



PEACE WATCH GENDER ETUC BRIEFING PAPER

24 JUNE 2022

INTRODUCTION

The Peace Watch briefing notes were established as a way for ETUC affiliates to share information on trade unions' actions in solidarity with Ukraine and for the ETUC to build understanding of the situation on the ground throughout Europe.

With reference to the Women's Committee statement on Russia's invasion of Ukraine and [a letter sent to Commissioner for Equality Helena Dalli](#) on access to sexual and reproductive health and rights of refugees fleeing the war in Ukraine, the war clearly bears a gendered dimension. The pictures and stories that reached us from Bucha and other Ukrainian cities and villages are horrible proof of sexual violence, rape and war crimes that specifically target women and children. In light of this growing evidence of rape and sexual violence used as a weapon of war in Ukraine, [investigations](#) have been launched and must be thoroughly conducted to hold perpetrators accountable.

With this "Peace Watch" we would like to get a better idea of organisations' and countries' response to the war, considering the specific vulnerabilities of women and children in Ukraine and - fleeing from Ukraine.

One note of caution, this briefing note captures a dynamic situation which is subject to ongoing change. We therefore kindly ask affiliates to provide us with further information on any further related measures that have been introduced in your country so that we can update this briefing note.

AUSTRIA (ÖGB)

Actions to connect with, support and represent women fleeing the war in Ukraine

In Austria, a lot of support is provided through voluntary work. Our engagement as ÖGB is (currently) focused on aid deliveries in cooperation with the Ukrainian trade unions. At the social partner level, we are in talks for a joint package of demands.

Measures to support women fleeing the war in Ukraine to access the labour market

1) Labour market integration: Ukrainian refugees have access to the labour market. However, they have to apply for an employment permit at the Austrian unemployment service (AMS) - in contrast to other non-EU citizens, there is no labour market examination (no substitute worker procedure).



2) Social security/childcare: Health insurance is regulated. However, access to childcare allowance and family allowance is still missing. We also demand psychosocial care. School: The education directorates are trying very hard to be active within their possibilities (e.g. also employing Ukrainian teachers, using retired teachers), but there is a lack of political will. In the context of the Syrian crisis, there was an integration pot with additional funding in the education sector - this does not exist this time. Childcare: the already existing shortage of child education places is exacerbated. Due to the lack of staff, it is difficult to meet this additional, short-term need.

BELGIUM (CSC)

CSC has been actively supporting the peace movement (various demonstrations) and the ETUC statement. A guide for Ukrainians "Living and working in Belgium", has been published and is available in French, English, Dutch and Ukrainian¹.

BELGIUM (FGTB)

Actions to connect with, support and represent women fleeing the war in Ukraine

On the 25th of February, FGTB launched a press message to condemn the Russian military attack in Ukraine and called for an immediate end to hostilities.

"The socialist trade union expresses its solidarity with the Ukrainian people, workers and trade unions. Together with the international trade union movement, the FGTB supports all those in Russia and the region who are publicly speaking out against the military intervention. It is the duty of the trade unions in the region to work together to facilitate a peaceful resolution of the conflict and to ensure a common future for all, without violence or war. This is in everyone's interest: the Ukrainians, who are facing the devastation of war first and foremost, but also the Russian citizens, who have to suffer the social consequences of disastrous political choices made by their leaders and economic sanctions.

¹ <https://www.lacsc.be/actualite/campagnes/guide-pour-les-ukrainiens>



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The international community and the European Union must use all political and diplomatic means to de-escalate the conflict. It is their duty to initiate a peace process with respect for democracy, human rights and international conventions.

The FGTB will participate in every initiative of the peace movement in Belgium and is already calling on the Belgian Government to develop, together with the other countries of the European Union, a humanitarian policy for receiving refugees.”

On the 17th of March, the FGTB joined the Europe for Peace demonstration in Brussels and mobilised to come along to the streets to express their indignation about the Russian military attack in Ukraine.

Among the practical actions undertaken by the FGTB, the FGTB staff agreed that the ‘lost’ wages due to the strike of 8 March 2022 was not paid into the FGTB’s solidarity fund, but rather into a solidarity fund for Ukraine.

The ITUC, ETUC and Pan-European Regional Council (PERC) have established an ITUC Solidarity Fund to provide financial and humanitarian assistance to the Ukrainian people through the Ukrainian trade unions KVPU and FPU. FGTB contributed to this fund.

In addition, the FGTB organised transportation of goods to Ukraine and provided housing for refugees.

Measures to support women fleeing war in Ukraine to access the labour market

In Belgium, it was decided to give a special temporary residence status for Ukrainians and certain third-country nationals who resided in Ukraine before 24 February 2022. In order to obtain this status, they have to register at Palace 8 on the Heysel in Brussels.

There, they receive a certificate allowing them to register in the state register of the municipality where they reside, and they are then granted a residence card A. People fleeing from Ukraine with a temporary protection status also have the following rights:

- *unrestricted access to the labour market*
- *registration with the health insurance fund*
- *Right to social services (equivalent living wage)*
- *Right to open a bank account*
- *Right to education for children*
- *family benefits*

Specific measures to prevent exploitation at work and to protect against predatory actions against women and children and prevalent threats



By 24 March 2022, only two officially declared cases were known of abuse of Ukrainian refugees. There is probably a greater hidden figure of unreported cases, as well as bad and too expensive housing, precarious jobs, sexual abuse. There is a need to install a central contact point to declare any form of abuse. In Belgium different actions are taken through the regions and locally. A lot of organisations are taking care of the refugees in order to help them further.

Access to special support services, for example post trauma counselling/reproductive health care services, such as medical care for pregnant women and / or access to abortion

While there are services in Belgium, their capacities are probably insufficient.

GERMANY (DGB)

Actions to connect with, support and represent women fleeing the war in Ukraine

Women, children, and the elderly are particularly affected.

Hundreds of thousands of people have now arrived in Germany and have found refuge here, mainly women, children, and older people. The reception, care and accommodation of refugees is supported by a wave of solidarity throughout Europe - also in the DGB and the trade unions.

We provide accommodation for refugees in our educational institutions and support them materially, especially through a broad fundraising campaign by the organisation "Gewerkschaften helfen e.V.". And finally, we also support job placement in Germany within the framework of social partnership initiatives. We are in close exchange with the international trade union movement to help our Ukrainian sister trade unions. Trade unionists also organise concrete help and practical solidarity on the ground and in the companies and offices.

Measures to support women fleeing war in Ukraine to access the labour market

For the first time in the European Union, Directive 2001/55/EC of 20 July 2001 is being applied ("Temporary Protection Directive"), which ensures a stay without asylum procedures of one year for refugees.

With the activation of the so-called "mass influx directive" for the first time, the EU Ministers of the Interior have created the conditions for refugees from Ukraine to receive a humanitarian residence



permit without first having to go through an asylum procedure. This ensures that they have access to work, education, social benefits and medical care in all member states.

With the residence permit under Section 24 of the Residence Act, Ukrainian refugees now have unrestricted access to the labour market. In accordance with the circular issued by the Federal Ministry of the Interior and Home Affairs, the foreigners' authorities expressly permit gainful employment when issuing the residence permit. The approval of the Federal Employment Agency is not necessary. Ukrainian refugees do not need a new residence permit even if they change jobs.

On a voluntary basis, refugees from Ukraine can make use of the support of the Federal Employment Agency for labour market counselling, for the mediation of job offers and can also be supported. In the meantime, there is a multilingual website.²

Children who have fled Ukraine can receive child benefits in Germany. This is financial support intended to ensure that children are provided for³.

In general, access to care facilities and schools for children of migrants is an essential prerequisite for the social and labour market integration of parents, especially mothers. Thus, the use of external childcare services facilitates the participation of mothers in language and integration courses, which in the next step also contributes to their participation in education and training. In the case of refugees, there is also the psychological stress of war experiences for children and parents, which in some cases must first be overcome before employment can be considered. In this regard, the Conference of Minister Presidents on 17 March 2022 decided that the federal government should adapt the programmes and services that deal with language acquisition, taking up employment, childcare and counselling for refugees and their families. The existing offers are now summarised on a central help portal "Germany 4 Ukraine" - also in Ukrainian and Russian⁴.

Specific measures to prevent exploitation at work and to protect against predatory actions against women and children and prevalent threats

Detailed information on residence, housing, childcare, school attendance and financial support in Germany (in German, English, Ukrainian):

- Federal Ministry of the Interior and Home Affairs (BMI): Germany4Ukraine

² <https://www.arbeitsagentur.de/Ukraine>.

³ <https://www.arbeitsagentur.de/familie-und-kinder/ukraine-kindergeld>

⁴ <https://alliance4ukraine.org>



- Federal Ministry of Labour and Social Affairs (BMAS): Questions and answers for refugees from Ukraine
- Federal Office for Migration and Refugees: BAMF-NAVI
- Coordinating alliance of civil society organisations, foundations, state institutions and companies: Alliance4Ukraine
- European Training Foundation (ETF): Education and work information for Ukrainians and EU countries

There is currently concern that women and children who have fled Ukraine are at risk of being trafficked and exploited in Germany. Information material with safety instructions (multilingual) for people fleeing Ukraine as well as contacts and contact points for support and counselling exists⁵.

With the federal initiative "Protection of Refugees in Refugee Accommodation", the Federal Ministry of Family Affairs, together with UNICEF and other partners, has been working since 2016 to protect women, children and other vulnerable persons in the facilities.

The "Violence against Women Helpline" (08000 116 016) is an important first point of contact for women affected by violence, third parties and professionals - also in the context of escape and migration. Those seeking advice can contact one of the counsellors anonymously and free of charge around the clock. The service is available in 18 foreign languages, including Ukrainian, Russian and English. Counselling is provided on all forms of violence - including trafficking in women, sexualised and domestic violence as well as forced prostitution. If necessary, the counsellors refer the callers to local support facilities. The helpline "Violence against Women" is a nationwide counselling service.

Information flyer gives safety advice for Ukrainian women who have fled to protect themselves from traffickers⁶.

⁵ <https://www.kok-gegen-menschenhandel.de/kok-informiert/news/detail/schutz-vor-menschenhandel-und-ausbeutung-auf-der-flucht-1>

⁶ <https://www.asb.de/news/informationsflyer-gibt-sicherheitshinweise-fuer-gefluechtete-ukrainische-frauen-zum-schutz-vor-menschenhaendlern>



Access to special support services, for example post trauma counselling/reproductive health care services, such as medical care for pregnant women and / or access to abortion

On the website of the Women's Shelter Coordination, you can search for women's shelters and specialised counselling centres all over Germany. There are also materials in several languages. Information material in Ukrainian is currently being prepared.

One example is a flyer of the Independent Commissioner on Child Sexual Abuse (UBSKM) with offers of help in cases of violence, abuse, exploitation and human trafficking, available in German and Ukrainian.⁷

Telephone numbers for women and children:

Violence against women help line: 08000 116 016 - Телефон довіри "Насильство щодо жінок" - counselling in Ukrainian.

Sexual abuse help line: 0800 22 55 530

Help telephone Pregnant women in distress: 0800 40 40 020

Additional information:

1. <https://www.gewerkschaften-helfen.de/>
2. DGB Women's Resolution: Solidarity with Ukraine: <https://frauen.dgb.de/-/crN>
3. DGB-Beschluss "Krieg gegen die Ukraine sofort beenden. Transformationskurs halten, wirtschaftliche und soziale Kriegsfolgen abfedern. Rahmenbedingungen für Frieden und Sicherheit in Europa neu bewerten." --> I001:<https://bundeskongress.dgb.de/antraege>

ITALY (CISL)

Actions to connect with, support and represent women fleeing the war in Ukraine

Faced with the horrors and violence of the Russian invasion, many mothers and elderly women were forced to leave their homeland and their families. As the CISL trade union, we immediately set up the 'CISL Solidarity Fund for Ukraine' to allow workers, employees, pensioners of our structures to offer their contribution to support humanitarian projects and aid

⁷ <https://www.frauenrat.de/schutz-vor-menschenhandel-und-ausbeutung-auf-der-flucht/>



to refugees and families affected. The resources are allocated to the Italian Red Cross already active with its network in Ukraine. To this end, another fund was subsequently activated, together with the other confederal trade unions CGIL and UIL and the employer CONFINDUSTRIA, the 'Solidarity Fund for the Ukrainian people', into which, following the invitation made to them by Confindustria and CGIL CISL UIL, voluntary contributions from female and male workers equal to one hour's work and an equivalent contribution from companies will flow. These contributions are collected via a specific current account to bring immediate and essential aid to the population (women, children and the most fragile) fleeing the war.

Measures to support women fleeing war in Ukraine to access the labour market

In order to respond to the economic and humanitarian emergencies caused by the war in Ukraine, the government has so far developed a very comprehensive legislative framework. The provision from which much of the national legislation stems is the EU Council Decision of 4 March 2022, pursuant to Directive 2001/55/EC, recognising temporary protection for displaced persons from Ukraine. After the provisions by which the state of emergency was declared to ensure the relief and assistance of the Ukrainian population on the national territory, Decree-Law No. 21 of 21 March 2022 'Urgent measures to counter the economic and humanitarian effects of the Ukrainian crisis' was issued. In it, in addition to measures of an economic nature, others are envisaged to provide support to the reception system to manage the influx of Ukrainian refugees who have arrived in Italy so far, consisting almost entirely of women and minors, some of whom are unaccompanied, who in many cases are going to reunite with friends and relatives in various EU countries. In particular, the following are envisaged: economic support to municipalities, Third Sector entities, and those organised by civil society; contributions to the Regions for access to services of the National Health Service; the temporary derogation to the regulations on the recognition of professional health qualifications for Ukrainian doctors and socio-health workers with the possibility of exercising these professions in our country, until 4 March 2023. In addition, there is the extension until 31 December 2022 of contracts for workers employed on a temporary basis in asylum commissions, prefectures, and police headquarters as valuable support in dealing with bureaucratic procedures. The Prime Ministerial Decree of 28 March 2022 (published in the Official Gazette no. 89 of 15 April 2022) regulated in detail the duration and procedures for issuing residence permits for temporary protection to displaced persons, extended, as provided for in Article 4 of Legislative Decree no. 85 of 7 April 2003, to study and work.



Specific measures to prevent exploitation at work and to protect against predatory actions against women and children and prevalent threats

In summary, we list some of the most important measures issued so far for the reception and assistance of Ukrainian refugees:

Access to work

People from Ukraine can work, either independently or in an employed capacity, following only an application to the Police Headquarters for a residence permit, as an exception to the maximum quotas defined by the annual schedule.

Regularisation

The Circular of the National Labour Inspectorate of 8 March 2022 no. 1521, addressed to the territorial Inspectorates, recommends that priority be given to the practices of emersion of labour relations referring to citizens of Ukrainian nationality.

School reception of Ukrainian minors

The Ministry of Education has provided a special circular with indications and resources to enable Ukrainian children and young people fleeing the war to be welcomed and the conditions to continue their schooling and education. The School Education Gateway platform, for example, collects educational material in Ukrainian provided by both Ukraine and the Member States.

Unaccompanied foreign minors

The Commissioner Delegate for the Coordination of Measures and Procedures to Assist Unaccompanied Minors from Ukraine has defined a Plan for Unaccompanied Foreign Minors. Together with the Plan also Guidelines to prevent the removal and disappearance of minors from Ukraine.

Health

The Ministry of Health, in a circular of 3 March, gave the Local Health Authorities the first indications regarding the Ukraine crisis. With Civil Protection Ordinance no. 895 of 24 May 2022 - it was established that the recipients of temporary protection measures, from the moment of submitting their application for a residence permit, have access to health care by Italian National Health Service entities with exemption from participation in health care costs, if they do not carry out any work activity. The exemption will be issued to the applicant when



the general practitioner and/or free-choice paediatrician is appointed and lasts from 4 March to 31 December 2022.

In addition to what has been described, there are already other measures in Italy that, although they do not specifically concern Ukrainian refugees but refugees and displaced persons in general, fight labour and other exploitation, paying particular attention to women and children. This is mainly through the implementation of the National Plan against Exploitation and Trafficking, now in its third edition (2022-2025).

Access to special support services, for example post trauma counselling/reproductive health care services, such as medical care for pregnant women and / or access to abortion

As described in above, refugees from Ukraine, the majority of whom are women and children, are ensured and thus extended services of this kind that already exist and that with the National Recovery and Resilience Plan will be, by 2026, further strengthened, starting with family counselling centres, spread throughout the territory, to also guarantee access to sexual and reproductive health for all women and the spread of gender-responsive medical service for increasingly personalised care.

Gender responsive measures undertaken by your government / local authorities that are developed / implemented through social dialogue

It should be noted that the most representative confederal trade union is an active and proactive participant, through ad hoc negotiating and consultation tables, in the development and implementation of the measures issued by the Government. Through the National Recovery and Resilience Plan, as part of the European Union's aid to counter the Covid 19 pandemic and the resulting economic and social crisis, the Government has made a commitment to promote gender equality by making it transversal to all the measures envisaged in the Plan. Some measures have already been implemented, such as the Family Act, which includes the reform of the family unit allowance, parental leave, compulsory paternity leave (currently 10 days), and the strengthening of family/work reconciliation/sharing interventions, including the strengthening of collective bargaining, which is also implementing many good practices in this regard. More recently, 'gender certification', a quality certification for companies participating in public procurement, is being implemented. Finally, there is confirmation of the commitment: to the promotion of women's empowerment, through the



National Strategy on Gender Equality, in line with the new European Union Strategy; to combating violence against women, with the National Plan against Men's Violence against Women and Domestic Violence.

ITALY (UIL)

In addition to what has already been mentioned on unitary fundraising, the UIL was the promoter of further initiatives through its NGO "Progetto Sud". Thanks to a further and important fund-raising among its own UIL structures throughout the country, the UIL organized the first relief efforts at the immediate start of the war in Ukraine. Thanks to this collection it transported basic foodstuffs, baby products, clothing for men, women and children, household products such as bed linen and cutlery, personal hygiene products, health products, medicines and covid protections, electro-medical equipment, electric generators. In six trips, 120 cubic meters of material were transported by special trucks and delivered, amounting to 20 tons of goods and materials. Fundraising is active and you can donate here: <https://www.progettosud.org/it/>

In addition, we have brought to Italy 20 people, including mothers and children, who are currently housed in the diocese of Frosinone.

On 15 April a shelter was opened in the Warsaw neighbourhood to take in women and children fleeing Ukraine. The management of the shelter is working well, in partnership with a foundation of Belarusian dissidents. There are currently 6 women and 8 children. We offer board, lodging, psychological assistance for mothers and minors, practices for job and school insertion.

In Emilia Romagna Region, in partnership with our UIL Regional Union, we have welcomed 9 minors and 11 women who will be employed in hotels in the area. A summer camp is planned for the children until the end of the season.

Within Ukraine, we are preparing reports and a project of residential (and non-residential) psychological care for women who have been abused and/or in shock due to war events. We have identified partners and donors. We are in the process of writing the project.

Other CGIL CISL UIL joint initiatives were activated through bilateral bodies between trade unions and employers' associations: for example, with EBINCOLF (association of family



helpers) training courses were activated for language acquisition; with CASSACOLF economic support was provided for those who hosted in their homes relatives who had fled Ukraine.

With FORMATEMP, Uiltemp has organized training courses for Ukrainian women to get them into the world of work: with this project UILTEMP won a UNHCR award.

POLAND (All-Poland Alliance of Trade Unions – OPZZ)

Actions to connect with, support and represent women fleeing the war in Ukraine

OPZZ organized an information and consultation point for refugees from Ukraine, that is based in the OPZZ headquarters. Two people, including a psychologist, are employed at the point. Information is provided in the media, on the website, and on Facebook in Ukrainian.

The OPZZ, together with the Lewiatan Confederation, runs the campaign "Employment Agency for Employees".

11 agencies have been certified, these agencies meet high standards of working and employment conditions.

OPZZ supports and promotes the activities of the Trade Union of Employees of Ukraine.

Measures to support women fleeing war in Ukraine to access the labour market

Poland has fully opened the labour market to refugees from Ukraine, there are no restrictions and restrictions on the employment of workers. The employer is only obliged to inform the Employment Office about the fact of employment.

Specific measures to prevent exploitation at work and to protect against predatory actions against women and children and prevalent threats

All refugees from Ukraine have the opportunity to register their stay in Poland, receive assistance in finding accommodation and food, and receive financial assistance. During the registration procedure, they receive leaflets in Ukrainian on civil and labour rights and on contacts with supervisory institutions.

Access to special support services, for example post trauma counselling/reproductive health care services, such as medical care for pregnant women and / or access to abortion



All refugees from Ukraine have the same rights as Poles in access to health care and education.

The All-Poland Trade Union Organization (OPZZ) have launched a psychological support service, that is based in the OPZZ headquarters (and it is included into the OPZZ information and consultation point)⁸.

The activities of the counselling and psychological service of the All-Poland Trade Union Organization are conducted by a practical psychologist-consultant Prosandeva Ludmila (PhD in psychology, professor).

Psychological assistance is provided in the form of anonymous individual counselling, online counselling, individual training, and psychotherapeutic groups.

The main objectives of the Counselling and Psychological Service are:

- to promote psychological conditions for an entire social and intellectual life,
- to provide confidential psychological assistance in the process of experiencing post-traumatic stress disorder, to adapt to a new society,
- to maintain mental health and psychological abilities and internal resources, to develop professional capabilities.

Main tasks of the Counselling and Psychological Service:

- psychological support of the person, adaptation to new life circumstances, maintenance of an adequate level of psychological competence, and maintenance of mental and social health;
- promoting full-fledged personal intellectual, physical and social development of an individual, their self-realization and self-education;
- providing psychological safety and prevention of mental health of international youth, professional and personal conflicts, and providing qualified psychological assistance to children and adults.

Additional information

Almost all trade unions operating in Poland joined the campaign to help refugees from Ukraine. Financial aid, food collections, hygiene products, medicines, etc. were organized. Unions

⁸ <https://www.opzz.org.pl/punkt-konsultacji-psychologicznej/>



hotels and holiday centres for refugees were made available. Union members individually also helped by welcoming refugees to their homes.

POLAND (NSZZ Solidarność)

Actions to connect with, support and represent women fleeing the war in Ukraine

Since the first days of the war in Ukraine, the union has been involved in helping. It supports trade union organisations there, headed by the KVPU. It helps refugees, especially women and children, who have come to Poland. It has opened union-owned centres for them in Jarnołtówek and Spala. It has taken in hundreds of refugees, most of whom are women. In May, President Piotr Duda met with Yulia Tymoshenko, who visited the refugees to see the conditions and the assistance provided to them. The union also runs financial and in-kind collections coordinated by regional and branch structures. Reception points for refugees from Ukraine have also been opened. Where people in need receive temporary shelter, meals, temporary care and support. At the reception points, i.e. in the headquarters in Gdansk, as well as in regional and branch offices throughout the country, refugees can obtain information about staying in Poland.

The union is committed to working towards the introduction of a long-term migration policy and to maintaining equal rights for Polish and foreign workers taking up employment in Poland.

Measures to support women fleeing war in Ukraine to access the labour market

In Poland, governmental and non-governmental organisations, etc. have launched reception points, telereports, social media, TV campaigns to provide widespread information in Polish and Ukrainian on refugees' rights and labour law and guides on labour market assistance.

Specific measures to prevent exploitation at work and to protect against predatory actions against women and children and prevalent threats

There are information campaigns, psychological counselling and problem-specific medical services.

As a result of the war situation, problems of human trafficking, sexual violence and abuse have increased.



Access to special support services, for example post trauma counselling/reproductive health care services, such as medical care for pregnant women and / or access to abortion

Medical facilities have been set up for refugees, where they can exercise their right to medical care, diagnosis and continue the treatment available to our citizens. Assistance is provided out of turn. In addition, there is local support for refugee women in Poland in the form of layettes for children.

Refugees have the right to psychological assistance. Such support is also provided by educational and medical institutions, as well as non-governmental and self-governmental organisations.

Gender responsive measures undertaken by your government / local authorities that are developed / implemented through social dialogue

Social dialogue addresses issues of equal treatment:

- equal pay for equal work
- equal opportunities for promotion
- access to health care
- maternity protection
- prohibition of discrimination and sexual harassment

PORTUGAL (UGT-P)

Actions to connect with, support and represent women fleeing the war in Ukraine

UGT P has taken an active voice in raising awareness of the consequences of the war on the life of the Ukrainian people. In this period, together with trade union associations, UGT P has made donations to the Portuguese Red Cross and to the ETUC solidarity account "SOLIDARITY FUND" in order to support Ukrainian trade unions. UGT P also had the opportunity to honor the Ukrainian people through the presence of its ambassador, Inna Ohnivets, at the national secretariat meeting, donating funds to the embassy.

UGT P has also prepared a reception guide exclusively dedicated to displaced Ukrainians, with information on their rights and measures adopted for an effective reception.



Measures to support women fleeing war in Ukraine to access the labour market

More than a third of the Ukrainian displaced people in Portugal are children and 59% are women and this fact is not ignored by Portuguese decision-makers.

The Portuguese Government launched the platform Portugal for Ukraine, describing the responses of the Portuguese State to the conflict in Ukraine. On this site, information is available on sending humanitarian support, protection for displaced people and contacts for those who need help or want to help.

The persons under temporary protection will have immediate access to a tax number, social security and national health service number, so they can have access at once to several services and the job market.

The Government is conducting a survey of job opportunities with companies, via a working group of the Portuguese Institute for Employment and Vocational Training to match job opportunities with Ukrainian citizens' job profiles.

Specific measures to prevent exploitation at work and to protect against predatory actions against women and children and prevalent threats

Given the need to establish preventive actions, on the initiative of the Secretary of State for Citizenship and Equality and articulation of the Commission for Citizenship and Gender Equality with various organizations in the field, including the Observatory for Trafficking in Human Beings, a prevention guide was prepared with information on the risk of trafficking in persons in the context of the conflict in Ukraine.

This guide is on a massive scale at the borders, through the security forces, the Foreigners and Borders Service, the national migrant support centers and the five teams that work in the context of the fight against trafficking in human beings. Its digital version will also be available on the "Portugal for Ukraine" platform.

Access to special support services, for example post trauma counselling/reproductive health care services, such as medical care for pregnant women and / or access to abortion

Displaced citizens from Ukraine who apply for temporary protection will automatically be given a National Health Service user number (NSNS), as is set in the Resolution of the Council of Ministers No. 29-D 2022, of 11 March 2022. They now have automatic access to all basic health services, available through the Portuguese National Health Service. The National Health Service has made available, from 21 March, medical consultation for



young people and children arriving from Ukraine, which will operate at Hospital Dona Estefânia (Centro Hospitalar Universitário Lisboa Central).

Gender responsive measures undertaken by your government / local authorities that were developed / implemented through social dialogue

More than a third of the Ukrainian displaced people in Portugal are children and 59% are women and this fact is not ignored by Portuguese decision-makers. However, the measures adopted have been of a general and absolute nature, adapted to all displaced persons.

SPAIN (CCOO)

Actions to connect with, support and represent women fleeing the war in Ukraine

CCOO has extended the period of care for Ukrainians displaced by the war. Care is conducted in English and Ukrainian. CCOO's Information Centre for Foreign Workers (CITE) is active in reaching out to Ukrainian refugees, providing its free information service for foreign workers (CITE) available to displaced persons from Ukraine in Spain. The service, which has been a benchmark for immigrants in the region for more than 25 years, is part of the CITE CCOO Confederation Network and the European Union Migrant Network.

The services offer the most accurate information refugees need, as well as the help they deem necessary to assist them in the procedures for applying for temporary protection, which will automatically allow them to live, work or study in Spain.

Measures to support women fleeing war in Ukraine to access the labour market

The government of Spain has published several guides for Ukrainian refugees as well as those who help them. These guides are available in Spanish and Ukrainian.

The topics covered are the following: Administrative procedures in Spain, health care, employment, education (validation of degrees, schooling) and protection of women.

In all provinces, 24-hour telephone assistance is provided to refugees.

Dedicated centres have been set up in Madrid, Barcelona, Alicante, Málaga.



A residence and employment permit can be obtained in 24 hours. Other rights and services include: psychosocial care, economic aid, accommodation, Spanish classes, validation of driving licence for one year

SWEDEN (TCO)

Actions to connect with, support and represent women fleeing the war in Ukraine

TCO's support for Ukraine: [TCO:s stöd till Ukraina | TCO](#)

TCO strongly condemns Russia's unprovoked invasion of Ukraine. The invasion is a flagrant violation of international law and Ukraine's sovereignty and territorial integrity. We demand that all Russian forces leave Ukraine immediately.



On March 30, TCO President Therese Svanström gave a speech against Russia's warfare in Ukraine. The speech was given at a demonstration outside the Russian Embassy in Stockholm⁹.

- At the TCO board meeting on March 7, a statement was adopted in response to Russia's invasion of Ukraine. In addition, the Board decided to give SEK 250,000

⁹ [Therese Svanströms tal mot Rysslands krig i Ukraina | TCO](#)



from the TCO Solidarity Fund to UNHCR's humanitarian work in Ukraine¹⁰.

- Joint Nordic Statement on the FNPR support for the Russian aggression in Ukraine on March 4: TCO, as part of the Nordic Trade Union Confederation (NFS), in a joint statement condemns what the Russian trade union confederation FNPR said about Russia's invasion of Ukraine. The NFS wants the FNPR to immediately retract its statement, and if it does not, it wants FNPR expelled from the ITUC (International Trade Union Confederation)¹¹.
- On March 1 the chairmen of the Swedish trade union movement, Therese Svanström (TCO), Susanna Gideonsson (LO) and Göran Arrius (Saco), sent a message of solidarity to the Ukrainian trade union movement and people¹².
- Press release on 24th of February: LO, TCO and Saco, the Swedish trade union movement, strongly condemn the invasion of Ukraine. Russia is now starting a war in violation of the UN and the legal principles of the international community¹³.

TCO's member Fackförbundet ST (the Union of civil servants) has been cooperating for a long time with the State Employees Union of Ukraine (SEUU). Since Russia's invasion of Ukraine the cooperation has been intensified and developed.

"Because government employees are so critical to building democracy, they are now at risk of being hit particularly hard in the war. Fackförbundet ST has changed their international activities to support their trade union friends in Ukraine, based on their new horrific reality where they defend their democracy during a war."¹⁴

ST took part in setting up "Trade Union Life Line" that operates within the SEUU. Trade Union Lifeline's relief work is of great importance both in the present and for the future work of strengthening the role of public employees in the construction of war-damaged Ukraine.

Up until April 21 Fackförbundet ST had donated close to half a million SEK to the Trade Union Life Line that ensures that aid shipments with supplies reach Ukraine every week¹⁵.

Measures to support women fleeing war in Ukraine to access the labour market

¹⁰ [TCO-styrelsen fördömer Rysslands invasion av Ukraina och ger pengar till UNHCR | TCO](#)

¹¹ [Joint Nordic Statement on the FNPR support for the Russian aggression in Ukraine | TCO](#)

¹² [Message of solidarity to Ukraine | TCO](#)

¹³ [Fackföreningsrörelsen fördömer invasionen av Ukraina | TCO](#)

¹⁴ [I solidaritet med våra fackliga kollegor i Ukraina | ST](#)

¹⁵ [ST stöttar hjälpsändningar till Ukraina | Publikt](#)



Women and men fleeing war in Ukraine who have been granted a residence permit under the Temporary Protection Directive are allowed to work in Sweden. When they have registered with Arbetsförmedlingen (Swedish public employment service) they can get help in finding a job and can access certain jobs with support. You can read more about it here: <https://arbetsformedlingen.se/other-languages/english-engelska/are-you-from-ukraine>

Specific measures to prevent exploitation at work and to protect against predatory actions against women and children and prevalent threats

The gender equality body (Jämställdhetsmyndigheten) spread information about what to do and where to turn to for help if someone has taken advantage of your situation as a refugee from Ukraine. You can read more about it here: [To you fleeing Ukraine | Swedish Gender Equality Agency](#)

Access to special support services, for example post trauma counselling/reproductive health care services, such as medical care for pregnant women and / or access to abortion

Health and medical care

All adults with a valid residence permit with temporary protection under the Temporary Protection Directive have the right to emergency medical care, emergency dentistry and other care that cannot wait. It is the health service that decides which care cannot wait. You are also entitled to obstetric care, abortion care, contraceptive counselling, maternal health care, and care provided under the Communicable Diseases Act (a law intended to prevent the spread of infectious diseases). Once you have received a residence permit under the Temporary Protection Directive, you will receive an offer for a free health exam. During the health exam, you will get advice on health issues, the chance to take certain medical tests, and information about health and medical care in Sweden.

You can read more about it here: [After receiving a decision on residence permit under the EU Temporary Protection Directive - Swedish Migration Agency \(migrationsverket.se\)](#)



PEACE WATCH GENDER ETUC BRIEFING PAPER

24 JUNE 2022

TURKEY (HAK-İŞ)

Actions to connect with, support and represent women fleeing the war in Ukraine

As the HAK-İŞ Confederation, we extended our helping hand to the Ukrainians who were victims of the war in Ukraine.

With ITUC and EPSU, we helped the Moldovan National Trade Union Confederation (CNSM), which opened its doors to Ukrainian refugees who had to leave their homeland, to be delivered to refugees and unemployed Ukrainian workers and their families by the HAK-İŞ Confederation and our member unions.

The victims of the occupation are women, children, the sick and the elderly. As HAK-İŞ, we see it as a humanitarian and conscientious duty to stand by all the victims and oppressed regardless of their colours, religions and beliefs wherever they are in the world. We think that all the oppressed in our country, in our region and in our world are creditors of HAK-İŞ. We continue our work with the sensitivity that HAK-İŞ owes all the oppressed in our country, our region and the world. HAK-İŞ Confederation continues to fulfill its responsibility to stand by the aggrieved and oppressed peoples.

Measures to support women fleeing war in Ukraine to access the labour market

The number of Ukrainians who came to Turkey has exceeded 85,000. Interior Minister Süleyman Soylu said about the refugees from Ukraine, "We show our hospitality at the highest level. We do not discriminate based on race. Although there is no announcements about the employment areas of the incoming asylum seekers, in cooperation with Kuşadası Municipality and Habitat Association; It has been reported that refugee women working in business lines such as sales-marketing, e-commerce and foreign language teaching in their countries are offered the opportunity to continue their business life by using technological opportunities on certain days of the week. It has been stated by the Higher Education Council International Relations Department that Ukrainian academics will be given the status of "foreign lecturer status" in Turkey so that they can continue their studies. Accordingly, contracted positions will be opened for Ukrainian academics in 20 research universities, including Istanbul Technical University, Boğaziçi, METU, Yıldız Teknik, Gazi, Hacettepe.