restore $\geq 20\%$ of ecosystems by 2030	Employment in land reclamation, forestry, and urban greening projects	Include new professions in NQF; provide ecological job training for veterans
Carbon Border Adjustment Mechanism (CBAM, 2023–2026)	Transitional phase until 2026; full implementation in 2027	Increased demand for low-carbon materials; stimulus for green industries	Prepare Ukrainian exporters; train ESG reporting specialists
Renewable Energy Directive III (RED III, 2023)	In force; updated renewable energy targets for 2030	Demand for renewable energy engineers, technicians, and installers	Harmonize Ukrainian legislation; expand VET programmes for veterans
Energy Efficiency Directive (EED, 2023)	In force; sets more ambitious energy efficiency targets	Demand for energy auditors and efficiency engineers	Develop national training programmes; integrate military skills into energy auditing
EU Taxonomy Regulation (2020/852) + Delegated Acts (2021/2139, 2023/2486)	In force; defines sustainability criteria, DNSH principle, technical standards	Framework for financing, procurement, and green professions	Implement a National Taxonomy; create a monitoring mechanism
EU Eco-label and DSTU ISO 14024	In force; eco-labelling system for goods and services	Support for the green goods and services market; certification competencies	Align with national standards; train SMEs and veterans in certification
UNIDO Green Industrial Recovery Programme (2024–2028)	Under implementation; part of UNSDCF 2025–2029 (UNIDO)	Industrial recovery, new jobs, veteran reskilling	Engage Ukraine in pilot projects; integrate with NECP and green recovery initiatives

The new occupational safety legislation significantly strengthens the legal framework for decent work. The **Law of Ukraine “On Safety and Health of Workers During the Performance of Work” (2025)** introduces mandatory certification and training on occupational hygiene and safety, grants labour inspections the authority to suspend or restrict hazardous work in cases of risk to life or health, impose fines for violations, and monitor compliance with hygiene and safety standards. These changes are critically important to ensure that green jobs are created not only in quantity but also in quality—providing safe, healthy, and decent working conditions.

Key Labour and Safety Legal Instruments (Ukraine, 2025)

Title of Instrument / Act	Status / Amendments	Key Features / Innovations	Relevance for Green Jobs and Veterans
Law of Ukraine “On Safety and Health of Workers During the Performance of Work”	Adopted, enters into force in 2025	Establishes the principle of “full employer responsibility” for safe working conditions; introduces new approaches to permits/certifications for hazardous work; regulates enterprise-level occupational safety management (risk assessment, adaptation, priority of collective protection measures, etc.).	Formally defines safety requirements for green professions; enables integration of these requirements into veteran retraining programmes.
Procedure for Registration / Permits for High-Risk Equipment and Work	New procedure introduced in May 2025	For example, registration of forklifts is now performed through the Ministry of Internal Affairs of Ukraine.	Clear permitting and certification rules help enterprises integrate safety requirements into their projects, including green investments.
Legislative Amendments on Remote and Home-Based Work	Law of Ukraine “On Amendments to the Labour Code of Ukraine to Improve Legal Regulation of Certain Issues of Home-Based and Remote Work” (2 May 2025)	Regulates business travel for remote workers, transfer to remote work due to childcare (under 14 years), etc.	Guarantees protection and establishes frameworks for green professions that can be performed remotely (e.g. monitoring, analytics).
Labour Reform During Martial Law / Law on Organisation of Labour Relations	Law of Ukraine “On the Organisation of Labour Relations During Martial Law”	Allows employers, in certain cases, to suspend provisions of collective agreements, extend working hours up to 60 hours per week for critical infrastructure, while maintaining protections for vulnerable categories (pregnant women, persons with disabilities, etc.).	Relevant for green sector projects operating in critical infrastructure areas; requires balance between flexibility and workers’ rights.
Labour Protection Legislation / Law of Ukraine “On Occupational Safety”	In force	Defines employers’ obligations to ensure a safe work environment, provide safety training, establish occupational safety units, enforce compliance, and introduce liability for violations.	Serves as a fundamental legal framework for developing safety standards in green projects.
Labour Reform / Draft New Labour Code of Ukraine	Under discussion; initiated by the Ministry of Economy, Environment, and Agriculture	Proposes liberalization of labour relations, reduction of bureaucracy, and new approaches to employment contracts.	May affect the balance between flexibility and protection for enterprises and workers, important when applying environmental and safety requirements.
Regulation on Mobbing, Non-Discrimination, and Psychological Pressure	Draft New Labour Code of Ukraine	Defines “mobbing” and psychological pressure, establishes administrative liability, and grants employees the right to terminate employment if the employer fails to act.	Ensures psychosocial safety in green workplaces, especially in stressful or high-risk conditions.

Implementation Indicators:

- Number of enterprises in green sectors certified under the new Occupational Safety and Health (OSH) law or whose employees completed mandatory OSH training.
- Share / absolute number of jobs inspected or audited for OSH compliance under the new legislation.
- Number of OSH incidents or occupational accidents in green sectors (baseline + annual change).
- Number of retraining/certification programmes in green professions that include updated OSH/safety modules — with focus on high-risk work, veterans, and persons with disabilities.
- Share of vulnerable workers (veterans, persons with disabilities) in green sectors who completed OSH training and received personal protective equipment.
- Share of worksites with full control cycles (audit + corrective actions) after OSH violations detected.
- Average time to eliminate identified OSH violations in green sector workplaces.
- Share of contracts/tenders in green projects that include OSH/safety requirements as a selection criterion.
- Frequency of OSH training sessions per year for green sector employees.
- Employee satisfaction or perceived workplace safety levels (measured via surveys) in green sectors.