



The Union of entrepreneurs of small, medium and privatized enterprises of Ukraine (hereinafter – the Union) in accordance with the programme of action of the Council and the Executive Directorate of the Union for the implementation of the Main Directions of its Development, as well as in accordance with the 10 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 Union members (enterprises, institutions, organizations, entrepreneurs) with all their actions.

With the aim, specialists and experts of the Union, members of the Union took an active part in the events held in Ukraine.

During 2016–2018 the Union and its members took an active part in the implementation of projects of the International Labour Organization (ILO):

- 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”;
- ILO Project “Improving occupational safety and health in the Mining Industry”.
- ILO Project “Reducing stigma and discrimination against HIV in order to protect women and men from unacceptable labour standards in Ukraine”;

During 2016–2018 the Union in the framework of its own strategy for the prevention of HIV/AIDS in the workplace continued work on prevention of HIV / AIDS in the workplace. The declared strategy of the Union with these issues includes a variety of information activities (newsletter, posters, round tables, training, dissemination of information materials), outreach, etc.

A representative of the Union 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 Union were involved in Tripartite Commissions on the following issues:

- 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;
- on conducting scientific and public examination of food/non-food products and services for determining the living wage.

The Union 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 Union members 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 Union was a member of the National Council on TB and HIV / AIDS, participated in its meetings, discussed agenda issues.

Principle 2. The Union members (entrepreneurs, owners of enterprises, institutions, organizations) declare and constantly ensure their own non-participation in human rights violations.

These issues are constantly being examined by the Executive Directorate, the Leadership and Council of the Union.

The Union 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 Union Council, entrepreneurs, enterprises, institutions, organizations – members of the Union, constantly support the freedom of Unions, recognize the right to conclude collective agreements.

There are not only enterprises, institutions and organizations, among the members of the Union but also Unions of national and regional levels, including branch of Unions: "Ukrpivo", "Ukroilprom", "The Union of foam plastic manufacturers", The Union of hairdressers of Ukraine, etc.

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

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

Principle 4. The Union members (enterprises, entrepreneurs) actively advocate the elimination of all forced labour forms.

During 2016–2018 the Union 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 Union 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 Union members (enterprises, entrepreneurs) actively advocated the complete exclusion of such a harmful phenomenon as child labour during 2016 – 2018.

With the aim, the Union 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 Union members took part in public events on the issues of children's rights protection, protection of motherhood and childhood.

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

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

- encouraging of entrepreneurs and 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 Union 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. Environmental Principles

Principle 7. Members of the Union – owners of enterprises, entrepreneurs in their activities consistently adhere to a precautionary approach to environmental management.

In order to promote UNIDO and UNEP's preventive environmental strategy in relation to production processes in order to increase the efficiency of production and reduce risks to human and the environment, the Union together with its partners, in particular, a member of the Union – Resource Efficient and Cleaner Production Centre in Ukraine, conducted a series of activities on this topic:

- December 14, 2016 – the National Conference on "Implementation of Resource Efficient and Cleaner Production (RECP) in Ukraine";
- February 09, 2017 – the meeting of the Advisory Council of the

project “Promoting the Adaptation and Adoption of Resource Efficient and Cleaner Production (RECP) through the Establishment and Operation of a Cleaner Production Centre (CPC) in Ukraine”;

- June 22, 2017 – the round table “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”;
- February 06, 2018 – the meeting of the Advisory Council of the project “Promoting the Adaptation and Adoption of Resource Efficient and Cleaner Production (RECP) in Ukraine”;
- May 30, 2018 – June 01, 2018 (Zaporizhia) – the II Specialized International Ecological Forum Eco-Forum – 2018 in Zaporizhia.

Principle 8. The Union, its members – entrepreneurs should undertake initiatives; take part in activities aimed at the implementation of the resource efficient and clean production. April 11, 2017 Members of the Union participated in the business conference on "Green" Projects at Enterprises: Benefits, Implementation Specific Features, Investment Opportunities (hereinafter – the Conference).

During the Conference discussed the following issues:

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

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

On December 14, 2017 Members of the Union actively participated in the annual reporting conference “Resource efficiency of enterprises in Kyiv Region” (hereinafter – the Conference). The Conference was held within the framework of the United Nations Industrial Development Organization (UNIDO) “Promoting the adaptation and introduction of resource efficient and cleaner production”.

Representatives of the Austrian Embassy in Ukraine, the Swiss Cooperation Office (SCO) in Ukraine, international and national experts on resource efficiency, representatives of executive authorities and local self-government authorities, financial institutions and CEOs participated in the Conference.

Principle 9. The Union and its members encourage the development and diffusion of environmentally friendly technologies.

With the aim, a series of events was held during 2016–2018 with the participation of representatives of the Union on this topic:

- December 14, 2016 – the National Conference on “Implementation of Resource Efficient and Cleaner Production in Ukraine”;
- June 22, 2017 – the round table “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”;

4. Anti-Corruption Principle

Principle 10. The Union and its members try to resist corruption in all its forms, including extortion and bribery.

With the aim, the Union 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 entrepreneurial activity, growth and development of small and medium enterprises.

The Union believes that it is necessary to introduce simple, convenient and understandable registration and permissive procedures in Ukraine that will provide favorable conditions for reporting real business and eradication of corruption.

For example, during 2016–2018 the heads and experts of the Union conducted a series of meetings with international experts and public procurement experts who advised the Government of Ukraine on the development of regulatory documents for the improvement of the public procurement system.

Proposals of the Union specialists were sent to the Cabinet of Ministers of Ukraine, the Verkhovna Rada of Ukraine in order to improve the public procurement system "PROZORRO".

In November 2016 the Union organized the roundtable on “the Public Procurement System “PROZORRO”: New Opportunities and Prospects for Business Development”.

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

Thus, with the participation of the Vice-President of the Union T. Shevtsova, the draft Law of Ukraine "On Amendments on the Tax Code of Ukraine regarding on the withdrawn capital" was developed, the introduction of which would greatly simplify the system of taxation and administration. Transactions between taxpayers will not be subject to control, the tax pressure upon business because of introduction of transparent and clear system of payment of taxes will be reduced.

The working group on this issue worked under the Ministry of Finance of Ukraine during April–June 2017.

June 01, 2017 the issue of introduction of the tax on the withdrawn capital was considered at a meeting of the Council of the Union, which with one accord supported the draft Law of Ukraine.

The practical results of the Union activities:

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

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