

International Mentoring for Ukrainian Women in Business

The **International Mentoring Program for Ukrainian Women in Business** is a three-month mentoring program that aims to support women-led Ukrainian small and medium enterprises in creating an actionable export plan to facilitate their entry into the EU market and build concrete collaborations with European partners.

The program serves as a stepping stone towards establishing their presence and laying the groundwork for integration in the EU market.

Target group

The target group of the present measure is **up to 10 entrepreneurial individuals in Ukraine**, with a possible regional focus, such as Lviv and its surroundings, in order to ensure that all participants can participate in the kick-off event. The direct support of the project is aimed at:

- founders and/or owners, as well as
- female employees in key positions

of Ukrainian small and medium enterprises.

Eligibility criteria

To target and identify the candidates who can benefit most from this measure, selection criteria are established in three different categories:

1. On individual level

Individuals who fulfil the following parameters can be selected for participation:

- Identifies as a female
- over 18 years of age
- with Ukrainian citizenship or a valid Ukrainian residence permit and is currently located in Ukraine
- with sufficient knowledge of English (at least B2 level, according to the Common European Framework of Reference for Languages), able to communicate and comprehend learning materials in English
- is officially employed by the business or has a statutory function in a company that meets the criteria below.

2. Foreign trade orientation of business activity

The central selection criterion for the measure is the **foreign trade orientation of the entrepreneurial activity**, which is reflected in parameters such as dependence on foreign sales or supply markets and easily scalable products/services or first exporting experience.

3. On business level

The eligibility criteria for business includes as follows:

- is registered in Ukraine in 2022 or before;

Valid forms of business registration in Ukraine are:

Individual enterprise (FOP) / Фізична особа-підприємець (ФОП): Tax classes 1, 2, & 3
 Private enterprise (PP) / Приватне підприємство (ПП)
 Limited company (TOV) / Товариство з обмеженою відповідальністю (ТОВ)
 Additional liability company (TDV) / Товариство з додатковою відповідальністю (ТДВ)
 Others on a case-to-case basis

- is not dormant, liquidated, insolvent or otherwise terminated, is actively operating;
- provides products/services ready to export, products that are easy scalable or has some first exporting experience already ;

First exporting experience can be previous or ongoing foreign sales with EU clients/suppliers, dependence on EU supply chain, and availability of easily scalable products/services.

- has online presence in English language, for example website in English, social media presence;
- has between 5 and 249 officially registered employees;
- can prove an average monthly turnover of at least EUR 250 per one officially registered employee for the period from January to June 2023;
- has no foreign shareholdings of more than 50%;
- has no shareholders from Russian Federation, the Republic of Belarus and Crimea;
- is not active in or related to the manufacturing or distribution of military equipment or supply chains within the military and arms industry.

Examples of a business operating in the arms industry

Businesses operating under the following European Union NACE Codes will not be eligible to participate in the program:

C25.4: Manufacture of weapons and ammunition
 C30.4: Manufacture of military fighting vehicles
 D35.2: Gas supply
 G46.14.2: Wholesale trade services of watercraft and aircraft
 G47.3: Retail sale of motor fuels (service stations)
 I61.3: Satellite telecommunications
 I80: Security and investigation services
 O84: Public administration and defense; compulsory social security, in particular
 O84.22: Defense
 S94.92: Political parties and associations

Selection process

Application phase

An application form is available on the enpact website in English for eligible applicants to apply to the program. A complete list of the application questions and documents to submit with the application can be found below.

The list of documents to submit as part of the application:

- (a) Personal ID or residence permit in Ukraine (two sides)
- (b) Business registration document / Витяг з Єдиного державного реєстру
 - (i) Contract with an employer which indicates the position / Договір з роботодавцем, де вказана посада
- (c) Proof of revenue January to June 2023, which can be submitted in a form of financial statement, bank statements, invoices;

Additional documents which can be submitted:

- (d) Personal CV/Resume
- (e) Capitalization table showcasing the list of stakeholders in the business
- (f) Proof of export activity which can be submitted in a form of invoices, contracts with EU clients/suppliers

After submission, the application will be evaluated with the four-eye principle applied as each application is vetted by two experts from the enpact team to assess the initial eligibility of the business and its fit for the program.

Selection criteria

The business is showing traction and financial stability in the period of January to June 2023.

Criterion value: 20%

The business displays financial stability through commercial revenue or other non-charitable funding (assessed by revenue, cost, profit and loss statements). The business has paying clients.

The business has existing contacts with the EU market and/or first exporting experience.

Criterion value: 25%

The business already has established relationships or connections with individuals, companies, entities in EU, which may include customers, suppliers, partners, distributors etc., or the business is engaging in its first export-activities and is in its exporting endeavors.

The business has easy scalable products/services to the EU market.

Criterion value: 25%

The business offers products or services that are readily adaptable and expandable in a straightforward and efficient manner, and can increase its production, reach, or capacity without significant obstacles or complications. The products or services are designed or positioned to be easily scaled up to meet increased demand or market expansion to the EU market.

The business will clearly benefit from the program's mentoring and workshops component.

Criterion value: 20%

The specific mentoring and tailored workshops can provide or improve necessary competencies within the business to improve the export readiness to the EU market.

The applicant has sufficient English knowledge and appears motivated to actively participate in the program.

Criterion value: 10%

The application is well-crafted, answers are elaborated and convey an attitude of commitment, documents are complete.

Due diligence

In this phase, all potential candidates for the program are vetted against Ukrainian, German and international databases and regulations, such as the sanctions list of the United Nations' Security Council, EU regulations and the database of the German Directorate General of Customs. In addition, potential candidates will also be vetted through official business registration databases in Ukraine to ensure the credibility of the business and its founders.

Any business/participant that is found to be engaging in illegal activity or falsifying any information will be subject to the immediate termination of their participants' agreement and exclusion from the program.