



**ВСЕУКРАЇНСЬКА АСОЦІАЦІЯ РОБОТОДАВЦІВ**  
**ALL-UKRAINIAN EMPLOYERS ASSOCIATION**

**Communication on Engagement (COE)**  
**Global Compact**

**All-Ukrainian Employers Association**

October 2014 – October 2016

I am pleased to confirm that All-Ukrainian Employers Association (AUEA) reaffirms its support to the United Nations Global Compact and its Ten Principles in areas of Human Rights, Labour, Environment and Anti-Corruption. This is our Communication on Engagement with the United States Global Compact. We welcome feedback on its contents.

In this communication of Engagement, we describe the actions that our organization has taken to support UN Global Compact and its Principles as suggested for an organization like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely,

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All-Ukrainian Employers Association (hereinafter – the Association) according to the Action Plans in 2014, 2015, 2016 and in accordance with the 10 principles of the UN Global Compact, focuses its activities on the following purposes.

## **1. Human rights**

**Principle 1.** Over these years the members of the Association have supported and continue to respect human rights, proclaimed by the international community, through their actions.

To this end, professionals and experts of the Association actively participated in the events which were held in Ukraine, particularly in the regional seminar “Business security and respect for the trading partners” (November, 2015).

In 2014 – 2016 the members of the Association and its members actively participated in the implementation of the following projects:

- ILO / UNDP Project “Social Inclusion of Disabled People through Access to Employment”;
- ILO and the German Corporation for International Cooperation (GIZ) project “HIV / AIDS prevention in the workplace”;
- ILO, UNAIDS and the UN Population Fund project “Voluntary HIV counseling and testing for employees”.

In 2014 – 2016 the representatives of the Association worked within Tripartite Commissions on the following issues:

- on the revision of the minimum wage according to established procedure;
- on the settlement of wage arrears (salary position), pensions, educational grants and other social benefits;
- on the execution of the scientific-social examination of food basket, non-food products and services to determine the cost of living.

The representatives actively participated in the sittings of these commissions and in the discussions of the issues on the agenda.

**Principle 2.** Members of the Association (employers) guarantee their non-involvement in human rights violation.

These issues are always under review by the Executive Directorate, Administration of the Association.

In 2015 – 2016 the representatives of the Association took part in the following events:

- September 28, 2015 – a round table on “The first job: current question”;
- April 7, 2016 – meeting on the occasion of signing the Decent Work Agenda of the ILO for Ukraine for the 2016 – 2019 period;

- April 15, 2016 – a round table on “Employees mobilizing in a long ongoing conflict: problems and prospects”;
- April 28, 2016 – press-conference on World Day for Safety and Health at Work in 2016, under the slogan “Stress in the workplace: a collective challenge”;
- 11 May 2016 – tripartite seminar on the “Analysis of changes in the social protection system in Ukraine in 2014 – 2015 and its next steps”.
- The Representatives of the Association are the members of the Supervisory Board of the Decent Work Agenda of the International Labour Organization (ILO).

## **2. Labor relations**

**Principle 3.** The Association Council as well as employers always support the freedom of associations and recognize the right to organize and bargain collectively.

The Association has been an active participant of the negotiating process between the Government, the working unions and the employers for many years. It has signed the General Agreement on the Regulation of the Basic Principles and Norms of Social and Economic Policy and Labor Relations in Ukraine.

In 2014 – 2015 the Association and its members actively participated in all events (round tables, conferences, meetings) within the framework of the ILO Project “Improving Collective Bargaining and Labor Law Compliance in Ukraine”.

**Principle 4.** The Association actively supports the elimination of all forms of forced labor.

Thus, in 2014 – 2015 the Association representatives actively participated in the events (round tables, workshops, conferences, meetings), that were held within the framework of the ILO-EU Project “Effective Governance of Labor Migration and its Skills Dimensions”.

**Principle 5.** In 2014 – 2016 the Association and its members have actively advocated the complete elimination of child labor, they have been actively involved in the events (round tables, trainings, conferences) of the international projects to eliminate various forms of child labor.

In October, 2016 the Association representatives attended the parliamentary hearings on “Children's Rights in Ukraine: security, compliance, protection”.

**Principle 6.** In 2014 – 2016 the Association and its members actively advocated the elimination of discrimination in respect of employment and occupation.

In 2014 – 2016 the members of the Association actively participated in the events organized within the framework of the projects:

- Project of the German Corporation for International Cooperation (GIZ) “Promoting economic development and employment in Ukraine”;
- ILO-EU Project “Improving safety and health at work through a Decent Work Agenda”.

In addition, in 2014 – 2016 the members of the Association actively participated in the development, discussion of the draft Labour Code of Ukraine.

In particular, in November, 2015 the Association representatives took part in the round table on “Draft Labor Code of Ukraine: legal innovations for business”, in April, 2016 they participated in the tripartite meeting on “Submission of Memorandum of technical comments of International Labour Office to the draft Labour Code of Ukraine.”

In February, 2015 the Association representatives took part in the round table on “Conflict settlement in the labor market of Ukraine in terms of European integration: the new model of resolving labor disputes and prospects of its implementation”.

In order to develop business contacts and social dialogue, on September 10, 2015 the representatives of the Association participated in the working meeting of representatives of business, employers and their associations with the Head of the State Labour Service of Ukraine (hereinafter – Derzhpratsya) R.T. Chernenyuk. At the meeting such issues were covered:

- interaction of business and Derzhpratsya in the context of its oversight functions;
- formation of an effective and transparent system to provide services in the field of industrial safety, ensuring the normal competitive environment in the field of education on occupational health and safety, certification of workplaces, providing expert evidences to obtain permits to engage hazardous work;
- modernization of Derzhpratsya cooperation with employers and entrepreneurs, the possibility of Derzhpratsya to perform audit services, the introduction of permanent advisory bodies (working groups) under the jurisdiction of Derzhpratsya and direct contacts establishment.

In June, 2016 the Association experts attended the hearings in the Verkhovna Rada of Ukraine Social policy, employment and pension provision Committee on “Purpose and ways of reforming the State Employment Service”.

### **3. Environment**

**Principle 7.** The members of the Association adhere to a preventive approach to environmental issues in their activities.

In order to popularize the preventive environmental strategy of UNIDO and UNEP in relation to production processes for the purpose to increase production efficiency and reduce environmental and health risks, the Association representatives took part in following events:

- December 15, 2015 – forum “Resource Efficient and Cleaner Production (RECP): reduction and safe waste management”;

- February 16, 2016 – forum “Resource Efficient and Cleaner Production (RECP): source of water supply and efficient use of it”;
- March 29, 2016 – forum “Resource Efficient and Cleaner Production (RECP): reduction of waste water and wastewater treatment”;
- April 22, 2016 – forum “Resource Efficient and Cleaner Production (RECP): the reduction and control of emissions into the atmosphere”;
- June 14, 2016 – forum “Resource Efficient and Cleaner Production (RECP): the efficient use of materials”.

**Principle 8.** The Association and its members – employers, are taking the initiatives aimed at increasing responsibility for the environmental conditions. For this purpose, on May 13, 2015 the members of the Association took part in the seminar on “Promoting achievement of better environmental indices of small, middle-sized enterprises”. The seminar was held within the framework of the “Greening Economies in the European Union's Eastern Neighborhood” (EaP GREEN) for the purpose to familiarize participants and interested organizations with a survey findings of employers in an indicated sector.

**Principle 9.** The Association and its members strongly contribute to the development and dissemination of environmentally-friendly technologies.

For this purpose, a series of events were held with the participation of representatives from the Association on that matter in 2015 – 2016.

On November 17, 2015 there was held a seminar on “Promoting achievement of better environmental indices of small, middle-sized enterprises in Ukraine”. The seminar was held within the framework of the “Greening Economies in the European Union's Eastern Neighborhood” (EaP GREEN) to familiarize participants with the current situation in Ukraine in the sphere of development and implementation of policy instruments to promote a “green methods of doing business in small and middle-sized enterprises (SMEs) and to provide recommendations for policymakers in Ukraine”.

#### **4. Anti-corruption.**

**Principle 10.** The Association and its members are trying to counter all forms of corruption, including extortion and bribery through their actions.

For this purpose, the Association is working consistently and purposefully on reforming of entrepreneurship legislation, creating the best legal and organizational conditions for launching and establishment of entrepreneurial activity, for growth and development of small and middle-sized businesses.

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Some practical results of the Association:

- The Association is actively involved in the development, discussion, elaboration of legislative initiatives. Due to the active participation of the Association, there were introduced a number of changes and proposals for laws:

- “On Collective Agreements” and others;
- “On social dialogue”;
- “On state supervision (control) in the sphere of business activity”;
- “On licensing of business activities”;

- the influence of the Association and its partners on addressing of existing problems has increased significantly through consistent and systematic activities.