

Chamber HR Committee Priorities for 2016

Priority	Benefits for the Chamber HR Committee Members	Action Plan	Comments	Status
I. Ensure development of the country's legislative environment and professional standards of HR community with focus on following topics:				
1.1. Employment of foreign citizens and residence and work permit simplifications in Ukraine (work and residence permits issuance and extension, cooperation between the State Migration Service of Ukraine, the Ministry of Social Policy of Ukraine, the State Employment Centre) and labor-related EU-influenced current and potential legislation (CSR focus)	<p>Creation of modern, simple and tangible rules that regulate relations between employers and employees based on recent international practices as well as modern trends and HR tools.</p> <p>Simplification of work permits procedure and work permits in Ukraine for foreigners.</p>	<p>1) Chamber HR Committee agreed to continue participation into the WG under MP Sergiy Kiral initiative, which, if adopted as proposed, will simplify the procedure for foreigners to get the residence/work permit;</p> <p>2) In the meantime the Chamber Banking & Financial Services Committee will push for the alternative initiative on introduction of the pension and investors visa, which would simply allow foreigners to stay and do business in Ukraine without residence/work permit;</p> <p>3) The Chamber plan to refresh its official request dated June 2015 (answer from Ministry of Foreign Affairs is still not received) and also promote this position in media.</p>		
1.2 Labor Code Amendments	Advocacy of fair balance of employers' and employees' rights and obligations in the Labour Code being considered by the Parliament	1. To follow-up VRU Committee working process on Labor Code	in work	in work
1.3. Taxation (personal income tax, corporate income tax, military tax, single social contribution,	Make sure that all novelties are clear and properly communicated to the Chamber Members.	1.To start Survey on Tax Code Changes in the Area of Salary Taxation; 2. Arrange a meeting to present the results of research;	1) HR Committee Meeting is scheduled for March 31	Done

etc.)				
1.4 Mobilization issue	Make sure that all novelties are clear and properly communicated to the Chamber Members.	<ol style="list-style-type: none"> 1) Address the profile sectorial Ministries regarding expanding the list of positions and professions subject to reservation; 2) Arrange next meeting with the Ministry of Defence and respective department of MEDT; 3) The Chamber will prepare feedback on respective Draft Law with the proposal to reconsider the system of mobilization based on professional qualifications and tax deductions. 		
1.5 Work-record books Policy	Make sure that all novelties are clear and properly communicated to the Chamber Members.	<ol style="list-style-type: none"> 1) The Chamber will request the official answer from the MEDT explaining each concern about cancelation of work-record books. 2) In the meantime the Chamber HR Committee will explore the modern practice of other countries to suggest the solution how the state can secure employers with the access to public registers/databases to keep track on employees' labour information. 	Position Paper to METD regarding the preconditions that need to be taken in account in order to cancel the work-record books, the Chamber also addressed the VRU Committee on Social Policy to take in account the position of the Chamber Member-companies.	
II. Foster sharing HR best practices, which are most urgent, relevant and applicable to current business needs:	Promotion of high importance of the HR specialist's role as well as establishment of the platform for ongoing improvement of skills and practices	To start Survey on priority topics for the future HR Committee Meetings	April 2016	in work
2.1. Communication in C&B and Material & non-material motivation		To be decided in accordance to the results of Survey on priority topics for the future HR Committee Meetings	To be discussed	
2.2. Efficiency (Optimization of HR processes; outsourcing &		To be decided in accordance to the results of Survey on priority topics for the future HR Committee Meetings	To be discussed	

out staffing and employee engagement & retention)				
2.3. Talent pool, succession planning		To be decided in accordance to the results of Survey on priority topics for the future HR Committee Meetings	To be discussed	