

**Results of the Chamber Survey
on attitude of business towards
Draft Labor Code #1658**

April 2017

Questions of the Survey

1. Please indicate sphere of your company:

Agricultural	FMCG	IT	Manufacturing
Banking and Finance	Pharmaceutical	Telecom	Trade
Energy	Insurance	Legal	Other, please specify

2. How do you generally assess the potential adoption of the Draft Labor Code of Ukraine?

- Positively, current legislation should have been modernized long time ago;
- Negatively, adoption of the Draft Labor Code won't significantly simplify regulation of labor relations in Ukraine;
- Your answer:

3. In your view, does the Draft Labor Code comply with modern European regulations of labor relations?

- Yes, the Draft Labor Code envisages rules, that provide balance for employer's and employee's rights;
- No, the Draft Labor Code needs revision;
- Your answer:

Questions of the Survey

4. Do you consider that modernization of labor legislation will have a positive influence on the regulation of labor relations in Ukraine?

- Yes, it will promote further improvement and legalization of labor relations;
- No, modernization of labor legislation will not lead to significant changes;
- Your answer:

5. Will the adoption of the Draft Labor Code promote registration of labor relations (contracts) with such categories of employees, which may use other types of registration right now?

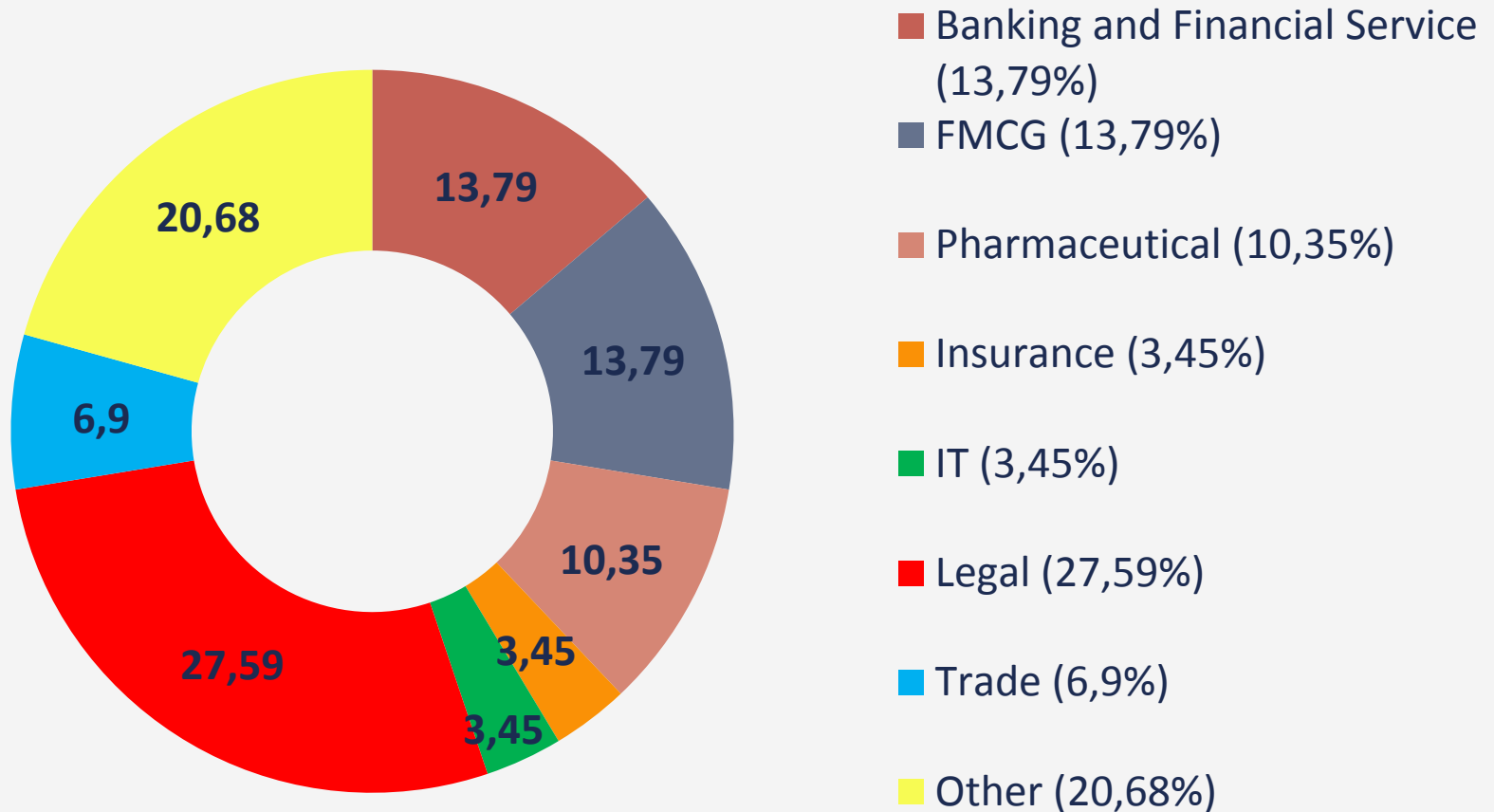
- Yes, it may potentially positively influence;
- No, situation will not change;
- Your answer:

6. Please, specify which, in your opinion, are the positive and/or negative changes foreseen in the current version of the Draft Labor Code?

7. In your opinion, what is the further way of development of Ukrainian labor legislation?

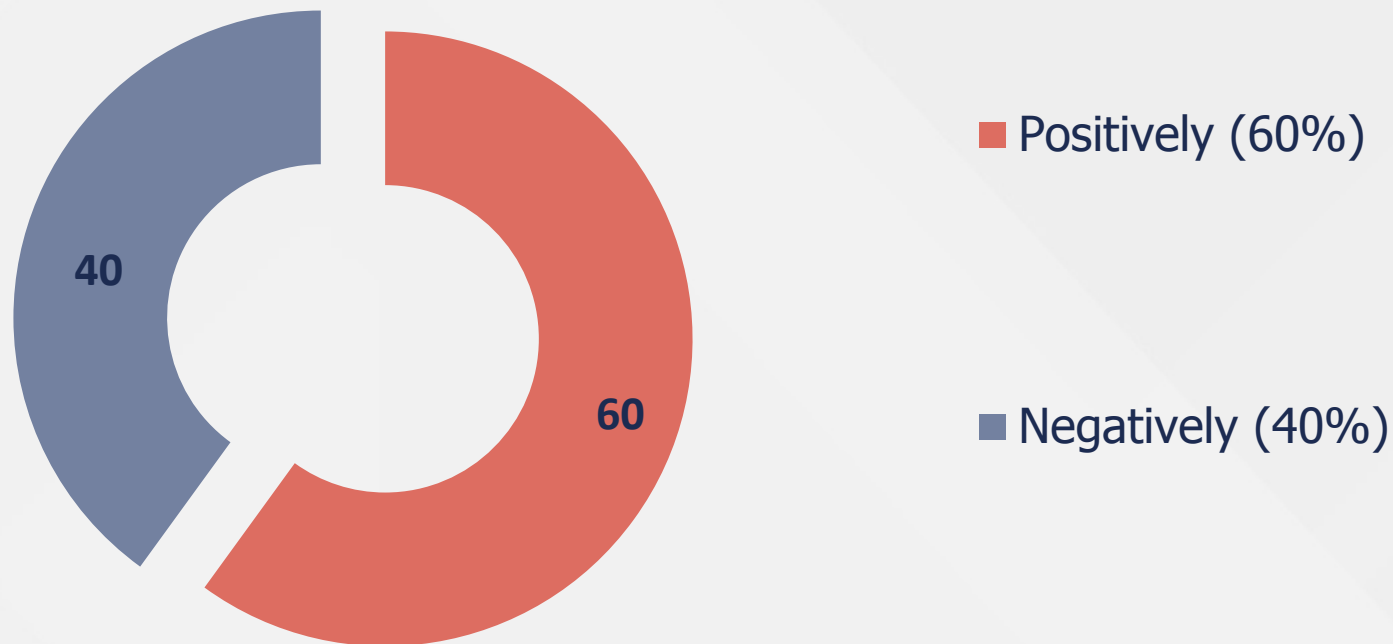
- The adoption of the Draft Labor Code in general;
- The adoption of the Draft Labor Code in general and its improvement after approbation of provided changes;
- The Draft Labor Code needs revision

1. Participants of the Survey – 29 companies



*** Other:** Recruitment, accounting outsourcing, geology services.

2. How do you generally assess the potential adoption of the Draft Labor Code of Ukraine:



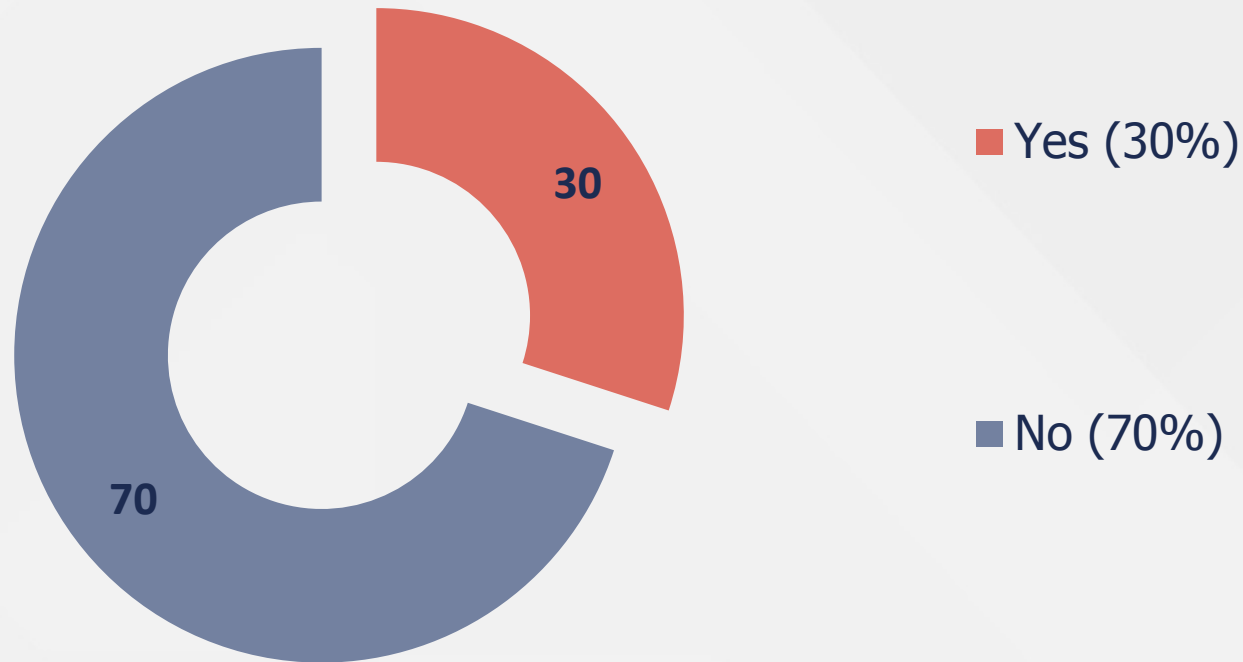
* **(60%) Positively**, current legislation should have been modernized long time ago;

* **(40%) Negatively**, adoption of the Draft Labor Code will not significantly simplify regulation of labor relations in Ukraine;

2. How do you generally assess the potential adoption of the Draft Labor Code of Ukraine:

- Comments:
- *Positively, because the current LC outlived long time ago and hurts the business. But I think that the draft we have is not modernizing it a lot. However we need to start at least with something and then build on it.*

3. In your view, does the DLC comply with modern European regulations of labor relations?



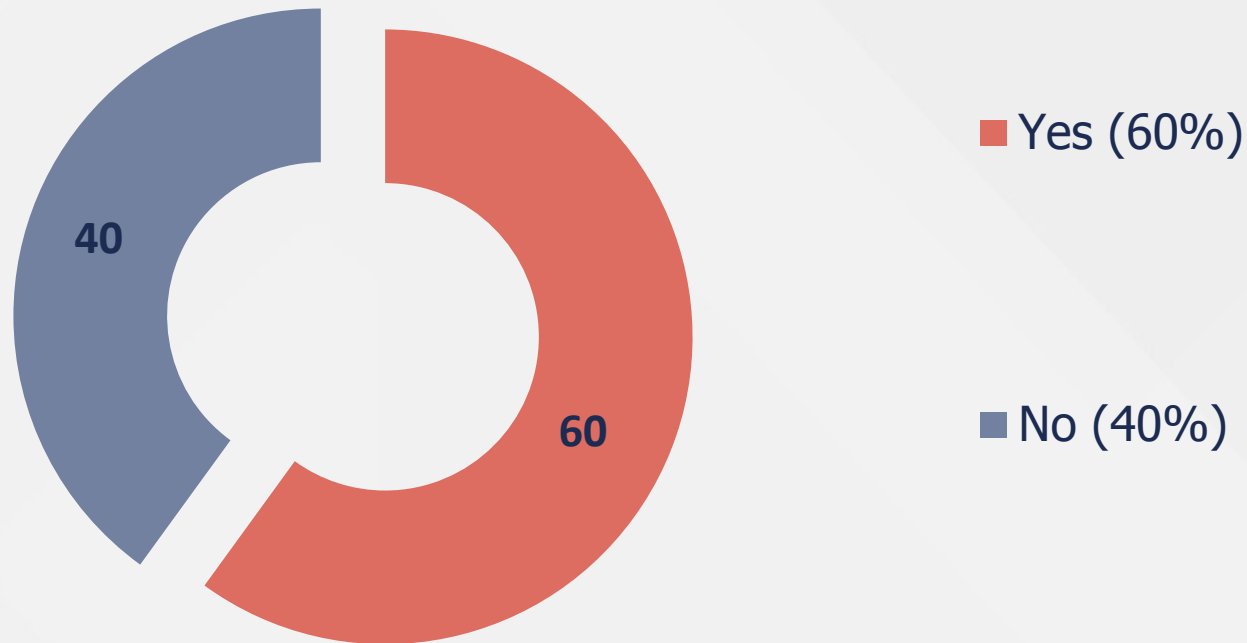
* **(30%) Yes**, the DLC envisages rules, that provide balance for employer's and employee's rights;

* **(70%) No**, the Draft Labor Code needs revision;

3. In your view, does the DLC comply with modern European regulations of labor relations?

- Comments:
- *Not fully complies, however it is better than the old one.*
- *There is a risk that the last changes might be populist.*
- *No, it does not comply at all. But this should not be the stopper to adopt and then build on it.*

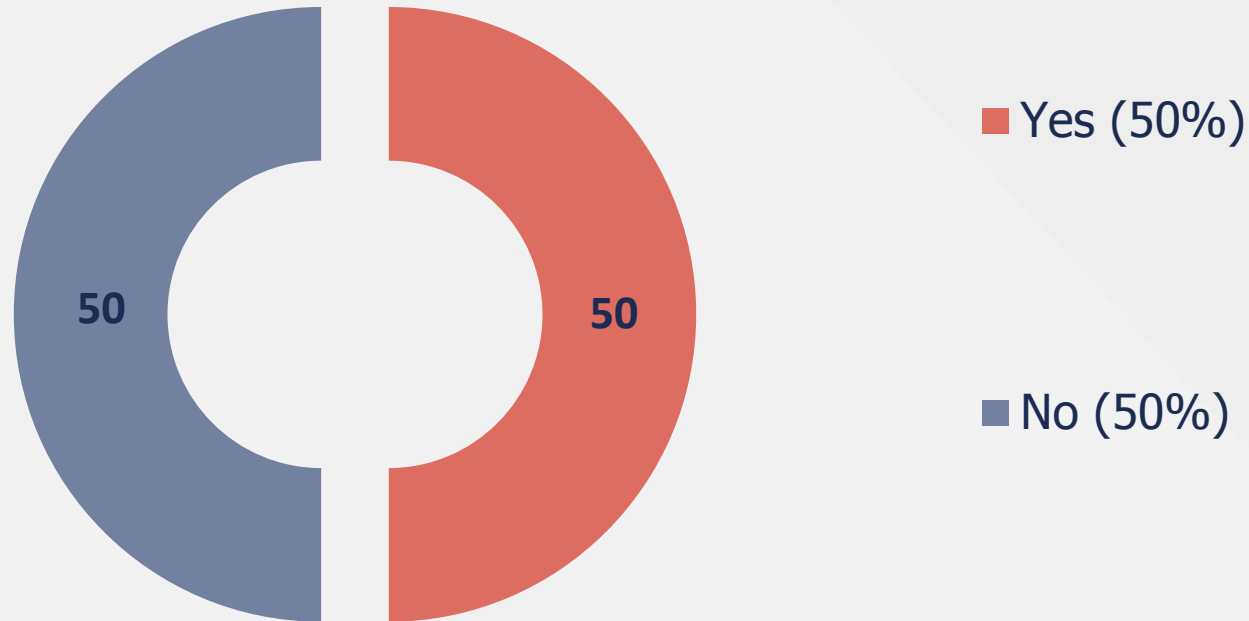
4. Do you consider that modernization of labor legislation will have a positive influence on the regulation of labor relations in Ukraine?



***60% Yes**, it will promote further improvement and legalization of labor relations;

***40% No**, modernization of labor legislation will not lead to significant changes;

5. Will the adoption of the DLC promote registration of labor relations with such categories of employees, which may use other types of registration right now?



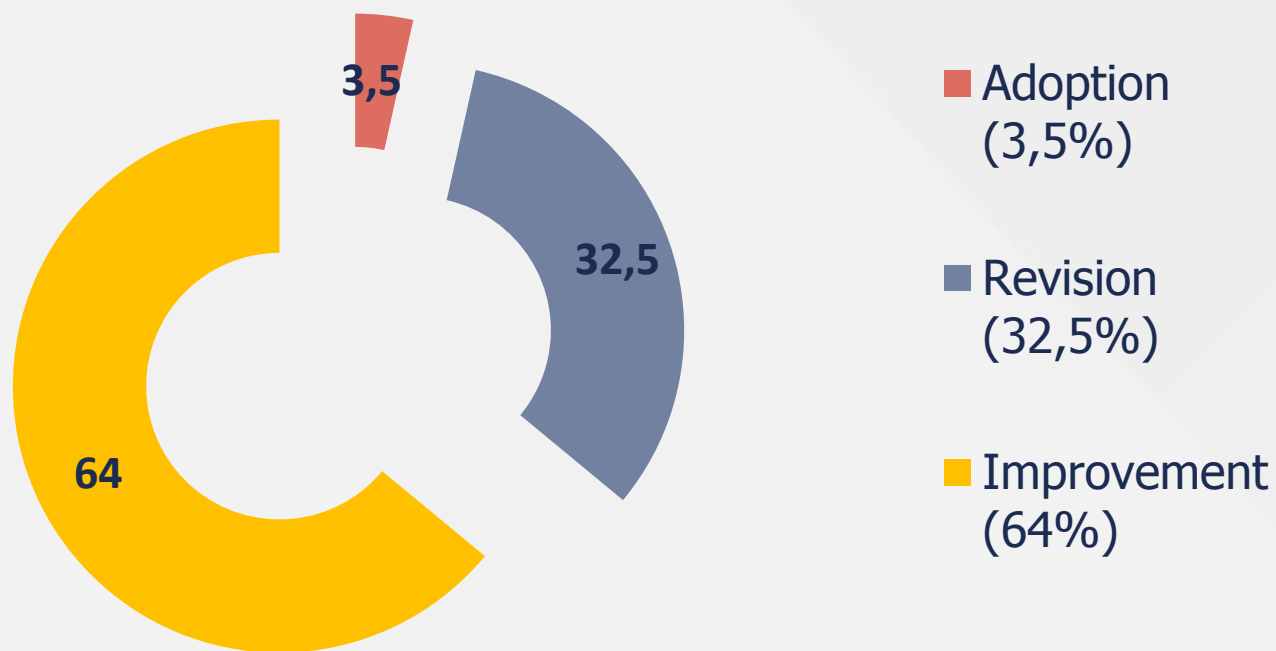
* **(50%) Yes**, it may potentially positively influence;

* **(50%) No**, situation will not change;

6. Please, specify which, in your opinion, are the positive and/or negative changes foreseen in the current version of the Draft Labor Code?

- Positive:
- *Increase of annual vacation period; Higher payments during night shift; etc.*
- Negative:
- *Obligatory explaining of refusal reasoning during hiring; Uncertainty about technical means of control; Burdensome process of firing workers; The DLC should be more simplified; etc.*

7. In your opinion, what is the further way of development of Ukrainian labor legislation?



* **(3,5%)** The **adoption** of the Draft Labor Code in general

* **(64%)** The **adoption** of the Draft Labor Code in general **and its improvement** after approbation of provided changes;

* **(32,5%)** The Draft Labor Code **needs revision**



THANK YOU!