



23 February 2026

## Statement of solidarity with Ukrainian workers residing in other European countries

The European Trade Union Confederation (ETUC) reaffirms its unwavering solidarity with and support for Ukrainian trade unions and workers, including those workers who, as a result of Russia's illegal and ongoing war of aggression against Ukraine, have been forced to seek shelter and employment in EU Member States under the Temporary Protection Directive and in other European countries.

In line with the principles of equality, non-discrimination and decent work for all, the ETUC stresses that Ukrainian workers employed in other European countries must enjoy full and unconditional equal treatment; that workers' rights and trade union rights must be fully respected, including the right to freely join trade unions and collective bargaining; and that effective protection against exploitation, abuse and any forms of discrimination must be guaranteed.

According to the latest data on beneficiaries of temporary protection more than half of the beneficiaries of international protection are women and girls, therefore, actions against gender discrimination must be foreseen. It is also vital that Ukrainian women have access to childcare services, which are essential for meaningful participation in the labour market. Furthermore, it is necessary to introduce specific measures to prevent human trafficking for the purpose of labour exploitation and child exploitation. This is particularly important considering that over a quarter of the beneficiaries of international protection are minors.

The ETUC calls on the European countries to ensure full respect for the rights of Ukrainian workers living and working in their countries, regardless of the type of employment contract, sector of the economy or migration status. We call on governments to increase funding for national labour inspectorates, including to ensure effective enforcement and prevent undeclared work, including in sectors where Ukrainian and other migrant workers are highly present e.g. hospitality, agriculture, platform work.

We also call on the EU to go beyond repeatedly renewing temporary protection and to propose a coordinated and collective solution that would offer a pathway to long-term residence.

Also, the ETUC underlines the importance of providing Ukrainian workers with timely, clear, transparent and accessible information about their rights, including opportunities to transition to permanent residence or to voluntarily return to Ukraine with full respect for human rights, the freedom of choice of the Ukrainian people, and guarantees of personal and social security. The ETUC specifically calls for the removal of bureaucratic obstacles in the recognition of professional qualifications and for the provision of language training to aid integration into the labour market.

The ETUC also emphasises the importance of the cooperation between trade unions in host countries and Ukrainian trade unions in order to ensure effective protection of the rights of Ukrainian workers and their social integration.

The ETUC remains committed to defending the rights, dignity and equal treatment of all workers, as well as to strengthening solidarity across Europe as a key foundation of democracy, social justice and peace.