



Workplace Housing Policy as a Tool for Returning the Population and Economic Recovery

The Dutch Lesson

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Agenda

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- Introduction
- Industrial Parks as a Solution
- Case Study: Ukraine
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- Comparative Review of Dutch and Ukrainian Legislation on Workplace Housing Policy
- The actors involved in the development and implementation of workplace housing policies. Comparing the Netherlands and Ukraine
- Resources in Housing Policy Development and Implementation: Dutch context
- Resources in Housing Policy Development and Implementation: Ukrainian context
- Conclusion and Reflection

Theoretical framework

The organisational dimensions are:

Actors

The Netherlands

Governmental actors – Province, Region, Municipality

Business actors: Developers, Employment Agencies and Employers

Ukraine

Governmental actors: The Ministry of Economy of Ukraine, The Ministry of Construction, Architecture, Housing and Community Services of Ukraine, The local government

Business actors: entrepreneurs, landowners, and developers

Resources of actors:

Financial capacity, budgets, subsidies, properties (houses, land).

The substantive dimension

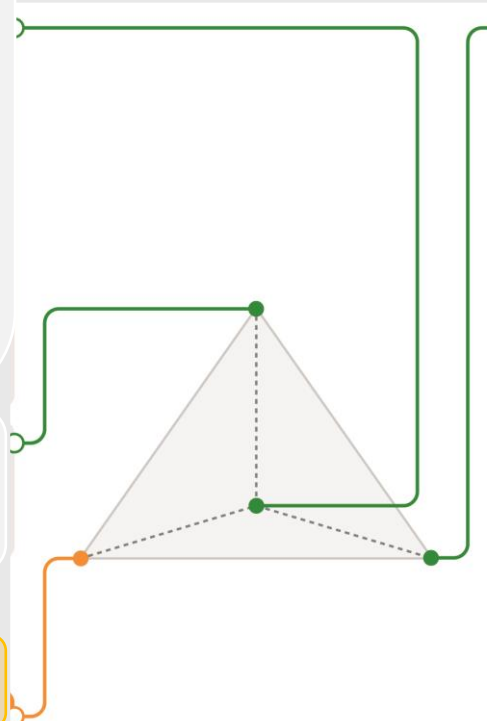
Political discourse:

Trends and discourses of the workplace housing policy development/implementation

Rules of the game

The Netherlands: Spatial Planning Regulations, Housing Regulations, Housing Quality Standards, Program and Recommendations

Ukraine: Law of Ukraine on Industrial Parks, Urban Planning Legislation



Methodology



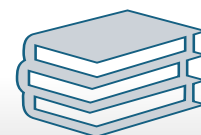
Desk research

The data for this policy arrangement approach were collected through desk research to test the viability of the workplace housing solution in Ukraine.



Case study:

The Netherlands and Ukraine



Research Question

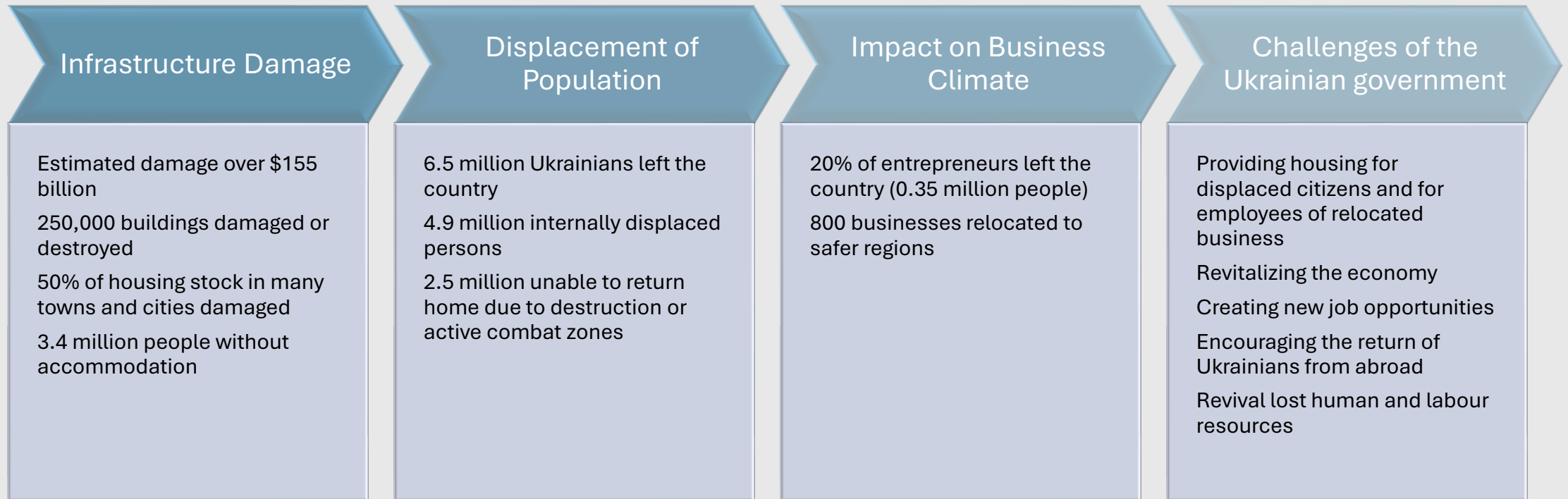
Extent of the Ukrainian political system's preparedness
Implementation of the Dutch housing model in industrial parks



Objective

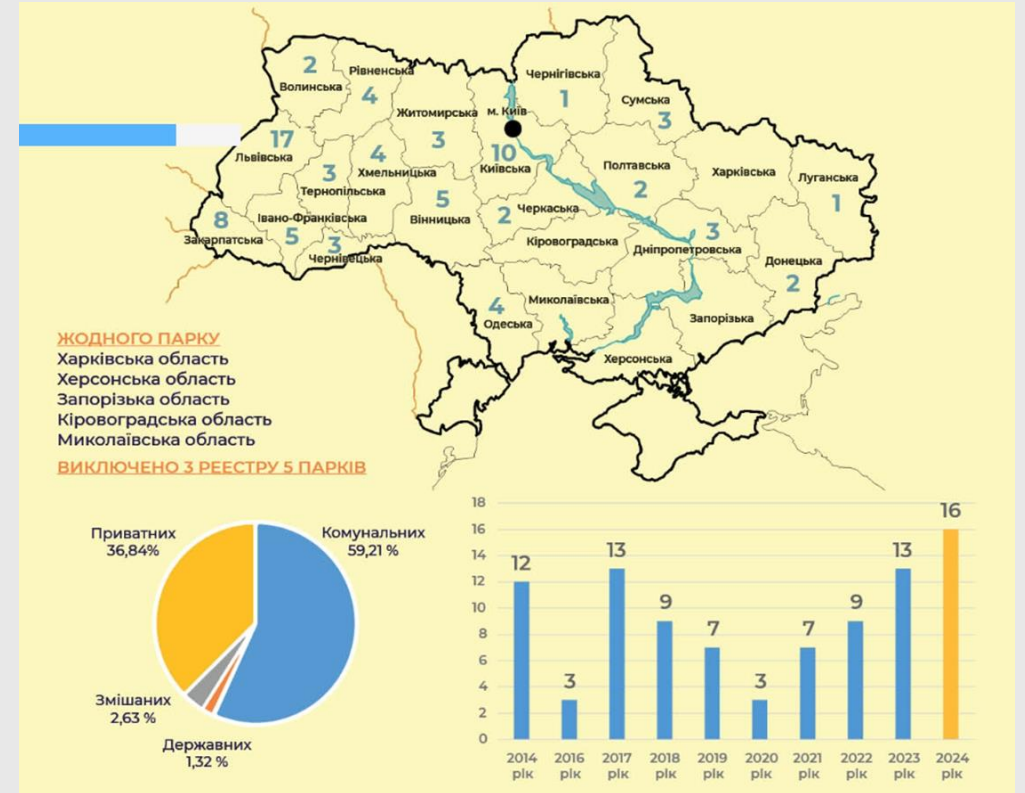
Facilitate the return of Ukrainians to their home country
Provide housing and employment opportunities

Introduction

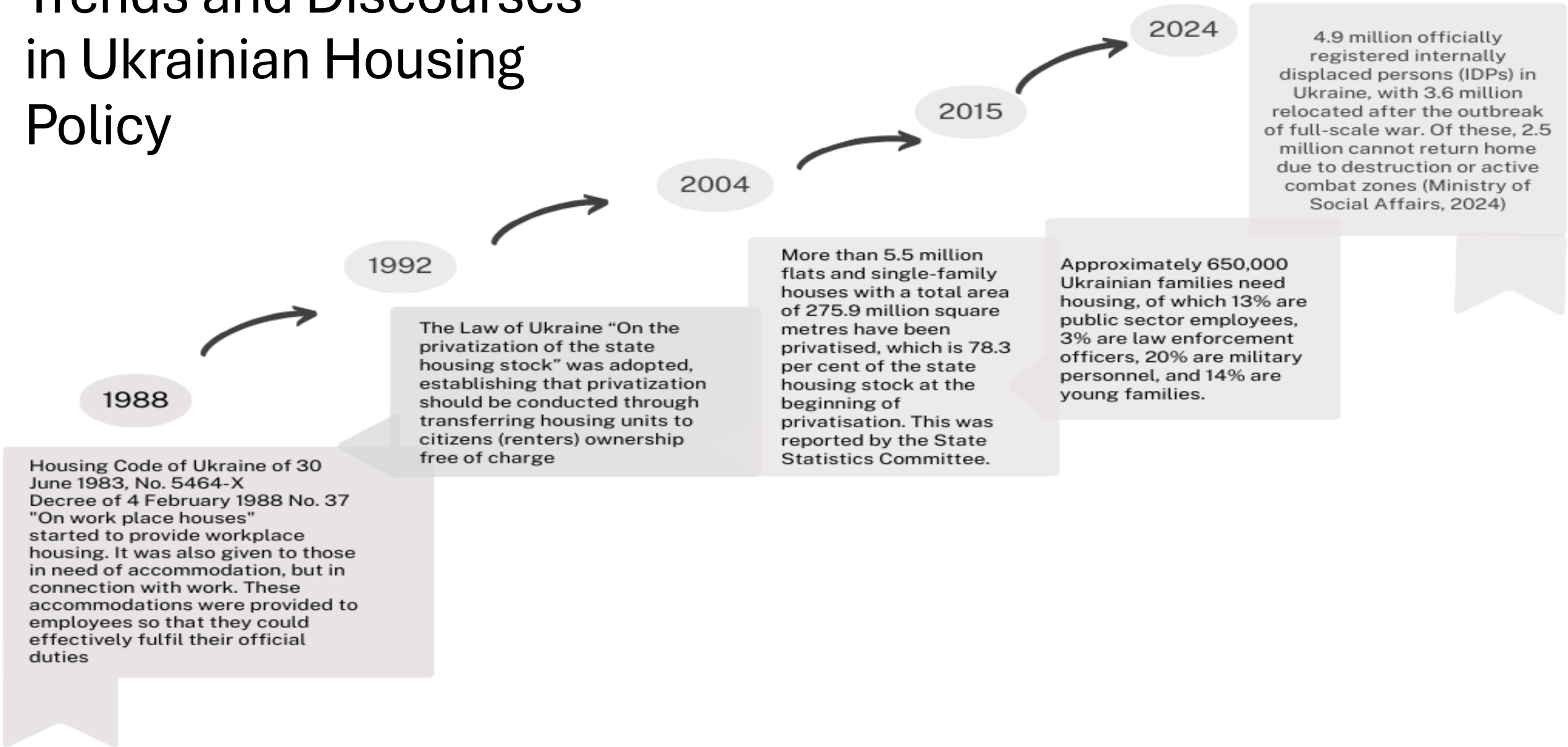


Industrial Parks as an of Solutions

- **Definition of industrial park**
 - An industrial park is a designated area with infrastructure supporting various economic activities, including processing industries, waste management (excluding disposal), alternative energy, energy storage, and scientific and technical activities.
- **Strategy for Industrial Park Development**
 - Approved by the Cabinet of Ministers of Ukraine in 2023
 - Allocated 1 billion hryvnias for development
- **Industrial Parks as Key Solution for Economic Recovery**
 - Via industrialisation
 - Attracting investment and creating jobs
- **Current and Future Plans**
 - Total number of industrial parks in Ukraine reached 84 by mid-2024 Plans to increase by 25 in the next three years
- **Feasibility of Workforce Housing**
 - Support business relocation to safer regions
 - Provide housing for employees, IDPs, and refugees
- **Notably:**
 - There is a lack of workplace housing for industrial park employees.
 - There is not a single industrial park in the Kharkiv, Kherson, Zaporizhzhia, Kirovohrad, and Mykolaiv oblasts.



Trends and Discourses in Ukrainian Housing Policy



Case study Ukraine

Kyiv Unit.city is innovation Park in Kyiv

- Located on 25 ha, 6 km from the city centre
- A mix-use city block with offices, residential properties, educational institutions, R&D centres, VR/AR labs, and 3D printing facilities
- Resumed full operations in May 2022, accommodating over 100 resident companies including Bolt, 28software, and D2
- Buildings: 9, with varied floor counts (5-9, 16, 20, 24-25)
- Number of apartments: 2,477



Workplace housing in the Netherlands: Example 1

Kafra Tower Venray

Housing facility for 92 migrant workers in the Keizersveld industrial area, Venray.

- Modular four-storey residential tower (KAFRA TOWER)
- 16 four-person apartments
- 14 double studios, ideal for couples



Workplace housing in the Netherlands: Example 2

- Royal Berry is one of the main producers of strawberries in the province of Gelderland.
 - 35.7 ha of greenhouses indoors
 - 18.8 ha of greenhouses outdoors
- Build a residential park for 400 employees on a 4-ha plot on the border of Arnhem and Huissen.
- Construction cost ten mln euros.

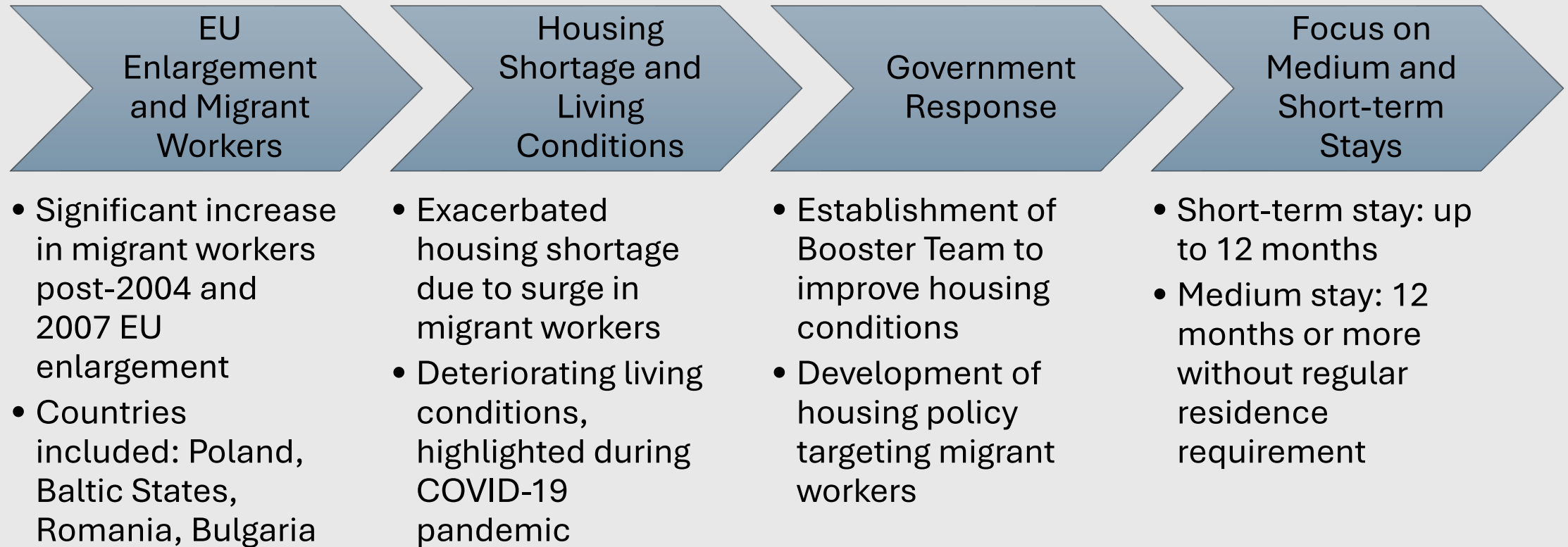


Case Study: The Netherlands

- Case Study: Netherlands
 - Housing and labour crises
 - Development of residential units in industrial parks
- Migrant Workers Contribution
 - 400,000 migrant workers from Central, Eastern, and Southern Europe
 - €11 billion to national income in 2016
- Government Policies
 - Implemented to provide housing for migrant workers
 - Competition for sufficient migrant workers
- Study Focus
 - Transferring Dutch housing policies to Ukraine
 - Leveraging Dutch expertise in building workplace housing within industrial parks to address housing needs in Ukraine



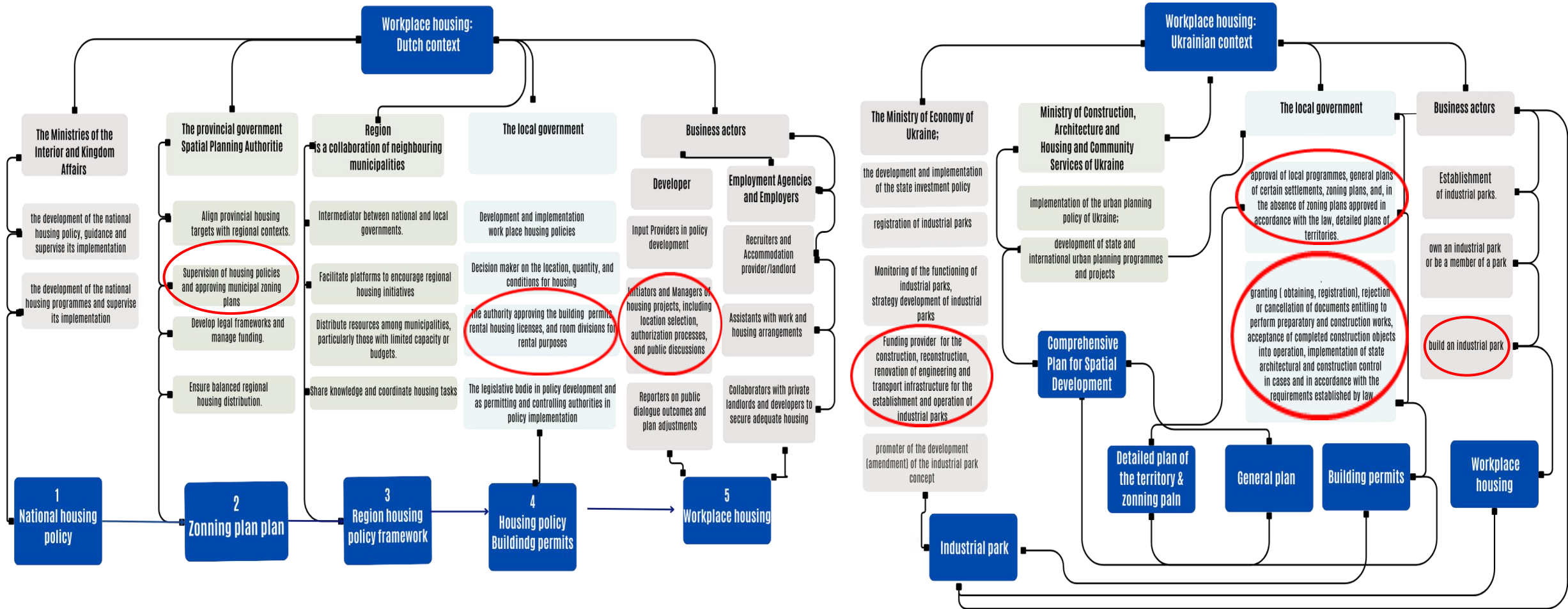
Housing Policy for Migrant Workers in the Netherlands: Trends and Discourses



Comparative Review of Dutch and Ukrainian Legislation on Workplace Housing Policy

	The Netherlands		Ukraine	
Legislative and regulatory domain	Name of legislation	Area of application	Area of application	Name of legislation
			Industrial parks can be located within or outside settlement areas on plots ranging from 10 to 1000 hectares. According to urban planning documentation, the land's intended purpose must align with industrial use. A minimum lease term of 30 years is required for leased land, and land selection is managed exclusively by state or local authorities.	Law of Ukraine on Industrial Parks, N5018-VI, 2012
Spatial and urban planning regulations	The Spatial Planning Act (Wro, 2021), the Environmental Protection Act (Wm, 2023)	The local government is responsible for developing and implementing housing policies. However, any zoning changes must be approved by the provincial government.	The local government holds extensive authority and is responsible for developing urban planning documentation and implementing zoning changes, including provisions for constructing industrial parks and housing for employees.	The Law of Ukraine on the Regulation of Urban Planning, N3038-VI, 2011
	The Environmental Law General Provisions Act (Wabo) (2010)	In cases where zoning does not include housing, Wro, 2021, and Article 2.12 of Wabo (2010) allow deviations from zoning plans for temporary housing, for ex. on agricultural land.	Housing is allowed to be built only in industrial parks engaged in scientific and technological activities, such as technopolises and innovation parks	The state construction norms of Ukraine, in the planning and development of the territory DBN B.2.2-12:2019
	Crisis and Recovery Act (Chw, 2010)	Allows obtaining permits to build temporary accommodation with a 10-15 year time frame		
	The Spatial Planning Act (Wro, 2021), the Environmental Protection Act (Wm, 2023)	The Spatial Planning Act (Wro, 2021) and the Environmental Protection Act (Wm, 2023) regulate the planning procedure for housing for migrant workers and define the powers of various government agencies in issuing building permits. However, local housing policy regulates what kind of housing, where and how much of it will be built, and under what conditions developers can obtain planning permission.	A Comprehensive Plan, a General Plan, and a Detailed Plan of the Territory should include both industrial parks and worker housing.	The Law of Ukraine on the Regulation of Urban Planning, N3038-VI, 2011
Housing quality standards	Stichting Normering Flexwonen (SNF)	Certificate for short-term and medium-term accommodation for migrant workers	The standards for permanent housing and dormitory standards apply. There are no specific norms for workplace accommodation	The state construction norms of Ukraine
	Agrarisch Keurmerk Flexwonen (AKF)	Certificate for short-term accommodation for agricultural workers		
Program and recommendations	The National Housing Construction Deal (2022)	Serve as plan and policy framework for provinces and municipalities	A plan and policy framework for local government and businesses to develop industrial parks to revitalize the economy, attract investment and create new jobs	Cabinet of Ministers of Ukraine's Strategy for Industrial Park Development (2023-2030)
	Home for All (2022)			
	No second-class citizens			

The actors involved in the development and implementation of workplace housing policies. Comparing the Netherlands and Ukraine



Business Resources in Housing Policy Development and Implementation: Dutch Context



Personal Finances

Business actors use personal finances



Investor Funds and Bank loans:

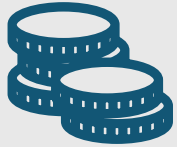
Capital raised from private investors and banks.



Investment in High-Quality Housing

Commitment to funding housing projects for migrant workers despite financial risks and long payback periods

Government Support Programs for Industrial Parks: Ukrainian context



compensation of the interest rate on credits (loans) for the development and/or conduct of economic activities within industrial parks



the possibility of applying **real estate tax exemptions** on the territory of industrial parks by decision of a local government body



providing **funds on a non-refundable basis** for the development of industrial parks and/or construction of related infrastructure (roads, communication lines, heat, gas, water and electricity supply, utilities, etc.)



exemption from VAT on the import of new equipment (machinery) for own use



compensation for the costs of connecting and joining **engineering and transport** networks.



exemption from import duty on new equipment (machinery) imported by participants of industrial parks for their own use



exemption from income tax for ten years provided that it is reinvested in the development of the investment project. This exemption will be applied by the supervisory authority for ten consecutive years from the date of submission of the relevant application by the industrial park participant;



exemption from **real estate tax**, such as industrial buildings

Resources: Ukrainian context



Resources of Local Authorities

Leasing of municipal land plots both on market terms and on subsidised terms for park development

Infrastructure Development

Establishing essential infrastructure

Connecting parks to utilities (electricity, water, gas, communication networks). Cost UAH 10 to 40 million per park.



Resources of business parties

Personal and investor's funds

Land

Conclusion and Reflection

- **Urgent Needs Highlighted by War:**
 - War in Ukraine underscores the critical need for housing and economic recovery strategies.
- **Adopting the Dutch Model:**
 - Exploring the integration of workplace housing in industrial parks as a solution for displaced Ukrainians and economic development.
 - The Dutch model shows that combining residential units with industrial areas can address housing and labour shortages.
- **Potential in the Ukrainian Context:**
 - Ukraine's political framework is capable of supporting workplace housing, but current strategies focus only on business support, missing the opportunity to integrate housing.



Conclusion and Reflection

- **Key Success Factors:**
 - Policy Adaptation: Develop regulations and incentives for workplace housing in industrial parks.
 - Stakeholder Cooperation: Emphasize collaboration between government, businesses, and communities, similar to the Dutch model.
 - Economic & Social Integration: Dual contracts for work and housing can secure labor force and aid in reintegrating displaced individuals.
- **Final Thoughts:**
 - The Dutch model offers a viable template for Ukraine but requires further coordinated efforts for successful implementation.





Thank you!



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