



SOCIAL REPORT
OF CONFEDERATION OF EMPLOYERS OF
UKRAINE

2007-2008

KYIV
2009

Address of the President of Confederation

This document, which you have in your hands, is the first step of Confederation of employers of Ukraine towards modern standards of cooperation between business and society.

We always try respectfully treating people who work and live near us. For us social responsibility is not only charity and adherence to legislation requirements. With strengthening of links between sustainable society development and interests of business, need of companies in demonstration of responsible practice of business conduct becomes more relevant.

Confederation of employers of Ukraine tries to be socially responsible at all levels of its activity –organizational, branch, national and global level.

We use energy-saving and environmental technologies in our everyday activities.

Branch level is of great importance for us as branch associations of employers' organizations are our members. We actively cooperate with branch ministries and departments; participate in elaboration and working of great amount of normative acts that directly apply to vital aspects of branches functioning.

At national level staff of Confederation participates in elaboration of the most important laws and other regulation acts that are extremely important for the whole system of collective and labour, social and economic relations of the country – draft Labour Code, draft Laws of Ukraine on Social Dialogue, on Single Social Fee etc.

At global level representatives of Confederation participate in development of draft international standard ISO 26000 «Guidance on social responsibility». Confederation actively supports International Labour Organization. In 2007 as a result of active cooperation between Ministry of Labour and Social Policy of Ukraine and International labour Organization Confederation subscribed in the capacity of subscriber and partner to realization of ILO program «Decent Work». Since 2007 Confederation of employers of Ukraine is a member of UN Global Compact.

Proceeding from generally recognized principles of sustainable development we think that social responsibility is, first of all, interaction, partnership with society and State in social, economic and ecological spheres for sustainable mutual development that is based on mutual respect, confidence and expectations.

We consider that started process of social accounts gives us possibility to get to know about these expectations and suit them in proper time.

Just these strivings pushed us to prepare this social report that had been developed on the basis of international standard AA1000.

We confirm our respect to principles of social responsibility that are spread in the majority of developed countries and try to apply them on the practice in all spheres of our activity. We think that participation of Confederation in ensuring of national economy stable development is also important.

In our activity we strive for exchange of views with all parties concerned and this social report therefore is first of all invitation to social dialogue. Your opinions are very important for us and we'll be certainly glad to hear them.



Truly yours,

President

A handwritten signature in blue ink, appearing to be 'O. Sokolovskyy', enclosed in a blue circular scribble.

O.Sokolovskyy



COOPERATION WITH UN GLOBAL COMPACT IN UKRAINE

On March 26, 2009 Confederation of employers of Ukraine subscribed to UN Global Compact in Ukraine and declared about its permanent and devoted support to UN Global Compact.



H.E. Kofi Annan
Secretary-General
United Nations
New York,
NY 10017 USA

Dear Mr. Secretary-General,

I am pleased to confirm that Confederation of Employers of Ukraine supports the ten principles of the Global Compact with respect to human rights, labour, environment and anti-corruption. With this communication, we express our intent to advance those principles within our sphere of influence. We are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Millennium Development Goals. Confederation of Employers of Ukraine will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the ten principles. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the Global Compact, and annually thereafter according to the Global Compact COP policy.

Sincerely yours,

Victor Panteleyenko
President

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Steps to which our organization is turned to practically realize its 10 principles are described below.

Principle 1

Companies should ensure and respect protection of human rights declared on international level.

Principle 2

Companies should ensure that their activity does not promote human rights violation.

Principle 3

Companies should support freedom of association and active recognition of right to collective agreements.

Principle 4

Companies should promote extermination of forced or obligatory labour.

Principle 5

Companies should further active extermination of child's labour.

Principle 6

Companies should contribute to active discrimination extermination regarding employment and job placement.

Principles of human rights respect

Confederation of employers of Ukraine respects all fundamental Human Rights and is guided in its activity by the provisions of UN Universal Declaration on human rights. In particular Confederation exerts maximum efforts to realize:

- right to work including forced labour prohibition,
- right to equality and prohibition of discrimination in the sphere of labour including gender feature,
- right to rest,
- right to fair wage,
- right to ensure healthy and safe conditions of work,
- right to vocational training and retraining.

Confederation of employers of Ukraine permanently focuses its efforts on improvement of national normative and legal base concerning due realization of human rights.

Ensuring of fundamental human rights in social and economic and labour relations with the aim of valuable realization of which we constantly enter in dialogue with our social partners – trade unions and their associations and correspondent authorities is of great importance for Confederation of employers of Ukraine.

Principles of labour

Specific character of Confederation's of employers of Ukraine activity lies in ensuring adherence to provisions of labour legislation and international obligations of Ukraine, especially ILO Conventions, in social and labour relations among workers and employers.

But its main contribution in labour rights protection Confederation makes by means of development of appropriate normative and legal acts and improvement of already existing.

In particular our staff participated in elaboration of:

- draft Law on Employers' Organizations,
- draft Law on Social Dialogue,
- draft law on Single Social Contribution,
- draft Law on Obligatory Medical Insurance and Financing of Health Protection,
- draft Labour Code of Ukraine,
- normative acts on remuneration of labour, contributions to Funds of obligatory state social insurance, protection of labour and industrial safety.

At the same time Confederation of employers of Ukraine permanently keeps up with due realization of provisions of ILO Conventions No. 87 and No. 98, devoted to ensuring free right to association and conduct of collective negotiations that finds its manifestation in regular information of Ukrainian Parliament Commissioner for Human Rights on violations of provisions of main ILO Conventions in Ukraine.

Principle 7

Companies should adhere to cautious methods of ecological problems.

Principle 8

Companies should trigger circulation of ecological responsibility.

Principle 9

Companies should stimulate development and dissemination of ecologically clean technologies.

Principle 10

Companies should resist any forms of corruption.

Ecological principles

Confederation of employers of Ukraine recognizing importance of means for counteraction to ecological problems and contributing into preservation of planet energy supply have completely refused in its activity from usage of disposable plastic ware as well as established in its offices energy-saving lamps and windows that save the heat.

Taking into account specific character of its activity and tasks our staff and workers of our member organizations participated in elaboration of normative acts that were urged to promote improvement of ecological situation in the country:

- draft Law of Ukraine on Stimulating Investment Activity of Management Subjects in Ukraine in the Sphere of Development and Introduction of Energy-saving Methods and Power and Effective Projects;
- draft Law of Ukraine on Making Amendments into some Acts of Law of Ukraine on Stimulating Measures for Energy Saving.

Anticorruption principle

Confederation of employers of Ukraine resists corruption by maximum transparency and publicity of its own activity, indifference towards politics and absence of conjecture in public activity.

Work under draft law of Ukraine on Public Procurement in Ukraine, organization of which gives rise to unfavourable criticism today from the side of managers of budgetary funds, subjects of entrepreneurial activity as well as from side of international organizations is one of the directions of Confederation's activity. Elaboration of draft Law on Single Social Contribution is of great importance for us.

Position of Confederation of employers of Ukraine lied in ensuring maximum transparency and conformity of all draft laws (including abovementioned) with normative base in force and main rules of World Bank and European Commission.



DIALOGUE WITH STAKEHOLDERS

Mutual understanding and partnership relations with all interested parties are necessary for achievement of mission of Confederation of employers of Ukraine.

List of stakeholders includes following groups:

- Authorities,
- All-Ukrainian associations of employers' organizations,
- Trade unions and their associations,
- Ukrainian professional civil organizations of business,
- Local authorities and local communities,
- International organizations.

Building relations with the main groups of stakeholders Confederation of employers of Ukraine picks out following priority organizations within each group:

Authorities:

- President of Ukraine
- Parliament (Verkhovna Rada) of Ukraine
- Cabinet of Ministers of Ukraine
- Ministry of Labour and Social Policy of Ukraine
- Ministry of Industrial Policy of Ukraine
- Ministry of Economy of Ukraine
- Ministry of Foreign Affairs of Ukraine
- Ministry of Justice of Ukraine
- Ministry of Finance of Ukraine
- Ministry of Coal Industry of Ukraine
- Ministry of Transport and Communications of Ukraine
- Ministry of Science and Education of Ukraine
- National Service of Mediation and Reconciliation
- State Committee of Ukraine on industrial security, labour protection and mining supervision
- State Committee on regulatory policy and entrepreneurship
- State Committee of Statistics of Ukraine

All-Ukrainian associations of employers' organizations

- All-Ukrainian Association of Oblast Organizations of Employers in the Sphere of Construction, Design and Architecture
- All-Ukrainian Association of Oblast Organizations of Employers in the Sphere of Telecommunication and Information Technologies
- All-Ukrainian Association of Oblast Organizations of Employers of the Enterprises of Metallurgical Complex – «Federation of Metallurgists of Ukraine»
- Association of organizations of employers of medical and microbiological industry of Ukraine
- All-Ukrainian Association of Oblast Organizations of Employers of enterprises of engineering and metal processing branches «Metindustria-Ukraine»
- All-Ukrainian Federation of Employers in the sphere of Tourism of Ukraine
- All-Ukrainian Association of Oblast Organizations of Employers of enterprises of light industry – «Ukrlegprom»
- All-Ukrainian Association of Employers
- All-Ukrainian Branch Association of Employers' Organizations of domestic service of people
- All-Ukrainian Association of Employers' Organizations of transport – «Federation of employers of transport of Ukraine»
- All-Ukrainian Association of Employers' Organizations in the sphere of culture, recreation and entertainment – «All-Ukrainian Union of entertainment enterprises»
- All-Ukrainian Association of Oblast Organizations of Employers of enterprises of mining industry – «Federation of employers of miners of Ukraine»
- Federation of employers of Ukraine
- All-Ukrainian Branch Association of Organizations of Employers of coal industry – «Ukrvuglerobotodavtsi»
- All-Ukrainian Association of Organizations of Employers – «Federation of employers of glass industry of Ukraine»
- Ukrainian Federation of employers of health protection
- International Organization of employers of enterprises of railway transport «Federation of railwaymen of Ukraine»
- All-Ukrainian Association of Oblast Organizations of Employers of enterprises of housing branch «Federation of employers of housing and communal services of Ukraine»
- Association of Employers' Organizations of Ukraine

Trade unions and their associations

- Federation of Trade Unions of Ukraine
- Confederation of Free Trade Unions of Ukraine
- National Forum of Trade Unions of Ukraine

Ukrainian professional business associations

- Ukrainian National Committee of International Chamber of Commerce
- Ukrainian Agrarian Confederation
- Ukrainian Association of enterprises of light industry – «Ukrlegprom»
- Council of national associations of commodity producers under Cabinet of Ministers of Ukraine
- Council of entrepreneurs under Cabinet of Ministers of Ukraine
- European Business Association
- American Chamber of Commerce
- Ukrainian Union of Entrepreneurs and Industrialists
- Ukrainian Chamber of Commerce and Industry
- Association of Ukrainian Banks
- League of insurance organizations of Ukraine

International organizations

- International Labour Organization, ILO
- BUSINESSEUROPE
- Union of Black Sea and Caspian Confederation of Enterprises, UBCCE
- European Training Foundation, ETF
- World Bank
- European Commission in Ukraine
- International Association of Economic and Social Councils and Similar Institutions
- International Organization for Standardization, ISO
- Swedish International Development Agency, SIDA
- International civil organization «Social Initiatives on protection of labour and health LHSI»



Permanent consultations with different groups of stakeholders about content and priority directions of Confederation's activity are important element in establishment of stable mutual relations.

In 2008 during dialogue with group of stakeholders «authorities» Confederation:

1. Actively participated in rule-making activity in cooperation with Parliament of Ukraine, Cabinet of Ministers of Ukraine and Presidential Secretariat of Ukraine;
2. Tracked potential influence of draft regulatory acts on business environment in close cooperation with Cabinet of Ministers of Ukraine and State Committee on regulatory policy and entrepreneurship;
3. Signed Agreement on cooperation between State Committee of Ukraine on industrial security, labour protection and mining supervision and Employers' Side of National Tripartite Social and Economic Council under President of Ukraine and created permanent working group, headed by representative of Confederation;
4. Participated in Boards' activities of:
 - Ukrainian Obligatory State Social Insurance Fund for Unemployment Cases,
 - Ukrainian Obligatory State Social Insurance Fund for temporary disability,
 - Ukrainian Obligatory State Social Insurance Fund against accidents at work and occupational diseases that caused disability.
5. Signed Memorandum on cooperation of Ministry of Economy, Ministry of Industrial Policy, Confederation of employers of Ukraine and Federation of Metallurgists of Ukraine and Memorandum on cooperation of Ministry of Economy, Ministry of Industrial Policy, Confederation of employers of Ukraine and Ukrlegprom;
6. Participated in:
 - inter-departmental working group of Ministry of Science of Ukraine on elaboration of draft law on making alterations into acts of law concerning management effectiveness increase,
 - working group of Ministry of Science of Ukraine on elaboration of state professional standards,
 - inter-departmental Commission of Council of National Defense and Security of Ukraine on overcoming of demographic crisis and development of labour and resource potential.

Representatives of Confederation of employers of Ukraine actively participated in consultation process and preparation for rounds with representatives of Ministry of Economy of Ukraine in the context of bargaining on signing Agreement on association between Ukraine and EU and intensive Free Trade Area Agreement between Ukraine and EU.

Cooperation with group of stakeholders «all-Ukrainian associations of employers' organizations» should be considered in the context of work with member organizations of Confederation and partner associations.

Thus, cooperating with member organizations Confederation consistently focused its efforts on protection of interests of Confederation's members that in particular was displayed in:

- rendering legal assistance to members of Confederation concerning their internal activity;
- rendering consultative, methodical and organizational assistance to members of Confederation during negotiating process and signing branch agreements;
- protection of rights of members of Confederation in the courts of general jurisdiction of Ukraine;
- signing Agreement on cooperation with Association of employers' organizations of Kharkivshchyny, Ukrainian agrarian confederation, Union of Tax Advisers;
- signing bilateral agreements with partner all-Ukrainian associations of employers' organizations, particularly:
 - Agreement on cooperation between Confederation of employers of Ukraine and Federation of employers of miners of Ukraine dated March 27, 2009;
 - Agreement on cooperation between Confederation of employers of Ukraine and All-Ukrainian Union of entertainment enterprises dated March 30, 2009;
 - Agreement on cooperation between Confederation of employers of Ukraine and Federation of employers of transport of Ukraine dated March 30, 2009.

Interests of members of Confederation have also been presented during signing General Agreement for 2008-2009. Permanent work on clarification and taking into consideration propositions of member organizations during rule making was carried on.



In the context of collaboration with partner associations of employers' organizations we should point out:

7. work on definition of representativeness of associations for their participation in social dialogue on national level;
8. realization of organizational and judicial accompaniment of meetings of Common gathering of All-Ukrainian associations of employers' organizations consisting of 15 All-Ukrainian associations of employers' organizations for settlement of important issues of social and economic trend during the work of which more than 30 questions of current importance of social and economic policy of State were examined and letters to appropriate authorities were prepared

Building its relations with social partners, group of stakeholders «all-Ukrainian trade unions and their associations» Confederation of employers of Ukraine is guided by the principles of mutual respect, indifference towards politics and constructive negotiations.

Thus, in 2008 Confederation of employers of Ukraine actively entered into dialogue with Federation of Trade Unions of Ukraine concerning forming national aspects of social and economic policy.

Representatives of Confederation constantly participate in general measures of Federation of trade unions of Ukraine devoted to discussion of issues of current importance for Ukraine and speak with constructive proposals.

Together with representatives of Confederation of free trade unions of Ukraine experts of Confederation participated in joint working groups on elaboration of draft Labour Code of Ukraine, numerous draft acts of law.

At the same time member organizations of Confederation take an active part in collective and contractual relations with all-Ukrainian trade unions and their associations.

Thus, on January 12, 2008 Branch Agreement for 2008-2009 was signed between Ministry of Industrial Policy of Ukraine, State Property Fund of Ukraine, All-Ukrainian Association of Oblasts Organizations of Employers of enterprises of engineering and metal processing branches «Metindustria-Ukraine» (member organization of Confederation) and trade unions of engineering and metal processing complex of Ukraine.

Federation of metallurgists of Ukraine signed Branch Agreement of mining and metallurgical complex of Ukraine for 2007-2008. At the same time more than half of metallurgical enterprises of Ukraine delegated to Federation of metallurgists of Ukraine the right to carry on collective negotiations on their behalf and represent interests of owners during signing Branch Agreement.

Association of organizations of employers of medical and microbiological industry of Ukraine signed Branch Agreement with Ministry of Health of Ukraine and Central Council of trade union of workers of chemical and petrochemical industries of Ukraine for 2007-2010 on June 24, 2008.

Cooperating with group of stakeholders «Ukrainian professional business associations», Confederation of employers of Ukraine adheres to principles of equality and mutual respect.

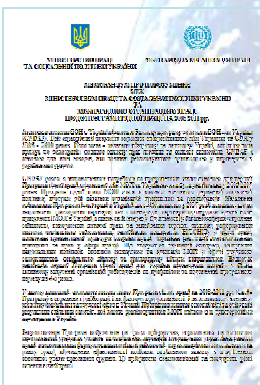
Thus, Confederation of employers of Ukraine established contractual ties on wide range of cooperation with:

- Union of Tax Advisers,
- Ukrainian National Committee of International Chamber of Commerce,
- Ukrainian Agrarian Confederation.

On November 23, 2009 Confederation of employers of Ukraine and National Committee of International Chamber of Commerce signed agreement on cooperation. It was exited by the necessity to divide functions between two organizations that represent interests of business in different but complementary spheres.

Separately we should point out cooperation with professional business associations in the context of forming of consolidated position of Ukrainian business taking into consideration future intensive Free Trade Area Agreement between Ukraine and EU.

Thus, on July 14, 2008 on the initiative of Confederation of employers of Ukraine meeting of authorized representatives of interested professional civil organizations that represent interests of national business took place. Representatives of Association «Union of wholesalers and producers of spirits and tobacco», League of insurance organizations of Ukraine, Ukrainian Union of entrepreneurs and industrialists, Ukrainian national Committee of International Chamber of Commerce, Association of Ukrainian Banks, Union of chemists of Ukraine, Ukrainian agrarian confederation were present on the meeting. Results of work of this group laid the foundation of Position Paper of Ukrainian business concerning future intensive Free Trade Area Agreement between Ukraine and EU.



Confederation of employers of Ukraine tries to develop constructive relations with group of stakeholders «local authorities and local communities».

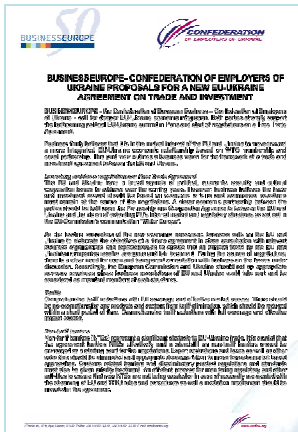
So, partner of Confederation – Association of employers' organizations of Kharkiv region signed regional agreement with local government and authorities of Kharkiv region during two years. This positive experience Confederation of employers of Ukraine tries to use with other associations of oblasts organizations of employers that are and try to be partners of Confederation.

As regards cooperation with group of stakeholders «international organizations» we should point out that since Confederation of employers of Ukraine had been established we actively developed ties with international organizations.

Taking into account specific character of its activity Confederation first of all collaborates with International Labour Organization and with appropriate projects that are being realized in Ukraine on behalf of ILO.

Thus, since 2006 Confederation has been a partner of the following projects of International Labour Organization:

- Program on prevention human trafficking from Ukraine,
- Precautions of HIV/AIDS on workplace,
- Social integration of people with invalidity by ensuring access to employment.



Confederation of employers of Ukraine is a member of All-Ukrainian supervisory board on extermination of child labour.

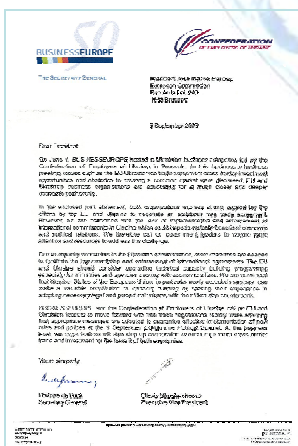
There are the weightiest examples of cooperation:

1. Signing of Memorandum on mutual understanding between Ministry of Labour and Social Policy of Ukraine and International Labour Organization on Decent Work Program for 2008-2011;
2. Cooperation within the ILO project «Consolidation of legal and institutional fundamentals of social dialogue in Ukraine». Draft Labour Code of Ukraine and draft Law of Ukraine on Social Dialogue where representatives of Confederation participated were results of abovementioned project;
3. Cooperation with «ILO Program on prevention human trafficking from Ukraine» in regional measures of which staff of Confederation of employers of Ukraine regularly participated.

Establishment of constructive cooperation with Confederation of European Business – BUSINESSEUROPE was very important for Confederation.

At the beginning of 2008 Confederation arranged ties with BUSINESSEUROPE understanding its role in forming and protection of interests of business of EU member-states including the help of European Commission.

In the context of stirring up negotiations between Ukraine and EU concerning signing Agreement on Association the part of which has to become intensive Free Trade Area Agreement between Ukraine and EU, delegation of Confederation of employers of Ukraine together with representatives of large national companies visited BUSINESSEUROPE and signed Common statement on future Free Trade Area Agreement between Ukraine and EU on June 2008.



Submission of a joint letter of Confederation and BUSINESSEUROPE in August 2008 to President of European Commission Jose Manuel Barroso with a request to constructively realize negotiations between Ukraine and EU regarding signing Agreement on Association and intensive Free Trade Area Agreement between Ukraine and EU became continuation of such cooperation.

Elaboration of draft Position Paper of Ukrainian business concerning future Free Trade Area Agreement between Ukraine and EU was a result of this work.

In fact, from early beginning of its functioning Confederation of employers of Ukraine started active cooperation with European Economic and Social Council (EESC).

In 2008 Confederation began cooperating with Union of Black Sea and Caspian Confederation of Enterprises (UBCCE). This organization is powerful organization of the region and unites 22 non-governmental organizations of business (directly both business associations and employers' organizations) from 17 countries including countries of Black Sea and Caspian region and Austria and Germany.

Confederation, having obtained status of associate member in March 2009, tries to play active role in Ukraine as reliable partner.

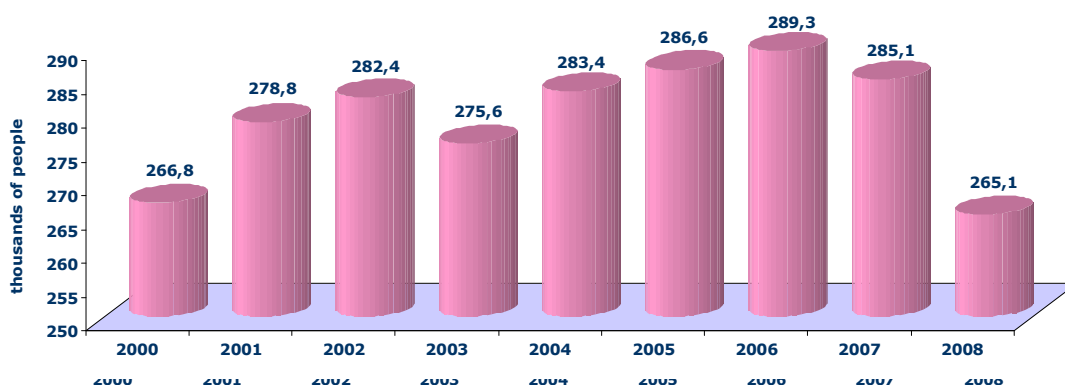
In particular, staff of Confederation participated in elaboration of development strategy of Black Sea and Caspian region «Mare Negrum and Caspian Strategy», prepared by UBCCE and presented to European Commission in March 2009.

Actually, from the beginning of its activity Confederation of employers of Ukraine paid much attention to vocational education and training and its forming in the context of mutual recognition of qualifications obtained by person in Ukraine and EU countries within Copenhagen Process.

In such a way Confederation collaborates with European Training Foundation (ETF) that on behalf of European Commission fulfils work on mutual recognition of qualifications and development of unified national frameworks of qualifications in the EU member states and other European countries. In particular, Confederation of employers of Ukraine is a National Coordinator of ETF in Ukraine.

Confederation also spoke with proposal to join efforts of international projects on vocational education and training and at the meeting on March 5, 2008 gathered representatives of joint project of Ministry of Science and Education of Ukraine and Community of technical cooperation of Germany (GTZ) «Support of reform of vocational education and training in Ukraine»; of European Commission project «Management effectiveness increase of vocational education and training on regional level in Ukraine» (Europe Aid/120525/C/SV/UA) that is being realized by consortium InWent; of Ukrainian and Canadian project «Management decentralization of vocational education in Ukraine» and so on.

Trained qualified workers in vocational training institutions of Ukraine



Cooperation with International Organization for Standardization (ISO) in the context of elaboration of project of international standard ISO 26000 «Guidance on social responsibility» is of great importance for Confederation.

Representative of Confederation takes immediate part in elaboration of project of international standard on social responsibility ISO 26000. Particularly, representative of Confederation participated in two international meetings of experts on development of project of abovementioned standard (Vienna, 2007; Santiago, 2008).

Representative of Confederation is also a member of National Mirror Committee on elaboration of project of international standard on social responsibility ISO 26000 from category «Industry».

During some years cooperation of Confederation of employers of Ukraine with Project «Labour Market Dialogue in Ukraine», that has been realized in Ukraine since 2005 under support of Swedish International Development Agency, lasts.

Establishment of social dialogue in Ukraine with the usage of experience of Sweden as homeland of European phenomenon of social dialogue is the main aim of mentioned project.

During three years Confederation has been a member of project's Board; representatives of Confederation attend guidance seminars and trainings, spread experience of social dialogue on industrial, branch and national levels.

Representatives of Confederation of employers of Ukraine realizing importance increase of HIV/AIDS problem spreading particularly on workplace participate in Group of preventive measures of HIV/AIDS in industrial environment that is being coordinated by International civil organization «Social Initiatives on protection of labour and health LHSI».

Representatives of Confederation took part in many international events devoted to forming of regional and general business priorities especially in EU member states.

So in 2007-2008 representatives of Confederation of employers of Ukraine partook in annually European Business Fora, Economic Fora that were held in city of Krynysja (Poland). Representatives of Confederation of employers of Ukraine participated in annually meetings of European Bank of Reconstruction and Development that were held in May 2008 in Kyiv.





PLANS FOR FUTURE

However, in spite of listed activity Confederation of employers of Ukraine has ambitious plans for the nearest period regarding more active and effective cooperation with our stakeholders.

So, in the context of development of cooperation with authorities Confederation of employers of Ukraine tries:

- To make use of all possible measures for competitiveness increase of national business;
- To actively participate in rule making;
- To take part in advisory bodies (civil councils and collegiums) under central executive authorities;
- To cooperate with executive authorities within concluded bilateral and multilateral contracts and memoranda;
- To fully and effectively realize signed by Confederation memoranda with ministries and departments;
- To partake together with governmental side in collective bargaining on national and branch levels.

Cooperating with all-Ukrainian associations of employers' organizations Confederation will attempt:

- To activity coordinate of member organizations of Confederation;
- To actively participate in development of partner relations with other all-Ukrainian associations of employers' organizations;
- To take part in activity of employers' side of National Tripartite Social and Economic Council under President of Ukraine and of other trilateral and multilateral bodies of social dialogue;
- To coordinate activity of all-Ukrainian associations of employers' organizations as regards consolidating positions of employers' associations in collective bargaining of all levels;
- To partake in composition of official delegation of Ukraine at annually International Labour Conferences;
- To participate in realization of ILO's technical assistance projects in Ukraine and other international organizations;
- To realize Memorandum on mutual understanding between all-Ukrainian employers' organizations that was conducted on March 22, 2009.

Trying to group professional business associations for the sake of forming and consolidating national priorities of domestic business Confederation will attempt:

- To entice representatives of professional business associations into different forms of social dialogue;
- To conduct further work on consolidation of national business positions in the context of elaboration of Agreement on Association between Ukraine and EU and intensive Free Trade Area Agreement between Ukraine and EU;
- To collaborate with professional business associations in the context of development of National Framework of Qualifications.

Developing cooperation with local communities and local authorities Confederation will:

- Improve regional agreements and involve member organizations to collective bargaining on regional level;
- Look after due fulfillment of regional agreements;
- Participate in activity of territorial social and economic councils.

Developing international activity Confederation of employers will:

- Be active and constructive partner of technical assistance projects of international organizations of UN system;
- Constructively cooperate with representations in Ukraine of World Bank, European Commission in Ukraine;
- Take up leading role in elaboration of National System of Qualifications together with European Commission and European Training Foundation;
- Actively participate in development of project of international standard ISO 26000 «Guidance on social responsibility»;
- Actively take part in realization of Project «Labour Market Dialogue in Ukraine» that is being realized by Swedish International Development Agency (SIDA);

Partake in realization of such programs of International Labour Organization as «Program on prevention human trafficking from Ukraine», «HIV/AIDS on workplace», «Social integration of people with invalidity by ensuring access to employment» and so on.



RESPONSIBILITY BEFORE STAFF

Intellect, level of professionalism, talent and interest of staff define effectiveness of Confederation's of employers of Ukraine activity. We think much of them because work in our organization demands from every worker everyday maximum delivery, readiness to efficient settlement of difficult problems, executive response to challenges.

Confederation of employers of Ukraine voluntarily accepts and steadily exercises social requirements before its staff. Being responsible employer we preserve and create jobs, adhere to provisions of labour legislation of Ukraine, ensure decent conditions of work and social protectability of our workers. Industrial safety and health preservation of staff is the key priorities of our activity.

Uniting pragmatic approach and almost kindred atmosphere of unified team, Confederation of employers of Ukraine creates conditions for professional and career growth. We consider our staff to be the most valuable element of our activity and try to take care of them rendering appropriate social guarantees. At the same time broad potentialities that allow every worker realizing his potential and obtaining decent estimate of his work are being created.

Confederation of employers of Ukraine pays special attention to increase of experts' qualification. Thus, Confederation organizes for its staff participation in seminars, trainings organized by ILO's projects, in trainings on lobbying, realization of social dialogue on industrial and branch levels (Project «Labour Market Dialogue in Ukraine»). Business trips oversea with the aim of training are also in common practice.



ENVIRONMENT

Confederation of employers of Ukraine takes all measures for minimization of negative influence on environment.

Energy saving

1. In all our premises we use energy-saving lamps.
2. We maximally use natural light.
3. We use power and effective electrical appliances and office equipments.

Heat saving

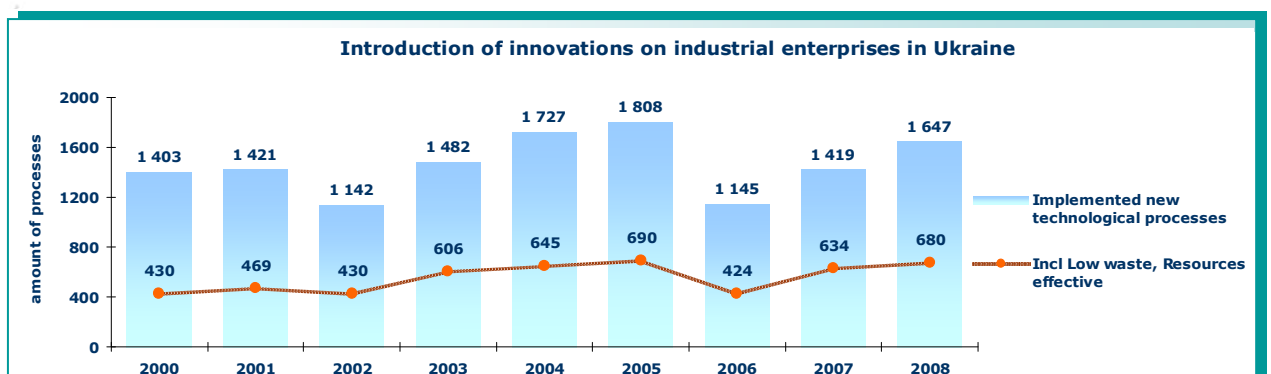
1. We placed thermoregulators on radiators.
2. We set in our premises modern windows that more effectively save heat.

Other means of resource saving

1. All our workers refused from disposable plastic ware.
2. For printing of booklets, visiting cards we as a rule use paper from secondary raw materials.
3. Working papers and rough notebooks we print on already used from one side sheets of paper.

With an active part of Confederation of employers of Ukraine following draft laws directed at improvement of ecological situation in the country were elaborated:

- draft Law of Ukraine on Stimulating Investment Activity of Management Subjects in Ukraine in the Sphere of Development and Introduction of Energy-saving Methods and Power and Effective Projects;
- draft Law of Ukraine on Making Amendments into some Acts of Law of Ukraine on Stimulating Measures for Energy Saving.





Confederation of employers of Ukraine