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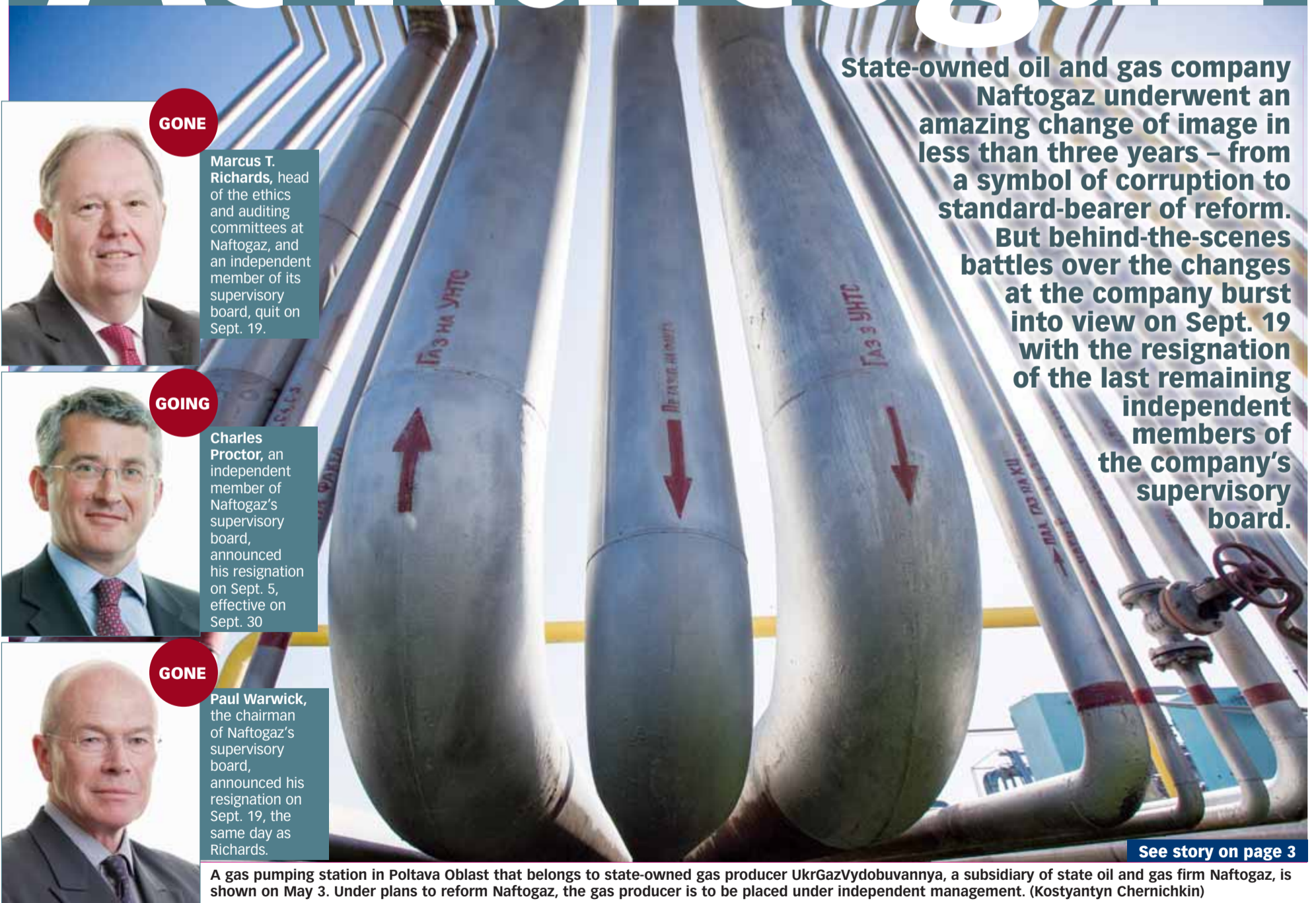
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September 22, 2017

Stinky Scandal At Naftogaz



GONE



Marcus T. Richards, head of the ethics and auditing committees at Naftogaz, and an independent member of its supervisory board, quit on Sept. 19.

GOING



Charles Proctor, an independent member of Naftogaz's supervisory board, announced his resignation on Sept. 5, effective on Sept. 30.

GONE



Paul Warwick, the chairman of Naftogaz's supervisory board, announced his resignation on Sept. 19, the same day as Richards.

State-owned oil and gas company Naftogaz underwent an amazing change of image in less than three years – from a symbol of corruption to standard-bearer of reform. But behind-the-scenes battles over the changes at the company burst into view on Sept. 19 with the resignation of the last remaining independent members of the company's supervisory board.

See story on page 3

A gas pumping station in Poltava Oblast that belongs to state-owned gas producer UkrGazVydobuvannya, a subsidiary of state oil and gas firm Naftogaz, is shown on May 3. Under plans to reform Naftogaz, the gas producer is to be placed under independent management. (Kostyantyn Chernichkin)

Inside:

National 2, 3, 18 | Opinion 4, 5, 14 – 17
Business 6 – 11 | Lifestyle 8, 9, 19 – 22
Employment/Real Estate/Classifieds 23

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Arson becomes weapon of Russia's war in Donbas

BY WILL PONOMARENKO
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TROITSKE, Ukraine — Acres of scorched ground, strewn with black and brown ashes, stretch into no-man's land beyond the line of trenches near Troitske, a front-line town of perhaps as few as 100 residents, some 600 kilometers south-east of Kyiv.

The once-cultivated fields have turned into burnt-out battlefields, ravaged by wildfires. But these fires aren't always the result of a random spark setting alight steppe grass dried under a hot summer sun.

Many are set deliberately by Russian-led forces.

In the last two months alone, the soldiers of the 53rd Mechanized Brigade, who man the section of front outside the Luhansk Oblast town of Troitske, have lost at least two of their forward positions because of deliberate arson by the enemy.

And Ukraine's military say setting fires in the no-man's land between the opposing lines is an increasingly common combat tactic used by Russian-led forces.

Fields of ashes

"It usually starts when the wind blows west towards us," says one of the brigade's soldiers, Vitaliy Makarenko. "The separatists suddenly start shooting mortar flares or tracer bullets into the field. Sometimes it takes just a few tracer rounds to ignite a really big fire dangerously close to us."

The military say that by setting the fields alight, Russian-led forces are trying to cripple Ukraine's forward defensive obstacles and mined areas in front of defensive lines, as well as uncovering new fighting positions and command posts.

Once the dry grass blazes up in flames, the fire expands rapidly, driven towards Ukrainian positions by the wind.

The Ukrainian soldiers are in no position to tackle the blazes — as the choking smoke from the fires spreads over the trenches, Russian-led forces open fire, raking the lines with small-arms fire from automatic weapons, while sniper teams hunt for targets amid the reek.

If a fire gets too close to their defensive positions, soldiers sometimes need to drag ammunition boxes back from the forward trenches.

"If they detonate, there will be no one left to go on fighting in the whole squad," Makarenko says.



Ukrainian soldiers walk near a memorial to a destroyed tank at the front line positions near Troitske on July 29. (Volodymyr Petrov)

One of the dugouts in which he had been quartered at the front now lies in blackened ashes — it went up in flames during an arson assault in late July.

There is always a risk that wildfires could spread to settlements near the lines as well — settlements like Troiske.

The town has escaped the wildfire attacks so far, but the threat is real. Moreover, there are increasingly frequent reports of deliberate arson against Ukrainian-held settlements all along the front line.

On Aug. 22, Ukraine's military press center said up to 19 houses had burned down in an arson attack on the government-controlled front-line town of Zhovanka, near the Russian-occupied city of Horlivka, while more than 50 abandoned buildings had been ravaged by fire in the government-controlled village of Pisky, near the destroyed Donetsk airport.

The last straw

Those of the war-weary inhabitants of Troitske that still remain in the town say that if fire takes their homes, it would be the last straw — Troitske has already suffered enough from Russia's war on Ukraine.

More than two-and-a-half years ago, in early 2015, the town was the

scene of extremely fierce fighting amid the battle for the nearby strategic town of Debaltseve. Many of the town's houses were damaged and abandoned.

Troitske, like many other settlements in the area, has never recovered from the shock of Russia's war. It has become a typical, slowly dying town beside the front-line wastelands of the Donbas, with neglected streets, overgrown with grass, dusty, crumbling sidewalks and decaying, abandoned homes.

The rusty metal gates to the yards of desolate, ruined houses are densely riddled with shrapnel holes from Grad rockets, which were fired on the town during the battle by Russian-led forces in an attempt to force the Ukrainian army out. Most of Troitske's pre-war population of 1,400 residents fled long ago, and barely 100 of them remain now.

For those that stayed, mainly elderly people with nowhere else to go, life is tough. The remote town is deep in the war zone, and the civilian population relies on the army for many services.

"I'd say that in this town we have the best of relationships with the locals," says Chief Communications Officer Oleksandr Nazarov. "The civilians often ask our battalion commander for lots of different things.

For instance, we sometimes help harvest potatoes from their gardens, or fix their fences, and the local granies give us some fresh milk for that. Or if someone gets drunk and starts brawling, the soldiers help to calm the guy down."

"Besides, our battalion doctor is always treating the local civilians, never turning anyone away. Here in Troitske you hardly ever see the police or local authorities, so many people have no one else to turn to for help but us."

The night before the Kyiv Post visited Troitske on July 29, a local woman who was pregnant suddenly went into labor at 3 a.m., and practically the whole battalion was involved in finding a free car and taking the mother-to-be to the nearest maternity clinic in the city of Bakhmut, about 30 kilometers away.

"We were just one step away from taking her to hospital in an infantry fighting vehicle — seriously," the soldiers laughed.

War monument

While the last of Troitske's civilians eke out a meagre living behind the defensive lines, the army maintains its positions in a stalemated war, with no end in sight.

Since the battle of Debaltseve, the frontline in the area has not changed. Ukraine's military paid a lot of blood to keep control of this territory.

Right behind the forward trenches, just east of the town, the rusting hulk of a destroyed Ukrainian T-64 tank stands like a war memorial to those killed in action.

The T-64 was one of two Ukrainian tanks destroyed on Feb. 1, 2015, when a Russian-led armored group launched an all-out offensive on Troitske, striking Ukraine's

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Blowout at Naftogaz as independent members of supervisory board resign

BY EUAN MACDONALD
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Pressures that have been building at state oil and gas company Naftogaz Ukraine for five months burst to the surface on Sept. 19, when the two remaining independent members of the company's supervisory board resigned.

The resignation threatens to halt the Western-backed effort to reform the unprofitable – until recently – state-run monopoly into an independent and effective company.

It also questions the country leadership's commitment to reforms over political games: The government's been accused of avoiding unpopular moves like raising gas tariffs to market prices ahead of presidential and parliamentary elections in 2019.

Moreover, the nation's energy sector led by Naftogaz remains highly monopolized, opaque and unwelcoming to investors needed to boost the nation's production of oil and gas. Additionally, a looming financial threat faces the nation if it does not find a way to improve its gas-transit pipelines after Russia, upon completion of the Nord Stream 2 pipeline by Ukraine, seeks to bypass Ukraine altogether in transporting gas to Europe.

Bye-bye board

Board chairman Paul Warwick and independent board member Marcus Richards, in near-identical letters of resignation, wrote that political meddling in the company by the government had again become the norm.

It leaves the board with only one member, ex-Energy Minister Volodymyr Demchyshyn, whose appointment to the board was backed by President Petro Poroshenko.

The five-member supervisory board, consisting of two government representatives and three independent members, was formed on April 21, 2016, under the auspices of the European Bank for Reconstruction and Development to carry out a program of corporate governance reform at Naftogaz.

The program, developed in line with Organization for Economic Cooperation and Development principles of corporate governance for state-owned enterprises, covered relations with shareholders and stakeholders, transparency and information disclosure requirements, and management structure.

But it didn't take long for resistance to the proposed changes to build. In April, only a year after the supervisory board was formed, its chairman Yulia Kovaliv had enough.

Announcing her decision to quit, Kovaliv, who had been one of the government's two representatives on the board along with Demchyshyn, said: "Naftogaz must become a market-oriented company with a transparent management mechanism that is free from political influence."

Although she gave no clear reason for her decision to quit, the statement by Kovaliv implied that the government had again been trying to meddle in the running of Naftogaz.

Ready to resign

The independent board members almost resigned in April, too. Back then, parliament passed legislative amendments that required independent members of the state companies' supervisory boards disclose their assets in very detailed declarations.

The new rules could violate confidentiality clauses in the foreign board members' contracts and foreign legislation, and discourage independent foreigners from participating in supervisory boards.

The second blow to the Naftogaz supervisory board came with the appointment of Ihor Prokopiv as deputy energy minister in April. Just weeks before that, Naftogaz fired Prokopiv as head of its subsidiary Ukrtransgaz on suspicion of financial violations and fraud.

His appointment to a position that de facto put him in control of Naftogaz, which fired him, was a frustrating signal for the board.

EBRD took notice. In April, Reuters reported that the bank sent a letter to Poroshenko and his ally, Prime Minister Volodymyr Groysman, warning that the board of Naftogaz was ready to resign. If it happened, the letter read, it would "shatter the international confidence in your government's commitment to reform and restructure Naftogaz and other state-owned enterprises."

But the independent members of Naftogaz's supervisory board opted to stay on – only to resign five months later.

Warwick, who took over the chairmanship of the supervisory board after Kovaliv's departure, said in his letter of resignation that in April he had warned the government that the independent board members' involvement "was contingent on material progress."



Pedestrians walk past Naftogaz headquarters in Kyiv on Sept. 21. (Volodymyr Petrov)



Poroshenko, Trump meet in New York

Ukrainian President Petro Poroshenko and U.S. President Donald J. Trump met on the sidelines of the United Nations Security Council session in New York City on Sept. 21. Emerging from the meeting, both leaders declared their talks a success, but did not answer journalists' questions. Poroshenko touted increasing trade between the two nations, which he said has grown 2.5 times in the first seven months of 2017. "This is again a sign that we're welcoming American companies to the Ukrainian market, and creating hundreds of thousands of jobs in Ukraine and the U.S.," Poroshenko said. "I am extremely satisfied with the current unprecedented level of cooperation between Ukraine and the USA," Poroshenko said. He said Trump supported Ukraine's proposal to deploy peacekeepers "including on the uncontrolled part of the Ukraine-Russia border, which would prevent the possibility of penetration by Russian troops or Russian weapons." (Mikhail Palinchak)

World in Ukraine: Germany

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Editorials

Naftogaz woes

As President Petro Poroshenko was crowing about a \$3 billion eurobond sale on Sept. 18, the old face of corruption drowned out the good news. The resignations of the last two remaining independent supervisory board members of Naftogaz show that it's too soon to claim the transformation of the state-owned energy monopoly is a success. Naftogaz, under Andriy Kobleiv and a fine team, have made progress in stamping out intermediary schemes that robbed the nation of up to 7 percent of its gross domestic product. But it turns out that putting a stop to exiled billionaire Dmytro Firtash's fleeing of Ukrainians, in partnership with the Kremlin, wasn't enough.

What is going on and what is at stake here? It appears to be the same old fight behind many of Ukraine's great fortunes. Those oligarchs who control Ukraine's energy sector amass fortunes.

There are still opaque and likely corrupt practices under way in the energy sector. We turned to Edward Chow, an energy expert with the Center for Strategic and International Studies in Washington, D.C., for answers. Chow analyzes Ukraine's energy sector better than almost anybody we know.

Chow reeled off several problems: Domestic production of natural gas is stuck at 20 billion cubic meters, not enough to gain energy independence. Regulations and issuance of licenses remain opaque, with insiders sitting on unused licenses. There should be a financial penalty for hoarding such licenses, issued non-transparently by the Ecology Ministry. The penalty should be something akin to a property tax that discourages real estate owners from sitting on properties for speculation.

There is also still no independent energy regulator to set fair, market-based tariffs to ensure that insiders don't make fortunes unfairly.

Additionally, Chow said, Ukraine made a mistake by antagonizing and suing Kremlin-controlled Gazprom, Ukraine's only customer in transiting Russian gas to European nations. Ukraine should have a strategy of setting low gas-transit tariffs to encourage the highest possible volume through its pipelines, which are capable of carrying 120 billion cubic meters. Instead, the higher the cost for transit and for upgrades of Ukraine's aging pipelines, the more incentive Russia will have to bypass Ukraine altogether. That is happening already with pipelines to the north (Nord Stream 1 and 2) and south (Turkstream). Russia may end up sending as little as 20 billion cubic meters through Ukraine. Without Russian gas, Ukraine's pipelines are not worth much, Chow said.

The international financial institutions are part of the problem, in Chow's view, to the extent that they view the government and not the Ukrainian people as their clients.

The biggest problem, Chow said, is that Ukraine's tycoons are busy carving up the existing energy pie rather than seeking to enlarge it. Ukraine needs policies to take full advantage of the global energy revolution under way, tapping its reserves of oil and natural gas, exploiting renewables, taking advantage of electric cars and adopting the latest advancements in conservation.

Arrogant Avakov

One of the most powerful yet least scrutinized public officials in Ukraine is Interior Minister Arsen Avakov. As the boss of 150,000 employees — most of them armed members of the National Guard, police and state bodyguard service — he wields great power. The ex-lawmaker is aligned with ex-Prime Minister Arseniy Yatsenyuk and parliament's second-largest faction, the 81-member People's Front. He is the second most powerful person in Ukraine, after President Petro Poroshenko, and he wants even more. Opposition members of parliament are sounding alarms about Avakov's attempt to create a dual role for the National Guard — military and law enforcement. This is too much and unjustified. The Interior Ministry is among the least reformed. Despite commanding a vast army of police investigators, he has nothing to show in the fight against corruption, because of incompetence or by design. And, like many with too much power, he is thin-skinned and vindictive. He is suing Ukrainian TV news host Tetyana Danylenko for comments made on her show in May by former Georgian President Mikheil Saakashvili.

Suing a journalist for airing accusations by one public figure against another public figure is pure arrogance. It also shows that, given more powers, Avakov will behave like a dictator and not a democrat.

NEWS ITEM: At the 14th Yalta European Strategy annual meeting that took place in Kyiv on Sept. 14-16, many foreign speakers blamed oligarchs for Ukraine's lack of progress. Ironically, they were denouncing oligarchy at an event held and sponsored by one of Ukraine's oligarchs, Victor Pinchuk.



NEWS ITEM: Deputy Head of State Security Service Pavlo Demchyna is suing head of the Anti-Corruption Action Center Vitaly Shabunin for defamation. According to the center, Demchyna asks the court to require Shabunin to post "Demchyna is an honest man" on Facebook. Shabunin said he'd rather go to jail.

NEWS ITEM: The Verkhovna Rada is considering legislation to boost the powers of the National Guard, which reports to Interior Minister Arsen Avakov, and allowing it to have military and law enforcement roles. The bill's critics argue that it would effectively resurrect ex-President Viktor Yanukovich's infamous Berkut riot police and create a police state.



NEWS ITEM: After three children were killed in a fire in a summer camp in Odesa, possibly due to an inactive fire alarm, Prosecutor General Yuriy Lutsenko said that he would take the investigation of this case "under his special control." Lutsenko, like other top officials, likes to take high-profile cases under "special" or "personal" control, but it almost never means that they'll be solved.

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Reformer of the week

David Sakvarelidze

David Sakvarelidze, an ex-deputy prosecutor general, became the latest top reformer to face official charges on Sept. 14. Sakvarelidze, an ally of ex-Georgian President Mikheil Saakashvili, is accused of illegally transporting him through the border and resisting law enforcement officers during Saakashvili's breakthrough into Ukraine on Sept. 10. Two Saakashvili supporters have been arrested in criminal cases.



(Kostyantyn Chernichkin)

Sakvarelidze tried to reshuffle the prosecutor's office through competitions – though the efforts were blocked by then Prosecutor General Viktor Shokin. He also arrested two top prosecutors in a graft case in 2015. Another reformist ex-deputy prosecutor general, Vitaly Kasko, was charged with fraud in 2016.

Sakvarelidze sees the cases as part of a political witch hunt of government critics. Activists of the Kharkiv Anti-Corruption Center – Dmytro Bulakh and Yevhen Lisichkin – were heavily beaten on Aug. 30 and Sept. 18, respectively. In August, anti-corruption activist Vitaly Shabunin was charged with assaulting a blogger.

On Sept. 14, the Security Service of Ukraine also raided the Ukrainska Pravda newspaper, accusing it of divulging a state secret. On Sept. 15, Radio Liberty said presidential security guards had assaulted Radio Liberty journalists, although they deny this.

– Oleg Sukhov

Anti-reformer of the week

Valentyna Simonenko

Valentyna Simonenko, head of the Council of Judges and a judge of the Supreme Court, has been vetoed by the Public Integrity Council, a civil society watchdog, during the ongoing competition for a new Supreme Court. However, the veto has been overridden by the High Qualification Commission, and Simonenko may be appointed to the Supreme Court by the High Council of Justice in September.



(sud.ua)

Simonenko's sister serves Russian occupation authorities in Sevastopol as an official, while her ex-husband had business ties to occupied territories while they were still married, and she visited the areas after Russia's annexation of Crimea, the Public Integrity Council said. Simonenko argued that she disagreed with her sister on politics and that she had nothing to do with her ex-husband's activities.

Simonenko has also criticized judicial reform, lambasted Serhiy Bondarenko, a whistleblower judge pressured by his boss, failed to punish judges who persecuted EuroMaidan demonstrators, lashed out at electronic asset declarations and criticized the National Anti-Corruption Bureau, the Public Integrity Council said. Simonenko argues that she has done everything in her power to help whistleblower judges and punish those involved in political cases. She has failed to declare firms owned by her ex-husband but said he had not informed her of them.

Vyacheslav Nastavny and Serhiy Slynko, who were also nominated for the Supreme Court, have participated in the political persecution of Yuriy Lutsenko, now prosecutor general. At least 30 of the 120 Supreme Court nominees are deemed dishonest or corrupt by the Public Integrity Council.

– Oleg Sukhov

VOX populi

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What is the main obstacle in fighting corruption?



Tatiana Odnoroh,
pensioner

"Our political power doesn't want to fight corruption because it's corrupted."

Young people must come to power."



Dariya Kazmina,
model

"We made a habit of giving bribes. It was launched in the Soviet Union because abso-

lutely everything was forbidden and people had to agree upon things acting on the sly. And it remained."



Henry Petriv,
entrepreneur

"No one is interested in fighting corruption. Politicians who are involved in schemes won't allow it. For

them, it's not profitable and they'll block positive changes. We had many new people who came to change a system but it's still too few of them."



Gleb Kuts,
medical student

"The long-standing system and entrenched Soviet methods and mindset

have remained. I think the current political system prevents young generation from doing changes."



Alex Tymchyna,
digital assistant

"I think the main obstacle is the people themselves who are reluctant to

change. We had an impetus in 2014, however, now people fail to understand that fighting corruption is essential for our future."



Olexiy Muzalyov,
entrepreneur

"Partly mentality and partly the system because even good people who find

themselves in our political institutions become corrupted. Maidan gave way for good people to rule but now they are corrupted too. Obviously, they were forced by the system which is tailored to corruption."



Nadiya Solo,
entrepreneur

"I believe we need to start with ourselves."

Ukraine's Friend & Foe Of The Week

Editor's Note: This feature separates Ukraine's friends from its enemies. The Order of Yaroslav the Wise has been given since 1995 for distinguished service to the nation. It is named after the Kyivan Rus leader from 1019-1054, when the medieval empire reached its zenith. The Order of Lenin was the highest decoration bestowed by the Soviet Union, whose demise Russian President Vladimir Putin mourns. It is named after Vladimir Lenin, whose corpse still rots on the Kremlin's Red Square, 100 years after the October Revolution he led.



Dalia Grybauskaitė

While U.S. President Donald J. Trump grabbed the attention at the United Nations General Assembly on Sept. 19 with his bizarre and threatening "Rocket Man" speech, his was only one of 35 addresses delivered that day.

Much more relevant and hard-hitting, at least from a Ukrainian point of view, was the speech delivered by the 15th speaker of the day - Lithuanian President Dalia Grybauskaitė. In fact, Grybauskaitė's speech (which was released before she started speaking) was so relevant that the Russian delegation left in protest before she spoke.

"The world's attention is now focused on North Korea and Syria, but the same methods of blackmail, bullying and aggression are being used by Russia in Ukraine and along NATO's eastern border," Grybauskaitė said in her speech.

Grybauskaitė was referring to Russian President Vladimir Putin's unleashing of war in Ukraine fol-

lowing the EuroMaidan Revolution that drove Viktor Yanukovich from power on Feb. 22, 2014.

She was also referring to Russia's vast Zapad 2017 military exercises, run jointly with Belarus, which ended on Sept. 20 in Belarus, Kaliningrad, and northwest Russia.

The implied threat was obviously not lost in Vilnius. "The Kremlin is rehearsing aggressive scenarios against its neighbors, training its army to attack the West," Grybauskaitė told the General Assembly. "Despite Russia's special responsibility to protect international peace as permanent member of the Security Council, it violated the UN Charter by attacking Georgia, illegally annexing Crimea and directly participating in the war in eastern Ukraine.

"Bullies are aggressive precisely because they are weak and insecure," she went on. "Aggression cannot make anyone stronger. It can never earn anyone even a drop of respect."

Grybauskaitė has a strong and consistent record of supporting Ukraine and standing up to the Kremlin.

She has accused Putin of using nationality "as a pretext to conquer territory with military means. That's exactly what Stalin and Hitler did." She has also characterized Russia as "a terrorist state which carries out an open aggression against its neighbors."

Her speech and her public record makes the big leader of a small nation (less than 3 million people) Ukraine's friend of the week and a worthy winner of the Order of Yaroslav the Wise.

– Euan MacDonald



James Carden

The Nation, the oldest continuously published weekly magazine in the United States, first published in 1865, has of late taken a pro-Kremlin editorial bent. The latest example is an opinion piece by regular contributor, James Carden, published on the Nation's website on Sept. 13.

In the piece, entitled "The Latest Push to Arm Ukraine," Carden employs the usual set of Kremlin talking points that have become tiresomely familiar reading in the Nation.

The main pillars of Carden's argument are these two paragraphs, quoted in part: "... Arguments for arming Ukraine are based on disingenuous interpretations of past agreements and an equally reckless disregard for the present circumstances," and, "There is a real danger that the introduction of U.S. arms could be the end of the Minsk II cease-fire agreement..."

By past agreements, Carden is referring to the Budapest

Memorandum, in which Russia, the United States and the United Kingdom, in exchange for Ukraine giving up its nuclear arsenal, committed to "respect the independence and sovereignty and existing borders of Ukraine" and to "refrain from the threat or use of force" against it.

Russia has flagrantly violated those commitments. A disingenuous interpretation of the memorandum would be that Russia is under no obligation to end its aggression and immediately withdraw its forces from Ukraine, not that the West is obliged to come to Ukraine's aid.

Moreover, there is, and there has never been, a "Minsk cease-fire," precisely because Ukraine has lacked defensive weapons to discourage further attacks.

While branding Ukraine responsible for the latest fighting in the Donbas, Carden fails to note that most clashes are initiated by Russian-led forces, and since Minsk II in February 2015, Russian-led forces have advanced to seize more than 500 square kilometers of Ukrainian territory.

Carden worries that the provision of arms could exacerbate the violence. Yet he fails to mention that Russia continues to send offensive weapons, along with men and supplies, into Ukraine.

And of course, weapons are for either attack or defense, and are seldom useful in the opposite role. Carden does not explain why supplying Ukraine with defensive weapons would exacerbate the fighting, when it is Kyiv that is the defender and the Kremlin the attacker.

For that, and many other errors in the piece, Carden gets an Order of Lenin.

– Euan MacDonald



Order of Yaroslav The Wise



Order of Lenin

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Top employers in Ukraine reveal secrets of success

BY JACK EVANS
EVANSJWM@GMAIL.COM

Building a relationship with employees can be a grueling task, but these 10 Ukrainian companies know how to carry it out.

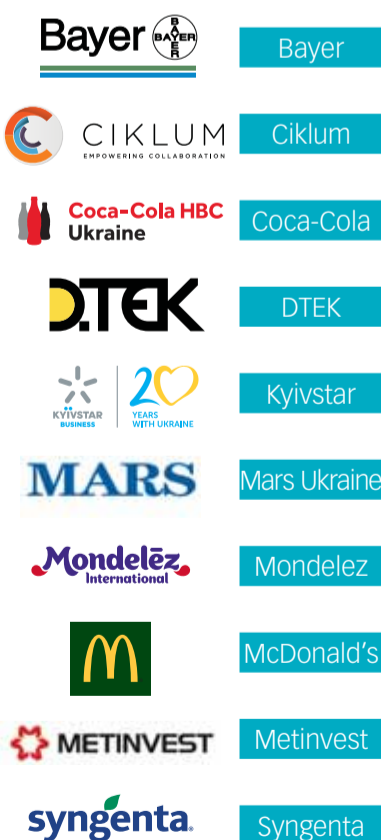
EY Ukraine audit and consulting company named 10 market-leading employers among Ukrainian companies at the Kyiv Post Employment Fair that took place on Sept. 16.

The companies that made the list were the following (in alphabetical order): Bayer, Ciklum, Coca-Cola, DTEK, Kyivstar, Mars Ukraine, McDonald's, Metinvest, Mondelez and Syngenta.

The companies were nominated by CEOs and heads of human resource departments of top Ukrainian and international companies, and evaluated based on features like the company's image, corporate culture, salaries and others.

"Generally, leading employers are recognized for their effective corporate culture as well as efficient

10 highly rated employers in Ukraine (in alphabetical order)



The Kyiv Post and EY audit and consulting company present the top 10 best employers in Ukraine. The companies were selected by EY based on seven indexes: image, pay, staff development, corporate culture, effectiveness of management, work conditions and stability.



From left, representatives of Kyivstar, Coca-Cola, DTEK and Mondelez Ukraine speak during the Kyiv Post and EY top 10 employers ceremony at the Kyiv Post Employment Fair on Sept. 16. (Oleg Petrasjuk)

managerial practices," says Olena Boichenko, director of people advisory services at EY Ukraine.

She added that the companies that came on top of the list consciously work on building strong employer image brand.

"They are responsible in terms of remuneration practices providing for competitive compensation packages and working conditions," says Boichenko. "Such employers pay significant attention to the professional development of their employees, investing into training programs and providing opportunities for the employees' growth in the company."

The Kyiv Post went to the companies that were named best employers to ask for their tips for becoming one.

Anna Sarsekovaya, HR director at the agriculture company Bayer Ukraine, told the Kyiv Post that staff has to come first.

"One of the main tasks of the HR department and all the leaders at Bayer is to be the best company for our colleagues, as well as for future applicants," she says. "The key to success is to constantly look after the key resource of any business — people."

She added that Bayer offers a "social package" to its employees. It

includes "competitive pay, our corporate culture, opportunities for development and growth."

McDonald's Ukraine also made the list. Igor Sysoyev, the human resources director, told the Kyiv Post why he thinks his company is considered a top employer.

"50 years ago, when McDonald's was established, the founder Ray Kroc once said, 'we are not a hamburger business serving people, but we are a people business serving hamburgers'. Since that time, McDonald's all over the world has been following this principle as one of the main pillars of our business," he said. "We treat our employees as valued customers and strive to provide them with good working conditions, maintaining the atmosphere of friendship and mutual respect in the workplace."

Coca-Cola Beverages Ukraine places equal emphasis on their staff. "We stay fully committed to our mantra: 'People come first in everything we do!'" said human resources director Liza Shybanova.

Making employees happy includes giving them opportunities for career growth. A survey conducted by the HeadHunter recruitment website

supports, with 50 percent of staff surveyed believing their companies should offer opportunities for career progression.

Sysoyev explained that McDonald's tries to meet this demand and at the same time pay well.

"It is crucial for McDonald's to provide our employees with the opportunity to grow and to develop both their professional and personal skills," he said. "In 2016 the company invested Hr 8 million in these activities. Every year about 10–15% of our employees get promoted."

Shybanova from Coca-Cola also emphasized the need for growth opportunities.

"We are proud that a lot of our employees were growing professionally together with our business in Ukraine," she said. "Thus, many of our market developers have become regional sales managers, operators were promoted to plant managers, and several employees have been appointed to group assignments in other countries."

She mentioned her company's graduate and trainee program, an HR policy that HeadHunter judges critical to attracting and retaining young people.

What should other companies do to become better employers?

"In my opinion, the best recommendation is to put both employees and customers at the center of the business," Sysoyev of McDonald's said.

The fast food chain's competitors could learn from how it uses data for its employees' benefit.

"We at McDonald's carefully listen to our employees and their needs," said Sysoyev. "For this purpose we conduct numerous organizational research, workshops and focus groups. Combined with thorough and detailed HR analytics, this information is the necessary basis for any HR related decisions. From my viewpoint, this data-driven approach is the best option on a way to becoming a good employer."

Shybanova would recommend "a long-term strategy in terms of working with people."

"I would advise (companies) to believe in the talent of their people," she said, "and create opportunities for their personal and professional development as well as keep winning hearts and minds of your employees who in return will make your business successful." ■



Visitors fill out job applications near one of the stands at the Kyiv Post Employment Fair on Sept. 16. (Oleg Petrasiiuk)

Job seekers want decent salaries, yet values of employers matter too

BY OLENA GONCHAROVA
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Their stories are different, but their paths converge: all of them are looking for a dream job.

Inna Mokrodii, a student of Kyiv National Taras Shevchenko University, is a beginner at job hunting but she already knows that she's looking for more than a paycheck: She wants a company with the values that correspond with hers.

"I take into consideration what are the principles that the company follows," Mokrodii, 19, explains.

The team and work conditions are also important for the student.

"I know that the atmosphere inside the company adds to the effectiveness of work," she says.

Mokrodii isn't unique: Many Ukrainians have similar expectations of an employer.

At least 37 percent of 974 job seekers polled in June by HeadHunter. UA, leading employment service, want an employer that will create a pleasant work environment for a team to impact their focus and productivity.

Such conditions as high salaries, legal employment documents, professional growth and good relationship with the management are among top expectations of the candidates, according to HeadHunter.

"Despite the fact that salary still drives career decisions, potential employees are also interested in social benefits their employers are ready to offer," said Kateryna Kryvoruchenko, who heads the analytical center at Ukraine's HeadHunter office.

Intrinsic motivators like fit and growth opportunities, corporate culture and flexible schedule are also crucial for the candidates, according to Kryvoruchenko. Such perks as parking places for bicycles, sports facilities or gym and a chance to study foreign languages may also eventually affect the candidate's final decision to become a part of the team.

Flexible work hours were listed

among top priorities by some 20 percent of the candidates, reads the HeadHunter's report.

For 22-year-old Alisa Zubko, a student of Kyiv Polytechnic University, it's inevitable. She wants to assess how much work freedom employer can offer.

"I wish to find a job with flexible work hours, not like 9 a.m. till 6 p.m.," Zubko says, adding that she'd prefer to have an option to work out of the office to keep overall work-life balance.

She wants to find a job in an IT company or a startup which is one of the most desirable workplaces for many Ukrainians.

According to Tetyana Pashkina, HR expert at Rabota.ua, IT companies remain appealing to job hunters because of the "European-standard salary, a chance to work with the latest technology, and the possibility of relocating to other countries."

While the lowest-ranking employees at IT companies, like customer care specialists, start as low as Hr 8,700 (\$333) a month, mid- and top-level professionals can count on several thousand dollars a month — a high salary for Ukraine, where the average monthly pay is \$284.

Zubko says that salary remains a key factor for her because she is not ready to work full-time "solely for the sake of an idea."

"For the candidates, salary, the company's market position and professional growth are among the key factors," says Olga Gorbanovskaya, partner at EY Ukraine.

According to the survey that EY Ukraine conducted in 2016, students are mostly looking for a company where they could develop their skills, have a possibility for career growth, while the company's image and salary are also crucial.

Tips for employer

Integrating recruiter instincts with job seeker behavioral insights might help with successful recruiting, reads a survey of more than 14,000 global

professionals published by LinkedIn in July.

The authors of the report suggest that the employers should highlight the company's culture and mission: At least 40 percent of respondents wanted to hear about culture, and 27 percent wanted to hear about a mission in their first contact with a recruiter.

As the report shows, candidates also want to know more about so-called "3P" — company's people, purpose, and positivity. Job seekers want to work for an employer where they like the people, identify the purpose, and feel inspired by the company's approach to a positive work environment.

Another thing to keep in mind for the employer is to offer learning tools. The report findings show that it's important for job-seekers to find out more about "the paths to new skills, more responsibility, and promotion."

Oleksandra Brunova, 3-year-student of Taras Shevchenko National University currently works part-time at Kyiv's office of the British Council, the UK's international organization for educational opportunities and cultural relations. However, Brunova, who's getting her bachelor's degree in publishing and editing, dreams about a graphic designer job in a publishing house or news outlet.

"When I look for a full-time job, I will most likely pay attention to the specifics of relations in the team, because it's good to work with nice people," Brunova explains.

She wants a company to offer more challenge, growth, and impact. "I can work effectively when I understand the mission of a company, why I do it and whom does it help. There are a lot of media nowadays, publishing houses too, so I would like to work where there is a concrete, clear purpose." ■

BUSINESS ADVISER

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European Business Award for Ukraine

The 11th European Business Awards, Europe's largest business competition, is now underway. Since 2007, the awards have been recognizing innovators, success stories, and ethical entrepreneurs in European business.



Andrey Pleskonos

Director for Business Development & Marketing

The **European Business Awards** is one of the most prestigious accolades a company can receive, and is considered the world's largest cross-industry, cross border business competition.

The awards exist because of believe that business has a key role to play in tackling the major issues faced by Europe and the world: unemployment, climate and environmental challenges, conflict, and widespread poverty. The creation of stronger, more successful, innovative and ethical business communities will help address these challenges.

Moreover, this is the first time in the history of the competition when Ukrainian companies will be able to join in this great business event. And, importantly for our cost-sensitive Ukrainian market, participation is free of charge, as the European Business Awards are funded solely through sponsors' support.

Companies that enter, or are nominated, have the chance to win in one of 12 categories. As well as endorsement and recognition, other benefits for those taking part include networking opportunities with peers, potential new business partners, increased brand exposure through PR and social media, and the opportunity to be part of a select business community.

The Awards Categories for 2017-2018 are:

1. The RSM Entrepreneur of the Year Award
2. The ELITE Award for Growth Strategy of the Year
3. The Award for Innovation
4. The Award for International Expansion
5. The Social Responsibility and Environmental Awareness Award
6. The New Business of the Year Award
7. The Workplace and People Development Award
8. The Customer and Market Engagement Award
9. The Digital Technology Award
10. The Business of the Year Award with Turnover €0 - 25M
11. The Business of the Year Award with Turnover €26M - 150M
12. The Business of the Year Award with Turnover €150 +

This year, the competition has a three-stage process. Following entry, in October, a "Ones to Watch" list of businesses chosen as the most successful, innovative and ethical in each country will be published. Following further judging, 12 National Winners (one in each category) will be announced for each country. Finally, in June 2018 the final 12 European Winners will be announced at a celebratory Gala.

Jean Stephens, CEO of RSM International, long-term sponsors of the awards, said: **"As advisors to growing and successful businesses, such as those in the European Business Awards, our goal is to help them to make confident decisions for the future, and this is particularly important during these unpredictable and challenging times. Given the current circumstances, we believe it is more important than ever to recognize and reward achievements, ethics and ingenuity."**

Why should a business participate in the European Business Awards?

Obviously there is a strong element of competitiveness in the awards — they wouldn't be worth winning without it. There's also a robustness and transparency to the judging process that means every entrant knows they will be assessed purely on merit. As the reputation of the awards has grown, so too has the prestige associated with winning, along with the number and quality of the companies entering and hoping to triumph.

This expanding number of diverse entrants is also enabling the awards to build a unique community of business experts from different industries who are motivated to meet, interact, and share ideas via our alumni groups, conference and webinars.

The European Business Awards bring these like-minded organizations together, giving big players from various industries a unique opportunity to do business, as well as learn about and resolve major challenges. How else could you get movers and shakers from the pharmaceuticals engineering, fashion and transport industries under the same roof, let alone around the same table?

Among previous participants and winners are well known brands such as Mercedes-Benz, Leroy Merlin, Maersk, Marks & Spencer, EcoLab, and Osram, as well as younger and smaller but also amazingly fast-growing companies.

"To be awarded an EBA not only gives you visibility within the sector — it is also a way to promote your brand."
Ametller Origen.

"It provided interesting networking opportunities with influencers and possible partners."
Leroy Merlin.

"It is an important opportunity for companies in Europe to connect, and a great chance for leaders to network."
Science4you.

Last year the European Business Awards attracted over 33,000 organizations from 34 countries. It generated 7,000 items of coverage across digital media, which is equal to 18 million euros in media coverage. There were 236,055 individual online votes cast in the public vote.

To enter this year's European Business Awards, or for more information about the competition, please go to www.businessawardseurope.com



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800 job seekers, 40 employers hit Kyiv Post Employment Fair

BY VERONIKA MELKOZEROVA
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The seasonal revival of the job market brought more than 800 visitors to the Kyiv Post Employment Fair that took place in Champions Hall of Olympic Stadium in Kyiv on Sept. 16.

They were met by plentiful prospective employers: 40 companies from retail, banking, information technology and agricultural sectors were looking for talent at the fair.

The Kyiv Post Employment Fair takes place twice a year, in spring and autumn. The September fair attracted not only frequent participants, such as Auchan Retail Ukraine, Danone, Leroy Merlin, but newcomers as well, including IT companies EVO and Hexa, online website-making platform Wix.com, PUMB Bank, and even the National Guard of Ukraine.

"We have already got many CVs from good candidates, met with interesting colleagues and discussed possible cooperation. I hope next year we will have more time to prepare and the results will be even better," said Nelly Bezkorovaynaya, the Wix.com representative at the fair.

The employment fair opened at 10 a.m. and within two hours more than 200 visitors came in to study the job offers. It isn't unusual for the job market to get brisker in early autumn.

"Traditionally, autumn is the start of the new business season. Employers start new projects and intensively recruit the new people to their staff," Sergei Marchenko, Work.ua HR website development director told the Kyiv Post.

The numbers prove it: As of September, employers have 94,915 active vacancies on the Work.ua website, compared to 86,027 in May.

The companies' representatives told the Kyiv Post that during the employment fair they were approached not only by students,



Visitors study advertising booklets near the EY auditing and consulting company stand during the Kyiv Post Employment Fair in the Champions Hall of the Olympic Stadium in Kyiv on Sept. 16. (Oleg Petراسиuk)

who often felt lost and weren't sure what career they wanted to pursue, but also by many young and middle-aged professionals that had very specific expectations for the employer.

Not only job seekers, but the companies as well were being appraised at the job fair.

The Kyiv Post and EY auditing and consulting company identified the top 10 employers — leaders of Ukraine's market, based on a survey conducted among human resource specialists and CEOs of more than 90 companies.

The winners were: pharmaceuticals and science corporation Bayer, Ciklum international IT company, Coca-Cola Ukraine, DTEK energy holding, Kyivstar mobile operator, Mars Ukraine, McDonald's Corporation, Metinvest holding, Ukrainian branch of the international confectionary holding Mondelez, and agrarian company Syngenta.

Experience exchange

HR professionals and successful business people advised the participants of the employment fair about finding the dream job.

Setting one's eyes on the right vacancy is only the first step on the road, many said. The competition is always high, especially for the Ukrainians who want to enter the international labor market.

One shouldn't be too confident or too shy: Even a small mistake during the interviewing process can knock one out of the game, to the joy of dozens of competitors.

The recipe to nailing a well-paying job is: sacrifice sleep, be passionate, stop whining and learn that nobody owes anybody anything.

"Work Hard and Play Hard" was the theme of the conference. It also encapsulated the advice of this year's Kyiv Post Employment Fair speakers: Maksym Bakhmatov, a leading partner of the Unit.City innovation park, Tymofiy Mylovanov, VoxUkraine co-founder and Kyiv's School of Economics president, Dmytro Vyahirev, Cargill Ukraine agrarian holding CEO and Andriy Fedoriv, Fedoriv Hub founder and the head of Fedoriv marketing company.

Maria Fomenko from Eterna Law firm spoke about preparing oneself for a job interview. In the social media age, the applicant should start by cleaning his online profiles from radical and unacceptable content. And yes, Fomenko said, one should pay attention to what one wears for the interview.

Bakhmatov inspired visitors by his own experience of turning state-owned 560-hectares exhibition complex VDNH that he took over from the state in 2014 with a Hr 20 million debt and no central heating into a modern hub of innovations, a concert hall, a family hang-out and a business center.

Vyahirev of Cargill shared the company's hard-earned but successful experience of leading business in Ukraine independently, without shady deals and bribes to the government officials.

He said that it took more than 20 years for Cargill to start its ambitious \$100 million grain terminals construction in Yuzhny Port of Odesa Oblast. But such a project was worth to wait.

Vyahirev announced that a number of vacancies would soon be posted on Cargill Ukraine website.

Reality bites

Mylovanov decided to aggressively challenge the job seekers in the audience.

He urged the visitors not to consider themselves smarter than the others and said that Ukrainians must compete harder than people from other nations to succeed internationally.

"Believe me, as I can judge from my own experience, you can be the smartest in Ukraine. But people from another country will always be ahead of you," Mylovanov said.

Fedoriv challenged visitors in an even more daring way while sharing his business philosophy.

He asked some of the bravest ones for an onstage job interview, simultaneously filming the candidates for his own blog. No one stood for more than a minute.

"Guys! If you want to work in a (top) company, like mine, start with the basics! Know what we are doing in Fedoriv, be confident and brief. And please learn English, because without it you won't achieve a thing in modern marketing," Fedoriv said. ■



Tymofiy Mylovanov, VoxUkraine co-founder and Kyiv School of Economics president, tells Kyiv Post Employment Fair visitors that Ukrainians must compete harder than people from other nations to succeed internationally. (Oleg Petراسиuk)



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Kobolev vows to stay, but Naftogaz's future will be seen as reform bellwether

Naftogaz from page 3

No progress

The first signal that no such progress was being made came in early September, when the first of the three independent members of the supervisory board announced his resignation.

Charles Proctor, informing the board on Sept. 5 of his decision to resign with effect from Sept. 30, said that despite repeated assurances from officials, there was still no government support for reform at the company.

Then, just two weeks after Proctor announced his resignation, the other two independent board members, Warwick and Richards, threw in the towel as well, saying no significant progress had been made on reforms over the past five months. They laid the blame with the government.

"Not one of the actions that are under the government's control have been carried out. On the contrary, the level of political meddling in Naftogaz's work continues to grow and has become, unfortunately, an obvious norm," their letters of resignation read.

Reacting to the decision of Warwick and Richards to quit, the EBRD said in a statement that it regretted that the two officials felt they had no choice but to resign.

"The second stage of Naftogaz transformation is long overdue," EBRD said in a statement. "Good governance has enabled the company to return to profitability and eliminate significant opportunities for corruption. Now is the time to consolidate and move along the reform path."

Move forward?

Meanwhile, Groysman, speaking at a cabinet meeting on Sept. 20, promised that reform at Naftogaz would not be stalled. "I guarantee that the reforms will be continued and sped up," he said, quoted in a report by Reuters.

With Demchyshyn now the sole remaining member of the supervisory board, the United States and United Kingdom in statements from their embassies said a new, professional and independent board should be appointed quickly.

"The fact remains Naftogaz is being hindered in realizing its potential as a profitable strategic asset,"

the British Embassy said in its statement, the Reuters report reads. "It is important that future supervisory board members are independent and transparently appointed, that the Ukrainian government actively supports the reform process and that Naftogaz is allowed to move forward."

However, Naftogaz's chairman of the board, Andriy Kobolev, speaking at a press conference in Kyiv on Sept. 20 in the wake of Warwick and Richards' resignations, said he was against "a hasty election of a new board," news website LIGA.net reported. He warned that the crisis could deprive the company of resources from the EBRD and the World Bank and, most likely, other donors.

But Kobolev, also seen as a key reformer at Naftogaz since his appointment in the wake of the 2014 EuroMaidan Revolution that drove President Viktor Yanukovich from power on Feb. 22, 2014, added that he has no plans to quit.

"I'm going to continue to fulfill my duties," Kobolev said. "We still have several unfinished important things to do ... At a minimum, we will finish these." ■

Why did they quit?

BY EUAN MACDONALD
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The last two remaining independent members of the supervisory board at Naftogaz Ukraine, Paul Warwick and Marcus Richards, who resigned on Sept. 19, have given little away about the nature of the government meddling in the company that prompted them to quit.

However, their letters of resignation list a few specific concerns.

They include: ill-advised comments being made to the press by several parties; government interference in the running of Naftogaz subsidiaries, the operator of Ukraine's gas transit system UkrTransGaz and gas producer UkrGazVydobuvannya; government interference in plans for unbundling UkrTransGaz; and the revolving door of officials being dismissed from Naftogaz only to take up positions in government.

The unbundling plan foresees taking UkrTransGaz from Naftogaz's control and splitting it into two state-owned companies, JSC "Main Gas Pipelines of Ukraine" and JSC "Underground Gas Storage Facilities of Ukraine," which will run the country's gas transit network and underground storages respectively. The shares in the new companies will be held by the State Property Fund.

The plan also foresees that the new companies will be set up only after there is a final settlement of the commercial dispute between Naftogaz and Russian gas giant Gazprom which is being heard at the Arbitration Institute of the Stockholm Chamber of Commerce. A final decision is not expected until Nov. 30.

But according to a Sept. 21 analytical note from Ukraine-based investment company Concorde Capital, the unbundling plan is also meeting stiff resistance from officials in the government.

"What particularly bothered the board members is that Ihor Prokopiv, who was dismissed as the CEO of a Naftogaz subsidiary in March 2017 (for alleged corruption), was appointed the same day as deputy energy minister responsible for supervision over Naftogaz and its further reform," Alexander Paraschii, the head of research at Concorde Capital, said in the note.

"Needless to say, that appointment has become the core reason of conflict between Naftogaz and the ministry, intensified 'government interference' and delays with reforms in the company. That eventually led to the resignation of the independent board members."

Other issues that probably contributed to Warwick and Richard's resignations include the cabinet's rejection of proposed gas and heating price hikes, as foreseen in Naftogaz's 2017 business plan, the Concorde note reads.

"The Cabinet had to adjust the price by up to 19 percent, based on its resolution adopted in March (which was agreed upon with the International Monetary Fund), but instead it is trying to revise its resolution to avoid the price hike (an attempt that has yet to be approved by the IMF)."



- 1 Visitors study the schedule of the Kyiv Post Employment Fair in Champions Hall of Olympic Stadium in Kyiv on Sept. 16.
- 2 Visitors take advertising booklets as they enter.
- 3 Recruiters of Icredit financial company speak to job seekers.
- 4 Maksym Bakhmatov, leading partner of Unit.City innovation park, speaks to the audience at the Kyiv Post Employment Fair in Olympic Stadium on Sept. 16.
- 5 Visitors pose behind the Kyiv Post Person of the Week photo stand during the Kyiv Post Employment Fair on Sept. 16. (Oleg Petrusiuk)

Kyiv Post brings together employers, job seekers



Straight Talk about Ukraine as a brand

1. Artem Bidenko, the state secretary at the Ministry of Information Policy (L), talks to Cormac Smith, a strategic communications advisor to the Foreign Minister of Ukraine (R), after the Straight Talk discussion in Kyiv on Sept. 19. 2. A visitor asks the panellists a question during the discussion. 3. Yuriy Sorochynskiy, the CEO of the Nemiroff company, speaks about the need to protect private property in Ukraine. 4. The Straight Talk discussion starts at Fedoriv Hub. 5. Andriy Fedoriv, the founder and CEO of Fedoriv marketing agency, speaks next to the moderator Dmytro Fedoruk (L) and deputy CEO for foreign economic activity at Ukroboronprom state-run arms producer Dennis Gurak (R). (Kostyantyn Chernichkin)

BY OKSANA GRYTSENKO
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How does Ukraine stand out among nearly 200 other countries? What makes it competitive? What is Ukraine's brand and can it be sold to the world?

Officials, businessmen, artists, academics and marketing experts gathered on Sept. 19 to mull these questions and more at the Fedoriv Hub in Kyiv at the Kyiv Post's third Straight Talk public discussion.

"When we speak about a brand we need to find some essence, to find something that is really a point of differentiation," said Andriy Fedoriv, the founder and CEO of Fedoriv marketing agency and one of the panelists at the discussion.

"And it has to reflect our real place in the world," he said.

Fedoriv said that, paradoxically, the fact that Ukraine is currently under-developed, and "a little bit wild," means there are opportunities for investors.

"If you're willing to take a risk, if you're ready to think like a venture capitalist here, you could get a great return on an investment," he said.

Other panelists included Anatoliy Solovey, the head of Public Diplomacy Department of the Ministry of Foreign Affairs, Artem Bidenko, the state secretary at the Ministry of Information Policy, Dennis Gurak, the deputy CEO for foreign economic activity at the Ukroboronprom state-run arms producer, Yuriy Sorochynskiy, the CEO of the Nemiroff vodka company, and pop singer Ruslana Lyzhychko, who won the Eurovision song contest for Ukraine in 2004.

The discussion was moderated by Dmytro Fedoruk, a partner at Redcliffe Partners law firm.

Time travel

Bidenko, from the Ministry of Information Policy, said that fact that Ukraine lags behind a lot of other countries means foreigners who travel here can effectively travel back in time as well, and experience what their parents experienced in

the 1980s or 1990s.

"It could be clubbing, it could be investing, it could be adventures," he said.

Bidenko said that the government has created a special commission of specialists in branding, in public diplomacy and management, including some from Britain, who will determine what brand is best for Ukraine.

He added that Ukraine badly needs to take a sober look at what the essence of the country is, and work systematically to develop its potential — something it hasn't done for the 26 years of its independence.

Volunteer movement

Ruslana, who became the "voice of the EuroMaidan Revolution" in 2014, said Ukraine was special for being a country that has created one of the biggest volunteer movements in the world.

"That means that if you have any social or charity project, it'll be very easy to implement it in Ukraine," she said.

Ruslana said the movement, which emerged in response to the EuroMaidan Revolution and Russia's aggression against Ukraine, had made Ukrainians take more responsibility for conditions in their country. She added that Ukrainians are a hardworking and inventive nation, while Ukraine's village culture is a great source of inspiration for artists and musicians — Ruslana's own Eurovision-winning song "Wild Dances" was inspired by folk melodies from the Carpathian mountains.

Changing cliché

However, Fedoriv said that currently Ukraine is better known worldwide for its troubles and sorrows, including the disaster at the Chernobyl power plant in 1986, the tragic events of the EuroMaidan Revolution, and Russia's war against Ukraine, which the Kremlin launched in 2014.

The country needs to change its image, switching the focus from its troubles to its heroes, he said.

"We have plenty of success stories," Fedoriv said. "We need to focus not on our negative past, which, though

important and crucial for the nation, has to be balanced with a positive vision and successful examples."

He added that Ukraine's modern heroes are "successful young people who have successfully built global companies."

Best value

Fedoriv said Ukraine was also known for good value for money — a result of the sharp devaluation of the national currency the hryvnia, caused by Russia's war and deep economic crisis.

He said Ukrainians should not be ashamed of the weakness of the hryvnia, but rather take advantage of it. Foreign tourists choose to travel here because of the good quality and reasonable prices of local goods and services, he said.

Low prices have been a boon for the development of the restaurant and entertainment business in Kyiv and other Ukrainian cities over the last three years, he added.

"Ukraine is cheap. But that makes us attractive."

Lack of trust

However, all these advantages of Ukraine have to be weighed against the huge risks faced by foreign investors, who can fall victim to corruption and pressure from law enforcement bodies.

Luc Jacobs, the Ambassador of Belgium to Ukraine, said that over the three years of his mission in Ukraine he has had to continually deal with problems encountered by Belgian investors here.

"The situation on the ground is not changing convincingly enough," he said.

Sorochynskiy, the CEO of Nemiroff, joked that Ukraine needs to "replace the Ukrainian court system with the English court system" in order to give investors the confidence to work here.

"If we protect private property in Ukraine, we'll attract a huge amount of investment," he said.

Land of opportunity

David Brown, an ethnic Georgian IT

entrepreneur from Mykolayiv, said that Ukraine's current laws don't fully protect intellectual property or foster sustainable and reliable businesses.

On the other hand, the wild and risky business environment is a good platform from which to launch start-

ups or venture projects.

Those who have a good idea can travel here and start businesses, hire professional specialists for reasonable salaries, and start selling their products worldwide.

"So this is a country of opportunities," Brown said. ■



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Sept. 23, 24, 27



(Courtesy)

'Kingsman: The Golden Circle'

The hit spy comedy "Kingsman: The Secret Service" continues with a sequel. After their headquarters in London is destroyed, the agents of Kingsman service head to the United States, where they will join an allied spy organization to defeat a common enemy. Starring Colin Firth, Julianne Moore, Taron Egerton, Mark Strong and Halle Berry, the film is among the most anticipated releases of the year.

"Kingsman: The Golden Circle." Sept. 23. Zhovten. 3:20 p.m. Hr 75-95. Multiplex (Sky Mall). 5 p.m. Hr 75. Multiplex (Lavina Mall). 7 p.m. Hr 85-145

Sept. 24. Zhovten. 3:20 p.m. Hr 75-95. Multiplex (Sky Mall). 5 p.m. Hr 75. Multiplex (Atmosphere). 6:20 p.m. Hr 150
Sept. 27. Multiplex (Atmosphere). 6:20 p.m. Hr 150

Away From Reality (art exhibition). Port creative hub. 12 - 6 p.m. Free

Fair of Organic Products. Kontraktova Square. 10 a.m. - 7 p.m. Free

Cheese Festival. VDNH. 10 a.m. - 7 p.m. Free

Black Hole of Kyiv Metro (sound installation). Izone. 8 - 11 p.m. Hr 5

Kyiv Vinyl Music Fair (vinyl market). Sentrum. 10 a.m. - 3 p.m. Free

Street Food Festival. Platforma Art Factory. 11 - 1 a.m. Hr 75. Hr 100 for both days

Home Décor Fair. Vsi Svoi. 10 a.m. - 8 p.m. Free

Sergey Grinevich: The Dialogue (art exhibition). Nebo. 11 a.m - 7 p.m. Free

Movies

Kingsman: The Golden Circle (action, adventure, comedy). Zhovten. 3:20 p.m. Hr 75-95

The Silence of the Lambs (crime, drama, thriller). Kinopanorama. 3 p.m. Hr 50

Kingsman: The Golden Circle (action, adventure, comedy). Multiplex (SkyMall). 5 p.m. Hr 75

Kingsman: The Golden Circle (action, adventure, comedy). Multiplex (Lavina Mall). 7 p.m. Hr 85-145

Shows

Andrea Bocelli (classical crossover, operatic pop). Olympic Stadium. 7 p.m. Hr 1,000-6,400

Lubomyr Melnyk (piano). Bel étage.

Warhol's Epoch (photo exhibition). Izone. 10 a.m. - 8 p.m. Free

FetishX0 (art exhibition). Akt. 12 - 8 p.m. Free (during the weekends - price of exhibition is included in the entrance fee to the ongoing festival)

Fragile State (art exhibition). Pinchuk Art Center. 12 - 9 p.m. Free

Gray Cube (art exhibition). Center of Visual Culture. 12 - 8 p.m. Free

Away From Reality (art exhibition). Port creative hub. 12 - 6 p.m. Free

Cheese Festival. VDNH. 10 a.m. - 7 p.m. Free

Street Food Festival. Platforma Art Factory. 11 a.m. - 11 p.m. Hr 75. Hr 100 for both days

Home Décor Fair. Vsi Svoi. 10 a.m. - 8 p.m. Free

Sergey Grinevich: The Dialogue (art exhibition). Nebo. 11 a.m - 7 p.m. Free

Movies

I, Claude Monet. Exhibition on Screen. Kyiv Cinema. 3 p.m. Hr 150

Kingsman: The Golden Circle (action, adventure, comedy). Zhovten. 3:20 p.m. Hr 75-95

The Silence of the Lambs (crime, drama, thriller). Kinopanorama. 3 p.m. Hr 50

Kingsman: The Golden Circle (action, adventure, comedy). Multiplex (SkyMall). 5 p.m. Hr 75

Kingsman: The Golden Circle (action, adventure, comedy). Multiplex (Lavina Mall). 7 p.m. Hr 85-145

Friday, Sept. 22

Classical Music

Symphony Concert. Music by Weber, Schumann, Brahms. National Philharmonic. 7 p.m. Hr 70-350

Live Music

New York Jazz: JD Walter. Bel étage. 8 p.m. Hr 250-550

Clubs

Junket. Khlam. 11 p.m. Free

Miscellaneous

GogolFest (art festival). VDNH. Dovzhenko Center. 5 p.m. Hr 190-750

Christopher Makos. Andy Warhol's Epoch (photo exhibition). Izone. 10 a.m. - 8 p.m. Free

Fragile State (art exhibition). Pinchuk Art Center. 12 - 9 p.m. Free

Gray Cube (art exhibition). Center of Visual Culture. 2 - 8 p.m. Free

The Noise (art exhibition). America House. 12 - 9 p.m. Free. Bring ID

Big Results of Small Businesses (photo exhibition). America House. 12 - 9 p.m. Free. Bring ID

Sergey Grinevich: The Dialogue (art exhibition). Nebo. 11 a.m - 7 p.m. Free

Movies

English Movie Night: Seven Years in Tibet (adventure, biography, drama). America House. 6:30 p.m. Free

Shows

Latexfauna (indie pop). MonteRay. 7 p.m. Hr 150

Theatre

Sleeping Beauty (ballet). National Opera of Ukraine. 7 p.m. Hr 20-400

Saturday, Sept. 23

Classical Music

Classics for Children. Sand animation performance accompanied by music. Cinema House. 11 a.m. Hr 200-250

The National Ensemble of Soloists Kyivska Kamerata. Music by Hummel, Stankovych, and Spohr. National Philharmonic. 7 p.m. Hr 70-250

Live Music

Magic Music From Magic Films. Music from popular movies. Cinema House. 8 p.m. Hr 100-350

Supremus. Avant Floyd. Pink Floyd songs. Atlas. 8 p.m. Hr 200-800

Japanese Drummers Concert. National Opera of Ukraine. 7 p.m. Hr 20-500

Clubs

Free Mixer Party. Izone. 8 - 11 p.m.

Sept. 30



(Courtesy)

Adam Naas

Adam Naas, 24, a young and promising singer from France, is coming to Kyiv. In his songs, Naas combines dark soul with elements of electronic music that are perfectly entwined with his deep and tender voice. The artist will perform his most famous hits, as well as new unreleased songs, on Sept. 30 at Bel étage.

Adam Naas. Bel étage (16A Shota Rustaveli St.) Sept. 30. 7 p.m. Hr 400-600

Free

Paranoise IV. Plivka. 8 - 11 p.m. Hr 100 - 150

Ptakh (DJ set). Khlam. 11 p.m. - 2 a.m. Free

Miscellaneous

GogolFest (art festival). VDNH. Dovzhenko Center. 5 p.m. Hr 190-750

Christopher Makos. Andy Warhol's Epoch (photo exhibition). Izone. 10 a.m. - 8 p.m. Free

FetishX0 (art exhibition). Akt. 12 - 8 p.m. Free (during the weekends - price of exhibition is included in the entrance fee to the ongoing festival)

Fragile State (art exhibition). Pinchuk Art Center. 12 - 9 p.m. Free

Gray Cube (art exhibition). Center of Visual Culture. 12 - 8 p.m. Free

The Noise (art exhibition). America House. 10 - 6 p.m. Free. Bring ID

Big Results of Small Businesses (photo exhibition). America House. 10 - 6 p.m. Free. Bring ID

8 p.m. Hr 450-500

Naviband (indie pop, folk rock). Caribbean Club. 7 p.m. Hr 200-650

Theater

Carmen (play screening in French). Multiplex (Lavina Mall). 3 p.m. Hr 175

Sunday, Sept. 24

Live Music

Jazz on the Roof. Soundtracks to movies by Emir Kusturica. Bel étage. 8 p.m. Hr 250-350

Alyona Salova & Latin Legacy. Playing the best salsa hits. Caribbean Club. 7 p.m. Hr 90-350

Japanese Drummers Concert. National Opera of Ukraine. 12 p.m. Hr 20-300

Miscellaneous

GogolFest (art festival). VDNH. Dovzhenko Center. 5 p.m. Hr 190-750

Christopher Makos. Andy

Multiplex (Atmosphere). 6:20 p.m. Hr 150

Shows

Warhaus (alternative). Sentrum. 8 p.m. Hr 390-750

Theatre

Giselle (ballet). National Opera of Ukraine. 7 p.m. Hr 20-400

Swan Lake (ballet). Petro Tchaikovsky National Music Academy of Ukraine. 7 p.m. Hr 180-470

Monday, Sept. 25

Miscellaneous

Edges (art exhibition). Sklo. 12 p.m. - 8 p.m. Free

Sergey Grinevich: The Dialogue (art exhibition). Nebo. 11 a.m - 7 p.m. Free

Fragile State (art exhibition). Pinchuk Art Center. 12 - 9 p.m. Free

Gray Cube (art exhibition). Center of Visual Culture. 2 - 8 p.m. Free



(Courtesy)

Oct. 1

Oscars Music Awards

Ukrainian symphonic orchestra Lords of the Sound will play the best Oscar-winning movie soundtracks in the National Opera of Ukraine. The orchestra is famous for deviating from classical academicism and giving unusual shows that combine famous music and visual effects. Lords of the Sound will play soundtracks from "Star Wars," the Harry Potter film series, as well as music from the movies "Titanic," "Pulp Fiction," "La La Land" and others.

Oscars Music Awards. Playing Oscar-winning movie soundtracks. National Opera of Ukraine (50 Volodymyrska St.) Oct. 1. 8 p.m. Hr 250-1,000

The Noise (art exhibition). America House. 10 - 6 p.m. Free. Bring ID 📄
Away From Reality (art exhibition). Port creative hub. 12 - 6 p.m. Free 📄

Tuesday, Sept. 26

Classical Music

Celestials' Conversation. Playing Rameau, Lully, Frescobaldi, Bach, Scarlatti and others. National Philharmonic. 7 p.m. Hr 70-250 📄

Live Music

Veryovka Ukrainian Folk Choir. Freedom. 7 p.m. Hr 250-500 📄

Miscellaneous

Pink Secret: Wine Degustation.

Sergey Grinevich: The Dialogue (art exhibition). Nebo. 11 a.m - 7 p.m. Free 📄

Fragile State (art exhibition). Pinchuk Art Center. 12 - 9 p.m. Free 📄

Gray Cube (art exhibition). Center of Visual Culture. 2 - 8 p.m. Free 📄

Movies

Kingsman: The Golden Circle (action, adventure, comedy). Multiplex (Atmosphere). 6:20 p.m. Hr 150 📄

Shows

Laura & Kristina Marti, Hans Peter Salentin (jazz). Atlas. 8 p.m. Hr 250-1,000 📄

Theater

Spartacus (ballet). National Opera of Ukraine. 7 p.m. Hr 20-400 📄

Friday, Sept 29

Classical Music

Symphony Concert. Compositions by Valentyn Sylvestrov. National Philharmonic. 7 p.m. Hr 80-400 📄

Live Music

Poetry Letters Jazz. Cinema House. 8 p.m. Hr 50-300 📄

Star & Orchestra: Zlata Ognevich. Caribbean Club. 8 p.m. Hr 290-1,490 📄

Clubs

Bad Company (DJ set) Indigo Club. 11 p.m. Hr 350 - 500 📄

Omnia, Ninaro, Azotti DJ set. Forsage Club. 11 p.m. Hr 40-60 📄

Miscellaneous

Linoleum (animation festival) Dovzhenko Center. 12 p.m - 6:30 p.m. Hr 75 - 300 📄

Trading Illusions: German Artists in Kyiv (art exhibition). Taras Shevchenko National Museum. 10 a.m - 6 p.m. Hr 25-200 📄

Edges (art exhibition). Sklo. 12 p.m. - 8 p.m. Free 📄

Sergey Grinevich: The Dialogue (art exhibition). Nebo. 11 a.m - 7 p.m. Free 📄

Fragile State (art exhibition). Pinchuk Art Center. 12 - 9 p.m. Free 📄

Gray Cube (art exhibition). Center of Visual Culture. 2 - 8 p.m. Free 📄

Shows

Dinner Show - Hotel Freedom (dance and magic show). Freedom. 7 p.m. Hr 500-750 📄

Ploho (post-punk). Mezzanine. 7 p.m. Hr 150 📄

Saturday, Sept. 30

Live Music

Jazz Season. Music by Gershwin, Prima, Garland, Porter and others. National Philharmonic. 7 p.m. Hr 70-350 📄

Miscellaneous

Linoleum (animation festival). Dovzhenko Center. 12 p.m - 6:30 p.m. Hr 75 - 300 📄

Olerom Forum (Steve Wozniak, Charles Adler, Adam Cheyer). Palace of Sports. 10 a.m - 6 p.m. Hr 1,400 - 130,000 📄

Made in Ukraine Festival. Kontraktova Square. 10 a.m. - 10 p.m. Free 📄

Big Georgian Holiday (all day party). Gryshko Botanical Garden. 11



Sept. 30 - Oct. 1

Kyiv Food and Wine Festival

It's not that easy to find a place in Kyiv that lets visitors crush grapes with their feet. But this ancient "dance" on grapes is the first step in the process of making wine. Kyiv Food and Wine Festival offers visitors the option of crushing grapes, trying the best cheeses from around Ukraine, and, for sports lovers, to participate in Kyiv Wine Run marathon - with a crate of wine as a reward for the winner.

Kyiv Food and Wine Festival. VDNH (1 Akademika Hlushkova St.) Sept. 30 - Oct. 1. 11 a.m - 10 p.m. Hr 80-270

Sunday, Oct. 1

Classical Music

Classics for Everyone. Music by Tchaikovsky, Mozart, Strauss, Bach, Beethoven. Cinema House. 8 p.m. Hr 120-370 📄

Live Music

Juzzy Buzzy Concert. Caribbean Club. 8 p.m. Hr 80-170 📄

Oscar Music Awards. Playing Oscar-awarded movie soundtracks. National Opera of Ukraine. 8 p.m. Hr 250-1,000 📄

Miscellaneous

Linoleum (animation festival) Dovzhenko Center. 12 p.m - 6:30 p.m. Hr 75 - 300 📄

Made in Ukraine Festival. Kontraktova Square. 10 a.m. - 10 p.m. Free 📄

Kyiv Food and Wine Festival. VDNH. 11 a.m - 10 p.m. Hr 80 📄

Cheese, Wine and Horses (wine degustation, horse riding). Holosiivska Metro Station. Hr 390-750. 📄

Old Car Land (car exhibition). State Aviation Museum. 9 a.m. - 8 p.m. Hr 50 📄

Sergey Grinevich: The Dialogue (art exhibition). Nebo. 11 a.m - 7 p.m. Free 📄

Fragile State (art exhibition). Pinchuk Art Center. 12 - 9 p.m. Free 📄

Olerom Forum (Steve Wozniak, Charles Adler, Adam Cheyer). Palace of Sports. 10 a.m - 6 p.m. Hr 1,400 - 130,000 📄

Gray Cube (art exhibition). Center of Visual Culture. 2 - 8 p.m. Free 📄

Movies

Vincent Van Gogh: A New Way of Seeing. Exhibition on Screen. Kyiv Cinema. 3 p.m. Hr 150 📄

Shows

Nina Matvienko and Kyivska Kamerata. National Philharmonic. 7 p.m. Hr 70-250 📄

Sivan Arbel (jazz). Bel étage. 8 p.m. Hr 300-500 📄

Theater

The Nutcracker (ballet). Charity performance. National Opera of Ukraine. 12 p.m. Hr 20-500 📄

Fireflies (shadow play). Freedom. 7 p.m. Hr 150-500 📄



Olerom Forum

Steve Wozniak, the co-founder of Apple, Charles Adler, the co-founder of funding platform Kickstarter, and Adam Cheyer, the co-founder of Siri, will headline the Olerom Forum in Kyiv. The forum is advertised as a destination to find new partners, network, or simply listen to, and learn from, people who have already achieved international success.

Olerom Forum (Steve Wozniak, Charles Adler, Adam Cheyer). Palace of Sports (1 Sportyvna Sq.) Sept. 30 - Oct. 1. 10 a.m - 6 p.m. Hr 1,400 - 130,000

Le Tsveri. 7 p.m. Hr 250 📄
Edges (art exhibition). Sklo. 12 p.m. - 8 p.m. Free 📄

Sergey Grinevich: The Dialogue (art exhibition). Nebo. 11 a.m - 7 p.m. Free 📄

Gray Cube (art exhibition). Center of Visual Culture. 2 - 8 p.m. Free 📄

The Noise (art exhibition). America House. 10 - 6 p.m. Free. Bring ID 📄

Away From Reality (art exhibition). Port creative hub. 12 - 6 p.m. Free 📄

Shows

Fat Nick (rap). MonteRay. 8 p.m. Hr 250-500 📄

Theater

Angels in America, Part One: Millennium Approaches. British National Theatre Live. Kyiv Cinema. 7 p.m. Hr 175 📄

Wednesday, Sept. 27

Classical Music

National Presidential Orchestra. Playing Gulda, Mackey, Piazzolla. National Philharmonic. 7 p.m. Hr 70-300 📄

Miscellaneous

World Warriors Fighting Championship. Palace of Sports. 7 p.m. Hr 90-800 📄

Trading Illusions: German Artists in Kyiv (art exhibition). Taras Shevchenko National Museum. 10 a.m - 6 p.m. Hr 25-200 📄

Edges (art exhibition). Sklo. 12 - 8 p.m. Free 📄

Theater

Globe: The Tempest. Multiplex (SkyMall). 7:30 p.m. Hr 175 📄

Thursday, Sept 28

Classical Music

Kyiv Soloists - Date With Classics. Playing Piazzolla, Schnittke, Silvestrov, Skoryk, Khachaturian, Shostakovich. Actor's House. 7 p.m. Hr 250-350 📄

Live Music

Freedom Jazz Show. Caribbean Club. 8 p.m. Hr 290-1,290 📄

From Piaf to Matie. French music show. Bel étage. 8 p.m. Hr 250-350 📄

Miscellaneous

Linoleum (animation festival) Dovzhenko Center. 12- 6:30 p.m. Hr 75 - 300 📄

Trading Illusions: German Artists in Kyiv (art exhibition). Taras Shevchenko National Museum. 10 a.m - 6 p.m. Hr 25-200 📄

Fragile State (art exhibition). Pinchuk Art Center. 12 - 9 p.m. Free 📄

Movies

Black Sabbath: The End of the End (concert film). Kyiv Cinema. 9 p.m. Hr 90-100 📄

Black Sabbath: The End of the End (concert film). Ukraine. 9 p.m. Hr 70-100 📄

Shows

Tik Tu (indie rock). Bel étage. 7 p.m. Hr 150-250 📄

Nino Katamadze (jazz). Atlas. 8 p.m. Hr 550-2,300 📄

Linoleum (animation festival)

Everybody knows what animations are, but not so many people understand exactly how they are made, and how much work and experience it takes to create an animated character. The Linoleum animation festival will answer these questions, and more. Visitors will be able to participate in workshops, attend lectures given by animation gurus, and watch 250 animated movies made by Ukrainian artists.

Linoleum (animation festival). Dovzhenko Center (1 Vasylykivska St.) Sept. 28 - Oct. 1. 10 a.m. - 10 p.m. Hr 75 - 300



Sept. 28 - Oct. 1

Venues

- Classical Music**
 National Philharmonic of Ukraine (2 Volodymyrskyi Descent) +38044 278 1697
Live music
 Bel étage (16A Shota Rustaveli St.) +38067 171 1616
 Caribbean Club (4 Petliuryi St.) +38067 224 4111
 Freedom Event Hall (134 Kyrylivska St.) +38067 239 8461
 Actor's House (7 Yaroslaviv Val St.) +38044 235 2081
 Cinema House (6 Saksahansko St.) +38067 658 8951
 Atlas (37-41 Sichovk Striltsiv St.) +38067 155 2255
Clubs
 Mezzanine Club (31 Nyzhnoiurkivska St.) +38063 873 7306
 Khiam (23/22 Mezhyhirsk St.) hlamiy-iv@gmail.com
 Forsage Club (51A Harmatna St.) +38063 497 9606
 Closer (31 Nyzhnoiurkivska St.) +38067 658 8951
 Pliyka (1 Vasylykivska St.) plivka.info@gmail.com
 Indigo Club (3 Kudriashova St.) +38044 500 0011

- Miscellaneous**
 Dovzhenko Center (1 Vasylykivska St.) +38044 201 6574
 America House (6 Mykoly Pyromonka St.) +38063 343 0119
 Pinchuk Art Center (1-3 Velyka Vasylykivska St.) +38044 590 0858
 Vsi Svoi market (12 Desiatynna St.) facebook.com/vsi.svoi
 VDNH (1 Akademika Hlushkova St.) +38044 596 9101
 Izone (8 Naberezhno-Luhova St.) +38050 477 2620
 Nebo Art Gallery (14 Drohomyrova St.) +38044 596 1802
 Center of Visual Culture (44 Hlybochytka St.) vcrc@vcrc.org.ua
 platforma Art Factory (1 Bilomorska St.) +38044 338 5538
 Kontraktova Square (Podil district)
 Port creative hub

- (10A Naberezhno-Khreshchatytska St.) +38063 036 6191
 Palace of Sports (1 Sportyvna Sq.) +38044 246 7405
 Le Tsveri Wine Bar (25 Khoryva St.) +38044 491 7731
 Sklo Art Gallery (8/14 Turhenivska St.) +38050 833 2300
 Holosiivska Metro Station (Holosiivskiy district)
 State Aviation Museum (1 Medova St.) +38044 451 8324
 Akt art center (1 Bilomorska St.) +38093 846 0394
 Gryshko National Botanical Garden (1 Tymirizivska St.) +38044 285 4105
 Taras Shevchenko National Museum (12 Tarasa Shevchenka Blvd.) +38044 234 2556
 K.Point (72 Hlybochytka St.) +38095 604 8426

- Movies**
 Ukraine cinema (5 Arkhitektora Horodetskoho St.) +38044 279 6301
 Kinopanorama cinema (19 Shota Rustaveli St.) +38044 287 3041
 Zhovten cinema (26 Kostiantynivska St.) +38044 428 5757
 Kyiv Cinema (19 Velyka Vasylykivska St.) +38044 234 7381
 Multiplex (Lavina Mall, 6D Berkoverstska St.) 0800 505 333
 Multiplex (SkyMall, 2T Henerala Vatutina St.) 0800 505 333
 Multiplex (Atmosphere, 103 Stolychne Highway) 0 800 505 333
Shows
 Sentrum (11 Shota Rustaveli St.) +38097 115 0011
 MonteRay Club (8 Prorizna St.) +38067 223 0644
 Olympic Stadium (55

- Velyka Vasylykivska St.) +38044 590 6751
 Palace Ukraine (103 Vasylykivska St.) +38044 247 2303
Theater
 Petro Tchaikovsky National Music Academy of Ukraine (1-3/11 Arhitektora Horodetskoho St.) +38044 279 1242
 National Opera of Ukraine (50 Volodymyrska St.) +38044 234 7165

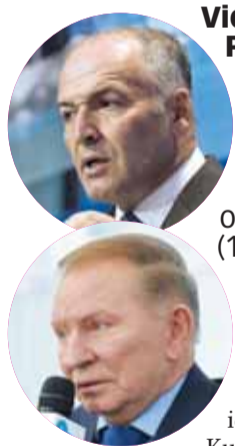


Participants of the 14th Yalta European Strategy annual meeting pose for the group photograph during the first day of the conference on Sept. 15. (Sergei Illin/YES)

Winners & losers of 2017 Yalta European Strategy

Editor's Note: The following assessment is from Kyiv Post journalists who attended the 14th annual Yalta European Strategy in Kyiv, held Sept. 14-16, and sponsored by Ukrainian billionaire oligarch Victor Pinchuk. For the third year, the Kyiv Post was an event media partner.

WINNERS



Victor Pinchuk & Leonid Kuchma
billionaire oligarch, president of Ukraine (1994–2005)

Victor Pinchuk, the billionaire oligarch and his father-in-law, ex-President Leonid Kuchma, came through the 14th annual Yalta European Strategy conference smelling like roses.

The event took place from Sept. 14–16, with nary a word heard about how Pinchuk got rich under his father-in-law's tenure as president. And the 17th anniversary of the murder of Georgiy Gongadze, killed on Sept. 16, 2000, wasn't mentioned even once. Although he has always denied it all, Kuchma is not only the top suspect in ordering the murder of Ukrainska Pravda's founder, his law enforcers obstructed the probe during his decade of misrule and plunder in which Ukraine lost its chance to join the European Union and NATO as everyone else in the neighborhood was doing so.

That was then; this is now. YES has not worked out the way that Pinchuk or Ukraine hoped when it started in 2004, as the name of the conference makes clear. Since Russia

stole Crimea in 2014, the event has taken place in Kyiv.

After years of spending generously on honorariums to land big-name stars, Pinchuk probably knows personally more current or former presidents, prime ministers, secretaries of state and CEOs than anyone else in Ukraine.

His persona and political positions, including a controversial Wall Street Journal op-ed suggesting Ukraine should find a compromise with Russia on the Crimean question, trigger periodic backlashes — including an announcement of the start of an anti-YES conference next year in Ukraine.

The Kyiv Post has changed its position on Pinchuk and YES over the years, going from boycotting the event to becoming a media partner. If this makes us sellouts, the fact remains that YES is the best conference in Ukraine (after the Kyiv Post Tiger Conference, in our biased opinion). YES has raised the profile of Ukraine internationally in a positive way. As for Pinchuk's philanthropy, many Ukrainians have benefited from his annual scholarships. And, in the interests of full disclosure, the Kyiv Post found common cause in partnering with Pinchuk on this year's Top 30 Under 30 Awards ceremony at the Dec. 5 Tiger Conference.

After three years as YES media partner, however, the illusion of access to the star guests is stronger than the reality. In fact, many of the questions from the audience are pre-screened, taken from the elite sitting in reserved seats and few in num-

ber. Several dignitaries also come to the event, speak and leave without talking to any journalists.



John Kerry
U.S. secretary of state (2013–2017)

John Kerry diminished his YES performance with his touchy-feely advice to understand why Russian dictator Vladimir Putin invades neighbors and is, in general, a global menace. But Kerry redeemed himself by taking on President Petro Poroshenko over his failure to fight corruption. Poroshenko contemptuously dismissed the idea that independent anti-corruption courts are needed in Ukraine, saying that they are used only by poor African or Asian nations, not in European democracies. His over-the-top question: Raise your hand if you are from a country with an anti-corruption court? "You see, no one." When he got to the stage, Kerry responded by saying "in my country, every court is an anti-corruption court." He urged Ukraine's leaders to take seriously the fight against corruption, which obviously they are not doing, considering that no one has been convicted of corruption in Ukraine courts.



Stephen Sackur
Host of BBC World News HARDtalk

For three years running, Stephen



14TH YALTA EUROPEAN STRATEGY ANNUAL MEETING
IS THIS A NEW WORLD? AND WHAT DOES IT MEAN FOR UKRAINE?

Sackur has flustered Ukrainian politicians by asking one simple question: Name one big fish convicted of any crime or corruption? Since there are no success stories, politicians don't know how to respond — other than to promise that tomorrow, next year, some day, one day, they will start battling corruption. The other variation in the answer is that they blame the failure to fight corruption on someone else. Or they talk about Ukraine's difficult history. Sackur is always a solid moderator, a real journalist who does his homework and cuts through bullshit answers. But the problem with the Pinchuk forum is that Sackur usually grills prime ministers — first Arseniy Yatsenyuk and now Volodymyr Groysman — on corruption. Pinchuk should have him grilling Poroshenko, who controls the prosecutors and judges. Instead, Poroshenko gets nothing but softball questions each year and that is probably by presidential demand.



Svitlana Zalishchuk
Member of the Verkhovna Rada, Ukraine's parliament

During a dinner-time discussion, it was interesting to hear Svitlana Zalishchuk, one of Ukraine's brightest political stars, confess to feeling like an outsider inside parliament, where

she is a member of the dominant 135-member bloc of President Petro Poroshenko.

"We are all invitees in the parliament and government. This is our status still. We have to admit that we are troublemakers rather than decision-makers. We all know how to make reforms, but we don't know how to win elections. But there's no alternative. We'll keep on criticizing the president, the parliament, government for not adopting the anti-corruption court and so on until we win elections ourselves."

And she blasted Poroshenko, saying: "Unfortunately, the president did not become that proper instrument for Ukraine to overcome the problems we face." She wasn't alone in calling him a liar. Noting that Poroshenko earlier in the day said he "doesn't want to wait 1.5 years to establish" an anti-corruption court. "This is simply not true. The law on anti-corruption court was registered Feb. 1. We could have already had commissions working nine months to elect the judges. There is no will to establish an independent anti-corruption court. Why? It will go after anyone in the country. That is the fear that is there."

The problem is that Ukraine's leaders "want to be judged by what they say, not how they act."



Mustafa Nayyem
Member of the Verkhovna Rada, Ukraine's parliament

Mustafa Nayyem

more YES on page 15

Best & worst of 14th annual YES event, held for 4th year in Kyiv

YES from page 14

deserves credit for calling out people by name. He blamed billionaire oligarchs Rinat Akhmetov and exiled Dmytro Firtash for excessive and unfair profiteering by manipulating government policies in energy supplies. Nayyem said that the leaders of three main factions in parliament — President Petro Poroshenko and ex-prime ministers Arseniy Yatsenyuk and Yulia Tymoshenko — could get lots of reforms passed, including electoral reform, but they are not interested in what's good for the nation but rather what's good for themselves. "They're stealing our future," Nayyem said.

Nayyem said that getting elected is beyond the reach of most political candidates, unless they are backed by billionaire oligarchs. He estimated that it costs \$3 million to \$5 million to win a seat in parliament and hundreds of thousands of dollars to win at the local and regional levels.

"The resources of our country are concentrated in five to seven hands," Nayyem said. He didn't mention them by name, but based on wealth alone he most likely meant Akhmetov, Firtash, Poroshenko, Victor Pinchuk, Igor Kolomoisky, Gennadiy Boholyobov and Yuriy Kosiuk.

Nayyem called on young people to stay in the nation even as "many are leaving the country because of the good future outside of Ukraine."

He said parliamentary immunity from criminal prosecution must be removed since 80 percent of MPs sought election to "protect themselves, to protect their assets — not to make changes."

"If we will not start to fight corrup-

tion in the real sense of this word... people will be disappointed."



Condoleezza Rice
U.S. Secretary of State (2005–2009)

Condoleezza Rice, who has visited Ukraine several times, drove home the point that Ukrainians cannot expect anyone else to help them. The West's sanctions against Russia aren't going to last forever, she warned, so Ukraine needs to take advantage of this time to get its own house in order — including in the energy sector, where she said corruption needs to be eliminated, regulations improved and domestic gas and oil production increased.

"We can't do it for you," she said. "You have to find a way."

She suggested greater use of social media to raise small donations, the way ex-U.S. President Barack Obama did, "to break through the funding requirements."

"Unless you connect to the people, you will quickly find you have no one following you," Rice advised. After revolutions, the "really hard work starts at that moment: institutionalization of your freedoms, having a parliament that balances the president, an independent judiciary, a press that is free and that can hold elected officials accountable. How is Ukraine doing in becoming an institutionalized robust democracy?"

And she warned: "What are you going to do about it so that when we're back here in a year or in the



CNN host Fareed Zakaria speaks at the 14th Yalta European Strategy meeting in Kyiv. (Aleksandr Indychii/YES)

next few years, winter hasn't overtaken Ukrainian politics?"



Pat Cox
President of the European Parliament (2002–2004)

Pat Cox, a member of the YES board of directors, deserves credit for steering the conversation back to the lack of electoral reform and the need for a new Central Election Commission ahead of the 2019 presidential and parliamentary elections. The legal mandate for the current commission expired, yet President Petro Poroshenko is keeping its members in place, including Mykhailo Okhendonovsky as chairperson. Okhendonovsky is a holdover from disgraced ex-President Viktor Yanukovych and implicated in bribery and election rigging charges that he denies. Instead of removing him, as Mustafa Nayyem pointed out, Poroshenko gave him a medal of honor.



Dmytro Shymkiv
Deputy Head of the Presidential Administration

It wasn't his aim probably, but Dmytro Shymkiv rattled off a long list of unfinished reforms that proves the point of critics of the president and parliament. Among them: Pension, medical, privatization, state fiscal investigation, anti-corruption court, budget, electricity market, decentralization, election law, roadbuilding and more. "My list is pretty big," he said. "You keep walking."

When Shymkiv was finished, Mustafa Nayyem asked him if they were living in the same country with the same parliament, which has obstructed many of the items on Shymkiv's list.



Will Hurd
Republican Party member of the U.S. House of Representatives (Texas-23rd District)

Will Hurd, a former undercover officer in the U.S. Central Intelligence Agency, wowed the audience with his clear analysis of the situation in Ukraine, compared to some mealy-mouthed speakers on panels.

"The first thing that this administration can do is sell lethal weapons to the Ukrainians," Hurd said. "The closer you are to Russia, the less likely you are to believe their nonsense. But the converse of this rule is true as well. The farther you are, the more likely you are to be susceptible to their disinformation...It's absolutely clear the Russians tried to manipulate our elections."

On only his second trip to Ukraine,

more YES on page 16



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YES speakers offer pearls of wisdom, nuggets of nonsense

YES from page 15

Hurd also understands Russia's war quite well: "I started getting upset when people started to use the term 'separatists.' What is happening in eastern Ukraine and Crimea is not a separatist activity, it is an invasion of a sovereign nation by the Russians. Period. End of story. We do not need U.N. peacekeepers to resolve this issue. The resolution is simple: Vladimir Putin should take his 920 tanks and all the Russian military and leave. That is how this should be resolved...The Russians are not our ally. They are our adversary. We have to be prepared to counter their asymmetrical warfare and one place to do that is right here in supporting our friend and ally, Ukraine."



Robert Gates
U.S. secretary of defense (2006-2011)

Former U.S. Defense Secretary Robert Gates followed his visit to YES last year with another strong

appearance. In a panel discussion about U.S. foreign policy, he proved to be a moderating presence, throwing cold water at one point on the notion that previous administrations somehow forgot that U.S. interests existed: "Every president in our history has pursued both our values and our interests." With respect to Ukraine, he also clearly set out the main challenge for President Donald J. Trump's foreign policy: "How to push back against (Vladimir) Putin's interventionism not only in Ukraine, but in political activity in Europe and the United States."



Kurt Volker
U.S. special envoy to Ukraine

Despite Ukraine's worst fears about Donald J. Trump's presidency, the appointment of Volker in charge of peace talks with Russia showed strong support for Ukraine. At the YES meeting, Volker said that he was determined to give impetus to the failing Minsk peace process without replacing it. He also saw an

opportunity for dialogue in Vladimir Putin's proposal of a United Nations peacekeeping mission to the Donbas. "Russia's proposal could only deepen the divide in Ukraine. But the fact that they did it is a step forward. It never happened before, and it indicates that Russia senses the status quo isn't good for anybody," Volker said.

LOSERS



Petro Poroshenko
President of Ukraine (2014-present)

He was at his arrogant and misleading best in becoming the No. 1 loser at YES for mocking the idea that Ukraine needs an independent anti-corruption court, which he's obstructed, as he has any other meaningful changes of Ukraine's legal system that would allow judges, prosecutors and police to conduct a genuine fight against corruption -- not the imitation one under way now.

With his shameful stunts,

Poroshenko proved he's the nation's top obstructionist to battling corruption.

"Is the situation significantly improved? Definitely," Poroshenko claimed of the fight against corruption. He also claimed that the business community is enthusiastic, based on his recent closed-door meeting with members of the European Business Association and American Chamber of Commerce. He said member businesses are planning to increase their investment in Ukraine up to 30 percent and that all five funds he was told about are fully subscribed with investors. (The Presidential Administration approved the guest list. The Kyiv Post, an AmCham and EBA member, was excluded from the event.)

He claimed every single week there is an arrest of "high-ranking corruptionists" -- neglecting to say, of course, that no one has been convicted. He claimed credit for making public the value added tax refunds' assets and income, even though he tried to sabotage both initiatives. He also extolled the imminent creation of an "absolutely new Supreme Court" of 120 members which, critics say, will consist mostly of the same old discredited justices.

"For the anti-corruption court we have registered the draft law," he said. "I don't have 1.5 years or two years to wait for an anti-corruption court. I want to ask all of you: Could you raise the hand if in your countries exist an anti-corruption court, in any of your countries. Maybe in France, England, Poland, Germany or maybe the United States? Maybe. No hands. In what countries do they exist...Kenya, Uganda, seems to me Malaysia, and in Croatia."

This was his most cynical and disgraceful ploy. He has been obstructing the anti-corruption court from the start. And he knows that the problem in Ukraine is that the courts are untrustworthy and unable to deliver just verdicts in Ukraine. This is the way Poroshenko wants it -- he does not want an independent judicial system or anything approaching U.S. style justice in which a special prosecutor could investigate a sitting president.



Yuriy Lutsenko
Prosecutor General (2015-present)

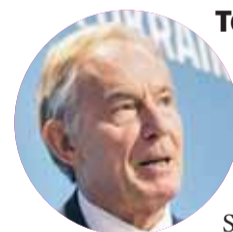
Red-faced and impassioned, Yuriy Lutsenko came across as a clown and the chief accomplice to President Petro Poroshenko's failure to combat corruption and dislodge Ukraine's oligarchy. He reeled off meaningless statistics -- 4,000 cases of bribery -- but said he can't convict anyone because none of the nation's useless and corrupt judges will take the cases to trial. He then said he needs an anti-corruption court "tomorrow." His performance

would have had a shred of credibility had Lutsenko and Poroshenko not teamed up to sabotage the creation of the anti-corruption court. This non-lawyer and non-reformer should resign. He vaulted to political fame by taking on ex-President Leonid Kuchma, but has become a complete sellout to the oligarchy. We are deeply disappointed in him because we championed his freedom during his imprisonment on trumped-up charges under ex-President Viktor Yanukovich.



Richard N. Haass
President of the Council on Foreign Relations

A former adviser in the George W. Bush administration, Richard N. Haass needs to be replaced as a moderator. Haass threw nothing but lame softballs to Poroshenko. "A consistent refrain was dealing with corruption...how do you respond to that?" Then he hosted a panel on how Ukraine can regain control of the Russian-occupied Donbas and Crimea. He didn't know what the Mejlis, the council of Crimean Tatars, was. Introducing Mejlis chairman Refat Chubarov, he said: "I have no idea what that organization is." His ignorance didn't stop him from declaring that regaining Crimea is not "a viable, serious, near-term policy proposition...given the realities on the ground, realities in the Kremlin, and given other priorities."



Tony Blair
United Kingdom prime minister (1997-2007)

Since leaving office in 2007, Blair has been raking in the big bucks by peddling his nonsense and cozying up to dictators. He has no credibility anymore. His transgressions include advising Kazakhstan dictator Nursultan Nazarbayev on damage control after a massacre. By the time he made it to this year's YES conference, he seemed completely out of ideas, offering bromides about prosperity, Ukraine's European destiny and how it takes both sides to make peace and end war.



Alexandr Kwasniewski
President of Poland (1995-2005); Chairman of the YES Board

Alexandr Kwasniewski closed out the YES forum with a speech that everyone wanted to end. Trotted out on an annual basis by Pinchuk, Kwasniewski joined the ranks of other notable attendees by



Remembering Georgiy Gongadze, 17 years later

With each passing year that the assassination of Ukrainska Pravda journalist Georgiy Gongadze goes unsolved, more people forget. 2017 may mark an all-time low in the public remembrance of the Sept. 16, 2000 kidnapping and beheading of Gongadze. About 50 people showed up on Independence Square on Sept. 15.

(Top): A man lights up a candle to form the word "Giya," the short version of Georgiy.

(Right): A man holds a poster which reads "Who killed Pavlo Sheremet," another Ukrainska Pravda journalist, killed in a car bomb blast on July 20, 2016.

Neither the Gongadze nor Sheremet murders are solved. Five police officers were convicted and sentenced to prison in Gongadze's murder, but those who allegedly ordered the murder -- ex-President Leonid Kuchma chief among them -- never faced charges. Kuchma denies the allegations. (Volodymyr Petrov)



Too busy to sit through 2 days of YES? Here is essential guide

YES from page 16

adding nothing to the conversation. The former Polish president had to close the event – an admittedly difficult task.

“Corruption is the real problem of this country. But corruption is also damaging the image of Ukraine, this is the brand that you have to change as soon as possible,” Kwasniewski lectured at the end.

Kwasniewski should start with himself. He is on the board of directors of Burisma energy company, run by ex-Ecology Minister Mykola Zlochevsky of the era of ex-President Viktor Yanukovich.

As energy experts know, the Ecology Ministry has been notoriously corrupt in wielding its vast powers to grant licenses for oil and gas exploration.

Zlochevsky was among several top officials who fled Ukraine after the EuroMaidan Revolution that ousted Yanukovich on Feb. 22, 2014. Months later, some \$35 million was found in his companies' bank accounts in the United Kingdom, prompting money laundering and illicit enrichment investigations in the United Kingdom and Ukraine.

He was also investigated for giving gas extraction licenses to affiliated companies – mainly ones in the Burisma Group.

But Ukrainian prosecutors and investigators are widely believed to have sabotaged the investigation, damaging the nation's credibility with U.K. and other international law enforcement agencies.

The charges against Zlochevsky were reduced to tax evasion and settled for a less than 20 percent of the amount found in the U.K. bank account.

Enjoy your big fat cigars, Kwasniewski, just remember they are most likely purchased with the fruits of corruption stolen from the impoverished Ukrainian people you claim to love so much.

Money often comes at a price and, in your case, it's damage to your credibility. You're right. Corruption is the real problem of this country. And as long as people like you keep accepting positions from people like Zlochevsky, this problem isn't going away anytime soon.



Adrian Karatnycky
Non-resident fellow of the Atlantic Council

Adrian Karatnycky can write with great insight and flair, and he clearly loves Ukraine. That said, no matter who rules Ukraine, one thing is sure: Karatnycky will be on their side. After penning numerous op-eds in praise of ex-President Viktor Yanukovich – basically all with the same “Yanukovich is a democrat” or “Yanukovich is not such a bad guy” theme – Karatnycky is now sucking up to President Petro Poroshenko, who Karatnycky thinks should be above criticism because he's the leader of a nation at war. (First of all, the entire nation and most of the Western world supports Ukraine in this war; secondly, Poroshenko has never brought himself to officially declare it a war, and only quit his business in Russia after Vladimir Putin shut it down.)

Currying favor among incumbents must be good for the lobbying business.

Karatnycky asked during Stephen Sackur's questioning of Prime Minister Volodymyr Groysman whether the British journalist and Westerners are being too hard on Ukraine on corruption.

“Is Ukraine not sometimes, because of the deep corruption, being held to a completely different standard of unreasonableness in how it is assessed for its progress?” Karatnycky asked.



Former U.S. Secretary of State John Kerry speaks at the Yalta European Strategy conference in Kyiv on Sept. 15. (Aleksandr Indychii/YES)



Former Polish President Aleksander Kwasniewski tries a cucumber during the welcoming reception at the Sept. 14 opening of the 14th annual Yalta European Strategy conference in Kyiv. (Sergei Illin/YES)

Groysman suggested that he agreed with the idea that Ukraine is held to an unfairly high standard, calling “the idea that everything is lost in Ukraine” is a “strategy of fighting Ukraine.” In reality, you cannot blame those who are victims of this information aggression, because propaganda, especially the propaganda of our enemies, is rather efficient,” Groysman said. “You cannot fight Goebbels-type propaganda with PR.”

Good grief. Karatnycky's servility was nauseating but expected.

Fact: Ukraine has convicted no one of the multibillion-dollar corruption that has robbed the nation blind or high-profile murders. Impunity still reigns. The courts, prosecutors and police remain largely unreformed, even more than three years after the EuroMaidan Revolution that drove Viktor Yanukovich from power on Feb. 22, 2014.

The demand for justice comes mainly from Ukrainians, not Westerners. Ukrainians deserve to be supported, not political leaders like Poroshenko and Groysman who are obstructing the quest for justice. Ukraine's international partners are right in standing up for Ukrainians. Karatnycky, just as when he backed Victor Yushchenko and Yanukovich, is once again on the wrong side of history, all for the sake, it seems, of promoting his commercial interests and protecting his access to whoever is in power.



Anders Fogh Rasmussen
Founder of Rasmussen Global, Secretary General of NATO (2009–2014),

Prime Minister of Denmark (2001–2009)

He's good on international issues, but loses his credibility because he's a paid agent of President Petro Poroshenko and an apologist for him.

Poroshenko also might want to question the value of whatever he's paying Rasmussen. Introduced by Richard N. Haass as “the former everything,” Rasmussen suggested relaxing some economic sanctions against Russia in reward for good behavior. “If Russia accepts a robust mandate on a U.N. peacekeeping mission, like I said, for the whole Ukraine-Russia border and to protect the entire population,

not only monitors, then, of course, a carrot for Russia could be a relief of some of the sanctions,” he said. He obviously had not listened to Kurt Volker, the U.S. envoy, or Ukrainian Foreign Minister Pavlo Klimkin. Rasmussen generally had a poor idea of Ukraine's position on the Russian-occupied territories: The sanctions must remain in place until the territorial integrity of Ukraine is completely restored, among other conditions including a cease-fire and withdrawal of Russian troops, weapons and financial support.



Gennady Burbulis
Secretary of State of RSFSR/Russian Federation (1991–1992);

president of the Baltic-Black Sea Forum

Once an influential political figure in 1980s and 1990s, Gennady Burbulis seemed an irrelevant speaker at the panel on Russia's future. He demonstrated the Soviet art of talking long and saying little. He delivered a lengthy speech about the collapse of the Soviet Union and his work with the Boris Yeltsin administration. He

seemed to deliberately use ostentatiously professorial and supercilious language that in reality made little sense. “Current situation in Russia demonstrates a deep birth trauma from imperialism common for the modern developed society. The future of Russia depends on the system of mythological construction,” and so on.



David Cameron
Prime Minister of the United Kingdom (2010–2016)

The former British prime minister, whose claim to historical fame will be losing a referendum that he called on whether the United Kingdom should leave the European Union, did a great job of blathering on. On a panel with ex-U.S. Secretary of State John Kerry, he appeared to forget his role in his country's departure, saying: “I'm an avowed believer in global action.” He also threw a bone to divisive identity politics that embodied the pro-leave campaign in the Brexit referendum: “Democracy doesn't mean giving up national identity.”

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Ukrainian troops face arson attacks by Russian forces

Donbas from page 2

128th Mountain Brigade, which was defending the town. The fighting was so fierce that Ukrainian soldiers were even involved in hand-to-hand combat with the enemy in their own trenches.

In the heat of the battle, a guided missile hit the tank. It went straight through the vehicle and blew up its ammunition magazine, tearing the tank apart from the inside.

The tank's young commander Oleksiy Ostashevskiy was thrown through the turret hatch by the blast, his body landing some 30 meters away. His two crewmates, Gunner Kostyantyn Tkachuk and Driver-Mechanic Vasyl Denysiuk were burned alive inside the machine. Their remains were only identified 45 days later, by DNA tests.

The remains of the tank have stood where it was destroyed ever since, with a memorial stone and a Ukrainian flag nearby, a grim reminder of the blood that was shed to hold the line of trenches outside Troitske.

Today, major fighting is rare here — the opposing armies have dug themselves deep into the ground and are content to hold their lines. However, as twilight descends on the war zone, there are occasional whis-



Ukrainian soldier keeps watch over enemy lines at a combat post near the Luhansk Oblast town of Troitske on July 29. (Volodymyr Petrov)

ting sounds — bullets zipping high over the Ukrainian trenches.

"The militants rotate their forward units every two weeks," says Master Sergeant Vitaliy Chernyavskiy

as he scans no-man's land through the sights of an automatic grenade launcher.

"Every new unit at the position usually calibrate their gun sights by

shooting at us a bit. It's not a big deal."

It's more serious when the Russian-led troops roll out their artillery and mortars, banned at the front under

the Minsk agreements, but still widely used by them. The Ukrainian trenches are frequently shelled by 152-millimeter self-propelled guns firing from the outskirts of the Russian-occupied city of Kadiyivka, previously known as Stakhanov, some 15 kilometers to the east.

Ukraine's soldiers have nothing to strike back with — all of their heavy and long-range weapons have been pulled back from the front line as required under the Minsk II peace agreements.

And to fend off closer-range attacks, the soldiers of the 53rd Mechanized Brigade have had to improvise.

They have invented a weapon they have dubbed the "Vybachun," or "the Excuser." It consists of an 82-millimeter mortar shell manually adapted so that it can be fired from an RPG-7 grenade launcher in the manner of a simple rocket. The weapon is powerful enough to force back enemy commando squads that creep toward the Ukrainian trenches from time to time, without violating the Minsk restrictions on heavy arms.

"The militants are fine with burning our trenches down, together with the civilian settlements that we defend," the master sergeant says. "So why should we stay silent?" ■

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Pick out a lamp, a vase or some furniture at the home décor fair called Light in the Room on Sept. 23-24 at Vsi Svoi Ukrainian goods market in Kyiv, 12 Desiatynna St. 10 a.m. - 8 p.m. Free



Top 7 places in Ukraine to see autumn's beauty



If going to Pushcha Vodytsia, a resort area in the outskirts of Kyiv, don't forget to bring bread for ducks, who live on the lake in the middle of the park. (Ukrinform)

BY ORYSIA HRUDKA

Forget the myth that autumn is a season of melancholy — it's full of options to have fun. The oppressive summer heat is over, and it's cool enough for comfortable travel and long walks.

The Kyiv Post has picked seven places around Ukraine — including parks, forests, rivers, and islands — where the best sights of the season can be seen.

Dzembronia

Dzembronia is a quiet village high in

the Ukrainian Carpathians, in Ivano-Frankivsk Oblast. The village is located in a valley surrounded by rugged mountains, and is the perfect setting for a break for a few days in the fall.

Go camping, rent a room from one of the locals, or stay in one of the nearby cottage complexes: Bilyy Slon, Kseniya, Chornohora, Smotrych, or Olehova Khata. A room costs Hr 50–200 per day.

Climb into the hills and enjoy the views over the tree-covered mountains, especially colorful in autumn.

And there is another perk of the season: The nearby forests are rich

with sprouting mushrooms.

How to get there: Travel by car or take a train to Vorokhta, Ivano-Frankivsk Oblast, and catch a bus to Dzembronia from there.

Dniester Canyon

It's too cold in fall to go swimming in the Dniester River, but it's still a good time for kayaking.

While on the river near Nyzhnyv, a village about 20 kilometers to the west of the city of Ivano-Frankivsk, enjoy the views of the wooded hills along the Dniester's banks, with its trees resplendent in various colors,

from green to yellow, red and brown. The forests along the Dniester are also famous for being home to a number of rare species of bird.

Most people come here with their own kayaks or boats, but there is also the option to rent. A two-day water tour down the river costs Hr 1,000 per person, with a walking tour of local historical sights included.

How to get there: Take a train to Ivano-Frankivsk, then a bus to Nyzhnyv from the train station in Ivano-Frankivsk.

more **Places** on page 20

Book Review



WITH TOMA ISTOMINA
ISTOMINA@KYIVPOST.COM

Discover erotic photography in Ukraine with stylish new book

A woman holding a corncob in her mouth while sitting on her knees in a cornfield, a man hugging a birch tree, another woman lying in a bathtub — all of them naked — are only some of the pictures found in the first Ukrainian erotic photography art book.

“Ukrainian Erotic Photography” was released by Osnovy publishing house. The English-language book contains over 100 pictures by 21 Ukrainian photographers.

Combining works of both young and well-known artists, the book looks at the development of erotic photography in Ukraine since its independence in 1991, according to Osnovy.

The introduction reads that the book is “dedicated to the representation of a human body in contemporary Ukrainian photography.”

It includes the works by well-known Ukrainian photographers like Mykola Trokh, Yevheniy Pavlov, Roman Piatkovka, Glib Vysheslavskiy, as well as beginners Yaroslav Solop, Sergey Melnitchenko, Ihor Chekachkov.

Svitlana Libet, an editor at Osnovy publishing house, believes that erotic photography will always be timely due to the new generations of artists.

“Such masters as Yevheniy Pavlov, Mykola Trokh, Roman Piatkovka have already become a part of the history of Ukrainian photography. But while working with young artists we realized that there are so many cool modern erotic photos,” she said.


The 191-page edition is divided into chapters by an author. It contains photo series, collages and standalone photos made in different techniques and styles. There are small bios of the authors, but photos only have titles and no descriptions.

The cover of the book was criticized on social media in Ukraine for allegedly objectifying women. It features a naked woman with a collar on her neck, her legs pulled up and partly covering her face. Her open red lips stand for “o” in “erotic” in the book's title.

Libet says that their editorial team wouldn't have approved the cover if they thought it objectified women.


“We respect both women and men, whose pictures are also in the book. Gender equality is

more **Book** on page 22



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Ukraine's best options for autumn traveling

Places from page 19

Islands on Dnipro River

Those in Kyiv don't need to go far to be able to enjoy nature on an uninhabited island. Right in the middle of Ukrainian capital there are a number of small islands, near the Southern Bridge or Paton Bridge.

Rent a boat to get to them, or ask a local fisherman for a ride across the Dnipro River.

How to get there: A ride from Marharyta Pier near Obolon metro station to Velykyy or Muromets Islands costs Hr 20.

Cherkasy

Cherkasy may not be the first city that springs to mind when considering a weekend trip. But autumn is the perfect season to visit this city and its rich natural surroundings.

Climb the steep stairs near the Buddhist Temple to reach a garden with a dinner table, where monks spend time in summer. Or go to the Valley of Roses Park on the banks of the Dnipro River and sit on the stony beach, listening to the rustle of the drying leaves on the trees. Then, to warm up, order a hot drink in one of the cozy cafés in the city center.

How to get there: The Valley of Roses is situated on 52 Haharina St., and the Park near the Buddhist temple can be found on 4 Ivana Franka St.

Khortytsia Island

Khortytsia Island in Zaporizhia is mostly famous for its museum of the Zaporizka Sich, a historic Cossack stronghold established in the 16th century, but it is also a wonderful nature spot.



A picture taken in October 2015 shows the hills of Dzembronia, a quiet village high in the Ukrainian Carpathians, in Ivano-Frankivsk Oblast. (Orysia Hrudka)

The island is hilly and has the blend of deciduous and coniferous species of trees, which makes it a breathtaking autumn landscape.

How to get there: Take a bus No. 55 from Zaporizhia-1 train station and get off at the Khortytsia stop.

Pushcha Vodytsia

Pushcha Vodytsia is a resort area in the north-west of Kyiv. Take a

long walk among the trees, and don't forget to bring some nuts for the squirrels in the woodland, and bread to feed the ducks living on the lake located in the middle of the resort's park.

The tram trip to Pushcha Vodytsia is a treat in itself, as the tram lines run through a narrow tunnel of trees.

How to get there: Take a tram No. 12. from the Kontraktova Square in Kyiv. Pushcha Vodytsia is the final stop.

Dzhurynskyy Waterfall and Chervonohradskyy Castle

The murmur of the Dzhurynskyy waterfall in Ternopil Oblast mixed with the rustle of leaves is a great combination of sounds for relaxation. And if the sounds don't do the trick, visit Chervonohradskyy Castle nearby, up the hill in the middle of a deciduous forest, which offers stunning views. The castle was built in the 17th century as a fortress, and in the 19th it was rebuilt into a palace. Now it's abandoned and in ruins, but it still attracts tourists from all over Ukraine.

How to get there: Take the H18 and D2016 roads from Ternopil to Nyrkiv. Another option is to take a train from Ternopil heading to the city of Zhalishchyky and get off at Varvulyntsi station. ■



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Trouble finding Kyiv restaurants that welcome children? Here's an essential guide

BY TOMA ISTOMINA
ISTOMINA@KYIVPOST.COM

A dinner in a restaurant with kids might sound like a nightmare with whims, tears and food on the floor. However, a family event will go smoothly if children are entertained and have enough room to go crazy. The Kyiv Post picked some of the best restaurants and cafes in Kyiv that have playrooms and arrange workshops for children.

Baby Bar

This place is a real fairytale for children — made in bright colors, its design resembles a toy house. Baby Bar is divided into a playroom and a dining room. In the playroom, children can find numerous games, toys, rocking horses and a drawing board. While kids are having fun, a babysitter will watch and entertain them. However, parents with children under 3 years old are recommended to accompany their little ones.

The kids menu includes mashed fruits and vegetables, porridges, burgers with either chicken or veal, syrnyky (Ukrainian cottage cheese pancakes), pancakes and ice cream. Adults can try appetizers, salads, soup, pasta, steaks, pies and desserts. The drink menu offers coffee, tea, milkshakes, cocktails and liquor.

Apart from that, the Baby Bar conducts culinary and crafts workshops for children that are announced on their website beforehand. At culinary lessons, kids learn how to make cupcakes, pizza or gingerbread. The restaurant also arranges parties, where little ones can have fun, meet new friends, play with assistants dressed like cartoon characters and eat cake.

Prices: workshops are Hr 50–75, parties Hr 100–150

Baby Bar (4 Lvivska Square). 11 a.m. – 10 p.m. +38044 537 2223
www.baby-bar.kiev.ua

Montecchi Capuleti

This Italian restaurant has a playroom with a small house, board games, books and coloring pages. On Friday, Saturday and Sunday while kids are playing, they remain under the supervision of a nanny. In addition, the restaurant sets workshops on how to make pizza, pasta and desserts like éclairs. They are available for groups of five and more kids.

Montecchi Capuleti serves traditional Italian cuisine including antipasti, fish, meat, seafood, pizza, pasta, ravioli, risotto, salads and soup. The kid menu offers five kinds of pizza, Caesar salad, chicken soup and minestrone, pasta and ravioli, as well as desserts — cheesecake, syrnyky, panna cotta.

Prices: workshop — Hr 150.

Montecchi Capuleti (36V Yevhena

Konovaltsia St.) 10 a.m. – 11 p.m.
+38044 373 6888
www.montecchi-capuleti.com/en

Lviv Handmade Chocolate

This cafe producing one of the tastiest chocolate sweets in Ukraine was founded in 2009 in Lviv. Since then, it has grown to a well known and loved chain with cafes located all over the country.

Lviv Handmade Chocolate makes sweets for all tastes — candy with marzipan, nougat, truffles, nuts, soufflé and liquors, as well as dragee and chocolate bars made in different sizes and shapes. They also serve coffee, tea and hot chocolate.

Apart from attracting children with their products themselves, Lviv Handmade Chocolate sets workshops for the little ones. Kids have an opportunity to learn how to make candy and decorate chocolate bars. Workshops are usually held for a group of at least five children and cost Hr 250 or Hr 400 per one depending on the quantity of candy made.

Prices: workshops are Hr 250–400.

Lviv Handmade Chocolate (2B Andriivskiy Uzviz St., 36 Tarasa Shevchenka Blvd., 20D Poliarna St., 40 Budivelnikiv St., 6A Valeriia Lobanovskoho Ave., 1 Verbytskoho St., 45 Antonovycha St.) +38050 372 98 97
www.chocolate.lviv.ua

Al Faro

This restaurant takes care of children's outdoor leisure on a warm sunny day. At their playground children will find slides, swings and rocking horses. While kids are enjoying entertainment, parents can have their meals on a beautiful light terrace.

Apart from that, those children, whose families order pizza, are welcome to take part in cooking it. The workshop is free, yet enthralling for little ones who get to wear a chef hat and an apron, go to the kitchen and learn how to make pizza.

Al Faro serves traditional Italian dishes — carpaccio, tartar, bruschettas, cold and warm salads, soup, risotto, pasta, fish, meat, seafood, pizza. The restaurant offers a choice of desserts such as tiramisu, tortino, cream brulee, cheesecake and sorbet. Al Faro sells tea, coffee, fresh juice, beer, wine, alcoholic and non-alcoholic cocktails.

Prices: workshop — free.

Al Faro (49A Velyka Vasylkivska St.) 11 a.m. – 11:30 p.m. +38098 114 3300

www.alfaro.ua/en

Kartata Potata

Kartata Potata is a comfy restaurant and a food store at the same time.



Baby Bar arranges parties where children can meet new friends, play with assistants dressed as cartoon characters and eat cake. (Courtesy)

They serve dishes from different cuisines including French, Italian, English and Ukrainian. They offer breakfasts (croissants, pancakes, syrnyky, porridge, eggs and meat), soup, salads, fish and meat, desserts. Their kids menu includes consommé (French broth with chicken), schnitzel, pizza, casserole. The restaurant also sells lemonades, milkshakes, coffee, sangria, cocktails and wine.

To share their love to cooking with children, Kartata Potata conducts culinary workshops every Sunday. One workshop usually includes cooking three dishes from different cuisines. Apart from that, children find out about eating habits and traditions from all over the world.

Culinary workshops are recommended to children of school age.

Details about the future workshops can be found on the restaurant's website.

Prices: workshop — Hr 500–700.

Kartata Potata (1–3/5 Pushkinska St.) 8 a.m. – 11 p.m. +38067 337 7755
www.kartatapotata.ua

Vino e Cucina

A three-story restaurant that offers Italian food, over 1,000 kinds of wine and where live music is played at night sounds like a perfect dinner spot for adults. However, Vino e Cucina has prepared something special for children as well.

The restaurant has an area for children with a table and chairs, where kids can play board games and enjoy coloring books. On Friday,

Saturday and Sunday play assistants entertain children and even perform a small puppet show. In addition, children can learn to make pizza, ice cream, and non-alcoholic cocktails.

Vino e Cucina serves Italian cuisine — bruschettas, salads with seafood, antipasti, vegetable soup, pasta, risotto, pizza, over 10 desserts and more. The drink menu includes smoothies, lemonade, milkshakes, wine, champagne and grappa.

Prices: pizza making workshop is free; ice cream and cocktail workshops are Hr 70.

Vino e Cucina (82 Sichovykh Striltsiv St.) 8 a.m. – 12 a.m. +38067 823 8282

www.famiglia.com.ua/en/vino-e-cucina ■

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Ukrainian girl wins at world arm wrestling championship

BY MARIYA KAPINOS
KAPINOS@KYIVPOST.COM

The second Ruslana Kulyk gripped her opponent's hand, she knew she was stronger.

The 16-year-old Kulyk, from Poltava Oblast, had reached the final on Sept. 5 of the World Armwrestling Championship in Budapest, Hungary, in the 70-kilogram weight category. She was up against Zalina Khosroeva from Russia.

"I had the feeling she was much weaker than I was," says Kulyk.

And the Russian was.

"Believe it or not, I knew I was going to win," says Kulyk. "I had this weird feeling, which I cannot explain, that everything was going to work out just fine."

This was not the first competition Kulyk has won, but this year's championship in Hungary was especially important. The victory has opened many new doors for her, including an invitation to study in Slovenia, which she has accepted.

No high hopes

Kulyk's sports career started in the small city of Kobelyaky in Poltava Oblast, when she was only 12. Her introduction to the sport came by chance — she had gone to Kobelyaky's arm wrestling club in September 2013 to kill some time between school and her dancing lessons.

"I didn't choose arm wrestling because I was really in love with this sport," says Kulyk. "It's a lot simpler than that — lots of people around me were into arm wrestling, and I just



Ruslana Kulyk competes in the World Armwrestling Championship in the 70-kilogram weight category in Hungary on Sept. 5. (armpower.net)

decided to give it a shot too."

She met her first coach, Artem Pysmak, at the club. At first, he had no high hopes for the girl. Many new faces would join the club at the beginning of the school year and, as a rule, they would drop out in a month or two.

But Kulyk soon proved to be an exception.

Within a year of intense training, she had started to win her first contests. Both student and coach then realized that Kulyk had a talent for the sport that could take her far

beyond killing time in a sports club after school.

"The coach was so shocked when I started winning my first contests," laughs Kulyk. "But when I let him know I was pretty serious about my decision to become professional arm wrestler, he set the goal of making me a champion."

When her coach asked her: "Do you want to be a winner?" she hesitated for a second. Saying "yes" would mean she had to devote all her time and energy to the sport, work twice as hard at it, and have

half as much free time. Saying "no" was the more tempting and easier option for a 13-year-old girl who had previously just wanted to learn dancing.

But when she did answer, there was no trace of doubt.

"Yes, I want to be a winner," Kulyk said confidently. And that was the beginning of her path to success.

The price of that success is that Kulyk has had virtually no free time since then. She juggles training, endless competitions, and school. Taking part in competitions results in pain

in the joints and tendons, as well as overall exhaustion, not to mention the stress beforehand.

"Competitions are very stressful and I had to learn to cope with the pressure on my own," says Kulyk.

Anger helps

Every athlete eventually comes up with their own way of coping with pressure. Kulyk says a little bit of aggression helps her performance.

"I often see people listening to music before going on a stage," Kulyk says. "But for me, anger is what helps me to get the best results possible: If I'm not angry — I'm not that good."

Another tip is to keep calm.

"It sounds very easy, but only professionals are able not to freak out before going on stage, with thousands of people watching your every move," she says.

As a result of her win in Budapest, Kulyk was invited to study to be a sports coach by a sports school in Slovenia. Now she says she doesn't know whether she will compete for Slovenia or Ukraine in the future.

"I like Ukraine very much, it is my home, but here I spend more on medical treatment than I earn," she says.

Already the world champion arm-wrestler among female juniors at the age of just 16, Kulyk hopes to have a long professional career ahead of her, no matter which country she chooses to represent.

"Now I can't imagine my life without arm wrestling. I'm extremely glad to have my dream career at such a young age. This is only the beginning." ■

Book Critic: Ukraine's first erotic photography book

Books from page 19

one of the topics that we focus on at our publishing house," she said.

Pavlo Gudimov, the founder of Ya Gallery art center and Artbook publishing house, says that he would definitely recommend the book.

"It's a good product built on various photographs of different generations and different schools," he said.

Although "Ukrainian Erotic Photography" was published as a limited edition with only 1,000 copies, Gudimov says that at the recent Lviv Book Fair it attracted a lot of attention.

"Hundreds of people looked through it from beginning to the end," he said.

Aleksandr Liapin, a Ukrainian photographer and photo critic, says that although the cover sets up the expectation for rather radical pictures, the book doesn't correspond to it.

"The book doesn't cover the waterfront. It touches some traditions modestly and superficially. There is more radical erotic photography,



The first Ukraine's art book with erotic photos, "Ukrainian Erotic Photography," includes over 100 pictures by 21 Ukrainian photographers. (Oleg Petrusiuk)

more illustrative and rich," he said.

Nevertheless, Liapin says that it's great that such book has been published.

In the Soviet Union times Ukrainian photography couldn't develop because of censorship and, as a result, it now lags behind the full-blown photography tradition of the world, Liapin said.

However, today Ukrainian photography is catching up and the release of the first erotic photography book is a good sign.

The photographer added that eroticism is the essence of human life and in some way the sense of living.

"No eroticism — no life," Liapin said. ■

Where to buy "Ukrainian Erotic Photography" (Hr 600):

Osnovy Publishing (7 Heorhiivskyi Lane)
My Bookshelf bookstore (7 Pushkinska St.)
www.osnovypublishing.com

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DAI Global, LLC (DAI) is seeking a qualified professional to fill the long-term position of a Leasing Market Development Expert for the USAID Financial Sector Transformation Project (FST).

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Candidates are asked to submit resumes and cover letters in English by October 11, 2017 to: RecruitmentFST@dai.com indicating the position title in the subject line.

Only applicants selected for interviews will be contacted. No telephone inquiries will be accepted.

The National Democratic Institute for International Affairs (NDI) is a non-profit organization working to strengthen democracy worldwide. NDI-Ukraine is currently seeking to fill position at Program Assistant level for its Women's Political Participation Program.



Interested applicants should submit CVs and motivation letters in English by email to the following email address: ukraine@ndi.org.

Deadline:

The deadline for the submission of the required documents is by COB on October 4, 2017. Only selected candidates will be invited to take written and oral tests and an interview.

Full text of the advertisement can be viewed here: <https://www.kyivpost.com/classifieds/jobs/womens-political-participation-program-assistant-2>



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This position is open to external applicants, who are residents and legally authorized to work in Ukraine, who meet all of the essential qualifications and whose applications are received by the closing date of October 6, 2017.

Further details about the position, the qualifications required and how to apply can be found here: www.wfca.tpce.com. Candidates must complete the online application form, and upload a CV and covering letter that clearly demonstrates how the candidate meets the Essential Qualifications, as well as the Asset Qualifications listed in the poster.

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Apply at <http://www.urc-chs.com/careers> and select Kiev, Ukraine under All Location tab.



Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) in Ukraine is looking to hire a qualified professional for the programme "Initiatives of the Infrastructure Programme for Ukraine" (IIPU) in Kiev to fill the position of

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As a service provider to colleagues in the IIPU projects the communications specialist covers the following areas of responsibility:

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- Advise colleagues in IIPU projects re communications
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We offer a full-time position with 40 working hours per week on a one-year contract (extension possible). Start date is 1 November 2017.

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Global Communities is seeking a part-time Finance and Administration Intern for the five-year USAID-funded Decentralization Offering Better Results and Efficiency Program (DOBRE):

The Intern will assist with the day-to-day accounting and finance related functions.

This 6-8 week paid internship position will be based in DOBRE office in Kyiv. The internship is designed to begin on or about October 1, 2017

Key qualifications

- Graduate/undergraduate student majored in accounting, finance, business administration or related field;
- Bachelor's degree is preferred;
- Ability to speak, read and write in English is preferred;
- Ability to work effectively in a team environment;
- Ability to perform and complete a variety of detail-oriented duties in a deadline driven, fast paced environment;
- Prior work experience is advantageous.

Full position description of the Finance and Administration Intern is available at: <https://www.kyivpost.com/classifieds/jobs/dobre-program-internship>

Applicants are to submit their CV to UkraineHR@globalcommunities.org indicating "Finance and Administration Intern" in the subject line by COB September 29, 2017.

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