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**STATISTICAL OFFICE OF THE
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CONFERENCE OF EUROPEAN STATISTICIANS

**INTERNATIONAL LABOUR
ORGANIZATION**

Joint UNECE-Eurostat-ILO Seminar
on Measurement of the Quality of Employment
(Geneva, 27-29 May 2002)

**Security of employees at large-scale and medium-scale enterprises of Ukraine:
Statistical evaluation, problems and possible measurement**

Supporting paper submitted by the State Statistics Committee of Ukraine

Summary

1. Social dialogue in Ukraine is examined through regular statistical surveys and ad hoc sampling is performed on special request. The latter allows the deeper examination of the social partnership structure. The statistical surveys of the social partnership are mainly focused on the following data categories: employees' membership in trade unions, extent of their coverage by collective agreements, participation in decision-making process and labour management. Also observed is the current legislative environment, in part, the employees' rights to strike and, correspondingly, the employers' power to lockout as well as the real ability to implement such rights and powers in labour disputes.

2. The report shows selected outcomes of annual censuses of large- and medium-scale enterprises and samples of Ukraine's enterprise labour flexibility and basic security survey (carried out in 2002). Collective agreements, being a labour regulating measure, may be treated as a basis for social dialogue at the productive unit level. The main trend evident from the regular surveys is the increasing extensiveness of collective agreements, i.e. the greater number of the collective agreements and the percentage of the employees involved. It is also noted that different economic industries show a different extent of the employees' involvement in collective agreements. Growing extensiveness of collective agreements is also remarkable in the increasing number of the provisioned responsibilities.

3. Planning, conduct and analysis of the social partnership surveys require that the following methodological issues be resolved:

- select survey units that would significantly influence the survey results;
- determine the possibility to survey social dialogue by employees of small-scale and private enterprises, and the self-employed;
- develop definitions and methods of making general estimates at the national level.