

Social Policy

Regulations on Social Policy of Non-governmental Organization "Ukrainian Pet Association Worldwide"

1. General Terms and Scope of Regulation

1.1. Definition of Terms:

- Social Policy of an Enterprise shall mean a system of interrelated measures aimed at creating favorable conditions for the reproduction and development of the potential of employees of an enterprise through their self-realization, self-development, self-improvement, and the realization of social needs
- NGO shall mean Non-governmental Organization "Ukrainian Pet Association Worldwide"

1.2. This Policy shall be mandatory for application by the authorized person, employees and members of the NGO

2. Subject Matter, Purpose, Functions and Principles of the NGO Social Policy

2.1. Subject matter of the social policy of the NGO shall be provision of monetary and equivalent services to the working members of the NGO team and retired employees.

2.2. The goal of the NGO's social policy shall be to create normal working and rest conditions for employees; ensuring their safety at work, at home, places of rest; meeting and developing the needs of employees; improving their health and increasing their life expectancy; conservation of the ecosystem (air basin, soil, water resources, flora and fauna).

2.3. Principles of Social Policy of the NGO: taking into account the material and non-material needs and interests of employees; availability and transparency of expenses of the NGO; taking into account the growing living standards and the value system of society.

2.4. Functions of Social Policy of the NGO (Organization): conflict prevention; improving relations between employer and employees; attraction of new employees; creation of a favorable image of the NGO for public.

3. Social Policy Directions

3.1. The main directions of social policy of the NGO shall be as follows:

- income policy;
- employee welfare policy;
- policy aimed at improvement of the working life quality

3.2. The main sections of NGO social planning shall be as follows:

- voluntary investment in social protection;
- support for families with children;
- arrangement of recreation and health improvement of employees;
- medical care and insurance;
- provision of education at the expense of the NGO;
- donations for food, transportation and other social services.

4. Psychoemotional Climate in the Team

Creating a favorable psychoemotional climate in the team, taking into account the following principles:

- Interactions between founders, administration and employees
- Ensuring partnerships between the administration and employees and creating a favorable psychological climate
- Introduction of flexible work schedules, providing for shift work, work on weekends, and different options for working hours.
- Improving the working and living conditions of employees, labor discipline, ways to increase labor productivity, employment conditions, labor protection, additional social insurance and medical care, cultural events, sports development, etc.
- Labor relations systems based on continuous, constructive dialog between the interested parties

5. Social Development

The goals of social development of the NGO shall be defined as follows:

- improvement of the personnel social structure, its demographic and qualification structure, including regulation of the number of employees, raising their general educational, cultural and technical level;
- improvement of ergonomic, sanitary-hygienic and other labor conditions, labor protection and ensuring safety of workers;
- stimulation by means of both material rewards and non-material encouragement of effective work, initiative and creative attitude to business, group and individual responsibility for the results of joint activities;
- creation and support in the team of a healthy psychosocial climate, appropriate interpersonal and intergroup relations that contribute to well-coordinated and friendly work, unlocking the intellectual and moral potential of each person, satisfaction with joint work;
- ensuring social security of employees, observance of their social guarantees and rights;
- rising living standards of workers and their families; full use of leisure.

6. Supplementary Conditions

The NGO shall reserve the right to change the terms and conditions herein at any time.