

Navigating labour relations in wartime

14 August 2025

Ukraine continues to develop and adapt its labour legal framework to the needs of martial law circumstances. On 14 June 2025, the Law of Ukraine No. 4412-IX dated 1 May 2025 "On the Organisation of Labour Relations under Martial Law" (the "Law") came into effect.

The key changes introduced by the Law relate to the formalisation of procedures for employment suspension, the mandatory exchange and updating of contact details between employers and employees and enhanced protection against dismissal for absence from work caused by martial law conditions.

1. Suspension of employment agreement:

- The Law limits the period for the suspension of an employment agreement to a maximum of 90 days during the period of martial law. This change will take effect later, on 14 March 2026.
- Extensions beyond 90 days are permitted only by mutual consent of the employer and employee and must end no later than the date martial law ends or is cancelled.
- During the suspension of an employment agreement, the employer is not obliged to pay the employee's salary, provide guarantees or compensation (including holiday pay, temporary disability benefits, etc., except for any sums owed prior to the suspension) or maintain legally mandated working conditions.
- Upon cancellation of the suspension, the employer must give the employee no less than 14 calendar days' notice to resume work.

2. Prohibition on dismissal for absence from work

- Employees working in active combat zones who are absent from work without a valid reason due to circumstances related to martial law cannot be dismissed based on the grounds of unjustified absence. However, an employee is not entitled to receive salary for the period of absence and the absence does not count towards their length of service for annual leave purposes.

3. Mandatory updating of contact details

- Employers and employees must maintain communication and notify each other of any changes to contact details (e.g., postal address, email, telephone number) without delay and in any case within 10 days.
- If either party fails to update their contact details, any communication sent to the last known details will be deemed duly delivered.
- An employer that is a legal entity is considered to have fulfilled its obligation to update contact details either by making the relevant changes in the Unified State Register of Legal Entities, Individual Entrepreneurs and Public Organisations (the "Register") or by sending the updated details directly to the employee.
- An employee meets this requirement by sending their updated contact details to the employer's registered address or email as specified in the Register. If the employee is unable to send information by post and/or

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electronically, they may notify the employer by telephone, including by text message to the employer's official telephone number.

- Employers and employees must update any outdated contact details within 60 days from the date the Law comes into effect.

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