



FEDERATION  
OF EMPLOYERS  
OF UKRAINE

# FEU AT A GLANCE

— FOUNDED IN 2002



# What is FEU?

**Founded in 2002, FEU now is the most influential association of Ukrainian business, which acts as the voice of Ukrainian employers – both at European level and around the world.**

- An active membership base of ca. **8 000 companies which employ more than 3 mln people.**
- Provides unique access to policy makers and regulatory authorities, international institutions.
- Has 20 specialized committees and working groups.
- Provides numerous business services.
- Serves as the exclusive representative of Ukrainian employers within the International Organisation of Employers (IOE) and the International Labor Organization (ILO)

# FEU's Family

**As Ukraine's central employer association, FEU organises the social and economic interests of the greater part of Ukrainian business community.**

Thanks to our firm roots in individual companies, we are the authentic voice of Ukrainian employers. **FEU represents more than 140 sectoral and regional employers' organizations with a membership of more than 8 000 companies in:**

- Machine building
- Metallurgy
- Automotive
- Aerospace and defense industries
- Agriculture
- Chemical industry
- Media industry
- IT
- Construction
- Energy and medical and microbiological industry
- Transport and infrastructure
- Retail and logistics
- Light and food industries
- Tourism
- Utilities
- Services sector



# Presidium of the FEU Board



**DMYTRO OLIINYK**

Chairman of the FEU Board  
PJSC "Kostopil Glass Works"



**RUSLAN ILLICHOV**

Director General



**OLEG AVERYANOV**

"Industrial company  
"Pozhmachine"



**SERGIY BILENKIY**

Federation of  
Metallurgists of Ukraine



**OLEG BOYARYN**

PJSC "Evrocar"



**YURIY BUBES**

PJSC "Concern-  
Electron"



**SERGIY VOYTENKO**

Agromat LLC



**ANATOLIY HIRSHFELD**

JSC "U.P.E.K."



**OLEXIY GOLUBOV**

Union of Chemists  
of Ukraine



**YAKOV HRYBOV**

LLC "LVN LIMITED"



**VASIL DANILYAK**

Association "All-  
Ukrainian Investment  
Association"



**ALEXANDER DOROSH**

Federation of  
employers of  
Cherkasy region



**VICTOR IVANCHYK**

Agro-industrial  
holding "Astarta-  
Kyiv"



**ALEXANDER OLIINYK**

LLC NVP "Khersonskiy  
engineering factory"



**VALERIY PECHAEV**

Lekhim JSC



**PETRO PYLYPYUK**

JV "Modern-Expo" LLC



**VOLODYMYR PRYKHODKO**

PJSC "Kryukivskiy  
railway carriage factory"



**VOLODYMYR SEMYNOZHENKO**

Scientific and  
technological  
complex "Institute of  
monocrystals"



**SERGIY SYPKO**

A group of  
companies  
"Agrofusion"



**ALEXANDER SOKOLOVSKIY**

A group of  
companies TK-Group



**SERGIY TIGIPKO**

TAS Group LLC



**VALENTINE SHEVETOVSKIY**

PJSC Kharkiv tile factory"



**MAKSYM SHKIL**

LLC "Joint  
Ukrainian-German  
enterprise  
"Autostrada"



**PAVLO SHUTMAN**

PJSC "Gydrasila  
Group" PJSC E  
"Elvort Group"



**DANIIL SHUFANI**

"Variant Agro Bud" LLC

**FEU Board consists of 102 Ukrainian business leaders**



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# Some of our leading members



# Manifesto of Employers of Ukraine

We, Ukrainian employers, with awareness of our responsibility for the future of Ukraine, Comprehending that a successful country can only be built by joint efforts of business, trade unions, government and the public through implementation of the strategy for accelerated economic development, will act and set ourselves and our associates the following goals for the sake of welfare for all, which are stated in the Manifesto of Employers of Ukraine.



# The Federation of Employers of Ukraine confirmed its representativeness at the national level

For more than 100 years, there has been a global practice, of which the Federation of Employers is a part, when people who create jobs and develop the economy of the country have the right, having confirmed their representativeness, together with other participants of the social dialogue, participate in the formation of national and international policy in the social economic and labor spheres.

The history of social dialogue in all European countries proves that building a democratic, prosperous state with a strong economy and a modern social sphere is only possible if the Government, employers and workers jointly carry out reforms in all spheres of Ukrainian life.

We continue to do everything to represent and protect the interests of all branches of industry and entrepreneurial activity in Ukraine at the national and international levels.



# FEU's committees

We give our members and partners every opportunity to solve their company or industry problems.

THE PROBLEM ISSUES AND B2B INTERESTS CAN BE ADDRESSED VIA WORKING IN OUR COMMITTEES:



**External trade and Investment Support Committee**



**Tax Policy Committee**



**Committee on Ecology and Green Economy Development**



**Industrial Development Committee**



**Trade Defence Committee**



**Customs Committee**



**Committee on Subsoil Use**



**Infrastructure Committee**



**Energy Committee**



**Construction Committee**



**Business Protection Committee**



**Food Committee**



**European Integration Committee**



**Sustainable development Committee**



**Committee on Tactical Combat Casualty Care**



**Committee on education and vocational training**



**Committee for Defense Procurement of Light Industry**

# Mission:

- + To effectively defend the interests of Ukrainian companies in Ukraine and abroad.
- + To establish the best business practices in Ukraine.
- + To help Ukrainian business become one of the prosperous society's creators.
- + To facilitate international trade and cooperation with participation of Ukrainian exporters.
- + To strengthen Ukrainian business worldwide capabilities and market access.

# Vision:

**We consolidate the efforts of Ukrainian business aimed at**

- investment climate improvement,
- development of domestic high-tech products,
- job creation and preservation,
- enhancing the status of Ukrainian business circles both in and outside the country,
- maintaining a balance between the interests of society, government and business.

# Core values:

**1**

Leadership

**2**

Openness

**3**

Independence and  
political neutrality

**4**

Competence and  
responsibility

**5**

Being ethical  
in business



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# We are open to international partnership and cooperation

Partnership agreements are signed with:



The Confederation of Danish Industry



Estonian Employers' Confederation



Employers of Poland



BUSINESSEUROPE



Confederation of British Industry



Employers' Confederation of Latvia



Mouvement des Entreprises de France MEDEF



China Enterprise Confederation



Employers' Federation of India



Manufacturers' Association of Israel



Georgian Employers' Association



The Republican Union of Employers of Armenia



National Confederation of Entrepreneurs (Employers') Organizations of Azerbaijan



Turkish Confederation of Businessmen and Industrialists (TUSKON)



Bulgarian Industrial Association

# Our unique instruments of influence

**We influence legislators, the Government and state bodies to take decisions contributing to economic growth and better enterprise environment.**

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- FEU acts on behalf of Ukrainian employers in dealings with the Government. We are the sole business association which participates in all of the Governmental meetings and committees. Herewith, we are able attract the attention of the Prime Minister and Cabinet of Ministers to the most relevant business issues and problems.
- The annual Recommendations of employers to the Government are based on the Modernization Plan of Ukraine and the Employers' Manifesto. Such business recommendations to the authorities are a modern European practice. Ukrainian employers strive to form a state policy aimed at building the future of Ukraine as a modern, new, economically developed, innovative industrial country. And our recommendations are aimed at achieving this goal.
- We work as part of the Expert Advisory Board on Licensing under the State Regulatory Service. This is a unique Ukrainian authority for pre-trial settlement in the field of licensing.
- Experts of the Federation carry out examination of draft laws and drafts of other normative legal acts on issues, concerning the rights and interests of its members. Draft laws on the formation and implementation of state social and economic policy, regulations of labor, social, and economic relations are submitted to FEU by relevant ministries and agencies taking into account the proposals of the FEU based on the results of coordination consultations on a systematic basis.
- Representatives of the FEU participate in the formation and implementation of the state policy on social, economic and labor issues through participation in meetings of Verkhovna Rada Committees, commissions, working groups at ministries and agencies.



INTERNATIONALLY

# Our unique instruments of influence

**FEU serves as the exclusive representative of Ukrainian employers in the international arena, as an important voice at the International Organisation of Employers, the International Labor Organization, as well as other important international bodies.**

- FEU – is the only business association in Ukraine which is a full member of the International Employers' Organization. IEO includes business associations from more than 150 countries of the world. Partners of the IEO are the International Labor Organization, the World Bank, WTO, G-20, IMF.
- FEU – is the voice of Ukrainian business at the annual International Labor Organization conference. The «World Labor Forum» brings together more than 5,000 delegates — representatives of governments, employers and trade unions – from 187 member states of the International Labor Organization.
- We cooperate with European Economic and Social Committee, which represents social partners on the European level.
- FEU is a member of BUSINESSEUROPE — the most powerful association of European business, which represents the largest business associations in the member states of the EU, EFTA and Eastern Europe.
- FEU is a member of the EU-Ukraine Civil Society Platform as a representative of the employer's side
- We interact with business associations all over the world.



# Deepening cooperation with the EU

This May FEU delegation held a number of important meetings at the European Parliament and the European Commission.

During the visit of the FEU business delegation to Belgium, we met with the key Directorates of the European Commission: DG TRADE, DG GROW, DG TAXUD, DG CONNECT, DG NEAR and DG SANTE.

We handed over a position paper with the main wishes of Ukrainian industries, which refers to ways of intensifying certain processes of economic integration of Ukrainian business into general European processes.





# FEU is a key player of social dialogue in Ukraine on the employer's side

- **FEU is a key signatory of the tripartite General Agreement between the Government, employers and trade unions.**  
We are actively involved in social dialogue with the Government and trade unions on a variety of topics of social, economic policy and labor relations in Ukraine.
- **FEU is represented in the National Tripartite Social and Economic Council (NTSEC)** together with the Government of Ukraine and national trade unions
- **Sectoral organizations of FEU are signatories of sectoral bilateral and multilateral agreements** on the sectoral level
- **Regional organizations of FEU are key actors of social dialogue on the regional level**
- **FEU is a key partner of the ILO in Ukraine on the employer's side**, particularly in the projects aimed to promote social dialogue, implementation of international legislation in labor issues
- **FEU is an active participant of governmental and parliamentary working groups on economic, social policies, labor, EU integration**



# Being an employers' organization during a war

## February 24 was a turning point in the life of Ukrainians

It has called upon Ukraine and Ukrainians to respond to Russia's full-scale invasion and its consequences with the fullness of our collective humanity, resiliency, and ingenuity, as well as our keen sense of shared social responsibility.

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## The Russian aggression against Ukraine has paralyzed the economy

The Federation of Employers of Ukraine was helping Ukrainian companies to stay open and supporting local producers.

Although the war has put our operational continuity and finance under strain as membership fees decreased significantly, the organization adapted quickly and continued to support its members remotely.

In the first months of the war, **we helped hundreds of Ukrainian companies to continue their work and save jobs.** And we keep on doing so.

# Ukrainian business stands together with the people, our army, government, country

**Many companies have refocused on the needs of the military and urban defense.**



## EMPLOYERS SUPPORT THE ARMY AND TERRITORIAL DEFENSE:

- supply products, services, medicines, means of protection and defense
- help local people
- hold the economic front and save jobs
- collect and distribute humanitarian aid



# Rebuilding Ukraine

For the employers' organization, rebuilding Ukraine is a question of more than reconstructing damaged homes and infrastructure.

## **Jobs are our key priority.**

People who left Ukraine will never return if there is no work for them.

Therefore, our goal is to help companies increase production, export, and create new jobs.

Massive foreign support and investment would be necessary for the rebuild, and our international partnerships could play a key role in facilitating this support.



We see reconstruction of Ukraine as maximum cooperation with our foreign colleagues.

Mobilizing local producers in the humanitarian effort can save thousands of jobs.

We are sure we will be able to find enough partners to localize and develop projects in Ukraine together.



# FEU represented Ukrainian companies at the National Stands of Ukraine at the international exhibitions:



**Rigafood 2022**  
(Latvia)



**AgroShow 2022**  
(Poland)



**Agromek 2022**  
(Denmark)



**AGROmashEXPO 2023**  
(Hungary)



**Salon Gourmets 2023**  
(Spain)



**AGRITECHNICA 2023**  
(Germany)

# Support Ukraine with Ukrainian Goods!

The FEU initiated the project “Support Ukraine with Ukrainian Goods” with the support of the International Labour Organization in order to help the internally displaced Ukrainians and save jobs in Ukraine.

Thousands family food and hygiene boxes were produced for IDPs. More than 25 Ukrainian companies were involved in this Ukraine-wide project.

But we can help more people! Ukrainian companies can manufacture a wide range of products and provide work for even more Ukrainians.



# Support Ukraine with Ukrainian Goods!

Power equipment, fire and emergency rescue special equipment, public transport vehicles, pharmaceutical products and much more are in great demand now.

Such an initiative will help localize the production of humanitarian aid and create hundreds of thousands of workplaces across Ukraine. This is our main goal! To produce the necessary humanitarian aid items in Ukraine itself, instead of receiving them from abroad.

Ukrainian manufacturers will receive orders, giving them the chance to survive and grow.

The country will benefit from taxes and Ukrainians will find employment, giving them confidence in the future. Ukraine's economy will be able to survive this upheaval and emerge stronger.

Join us in supporting Ukrainians and Ukraine!



# Introducing Ukrainian companies to the European market

**Coop Danmark** - a leading retailer of consumer goods in Denmark with over 1100 supermarkets. Food products labeled MADE IN UKRAINE appeared upon their shelves.

FEU acts as a partner and actively supports the search for domestic manufacturers, whose products are presented in Denmark.

A promotional campaign is held, which should open Ukrainian products and their quality to Danish buyers.

At the largest retail exhibition in **Dusseldorf EuroShop** – The World's No. 1 Retail Trade Fair, we, together with representatives of retail chains, diplomats, government officials, Ukrainian manufacturers, presented this successful initiative.



# Introducing Ukrainian companies to the European market

**DIA España** chain offers Ukrainian products in its 2,437 stores - the campaign under the slogan "Import matters" - Importa Importar - was officially launched.

It is aimed at supporting Ukrainian manufacturers to popularize their products in Spain.

Such initiatives demonstrate not with words, but with deeds, the importance and effectiveness of our idea - Support Ukraine with Ukrainian goods!

What is happening is more than just import-export. This is a matter of great importance for the issue of employment for our citizens and taxes for the Ukrainian state, development of its economy.

Such initiatives help Ukrainians to have a job and the opportunity to provide for their own families through the preservation and creation of new jobs by companies thanks to new orders.



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