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Outspoken EU ambassador departs

BY BRIAN BONNER
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The decline of Ukrainian democracy, as well as the nation's relationship with the European Union, can be

traced through the four-year tenure of the EU's ambassador to Ukraine, Jose Manuel Pinto Teixeira, who left his post in August.

When he arrived in 2009, Teixeira still had expectations that Ukraine would quickly integrate into the family of democratic nations. Even after

President Viktor Yanukovich took power in 2010, the EU still had hope and gave the newly elected Ukrainian leader "the red-carpet treatment" and the benefit of the doubt, Teixeira said. But it's been downhill since then.

Yanukovich is unofficially persona non grata in the EU, espe- → 17



Jose Manuel Pinto Teixeira

Old TsUM will meet wrecking ball soon

BY OLGA RUDENKO
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After Kyiv's historical Central Department Store shut down for business in February, few details were revealed about the fate of the landmark shopping center better known by its Soviet acronym TsUM.

The picture is becoming clearer now, and not everyone is happy. One harsh critic calls the planned new look "architectural junk," but its proponents say the new look rescues a beloved center that had fallen out of shoppers' favor while remaining sensitive to its historical status.

TsUM's new owner Esta Holding, owned by billionaire Rinat Akhmetov, is going to almost entirely demolish the building — with the exception of three historic exterior walls that form the building's angle-shaped facade on Khreshchatyk and Bohdana Khmelnytskoho streets.

A shiny new mall — with a spacious atrium and glass walls — will be built in its place. Those and other planned changes will nearly double the new TsUM's capacity. Three underground levels will be added below the old structure, as will one on top.

The two deepest levels will be used for parking, while the other underground floor will house a big supermarket. Clothes, shoes and household goods retailers will fill the six above-ground floors, leaving the seventh for restaurants. The top floor will also host the new mall's special feature — a large terrace with a panoramic view of Khreshchatyk Street and its surroundings.

It may turn out all right, and even prove to be popular with the masses, but only time will tell. → 6

Back To School!

Special Education Business Focus Coverage Starts on Page 7



The school year in Ukraine traditionally begins on Sept. 1, when the Day of Knowledge is celebrated all over the country. (Ukrafoto)

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Election Watch

Oct. 28 parliamentary election



Ukraine returns to 2002 in upcoming Oct. 28 election

BY YURIY ONYSHKIV
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The mixed election system is back a decade after it was last used in Ukraine.

On Oct. 28, a new set of rules will govern how 450 candidates get elected to the Verkhovna Rada, Ukraine's parliament.

Voters will cast their votes using two

separate ballots. And it'll be an election bonanza with more than 9 candidates wishing to run for every seat in the legislature.

One ballot will have a list of parties that will compete through a proportional system to take 225 seats in the Rada. The Central Election Commission said that 22 political parties have submitted party lists,

12 of which it had registered as of Aug. 15.

The other ballot will be different in each of the 225 single-mandate constituencies, where candidates will compete in first past-the-post races.

According to the Central Election Commission, there are 3,113 single-mandate candidates, 1,706 of whom are party affiliated, with the remaining 1,407 running as independents. The election governing body is still registering additional candidates. Overall, 87 political parties are involved in the election campaign, the election governing body reported.

The other 225 seats up for grabs will be chosen through a proportional system, closed party lists. Voters can't choose people on the party list, they can only vote for the party, which put together the pre-selected list. Parties will only get representation in parliament through the proportional vote if the percentage of votes they muster exceeds the 5 percent threshold.

In 2002, when a similar system was used in Ukraine, the threshold was 4 percent. The higher threshold makes it likelier that only a small number of parties will get elected, between four and six, according to current polls. The votes given to the parties that fail to clear the threshold will be proportion-

ately distributed among the winners.

Unlike in the 2002 mixed system, the current system limits participation in the election to individual parties, without giving them an option of forming blocs. This boosted mergers of minor parties with bigger ones to get any chance of representation.

Candidates in the single-mandate constituencies will compete in districts divided up by the Central Election Commission. They can represent parties or run as independents. Their number in each constituency is not limited.

Thus, the next Rada is likely to be even more volatile than the current one. And lawmakers are likely, → 18



During Ukraine's last parliamentary election in 2007, a woman waits for ballots. On Oct. 28, voters will get two ballots each as the nation returns to a mixed election system of single-mandate districts and party lists. (UNIAN)

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Editorials

Hard choices

There is no doubt that many in President Viktor Yanukovich's administration are glad to see Jose Manuel Pinto Teixeira leave the country after four years as the European Union's ambassador to Ukraine. Teixeira's forthright ways earned him rebukes from the government, including a Feb. 28 statement from the Foreign Ministry accusing him of overstepping his diplomatic role in criticizing the internal political situation.

We don't see it that way. Teixeira is to be commended for his exemplary service. During his tenure, the nation degraded from the messy chaos of the 2004 Orange Revolution team of Viktor Yushchenko and Yulia Tymoshenko to the nascent authoritarianism of Viktor Yanukovich.

The departing envoy, who is moving on to a much easier assignment in Cape Verde, challenged the administration's "all-is-well" spin to the public. In an Aug. 29 interview with the Kyiv Post, Teixeira rightly saw his obligation as telling Ukrainians the truth about what the West thinks of Yanukovich's rule since 2010. To do anything less, he said, would make him complicit in the administration's relentless assault on democracy. We hope his successor, Poland's Jan Tombski, is at least as able.

But as Teixeira departs, it's a good time to assess the dismal state of relations between the EU and Ukraine.

It's clear that the EU is running out of options. As long as Ukraine's leadership expresses aspirations for closer ties to the 27-nation democratic bloc, Western politicians will still have some leverage over the nation's rulers. They can criticize and withhold financial assistance and, importantly, withhold approval. They can shun meetings with Ukraine's top leaders, as EU politicians are doing now. But these are limited tools of leverage.

The EU should go further at this point in helping put Ukraine back on a path towards a democratic future.

The people of Ukraine and EU's leaders have much in common. Among them are disgust with the nation's ruling elite, the rich who – as Teixeira points out – in many cases illegitimately acquired their fortunes after the Soviet Union's breakup and now enjoy living large abroad, with fat bank accounts and expensive mansions. The nation's rulers, moreover, have always had it backwards. In democracies, the politicians serve the people. Here, it's the other way around.

The EU can do its part by carefully applying limited visa bans and financial sanctions to suspicious assets held in EU banks by Ukrainians. Tough, but measured steps if seen as fair will be applauded by most Ukrainians, who rightly think they are being fleeced by their rulers.

Sanctions and solidarity from the EU may even embolden more Ukrainians to expect higher democratic standards and greater accountability from their leaders, including demanding an end to the offshore, tax-avoiding shelters enjoyed by the wealthy that control an inordinate amount of the nation's wealth.

Cover-up

The growing fusillade of political ads leading up to Ukraine's Oct. 28 parliamentary election have as much to do with reality as conspiracy theories saying that the late Neil Armstrong never landed on the moon.

Billboards for the pro-president Party of Regions boast the country is now stable and that prosperity is within grasp.

Let's not kid ourselves. What's in store ahead is more public procurement corruption worth billions of dollars of taxpayer money. When the new parliament takes the oath on a Constitution misused shamelessly by both sides, they won't have to publish which companies win bids or orders from state-run or managed companies and other government bodies. It's taxpayer money.

By withholding information, those in power can steer government business to firms close to, or even owned by them, and the public will never know.

It's just one example of the lack of access to public information in this nation. This newspaper has experience with ministries, government bodies and departments that have ignored official inquiries, queries and information requests.

The General Prosecutor's Office in Ukraine is constantly tardy with responses. The capital's Shevchenko District Court does not respond to inquiries for weeks, while the Health Ministry takes months or ignores queries altogether.

When responses do come in, they're often incomplete and don't address the questions asked. Many government press relation departments refuse to give information over the phone, although the law on public access to information stipulates this as one of many acceptable modes of conveying information. Oftentimes, only a facsimile transmitted information request is accepted, a willful denial of technological advances of the past 30 years.

This leads us to believe that President Viktor Yanukovich's ruling party and civil servants don't have any desire to serve the public. There are too many indicators pointing in the opposite direction – their pockets.

Until this nation's leadership opens the books and records that belong to the public, the gap between political slogans and actions will be as wide and long as the Dnipro River.



NEWS ITEMS: After successfully hosting the European football championship this summer, Ukraine would like to one day host the FIFA World Cup, too, President Viktor Yanukovich said on Aug. 29 while visiting Donetsk, earning smirky comments from critics. The next three World Cup championships have already been assigned to Brazil in 2014, Russia in 2018 and Qatar in 2022.

Back Story: Kyiv Post goes where others fear to tread



MICHAEL WILLARD
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As interviews go, it was a gentle *tete-a-tete* with a young reporter from the Business Channel. Some might call it a puff piece. The harder-edged, slightly political comments were left on the cutting room floor. In truth, they were probably more *bon mots* than bombshells.

As with any well-trained media specialist, I had my messages coiled and ready to unleash when asked a general question about growing a business in Ukraine. I gave it a political twist by saying Ukraine did not have an image problem, but a reality problem.

In other words, no matter how gauzy advertising is produced or double-talk government language – as Abraham Lincoln so wisely said (truncated here) – you can fool some of the people some of the time, but not all of the people all the time. Reality always comes home to roost.

My second point was simply that Ukraine will never progress as a nation until a leader – any leader – decides that he or she wants to leave a legacy of good government to his or her grandchildren, rather than a legacy of theft and self-aggrandizement. A nagging thought stayed with me after the broadcast. Were my news nuggets simply overlooked or was it self-censorship by the channel?

Recently, I was asked by journalist and scholar Mark Hunter of INSEAD how the Kyiv Post manages to seemingly write with impunity about the administration of President

→ **Journalists at this newspaper are independent and must adhere to high standards**

Viktor Yanukovich without the power structure's heavy boot crashing down on us.

I gave him obvious answers for a case study he was preparing about our newspaper:

1) The Kyiv Post is an English-language publication and the administration assumes while it is one of the main windows into Ukraine for the outside world, its audience is small in relationship to the Ukrainian universe; and

2) Over its nearly 20 years of continuous publication, the newspaper has created a reservoir of powerful allies.

There is more, of course.

The fact is that in every Kyiv Post story, reporters strive to get both sides. Chief Editor Brian Bonner has urged our journalists to get both sides early on to avoid, when possible, having to write that the other side could not be reached for comment by deadline. That's often a cop-out.

In my year as CEO – and having been given oversight of the newspaper by the publisher, Mohammad Zahoor – I have stepped gently, believing the newspaper's strength is in its independent reporting. Its honest brokering of news over the years is why it is the "World's Window on Ukraine." → **18**

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Feel strongly about an issue? Agree or disagree with editorial positions in this newspaper?

The Kyiv Post welcomes letters to the editors and opinion pieces, usually 800 to 1,000 words in length. Please email all correspondence to Brian Bonner, chief editor, at bonner@kyivpost.com or letters@kyivpost.com. All correspondence must include an email address and contact phone number for verification.



Representatives of the Ukrainian diaspora in New York on May 3, 2010 protest President Viktor Yanukovich's agreement to allow the Russian Black Sea Fleet to remain in Crimea until at least 2042. (UNIAN)

VOX
populi

WITH
BRIAN BONNER



As a foreigner, what is the best part and worst part about living in Ukraine?



Dave Young,
Britain, in Ukraine since 2005
"The best part, the money to be made. The worst part, the money

to be lost."



Charles Bergen,
Ireland, in Ukraine since 2010
"You have exceptional opportunities here. The worst part is the obstacles

in reaching these opportunities."



Ali Kardes,
Greece, in Ukraine since 2009
"Freedom is the best part – the rules are flexible. The worst part is the traf-

fic police. When they find out you are a foreigner, they overload the charge – bribes."



Zahed Islam,
Bangladesh, in Ukraine since 2001
"I like the country itself. I've lived here so long I can

go out and talk to people and they are friendly. Ukraine has progressed over time. The worst part I would say is sometimes people still behave like they are still in the bad days. Rudeness. Sometimes shop assistants look at you like "Why are you disturbing me?"



Johannes Wamberg Andersen,
Denmark, in Ukraine since 1997.
"The best part is you feel you are going around in a maiden

country, where if well-managed, everything is possible. You feel like you do after a newly fallen rain. The worst part is the state-building process. Things are going sour. People are extremely frustrated with the lack of systemic progress and taking it out on each other."

Vox Populi is not only in print, but also online at kyivpost.com with different questions. If you have a question that you want answered, e-mail the idea to kyivpost@kyivpost.com.

Why must Ukrainians return from abroad?



ZENON ZAWADA

About a decade ago, I asked a young Ukrainian woman, Olena, rather innocently, why she chose to remain in the U.S. rather than returning to "help Ukraine." We were in the U.S. and judging by her visible irritation, I wasn't the first person to pose this question.

Her emotions eventually turned to fury and our conversation concluded with her yelling, "If you care about Ukraine so much, then why don't you go there yourself !?!"

Such questions address the dilemma of whether the individual has any obligation to his or her nation, citizenry, religious or ethnic group. Modern and post-modern thought asserts an emphatic "No!" and argues that such notions have long been considered archaic in the West (for at least a half century).

Yet these notions persist in societies dominated by hostile, fundamentalist ideologies, such as radical Islam, Communism and resurgent Russian nationalism (aptly referred to as "rashism" in Ukraine).

Indeed many Russians still view those countrymen who emigrate to the West as traitors, a reflection of how far removed their values are. Such attitudes are largely absent in Eastern Europe, including Ukraine, where those able to move to the West are viewed with respect and sometimes envy, rather than disdain.

Yet in the case of Ukraine, an attitude still persists among those in the third wave of the diaspora (those that emigrated during World War II) that the fourth wave (emigrants after the Soviet collapse) ought to be gaining their education or economic skills in the West with the ultimate goal of returning to Ukraine.

This attitude was exemplified by a column published in the Kyiv Post on Aug. 25, 2011, headlined "Those who go abroad should return home." It was written by Bohdan Oryshkevich, co-founder of the USA/USA program that helps Ukrainian students achieve scholarships at elite American universities.

He expressed well-meaning emotions about Ukraine's brain drain, yet lacked any argument to offer as to why any Ukrainian has a moral obligation (let alone financial incentive) to return to his native land, where his Ivy League education, valued at \$100K-plus, would be rendered meaningless.

Yes, Ukraine should value these folks.

But it doesn't, and the nation's establishment shows no signs of doing so for at least the next decade, but probably longer. In the column, Oryshkevich couldn't name a single Ukrainian citizen who found career success in Ukraine after returning from studying in the West.

Guess what? I can't either, except for a handful of priests in the Ukrainian Catholic Church, including its current leader, Major Archbishop Sviatoslav Shevchuk, who earned his doctorate degree at the Vatican.

I do know of Nataliya Shulga, who came back from the U.S. after 13 years of research at Rochester University in 2005 only to find a \$117 a month position as the director of the ecology faculty at the National University of Kyiv Mohyla Academy.

She eventually left after her proposals for transparency and reform were rejected. Mind you, that happened at what's considered to be among Ukraine's most progressive universities.

And, of course, we all know a few of the hundreds of businesspeople – from the Ukrainian diaspora and far beyond – who lost millions of dollars attempting to build some kind of enterprise here, only to get burned by trickery and corruption.

That hundreds of thousands – if not millions – of Ukrainians have been able to fulfill their dreams abroad after having no chance of doing so in Ukraine is a testament to the superiority of Western values and civilization and the bankruptcy of Communist society, which has now degenerated into post-Soviet society.

The government has done next-to-nothing in 21 years of independence to create financial and career incentives for Ukrainians to return from the West and introduce Western values and standards into Ukrainian institutions. It should be doing more, we can all agree.

Even more important than the fourth wave Ukrainians returning to Ukraine was for a movement to emerge of third wave diaspora Ukrainians (and their children and grandchildren) to return to settle in the homeland of their ancestors, which should have involved tens of thousands of people during the last two decades.

At an Aug. 20 press conference, Kyiv-Mohyla's former rector, Vyacheslav Bryukhovetskyj, mentioned Kateryna Maksym as an example of a Ukrainian student who returned to her native land, in her case to serve as a university vice president after earning an MBA in Italy.

What deserves even more attention is Bryukhovetskyj's mention of Mychailo Wynnycyk, a Canadian citizen who serves as the director of doctoral studies at Kyiv Mohyla Academy and teaches courses in its business school. His family settled in Kyiv and he's raising his children here. It's people like Wynnycyk who had the greater ability to have a positive effect on Ukraine. Such diaspora Ukrainians, born in wealthy Western nations to which their parents or grandparents immigrated, have the better ability to settle in Ukraine than the current immigrants themselves.

"I am not independently wealthy," Wynnycyk said, but he's able to support his family on what he earns in Ukraine. He compared living in Ukraine to the American Wild West of the 19th century, noting that there are abundant opportunities in both places to succeed and make a lasting difference. But neither were places for those "interested in a stable lifestyle," Wynnycyk said. "The price for those opportunities is increased risk in life."

Some of the diaspora who returned undoubtedly have the education, the savings, the social security, 401Ks, and inheritances to help them. They have the valuable experience of having lived in a functional society with life-affirming values. They could have worked as doctors or teachers in Ukraine.

Some have returned to work as lawyers – like Ivan Lozowy – but they are far and few between. Indeed, no more than a few hundred diaspora Ukrainians have settled in their ancestral lands after the collapse of the Soviet Union created the long-anticipated opportunity to do so.

Diaspora Ukrainians also offer that mutual understanding of Ukrainian and Western cultures that no one else has. They have intimate knowledge of Ukrainian culture and history that was erased by the Soviets, and could play an instrumental role in revitalizing a morally and spiritually devastated society.

On the other hand, Ukrainian university students are broke by the time they finish their studies or loaded with debt. They also need at least a half-decade of experience in the workforce not only to pay these debts, but to know how Western society and business operates.

Moreover, it takes a lifetime of work to earn the money to live a middle-class lifestyle in Ukraine – to acquire an apartment or house and accumulate the savings to pay all the bribes to schoolteachers, doctors and bureaucrats. Corruption is expensive, after all.

Ukraine leads way in student cheating



MARYNA IRKLIYENKO
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I had no idea you can actually study without cheating until I went to the U.S. on a student exchange program.

As a 10th grader at the regional state high school in Poltava Oblast, which was no different from others except for the intense English language studies, I enrolled in the Future Leaders Exchange (FLEX)

program. The FLEX program allowed me to study at a local American high school while staying with a host family.

The selection process was as tough as it gets. Thousands of students from my region wanted to discover America. In the third and final round we were interviewed to determine if we were fit to spend a year in American society.

One of the questions was: What would you do if your classmate asks you to share your answers on a test? It's hard to believe now, but many of my studious classmates answered that they would share, because back then it was considered an insult to say no to a classmate. Sharing – even to cheat – was considered a part of friendship.

I was lucky enough to be forewarned by my cousin, who already lived in the U.S., about the right answer. Likewise I was lucky to be selected for the program, unlike those who said they would cheat. (The interview was just one part of the selection process.)

During my academic year in the U.S., my discovery of studying without cheating surprised me even more. Not only was such dishonesty taboo, but each student's paper was checked for plagiarism from the Internet. And when one of my American classmates was caught copy-pasting homework, it became a shameful incident, causing him many troubles.

Seeing this, I wrote essays from the start, a contrast with my Ukrainian school, where some students used to simply copy essays from compilations of → 18

Not all happy with TsUM's future look

→1 For now, some say the new features will cost the TsUM its original look and plans by Esta Holding have upset those who see the 73-year-old building as a precious symbol of the Soviet era.

This sentiment was clear when the owners presented their ideas in the Kyiv City Architectural Council earlier this summer. Now that TsUM is being prepared for demolition at an unknown date, its elevators, paneling, electric and sewage systems already dismantled. Some inner walls have already been pulled down.

The controversial design was developed by London-based Benoy bureau and local architect Larysa Skoryk.

Among those opposed to Skoryk's concept is architect Heorhiy Dukhovychnyi, who notes that the TsUM is Khreshchatyk's oldest surviving Soviet-built building.

"The current look of the facade must be preserved and saved, since it is a priceless monument of Kyiv history," Dukhovychnyi said. "I believe it is enough to make it untouchable. The planned building is typical architectural junk."

The Kyiv City Architectural Council is most upset by Skoryk's plan to frame the two upper floors and sides of the buildings' facade in glass. Architect Viktor Sudorin said the "intrusion of glass to Khreshchatyk will look foreign."

Skoryk counters that the glass is meant to cover the unoriginal parts of the building that were attached in the late 1960s.



This is one architect's conception of how the facade of the TsUM (the Soviet acronym for Central Department Store) would look when rebuilt by 2015. However, after receiving criticism, owner Esta Holding is reconsidering the plan for glass walls for the Khreshchatyk Street landmark. The popular shopping center closed in February for reconstruction. (Courtesy of Esta Holding)

While the demolition was supposed to happen in August, Esta Holding has recently said it is rethinking some aspects of the project – including the use of glass in the new facade. The company says it will coordinate its plans with the Monument Protection Department of the Kyiv City Administration, a required step since the building has official landmark status.

The issue of whether the historic status prevents grand-scale reconstruction has sparked heated debates at the council. The architects hired by Esta Holding assumed that only the original facade is

protected by that status, not the whole building, but others disagree.

"It is not lawful to consider only the facade to be untouchable," argued Alyona Mokrousova of the Kyiv Scientific Center for Monuments Protection.

However, Benoy said sensitive architectural restoration can ensure the longevity of prized historical buildings. "By improving their viability, we can preserve their past and secure their future," the Benoy office said in a written statement to the Kyiv Post.

Benoy's portfolio includes redevelopment projects similar to TsUM, such as the successful restoration and expansion of the historic Renoma Department Store in Wroclaw, Poland, which was built in 1930 and reopened in 2009.

When all the work on the project is finished and approved by city officials, fencing will be erected around the TsUM. A metal carcass will be installed to protect the facade. After that, the building will be demolished. Three underground floors are slated for constructions this winter.

The opening of the new TsUM is scheduled for 2015.

Kyiv Post staff writer Olga Rudenko can be reached at rudenko@kyivpost.com.



A large and unusually open atrium is planned for the new TsUM, owned by Ukrainian billionaire Rinat Akhmetov. (Courtesy of Esta Holding)

Companies join forces to boost Ukraine's image on Warsaw Stock Exchange

BY JAKUB PARUSINSKI
PARUSINSKI@KYIVPOST.COM

→ Group aims to calm wary investors

A union of Ukrainian companies listed abroad is seeking to revamp the nation's tattered image and improve the level of investor relations. This, the companies hope, will help create a communication-friendly culture in Ukraine and instill long-term thinking among the nation's firms.

Some of Ukraine's top Warsaw-listed companies have joined together to set up the Ukrainian Issuer's Club. Created as a result of a cooperation agreement signed in February this year by the Polish-Ukrainian Chamber of Commerce and the Warsaw Stock Exchange, the organization will seek to improve the quality of investor relations and burnish the country's image among Polish investors.

The club, which held its inaugural meeting on Aug. 21 in Kyiv, comprises publicly traded Ukrainian companies Astarta, IMC, KDM Shipping, KSG Agro and Milkiland, all listed on the WSE's main trading floor, as well as Agroliga from the alternative market NewConnect.

The image of Ukrainian companies has been bruised in recent months. Failures to meet unrealistic targets and late filings tested investors' nerves. These were further rattled by a qualified auditor's report for agribusiness company Agroton, who could not account for \$66 million in revenue.

Polish business daily Parkiet blamed irresponsible management and poor communications for the negative sentiment towards Ukrainian companies, whose index on the Warsaw market dropped 20 percent in May.

"Investors have become disillusioned by the behavior of Ukrainian companies, and will be wary of any new offers from the region," the newspaper wrote, adding that problems with individual companies were spilling over onto investor perceptions of the region as a whole.

That is precisely what the new club's founders want to avoid.

"The point is to give an example [to companies with poor communication track records]," said Beata Jarosz, board member of the WSE. While the

club is mainly focused on post-IPO companies, she said potential candidates will also have a chance to cooperate, so as to learn the best practices for their more experienced peers.

So far, the situation has been far from perfect.

"To say that investor relations work in Ukraine is being carried properly would be incorrect. Of course there are companies that do this properly, but there are also ones that don't and their actions impact everybody," said investment holding ProCapital Group head Dmytro Oliynyk.

The idea of common responsibility was also confirmed by Sergey Kasyanov, chairman of the board of KSG Agro, who praised the project.

"We all want the companies listed on the exchange to be successful. Because any failure of any company immediately impacts the others. We are all in the same boat. And so this is a very good initiative, in which we will be happy to participate very actively," he said.

Oleg Dubish, deputy head of the Polish-Ukrainian Chamber of Commerce, added that the group would seek to influence the actions of underperformers in communications, so as to raise the general level among Ukrainian issuers.

While this is the number one priority, the club could also later engage in lobbying activities and push for pro-business reforms, Dubish noted.

Ukrainians citizens trying to invest abroad run into a number of hurdles, like the requirement of individual permits to open foreign bank accounts. Institutional investors are also limited by legislation, notably the lack of pension reform.

Kyiv Post staff writer Jakub Parusinski can be reached at parusinski@kyivpost.com.

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Qualifications, degrees that can lead to brighter careers

BY JAKUB PARUSINSKI
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A growing number of Ukrainians are hoping to expand their career prospects or start working abroad by beefing up their resumes with additional degrees and professional certifications.

Possibly the best known way for career growth for ambitious professionals is the masters in business administration, or MBA. Yet the golden standard for future executives is costly, time consuming and hard to attain.

While good local schools can be helpful for those with solid career plans, experts say, a real boost requires an MBA at one of the world's 10 or 20 top schools where entry criteria are very stringent. Typical candidates have to pass international mathematics or language exams, need three or four years of middle management experience, and are usually 27 or 28 years old, said Dmitry Bondar, head of MBA Strategy, which helps prepare students.

This means that out of 500 to 600 applicants, only a fraction are serious contenders, he said, adding that two or three Ukrainian students accepted per top school is a good result. Moreover, such degrees typically cost \$100,000 or even \$200,000, said Bondar, which makes the investment very risky.

→ Lifelong learning is sometimes only way to get ahead

"You need clear and realistic goals," he said. "The worst is getting an MBA but having no opportunities."

Professional diplomas, like the Association Chartered Certified Accountants and Chartered Financial Analyst certificates, can be a more accessible route for many Ukrainians.

ACCA, the diploma of choice in accounting industry, is often financed by employers, who find the \$2,000 to \$4,500 cost (late registration fees increase significantly) for a total of 16 exams worth the expense.

"Over 95 percent of ACCA members in Eastern Europe have reported their employment within the largest international companies. Salaries also increase strongly during their career, rising significantly higher than the national average," said the head of ACCA Ukraine Nataliya Vovchuk.



Andrey Bespyatov

"This is not an easy program, but this way it is kept at a global level and employers are confident in the ability of our graduates."

ACCA currently counts 1,900 students and 420 members in Ukraine, representing a 10 percent increase compared to last year and an almost threefold jump since 2005 when the organization arrived in Ukraine.



Nataliya Vovchuk

Meanwhile, about 100 Ukrainians this summer sat down in Kyiv to take one of three levels of the chartered financial analyst exam – part of a global cohort of 150,000 that was tested on their knowledge of statistics, accounting rules, bond valuation techniques and other aspects of financial analysis.

According to CFA Ukraine head

Andrey Bespyatov, who holds both a Ph.D. and CFA charter, the number of charter holders in Ukraine took off together with the local stock market after the 2004 Orange Revolution, jumping from just 20 in 2004 to around 80 today (a further 20 or so graduated this year). With passage rates of around 40 percent, the financial analysis test is considered by some to be one of the toughest out there, second only to medical exams.

"It's a tough exam, but it can open a lot of doors," said Maria Kovalenko, who passed the level one CFA exam this year and works with statistical surveys at international auditing giant Ernst & Young. The cost typically ranges between \$600 and \$1,000, plus \$420 to \$505 for first-time enrollment. Then come exam preparations of 290 to 320 hours, on average, memorizing each of the 3,000 or so pages in six times by heart. And that's just for the first of three levels.

But the potential rewards compensate the effort. While no numbers are available for Ukraine, globally CFA charter holders with less than a year of experience can expect salaries above \$50,000. Over five years on the job moves median salaries upwards of \$90,000 annually.

By comparison, Ukrainian MBA graduates can expect, on aver- →8

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Online learning takes off

BY OKSANA GRYTSENKO
GRYTSENKO@KYIVPOST.COM

Every Saturday morning, Volodymyr Flonts, a 28-year-old programmer in Kharkiv, gets together with a half-dozen friends to stare at a computer screen. No, this is not a fancy new startup. Instead, they watch lectures posted online by Stanford University, and then they do the assignments and in the end they take an exam.

So far, Flonts has received three course certificates from Stanford, having successfully finished Introduction to Artificial Intelligence, Machine Learning and Introduction to Databases courses. But he says the papers are not his goal.

"This is absolutely another level of studying, another teaching approach," Flonts said. "I can't describe how cool it all is."

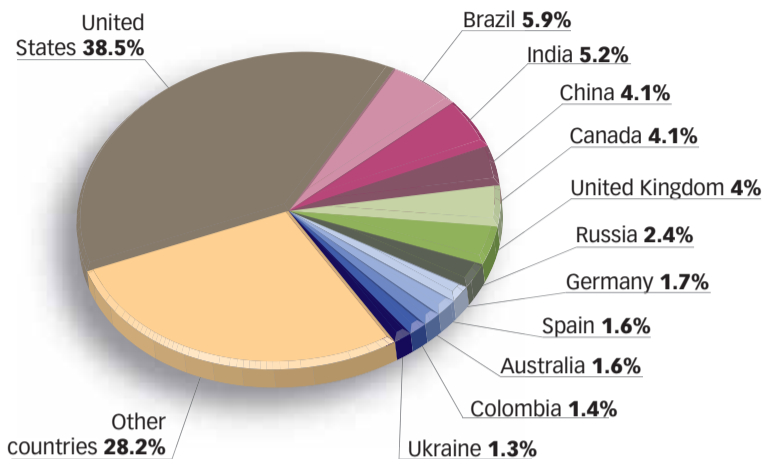
The programmer says he would love to hear the lectures live, but the online courses are also very handy, since he can watch them anytime, anywhere.

It is because of this convenience that anyone across the globe can access for free those courses that in the past have been available to the privileged few who had the luxury of going to leading universities. These days, all you need are English skills and the Internet.

In Ukraine, around 13,000 Ukrainians have already subscribed to the biggest online studies project Coursera (www.coursera.org), founded by Stanford University computer scientists Daphne Koller and Andrew Ng in January 2012.

"Ukraine is among one of the top countries in terms of number of students taking Coursera classes," Ng told

Percentage of Coursera students by country



Source: Coursera founders

Free online education is a global trend. Online studies project Coursera has increased its subscribers in Ukraine to 13,000 people.

the Kyiv Post.

Initially the project was totally dedicated to computer studies, but as its popularity grew, the list expanded to 116 various courses. Now Coursera's website has 1 million subscribers in 196 countries. Ukraine is number 12 by the number of those willing to learn.

For Ukrainians, this is one way to bridge the gap between poor local education and modern job requirements. None of Ukraine's 850 universities are listed in the top 500 in the world, according to the 2012 Shanghai Academic Ranking.

The coursera project is far from unique. Many top U.S. universities offer their lectures online for free on special websites, such as www.edx.org, or dedicated channels on

Youtube, such as www.youtube.com/yalecourses.

Critics say, however, that online education cannot substitute for a proper higher education.

"A university education is not only a range of courses, but also ground for communication that forms a person, often outside the classroom," said Inna Sovsun, education expert at the Centre for Society Research. "Online courses can't provide it anyway."

University professors also say it's difficult to teach those they can't see.

"It is difficult to teach without getting feedback from students. Even just looking at their faces tells you whether you're registering with them," said Paul Offit, Director of the Vaccine Education Center at the Children's Hospital of Philadelphia, U.S., who teaches an eight-week long vaccines course through Coursera.

Nevertheless, Offit says he will continue teaching online. "I think it's a great way to educate a lot of people throughout the world," he said.

One of Offit's students, a 23-year-old interpreter from Kyiv, Ksenya Kirilishena, said this course helped to broaden her knowledge in medicine, which she has a keen interest in. Apart from vaccines, Kirilishena has also subscribed to Introduction to Pharmacology, Internet Security, Science Fiction and Finance. She is now worried she won't have time to learn

everything that she would like to.

She had no plan to pass any exams or receive certificates, though. "I need education to be more informed for taking decisions in various spheres," she said. To compensate for lack of communications with other students, Kirilishena has set up regular meetings for Coursera's subscribers in Kyiv, and created a special group in the VKontakte social network.

In July 2012, just half a year after its launch, Coursera announced that it has signed agreements with a dozen more U.S. and European universities, including Duke University, Ecole Polytechnique Federale de Lausanne, University of Edinburgh and the University of Toronto. Courses from these and other leading schools will soon be available online.

Ng claims Coursera is not a rival but rather a partner of classical universities. It's a project that offers students an additional form of studying. "Many of our partners (universities) are using their online content to improve the education of their on-campus students as well, by allowing professors to move the lecture component of courses online, thus preserving the in-class time for discussions and interactions with the students," he said.

Ng says former students are already using Coursera certificates to get better jobs. But Ukraine lags behind in this particular trend.

Natalia Matsipura, the press officer of Head Hunter (hh.ua), an online human resources database, says Ukrainian companies still pay little attention to certificates issued even by the most prestigious universities.

However, she said companies in the IT sector, fast-moving consumer goods and those looking to fill top positions of financial companies will pay attention to international certificates. "The job market is gradually reacting to the new phenomenon. It's just a matter of time," Matsypura said.

Flonts said he has made a huge leap forward by studying online. "This is the main thing which distinguishes these courses from our traditional education, when you study a course for two or three semesters but can't apply your knowledge anywhere," he added.

Kyiv Post staff writer Oksana Grytsenko can be reached at grytsenko@kyivpost.com.

Sometimes, one degree is not enough

→7 age, to see their incomes of \$3,000 or \$4,000 per month to multiply by 1.5 or 2 times, Bondar said. This can vary significantly, he added, and many simply enroll to improve their career prospects or move abroad.

"For young people (who have just graduated from Ukraine's universities), the main motivation for acquiring an international diploma is the chance to work at an international company that will allow to go work abroad," confirmed Svetlana Artemenko, a veteran recruiter.

"For experienced specialists gaining an international diploma increases the chances of moving up a notch on the career ladder, and increasing their salaries," she added.

An international diploma, globally recognized and with high credibility, is also a great way to stand out on the job market.

Nowadays working in a professional environment means that you need to deal with many overlapping fields, Ernst & Young's Kovalenko said. And taking the CFA exam is a great way to boost your understanding of finance and get a competitive edge, she added.

Looking over dozens of resumes, with five minutes to eliminate a candidate, having a CFA can be the difference between the top and the bottom of the pile, said Bespyatov, who also heads the research department at leading Ukraine-based investment bank Dragon Capital.

He also pointed to another advantage, particularly to those Ukrainians fed up with the corruption and nepotism that pervade the nation's business spheres.

For just around \$2,000 you can get a globally accepted professional certificate, Bespyatov explained, significantly less than the hundreds of thousands you would need to earn a MBA at one of the world's top schools.

Unfortunately, this means that talented young professionals use it as way to leave Ukraine, but at least they don't need to leave work and can do it on their own, he said.

"It is a great equalizer. You don't need rich parents to send you abroad," Bespyatov said.

Kyiv Post staff writer Jakub Parusinski can be reached at parusinski@kyivpost.com.

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Montessori way in Ukraine

BY MARK RACHKEVYCH
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Although they aren't aware of it, the preschoolers at Clever Kids Club in Obolon are immersed in a curriculum that has been around for more than 100 years. Here, and in at least a half-dozen child development centers in Kyiv, the teaching principles of Maria Montessori are practiced. It's the single, most widespread cultural pedagogy in the world, according to Lynne Lawrence, executive director of Association Montessori Internationale, an organization founded by Montessori in 1929 that oversees the development of learning materials and trains practitioners in the Netherlands. "It's not about intellectual or physical development, it's about all-round development," Lawrence told the Kyiv Post. "It's about putting the right building blocks in place at the beginning of life for children to make more of what they have in the future."

The fundamental idea behind the Italian physician's principles is that children are just like adults who've lived less time and whose learning capacities are in many ways greater than that of adults.

Days at Clever Kids start like at any normal preschool. Children arrive in the morning, change and stow their belongings in personal compartments. Next, they wash their hands and have breakfast.

But then they enter into a circle, focus and greet one another before they enter "zones" that are divided into sections geared toward enhancing the five senses of touch, taste, sound, hearing and sight.



The Ukrainian Montessori International preschool in Kyiv's Sviatoshyn district applies the principles that children are like adults who've simply lived less time and whose learning capacities are greater than that of adults. (Kostyantyn Chernichkin)

"It's less important to teach a child to read at the age of four or six, or when to learn the numbers and count," said Yulia Demydenko, the founder of the two Clever Kids Clubs in Kyiv. "It's much more important to help children develop such qualities as self-confidence, goal orientation and independence, freedom and responsibility, self-discipline and love of knowledge."

The idea is, according to Montessori practitioners, that children develop qualities that will make them into productive, happy members of society who never tire of learning.

Thus, the zones teach practical life skills so that children know how to function in their environment. They practice hanging items, pouring water

or washing plastic dishes. Other zones include the sensorial area to develop the five senses; the language area to train the child to focus on sounds and noises, which includes writing.

The other zones teach math to slowly grasp abstract concepts involving movement, numeration and sequencing. And the cultural area helps the child experience their place in the universe via basic art, geography, science and cosmology.

"It's paramount to preserve the child's innate desire to learn, and not repulse that wish in the preschool age," added Demydenko.

That's why children at Montessori schools are given the freedom to move from zone to zone, ample time to finish

tasks to foster a sense of accomplishment, and the freedom to choose with which items to play or engage.

In most state-run preschools, the teacher authoritatively sets the tempo in the classroom and determines the tasks. The child's wishes are usually not taken into consideration, said Demydenko.

"The current educational system squeezes, crushes the individual," said Yuriy Rakotski, the founder and principal of the Ukrainian Montessori International preschool in Kyiv's Sviatoshyn district. Rakotski said it's a myth that children have short attention spans. He said they concentrate and focus on activities they like.

To foster these interests, a specially trained "guide" or "facilitator" must be part of the learning process to present or demonstrate how something works or operates, "not instruct," said Rakotski. The younger the age group, the more pedagogues there are in a zone setting. "They are gentle helpers for children," he said.

Other aspects of the Montessori Method are the so-called windows of opportunity. Through observation, Montessori saw that although children have the inherent ability to learn, there are certain bursts in development, or critical moments, that lead them to want to read, write, or start counting. Trained pedagogues must be keen to catch these periods to maximize the child's hunger for learning a particular subject or topic.

For this reason, it's crucial for teachers and parents alike not to compare or measure children with another because each child develops differently and at a different pace.

"The facilitator guides the child's natural energies towards fulfillment of goals," Lawrence said. "You measure them against themselves."

But it's not all about freedom of choice and movement. That would lead to selfishness. A Montessori setting also provides a backdrop of community and instills self-discipline.

"A simple example is that a child must put away a toy before moving on to a different task or activity," said Alina Zaichenko, the director the Clever Kids Club in Obolon. "By putting away a toy or sliding their chair back behind the table, the child clears space for other children who might be running around."

This practice should also be encouraged at home, but it is a task that many adults find difficult to practice, said Lawrence.

Many of Ukraine's Montessori pedagogues are taught at the Association of Montessori Teachers headed by Borys Zhebrovsky, the deputy head of the Education and Science Ministry. It's housed in Kyiv's first and only state-run Montessori school that was founded in 1992 in partnership with the U.S.-based Princeton Montessori School in New Jersey.

Tatiana Mykhalchuk, the principal of the state-run Ukrainian Montessori Center, said she would only grant a Kyiv Post interview if she could see the article before publication, which violates the newspaper's policy of editorial independence. Some practitioners have been trained in the U.S. and Europe, including at Lawrence's Association Montessori Internationale.

Kyiv Post staff writer Mark Rachkevych can be reached at rachkevych@kyivpost.com.

Zawada: Diaspora should stop blaming Ukrainians for fleeing nation to West

→5 Yet the reason third wave diaspora Ukrainians (and their children and grandchildren) haven't returned to their ancestral lands is the same reason why Ukrainian emigrants have been criticized for viewing Western education as an exit strategy.

Life is simply more pleasant in the West. Wages are higher. Prices for many consumer goods – gasoline, cars and even jeans – are lower. Bureaucrats are polite. Business licenses are easier to get. The courts are largely fair. The police are able to speak in complete sentences and often help people in trouble.

What's being suggested to Ukraine's talented youth is what only a few dozen "Don Quixotes" in the diaspora are willing to do: sacrifice a well-paying career in a stable country that offers a peaceful life – surrounded by polite people and superb customer service – in order to become a modern-day cowboy and undertake the rock of Sisyphus known as Ukraine.

I propose that folks like Oryshkevich, a doctor, consider resettling in the land of his ancestors and working in a Ukrainian medical clinic or hospital. That way, they could see for themselves – up close and personal – what millions of Ukrainians are desperately trying to get away from, which is a rotting wreckage of a post-Soviet system that is smothering those underneath it.

The best way for anyone in the

→ Young people are not finding jobs, pay, conditions to keep them in Ukraine

diaspora to demonstrate patriotism for Ukraine is not to watch the Klitschkos on television or paint Easter eggs in church, but to pack your suitcases, hop a plane and live in Ukraine for at least five years.

Love is easy to claim from a distance, but much harder in the intimacy of its day-to-day trials.

Resettling isn't that hard. Collect the documents proving your ancestry and you can get permanent residency. Open a savings account in a bank and you can live on 8 percent annual interest. It's as much as 20 percent in the local currency. You won't even need that \$390 a month job (that's the aver-

age salary, by the way, that fourth-wave Ukrainians would return to).

Numerous times, diaspora Ukrainians – who haven't lived more than three months in Ukraine – have insisted: "It's not as bad as you describe it." Relocating here would give them the chance to find the evidence for such claims and prove me wrong.

Instead I took the advice of Olena, the young immigrant whom I upset, and have lived here for seven years. Besides learning what Ukraine really is like – instead of what my grandparents remembered from the 1930s – I have gained a new appreciation for my homeland, the United States of America.

Indeed we Americans are very fortunate to have been blessed with such a country where there's rule of law, independent courts and the opportunity to engage in commerce with relatively few restrictions.

Let's stop pestering those Ukrainians wanting to live in America. Human progress will be far better served by them absorbing the remnants of Western civilization that are slowly being dismantled.

At this point, native Ukrainians who have succeeded in the West have little practical incentive to return to Ukraine. They'd have to be on a quixotic mission to do so. But perhaps their children or grandchildren will be able to return some day – several decades down the road – on rational, pragmatic foundations.

And maybe they will bring with them those critical institutions of Western civilization – rule of law, equality before the law and individual rights –

that enabled us in the West to live such prosperous and fulfilling lives.

Zenon Zawada is a former chief editor of the Kyiv Post.



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How to get into Harvard? These Ukrainians know

BY NATALIYA BUGAYOVA

Getting admitted to Harvard and securing financing is improbable, yet not impossible, for Ukrainians. In May, I graduated from Harvard University's John F. Kennedy School of Government with a master's degree in public policy. And I would like more Ukrainians to have this chance.

To pre-empt skepticism, a logical aftermath of the corrupt practices of the Ukrainian education system, it did not take connections or money to get in. Stamina, conviction and brute luck were the keys.

When I submitted my application to Harvard, the odds were against. I was 21, while the average age of students in the program was 26. I had two years of journalism experience, not five or more serving in a war zone or government or running a nongovernmental organization, as many of my Harvard Kennedy School fellows did. There were no scholarships for Ukrainians admitted to Harvard graduate schools either.

It was a months-long application process – tests, essays, transcripts, and recommendations – almost another job, which I had to combine with reporting work at the Kyiv Post and studying full-time at Kyiv National Shevchenko University.

However, I knew that I needed



Olga Belkova, Harvard Kennedy School graduate (Courtesy)

Harvard, why I needed it and how I could contribute. The university supported my conviction and in April 2010, I was admitted.

That, however, was just the beginning of the challenges.

By July 31, I had to secure \$130,000 (tuition and living expenses for two years). It seemed like an insurmountable task. "On the other hand, it is just the price of many of the luxury cars in Kyiv," I thought.

Luckily, in 2010 the Viktor Pinchuk Foundation launched the Worldwide



Dan Pashko (center, waving at camera) graduates from the Harvard Business School this spring in Cambridge, Massachusetts. (Courtesy)

Studies Program to sponsor Ukrainians who get admitted to the world's top universities. I won a grant, which covered part of my tuition.

A week before the deadline, after near 300 requests to whomever I could think of asking, I received a matching grant from a private foundation to cover the rest. Later, a third scholarship came from Harvard's Belfer Center for Science and International Affairs.

Applying to Harvard and securing financing in Ukraine are painful processes. The chances of success seem remote. However, this game is worth the pain. Two years at Harvard have been the most rewarding in my life. I am left with knowledge and became like family with some of the most intellectually powerful and inspiring people in the world.

Fellow Ukrainians

A total of about 70 Ukrainians graduated from Harvard University and only about a half-dozen from Harvard College (bachelor's level). Many of those admitted succeeded with the help of the USA/USA program, founded by Bohdan Oryshkevich, which supports talented Ukrainians through application process at the college level.

Misha Lemesh, a 22-year-old from Zaporizhia, is one of them. A decade ago, with no knowledge of English and coming from a family with an income of less than \$1,000 a month, Misha decided to become a Harvard student.

By the age of 15, after countless attempts at improving his mediocre test scores, he was selected as the Future Leaders Exchange Program scholar to study in the United States for year. He spent the time wisely. By the end of the FLEX program, Misha was admitted to the private Deerfield Academy in Massachusetts, one of the most respected high schools in the

→ Aim for the stars. These Ukrainians did and succeeded.

world, with all expenses of \$50,000 per year covered by the school.

In 2008, after graduating at the top of his class at Deerfield and excelling in rowing, Misha received a full scholarship of \$50,000 a year to spend the next four years at Harvard College. "The crucial thing," Mikhaylo says, "was to not constrain myself within Zaporizhia or Ukraine but to rather have the courage to think globally."

He graduated this May and is back in Ukraine seeking employment opportunities. Hopefully, Ukraine will appreciate his talents as much as Deerfield and Harvard did.

Dan Pasko, a Harvard Business School graduate and the President of Harvard Club of Ukraine, started his media business in Odessa at the age of 22. Soon he realized his venture outgrew his experience, and with an aspiration of upgrading his knowledge, he decided to go for the top and was admitted to HBS in 2008.

For Pasko, who today is a principal at Horizon Capital Private Equity Fund and a person who unites Harvard Ukrainian community, Harvard was a true transformational experience shaping his worldview, values and even the understanding of purpose of life.

Olga Belkova, my fellow Kennedy School graduate, finished the master's in public administration mid-career program, designed for people with an average 10 years of experience. Today, she applies her skills to develop innovative human capital and foster entrepreneurship in Ukraine, as a managing partner at EastLabs, an accelerator for startups.

Belkova says: "To get admitted to HKS you have to love people more than numbers, have a really big dream and strive to get a Nobel Peace Prize for achieving your dream for millions of people!"

Nataliya Bugayova was a Kyiv Post staff writer from 2008-2010.



Harvard University graduates Nataliya Bugayova, the author of this article, and Misha Lemesh are back in Ukraine seeking employment opportunities. (Courtesy)

Harvard Club of Ukraine is ready to support

Harvard left me not only with a global family, but one within Ukraine in the face of the Harvard Club of Ukraine (HCU).

The club, founded in 2009, includes 69 members – both Ukrainians and expats. The club unites those who completed full programs and shorter executive degree programs, with a minimum requirement of one semester.

Aside from social activities, one of the main goals of the club is to increase the number of Ukrainians at Harvard.

There are many reasons there are few Ukrainians at Harvard. The application process is strenuous and drastically different from a Ukrainian one. Few believe in financing opportunities, which, indeed, are scarce at the graduate level. There is almost no funding within Ukraine. Also, few return, as Ukraine is not always ready to absorb the talent.

Today only a few bold ones make it through. Thus, the first step toward increasing the number of admits is raising awareness.

It is not general knowledge in Ukraine, for example, that if a student gets admitted to Harvard College (bachelor's level) and his family income is less than \$65,000 a year, the student receives a four-year scholarship covering tuition and living expenses.

It is also not widely known that admission to a Harvard Business School guarantees a loan of up to \$150,000 to finance the two-year program. The club is planning a first Harvard University Fair in Ukraine to bring such information to the wider audience.

The second step is providing guidance to those pursuing admission.

The club is ready to support with guidance for those applying to Harvard Kennedy, Business and Law School.

For those who have excelled professionally and academically and have already made steps to apply, please send a CV a 250-word statement of purpose (HKS and HLS applicants); CV and GMAT score over 650 (HBS applicants) to nataliya_bugayova@hks12.harvard.edu. There may be opportunities for Harvard alumni to provide guidance. We are looking for those already in the process, with conviction and readiness to accept the risk of being rejected.

Helpful Links:

- Information on admissions, financial aid, different Harvard schools and programs can be found through www.harvard.edu.
- USA/USA program (for applying college students): <http://ukrainianscholarships.org/>.
- Pinchuk Foundation WorldWide Studies program: <http://worldwidestudies.org/en/>.
- Helpful resource for applying to U.S. colleges and grad schools: American Councils for International Education, Ukraine: <http://www.americancouncils.org.ua/>.

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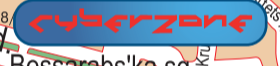
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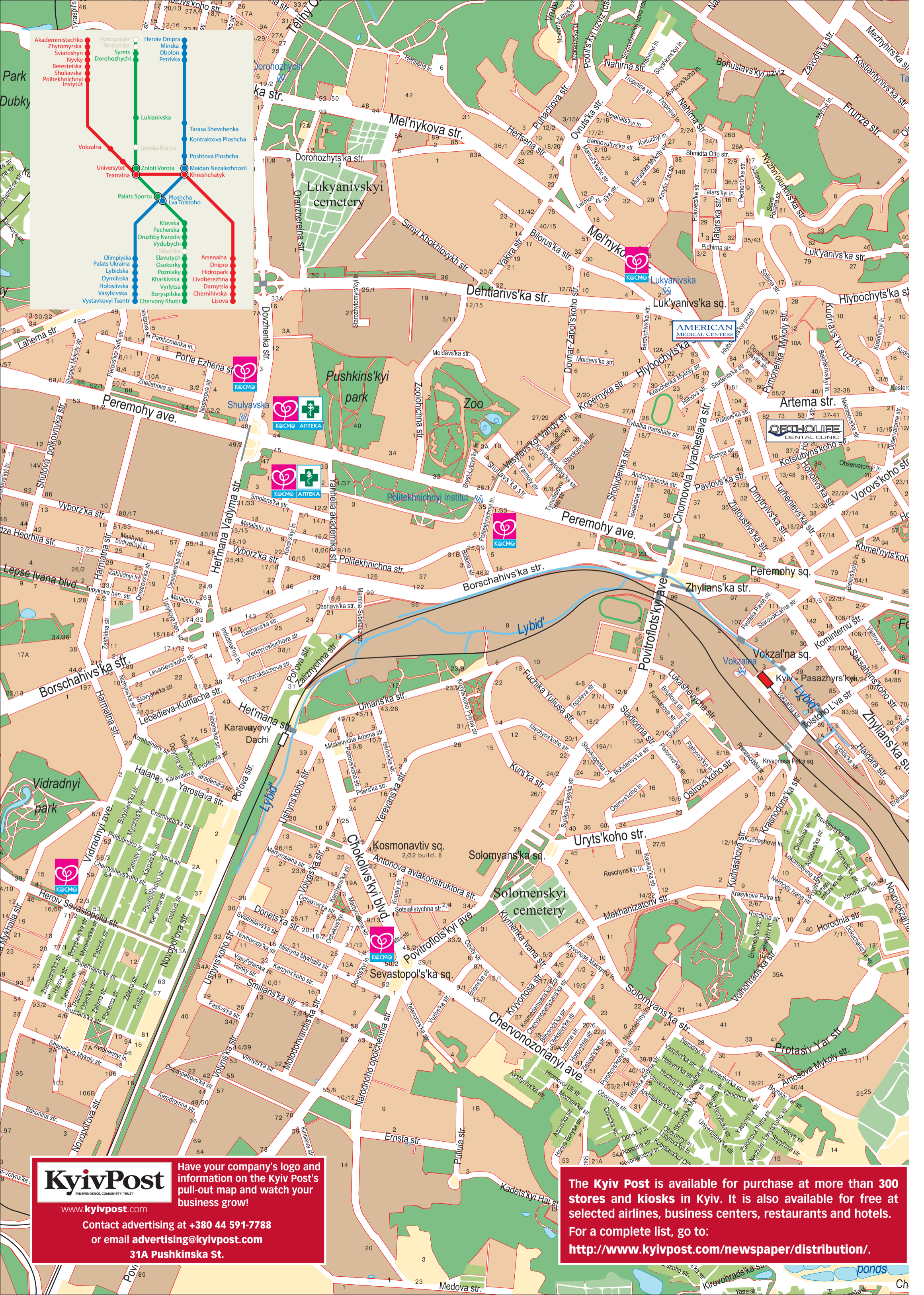


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Ukraine's education system in critical need of overhaul



TAMARA
PODVYSOTSKA

Ukraine is often thought of as a country that has a good education system and, more importantly, good access to education. It looks true on the surface, but there is trouble brewing underneath. And to solve the problems that are coming, a joint effort is needed from the state, business and society.

If you take a snapshot of the country's education system, you will see that globally it ranked 7th by enrollment to higher education 2011, while its quality of math and science education ranked 36th out of 142 countries, according to the World Economic Forum study.

The United Nations Development Program ranks Ukraine's education system on par with large European Union countries like the United Kingdom or Poland. But unfortunately, those impressive achievements are explained by the resources the nation inherited from the Soviet era.

But if you dig deeper, or if you start comparing Ukraine with other countries, the picture gets a lot less optimistic.

Primary education enrollment in the past few years has been stable at 90 percent, with takes Ukraine to the 105th place in the 2011 Global Competitiveness Report by the World Economic Forum. The country is per-

forming poorly in areas where the use of knowledge matters - for example, in the quality of management schools and on-the-job staff training.

Business has poor access to research and training services (Ukraine ranks 88th in the world), and there is little collaboration between universities and industries in research and development (70th place).

Basically, that means that the knowledge obtained in universities or technical schools is not applicable in the workplace.

The Foundation for Effective Governance conducts a detailed annual research on these issues in partnership with the WEF. By surveying over 2,000 top managers across the nation we get business to assess the nation's main education and competitiveness issues.

There are some inconsistencies in what we have found. On one hand, 39 percent of top managers argue that the nation's education system does not meet the needs of the business. Every fifth manager says that poor qualification of the labor force is a problem for doing business.

On the other hand, only 2 percent of top managers name the same factors as the most problematic for running business. Corruption and over-regulation trump education. This means that today, the Ukrainian business worries little about strategic development and well-educated and innovative workforce to drive it. It's focused on surviving.

Education-related risks and chal-



Students wait in line with entrance documents in Kyiv Mohyla Academy on July 4, 2011. Ukraine's universities and technical schools are given poor marks for preparing students with skills needed in the modern workplace. (UKRAFOTO)

lenges vary from region to region. For example, the spread in primary education quality across 27 regions of Ukraine is equivalent to the spread in ranking across 40 countries in the WEF ranking. The same goes for internet access at schools.

The situation is even grimmer with university enrollment. While the capital has 100 percent enrollment, only 30 to 40 percent of school graduates have access to higher education in some agricultural regions - a figure that is comparable to many developing Asian or Latin American countries.

Moreover, management education in Ukraine is the worst in the region, and

ranks 140th out of 142 nations assessed by WEF. For the nation's business, this means that it will become increasingly less competitive in the long run, while the gap in regional variations will be widening.

The problem needs addressing, but the question is who is to pay for it? Our study suggests that although business acknowledges the problem and suffers from it, it is very unlikely to become the driver of changes in the quality of the education system.

Ukrainian business is too short-sighted, possibly with few exceptions that only prove the rule. The state budget financing is poor and is unlikely to improve any

time soon, particularly in the light of the looming external debts payments.

Perhaps, regular Ukrainians should be the ones to pay. But they would justifiably ask why, since they pay taxes. Moreover, there is usually little correlation between how much people pay for education and the quality of education they obtain.

On top of that, people are already paying quite a lot. Apart from various corruption payments (which have no relation to payment for knowledge), Ukrainians spend up to Hr 20 billion in official education fees, according to our estimates, based on opinion polls by Research & Branding Group.

This is less than the budget expenditure, but is on the same scale. However, only a fifth of that is used to improve higher education or for self-education. Most of the money is spent on secondary schools and pre-school education. Less than 4 percent covers improvements in qualifications.

It is clear that neither the business, nor the state, nor the society will be able to bring around the major positive shift needed to reset the whole education system on their own.

Only a joint effort can bring the change that will make Ukraine competitive in the globalized world. Education is the only force that is capable of driving the nation's breakthrough to eventually join the club of the most dynamically growing economies.

Tamara Podvysotska is an analyst, education sector expert of the Foundation for Effective Governance, a non-government organization.

Generation W stands for 'wasted'



KATYA
GORCHINSKAYA

Imagine a black box with a living child's hands and feet sticking out. Imagine a place where those limbs get cut off to make sure the human fits the box. That is a rough analogy of a Ukrainian school and what it does to children. Conformity is welcome and essential. Deviation dooms the child to failure in this system.

A whole generation of Ukrainian children, roughly those between 5 and 16 years of age, is growing up in schools that are the opposite of what education stands for in the modern world: the ability to discover your personal talents and succeed in society with them.

As a result, a whole generation of Ukraine's schoolchildren is being wasted by the decaying and corrupt education system. In the long run, this means that the nation will become less competitive, innovative and less able to find its place in a complicated world. It will lack skills and knowledge. It will remain poor.

Ukraine's problem is not unique, though. Many countries have faced similar challenges. What is scary here is that no solution is being offered, and the state often aggravates the problems through cultivating unwise, shortsighted policies and corruption, rather than takes its natural role of planning and executing the solution.

As a result, the nation spends 7 percent of its gross domestic product on education - more than the European Union countries on average, which spend less than 5 percent. But in terms of quality of math and science education - a key indicator - the nation ranks 70th place in the global ranking of 142 countries - at the level of Zimbabwe, Benin and Kenya.

Ukraine should shift its attitude to education, and start by paying attention to some of the world's greatest thinkers and experts in the sector, as well as nations that faced the challenges early, such as Finland.

Shift in paradigm

Sir Ken Robinson, an education expert, teacher and author of many books, says that reforming the education system makes sense for economic reasons. Every country around the globe is trying the answer the same question: how do we train the future generation to be able to meet the challenges of the economy many years from now, if we don't even know what we're up to a couple of weeks on. The second set of challenges is to preserve and pass on the cultural identity.

But the problem is, Robinson argues, that we're trying to achieve the new goals with the old means, alienating many children in the process who do not see any point of going to school. It's true enough for Ukraine: various studies show that fewer children enroll in the education system and receive a full secondary education. In some regions, such as Donetsk, this figure stands at 88 percent, according to a recent study conducted by the Foundation for

→ Ukraine must drop its one-size-fits-all way of schooling

Effective Governance.

The current school system was designed for a different age: it was designed to suit the industrial revolution, in the interest of it and in the image of it.

Schools still have bells, like early day factories, children are educated by batches and sorted by year of production.

Yet the assumption that the most important kids have in common is how old they are is not at all true. Children of different ages might be equally good at certain disciplines. Some of them are better operating at certain parts of the day. Some of them are better in smaller groups, others in larger groups or on their own.

Standardization (i.e. of curriculum, standardized testing, studies) is not good. Sir Robinson believes we have to go in the exact opposite direction and develop the multiple talents and multiple types of intelligence children are born with.

Creativity, he says, in its multitude of forms, is as important as literacy, and needs to be fostered. Mistakes are the worst thing you can make in the cur-

rent education system. And ability to risk doing something new, and make mistakes, is essential for remaining creative.

In one of his famous talks, Sir Robinson gave an example of a troubled child who did not do well at school. Her name was Gillian Barbara Pyrke, she was born in 1926. She was taken from one specialist to another to see what was wrong with her until somebody spotted it: she was a born dancer. She needed to move to think. She was sent to a dance school and eventually moved on to become one of the most successful dancers and producers in human history.

But to allow every child to make the most out of their talent in the same manner, a revolution in education is needed, Sir Robinson argues. Many people seem to agree: videos of his famous 2006 and 2010 TED conference talks have been seen by an estimated 200 million people in over 150 countries by now.

Finland's success story

Finland took a liking to the idea of a revolution in the education sector early on, and is now considered to be one of the most compelling cases in the world. It has even become somewhat of a pilgrimage destination for those who want to repeat its success in the education sector.

Their story started several decades ago as the Finns realized that children in remote rural areas did not get the same level of education as the ones in the capital. In other words, they were not given equal opportunities to develop their talents.

Finland realized that to remain

competitive in the world economy, it could not rely on natural resources, for example. It needed a knowledge-based economy. It needed all of its population prepared for such an economy, not just some individuals.

There were many skeptics that all those goals could be achieved, of course. But they have been, with some pleasant and surprising side effects.

So, in the 1970s the country embarked on a complex education reform, the goal of which was not academic success of individuals, but equality of chances for all children, regardless of their family background, income or location. The goal was to make all schools into nurturing, safe environments for children.

Schools started off with the basics: they gave children free meals, easy access to healthcare, and individual counseling, be it psychological or educational. Academic success was far from the top of the list of their priorities.

But then, quite out of the blue, the young Finns started scoring high on the Pisa test, an international assessment survey for 15-year-olds in maths, reading and science, conducted every three years by the Organization for Economic Cooperation and Development.

The Finns have been scoring very high ever since 2001, on the par with world super-achievers in education such as Singapore and South Korea, where education is often based on long hours and a lot of memorization. The Finns, in comparison, get next to no homework and a lot of creative play.

The test also shows that the main goal of education was achieved successfully: schools in Finland per- → 18

Expensive private schools aim to raise global citizens

BY MARYNA IRKLIYENKO
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Kyiv has no shortage of international schools that originally appeared to cater to families of diplomats and expats working in Ukraine. These days, the schools are no less popular with wealthy Ukrainians who are unhappy with the declining education system, or look for Western-type schooling and are prepared to spend big bucks on educating their offspring.

There are English, German, French and Dutch international schools, as well as a partially Turkish one. The ones that have the greatest name recognition are Kyiv Pechersk School, Kyiv International School, British International School and Meridian International. All of them cater to children from kindergarten through high school. Curricula vary greatly in all of them, and so does their size, accreditation and values.

Some of them offer the International Baccalaureate, a globally recognized certificate that allows students to enroll in 2,000 universities worldwide.

Pechersk School International offers an International Baccalaureate education for primary, middle and senior years. Consequently, the school is especially popular among expat families. Around 70 percent of the children attending the school are foreigners, mostly American, British, Polish and French nationals. The remaining 30 percent of the school's pupils are Ukrainians.

"Of that 70 percent we have a very high number of families from the U.S. Embassy and other embassies. I think we have children from 21 diplomatic



Steven Calland-Scoble director of Pechersk school, which is especially popular with expat families, and offers an International Baccalaureate education for primary, middle and senior years. (Kostyantyn Chernichkin)

missions," says Pechersk school director Steven Calland-Scoble.

Calland-Scoble says his students score high in the standardized International Baccalaureate tests. The school average is 90 percent, which is 10 percent over the global average.

Olyana Gordiyenko is a mother of two who is a lawyer at the Kyiv offices of Baker & McKenzie. Her four-year-old daughter Oleksandra will enroll in kindergarten this year at Pechersk School International after attending British International. Little Oleksandra, along with children from eight other families, were on the waiting list at Pechersk School for a year.

"I had five interviews myself to be accepted to the school this year," Gordiyenko said. "As a parent, I had to pass 'exams' on what I consider right when raising my child, how I would act in this and that situation."

Priority in admission is given to foreigners over Ukrainians and siblings of those who already study there. The school can accept 460 students at a time. Current upgrades will allow for 80 additional places within the next two years.

Calland-Scoble hopes that the school campus space will grow by another 40 percent next year. Driving demand has been a steady increase in spending power by wealthier citizens and foreigners in Kyiv who seek to get an education for their children that is better than what Ukraine's notoriously below-par state schools have to offer.

Kyiv International School, on the other hand, has the facilities to handle a larger number of students. Currently it has 740 youngsters enrolled. The school offers senior year International Baccalaureate-standard programs only, which lasts through the final two years

of school. Until then, an American-style curriculum is taught.

Kirsten Maher came to Ukraine with her German husband on his company posting. "We are kind of a very stereotypical expat family," she says. Having to move to a new country every four years, she has seen many international schools with her five kids aged from 6 to 13.

In Ukraine, Kyiv International School managed to live up to Maher's standards, especially with their international community of children.

"Of two best friends of my oldest daughter, one is Japanese and another Israeli. My son's best friend is from Turkey. One of my other daughter's best friend is half-Ukrainian, half-Brazilian. The diversity is quite incredible," Maher said.

To manage that kind of international flow of children, the school takes a flexible approach of having age groups instead of grades. That way in case the child is behind in some class, he or she can attend those classes with children a year younger. Children who are more advanced in a certain subject move up to an older group.

While the Pechersk and Kyiv International Schools prepare their students to enter Western universities, British International School offers a dual British and Ukrainian curriculum, allowing their students to consider entering Ukrainian universities as well. The British International School is also in the process of being accredited with the International Baccalaureate program. The school has two campuses with 450 students.

"We have two options that we offer. One is the national curriculum for

England and Wales, which is a very British approach. [And] there is also a Ukrainian curriculum," says Keith Jackson, deputy principal.

Yet these schools are a real luxury. On average, yearly tuition starts at around \$15,000 for the kindergarten and goes up to \$20,000 for the school. School buses, lunches and extra-curriculum activities cost extra.

"In terms of social reputation, those schools are considered to be elite," said Pavlo Pylanskyi, former deputy education minister and director of the Educational Monitoring Center. "Sometimes they are called schools for rich brats, because their cost is absolutely [unaffordable] for an average Ukrainian family."

Gordiyenko, whose daughter attended British International last year, says her daughter kept asking why she, unlike some other children at the school, did not have an iPhone. "Kids that go there are from pretty wealthy families. In our country it doesn't necessarily mean that they are well raised," Gordiyenko added.

Kirsten Maher, whose husband's company is paying for their children's studies under the terms of his contract, said such issues come up at all international schools. Ukraine is not that bad on the international scale.

"If you can afford to pay that [tuition], plus the bus, the canteen and all the excursions, of course then it's not going to be unusual to have a 7-year-old with an iPad. But we've seen much worse," Maher said.

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Poor university choices lead to career woes in Ukraine

BY OLENA GONCHAROVA
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Heading to university at the ages of 17 or even 16, Ukrainians often try to earn diplomas that are irrelevant to their professional careers. To make up for this they then have to enroll in a second, much costlier degree. Yet endemic corruption and a poor level of education mean that even a well-picked diploma can be of little help.

At present, many young Ukrainians go to universities to get any diploma, basing their choice not on personal skills or prospects, but rather availability at popular institutions. Experts say this trend is encouraged by poor preparation at schools, where teachers fail to explain the value of studying or fail to conduct professionally oriented classes. Sometimes classmates don't help.

"Many future students don't understand the essential elements of their profession," said Artem Onkovych, lecturer at Taras Shevchenko National University in Kyiv. "Parents and friends greatly influence young people and push them to make wrong professional decisions."

Egor Stadnyi, an expert at the Society Research Centre, believes stu-

dents should carefully study the ratings of universities and needs of the labor market before enrolling. But Ukraine's universities often lack their own freedom to change curricula, due to Education Ministry bureaucracy. "It would be better for each university to approve its own syllabus," he said.

According to a July employee survey by human resources database Headhunters.ua, 30 percent of Ukrainians feel they need a second degree to help their careers.

One of them is Inna Babych who graduated from the Taras Shevchenko university's Institute of Journalism last year and is now applying to the Vadym Hetman National Economic University.

"I want to get a second university degree in stock market development. A two-year course will cost Hr 20,000 (\$2,500)," Babych explained. "I need to improve my work skills. Also, from 2013, those who only have a bachelor's degree cannot possess civil service jobs."

HeadHunter.ua also found that just 51.2 percent of graduates work in a field related to their educational background. Many are under-employed, working below their qualifications.

This problem is not unique to Ukraine, though, and affects almost

→ Studying the wrong things at universities

three quarters of Americans above the age of 20, according to a 2011 study by the U.S. Employment Policy Research Network.

More than a third of Ukrainians are working at a job that doesn't match their qualifications, said Natalia Matsipura, spokesperson for Headhunter.ua. Interestingly, she noted, only 37.8 percent of Ukrainians were asked to show their diploma during their job interview. "Ukrainian employers value experience and professional skills more than diploma even if the person received higher education abroad," Matsipura said.

According to the State Statistics Service of Ukraine, the government spent Hr 17 billion (just over \$2 billion) from the budget on higher education in 2010/2011. It's about 6 percent of

the country's gross domestic product, a level comparable to much better performing Scandinavian countries, according to Kyiv-based think tank Democratic Initiatives Foundation.

A study by the International Foundation for Education Policy shows that about Hr 22,700 per student is needed from the state budget to cover education expenses and that 41,473 students received government aid for second-cycle (masters) programs last year.

The money is not well-spent and Ukrainian universities still lack solid reputations. Not a single Ukrainian institute has ever entered the Top 400 global ranking by the Times Higher Education, a British journal.

Ukraine offers limited numbers of tuition-free first degrees to students who have high scores on independent external tests. Yet this depends on the quota allotted to the university from the state budget. Tuition for second degrees has to be covered by students. In 2011, however, the Education Ministry decided state aid could be allotted for health reasons or if a student loses the ability to perform professional or official duties according to previous qualifications, if confirmed by a medical certificate.

This opens the process up to abuse. Pavlo Polyanskyi, head of the non-governmental organization Educational Monitoring Center and former deputy education minister, said it's easy for a person to buy a bogus medical certificate to qualify for state assistance. "But it's very difficult to figure out the number of violations during the process of enrolling, because we know about it only through appeals to our center or directly to the universities."

Polyanskyi said the state should more clearly specify the terms under which a person can get state assistance. He says the ministry where he used to work has lost touch. "They didn't take into consideration any of our proposals," he said. Meanwhile, opposition leaders Arseniy Yatsenyuk and Olesia Orobets have vowed to more tightly regulate the process.

The cost of a post-graduate course in Ukraine starts from Hr 4,000 and can go up to Hr 25,000 per year. For most Ukrainians, this is too expensive, so many students just give up – or try various ways to cheat or bribe their way in.

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Teixeira: 'Ukrainian people need to know reality' of leaders' policies

→ 1 cially after the jailing of his top political rival, ex-Prime Minister Yulia Tymoshenko, in 2011. The red carpet has been replaced with the cold shoulder and few Western leaders are ready to meet their Ukrainian counterpart. The EU and Ukraine may even skip their annual summit this year. Several hundred million euros in EU assistance are on hold because of nontransparent government spending. Quite simply, there's not much to talk about because Yanukovich has disabused the West of its illusions.

Yanukovich has returned "vertical power" to Ukraine, as Teixeira diplomatically puts it. Others have called it creeping authoritarianism.

Whatever the terminology, Teixeira said, 45 million Ukrainians are living under an administration that has monopolized power, imprisoned political opponents, fiddled with election laws and the Constitution and, perhaps worst of all, not "put the interests of the people, the interests of the country, above any other interests."

All the while, Yanukovich talks about EU integration. "The leadership wants integration in the EU on their own terms. And, of course, this is not possible," the EU ambassador said.

Not everyone is happy with Teixeira's outspokenness and, undoubtedly, some in government will be happy to see him leave. Ukrainian officials accused him of interfering in the nation's internal affairs. Teixeira acknowledges the criticism. "I know I was very controversial and some would say I was very undiplomatic."

But he makes no apologies.

"There is a big gap between the rhetoric [of Ukraine's leaders] and reality," Teixeira said. "And this is what led me to be outspoken in this country. If you are passive when those in power are saying that everything is going fine, that they are adopting all European laws and moving in the direction of European integration, and [the EU] is silent, then we would be accomplices to misleading the Ukrainian people... This is not an honest way to work because Ukrainian people need to know the reality."

As messy and chaotic as the 2004



Ukrainian President Viktor Yanukovich (center), extends his hand to European Union President Herman Van Rompuy (left) as EU Commission Chief Jose Manuel Barroso looks on prior to their talks in Kyiv on Dec. 19, the date of the most recent Ukraine-EU Summit. Ukraine's relationship with the EU has deteriorated under Yanukovich, who is criticized for curtailing democracy and jailing political opponents. No summit date has been set for this year. (AFP)

Orange Revolution leadership of Tymoshenko and ex-President Viktor Yushchenko turned out to be, Ukraine back then had more democratic features than today, he said.

"The largest handicap in Ukraine is that there is no democratic dispensation where citizens really can determine the results and the outcome of elections," Teixeira said. "We see that the players are always the same for quite a long time and we see that even the pluralism that existed 5-7 years ago has been reduced... At that time, there were at least three poles of power [Yushchenko, Yanukovich, Tymoshenko] around which gravitated different economic interests. There was room for these political players to play a role in political life. Today we have vertical power."

But Teixeira doesn't put the blame entirely on Yanukovich or others in

power. Not enough Ukrainians, he said, are demanding democracy.

"What is still regrettable is that in this part of the world people are still convinced that they need an authoritarian dispensation to have order and to stop the mess. I think this is the wrong approach. I think what was considered as messy during the Orange period had in fact positive aspects of having more pluralism, more debate, more different opinions, more checks and balances."

He is acutely aware of the frustration among Ukrainians who believe "the wealth that is accumulated – often illegitimately – by those in power or associated with power ends up in EU countries and other countries in the West, and then they enjoy the benefits of this wealth elsewhere."

However, the EU is not even discussing whether to impose sanctions on

Ukraine's leaders that would include denials of visas and holds on suspicious bank accounts. Sanctions are "a difficult question," he said. "I have my own personal convictions. On this issue I can only speak on behalf of the EU."

Teixeira is not optimistic that Tymoshenko, imprisoned on a criminal abuse-of-charge that many in the West regard as bogus, will be set free as long as Yanukovich is in power. Instead of giving in to Western demands to set her free, he noted, the authorities have heaped more criminal charges on her.

Institutionally, Teixeira said that democracy cannot thrive when election laws are changed before each vote, when the president "threw away" one Constitution in favor of another and when laws get passed – like the recent one making public spending more opaque – that do not meet democratic standards.

Even if opposition politicians win the Oct. 28 election, there is no guarantee they will control parliament.

"In 2010, when Yanukovich was elected president, he had no majority in the parliament, but he created a majority," the diplomat said. "The vulnerability of many lawmakers to their own business interests [is high]. The majority of parliament members are not citizens who are living to defend the interests of the people and to defend their convictions and ideologies. Many of them have businesses and want them to survive. And we know that institutions can be used to harass and, therefore, tone down the commitment to challenge power."

There are, however, glimmers of hope.

Teixeira cites an EU program that

has spent more than 50 million euros on democracy projects in 1,000 villages and small towns across the nation. In those places, Teixeira said, townspeople get to develop their priorities, manage budgets and hold public tenders. In short, they learn how to be accountable to their constituents.

"And, therefore, when I visit these communities, I say that the day [will come when] Ukraine will be operating at a national level like these communities are already doing, and then Ukraine will be a European model country," he said.

Unfortunately, Teixeira never got to speak his mind to Yanukovich. He said the two never met during his tenure. Instead, Teixeira's highest level regular contacts were with deputy prime ministers or former ones – Sergiy Tigipko, Valeriy Khoroshkovsky and Andriy Klyuyev – as well as Economics Minister Petro Poroshenko.

The Portuguese diplomat's replacement as head of the European Union delegation in Ukraine is Poland's Jan Tombinski. Teixeira's next assignment is Cape Verde, a group of islands off the West African coast and a former Portuguese colony. Compared to Ukraine, Teixeira said his new posting in the democratic nation of 500,000 people, with lots of sea fishing to be done, will "feel like going on a holiday for a very long time."

Kyiv Post chief editor Brian Bonner can be reached at bonner@kyivpost.com and staff writer Yuriy Onyshkiv can be reached at onyshkiv@kyivpost.com. Editor's Note: The transcript of the interview with outgoing European Union Ambassador Jose Manuel Pinto Teixeira can be read online at kyivpost.com.

Teixeira annoys Foreign Ministry to the end

The Foreign Affairs Ministry of Ukraine said on Aug. 30 that the views of the European Union's outgoing ambassador to Ukraine, Jose Manuel Pinto Teixeira, should not worry Ukrainian authorities.

"As a rule, foreign ambassadors, who are in the same status as Teixeira ... do not give ambitious interviews and loud assessments of the situation in the country where they are staying last few days. Generally speaking, at this point, Teixeira is no longer an ambassador of the European Union in Ukraine, so his opinion should worry the Republic of Cape Verde [where Teixeira will be stationed], rather than citizens and authorities in Ukraine," Foreign Ministry spokesman Oleh Voloshyn told Interfax-Ukraine.

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Will there be more fraud in single-mandate constituencies?

→2 some say, to feel freer to change their allegiance.

The mixed election system was adopted last November by both the pro-presidential majority and most of the opposition. This took place after two internationally-recognized free and fair parliamentary elections in Ukraine – 2006 and 2007 – which took place under a closed list proportional party system with 3 percent threshold.

Olha Ayvazovska, head of the non-partisan election monitoring group Opora, said that it is not the system itself that makes elections clear, but its implementation.

“[The] mixed election system in Ukraine’s context contains elements of corruption,” said Ayvazovska. “The use of administrative resources to give preference [some chosen candidates] by local authorities and bribing of voters is pervasive.”

She added: “Under the corrupt Ukrainian conditions, this election system is more advantageous to people in power, namely the Party of Regions and President Viktor Yanukovich, due to the opportunity to retain power.”

While some praise the new system for providing opportunity for new leaders from business and civil society to emerge through single mandate contests, in turn shaking up the rigid party structure, it has some pitfalls.

“The single mandate constituencies will be vulnerable to voter bribing,” said Oleksandr Chernenko, head of the Committee of Voters of Ukraine, an election watchdog. “Candidates [in those districts] will be pumping lots of money into their campaigns and fighting to win the election at any price. They will use both legal and semi-legal methods.”

Chernenko says this means a greater workload for election observers, particularly the long-term observers. He welcomed the new system, nevertheless, hoping that it will in the long-term bring in a new pool of politicians capable of challenging the stale political elite of the last decade. Moreover, candidates who make it in through the single-mandate races will become a major source of manpower for shaping the next majority in parliament, be it pro-presidential or oppositional.

“Factions in the parliament will try to recruit independent deputies for a new coalition,” said Chernenko. “But these deputies will remain more independent [compared to those elected through closed party lists] and they will be hard to convince to taking voting orders.”

So, the next parliament will probably be less predictable than the current one, which tended to rubber-stamp laws approved by the pro-presidential leadership, which rules the roost in the Rada and forms the core of the current majority.

Ihor Kohut, head of Laboratory of Legislative Initiatives, a Kyiv-based think-tank, believes that some deputies elected in single mandate districts might be both more independent of President Yanukovich, while most others will be vulnerable to pressure to join the pro-presidential majority.

“In single mandate districts we see mostly representatives of various businesses that might be pressured by tax authorities to join the majority loyal to the president,” he said.

He also predicts that the parliament will become more flexible with various influential groups emerging. “And these groups will not always be loyal to the president,” added Kohut.

Kyiv Post staff writer Mark Rachkevych contributed to this story. Kyiv Post staff writer Yuriy Onyshkiv can be reached at onyshkiv@kyivpost.com.



NEWS ITEM: Naive Ukrainian and foreign businesspeople who are hoping to appeal adverse rulings from the State Tax Service have less reason for hope. Tax collectors, known for their non-transparent and forceful ways of collecting, said on Aug. 28 that they win 9 of every 10 court cases. Currently, there are 120,000 outstanding court cases involving tax disputes worth more than Hr 146 billion (\$18 billion). Given Ukraine’s grim fiscal realities and its unfair court system, the tax authorities seem to be saying: Pay whatever we want without complaint.

Willard: If Kyiv Post is wrong, we apologize, correct errors

→4 Except when potential legal issues arise, the journalists decide what goes in the newspaper.

Almost every issue includes one or two controversial articles. These stories were well-reported and fair. On a few occasions, I have made suggestions that I felt strengthened a story.

In the last year, legal action has been threatened twice, once on a story relating to one of the president’s sons, and another having to do with our series of stories on the safety of Kyiv’s bottled water. Both were solidly sourced and reported.

The reaction to stories that might give rise to legal action is set by

Zahoor. If we are wrong, the publisher instructs us to apologize and retract. If we are sure we are right, we defend. In my time at the Kyiv Post, there has been nothing we would retract, and nothing we’ve had to defend in court. We have gotten things wrong, however, and apologized for those mistakes and corrected the errors.

This doesn’t mean that I have always been thrilled with each story, slant or editorial opinion.

For example, when System Capital Management, Ukraine’s largest business group, offered Madonna tickets to journalists and the Kyiv Post refused them for being an expen-

sive gift, I was proud of the stance we took. However, I saw no reason for an editorial that criticized Rinat Akhmetov (System Capital Management’s primary shareholder). A polite refusal – which the Kyiv Post did – should have been sufficient.

If I have an issue with a story or editorial after the fact, I generally give my opinion in a morning note to staff that I write each working day. This occurs occasionally. The Kyiv Post does not court controversy, but neither does it shy away from areas where many others fear to tread.

Kyiv Post CEO Michael Willard can be reached at willard@kyivpost.com.

Gorchinskaya: Graduates don’t have needed skills

→15 form evenly. The Pisa test itself is set by a random sample of students of the same age. (More on test can be found here: <http://www.oecd.org/pisa/>)

Amazingly, there are no private schools (or universities) in the country. Children would be happy to know that their Finnish counterparts have no testing whatsoever. The teachers are trained to assess knowledge individually, using their own scale for each student. In other words, as a student I am assessed on whether I made progress from yesterday, rather than how well I meet the system’s expectations.

Competition is not the basis of the Finnish education model at all. Bringing out individual talents of every student is.

Poland is taking a leap

Poland is an emerging education success story in this part of the world. The country accepted the formula of equality of opportunity for all children at the end of the 1990s, and is now starting to emerge as an education front-runner.

It ranked the 14th in reading in the latest Pisa test, ahead of the USA, France, United Kingdom and Germany, among other countries. But the remarkable thing is that it spends on education half of what USA or Norway spends, according to a recent report by BBC.

The key elements of Polish reform are the following:

Schools are given plenty of independence to decide what and how they teach.

The government intervenes in rural areas to ensure the same quality of education as in large cities – that’s equality of opportunity in action.

The government also sets the standard test at the end of school.

Teacher training is also standardized and supervised by the state.

Unfortunately, Ukraine is not doing any of that, wasting a whole generation of pupils growing up in a corrupt academic environment that gives them little knowledge and skills that prepare them for the world out there, for the job market in Ukraine – not to mention the rest of the globe.

Unless changes come soon, it will end up with a whole Generation W. The W stands for “wasted.”

Kyiv Post editor Katya Gorchinskaya can be reached at gorchinskaya@kyivpost.com

Irkliyenko: Widespread cheating means degrees in Ukraine get a lot less respect

→5 texts written in accordance to a school program sold in local book markets.

After returning to Ukraine, I entered Wisconsin International University, where American as well as Ukrainian curriculums were taught. While around half the students were FLEX alumni, the other half had just come out of Ukrainian schools, and often found it challenging to pass a test with an American teacher. Many simply could not imagine that teachers would actually flunk students for cheating. Some students had to repeat courses after failing the first time, as they didn’t prepare for the tests and counted on cheating to get them through.

Graduating from Wisconsin University, I pursued a master’s in eco-

nomics from Kyiv Taras Shevchenko University, one of the country’s most reputable – or so I thought.

It felt like I was back to my Poltava Oblast high school, or even worse. Cheating was so advanced at Shevchenko University that it amounted to organized crime.

Preparing cheat sheets was so well-structured that one class had an email box with answers for all exams from previous students. In case new questions arose, this group would split the questions among themselves for preparation.

These students just had to copy the cheat sheet to pass exams. I don’t know how teachers would give these tests with a grade, since all of exams were perfect copies of the textbook.

Again, my studies with Wisconsin University gave me an edge over Shevchenko University. Most of my Shevchenko classmates were ignorant when it came to PowerPoint presentations, writing cover letters, resumes and passing job interviews. While these skills were stressed at American-style Wisconsin University, they were superfluous to Shevchenko professors.

Another disappointment with Ukraine’s leading universities was the professors’ authoritarian attitudes towards students. In contrast to relations between students and teachers at my American school, some professors at Shevchenko would say intimidating things to students, keeping them in fear.

All in all, there should be no wonder why Ukraine was ranked 152 out of 183 nations by Transparency International’s Corruption Perceptions Index. The mentality of cheating is so deeply ingrained in this nation, almost from the start of life.

Nevertheless, there is light at the end of the tunnel. As Bill Bradley, the former U.S. senator who initiated the FLEX program, put it: “The best way to ensure long-lasting peace and understanding between the U.S. and Eurasia is to enable young people to learn about democracy firsthand through experiencing it.”

Kyiv Post staff writer Maryna Irkliyenko can be reached at irkliyenko@kyivpost.com.

The event is Sept. 22 from 10 a.m. to 5 p.m. at the Ukrainian Chamber of Commerce and Industry, 33 Velyka Zhytomyrska Street. Admission is Hr 20/Hr 10 for students.



Ukraine's Sleeping Beauty gets international fame, but no prince yet

The second Sleeping Beauty called Liza is about to be kissed by a man who hopes she wakes up to marry him. An unusual art installation features five young ladies taking shifts to sleep at the National Art Museum. (Anna Bernyk)

BY DARYNA SHEVCHENKO

Wanted: A prince to kiss Sleeping Beauty.

Well, actually, any grown-up man will do as long as he is single and willing to marry the lady if she happens to wake up when their lips meet.

As a matter of fact, it turns out you don't even need to be a man. All you need is to be an adult, pay Hr 20 and present a valid ID – which kind of kills the whole fairy tale romance.

But Canadian-Ukrainian artist Taras Polataiko clearly didn't think so when he came up with the idea of re-enacting the fairy tale as a work of art. As a result, the Sleeping Beauty art installation opened in the Kyiv's National Art Museum this month, and has already received some impressive international coverage for an art project in Ukraine.

From freaky blogs, to NBC news, to Forbes, to the Guardian, a beauty from Ukraine (once again) became an international star. But this time, it's not just some actress or pageant winner, but a woman who will marry you if her eyelids open up to your kiss.

"This is not a joke," says Polataiko. "Every candidate who comes in to kiss a Beauty has to sign an agreement that legally proves the serious intention to marry the woman he or she kisses if the Beauty opens her eyes."

There are five of them to grab, taking three-day shifts during the 15-day project that ends on Sept. 9. They spend two hours each day sleeping in a cradle that was specially designed for them by the artist.

On a peaceful Wednesday afternoon, the second one was sleeping in a white dress, in a white room, with white

light flooding the room, and seemingly undisturbed by lots of cameras and many visitors – though not quite as many as one would expect, considering the local and international media attention.

"I don't understand why there aren't so many people. Somewhere in France there would be a long line to come in," says Polataiko. He fears that the project became more of an online virus than a real-life art exhibit. That is a shame, considering the tough screening process the beauties had to undergo to become the centerpiece of an art installation.

"I got over 100 applications with letters and photos," says Polataiko. "And even though only some 20 or so came to the casting, it was still much more popular than I expected it to be."

Polataiko adds that the selection criteria were strongly subjective. "I didn't use those stupid modeling measurements or anything of the kind. I was looking for a beautiful, petite and smart lady," the artist explains.

Originally, only one was supposed to remain. "But so many of them matched the criteria that I couldn't help giving them a chance," he says.

Natalya Bakovskaya, 27, was the first sleeping beauty to take a three-day shift to wait for her prince.

"I can't say I was very excited about the project. My sister told me I should go. So, I did," she says. "I was warned about the hygienic aspects of this, but I didn't want to think about anything bad. I was in a fairytale."

The former Sleeping Beauty says sleeping for a couple of hours during the day was an easy thing to do, and she even started to miss her little siesta when her term ended.

She didn't open her eyes and didn't find her prince, but says one kiss was very remarkable and she gets little pangs of regrets about missing the chance. The beauty watched the videos of her kisses at the end of the project, and said she had different feelings about different men both while they



Taras Polataiko

were kissing, and while she watched the recordings.

"I am sure I can tell the true story of each or almost each kisser," she says.

As Bakovskaya's successor, Liza, who has to stay anonymous until the end of her shift as a Sleeping Beauty, is getting ready to fall asleep in a long white sleeping gown with her hair beautifully curled, her first prince of the day is already trotting about, with a big red rose trembling in his hand. He has been waiting since 7:30 a.m. The exhibition only opens at 2 p.m.

The beauties have days off on Mondays and Tuesdays. You can see the beauties between 4 and 5 p.m., and then between 5:30 and 6:30 on Fridays and Saturdays, and the rest of the days – from 2:30-3:30, and then from 4 to 5 p.m.

"I don't even dare to hope she will open her eyes and I will marry her," says Oleksandr, who is too shy to give his last name and age. "I have had 200 years of misery and this is the only thing I can say about myself," he says.

Prince Oleksandr came from a village in Chernihiv Oblast, and says he's been unemployed and unhappy in love for a long time.

He walks in slowly and timidly and leaves the rose on the princess's white

bed. His kiss is fast and nervous, but deep disappointment flashes across his face when he realizes that the Sleeping Beauty stays asleep.

"It might be just a joke for the organizers and the others, but for me it's not," he says sadly. Tears appear in his eyes.

"This is not the first drama here, of course," says Polataiko. "But it's life."

The artist says his project will be a success, regardless of whether any of the beauties open their eyes or not. It appears to be true, as many people come in not to kiss the lady, but to see the performance.

Even those visitors who come to watch, have to sign an agreement that they will not touch the Sleeping Beauty, and will obey the rules of the exhibition.

"The idea is so cool," says Kally Woldt from the USA. She just walked out from the exhibition hall, and decided to hang around to read the posters explaining the exhibition.

"I wouldn't want to take part in this myself. It scares me. But, I watched the guy kissing her and it is so exciting," she says.

Another visitor, poet and artist Tetyana Kuznetsova thinks that although the idea of the exhibition is great, the execution is poor. "I think there should have been more decorations, flowers and a video series on the walls. It's not very believable. It looks more like a deadlock than a fairytale," she says.

The artist says Kuznetsova has a point as his beauties are an allegory of Ukraine, its suffering and its patience in waiting. "Our nation has endured everything for ages," he says.

Those who are taking part in the project are fascinated by it.

"I do believe you can meet your true love this way," Bakovskaya, the first Sleeping Beauty, says. "Appearances can be deceptive. Feelings can't."

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Film Critic
WITH SVITLANA TUCHYNSKA
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A '7 Days in Havana' vacation

Watching "7 Days in Havana," the film which made it to Kyiv cinemas in August, is like taking a vacation – the one when you get away to an exotic island and dive in the laid back local pace, absorbing the life around you.

The film is filled with the stunning views of the sea, beautiful local music and the warmth of pubs filled with singing, dancing, fumes of Cuban cigars and flows of rum. It will give you the taste of another, dark side of Havana, too – with prostitution and poverty that most Cubans live in.

The film is made up of the seven separate stories, each courtesy of a different director, including Julio Medem, Laurent Cantet, Juan Carlos Tabio, Benicio del Toro, Gaspar Noe, Pablo Trapero and Elia Suleiman. For this array of styles and stories critics have called the film "woefully inconsistent." But there is a certain charm in that.

The first episode brings you to Havana with a U.S. tourist called Teddy, who, like many visitors, is desperate for clubbing, drinking and picking up girls. Teddy's hopes for fun are dashed as the girl he finally manages to get into his hotel room turns out to be a transvestite.

In the second episode you are following the prominent Serbian director Emir Kusturica, who plays himself, as he arrives to Havana to receive an award at the local film festival. Amid floods of rum and arguments with his wife over the phone, Kusturica leaves the choky festival's party for a gasp of fresh air. His driver, a Cuban, takes him to his friends' get together, where locals play the night away, making some lovely music.

Any tale of Havana would not be complete without the mention of Cuba's leader Fidel Castro. As a character from Palestine nicknamed ES arrives in Havana to interview an unnamed prominent Cuban in another episode, he spends hours killing time in his hotel room, for hours listening to Castro's famously long speeches on TV.

As the leader of Cuban revolution boasts about "heroism of Cuban people" who "stand up to the world capitalism" the sights outside ES's hotel are strikingly different, with quiet melancholia around, only brightened up by the prostitutes dancing with tourists on the beach to the car radio.

Apart from the daily life in Havana, we get a glimpse of local voodoo rituals, as parents of young girl Yamilslaidi, another episode's heroine, subject her to a "cleansing" procedure hoping it → 20



Film Critic: Almost like being in Cuba

→ **19** will cure her from liking other girls.

Cecilia, the heroine of the next episode is a singer in a club, desperate for a better future for herself and her baseball player husband. After much discussion and fights they decide to flee, getting on a boat at night that would take them to the ship, heading to US shores.

Another episode shows a day in the life of Cecilia's parents, as their daughter is coming to see them for the last time. Her mother, a doctor, also takes up extra odd jobs, like making sweets, to make ends meet.

Despite the hardships, locals are able to take things philosophically, enjoy a life that is not built around materialistic things. The last episode brings us to an extended family, whose matriarch Martha one morning gets obsessed with the idea of

building a fountain in their apartment for the Virgin Mary statue.

Lack of funds and other troubles do not stand in the way. The project is completed in just one day and the whole family and friends get together for celebration, songs and dancing.

As the picture on screen goes off, you have a feeling of knowing Havana and its dwellers already. What left is the urge to actually go there someday, to see the whole thing uncut.

Kyiv Post staff writer Svitlana Tichynska can be reached at tichynska@kyivpost.com.

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Democrats Abroad to host Labor Day picnic

The Democrats Abroad of Ukraine will celebrate America's Labor Day holiday – the first Monday in September – one day earlier. At 2 p.m. on Sept. 2, the event will take place at Baza Izumrudnaya, 64/54 Geroyev Stalingrada St. (<http://www.izumrudnaya.kiev.ua>). A donation of Hr 100 is requested; shashlyk, beer and water will be served. For more information, email reno.domenico@democratsabroad.org.ua (Courtesy)

Ukrainians reluctant to give up Pinzel's works for Louvre exhibition

BY **OLGA RUDENKO**
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Fears that precious works of art may never return to Ukraine are sabotaging years of talks and preparations for a planned exhibition of 18th century sculptor Ioann (Johann) Pinzel at the Louvre Museum in Paris. Several of Pinzel's key works are located in churches that have little trust in museum workers and Ukrainian officials.

Pinzel is known to have lived in western Ukraine's Halychyna region in the mid-18th century, where he was sponsored by local count Mikolaj Potocki.

His wooden and stone baroque sculptures mostly depict biblical characters. Around 60 have survived and are spread between the sculptor's hometown of Buchach and nearby villages, as well as art museums throughout western Ukraine.

When Louvre experts came to Ukraine in 2009 to see Pinzel's works and pick some for the exhibition, they could hardly imagine the conflict that would follow their selection of the Deacon Gate sculpture, located in a Buchach church.

The city of 12,500, located in Ternopil oblast, was far from enthusiastic about giving away Pinzel's piece, even for a Louvre exhibition. According to Mykola Kozak, art historian at the Buchach Regional Studies Museum, the people's trust had been damaged in 1986, when several sculptures were temporarily taken from Buchach for an exhibition in Lviv but never returned.

The Deacon Gate has a similar story. After being removed from the Greek Catholic Church in Buchach during Soviet times, it was given back to the church in 2009, but only for seven years. Many think it should stay.

The church of Rukomysh village, near Buchach, hosts Pinzel's statue of Saint Onuphrius, also made specially for this church. It has never left the building, but the Louvre wants it, too. "Now the chances that our statue will go to the Louvre are 50-50," said local priest Father Mykhailo Sukanets. He said neither the church nor village was



Guests admire one of Ioann Pinzel's sculptures in the Ukrainian House during an exhibition in Kyiv in 2008. (UNIAN)

offered money in return for leasing out the artwork.

"People here consider Saint Onuphrius to be their special guard. So they surely don't want the statue to leave the village," he added.

The situation is even more complicated since the Rukomysh church was severely damaged by a recent rock slide. Repairing the church might cost up to Hr 250,000, a colossal sum for a village of 40 households. According to the reverend, it makes the Saint Onuphrius statue even more precious, since people trust that their guardian will help rebuild the 18th century church. A giant falling rock stopped only centimeters in front of the statue, the priest said.

However, the Louvre still promotes the exhibition as hosting 29 sculptures. "A guarantee [to return the art works to Ukraine] is written in the loan contracts, as usual when international institutions organize exhibitions," Louvre's spokeswoman Laurence Roussel said in a written statement to the Kyiv Post. "All the sculptures coming from Ukraine will go back to their owners after the end of the exhibition."

However, the people of Buchach and Rukomysh say they haven't seen the loan contracts. "We might agree if there were guarantees about getting the sculpture back," said Father Mykhailo.

Buchach is worried about guarantees as well. Parliamentary Vasyl Derevyanny filed a letter to the Culture Ministry asking to make sure that Deacon Gates are officially given to the Buchach church community, but no answer has been received.

"I understand why people react like that," said Vira Stetsko, an art historian from Ternopil Regional Studies Museum, who participated in the talks with the Louvre.

"Work with documents could be better. One of the reasons why they worry is that works are taken away now, while the exhibition only starts in November. But that's only because sculptures need to be restored before going to France. They are also going to be back in April, while the exhibition will end in February. That scares people, too," she added.

Stetsko confirmed that Louvre representatives have already developed and presented to Ukraine the plans of the exhibition, including the location of Pinzel's works in the institution's halls. The exhibition will run between Nov. 22 and Feb. 25. Those Louvre visitors who buy 11 euro tickets to the permanent exposition, will have access to the exhibition.

Kyiv Post staff writer Olga Rudenko can be reached at rudenko@kyivpost.com.

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A Ukrainian woman wearing a traditional flower wreath smiles on the 21st anniversary of Ukraine's independence.

Independence Day celebrations



A group unfolds a 60-meter long national flag on Khreshchatyk Street, one of the highlights of the Aug. 24 celebration.

Thousands of Ukrainians flocked to downtown Kyiv in celebration of the nation's 21st birthday. The city hosted a whole range of smaller events, but the capital's main street became the pulsing heart of merriment and festive moods. The day kicked off with a vyshyvanka parade, celebrating the ultimate national clothes – the embroidered shirts whose colors and patterns differ from region to region and from family to family. Children got their holiday treats at the ice cream festival. Young people could enjoy a variety of sporting events at a street festival. Kyiv's Sofiivska Square turned into a music stage for Ukraine's prominent opera singers. Spivopche Pole, the park close to Pechersk Lavra, hosted a giant Ukrainian pysanka (painted eggs) exhibition and a traditional flower exhibition. (Photos by Kostyantyn Chernichkin.)



Giant Pysanka, several of which are now on display by the Pechersk Lavra, made interesting backgrounds for photographs.



Ukrainians stroll past the huge poster proclaiming Ukraine's 21st anniversary of independence from the defunct Soviet Union.



Street basketball games near the closed TsUM building on Khreshchatyk Street drew crowds.

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MSH seeks a Project Director for coordinating and managing all activities for the Systems for Improved Access to Pharmaceuticals and Services (SIAPS) Program in Ukraine.

- S/he also serves as the technical lead on selected program activities.
- S/he shall be responsible and accountable for the development, regular update and implementation of the country work plan and budget to ensure attainment of the program goals and objectives in line with the SIAPS mandate and approaches, to contribute to the goals of the local USAID Mission and government partners.
- S/he is the primary liaison between SIAPS and the local USAID Mission, Government counterparts, stakeholders, and partners involved with pharmaceutical management activities and/or implementing related programs in the country.
- The Country Project Director is accountable for the management of the SIAPS Country office, provides strategic and technical guidance and works closely with the assigned Arlington-based Portfolio Manager, other SIAPS home office technical and operational staff, and other MSH projects in the country to ensure that MSH/CPM/SIAPS plans and activities effectively address priority pharmaceutical and commodity management needs of the country.
- As the head of the Country Leadership Team, he or she ensures the timely and quality delivery of SIAPS products and activities and supervises in-country staff.

Qualifications:

- Advanced degree in a health-related field required; physician, nurse, or pharmacist qualification preferred.
- Ten plus (10+) years of progressively responsible experience in senior level position(s) in international public health is required. Also, experience in pharmaceutical management and systems strengthening strongly preferred, particularly those related to the implementation of HIV/AIDS and TB prevention, care, and treatment programs in developing countries.
- Experience with public health programs supported by bilateral agencies, such as USAID, and international agencies, such as WHO and World Bank, preferred.
- Demonstrated managerial and organizational skills in a developing country setting with flexibility to adapt to changing priorities and deadlines.
- Excellent interpersonal skills; demonstrated ability to interact professionally with culturally diverse staff, clients, and consultants.
- Experience managing and supervising technical staff.
- Demonstrated ability to assess priorities and manage a variety of activities in a time-sensitive environment and meet deadlines with attention to detail and quality.
- Proven record of aligning diverse, multi-level teams with project mission and vision.
- Track record of, and strong commitment to, transparency and collaboration, as demonstrated by sharing knowledge, documenting experiences, supporting creative initiatives, and sharing credit.
- Demonstrated ability to build and maintain relationships with senior-level colleagues, particularly interacting productively, proactively, and comfortably with government agencies, NGOs, private sector groups, USAID, Collaborating Agencies, and donor organizations.
- Excellent writing and presentation skills in English and Ukrainian and/or Russian are required.
- Ability to travel as required to support the progress of program activities.
- Demonstrated experience and knowledge of Ukraine is an asset.

Interested applicants should submit applications at <https://jobs-msh.icims.com/jobs/5434> no later than September 3, 2012. You may also email cv and cover letter in English to blim@msh.org. Only shortlisted applicants will be contacted.



PRESIDENT POSITION

The Kyiv School of Economics (KSE) invites applications from distinguished professionals/ academics to lead the school in its next phase of growth and development. KSE seeks a leader to expand its offering of new professional and executive programs, further strengthen its tie with the local communities, build new international partnerships and foster outstanding research.

Key requirements:

- Prior senior management and fundraising experience
- Extensive network of contacts in business environment
- MBA, PhD is a plus
- Strong leadership and teambuilding skills
- Fluency in English and Ukrainian or Russian

Please send your CV and cover letter to presidentsearch@kse.org.ua. For more information: tel. (044)-492-80-12, <http://kse.org.ua>

SALES ENGINEER/ BUSINESS DEVELOPMENT MANAGER

ADF Engineering, a leading provider of Process Engineering and Facility Engineering solutions for the Food, Animal Feed, BioFuel, and Bioscience industries is looking for a self driven and energetic engineer/business development manager to advance its growing business in Ukraine.

Qualified candidates must have the following qualifications:

- an engineering degree in chemical or mechanical engineering;
- > 5 years experience in food & beverage, agri-processing, animal feed, chemical or consumer products industries;
- field experience with industrial plants and utilities;
- computer drafting & design proficiency in AutoCAD 2D and 3D;
- excellent communication skills and good command of English.

Job responsibilities will include both business development and engineering functions such as generating project leads, drafting lead proposals, and manage day to day aspects of projects. Interested candidates should send their resumes to info@adfengineering.com

SWISS COOPERATION OFFICE UKRAINE
The Swiss Cooperation Office at the Embassy of Switzerland in Ukraine, which coordinates the official Swiss technical cooperation program with Ukraine, is announcing the vacancy of a position of

RECEPTIONIST/SECRETARY (50%)

for provision of secretarial, clerical and administrative support to the office.

Requirements for the position include:

- At least 1 year experience in the field of administration, preferably with international donor organisations
- Fluent in Ukrainian, Russian and English (German or French is an asset), good interpretation/ translation skills
- Stress resistance, flexibility, team orientation, excellent communication skills
- Very good computer literacy

For more information on the Swiss Cooperation Office and the Swiss technical cooperation program with Ukraine please visit the website www.swiss-cooperation.admin.ch/ukraine
The deadline for submission of applications is **September 9, 2012**. Please send your detailed CV and motivation letter in English to the Swiss Cooperation Office's e-mail address: kyiv@sdc.net

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Citibank was founded in 1812 as City Bank of New York. In 1998 NBU license to conduct all principal banking operations for corporate customers has received. Established PJSC Citibank as a 100% - owned subsidiary of Citigroup; largest investment of the foreign bank in Ukraine.

Position: Head of Audit

Job purpose: Head of Audit provides independent assessments of the company's governance, risk management and internal control environment. IA is a change agent within Citi to enhance the control culture of Citigroup worldwide and thereby support senior management decision making around the world. The candidate should also participate in other CIS cluster and regional audits and may be expected to travel from time to time. Citi Ukraine works with global and top tier local clients providing large range of corporate services including GTS, Sales and Trading as well as Banking products.

KEY RESPONSIBILITIES:

- Maintain a complete, comprehensive and accurate auditable universe for the assigned area(s) of responsibility. Maintain full understanding of business in Ukraine and necessary audit coverage.
- Maintain monitoring of assigned business areas to identify any changes in risk profiles or deterioration in control environment and ensure results are reflected in the quarterly plan refresh.
- Perform all necessary phases of the audit process (audits, validations, annual planning, business monitoring, etc.).
- Plan and execute assigned audits in accordance with Internal Audit Methodology.
- Ensure the planning, execution and reporting of audits are performed through pro-active engagement with stakeholders.
- Ensure that potential issues are raised promptly and collaboratively with a view to identifying the most viable, pragmatic and sustainable conclusion to mitigate the risk.
- Ensure that all audit related deliverables have no sustentative re-writes.
- Develop and maintain effective relationships with key business contacts in Ukraine.
- Utilize computer assisted audit techniques on assigned audits, where practicable.
- Validate Internal Audit and Regulator raised control issues in accordance with Internal Audit Methodology.
- Work collaboratively and proactively with Internal Audit teams in the Citi matrix for assigned audit work.

THE CANDIDATE SHOULD MEET THE FOLLOWING CRITERIA:

Knowledge/Experience /Skills :

- Demonstrable adequate knowledge of Excel functions to perform data analysis/test automated controls. IT background is complimentary.
- Solid knowledge of corporate and treasury operations, securities' trading
- Understanding of global functions' banking practices
- Strong judgment and decision making skills.
- Strong interpersonal skills.
- Strong project management skills.

- Strong communication skills both verbal and written to be able to interact confidently with internal clients in multiple languages: English, Russian and Ukrainian.
- 6+ years of Ukrainian banking/audit experience (preferably obtained in foreign banks or leading auditing companies).

Qualifications:

- Master degree in Banking/ Finance/ Economics/Mathematics (or equivalent), degree in Mathematics is preferred
- The Candidate must be an experienced banking auditor
- Professional qualification or finalization of professional qualification (Chartered accountant, Certified Internal Auditor or other) is preferred.
- Strong knowledge of Ukrainian legal and regulatory banking environment.
- Comprehensive knowledge and experience in audit/risk assessment techniques and principles.
- Fluent in Ukrainian, Russian and English

Competencies:

- Ability to provide team trainings.
- Excellent analytical ability to understand the complexity of the business and identify related business issues.
- Good organizational skills and ability to work proactively without close supervision.
- Ability to manage conflict and work under pressure
- Strong team player.

Location:

- Head Office, Kyiv, Ukraine

Citi Available Benefits:

- Further Education;
- Staff Loans;
- Medical Insurance;
- Life Insurance;
- Overtime;
- Lunch allowances;
- Flexible hours;
- Other.



If you are interested in the position of Citi Head of Audit, please send your CV at viktoria.fedusenko@citi.com.

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Yuri

POSITION ANNOUNCEMENT

Chemonics International Inc. seeks a highly-qualified Ukrainian professional for the following position on the USAID Fair, Accountable, Independent, and Responsible (FAIR) Judiciary Program in Ukraine:

LEGAL AND JUDICIAL SPECIALIST

Duties and Responsibilities:

- Prepares policy papers and commentaries on draft laws and existing legislation.
- Supports Ukrainian partners, including the Council of Judges of Ukraine, in developing and implementing regulations related to the judiciary that improve judicial independence and accountability.
- Assists in designing and implementing training programs and workshops for the judiciary.
- Contributes to public outreach materials, progress reports and work plans.

Job Qualifications:

- Law degree from a university in Ukraine.
- Five years of legal practice and/or experience with the Ukrainian judiciary or legislature.
- Previous USAID or other international donor experience preferred.
- Ability to speak and write clearly and effectively in English and Ukrainian required.
- Knowledge of the Ukrainian legal and judicial system preferred.

Please submit resume and cover letter to office@fair.org.ua by September 14, 2012, with the position in the subject line. No telephone inquiries, please. Short-listed candidates will be contacted.

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