



ALL-UKRAINIAN EMPLOYERS ASSOCIATION

All-Ukrainian Employers Association (hereinafter – the Association), in accordance with the Basic Directions of its Development, as well as in accordance with the ten principles of the UN Global Compact, has focused its activities for 2016–2018 on the following aims.

1. Human Rights

Principle 1. The observance of human rights proclaimed by the international community has been being supported and respected by the Association members with all their actions.

With the aim, the experts of the Association and the members of the Association partook in various activities, including in the International Labour Organization (ILO) projects implementation:

- ILO Project “Strengthening the Labour Administration to improve working conditions and overcome undeclared work”;
- ILO Project “Inclusive Labour Markets for Job Creation”;
- ILO Project “Reducing stigma and discrimination against HIV in order to protect women and men from unacceptable labour standards in Ukraine”;
- ILO Project “Reducing vulnerability through the effective National Social Protection System in long-term conflict and austerity”;
- ILO Project “Improving occupational safety and health in the Mining Industry”.

During 2016 – 2018 the Association was actively involved in HIV / AIDS prevention at workplaces. These were different informational events (issue of the Newsletter, posters; executing of roundtables, trainings; dissemination of informational materials), explanatory work, etc.

A representative of the Association was a member of the National Tripartite Consultative Board of the ILO project “Reducing stigma and discrimination against HIV in order to protect women and men from unacceptable labour standards in Ukraine”, took an active part in the Board meetings discussing issues on agendas.

During 2016–2017 representatives of the Association were involved in Tripartite Commissions on the following issues:

- on conducting scientific and public examination of food/non-food products and services for determining the living wage;
- on issues of reviewing the minimum salary in the established order;
- on issues concerning the salary debt repayment (money provision), pensions, scholarships, and other social benefits.

The Association representatives took an active part in the meetings of these commissions, discussed issues raised on agendas, decision-making on these issues.

During 2016–2018 the members of the Association took part in the following events:

- Tripartite seminar on “Undocumented Labour in Ukraine and the Role of the Labour Inspection in its Overcoming” (December 07, 2016);
- The Verkhovna Rada hearing “The state guarantees of social protection of participants in the anti-terrorist operation (ATO), the Revolution of Dignity and their family members: state and prospects” (October 19, 2017);
- The Verkhovna Rada hearing “Social protection of the elderly” (September 19, 2018).

During the first half of 2017 a representative of the Association was a member of the National Council on TB and HIV / AIDS, participated in its meetings, discussed agenda issues.

Principle 2. The Association members declare and constantly ensure their own non-participation in human rights violations.

These issues are constantly being examined by the Administration, the Leadership and the Association Board.

The Association continuously declares and supports the United Nations Principles on Entrepreneurship in the Human Rights Matters. These principles define the framework for the responsibility of companies concerning human rights not only in their own actions but also in relations to power structures, business partners and other stakeholders.

2. Labour relations

Principle 3. The Association members constantly support the freedom of associations, recognize the right to conclude collective agreements.

The Association has been an active participant for many years in the negotiation process between the Government, trade unions and employers, as well as the signatory of the General Agreement on the Regulation of Basic Principles and Standards for the Implementation of Socio-Economic Policy and Labour Relations in Ukraine.

The Association members took an active part in all events (roundtables, conferences, meetings) during 2016-2018 to discuss issues relating to freedom of associations, collective negotiation providing, collective contracts concluding.

Principle 4. The Association members actively advocate the elimination of all forced labour forms.

During 2016 – 2018 the Association representatives took an active part in events (roundtables, trainings, conferences, meetings) dealt with issues of labour migration, the elimination of all forced labour forms.

On October 08, 2018 the Association representatives took part in the roundtable on the occasion of the Day of Decent Work and the 100th anniversary of the International Labour Organization. The focus of this event is the issues of labour market trends, wages, safety and health, labour migration.

Principle 5. The Association members actively advocated the complete exclusion of such a harmful phenomenon as child labour during 2016–2018.

With the aim, the Association members took an active part in events (roundtables, trainings, conferences) concerning the issues of overcoming child labour, the inability to use child labour.

During this period the Association members took part in public events on the issues of children's rights protection, protection of motherhood and childhood.

Principle 6. The Association members actively advocated the elimination of discrimination in employment during 2016–2018.

The Association activity program till 2020 in the sphere of employment, a number of measures are provided:

- encouraging employers to save and create new jobs;
- activation of the state policy in the labour market with a view to maximally rapid adaptation to structural changes in the economy, development of human resources, optimization of labour potential of regions and the country as a whole, stimulation of economic activity of the population;
- involvement of women, young people, persons with disabilities, persons dismissed from the military service, unemployed people, rural residents and small towns ones in entrepreneurship;
- encouraging actions taken by enterprises to increase labour productivity and accompanied by an appropriate increase in employee incomes.

The Association members took an active part in events organized by the projects during 2016-2018:

- ILO Project “Strengthening the Labour Administration to improve working conditions and overcome undeclared work”;
- ILO Project “Reducing vulnerability through the effective National Social Protection System in long-term conflict and austerity”;
- ILO Project “Inclusive Labour Markets for Job Creation”.

3. Ecological principles

Principle 7. The Association members constantly adhere to a preventive approach to solving environmental problems in their activities.

In order to promote the UNIDO and UNEP preventive environmental strategy, in relation to production processes in order to increase the efficiency of production and reduce risks to humans and the environment, the Association together with its partners has undertaken a number of the following activities:

- December 14, 2016 – the National Conference on “Implementation of resource-efficient and clean production in Ukraine”;
- February 09, 2017 – the meeting of the Advisory Board of the project “Adaptation and Implementation Facilitation of resource-efficient and cleaner production through the creation and operation of the Cleaner Production Centre in Ukraine”;
- June 22, 2017 – the roundtable on “From resource-efficient and clean production towards the economy of a closed loop in Ukraine”;
- October 11, 2017 – the workshop on “Resource Efficient and Clean Production. Principles and Implementation Experience”;
- February 06, 2018 – the meeting of the Advisory Board of the project

“Adaptation and Implementation Promotion of resource-efficient and cleaner production in Ukraine”.

Principle 8. The Association members suggest initiatives, take part in measures aimed at introducing resource-efficient and clean production. On April 11, 2017 the Association members took part in the business conference on "Green" projects at the enterprises: benefits, specifics and possibilities of investment" (hereinafter – the Conference).

During the Conference, the questions were discussed:

- eco-banking strategy: new business opportunities;
- prospects for the development of "green" projects at Ukrainian enterprises;
- practical experience in realization of biomass heat production and sales projects;
- practical experience of financing green projects;
- important aspects of preparing projects for funding. Success factors and risks.

In addition, December 1, 2017 the organization members participated in the final conference of “Greening Economies in the Eastern Neighbourhood: from Words to Business” (EaP GREEN) programme held in Brussels (Belgium).

On December 14, 2017 the Association members took an active part in the annual reporting conference “Resource Efficiency of the Enterprises in the Kyiv Region” (hereinafter - the Conference). The conference was being held under the United Nations Industrial Development Project (UNIDO) “Facilitating adaptation and implementation of resource-efficient and cleaner production”.

Principle 9. The Association, its members comprehensively promote the development and dissemination of environmentally sound technologies.

With the aim, the following events were held during 2016–2018 with the participation of Association's representatives:

- December 14, 2016 – the National Conference on “Implementation of resource-efficient and clean production in Ukraine”;
- June 22, 2017 – the roundtable on “Learning from resource efficient and cleaner production to move towards the circular economy in Ukraine”;
- October 11, 2017 – the workshop on “Resource Efficient and Clean Production: Principles and Implementation Experience”.

3. Anticorruption principle

Principle 10. The Association members try to resist any form of corruption with all their actions, including extortion and bribery.

With the aim, the Association conducts a consistent focused work on reforming the legislation in the field of entrepreneurship, creating the optimal legislative and organizational prerequisites for the establishment and implementation of the entrepreneurial activity, growth and development of small and medium enterprises.

The Association agrees that it is necessary to introduce simple, convenient and understandable registration and permissive procedures in Ukraine that will provide favourable conditions for reporting real business and corruption erosion.

In November 2016 the Association organized the roundtable on the Public Procurement System "PROZORRO": New Opportunities and Prospects for

Business Development”.

Specialists of the Association are actively involved in the development of bills on reforming the tax legislation base.

The practical results of the Association activities:

- the influence of the Association and its partners on the solution of existing problems significantly increased due to consistent and systematic activities, including in the composition of public councils at central and local executive authorities;

- The Association takes an active part in the development, discussion and elaboration of legislative initiatives. Thanks to the active participation of the Association in these processes, a number of changes and proposals have been made to the Laws of Ukraine:

- “On Social Dialogue”;
- “On Collective Contracts and Agreements”;
- “On state supervision (control) in the field of economic activity”;
- “On Licensing of Types of Economic Activity”;
- “On registration of legal entities and of individuals-entrepreneurs”.