



Deutsch-Ukrainische
Industrie- und Handelskammer
Німецько-Українська
промислово-торговельна палата



Concept for the creation of the working group on HR

10.05.2018

AHK Ukraine



AHK Requirements for the creation of new working groups

- According to the Charter the Board decides whether to accept a proposal to create a new working group
- When discussing the creation of new committee the Board called upon developing guidelines for a concept for creation of a new committee

Guidelines for the creation of new working group

- Goals - to what might the working group contribute?
- Issues - What issues might be dealt with in the working group?
- Actuality and relevance of the issues for the AHK members?
- Target group - Who are the potential participants of the working group?
- Redundancy - Do there exist similar working groups at other associations: Should the work/content of a new working group differ from those at other associations? If yes, how?
- Benefits for AHK members
- Organizational Issues

Goals - to what might the working group contribute?

- Sufficient quantity of qualified and able-bodied personnel for the members
- Creation of a favorable environment for the specialist not to leave the member and/or the country:
 - General Working conditions (labor legislation)
 - Motivation alternatives on labor market
 - Economical stability
 - Political safety
- Proper practical education of Ukrainian youth (Ausbildung)

Issues - What issues might be dealt with in the working group?

- Emigration of work forces (brain drain)
- Lobbying: Labor legislation (Labor code was accepted by the Parliament in the first reading (2015) and working group was created to improve it and prepare to the second reading)
- Fair compensation and motivation of staff, employer's competitiveness (salary and working conditions survey on the example of EY)
- Support in qualified staff's research
- Low qualification of personnel
- Education of young people
- Retraining (the most employers want to have young and ambitious workers. And what about 45+? Where to spend the next 20 years till pension?)
- Perspectives: being ready for the future with its fast changes and challenges

Example: EY Compensation and Benefits Survey

- [Information about compensation and benefits survey](#)
- [Prices](#)
- Full report - EUR 1,000-2,500
 - Salary report - EUR 650-1,800
 - HR policies and practices report - EUR 600-1,000
- [Demo version of the survey](#)

Actuality and relevance of the issues for the AHK members?

- Business needs qualified personnel for a long term
- Loss of every employee is a minus in the budget of the company
- Development of qualified specialists



Target group

- HR representatives
- Lawyers
- Heads of enterprises and departments
- State bodies

Redundancy

Similar Working groups at other business associations as:

- European Business Association (EBA)
- American Chamber of Commerce (ACC)
- Association of Ukrainian Entrepreneurs ([СУП](#))

How should our work differ from the content of other working groups?

Our main difference could be:

- German experience for instance in professional education (Ausbildung)
- Implementation of effective practical tools
- A lean group will lead to closer contact and more effective results

Additional value for the AHK members

- Information on labor legislation
- Lobbying labor legislation
- Platform for recruiting qualified specialist
- Platform for joint education initiatives
- Meeting point for HR specialist discussing and deciding on complicate issues
- Platform for advertising services in the sphere of HR

Organizational issues

- Frequency of meetings - monthly?
- Communication language at the committee? - German/Ukrainian/English/Russian?
- Participation limit at the committee? Is the participation limited for a defined group of companies or positions within the company - e.g. only CEOs?
- Possible events or open sessions? - both?
- Possible publications? - web-site of AHK, web-site of members, FB?
- Readiness to provide up-to-date contributions to the Newsletter and website?
- Readiness to stand for chairman or vice-chairman position?
- Timely limited for certain issues?
- Sub-topic to an existing committee or a completely new, independent topic? - legal committee?