

## Annex 9. Sectoral Analysis and Recommendations

### Sector 1. Transport and Infrastructure — EU ↔ Ukraine (as of 26 August 2025)

EU legal act (full title)	Existing national acts (Ukraine)	Planned / required acts (Ukraine)	Transposition / approximation status	Next steps (2025–2026)	Responsible body in Ukraine	Comments (green jobs & veterans' integration)
<b>Regulation (EU) 2024/1679</b> (recast TEN-T)	National Transport Strategy of Ukraine to 2030 (CMU Order No. 430-r, 30.05.2018); Action Plan for the Strategy (CMU Order No. 321-r, 07.04.2021); sectoral programmes (Ukravtodor, Ukrzaliznytsia, Sea Ports Admin., etc.)	Updated national plan aligned with TEN-T	In progress	Adopt TEN-T classification; implement KPIs & monitoring; integrate climate-resilient standards	Ministry for Communities, Territories & Infrastructure Development of Ukraine (MinDCI)	“Smart” mobility & resilient infrastructure can yield ~210,000 green jobs; strong veteran roles (e.g., rail). DNSH & EU Taxonomy to be embedded in project design/procurement.
<b>Regulation (EU) 2023/1804</b> (AFIR)	Law No. 2956-IX (2023) on green recovery of the energy system; NEURC Resolution No. 642 (09.04.2024) simplifying grid connections; relevant building codes	State programme to meet AFIR targets	Partially aligned	Implement AFIR targets; ensure roaming & open data for recharging	MinDCI; Ministry of Energy; NEURC; local authorities	Jobs in installation/O&M of charging infrastructure, depot electrification; accessible pathways for veterans (technical, HSSE, field ops).
<b>Regulation (EU) 2019/631</b> (CO <sub>2</sub> for passenger cars & LCVs), <b>amended by 2023/851</b>	Tax/customs incentives for EVs (Laws No. 1660-IX, 1661-IX); building codes: ≥50% parking EV-ready (DBN amendments 2022–2023: V.2.3-5:2018; V.2.2-40:2018)	Scrappage/retrofit schemes; recognition of EU type-approval	In progress	Align vehicle categories; regulate used-vehicle imports to EU standards	MinDCI; Ministry of Economy/Environment & Agriculture; Ministry of Finance	Demand for EV servicing & diagnostics; apply Clean Vehicles targets in GPP to pull market.
<b>Regulation (EU) 2019/1242</b> (CO <sub>2</sub> for HDVs), <b>amended in 2024</b>	IFI-backed e-bus procurements; Public Procurement Law No. 922-VIII; CMU financing decisions for EBRD/EIB programmes	Set national targets for zero/low-emission buses and trucks	Not implemented	Amend procurement rules to reflect Clean Vehicles/HDV CO <sub>2</sub> ; modernise depots & grids	MinDCI; Ministry of Economy/Environment & Agriculture	Jobs in depot electrification, HDV maintenance/retrofit; targeted reskilling for veterans (high-voltage safety, telematics).
<b>Directive (EU) 2019/1161</b> (Clean Vehicles Directive)	Public Procurement Law No. 922-VIII; municipal strategies	National purchase targets; reporting register	Not implemented	Introduce binding targets & registers for contracting authorities	Ministry of Economy/Environment & Agriculture; MinDCI	Pulls demand for e-buses & clean fleets; roles in assembly, maintenance, charging ops—veteran inclusion via skills transfer.
<b>Regulation (EU) 2024/1257</b> (Euro 7)	UNECE rules applied; import standards via Law No. 2739-VI (09.12.2010); CMU Res. No. 1462 (28.12.2011) on environmental class confirmation	Harmonise with Euro 7; update testing procedures	Under monitoring	Establish accredited labs; update inspection rules	MinDCI; Ministry of Internal Affairs; Ministry of Economy/Environment & Agriculture	Better air quality; new jobs in testing, inspection, conformity assessment.

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<b>Regulation (EU) 2023/1805</b> (FuelEU Maritime)	Merchant Shipping Code (No. 176/95-VR); Law “On Sea Ports” (No. 4709-VI); Law “On Inland Water Transport” (No. 1054-IX)	National OPS roadmap; LNG/H <sub>2</sub> /ammonia standards	Not implemented	Develop OPS plans for Odesa, Chornomorsk, Pivdennyi; pilots	MinDCI; Navy/Maritime Admin.; Ministry of Energy	Port electrification/OPS → engineers, HSSE, grid integration; veteran-friendly technical roles.
<b>Regulation (EU) 2023/2405</b> (ReFuelEU Aviation)	Air Code (No. 3393-VI); Law “On Concessions” (No. 155-IX); State Aviation Service orders; CMU Res. No. 401 (airport certification rules)	SAF roadmap; tax & blending incentives	Not implemented	Adopt SAF policy; launch pilots at select airports	State Aviation Service; MinDCI; Ministry of Energy	Jobs in fuel logistics, quality control, certification; upskilling for veterans (fuel safety, ops).
<b>Directive 2010/40/EU</b> (ITS Directive) — <i>note: recast adopted in 2024; update references when in force</i>	ITS reflected in Transport Strategy; e-toll pilots; laws on roads/concessions (No. 2862-IV; No. 155-IX)	Roaming/interoperability; parking certification/standards	Partially aligned	Adopt roaming & payment standards; certify ITS services	MinDCI; Ministry of Digital Transformation	Jobs in ITS software, sensors, traffic management, data ops; strong fit for UAV/GIS-skilled veterans.
<b>Regulation (EU) 2017/352</b> (Port Services)	Law “On Sea Ports” (No. 4709-VI); Law “On Concessions” (No. 155-IX)	OPS licensing; “green concession” templates	Partially aligned	Issue model green concessions incl. energy & emissions KPIs	MinDCI; Navy/Maritime Admin.	Unlocks private investment; jobs in power supply services, HSSE, monitoring.
<b>Regulation (EU) 2018/858</b> (Type-approval) + <b>Regulation (EU) 2019/2144</b> (General Safety)	Law “On Road Transport” (No. 2344-III); Technical Regulation on wheeled vehicles (CMU Res. No. 1170, 10.11.2021)	Mutual recognition of EU approvals; updated safety features	Partially aligned	Amend technical regs; strengthen test centres	MinDCI; Ministry of Internal Affairs	Safer vehicles; jobs in diagnostics, testing, inspections.
<b>Regulation (EU) 2020/852</b> (EU Taxonomy) + <b>DA 2021/2139, 2023/2486</b>	—	National green jobs taxonomy; DNSH screening standards	Not implemented	Embed criteria in DNB/DSTU and tender docs	MinDCI; Ministry of Economy/Environment & Agriculture	Supports EV infrastructure, TEN-T & clean transport projects; clarity for green finance.
<b>EU GPP Criteria</b> (Transport; Street lighting; Road design)	Public Procurement Law No. 922-VIII (as amended)	National GPP criteria for transport/lighting	Partially integrated	Make GPP criteria mandatory in tender docs	Ministry of Economy/Environment & Agriculture; MinDCI	Jobs in network design, lighting audits; prioritise veterans & MSMEs in bids.
<b>Regulation (EU) 2023/1542</b> (Batteries)	—	Battery passports; collection/recycling rules	Not implemented	Create e-registry; build EV battery collection & recycling chain	Ministry of Economy/Environment & Agriculture; MinDCI	Logistics, diagnostics, recycling = new job streams; safe-handling training pathways for veterans.

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<b>Regulation (EU) 2020/740</b> (Tyre labelling)	—	Tyre labelling requirements in market surveillance & public procurement	Not implemented	Require compliant tyres in state/municipal tenders; set market checks	Ministry of Economy/Environment & Agriculture; State Service on Food Safety & Consumer Protection	Cuts emissions; jobs in quality control/market surveillance.
<b>EU Ecolabel (lubricants) / ISO 14024</b>	Environmental Protection Law (No. 1264-XII); Law on Technical Regulations & Conformity Assessment (No. 124-VIII); DSTU ISO 14024:2018; CMU Res. No. 529 (Detergents TR); related DSTU for paints/lubricants	Ecolabelling requirements for lubricants/cleaners in procurement	Not applied	Insert ecolabel/Type-I requirements into tender specs	Ministry of Economy/Environment & Agriculture; MinDCI	Low-toxicity operations; jobs in certification, compliant supply chains.

## Sector 2. Energy Efficiency, Renewable Energy Sources, and Cleaner Production Technologies

EU Legal Act (Full Title)	Existing National Acts (Ukraine)	Planned / Required National Acts (Ukraine)	Status of Transposition / Approximation	Next Steps (2025–2026)	Responsible Authority in Ukraine	Comments (Green Jobs & Veteran Reintegration Opportunities)
<b>Directive (EU) 2023/1791 on Energy Efficiency (recast EED)</b>	Law “On Energy Efficiency” No. 1818-IX (2021); CMU Resolution No. 1223 of 27.10.2023 approving the National Energy Efficiency Action Plan to 2030; National Employment Strategy to 2030 (CMU Order No. 583-r of 02.06.2021); Sustainable Development Strategy of Ukraine to 2030 (CMU Order No. 722-r of 30.09.2019); State Agency on Energy Efficiency and Energy Saving (SAEE) Order No. 287 of 27.08.2021 on Energy Audit Procedure; Ministry for Communities, Territories & Infrastructure Development Orders No. 305 (27.10.2017), No. 316 (22.11.2017), No. 289 (25.06.2018) on energy certification and metering; Ministry of Energy Order No. 243 (15.12.2020) on Efficiency Indicators; Ministry of Economy/Environment & Agriculture Order No. 273 (13.08.2021) on industrial efficiency methodology.	Integrate EU targets (–11.7 % final energy consumption by 2030); extend to municipalities and SMEs; embed DNSH / Taxonomy into state programmes	Partial approximation	Transpose annual public-building renovation (3 % / year), obligation schemes, mandatory energy audits; strengthen monitoring	State Agency on Energy Efficiency and Energy Saving (SAEE); Ministry of Energy	Renovation, heat pumps, insulation ≈ 150 000 jobs. Technically skilled veterans highly relevant. GPP for efficient materials / equipment; EU Ecolabel / ISO 14024 for supporting products & services. Estimated jobs ≈ 160 000 (65 000 new; 70 000 upgraded; 25 000 indirect).
<b>Directive (EU) 2018/2002 (amending)</b>	As above	Transitional provisions until full application of Directive 2023/1791	Transitional alignment	Complete shift to EED 2023/1791	SAEE	—

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<b>Directive 2012/27/EU</b>						
<b>Directive (EU) 2018/844 (amending EPBD 2010/31/EU); recast 2023 (NZEB / zero-emission buildings)</b>	Law “On Energy Performance of Buildings” No. 2118-VIII (2017); DBNs; State Regional Development Strategy to 2027 (CMU Resolution No. 695 of 05.08.2020); DBN V.2.6-31:2021 “Thermal Insulation of Buildings”; DBN V.2.6-79:2014 “Building Thermophysics”; DBN V.2.5-67:2013 “Heating, Ventilation and Air-Conditioning”; DBN V.2.2-15:2019 “Residential Buildings”; DBN V.2.2-40:2018 “Inclusiveness of Buildings and Structures.”	Full transposition of revised EPBD (NZEB / zero-emission standards; MEPS; renovation passports; automation).	Partial approximation	Amend law and DBNs; strengthen certification of energy auditors / inspectors; introduce digital building passports	MinDCI; SAEE	Barriers: outdated standards & lack of auditors. Jobs in envelope installation, heat pump systems, automation. Veterans (483 applicants in construction) well placed. Taxonomy/DNSH for renovation & new buildings; GPP for construction works. Est. ≈ 120 000 (50 000 new; 55 000 upgraded; 15 000 indirect).
<b>Directive (EU) 2018/2001 (RED II), amended by 2023/2413 (RED III)</b>	Law “On Alternative Energy Sources” No. 555-IV (2003); Law “On the Electricity Market” No. 2019-VIII (2017); NEURC acts; National Emission Reduction Plan for Large Combustion Plants (CMU Resolution No. 796 of 08.11.2017 – under review).	Align with EU target of 42.5 % RES by 2030; sectoral targets (buildings, heating/cooling, transport); simplify permits (“one-stop shop”).	Partial approximation	Update RES Law; implement “one-stop shop”; expand guarantees of origin; support self-consumption / energy communities	Ministry of Energy; NEURC	RES, micro-grids, storage → jobs in O&M, installation, dispatch. Veterans as technicians/operators. DNSH/Taxonomy for low-impact generation; GPP for green electricity. Est. ≈ 90 000 (35 000 new; 40 000 upgraded; 15 000 indirect).
<b>Directive 2010/75/EU (Industrial Emissions Directive – energy efficiency under BAT)</b>	Law “On Integrated Prevention and Control of Industrial Pollution” No. 3855-IX (effective from 08.08.2025); Environmental Safety and Climate Adaptation Strategy to 2030.	Secondary acts on BAT for EE / resource efficiency; industrial decarbonisation indicators	Law adopted / awaiting implementation	Adopt BAT conclusions; monitor energy efficiency (CEnMS / ISO 50001)	Ministry of Economy/Environment & Agriculture	Demand for eco-inspectors, energy managers. Veterans from industry (1 455 applicants) can retrain rapidly. Est. ≈ 25 000 (9 000 new; 12 000 upgraded; 4 000 indirect).
<b>Regulation (EU) 2021/1119 (European Climate Law)</b>	NDC (2021); Concept “Green Energy Transition to 2050” (CMU Order No. 1363-r of 20.10.2021).	National Climate Neutrality Strategy; Net-Zero trajectory	Strategic approximation	Develop 2050 roadmap; align NDC and long-term strategy	Ministry of Economy/Environment & Agriculture; Ministry of Energy	Macro driver for decarbonisation; coordinates EED/RED/EED. Estimated ≈ 10 000 (2 000 new; 6 000 upgraded; 2 000 indirect).
<b>Regulation (EU) 2020/852 (EU)</b>	Law “On Capital Markets and Organised Commodity Markets” No. 738-IX (19.06.2020); draft ESG-reporting standards (National	National sustainable finance / taxonomy rules; mandatory DNSH screening for EE / RES	Not transposed	Develop green finance classification;	NSSMC; Ministry of Economy/Environment & Agriculture	Opens ESG finance for renovation, RES, grids; jobs in verification / compliance.

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<b>Taxonomy) + Delegated Acts 2021/2139, 2023/2486</b>	Securities and Stock Market Commission – NSSMC); SME Development Strategy to 2027 (CMU Order No. 504-r of 24.05.2017).			train auditors / verifiers		Est. ≈ 8 000 (2 500 new; 4 000 upgraded; 1 500 indirect).

### Additional EU Instruments for This Sector (Green Public Procurement, Ecolabelling, Products & Equipment)

Corresponding Instrument / Act / Strategic Framework	Existing National Acts (Ukraine)	Planned / Required National Acts (Ukraine)	Status	Next Steps (2025–2026)	Responsible Authority in Ukraine	Comments (Taxonomy/DNSH, GPP, Ecolabelling, Jobs)
<b>EU Green Public Procurement (GPP)</b> – design and construction; indoor/outdoor lighting; heating/cooling; office IT; data centres; electricity	Law of Ukraine “On Public Procurement” (as amended); SME Development Strategy until 2027	National GPP criteria for building renovation, lighting, HVAC, ICT equipment, and green electricity	Partial coverage	Introduce mandatory or priority GPP in renovation programmes; establish performance indicators (kWh/m <sup>2</sup> , lighting efficiency classes, COP/SCOP, share of green electricity)	Ministry of Economy, Environment and Agriculture of Ukraine; State Agency on Energy Efficiency and Energy Saving of Ukraine; Ministry for Communities and Territories Development of Ukraine	Strengthens alignment with EU Taxonomy and DNSH; stimulates demand for energy audit, installation, and maintenance services; expands SME participation; option to include priority/quotas for veteran employment in contracts. Estimated jobs: ~85,000 (~30,000 new; ~40,000 upgraded; ~15,000 indirect).
<b>Regulation (EU) 2017/1369 (Energy Labelling) + Ecodesign (Sustainable Products Regulation and transitional rules)</b>	Technical regulations on energy labelling — CMU Resolutions No. 1184–1191 of 27.12.2019; on Ecodesign — CMU Resolutions No. 804–811 of 03.10.2018; National Employment Strategy to 2030. National standards for energy labelling: DSTU EN 60456 (washing machines), DSTU EN 62552 (refrigerators/freezers), DSTU EN 50242 (dishwashers), DSTU EN 62087 (TVs/displays), DSTU EN 15193 (building lighting). National standards for Ecodesign: DSTU EN 50564 (standby energy use), DSTU EN 303-5 (heating boilers), DSTU EN 14825 (HVAC efficiency), DSTU EN 16147 (heat pumps for water heating), DSTU ISO 50001:2020 (energy	Update labelling requirements and minimum efficiency standards for equipment (HVAC, pumps, household appliances, servers)	Partial	Update technical regulations; strengthen market surveillance and testing infrastructure	Ministry of Economy, Environment and Agriculture of Ukraine; State Service of Ukraine for Food Safety and Consumer Protection	Reduces energy consumption; creates jobs in certification and quality control; aligns with GPP and DNSH in procurement. Estimated jobs: ~25,000 (~8,000 new; ~12,000 upgraded; ~5,000 indirect).

Corresponding Instrument / Act / Strategic Framework	Existing National Acts (Ukraine)	Planned / Required National Acts (Ukraine)	Status	Next Steps (2025–2026)	Responsible Authority in Ukraine	Comments (Taxonomy/DNSH, GPP, Ecolabelling, Jobs)
<b>Regulation (EU) 2023/1542 (Battery Regulation)</b> – stationary energy storage systems	management), DSTU ISO 14024:2018 (Ecolabelling Type I), DSTU ISO 14040:2020 (LCA).	National rules for battery passports, collection and recycling; requirements for stationary energy storage systems	Not transposed	Launch battery register and passports; establish collection/recycling chains; integrate requirements into RES and flexibility projects	Ministry of Economy, Environment and Agriculture of Ukraine; Ministry of Energy	Supports grid balancing and peak-shaving; jobs in diagnostics, maintenance, recycling; promising retraining pathways for veterans. Estimated jobs: ~40,000 (~15,000 new; ~18,000 upgraded; ~7,000 indirect).
<b>EU Ecolabel / ISO 14024</b> – detergents, lubricants, paints and varnishes, cleaning services	Law “On Technical Regulations and Conformity Assessment” No. 124-VIII of 15.01.2015 – framework for ecolabelling implementation; Environmental Safety and Climate Adaptation Strategy to 2030 (CMU, 2021) – foresees expansion of ecolabelling; State Environmental Policy of Ukraine to 2030 – supports voluntary ecolabelling systems. National standards (DSTU): DSTU ISO 14024:2002 (being updated in 2025) “Environmental labels and declarations. Type I labelling. Principles and methods,” DSTU ISO 14020:2003 “Environmental labels and declarations. General principles.” Climate Policy Implementation Concept to 2030 (CMU Order No. 932-r of 07.12.2016, under update); Nationally Determined Contribution (NDC-2, 2021); Law “On Renewable Energy Sources” No. 555-IV (2003, as amended); Law “On Energy Efficiency” No. 1818-IX (2021); Law “On Electricity Market” No. 2019-VIII (2017); Law “On Alternative Fuels” No. 1391-XIV (2000); Law “On Heat	Integrate ecolabelling requirements into technical specifications for renovation and building operation (low-VOC paints/varnishes, lubricants, detergents, facility services)	Not applied systematically	Anchor EU Ecolabel / ISO 14024 requirements in national standards and tender documentation (buildings, heating units, facility services)	Ministry of Economy, Environment and Agriculture of Ukraine; Ministry for Communities and Territories Development; local authorities	Ensures DNSH compliance on pollution and health; reduces toxic emissions; stimulates demand for certification and quality control; creates additional supply-chain jobs. Estimated jobs: ~15,000 (~4,500 new; ~8,000 upgraded; ~2,500 indirect).
<b>National Energy and Climate Plan (update 2024–2025)</b>	No. 1391-XIV (2000); Law “On Heat	Adoption of updated Plan with targets in EE, RES, grid modernisation, flexibility, and storage	Under revision	Approve the NECP; align with renovation programmes and investment tools	Ministry of Energy; Ministry of Economy, Environment and Agriculture of Ukraine	Provides the framework for project selection under Taxonomy/DNSH; scales up demand for installers, operators, and energy auditors. Estimated jobs: ~60,000 (~20,000 new; ~30,000 upgraded; ~10,000 indirect).

<b>Corresponding Instrument / Act / Strategic Framework</b>	<b>Existing National Acts (Ukraine)</b>	<b>Planned / Required National Acts (Ukraine)</b>	<b>Status</b>	<b>Next Steps (2025–2026)</b>	<b>Responsible Authority in Ukraine</b>	<b>Comments (Taxonomy/DNSH, GPP, Ecolabelling, Jobs)</b>
	Supply” No. 2633-IV (2005); Law “On Oil and Gas” No. 2665-III (2001).					
<b>Sustainable Development Strategy of Ukraine to 2030</b>	Strategic government acts; sectoral programmes	Update and align with climate and social policy	Under update (2025)	Integrate sustainability goals into renovation and RES projects	Cabinet of Ministers of Ukraine	Provides normative base for social inclusion in green projects; promotes quality job creation. Estimated jobs: ~20,000 (~6,000 new; ~10,000 upgraded; ~4,000 indirect).
<b>Environmental Safety and Climate Adaptation Strategy to 2030</b>	Approved; sectoral acts	Update climate risk assessment tools for energy facilities	In force	Integrate risk assessment into feasibility studies and tenders; include adaptation measures	Ministry of Economy, Environment and Agriculture of Ukraine	Aligned with DNSH (adaptation and biodiversity); improves project resilience and demand for risk-assessment experts. Estimated jobs: ~12,000 (~3,000 new; ~7,000 upgraded; ~2,000 indirect).
<b>State Regional Development Strategy to 2027</b>	In force; regional programmes	Deployment of regional programmes on renovation and decentralised generation	In force	Integrate GPP and DNSH into regional projects; expand tools for SMEs	Ministry for Communities and Territories Development; regional administrations	Localises employment; creates jobs in installation, maintenance, and asset management. Estimated jobs: ~45,000 (~15,000 new; ~20,000 upgraded; ~10,000 indirect).
<b>SME Development Strategy to 2027</b>	In force	Instruments for SME participation in green procurement; localisation programmes	In force	Establish thresholds and green competence criteria for contractors	Ministry of Economy, Environment and Agriculture of Ukraine	Strengthens competition in services; creates niches for veteran-founded enterprises. Estimated jobs: ~18,000 (~6,000 new; ~9,000 upgraded; ~3,000 indirect).
<b>National Employment Strategy to 2030</b>	In force	Mechanisms to promote green and digital skills; training vouchers	In force	Integrate micro-qualifications for energy auditing, RES installation, building management systems	Ministry of Economy, Environment and Agriculture of Ukraine; State Employment Service	Improves labour-market alignment; supports veteran employment. Estimated jobs: ~30,000 (~10,000 new; ~15,000 upgraded; ~5,000 indirect).
<b>State Veteran Strategy to 2030</b>	In force	Tools for preferential employment in public contracts; retraining programmes	In force	Ensure internships, quotas, or bonus scoring in tender evaluation	Ministry of Veterans Affairs; Ministry of Economy, Environment and Agriculture of Ukraine	Promotes veteran integration in green projects; strengthens the social sustainability dimension. Estimated jobs: ~15,000 (~4,000 new; ~8,000 upgraded; ~3,000 indirect).

Corresponding Instrument / Act / Strategic Framework	Existing National Acts (Ukraine)	Planned / Required National Acts (Ukraine)	Status	Next Steps (2025–2026)	Responsible Authority in Ukraine	Comments (Taxonomy/DNSH, GPP, Ecolabelling, Jobs)
Law of Ukraine “On Vocational (Professional) Education” (new version, 2025)	New law adopted	Launch of micro-qualifications and dual education (energy auditors, heat pump installers, RES technicians, building control specialists)	Early implementation	Develop competence standards; accredit providers; provide training vouchers	Ministry of Education and Science; National Qualifications Agency	Addresses skills shortages; opens fast retraining paths for veterans and IDPs. Estimated jobs: ~22,000 (~8,000 new; ~10,000 upgraded; ~4,000 indirect).
Methodological requirement: EU Taxonomy and DNSH principle	—	Integrate EU Taxonomy technical criteria and DNSH screening into national construction norms, standards, and tender documentation	Needs implementation	Develop guidance; train procurement officers, designers, and experts	Ministry of Economy, Environment and Agriculture of Ukraine; Ministry for Communities and Territories Development	Ensures environmental integrity of projects; increases access to sustainable finance; creates demand for sustainability auditors and LCA experts. Estimated jobs: ~10,000 (~3,500 new; ~5,000 upgraded; ~1,500 indirect).
Methodological requirement: Ecolabelling and Environmental Product Declarations (EU Ecolabel / ISO 14024; LCA/EPD)	Technical Regulation on Environmental Labelling (State Consumer Standard Order No. 371 of 01.12.2004); DSTU ISO 14024:2002 “Type I Ecolabelling”; DSTU ISO 14025:2019 “Type III Environmental Declarations”; DSTU ISO 14040/14044 – LCA methodology	Integrate ecolabelling and EPD requirements into tender documentation for materials and services	Needs implementation	Standardise ecolabelling requirements; include EPD/LCA checks in evaluations	Ministry of Economy, Environment and Agriculture of Ukraine; Ministry for Communities and Territories Development	Strengthens DNSH on pollution and health; improves procurement quality; creates jobs in certification and verification. Estimated jobs: ~8,000 (~2,500 new; ~4,000 upgraded; ~1,500 indirect).
Methodological requirement: Veteran pathways in contracts	—	Standard tender clauses with internships, quotas, or bonus points for veteran employment	Needs implementation	Prepare standard clauses; monitor implementation in projects	Ministry of Veterans Affairs; Ministry of Economy, Environment and Agriculture of Ukraine; contracting authorities	Increases social impact of projects; creates jobs in energy auditing, installation.

### Methodological Notes for Technical Specifications and Project Documentation

- **EU Taxonomy and the “Do No Significant Harm” (DNSH) Principle:**

For projects involving renovation, new construction, grid development, renewable energy, and energy storage systems, sustainability technical criteria and DNSH screening must be integrated. This should include water resource management, circularity, pollution prevention, and biodiversity conservation.

- **Green Public Procurement (GPP) Criteria:**

Technical documentation should include clear performance indicators — such as energy consumption per m<sup>2</sup>, energy efficiency classes for lighting systems, heat pump efficiency coefficients (COP/SCOP), and the share of green electricity. Where possible, requirements should incorporate life-cycle assessment (LCA) and environmental product declarations (EPD). Preference should be given to energy-efficient and repairable products.

- **Ecolabelling:**

Technical specifications should provide for the use of products and services certified under the **EU Ecolabel** or **ISO 14024**, including low-VOC paints and varnishes, lubricants, cleaning agents, and facility services for buildings and heating units.

- **Veteran Career Pathways:**

Contracts and grant programmes should include mechanisms for internships, quotas, or bonus points in tender evaluations for employing veterans in positions related to energy auditing, installation and maintenance of renewable energy systems, building management systems (BMS), as well as inspection and quality control.

### Sector 3. Water Supply, Sewerage and Wastewater Treatment Technologies — EU ↔ Ukraine (as of 26 August 2025)

Corresponding EU Legal Act (Full Title)	Existing National Acts (Ukraine)	Planned / Required National Acts (Ukraine)	Status of Transposition / Approximation	Next Steps (2025–2026)	Responsible Authority in Ukraine	Comments (Green Jobs and Veteran Integration)
<b>Directive 2000/60/EC (Water Framework Directive, WFD)</b>	Water Code of Ukraine No. 213/95-VR of 06.06.1995 (as amended, including 2023 revisions); “Sustainable Development Strategy of Ukraine until 2030” (CMU Resolution No. 722-r of 30.09.2019); “National Environmental Action Plan of Ukraine until 2025” (CMU Order No. 439-r of 21.04.2021).	Secondary legislation for RBMPs (River Basin Management Plans); methodologies; integration with environmental safety and climate adaptation strategies	Partial approximation	Approve 3rd-cycle RBMPs; adopt monitoring methodologies; integrate with Environmental Safety & Climate Adaptation Strategy	Ministry of Economy, Environment & Agriculture of Ukraine; State Water Resources Agency (Derzhvodahentstvo)	Basin approach supports infrastructure recovery. Estimated jobs ≈ 18 000 (~7 000 new; ~8 000 upgraded; ~3 000 indirect). Veterans can be engaged in field work (hydrologists, GIS specialists).
<b>Directive (EU) 2020/2184 (Drinking Water Directive, DWD)</b>	Law of Ukraine “On Drinking Water, Drinking Water Supply and Sewerage” No. 2918-III of 10.01.2002 (as amended, incl. 2017); Order of the Ministry of Health No. 400 of 22.02.2023 (“Hygienic requirements for drinking water intended for human consumption”); “SME Development Strategy until 2027” (CMU Order No. 437-r of 24.05.2023).	Full transposition of risk-based approach; material requirements; information standards	In progress	Adopt risk assessment rules; certify materials; modernize laboratories	Ministry of Health; Ministry for Communities & Territories Development; State Service of Ukraine on Food Safety and Consumer Protection (Derzhprodspozhyvsluzhba)	Potential 90 000–120 000 jobs (~45–60 k new; ~35–45 k upgraded; ~10–15 k indirect). Veterans can intern or work in installation/operation (pipe replacement, smart meters, laboratories).
<b>Directive (EU) 2024/3019 (Urban Wastewater Treatment Directive – revised UWWTD)</b>	Order of the Ministry for Regional Development No. 316 of 27.11.2017 (approving DNB B.2.2-3:2018 “Educational Buildings and Facilities”); Law of Ukraine “On Drinking Water, Drinking Water Supply and Sewerage” No. 2918-III (as amended, incl. 2017).	Law on Urban Wastewater Treatment; standards for micropollutants and stormwater	Not transposed	Draft law; investment plan; national standards for quaternary treatment	Ministry for Communities & Territories Development; Ministry of Economy, Environment & Agriculture; NEURC	Modernisation of treatment plants → 70 000–90 000 jobs (~30–35 k new; ~30–40 k upgraded; ~10–15 k indirect). Veterans – leak detection systems, stormwater management.
<b>Regulation (EU) 2020/741 (Water Reuse Regulation)</b>	Water Code No. 213/95-VR (as amended in 2023); pilot projects on	Secondary act for agricultural reuse;	Not transposed	Prepare law on water reuse; guidelines for utilities; pilot tariffs	Ministry of Economy, Environment & Agriculture; Ministry of Health	Decentralised reuse & nature-based solutions → ≈ 15 000 jobs (~6 k new; ~7 k

<b>Corresponding EU Legal Act (Full Title)</b>	<b>Existing National Acts (Ukraine)</b>	<b>Planned / Required National Acts (Ukraine)</b>	<b>Status of Transposition / Approximation</b>	<b>Next Steps (2025–2026)</b>	<b>Responsible Authority in Ukraine</b>	<b>Comments (Green Jobs and Veteran Integration)</b>
<b>Directive 2007/60/EC (Floods Directive)</b>	reuse; Environmental Safety and Climate Adaptation Strategy 2030 Water Code; Law “On Civil Protection” (2004); Law “On Drinking Water, Drinking Water Supply and Sewerage” No. 2918-III (as amended); CMU Resolution No. 828 of 19.08.2020 (on water resource projects within international aid); Environmental Safety and Climate Adaptation Strategy 2030 (CMU Resolution No. 1363-r of 20.10.2021). Water Code; Law “On Civil Protection” (2004); Law “On Environmental Protection” No. 1264-XII of 25.06.1991; CMU Resolution No. 758 of 19.09.2018 (on state water monitoring); Draft National Energy and Climate Plan 2025–2030 (CMU Order No. 924-r of 19.08.2023).	tariffs; risk management  Flood Risk Management Plans (FRMPs); risk maps; integration with planning	Partial approximation	Approve FRMPs; integrate with RBMPs; adopt nature-based solutions (NbS)	SES (State Emergency Service); State Water Resources Agency; Ministry of Economy, Environment & Agriculture	upgraded; ~2 k indirect). Veterans – reuse co-ops.  Flood protection & NbS → ~25 000 jobs (~9 k new; ~13 k upgraded; ~3 k indirect). Veterans – response and monitoring roles.
<b>Directive 2006/118/EC (Groundwater Directive)</b>	Water Code; Law “On Civil Protection” (2004); MoH Order No. 400 of 22.02.2023 (Drinking Water Hygienic Requirements); “National Strategy for Safe, Healthy and Productive Workplaces until 2030” (CMU Order No. 951-r of 19.08.2022).	Update monitoring networks; threshold values	Partial approximation	Adopt thresholds; trend assessment methods; reporting	Ministry of Economy, Environment & Agriculture; State Geological Service (Derzhgeonadra)	Jobs for hydrogeologists and lab monitoring ≈ 8 000 (~3 k new; ~4 k upgraded; ~1 k indirect).
<b>Directive 2008/105/EC (EQS Directive)</b>	Law “On Waste Management” No. 2320-IX of 20.06.2022 (in force since 09.07.2022); MoH Orders No. 325 of 07.08.1995 and 08.06.2015 (sanitary rules for waste); “Strategy for Sustainable Development of Ukraine until 2030” (CMU Order No. 722-r of 30.09.2019).	Transposition of pollutant lists; assessment methods	Partial approximation	Align pollutant lists; upgrade laboratories	Ministry of Economy, Environment & Agriculture; Ministry of Health	New jobs in water analysis labs; veterans – technicians/lab assistants ≈ 6 000 (~2.5 k new; ~2.5 k upgraded; ~1 k indirect).
<b>Directive 86/278/EEC (Sewage Sludge Directive)</b>	Law “On Waste Management” No. 2320-IX of 20.06.2022 (in force since 09.07.2022); MoH Orders No. 325 of 07.08.1995 and 08.06.2015 (sanitary rules for waste); “Strategy for Sustainable Development of Ukraine until 2030” (CMU Order No. 722-r of 30.09.2019).	Law on biosludge; pilot projects on reuse and energy recovery	Not aligned	Draft law on biosludge; pilot reuse projects	Ministry of Economy, Environment & Agriculture; Ministry of Health	Jobs in sludge processing, composting, bioenergy ≈ 12 000 (~4 k new; ~6 k upgraded; ~2 k indirect). Veterans – plant operators.
<b>Directive 2010/75/EU (Industrial)</b>	Law “On Integrated Pollution Prevention and Control” No. 3855-IX of 22.06.2023 (in force 2025); “Strategy for Vocational Education	By-laws on BAT; IT permit systems; inspector training	Law adopted; implementation started	Launch permitting procedures; train operators; implement CEMS	Ministry of Economy, Environment & Agriculture; State Environmental Inspection	Jobs in environmental management, BAT audits, monitoring ≈ 12 000 (~4 k new; ~6 k upgraded; ~2 k

Corresponding EU Legal Act (Full Title)	Existing National Acts (Ukraine)	Planned / Required National Acts (Ukraine)	Status of Transposition / Approximation	Next Steps (2025–2026)	Responsible Authority in Ukraine	Comments (Green Jobs and Veteran Integration)
<b>Emissions Directive, IED)</b>	and Training until 2027” (CMU Order No. 419-r of 12.06.2019); “State Veterans Strategy until 2030” (CMU Resolution No. 736-r of 14.07.2023).					indirect). Veterans – retraining in EMS.
<b>Regulation (EU) 2020/852 (EU Taxonomy) + Delegated Acts (2021/2139, 2023/2486)</b>	—	National taxonomy of green jobs; DNSH screening for water projects	Not implemented	Integrate criteria into DBN/DSTU and tender docs; train contracting authorities	Ministry of Economy, Environment & Agriculture; Ministry for Regional Development	Taxonomy covers wastewater treatment, reuse, NbS. New jobs: DNSH auditors, sustainability assessors ≈ 5 000 (~2 k new; ~2 k upgraded; ~1 k indirect).
<b>EU GPP Criteria (Water Infrastructure, Wastewater Treatment, Pumps)</b>	Law “On Public Procurement” No. 922-VIII of 25.12.2015 (as amended); SME Development Strategy until 2027 (CMU Order No. 504-r of 24.05.2017).	National GPP criteria for pumps, pipes, reagents	Partially integrated	Implement GPP in utility and municipal tenders	Ministry of Economy, Environment & Agriculture; Ministry for Communities & Territories Development	Jobs in eco-friendly pipe & pump production, smart metering ≈ 14 000 (~5 k new; ~7 k upgraded; ~2 k indirect). Priority for veterans in installation and maintenance.
<b>EU Eco-label / ISO 14024 (cleaners, lubricants, pipes, pumps)</b>	Technical Regulation on Environmental Labelling (Order of Derzhspozhyvstandart No. 371 of 01.12.2004); DSTU ISO 14024:2002 (Type I Eco-Labelling); DSTU ISO 14025:2019 (Type III Declarations); DSTU ISO 14040:2004, 14044:2006 (LCA methodology).	Eco-labelling / ISO 14024 requirements in public procurement for utilities	Not applied	Include eco-labelling requirements in tenders	Ministry of Economy, Environment & Agriculture; Ministry of Health	Eco-labelling for reagents, lubricants, pumps → ≈ 4 000 jobs (~1.5 k new; ~2 k upgraded; ~0.5 k indirect). Veterans – roles in certification and supply.

#### Sector 4. Land Demining, Clearance of Forests and Buildings — EU ↔ Ukraine (as of 26 August 2025)

Corresponding EU Act (Full Title)	Existing National Acts (Ukraine)	Planned / Required National Acts (Ukraine)	Status of Transposition / Approximation	Next Steps (2025–2026)	Responsible Authority in Ukraine	Comments (Opportunities for Green Jobs and Veteran Reintegration)
<b>Directive 2011/92/EU (EIA), as amended by Directive 2014/52/EU</b>	Law of Ukraine “On Environmental Impact Assessment” No. 2059-VIII (2017)	Clarify EIA application to humanitarian demining, UXO clearance, and related works (including war waste processing); sectoral guidelines for forests, Natura-type areas, and settlements	Basic law in force; sectoral guidelines missing	Issue methodological recommendations for EIA screening/scoping in demining projects; integrate with mine action planning and land-use permitting	Ministry of Economy, Environment and Agriculture of Ukraine; Regional State Administrations	<b>DNSH/Taxonomy:</b> clearance/reconstruction projects must demonstrate substantial contribution without significant harm; tender docs to include GPP criteria for low-emission machinery, dust suppression, and waste management. New roles: eco-engineers, HSE specialists. Veteran pathways

Corresponding EU Act (Full Title)	Existing National Acts (Ukraine)	Planned / Required National Acts (Ukraine)	Status of Transposition / Approximation	Next Steps (2025–2026)	Responsible Authority in Ukraine	Comments (Opportunities for Green Jobs and Veteran Reintegration)
<b>Directive 2001/42/EC (SEA)</b>	Law of Ukraine “On Strategic Environmental Assessment” No. 2354-VIII of 20.03.2018 (effective 12.10.2018); CMU Resolution No. 1026 of 31.10.2018 “On Approval of the Procedure for Conducting Strategic Environmental Assessment of State Planning Documents.” Applied in government, regional, and spatial planning, in coordination with EIA procedures.	Mandatory SEA for regional demining and land reclamation plans, and forest restoration programmes; link with contaminated land register	Partial implementation	Prepare SEA guidelines for demining/reclamation programmes; establish monitoring indicators	Ministry of Economy, Environment and Agriculture; Ministry for Communities and Territories Development	— fieldwork, supervision, logistics. Estimated jobs: ~25,000 (~8,000 new; ~12,000 modernized; ~5,000 indirect).  SEA helps identify priority zones considering biodiversity and climate risks; creates demand for GIS/SEA analysts; suitable for veterans with analytical skills. Estimated jobs: ~8,000 (~2,500 new; ~4,000 modernized; ~1,500 indirect).
<b>Council Directive 92/43/EEC (Habitats) &amp; Directive 2009/147/EC (Birds)</b>	Law “On Environmental Protection” No. 1264-XII; Forest Code No. 3852-XII (1994, with updates); Law “On the Nature Reserve Fund” No. 2456-XII (1992); Law “On the Red Data Book of Ukraine” No. 3055-III (2002); Law “On the Ecological Network” No. 1864-IV (2004). Status: partial harmonization, integration of Natura 2000 principles in progress.	Operational biodiversity safeguards for demining in forests and sensitive habitats (seasonal restrictions, method choice, bio-assessments)	Approximation ongoing	Develop field protocols for ecological risk mapping, temporary buffer zones, and species rescue procedures	Ministry of Economy, Environment and Agriculture; State Forest Agency; State Emergency Service (SES)	Minimizes ecological loss and accelerates safe return of territories for forestry and recreation. Jobs: field biologists, forest engineers, team leaders — priority for veterans. Estimated jobs: ~15,000 (~5,000 new; ~7,000 modernized; ~3,000 indirect).
<b>Directive 2007/2/EC (INSPIRE)</b>	Law “On the National Spatial Data Infrastructure” No. 554-IX (2020)	Open interoperable layers: UXO/mines, exclusion zones, clearance status; INSPIRE-compatible themes; integration into spatial planning	Basic law adopted; data implementation ongoing	Create national UXO layers in the NSDI geoportal; mandatory data exchange by operators; API for public access	State Service for Geodesy, Cartography and Cadastre (Derzhgeokadastr); National Mine Action Center	Transparent maps reduce incidents and speed up permits. Strong demand for GIS specialists, UAV operators — natural career path for veterans. Estimated jobs: ~10,000 (~3,000 new; ~5,000 modernized; ~2,000 indirect).
<b>Commission Implementing Regulation (EU) 2019/947 &amp; Delegated</b>	Air Code No. 3393-VI; Rules for Use of Ukrainian Airspace (CMU Resolution No. 954 of 06.12.2017, with UAV amendments); Aviation	Harmonize operational/training categories for UAV mapping and post-demining	Basic norms exist; harmonization needed	Issue UAV eco-monitoring guidelines for cleared lands; operator training programmes	State Aviation Service (SAS); National Mine Action Center	Expanding market for restored land monitoring; demand for UAV operators and photogrammetrists; veterans with drone experience

Corresponding EU Act (Full Title)	Existing National Acts (Ukraine)	Planned / Required National Acts (Ukraine)	Status of Transposition / Approximation	Next Steps (2025–2026)	Responsible Authority in Ukraine	Comments (Opportunities for Green Jobs and Veteran Reintegration)
<b>Regulation (EU) 2019/945 (UAVs)</b>	Rules of Ukraine (Parts 21, 47, 66, 101, 139, 145, 147, 66)	monitoring; align with mine action safety rules				prioritized. Estimated jobs: ~12,000 (~4,000 new; ~6,000 modernized; ~2,000 indirect). Linking clearance with circularity (sorting, C&D waste recycling) creates jobs in logistics, sorting, and processing; veterans as team leaders/operators. Estimated jobs: ~20,000 (~7,000 new; ~10,000 modernized; ~3,000 indirect).
<b>Directive 2008/98/EC (Waste Framework Directive, WFD) — Demining Waste</b>	Law “On Waste Management” No. 2320-IX (2022)	Guidelines: collection/transport/treatment of UXO fragments and contaminated debris; hazardous waste codes; transport routes and facilities	Partial approximation	Approve sectoral guidelines; expand licensed capacities; establish logistics corridors	Ministry of Economy, Environment and Agriculture	Post-demining → reclamation/nature restoration (grasslands, reforestation, wetlands). Jobs in nurseries, eco-construction, supervision — key reintegration paths for veterans. Estimated jobs: ~18,000 (~6,000 new; ~9,000 modernized; ~3,000 indirect).
<b>Regulation (EU) 2024/1991 (Nature Restoration Regulation, NRR) — reference for post-demining recovery</b>	CMU Resolution No. 35 of 19.01.2022 (on experimental environmental projects funded by eco-tax revenues); CMU Resolution No. 86 of 02.02.2022 (on use of state budget funds for environmental measures); Law “On SEA” No. 2354-VIII	National standards for restoration of degraded/war-contaminated lands; alignment with NRR targets	Not transposed (reference framework)	Integrate restoration goals into land policy; pilot nature restoration projects on cleared lands	Ministry of Economy, Environment and Agriculture; Ministry for Communities and Territories Development	Safe return of industrial zones to operation; jobs in HSE, inspection, laboratories; veterans as natural candidates. Estimated jobs: ~22,000 (~7,000 new; ~11,000 modernized; ~4,000 indirect).
<b>Directive 2012/18/EU (Seveso III) — Industrial Zones with Hazardous Substances</b>	Law “On Chemical Safety and Management of Chemical Products” No. 2804-IX (effective 29.06.2024)	Hazard maps, public information, spatial planning (buffer zones) for cleanup of industrial hotspots	In progress	Integrate Seveso requirements into demining/reconstruction of industrial hotspots	Ministry of Economy, Environment and Agriculture; State Emergency Service (SES)	

• **EU Taxonomy (Regulation 2020/852) + Delegated Acts 2021/2139, 2023/2486; DNSH principle.**

All project phases—surveying, demining, waste logistics, and landscape restoration—must include DNSH screening. Projects must demonstrate a “substantial contribution” to pollution prevention, climate-change adaptation, and circular-economy goals.

• **Green Public Procurement (GPP).**

Tender documentation should contain measurable indicators: machinery emissions (Stage V), dust/noise management plans, fuel/PPE requirements, percentage of construction and demolition waste (CDW) recycled, reuse of inert materials, anti-erosion measures, and reclamation mixes.

• **Ecolabelling (EU Ecolabel / ISO 14024).**

For auxiliary materials and services: lubricants, cleaning agents, absorbents, post-cleaning services; for forestry operations—priority should be given to products with Environmental Product Declarations (EPD) and Life-Cycle Assessment (LCA).

• **Ukrainian strategic frameworks.**

Requirements should be integrated into the Climate Change Adaptation and Environmental Security Strategy, the State Regional Development Strategy, the SME Development Strategy, the National Employment Strategy, and the State Strategy on Veterans (including quotas/bonus points for hiring veterans and micro-qualification schemes).

• **Labour market and veterans.**

The demining and post-demining recovery sector generates steady demand for: sappers and technicians, UAV operators/GIS analysts, eco-engineers and HSE specialists, laboratory staff, CDW logistics managers, forestry workers and inspectors. Priority measures for veterans: accelerated reskilling (micro-qualifications), internships within municipal and private contracts, and support for veteran entrepreneurship (SMEs in monitoring, logistics, and land-reclamation services).

**Sector 5. Land Reclamation, Restoration of Former Military Ranges and Contaminated Sites — EU ↔ Ukraine (as of 26 August 2025)**

Corresponding EU act (full title)	Existing national acts (Ukraine)	Planned / required national acts (Ukraine)	Status of transposition / approximation	Next steps (2025–2026)	Responsible body in Ukraine	Comments (opportunities for green jobs and reintegration of veterans)
<b>Directive 2004/35/EC (Environmental Liability Directive, ELD)</b>	Law “On Environmental Protection” No. 1264-XII; Law “On Environmental Impact Assessment” No. 2059-VIII; Law “On Waste Management” No. 2320-IX; Ukraine’s Sustainable Development Strategy to 2030; Environmental Security and Climate Change Adaptation Strategy to 2030	Special law on reclamation and environmental liability (definition of environmental damage, reclamation obligations, financial guarantees)	Partial approximation (system of individual liability is incomplete)	Draft ELD-style law; create a reclamation register; methodological guidance on compensatory measures	Ministry of Economy, Environment and Agriculture of Ukraine; State Environmental Inspectorate of Ukraine (SEI Ukraine); Office of the Prosecutor General	Creates a market for reclamation contracts; demand for auditors, engineers, project managers. Veterans with logistics/safety experience are strong candidates. DNSH/Taxonomy as filters for projects; procurement aligned with EU GPP (public works). Job estimate: ~30,000 (~12,000 new; ~14,000 upgraded; ~4,000 indirect).
<b>EU legislative initiative on soil health (Soil Health Law, proposal of 05.07.2023)</b>	Land Code No. 2768-III; Law “On Land Protection” No. 962-IV; Subsoil Code No. 132/94-VR; State Regional Development Strategy to 2027	National register of contaminated sites; risk assessment methodologies; soil monitoring indicators	Preliminary approximation (EU act not yet adopted)	Pilot register of war-contaminated areas; by-laws on land reclamation/reuse	Ministry of Agrarian Policy; Ministry of Economy, Environment and Agriculture of Ukraine; State Service of Ukraine for Geodesy, Cartography and Cadastre (StateGeoCadastre)	Land degradation and war contamination = large labor market (>100,000 jobs). Veterans from demining → fast retraining for soil restoration/NbS. Job estimate: >100,000 (~40,000 new; ~45,000 upgraded; ~20,000 indirect).
<b>Directive 2010/75/EU (Industrial Emissions Directive, IED)</b>	Law “On Integrated Prevention and Control of Industrial Pollution” No. 3855-IX (adopted in 2024, enters into force from 08.08.2025); National Economic Strategy to 2030, CMU Order 03.03.2021 No. 179-r	By-laws on baseline reports, site closure, post-operation monitoring	Law adopted; by-laws in preparation	Adopt by-laws on closure/monitoring; require baseline soil/groundwater reports; inspector training	Ministry of Economy, Environment and Agriculture of Ukraine; State Environmental Inspectorate of Ukraine (SEI Ukraine)	Closes “grey zones” at industrial sites; jobs in monitoring, audit, technology transfer. Veterans — retraining into EMS/HSE. Job estimate: ~15,000 (~5,000 new; ~8,000 upgraded; ~2,000 indirect).

<b>Corresponding EU act (full title)</b>	<b>Existing national acts (Ukraine)</b>	<b>Planned / required national acts (Ukraine)</b>	<b>Status of transposition / approximation</b>	<b>Next steps (2025–2026)</b>	<b>Responsible body in Ukraine</b>	<b>Comments (opportunities for green jobs and reintegration of veterans)</b>
<b>Directive 2008/98/EC (Waste Framework Directive, WFD)</b>	Law “On Waste Management” No. 2320-IX; National Environmental Action Plan of Ukraine to 2025 (NEAP-2025), CMU Order 21.04.2021 No. 443-r	Guidelines on excavated soils (waste/non-waste status), hazard limit values, “end-of-waste” criteria	Partial approximation	Develop guidelines; expand hazardous-waste logistics	Ministry of Economy, Environment and Agriculture of Ukraine	Supports safe handling of >200 million t of war debris/mixed soils; niches for SMEs, veterans as operators/logisticians. Job estimate: ~50,000 (~20,000 new; ~22,000 upgraded; ~8,000 indirect).
<b>Directive 1999/31/EC (Landfill Directive)</b>	Law of Ukraine “On Waste Management” No. 2320-IX of 20.06.2022 (in force since 09.07.2023); Environmental Security and Climate Change Adaptation Strategy to 2030 (Presidential Decree No. 111/2021 of 23 March 2021) Subsoil Code of Ukraine, 27.07.1994 No. 132/94-VR, as amended; CMU Resolution No. 615 of 30.05.2011 “On approval of the Procedure for granting special subsoil use permits”; CMU Resolution No. 993 of 28.10.2020 “Certain	Programme for landfill closures and post-monitoring; national standards for leachate/gas control and reclamation	Partial approximation	Accelerate landfill closures; integrate with the contaminated sites register	Ministry of Economy, Environment and Agriculture of Ukraine; local authorities	Landfill/“hotspot” reclamation → significant construction volumes; veterans engaged in construction/monitoring. Job estimate: ~35,000 (~12,000 new; ~18,000 upgraded; ~5,000 indirect).
<b>Directive 2006/21/EC (Mining Waste Directive)</b>	issues of granting special subsoil use permits through e-auctions”; National Economic Strategy to 2030 (CMU, 03.03.2021, Sec. 7.9 “Resource efficiency and circular economy”); Environmental Security and Climate Change Adaptation Strategy to 2030 (Presidential Decree No. 111/2021) — section on improving resource efficiency	Full transposition for tailings/stockpiles (permits, closure, financial guarantees)	Partial approximation	Inventory of tailings; rules on closure and guarantees	Ministry of Economy, Environment and Agriculture of Ukraine; State Service of Geology and Subsoil of Ukraine (StateGeoNadra)	Tailings reclamation → jobs in geotechnics/hydrology, GIS. Job estimate: ~18,000 (~6,000 new; ~9,000 upgraded; ~3,000 indirect).
<b>Directive 2012/18/EU (Seveso III Directive)</b>	Law of Ukraine “On Chemical Safety and Management of Chemical Substances” No. 2804-IX of 01.12.2022; Regional Development Strategy to 2027 (CMU Resolution No. 695 of 05.08.2020)	Rules for hazard mapping, public information, spatial planning (buffer zones)	In progress	Hazard mapping; integrate buffer zones into urban planning	Ministry of Economy, Environment and Agriculture of Ukraine; State Emergency Service (SES)	Safe recovery of industrial “hotspots”; veterans — HSE/chemical safety specialists. Job estimate: ~12,000 (~4,000 new; ~6,000 upgraded; ~2,000 indirect).

Corresponding EU act (full title)	Existing national acts (Ukraine)	Planned / required national acts (Ukraine)	Status of transposition / approximation	Next steps (2025–2026)	Responsible body in Ukraine	Comments (opportunities for green jobs and reintegration of veterans)
<b>Directive 2006/118/EC (Groundwater Directive)</b>	Water Code of Ukraine, 06.06.1995 No. 213/95-VR; Sustainable Development Strategy “Ukraine – 2020” (Presidential Decree No. 5/2015)	Introduction of EU threshold values; integration into reclamation permits	Partial approximation	Set threshold values; publish monitoring data	Ministry of Economy, Environment and Agriculture of Ukraine; State Service of Geology and Subsoil of Ukraine (StateGeoNadra)	Groundwater protection = long-term demand for hydrogeologists/monitoring. Job estimate: ~10,000 (~3,500 new; ~5,000 upgraded; ~1,500 indirect).
<b>Regulation (EU) 2024/1991 (Nature Restoration Regulation, NRR)</b>	CMU Resolutions No. 35 (19.01.2022), No. 86 (02.02.2022); Law “On Strategic Environmental Assessment” No. 2354-VIII; “State Strategy for Veterans to 2030,” CMU Order of 14.07.2021 No. 831-r; “National Strategy for Creating Safe and Productive Workplaces in Ukraine to 2030,” CMU Order of 02.06.2021 No. 583-r	National standards for restoration of degraded/military lands; integration of NRR targets into land policy	Not transposed (reference framework)	Integrate restoration targets into land policy; pilot projects on military territories	Ministry of Economy, Environment and Agriculture of Ukraine; Ministry for Communities, Territories and Infrastructure Development of Ukraine	War debris (~200+ million t) and “hotspots” require urgent restoration. Veterans from demining → retraining into reclamation/NbS. Job estimate: ~60,000 (~20,000 new; ~30,000 upgraded; ~10,000 indirect).

## Sector 6. Environmentally friendly building materials — EU ↔ Ukraine comparison (as of 26 August 2025)

Corresponding EU act	Current national acts (Ukraine)	Planned / required national acts (Ukraine)	Status of transposition / approximation	Next steps (2025–2026)	Responsible body in Ukraine	Comments (EU Taxonomy, DNSH, GPP, eco-labelling, jobs, veterans)
<b>Regulation (EU) No 305/2011 (CPR) – Construction Products Regulation; revised proposal COM(2022) 144 final (under negotiation in 2025)</b>	Law of Ukraine “On Construction Products” No. 850-IX (2020); Technical regulations (CMU Resolutions No. 305/2021, No. 316/2022)	Alignment with the updated CPR: sustainability criteria, digital product passports, market surveillance	Partial approximation	Amend the law to include sustainability criteria; create an eco-labelling and certification system for secondary materials	Ministry for Communities, Territories and Infrastructure of Ukraine; State Service for Urban Development and Architecture	CPR + EU Taxonomy set criteria for sustainable materials; GPP will require LCA/EPD; eco-labelling (EU Ecolabel/ISO 14024) for paints, adhesives, insulation. Estimated jobs: ~75,000 (~25,000 new; ~35,000 upgraded; ~15,000 indirect), incl. veterans retrained into logistics, production and quality control.
<b>Directive 2010/31/EU (EPBD) as amended (2018/844, 2023/... revision)</b>	Law of Ukraine “On Energy Performance of Buildings” No. 2118-VIII (2017)	Inclusion of sustainability criteria for materials (insulation, prefabricated panels) in building codes	Partial approximation	Update building codes in line with NZEB/zero-emission buildings; introduce renovation passports	Ministry for Communities, Territories and Infrastructure of Ukraine; State Agency on Energy Efficiency and Energy Saving of Ukraine	EPBD + DNSH prioritise low-carbon materials; GPP criteria for renovation include energy-efficiency classes. Demand for prefab panels and natural insulation → jobs in manufacturing and installation. Estimated jobs: ~40,000 (~12,000 new;

Corresponding EU act	Current national acts (Ukraine)	Planned / required national acts (Ukraine)	Status of transposition / approximation	Next steps (2025–2026)	Responsible body in Ukraine	Comments (EU Taxonomy, DNSH, GPP, eco-labelling, jobs, veterans)
<b>Directive 2008/98/EC (Waste Framework Directive, WFD) + Directive (EU) 2018/851 (circular economy)</b>	Law of Ukraine “On Waste Management” No. 2320-IX (2022)	By-laws on construction & demolition waste (CDW); standards for secondary aggregates	Partial approximation	Approve CDW management procedures; implement standards for reuse of materials	Ministry of Economy, Environment and Agriculture of Ukraine; Ministry for Communities, Territories and Infrastructure of Ukraine	~20,000 upgraded; ~8,000 indirect), incl. veterans. WFD + EU Taxonomy promote use of secondary materials; GPP should include % recycled content requirements. Directly relevant to processing of war debris (>200 Mt). Estimated jobs: ~60,000 (~20,000 new; ~30,000 upgraded; ~10,000 indirect). Veterans can work in logistics and recycling.
<b>Regulation (EU) 2020/852 – EU Taxonomy + Delegated Acts (climate mitigation, circular economy for construction)</b>	No direct equivalents; draft ESG standards	National taxonomy rules; integration into construction product standards and grant programmes	Not transposed	Launch a green product certification system; link grant and credit programmes to EU Taxonomy criteria	National Securities and Stock Market Commission (NSSMC); Ministry of Finance of Ukraine	EU Taxonomy + DNSH define financial criteria for sustainable building materials; support via grants/loans can stimulate SMEs. Estimated jobs: ~15,000 (~5,000 new; ~7,000 upgraded; ~3,000 indirect). New jobs in certification, audit and consulting.
<b>Directive 2010/75/EU (IED) – industrial emissions (for cement, glass, insulation)</b>	Law of Ukraine “On Integrated Prevention and Control of Industrial Pollution (IPPC)” No. 3855-IX (2024, enters into force Aug 2025)	By-laws on BAT conclusions for cement, ceramics, glass and insulation industries	Framework law adopted; by-laws in preparation	Approve BAT conclusions for construction-materials industries	Ministry of Economy, Environment and Agriculture of Ukraine	IED ensures emission control in eco-material production; aligned with EU Taxonomy; DNSH → cleaner processes. Creates jobs in industrial decarbonisation and environmental monitoring, with reskilling opportunities for veterans. Estimated jobs: ~25,000 (~8,000 new; ~12,000 upgraded; ~5,000 indirect).

### Sector 7. Green Construction — EU ↔ Ukraine (as of 26 August 2025)

Corresponding EU act	Current national acts (Ukraine)	Planned / required national acts (Ukraine)	Status of transposition / approximation	Next steps (2025–2026)	Responsible body in Ukraine	Comments (Taxonomy/DNSH, GPP, eco-labelling, jobs, national frameworks)
<b>Directive 2010/31/EU (EPBD), as amended by Directive (EU) 2018/844 and the 2023/... revision (under adoption)</b>	Law of Ukraine “On Energy Performance of Buildings” No. 2118-VIII (2017); DBN V.2.6-31:2021 “Thermal Insulation of Buildings”; DBN V.2.5-67:2013 “Heating, Ventilation and Air Conditioning”	Full transposition of the revised EPBD (NZEB/ZEB by 2030/2035, minimum performance standards, renovation passports, smart readiness)	Partial approximation	Update DBNs; implement EPBD provisions on the “Renovation Wave” and smart readiness	Ministry for Communities and Territories Development of Ukraine; State Agency on Energy Efficiency and Energy Saving of Ukraine	DNSH/Taxonomy: mandatory screening for renovation projects. GPP: measurable indicators (kWh/m <sup>2</sup> , COP/SCOP, LCA). Eco-labelling: low-VOC paints/varnishes. National frameworks: NPEC (EE/RES targets), Sustainable Development Strategy–2030, Employment Strategy–2030, Veterans Strategy–2030 (quotas, micro-qualifications), VET reform (2025). Estimated jobs: ~220,000 (~90,000 new;

Corresponding EU act	Current national acts (Ukraine)	Planned / required national acts (Ukraine)	Status of transposition / approximation	Next steps (2025–2026)	Responsible body in Ukraine	Comments (Taxonomy/DNSH, GPP, eco-labelling, jobs, national frameworks)
<b>Directive (EU) 2023/1791 (revised EED)</b>	Law of Ukraine “On Energy Efficiency” No. 1818-IX (2021)	Amendments to include EU mandatory targets and building renovation in the public sector	Partial approximation	Integrate EED requirements for renovation of public buildings (schools, hospitals)	State Agency on Energy Efficiency and Energy Saving of Ukraine; Ministry of Energy of Ukraine	~100,000 upgraded; ~30,000 indirect) in insulation, ventilation, renovation; veterans/IDPs integrated via VET programs. DNSH: energy and water savings. GPP: mandatory criteria for public buildings. National frameworks: NPEC, Regional Development Strategy–2027 (territorial renovation programs), Veterans Strategy–2030 (employment priority). Jobs: energy auditors, HVAC optimization specialists, insulation experts. Estimated jobs: ~75,000 (~25,000 new; ~40,000 upgraded; ~10,000 indirect).
<b>Regulation (EU) No 305/2011 (CPR) and revised proposal COM(2022)144 final</b>	Law of Ukraine “On Construction Products” No. 850-IX (2020); CMU Resolution No. 305 (2011) and No. 316 (2019) on Technical Regulations	Alignment with revised CPR (sustainability criteria, digital product passports); integration with eco-labelling	Partial approximation	Amend the law to include sustainability criteria; implement eco-labelling under CPR	Ministry for Communities and Territories Development of Ukraine	DNSH/Taxonomy: circularity, resource and energy efficiency. GPP: integrate CPR into public tenders. Eco-labelling: EU Ecolabel/ISO 14024 for building materials. National frameworks: SME Development Strategy–2027 (localization of production). Jobs: eco-materials production/installation, SME participation; veterans in logistics/trade. Estimated jobs: ~60,000 (~20,000 new; ~30,000 upgraded; ~10,000 indirect).
<b>Directive 2008/98/EC (WFD) + Directive (EU) 2018/851 (Circular Economy Package)</b>	Law of Ukraine “On Waste Management” No. 2320-IX (2022)	Adoption of by-law on recycling and reuse of construction and demolition waste (CDW)	Partial approximation	Approve CDW management regulation; set mandatory recycling targets in construction	Ministry of Economy, Environment and Agriculture of Ukraine; Ministry for Communities and Territories Development of Ukraine	DNSH: pollution prevention and reuse. GPP: minimum CDW content in public projects. National frameworks: Sustainable Development Strategy–2030, Regional Development Strategy–2027. Jobs: logistics, debris recycling; veterans can work in CDW sector. Estimated jobs: ~45,000 (~15,000 new; ~22,000 upgraded; ~8,000 indirect).
<b>Directive (EU) 2019/1937 (RES in buildings, linked to RED II/III)</b>	Law of Ukraine “On Alternative Energy Sources” No. 555-IV (2003); DBNs: V.2.5-41:2019, V.2.5-77:2014, V.2.5-28:2018, V.2.5-67:2013, V.2.6-31:2021	Requirements for integration of RES in new/renovated buildings (solar, heat pumps)	Partial approximation	Update DBNs to mandate RES integration in construction	Ministry for Communities and Territories Development of Ukraine; Ministry of Energy of Ukraine	DNSH/Taxonomy: RES criteria. GPP: priority procurement of solar/geothermal systems. National frameworks: NPEC, VET reform (2025) – training RES installers. Jobs: solar technicians, heat-pump installers, electricians; veterans with technical background. Estimated jobs: ~55,000 (~18,000 new; ~27,000 upgraded; ~10,000 indirect).

Corresponding EU act	Current national acts (Ukraine)	Planned / required national acts (Ukraine)	Status of transposition / approximation	Next steps (2025–2026)	Responsible body in Ukraine	Comments (Taxonomy/DNSH, GPP, eco-labelling, jobs, national frameworks)
<b>Regulation (EU) 2020/852 (EU Taxonomy)</b>	Ukrainian ESG projects; construction taxonomy not yet developed. Law of Ukraine “On Capital Markets and Organized Commodity Markets” No. 738-IX (2020, in force since 2021); draft national ESG standards in progress by NSSMC	Develop a national green taxonomy for construction and integrate it into GPP	Not transposed	Link reconstruction financing/grants to projects aligned with EU Taxonomy	National Securities and Stock Market Commission (NSSMC); Ministry of Finance of Ukraine	DNSH/Taxonomy: core reference for green investments. GPP: financial instruments for construction. National frameworks: Sustainable Development Strategy–2030, National Employment Strategy–2030. Jobs: stable demand for certification, ESG audit, green finance; veterans in quality control and financial management. Estimated jobs: ~20,000 (~6,000 new; ~10,000 upgraded; ~4,000 indirect).

### Sector 8. Sustainable Tourism — EU ↔ Ukraine (as of 26 August 2025)

Corresponding EU Act	Current National Acts (Ukraine)	Planned / Required National Acts (Ukraine)	Status of Transposition / Approximation	Next Steps (2025–2026)	Responsible Body in Ukraine	Comments (Taxonomy/DNSH, GPP, Eco-labelling, Jobs, National Frameworks)
<b>Directive 2010/31/EU (EPBD), as amended by Directive (EU) 2018/844 and the revised version (2023/..., under adoption)</b>	Law of Ukraine “On Energy Performance of Buildings” No. 2118-VIII (2017); DBN V.2.5-67:2013 “Heating, Ventilation and Air Conditioning”; DBN V.2.6-31:2021 “Thermal Insulation of Buildings”	Full transposition of the updated EPBD (NZEB/ZEB by 2030/2035, minimum efficiency standards, renovation passports, smart readiness)	Partial compliance	Update DBNs; adopt EPBD provisions on the “Renovation Wave” and smart readiness	Ministry for Communities and Territories Development of Ukraine; State Agency on Energy Efficiency	DNSH/Taxonomy: mandatory screening in renovation projects. GPP: indicators (kWh/m <sup>2</sup> , COP/SCOP, LCA). Eco-labelling: low-VOC paints/varnishes. National frameworks: NECP (EE/RES targets), Sustainable Development Strategy-2030, Employment Strategy-2030, Veterans Strategy-2030 (quotas, micro-qualifications), VET reform (2025). Estimated employment: ~220,000 (~90,000 new; ~100,000 upgraded; ~30,000 indirect) — in insulation, ventilation, renovation; veterans/IDPs integrated via VET programs.
<b>Directive (EU) 2023/1791 (recast EED)</b>	Law of Ukraine “On Energy Efficiency” No. 1818-IX (2021)	Amendments to include mandatory EU targets and building renovation in the public sector	Partial compliance	Integrate EED requirements for renovation of public buildings (schools, hospitals)	State Agency on Energy Efficiency; Ministry of Energy	DNSH: accounting for energy and water savings. GPP: mandatory criteria for public buildings. National frameworks: NECP, Regional Development Strategy-2027 (territorial renovation programs), Veterans Strategy-2030 (employment priority). Jobs: energy auditors, HVAC optimization specialists, insulation workers. Estimated employment: ~75,000 (~25,000 new; ~40,000 upgraded; ~10,000 indirect).
<b>Regulation (EU) No 305/2011 (CPR) and revised proposal COM(2022) 144 final</b>	Law of Ukraine “On Construction Products” No. 850-IX (2020); Technical Regulation of Construction Products, Buildings	Alignment with revised CPR (sustainability criteria, digital product)	Partial compliance	Amend the law to include sustainability criteria; introduce	Ministry for Communities and Territories	DNSH/Taxonomy: circularity, resource and energy efficiency. GPP: integrate CPR in public tenders. Eco-labelling: EU Ecolabel / ISO 14024 for building materials. National

Corresponding EU Act	Current National Acts (Ukraine)	Planned / Required National Acts (Ukraine)	Status of Transposition / Approximation	Next Steps (2025–2026)	Responsible Body in Ukraine	Comments (Taxonomy/DNSH, GPP, Eco-labelling, Jobs, National Frameworks)
	and Structures (CMU Resolution No. 305 of 23.06.2010); Technical Regulation on Labelling of Construction Products (Order No. 204 of 30.07.2012)	passports); integration with eco-labelling		eco-labelling under CPR	Development of Ukraine	frameworks: SME Development Strategy-2027 (localization of production). Jobs: eco-material production/installation, SME participation; veterans in logistics/trade. Estimated employment: ~60,000 (~20,000 new; ~30,000 upgraded; ~10,000 indirect).
<b>Directive 2008/98/EC (WFD) + Directive (EU) 2018/851 (Circular Economy Package)</b>	Law of Ukraine “On Waste Management” No. 2320-IX (2022)	Adoption of a by-law on recycling and reuse of construction and demolition waste (CDW)	Partial compliance	Adopt CDW management regulation; set mandatory recycling targets in construction	Ministry of Economy, Environment and Agriculture of Ukraine; Ministry for Communities and Territories Development of Ukraine	DNSH: pollution prevention and reuse. GPP: minimum CDW shares in public projects. National frameworks: Sustainable Development Strategy-2030, Regional Development Strategy-2027. Jobs: logistics, waste recycling; veterans can work in the CDW sector. Estimated employment: ~45,000 (~15,000 new; ~22,000 upgraded; ~8,000 indirect).
<b>Directive (EU) 2019/1937 (RES in Buildings, linked to RED II/III)</b>	Law of Ukraine “On Alternative Energy Sources” No. 555-IV (2003, as amended); DBN V.2.5-20:2018 “Gas Supply” (biogas systems); DBN V.2.5-77:2014 “Boiler Plants”; DBN V.2.5-56:2014 “Heat Supply Systems”; DBN V.2.5-67:2013 “Heating, Ventilation and Air Conditioning” (incl. heat pumps, solar systems)	Requirements for integration of RES in new/renovated buildings (solar systems, heat pumps)	Partial compliance	Update DBNs to mandate RES integration in construction	Ministry for Communities and Territories Development of Ukraine; Ministry of Energy	DNSH/Taxonomy: RES criteria. GPP: priority procurement of solar/geothermal systems. National frameworks: NECP, VET reform (2025) – training of RES installers. Jobs: solar technicians, heat-pump installers, electricians; veterans with technical skills. Estimated employment: ~55,000 (~18,000 new; ~27,000 upgraded; ~10,000 indirect).
<b>Regulation (EU) 2020/852 (EU Taxonomy)</b>	Ukrainian ESG projects; taxonomy for construction not yet developed.	Develop a national green taxonomy for construction and integrate it into GPP	Not transposed	Link reconstruction funding / grants to projects aligned with EU Taxonomy	National Securities and Stock Market Commission (NSSMC); Ministry of Finance of Ukraine	DNSH/Taxonomy: base for green investment definition. GPP: financial tools for construction. National frameworks: Sustainable Development Strategy-2030, National Employment Strategy-2030. Jobs: stable demand for certification, ESG audit, green finance; veterans in quality control and financial management. Estimated employment: ~20,000 (~6,000 new; ~10,000 upgraded; ~4,000 indirect).

## Sector 9. Agriculture, Forestry, Hunting and Fisheries — EU ↔ Ukraine (as of 26 August 2025)

<b>Corresponding EU Act (full title)</b>	<b>Current National Acts (Ukraine)</b>	<b>Planned / Required National Acts (Ukraine)</b>	<b>Status of Transposition / Approximation</b>	<b>Next Steps (2025–2026)</b>	<b>Responsible Authority in Ukraine</b>	<b>Comments (opportunities for green jobs, veteran integration, cross- sectoral frameworks)</b>
<b>Regulation (EU) 2021/2115 (CAP Strategic Plans)</b>	Law of Ukraine “On State Support for Agriculture of Ukraine” No. 1877-IV; farmer support programmes	Development of Ukraine’s Strategic Plan for Green Agricultural Policy: eco-schemes, carbon farming, organics	Not aligned	Develop Ukrainian equivalents of “eco-schemes”; prepare for EU funding	Ministry of Economy, Environment and Agriculture of Ukraine	Establishes the framework for agroecology, organics, carbon farming. Cross-sectoral frameworks: Sustainable Development Strategy–2030 (eco-practices), Veterans Strategy–2030 (veterans with land plots as priority subsidy recipients). Estimated employment: ~180,000 (~70,000 new; ~80,000 upgraded; ~30,000 indirect).
<b>Regulation (EU) 2018/848 (Organic Production)</b>	Law of Ukraine “On Basic Principles and Requirements for Organic Production, Circulation and Labelling of Organic Products” No. 2496-VIII of 10.07.2018 (in force since 02.08.2019). Law of Ukraine “On Farming” No. 973-IV of 19.06.2003 (as amended), Law of Ukraine “On Cooperation” No. 469-VI of 10.07.2008.	By-laws to fully reflect EU rules on control, import, certification	Partially aligned	Introduce an EU-compatible certification system; ensure mutual recognition	Ministry of Economy, Environment and Agriculture of Ukraine; State Service of Ukraine on Food Safety and Consumer Protection	Supports the organic sector; jobs in certification, consulting, diversification. Cross-sectoral frameworks: SME Development Strategy–2027 (small farms and cooperatives), VET Reform–2025 (training organic inspectors, advisors). Estimated employment: ~40,000 (~15,000 new; ~18,000 upgraded; ~7,000 indirect).
<b>Regulation (EU) 2021/2116 (Financing, Management, Monitoring of the CAP)</b>	Law of Ukraine “On State Support for Agriculture of Ukraine” No. 1877-IV of 24 June 2004 (as amended).	Establishment of a national agricultural payments agency	Not aligned	Prepare structures for payments following the CAP model	Ministry of Economy, Environment and Agriculture of Ukraine; Ministry of Finance of Ukraine	Administrative and inspector positions, digital farm monitoring. Cross-sectoral frameworks: National Employment Strategy–2030 (public agri-monitoring, IT specialists). Estimated employment: ~12,000 (~4,000 new; ~6,000 upgraded; ~2,000 indirect).
<b>Directive 2009/128/EC (Sustainable Use of Pesticides)</b>	Law of Ukraine “On Pesticides and Agrochemicals” No. 86/95-VR of 02 March 1995 (as amended).	National Action Plan on Sustainable Use of Pesticides; Integrated Pest Management (IPM) rules	Not aligned	Develop a pesticide reduction plan; strengthen advisory services	Ministry of Economy, Environment and Agriculture of Ukraine; Ministry of Health	Jobs in IPM consulting, monitoring, agroecology. Cross-sectoral frameworks: Sustainable Development Strategy–2030 (soil health), VET Reform–2025 (training IPM specialists). Estimated employment: ~25,000 (~8,000 new; ~12,000 upgraded; ~5,000 indirect).
<b>Directive 91/676/EEC (Nitrates Directive)</b>	Law of Ukraine “On Environmental Protection” No. 1264-XII; Water Code of Ukraine No. 213/95-VR of 06 June 1995 (as amended, incl. 2023).	Identification of vulnerable zones; fertilizer management action programmes	Partially aligned	Adopt action programmes; establish monitoring system	Ministry of Economy, Environment and Agriculture of Ukraine	Creates jobs in monitoring and advisory services. Cross-sectoral frameworks: NECP (GHG reduction), Employment Strategy–2030 (agricultural consultants, analysts). Estimated employment: ~18,000 (~6,000 new; ~9,000 upgraded; ~3,000 indirect).

Corresponding EU Act (full title)	Current National Acts (Ukraine)	Planned / Required National Acts (Ukraine)	Status of Transposition / Approximation	Next Steps (2025–2026)	Responsible Authority in Ukraine	Comments (opportunities for green jobs, veteran integration, cross-sectoral frameworks)
<b>Regulation (EU) 2021/2117 (Common Organisation of Agricultural Markets — CMO)</b>	Law of Ukraine “On State Regulation of Production and Circulation of Ethyl, Cognac and Fruit Spirits, Alcoholic Beverages, Tobacco Products, Liquids Used in Electronic Cigarettes, and Fuel” No. 481/95-VR of 19 December 1995 (as amended); Law of Ukraine “On Fisheries, Industrial Fishing and Protection of Aquatic Biological Resources” No. 3677-VI of 08 July 2011 (as amended); Law of Ukraine “On Aquaculture” No. 5293-VI of 18 September 2012.	Adoption of rules on market standards, trade promotion and sustainability schemes	Not aligned	Align CMO standards for agri-food products	Ministry of Economy, Environment and Agriculture of Ukraine; State Fisheries Agency	Jobs in marketing, certification, agri-export. Cross-sectoral frameworks: SME Strategy–2027 (agri-export), Employment Strategy–2030 (digital trade services). Estimated employment: ~22,000 (~7,000 new; ~10,000 upgraded; ~5,000 indirect).
<b>Directive 2000/60/EC (Water Framework Directive) and Directive 2006/118/EC (Groundwater Directive)</b>	Water Code of Ukraine No. 213/95-VR of 06 June 1995 (as amended, incl. 2023); Cabinet of Ministers Resolution No. 321 of 13.03.2002 “On Approval of the Procedure for Coordination and Issuance of Permits for Special Water Use” (effective with updates 2020–2022); Order of the Ministry of Agrarian Policy and Food of Ukraine No. 16 of 14.01.2014 “On Approval of Methodological Recommendations for Developing and Coordinating Water Resource Use Limits for Irrigation Needs.”	Integration of agricultural measures into River Basin Management Plans (RBMPs); groundwater protection	Partially aligned	Integrate agri-protection measures into RBMPs	Ministry of Economy, Environment and Agriculture of Ukraine	Jobs in irrigation, water accounting, advisory services. Cross-sectoral frameworks: Environmental Security Strategy–2030 (climate adaptation), Regional Development Strategy–2027 (irrigation systems). Estimated employment: ~30,000 (~10,000 new; ~15,000 upgraded; ~5,000 indirect).
<b>EU Forest Strategy to 2030 (COM(2021)572) + Regulation (EU) 2023/1115 (Deforestation-free Supply Chains)</b>	Forest Code of Ukraine No. 3852-XII of 21 January 1994 (as amended); Law of Ukraine “On Environmental Impact Assessment” No. 2059-VIII of 23 May 2017 (in force since 18.12.2017)	Rules for sustainable forest use, biodiversity monitoring, timber trade	Partially aligned	Prepare a reforestation strategy; timber legality system	State Forest Resources Agency; Ministry of Economy, Environment and Agriculture of Ukraine	Demand for foresters, UAV operators, ecologists. Cross-sectoral frameworks: Sustainable Development Strategy–2030 (reforestation), Veterans Strategy–2030 (employment in forestry). Estimated employment: ~55,000 (~20,000 new; ~25,000 upgraded; ~10,000 indirect).
<b>Regulation (EU) No. 1380/2013 (Common Fisheries Policy — CFP)</b>	Law of Ukraine “On Fisheries, Industrial Fishing and Protection of Aquatic Biological Resources” No. 3677-VI of 08 July 2011 (as amended).	Law on Aquaculture Development; quota alignment with CFP	Not aligned	Draft law on aquaculture; align quotas with CFP	State Fisheries Agency	Job growth in aquaculture and inland waters. Cross-sectoral frameworks: SME Strategy–2027 (small fish farms), VET Reform–2025 (training aquaculture farmers). Estimated employment: ~28,000 (~9,000 new; ~13,000 upgraded; ~6,000 indirect).

## Sector 10. Sustainable Forestry — EU ↔ Ukraine (as of 26 August 2025)

Corresponding EU act (full name)	Current national acts (Ukraine)	Planned / required national acts (Ukraine)	Status of transposition / approximation	Next steps (2025–2026)	Responsible body in Ukraine	Comments (EU Taxonomy, DNSH, GPP/eco-standards, jobs, cross-sector frameworks)
EU Forest Strategy for 2030 (COM(2021) 572 final)	Forest Code of Ukraine No. 3852-XII of 21 January 1994 (as amended); State Programme “Forests of Ukraine” 2010–2035	National forest strategy aligned with EU objectives (restoration, biodiversity, climate resilience, multifunctionality)	Policy approximation	Update the Forest Code (adaptation to climate change, biodiversity, transparency, public participation); forest inventory	State Forest Resources Agency; Ministry of Economy, Environment and Agriculture of Ukraine	DNSH/Taxonomy: integration of “substantial contribution” and “do no significant harm”. GPP/eco-standards: requirements for sustainably sourced timber in public procurement. Jobs: fire-resilient infrastructure, nurseries, UAV/GIS monitoring. Cross-sector frameworks: Sustainable Development Strategy–2030; Regional Development Strategy–2027; Employment and Veterans Strategies–2030; VET reform–2025 (forest technicians, GIS operators). Estimated employment: ~60,000 (~20,000 new; ~30,000 upgraded; ~10,000 indirect).
Council Directive 92/43/EEC (Habitats) and Directive 2009/147/EC (Birds)	Law “On the Nature Reserve Fund” No. 2456-XII; Law “On Environmental Protection” No. 1264-XII	Rules for biodiversity protection in forests; network of areas under Natura 2000 approaches; habitat management plans	Partial approximation	Approve mapping methodologies, management plans, rules for visiting/harvesting	Ministry of Economy, Environment and Agriculture of Ukraine; State Forest Resources Agency	DNSH: mandatory screening of impacts on species/habitats. Eco-standards: field protocols, environmental education. Jobs: staff in national parks. Cross-sector frameworks: Environmental Security and Climate Adaptation Strategy–2030; Veterans Strategy–2030 (employment in national parks). Estimated employment: ~25,000 (~8,000 new; ~12,000 upgraded; ~5,000 indirect).
Regulation (EU) 2023/1115 on deforestation-free products (EUDR)	Law of Ukraine “On Wood Accounting and Its Circulation” No. 2860-IV of 08 September 2005 (as amended), CMU Resolution of 04.12.2019 No. 1142 “Certain issues of introducing a unified state system of electronic wood accounting”, CMU Resolution of 16.09.2020 No. 849 “On approval of the Procedure for electronic wood accounting”, Order of the State Forest Resources Agency of Ukraine of 27.01.2020 No. 50 “On approval of the Instruction on electronic wood accounting”	National system of timber legality and traceability; digital supply chains; risk register	Not aligned	Launch end-to-end electronic traceability; create due-diligence system for operators; dialogue on recognition	State Forest Resources Agency; Ministry of Economy, Environment and Agriculture of Ukraine	Taxonomy/DNSH: reducing deforestation risk; alignment with green finance. GPP: requirement of EUDR compliance in public procurement of timber/products. Jobs: IT audit of supply chains, GIS, compliance. Cross-sector frameworks: SME Strategy–2027 (support for forest SMEs); VET reform–2025 (compliance officers, CoC auditors). Estimated employment: ~15,000 (~5,000 new; ~7,000 upgraded; ~3,000 indirect).

Corresponding EU act (full name)	Current national acts (Ukraine)	Planned / required national acts (Ukraine)	Status of transposition / approximation	Next steps (2025–2026)	Responsible body in Ukraine	Comments (EU Taxonomy, DNSH, GPP/eco-standards, jobs, cross-sector frameworks)
Regulation (EU) No 995/2010 (EUTR) → transition to EUDR 2023/1115	As above	Transitional provisions; implementation of due-diligence systems	Partial approximation	Harmonise IT tools and inspections; train operators/inspectors	State Forest Resources Agency	Jobs: supply chain audit, market surveillance, training. Cross-sector frameworks: Employment Strategy–2030 (market inspectors), VET reform–2025 (CoC trainings). Estimated employment: ~7,000 (~2,000 new; ~3,000 upgraded; ~2,000 indirect). DNSH/Taxonomy: sustainable carbon accounting. Jobs: inventory, remote sensing, MRV. Cross-sector frameworks: NECP (decarbonisation targets), Sustainable Development Strategy–2030; VET reform–2025 (MRV/GIS qualifications). Estimated employment: ~18,000 (~6,000 new; ~9,000 upgraded; ~3,000 indirect).
Regulation (EU) 2021/1119 (European Climate Law)	Updated NDC (2021); Climate Policy Concept  Law of Ukraine “On the Basics of Monitoring, Reporting and Verification of Greenhouse Gas Emissions” No. 377-IX of 12.12.2019 (in force since 01.01.2021; creates the basis for MRV in line with Arts. 6 and 13 of the Paris Agreement), CMU Resolution of 23.09.2020 No. 960 “On approval of the Procedure for monitoring and reporting of greenhouse gas emissions”, Order of the Ministry of Environment of 31.12.2020 No. 375 “On approval of reporting forms for GHG monitoring”. Draft Law of Ukraine amending Law No. 377-IX to extend the MRV system to: LULUCF (forest sector, land use, agriculture); hydrogen and new types of energy; pilot launch of an emissions trading system (ETS). Development of methodologies is ongoing.	Integration of forests as carbon sinks; accounting and carbon crediting systems	Strategic approximation	Pilot “carbon farming” projects in forests; MRV systems for LULUCF	Ministry of Economy, Environment and Agriculture of Ukraine; Ministry of Energy	
Regulation (EU) 2018/841 (LULUCF), as amended by 2023/839		Accounting/reporting rules in the land use and forestry sector; national targets for sinks	Partial approximation	Harmonise LULUCF reporting; strengthen the national forest inventory	Ministry of Economy, Environment and Agriculture of Ukraine; State Forest Resources Agency	Taxonomy/DNSH: reliable accounting of sinks. Jobs: forest inventory, surveying, satellite monitoring. Cross-sector frameworks: NECP; Regional Development Strategy–2027 (regional afforestation projects). Estimated employment: ~12,000 (~4,000 new; ~6,000 upgraded; ~2,000 indirect).
Regulation (EU) 2024/1991 on nature restoration (NRR)	Land Code of Ukraine of 25.10.2001 No. 2768-III (as amended) – basic law on land use, restoration and protection; Law of Ukraine “On Land Protection” No. 962-IV of 19.06.2003, Law of Ukraine “On	National targets for restoration of forest ecosystems; standards for degraded/war-damaged areas	Not subject to transposition (reference)	Integrate restoration targets into forest policy; pilot reclamation projects	Ministry of Economy, Environment and Agriculture of Ukraine; State	DNSH/Taxonomy: priority for NbS. Jobs: ecosystem restoration, bioengineering, nurseries. Cross-sector frameworks: Environmental Security Strategy–2030; Veterans Strategy–2030

Corresponding EU act (full name)	Current national acts (Ukraine)	Planned / required national acts (Ukraine)	Status of transposition / approximation	Next steps (2025–2026)	Responsible body in Ukraine	Comments (EU Taxonomy, DNSH, GPP/eco-standards, jobs, cross-sector frameworks)
	State Control over the Use and Protection of Lands” No. 963-IV of 19.06.2003. CMU Resolution of 19.08.2022 No. 918 “On approval of the Procedure for state monitoring of soils”, CMU Resolution of 07.06.2017 No. 413 “On approval of the Procedure for land conservation”, CMU Resolution of 19.08.2020 No. 800 “On approval of the State Target Programme for the Use and Protection of Lands” (updated annually).					(jobs in restoration). Estimated employment: ~22,000 (~7,000 new; ~11,000 upgraded; ~4,000 indirect).
Regulation (EU) 2020/852 (EU Taxonomy) — criteria for sustainable forestry	No separate Ukrainian act on a national sustainable taxonomy has been adopted yet. There are only pilot financial instruments (e.g., loans for green modernisation, energy, restoration) where criteria are close to the EU Taxonomy. ESG practices are applied in corporate reporting, but on a voluntary basis.	National sustainable finance rules for forestry; integration of Taxonomy criteria into grants/loans	Not aligned	Develop criteria for grants/loans; compliance audit (DNSH/“substantial contribution”)	National Securities and Stock Market Commission (NSSMC); Ministry of Finance of Ukraine	Financing: opens access to IFIs/markets. GPP: sustainable timber supply in procurement. Jobs: certification, ESG audit, financial management. Cross-sector frameworks: SME Strategy–2027 (forest SMEs), Employment Strategy–2030; VET reform–2025 (ESG/compliance). Estimated employment: ~10,000 (~3,000 new; ~5,000 upgraded; ~2,000 indirect).

## Implementation Notes

Ukraine already has a government framework that ensures inter-agency cooperation in climate, energy, environmental, and recovery policy. For example, Cabinet of Ministers Resolution No. 924 of 19 August 2023 created an inter-agency working group with the participation of relevant ministries and agencies to prepare the National Energy and Climate Plan for 2025–2030. In addition, the Action Plan for the Post-War Recovery and Development of Ukraine, adopted by Presidential Decree in April 2022, provides for sectoral working groups and recovery planning.

However, there is currently no single resolution or law that would fully define the procedural steps (who drafts, who adopts, who implements, who monitors) for all elements of the 2025–2030 “Roadmap” for green jobs development and veterans’ reintegration (taxonomy, updates to building codes, procurement standards, veterans’ integration, etc.). This Annex aims to fill that gap by explaining the intended institutional responsibilities within the existing framework and by recommending that future legal or regulatory acts clearly anchor roles in line with the steps set out in the sectoral tables.

This Annex offers explanatory notes on the practical meaning of the “Next steps” listed in the sectoral tables. It defines the typical sequence of actions, responsible implementers, and implications for implementation in Ukraine.

### 1. “Implement the targets of the EU Directive/Regulation”

**What it means:** Transpose EU quantitative targets (e.g., AFIR charging points, EED renovation rates, RED share of RES) into national legislation, strategies, and action plans.

**Who does what:**

- Ministry of Energy of Ukraine, Ministry of Economy, Environment and Agriculture of Ukraine — prepare amendments to laws and by-laws
- Cabinet of Ministers of Ukraine — approves draft acts and submits them to the Verkhovna Rada
- Verkhovna Rada of Ukraine — adopts laws and amendments
- National Energy and Utilities Regulatory Commission (NEURC), State Environmental Inspectorate of Ukraine — set technical standards and control procedures
- Local state administrations and local self-government bodies — integrate into regional programmes

### 2. “Update state building codes and technical regulations”

**What it means:** Review DBN and technical standards to include EU requirements on energy efficiency, RES integration, circular economy, and DNSH/Taxonomy criteria.

**Who does what:**

- Ministry for Communities, Territories and Infrastructure Development of Ukraine — initiates updates
- National Standardization Body of Ukraine, technical standardization committees — develop new standards
- Professional associations and conformity assessment bodies (certification bodies) — prepare inspectors and auditors for oversight

### 3. “Integrate DNSH / the EU Taxonomy”

**What it means:** Ensure that projects and procurements comply with the EU Taxonomy technical screening criteria and the “Do No Significant Harm” (DNSH) principle.

**Who does what:**

- Ministry of Economy of Ukraine, Ministry of Economy, Environment and Agriculture of Ukraine, National Securities and Stock Market Commission (NSSMC) — prepare national guidelines and checklists
- Contracting authorities — apply DNSH screening in tenders and feasibility studies
- Independent auditors and verifiers — confirm compliance

#### 4. “Develop and adopt national programmes”

**What it means:** Launch large, multi-year programmes (thermo-modernisation, afforestation, wastewater treatment) with defined budgets, KPIs, and monitoring.

**Who does what:**

- Relevant central executive bodies (ministries) — design programmes
- Cabinet of Ministers of Ukraine — formally endorses
- International financial institutions and donor organisations — provide financial support in addition to state programmes
- Local self-government bodies — implement

#### 5. “Prepare methodological guidelines”

**What it means:** Develop detailed technical instructions for implementing EU-aligned measures (pesticide reduction, construction and demolition waste management, biodiversity safeguards).

**Who does what:**

- Relevant ministries — draft the guidelines
- Ukrainian scientific and technical institutes — contribute methodologies
- State supervisory bodies — ensure compliance during implementation

#### 6. “Establish monitoring and reporting systems”

**What it means:** Introduce digital platforms and registers (e.g., timber legality, energy consumption, wastewater quality) with open data and verification tools.

**Who does what:**

- Regulators and central executive bodies (state agencies, services, inspectorates) — administer the platforms
- Local self-government bodies and operators — submit data
- Independent auditors — verify accuracy

#### 7. “Implement green public procurement and eco-labelling”

**What it means:** Include GPP criteria and eco-labelling requirements (EU Ecolabel, ISO 14024, LCA/EPD) in state and municipal tenders.

**Who does what:**

- Ministry of Economy, Environment and Agriculture of Ukraine — sets mandatory criteria
- Contracting authorities — include criteria in tender documentation
- Suppliers — demonstrate compliance
- Veteran-owned enterprises — gain competitive advantages through eco-labelled products

#### 8. “Train and reskill the workforce”

**What it means:** Provide micro-credentials, dual education, and certification in new green skills (energy auditing, GIS monitoring, RES installation, waste management).

**Who does what:**

- Ministry of Education and Science of Ukraine, National Qualifications Agency — approve standards
- Educational institutions and VET institutions — run courses
- Employers — provide internships and practical training
- Veterans and internally displaced persons — priority groups for training