

Ukraine

Worker Classifications

There are no official subcategories of Workers in Ukraine.

Fixed Term Contracts

Fixed-term contracts are permitted in specific instances. If work continues after the end of a fixed-term agreement, it will be deemed indefinite. Similarly, a fixed-term agreement can be deemed indefinite if renewed or extended.

Probationary Periods

Probationary periods are permitted but must be specified in the employment agreement. They are generally up to three months long. During the probationary period, three days' notice is required to terminate an employment agreement.

Holidays

In Ukraine, Workers recognize 11 public holidays per year. Work performed on a public holiday should be compensated at 200% or time off in lieu.

Vacation

After six months of service, most Workers are entitled to 24 calendar days of paid vacation each year. Some Workers (e.g. minors, those with disabilities, those in certain industries, etc.) are entitled to more. Accrued but unused vacation carries over from year to year. Only some accrued vacation may be paid out rather than used. In any event, any accrued but unused vacation is payable at the end of the engagement.

Sick Leave

Workers are entitled to paid sick leave upon presentation of a sick leave certificate. Sick leave is paid by the employer, but may be reimbursable in full or part from the state from the sixth day forward. There is no cap on sick leave.

Working Hours

A regular workweek for most industries is 40 hours over five days. A standard working day includes an unpaid rest break not longer than two hours to begin after the fourth hour of work.

Overtime

Overtime is only permitted in exceptional cases and may not exceed four hours on two consecutive days or 120 hours in a year. Overtime work is payable at 200%.

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Mandatory Bonuses

There are no mandatory bonuses in Ukraine.

Termination

Termination is permitted for a limited number of reasons including unsuitability for the role. The rules surrounding termination vary depending upon the grounds for termination. Generally, two weeks' notice is required. (No notice is needed if there is mutual consent). Severance may also be due.

Resignation

Two weeks' notice is required for resignation. Workers may also be entitled to severance if the resignation is due to the employer's violation of employment laws or the employment contract.

Other End Of Employment Rules

If a Worker is laid off through no fault of their own (i.e. 'redundancy'), then they will be entitled to extended notice and severance generally equal to three months' average wages. There are also filing requirements in such instances.