

UKRAINE

NATIONAL REVIEW

of the implementation of

the Beijing Declaration and Platform for Action (1995)

and the final documents of the Twenty-Third Special
Session of the General Assembly of the United Nations
(2000)

in the context of the Twenty-Fifth anniversary of the Fourth
World Conference

on Women and the adoption of
the Beijing Declaration and Platform for Action in 2019

Kyiv – 2019

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Abbreviations

ART – antiretroviral therapy
ATO – anti-terrorist operation
CEB – central executive body
CEDAW - Convention on Elimination of All Forms of Discrimination Against Women
CMU – Cabinet of Ministers of Ukraine
COE – Council of Europe
CSO – civil society organization
EU – European Union
GBV - gender-based violence
GRB – gender-responsive budgeting
HLCS - Household Living Conditions Survey
IDP – internally displaced persons
IGAC - Industrial Gender Advertising Committee
ILO - International Labor Organization
IMO – International Migration Organization
LBT – Lesbian, Bisexual, Transgender
MIP – Ministry of Information Policy
NACS - National Agency of Civil Service
NAP – National Action Plan
NATO – North-Atlantic Treaty Organization
NDI – National Democratic Institute
NSJU - National School of Judges of Ukraine
OGA - Oblast government administration
OSCE – Organization for Security and Cooperation in Europe
SDG - Sustainable development goals
SSS - State Statistics Service
STD – sexually transmitted diseases
STEM - Science-Technology-Engineering-Mathematics
UN – United Nations
UNDP – United Nations Development Program
UNFPA – United Nations Population Fund

Section 1. Priorities, achievements, challenges, and set-backs

1. What have been the most important achievements, challenges and set-backs in progress towards gender equality and the empowerment of women over the past 5 years?

ACHIEVEMENTS

In 2014-2019, in spite of the serious challenges associated with Russia's occupation of certain territories of the Donetsk and Luhansk regions and an attempt to annex the Autonomous Republic of the Crimea and the City of Sevastopol, significant positive changes have been made to ensure equal rights and opportunities for women and men. In 2014, Ukraine has ratified the Association Agreement between Ukraine, on the one hand, and the European Union (EU), the European Atomic Energy Community, and their member states, on the other hand ("Association Agreement"), thereby defining the path to Ukraine's integration with Europe. The parties undertook, among other things, efforts to strengthen dialogue and cooperation on decent work, employment policies, safe and healthy working conditions, social dialogue, social protection, social inclusion, gender equality, and non-discrimination. In particular, work was done on ensuring gender equality and equal opportunities for men and women in the field of employment, education and training, economic and social activities, as well as in the decision-making process. For the first time the Annual National Program under the auspices of the Ukraine-NATO Commission contained the implementation of the United Nations (UN) Security Council Resolution 1325 (2000) "Women, Peace and Security", and 1612 (2005) "Children in Armed Conflict" and other relevant resolutions that were included into it by Presidential Decrees in 2018 and 2019. In the same year, the Government approved the National Action Plan to implement UN Security Council Resolution 1325 "Women, Peace and Security" for the period by 2020.

One of the main achievements is expansion of **anti-discrimination legislation, including the legal framework** on gender equality. In particular, new laws were adopted: "On preventing and combating domestic violence" (№ 2229-VIII, 2017, Further - "Law on domestic violence"), "On amendments to the Criminal and Criminal Procedural Codes of Ukraine in order to implement the provisions of the Council of Europe Convention on the Prevention of Violence on Women and Domestic Violence and the fight against these phenomena" (№ 2229-VIII, 2017), "On amendments to certain laws of Ukraine on the guarantee of equal rights and opportunities for women and men during military service in the Armed Forces of Ukraine and other military formations" (№ 2523-VIII, 2018). Amendments were made to the Law "On ensuring equal rights and opportunities for women and men" (№ 2866-IV, 2018, Further - "Law on gender equality").

In 2018, gender issues were first introduced into the Government Action Plan for 2018. The same initiative continued in 2019. They were enshrined in the following documents: the State Program for Equal Rights and Opportunities for Women and Men (№ 273-2018-п, 2018, Further - "Gender equality program"), the National Action Plan for the Implementation of the Recommendations set

forth in the Concluding Observations of the UN Committee on the Elimination of Discrimination against Women to the eighth periodic report of Ukraine on the implementation of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) (№ 634-2018-p, 2018, Further - “NAP on CEDAW”), updated on the National Action Plan (NAP) to implement UN Security Council Resolution 1325 “Women, Peace and Security” till 2020 (№ 113-2016-p, 2018, Further - “NAP on 1325”). These documents aimed to achieve the United Nations Sustainable Development Goals (SDGs) by 2030. In addition to the political will of the government, Ukraine's commitment to the Association Agreement with the EU was also drafted and adopted, as it contributed to the strengthening of anti-discrimination legislation, in particular on access to labor and social services.

The gender component is integrated in important strategic documents:

- National Strategy in the sphere of human rights (№ 501, 2015, Further - “Human rights strategy” and Action Plan for its Implementation (2015)
- Poverty Reduction Strategy (№ 161-p, CMU, 2016) and Action Plans for its Implementation (2016, 2017, 2018)
- Concept of Public Administration Reform (2016)
- Strategies for Reforming the Public Finance Management System for 2017—2020 (№ 142-2017-p, 2017) and Action Plan for its Implementation (2017)
- Small and Medium Enterprise Development Strategy by 2020 (№ 504-p, 2017)
- Action Plan for Implementation of the Concept of the State System of Professional Orientation of the Population (№ 469-2018-p, 2018)
- National Strategy for Reforming the System of Justice for Children by 2023 (№ 1027-p, 2018)
- State Policy Strategies on Healthy and Active Longevity of the Population by 2022 (№ 688-p, 2018) and Plan of Measures for its implementation (2018)
- Strategies for the Integration of Internally Displaced Persons and Implementation of Long-Term Decisions on Internal Movement by 2020 (№ 944-p, 2018, Further - “IDP strategy”) and Action Plan for its Implementation
- State Target Recovery and Peacebuilding Program in the Eastern Regions of Ukraine (№ 1071, 2017)
- Strategies for the Development of the Ministry of Internal Affairs System by 2020 (№ 1023-p, 2017)
- Strategies for Communication in the field of European Integration for 2018—2021 (№ 779-p, 2017)

Important sectoral by-laws have been developed and adopted to ensure gender equality and women's rights, namely:

- Resolution of the Cabinet of Ministers of Ukraine No. 997 dated November 28, 2018, has approved a new improved Procedure for conducting gender-sensitive legal expertise, according to which such expertise shall be conducted by all developers of regulatory and legal acts.

- Order of the Ministry of Finance of Ukraine No. 1 dated January 2, 2019, has approved Methodological Recommendations on the Implementation and Application of a Gender-oriented Approach in the Budget Process.
- Order of the Coordination Center for the Provision of Free Legal Aid No. 95 dated November 22, 2018, has approved the Gender Strategy for the Grant of the Legal Aid System Equal Partners.
- Order of the Coordination Center for the Provision of Free Legal Aid No. 33 dated March 12, 2019, has approved the Guidelines for Identifying Cases of Gender Discrimination and the Mechanism for Providing Legal Aid.

The **national mechanism** for ensuring equal rights and opportunities for women and men was strengthened. Since 2017 the coordination of governmental efforts on gender policy was included into the mandate of the Vice Prime Minister for European and Euro-Atlantic Integration of Ukraine, Ivanna Klymush-Tsyntsadze. This has ensured coordinated implementation of gender policy at the highest level. The post of Governmental Commissioner for Gender Policy was also introduced.

In 2019 **gender audit of key ministries has started**. Such audit is currently underway in the Ministry of Social Policy supported by the International Labour Organization (ILO) and in the Ministry of Foreign Affairs of Ukraine with the support of the UN Women Program. In 2019 gender audits are planned in other ministries as well. Based on their results internal action plans and sectoral policies of gender equality management will be developed.

Targeted **trainings for civil servants** are underway. Topics include gender mainstreaming, gender expertise, and gender responsive budgeting.

Civil society organizations engaged in human rights protection, gender equality and women empowerment even more actively as a reaction to Russia's armed aggression. In 2017 alone, the Ukrainian Women's Fund provided 69 grants to civil society organizations worth approximately 4.5 million UAH. In 20 communities in Donbas, 58 self-help groups were set up, 456 people involved, 11 new women's non-governmental organizations were supported, and more than 5,000 representatives of civil society organizations participated in training sessions.

Government conducted efforts to expand **women's** access to paid work and increase their **economic capacity**. In 2018, Ukraine's labor market demonstrated positive changes in employment growth and unemployment reduction, in particular among women. According to the State Statistics Service (SSS) in 2018, the level of official employment grew both in the country as a whole (from 56.1% to 57.1%) and among women (from 51.4% to 52.5%). The unemployment rate (according to the ILO methodology) decreased from 9.5% in 2017 to 8.8% of the economically active population in 2018. Among women, unemployment dropped from 7.7% to 7.4%. The state is also taking steps to expand anti-discrimination legislation regulating gender equality in improvement of economic capacity and access to decent work. This priority is reflected, among other issues, in such documents as the State Program on Gender Equality, the NAP on CEDAW and the Strategy on Overcoming Poverty, as well as a number of sectoral documents adopted by the Ministry of Health, the National Agency of Ukraine for Civil Service, and the Ministry of Internal Affairs (See Question 6).

Consultations are held to establish a systematic dialogue between the executive authorities and the public; to improve the quality of decision-making on issues related to the socio-economic development of the state; to implement and protect the rights and freedoms of citizens; and to meet their political, economic, social, cultural, and other interests. Strengthening public-private partnerships in the field of providing equal rights and opportunities for women and men, including through implementation of social projects by civil society organizations, is one of the tasks of the State Program on gender Equality for the period up to 2021.

A new system **for preventing and combating domestic violence and gender-based violence** is being developed. System updates, extension of the services network, and enhancing victims' access to them began within the framework of the humanitarian response to international armed conflict in certain areas of Donetsk and Luhansk regions of Ukraine, and intensified after the adoption in December 2017 of Laws No. 2229 "On Preventing and Combating Domestic Violence" and "On Amendments to the Criminal and Criminal Procedural Codes of Ukraine in order to implement the provisions of the Council of Europe Convention on Preventing Violence against Women and Domestic Violence and the fight against these phenomena". The new legislation embodies the spirit of the Istanbul Convention, and the system of national action is based on the four pillars of the Convention (prevention, protection, punishment, policy integration). The basis for the proper protection of victims, preventing new cases of violence, bringing perpetrators to responsibility (including prosecution), and developing coordinated policies at all levels is provided. 13 by-laws that regulate the prevention and combating of domestic violence and gender-based violence have been developed, adopted, and implemented, which made it possible to modernize the interagency cooperation system (See Appendix 4). This work is conducted through joint efforts of all involved sectors, taking into account the needs of decentralization. Amendments to the Law of Ukraine "On Ensuring Equal Rights and Opportunities for Women and Men" for the first time in Ukraine suggested the definition of gender-based violence, which in general complies with the internationally recognized concept of gender-based violence. Infiltrated by a unified idea and principles, the indicated laws aimed to create an effective system of preventing and combating domestic violence and gender-based violence in accordance with the standards of the Istanbul Convention. Consequently, during 2018, a strategy was put in place to protect the rights of women and girls to live without violence, based on a completely new philosophy of state-human relations and in line with basic international standards.

Due to the improvement of the national mechanism of interagency cooperation in the field of preventing and combating domestic violence, the number of appeals to law enforcement authorities regarding domestic violence has increased. As such, from the beginning of 2018, when the Law of Ukraine "On Preventing and Combating Domestic Violence" entered into force, the number of appeals in the territories under the control of Ukraine increased by 23,000 (in 2017 by 92,100 and in 2018 by 115,500). This indicates a positive trend in women's understanding that their rights have been violated and an increase in their level of trust in state authorities.

According to the Ministry of Health, the level of **maternal mortality** is steadily decreasing in the last decade: from 15.74 per 100,000 in 2014 to 11.79 per 100,000 in 2017. The number of births

and the number of abortions per year is also decreasing. Several factors can be the reasons for this dynamic. First, the Ministry of Health approved clinical protocols based on evidence-based medicine. Secondly, in 2015, the Ministry of Health created a maternal mortality monitoring commission (2015) and paid particular attention to improving the situation on this issue. Thirdly, the Ministry of Health has been working to help girls and women and to engage in family planning and preventing unwanted pregnancies.

It is important to note that the discussed legislative changes are also a response to the **public demand** for gender equality. A national survey on gender equality, conducted by the National Democratic Institute (NDI) in 2018 upon request the Office of the Vice Prime Minister for European and Euro-Atlantic Integration of Ukraine, showed that both men and women in Ukraine tend to see changes in the traditional roles of men and women. 77% of Ukrainians say that gender equality is important to them. 71% of respondents believe that men and women should be equally involved in family life, while only 40% report that the current situation within families is equal¹.

MAIN CHALLENGES

Russia's armed aggression against Ukraine further expanded the circle of women who face **multiple discrimination** and need new types of social support. There are almost 1.5 million of internally displaced persons (IDP), including 60% of women, families of killed and missing soldiers, where children are now brought up without a father.

The **representation of women** at the decision-making level of in social, political and economic life remains low. As a result, women have a limited ability to influence decisions that affect their lives, the lives of their communities, and the country as a whole. Despite the introduction of gender quotas political representation of women increased only slightly: in Parliament by 3%, in local councils by 2%. The overall political representation of women remains disproportionately low: 12% in Parliament, 15% in regional councils, 24% in district councils, 28% in city councils. In the 2014 parliamentary elections, the lists of 20 of the 29 registered parties submitted to the central electoral committee did not meet the gender quota requirement of the law. During the local elections, virtually all parties complied with the law on the representation of at least a third of women in the electoral lists, but this did not lead to appropriate representation of women at the level of elected deputies, since women candidates, for the most part, were placed at the end of the lists.

A major challenge is also the **gap in economic capacity** between women and men. This problem is complex and consists of a series of narrower issues, each of which requires a solution. High level of labour market gender segregation (horizontal and vertical) is still in place. Discriminatory attitudes towards women-employees are widespread, both in terms of their hiring and career growth. This causes a 25% pay gap and unequal access to economic resources, as well as differences in the qualitative characteristics of employment and the social status of women and men.

¹<https://www.kmu.gov.ua/ua/news/ivanna-klimpush-cincadze-prezentuvala-rezultati-pershogo-nacionalnogo-opituvannya-shchodo-rivnosti-cholovikiv-ta-zhinok>

Age discrimination against women is also spread in the labor market, in particular, against women over the age of 45, women under the age of 35, as well as pregnant women and women with little children. On the whole, the labor market records a well-defined age asymmetry of employment: under the age of 35 there are more men among the employees, while after the age of 40 the situation is reverse. Men prevail among the employed at an age, in which women give birth and caring for children. This situation contains hidden gender employment issues: employers frequently refuse to hire young female applicants as they can go on maternity leave.

The share of employed women with higher (full, basic, and incomplete) education is significantly higher than for men. In 2017, the number of employed women with higher education was 60.2% compared to 41.9% of men. Despite the fact that the educational level of women is higher, their employment level remains lower than that of men. At the same time, the concentration of women in “humanities” and men in “natural” and “technical” education is a significant cause of gender imbalance in the employment policy.

Career counseling in education sector and in the employment service is still driven by gender stereotypes about men’s and women’s occupations. To address this problem, according to the State Employment Service, measures are being taken to eliminate stereotypes about "female" and "male" professions, such as recommendations, training for employees and workers at employment centers, labor inspectorates, employer organizations and trade unions in combating discrimination during employment and at work. Measures to promote family responsibilities are also developed and implemented.

Insufficient level of social infrastructure development and institutional support for workers with families and a significant difference in the amount of time spent by men and women on domestic work is still an important factor limiting women's economic opportunities. There is a lack of measurement for reproductive work and unpaid housework that is mostly performed by women. More favorable forms of combining professional and family responsibilities (such as flexible working hours and distance work) are still not widely used and not enough supported by the national legislation. An obstacle for implementing them is stable attitudes towards the working modes (in particular, to schedules, shifts, flexible working hours etc.) and personal views of employers. Difficulties arise from the time spent on such work modes, the regulation of work quality, the definition of forms and systems of wages, and occupational safety.

The tangible problem is shadow employment. Of the total number of informally employed population, women make up about 40%, which reduces their level of social protection and the possibility to use governmental welfare guarantees. This problem is especially significant among women living in rural areas.

Outdated **gender stereotypes** are currently promoted by **anti-gender initiatives**. As such, between 2017—2019, numerous identical appeals to the President of Ukraine, the Parliament, the Government, the National Security and Defense Council and the specially authorized central executive body on equal rights and opportunities for women and men came from a number of

organizations and certain local councils. These appeals asked to protect "traditional family values", stop the ratification of the Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence (the Istanbul Convention) submitted by the Government to Parliament, and removing the word "gender" from all the legal acts. These appeals prevented the ratification of the Istanbul Convention and adoption of the Strategy of implementing gender equality and non-discrimination in the sphere of education "Education: gender dimension - 2020" (Further "Gender strategy in education"), which was developed in 2016. Participants of the First International High-Level Conference "Lessons from the Hybrid Decade: What Needs to Be Known for a Successful Development" (November 2018, Kyiv) initiated by the Vice Prime Minister for European and Euro-Atlantic Integration and organized on the basis of NATO-Ukraine Platforms on Combating Hybrid Dangers noted the use of anti-gender initiatives as a tool of hybrid war conducted by Russia against Ukraine. The aim of these initiatives is to prevent unity in Ukrainian society.

Lack of people's legal awareness of gender discrimination remains a problem. They are not informed enough on procedures and institutions that work on combating gender-based discrimination in different spheres - from domestic violence to labour rights violations. Often, they cannot diagnose manifestations of gender discrimination in family life (including cases of violence), at work, or in society. To solve this problem, relevant legislation is being improved, the network of Free Legal Aid Centers is being expanded, anti-discrimination bodies are operating (for example, the Expert Council on Preventing and Combating Gender-Based Sexual Abuse under the Ministry of Social Policy), and information work is being conducted on clarifying women rights and opportunities.

The problem of **gender-based violence** remains a significant challenge. In the context of the international armed conflict in certain areas of Donetsk and Luhansk regions of Ukraine (that is itself a form of violence) the problem of domestic violence and other forms of violence, from which women and children are most likely to suffer, became acutely relevant. Due to war-caused stresses, anxiety and post-traumatic mental conditions, ex-combatants and civilians in the war zone, especially women and children who were involved in or witnessed war-related violence, have a higher risk of incurring, witnessing, or practicing violence against family members or themselves as well as in public places. In recent years, widespread violence against and among children, including gender-based violence in schools and school-affiliated institutions, has led to the adoption in January 2019 of Law of Ukraine No. 2657-VIII dated December 18, 2018, "On Amending Certain Legislative Acts of Ukraine Regarding Counteracting Bullying."

In addition, there is a challenge of identifying and eliminating other forms of gender-based violence, in particular sexual harassment and violence, violence and bullying at a workplace, obstetric violence.

Finally, there is **a lack of statistical data** disaggregated by sex in most areas of gender policy with the exception of demographic and medical statistics. There is a lack of human and technical resources to handle such data when they are introduced. Funding is required to create large databases, purchase relevant computer equipment at the central and local level, and provide human resources skilled for the purpose.

SET-BACKS

A trend of **reducing representation** of women at the local level has emerged in the course of decentralization. The decentralization reform that is being implemented in Ukraine, on the one hand, creates conditions for a comfortable, high-quality, and safe living space for the development of women and men, girls and boys, and is quite positive. The funds of local budgets for the first time make up 52% of the country's budget. By contrast, before the beginning of the decentralization reform in 2016, women comprised about 50 percent of village heads and village councils. Today, the heads of united territorial communities, which have wide powers of financial resources distribution are composed of only 15% of women.

It is also worth noting that the state is currently facing a large amount of work on gender equality issues as well as employment and labor in the context of the Association Agreement with the EU, as well as in adopted state programs. At the same time, such a large volume of work is not backed by sufficient **human resources**, as there is a reduction in the institutional apparatus dealing with gender equality, resulting in the lack of an executive apparatus on gender equality at both the regional and central levels.

2. Which of the following have been the top five priorities for accelerating progress for women and girls in your country over the past five years through laws, policies and/or programmes?

- *Equality and non-discrimination under the law and access to justice*
- + *Quality education, training and life-long learning for women and girls*
- + *Poverty eradication, agricultural productivity and food security*
- + *Eliminating violence against women and girls*
- + *Access to health care, including sexual and reproductive health and reproductive rights*
- + *Political participation and representation*
- + *Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression)*
- *Women's entrepreneurship and women's enterprises*
- *Unpaid care and domestic work/work-family (e.g. paid maternity or parental, paid childcare leave, care services)*
- *Gender-sensitive social security (e.g. universal health care, cash transfers, pensions)*
- *Basic services and infrastructure (water, sewage, energy, transport, etc.)*
- *Strengthening women's participation in the sustainable development of the environment*
- *Gender-sensitive budgeting*
- *Gender-responsive disaster risk reduction and resilience building*
- *Changing negative social norms and gender stereotypes*

Improving and developing new anti-discrimination legislation helped to eliminate gender disparities in the following areas:

Eradication of violence against women and girls

Ukraine has traditionally shown significant progress in the region on the elimination of violence against women and girls. In 2001, it became the first Eastern European country to consolidate the fight against domestic violence as a direct state policy, adopting the Law of Ukraine "On Prevention of Family Violence". However, that legislation did not contain a comprehensive definition of violence against women and gender-based violence and did not provide for effective civil protection of victims.

The international armed conflict in certain areas of Donetsk and Luhansk regions of Ukraine and the emerging humanitarian situation have aggravated the need for coordinated provision of the needs of the most vulnerable categories of women and girls, in particular by strengthening interagency coordination, protection, prevention and access to legal, medical and socio-psychological assistance for individuals who suffered from gender-based violence (including domestic violence). Since 2015, in order to ensure due attention to each case of violence in areas affected by the international armed conflict in certain areas of Donetsk and Luhansk regions of Ukraine² in the humanitarian context, with the support of international partners (in particular UNFPA) service models were introduced and developed: shelters for victims, mobile brigades of social and psychological assistance, Police Reaction Brigade ("Polina"), primary medical and psychological care offices. A decision was made to create a round-the-clock telephone helpline of the Ministry of Social Policy on combating human trafficking, preventing and combating violence against the homeless, gender-based violence and violence against children. These results formed the basis for further strengthening the national mechanism for responding to domestic and gender-based violence. The network was expanded and its work was standardized that has increased and will further increase the number of assisted women. As of April 1, 2019, 33 such establishments have been created. Of them: 21 centers of social and psychological assistance for victims of violence, and 13 shelters for women who are victims of domestic violence.

Developing a new mechanism for cooperation on the implementation of measures to prevent domestic violence, gender-based violence, child abuse and the provision of assistance to victims of all forms of violence, considering international approaches and standards was raised. Adopted in 2017 The Law of Ukraine "On Preventing and Combating Domestic Violence" regulates the organizational and legal principles for preventing and combating domestic violence and defines the key directions of the respective state policy. The law emphasizes the priority of protecting children (a child who is a witness (bystander) of violence is considered an injured child); expands the range of people, violence between whom is considered domestic violence; expands the list of actors involved in preventing and combating domestic violence and gender-based violence and mandates them with greater powers; the law regulated wide civil society engagement. Finally, domestic violence was criminalized. Responsible bodies were also expanded and now additionally the health care, education, judiciary, and justice system. The role of law enforcers

² The territories of the Donetsk and Luhansk regions under the Ukrainian government control

and the social services has been strengthened. These changes created the foundation for effective violence prevention and providing modern specialized services for domestic violence victims.

Amendments to the Law of Ukraine "On Ensuring Equal Rights and Opportunities of Women and Men" were introduced, which consolidated the concept of "gender-based violence" and its definition and created the basis for the creation of mechanisms for preventing and combating gender-based violence.

To enable the implementation of the legislation on preventing and combating domestic violence in practice, existing legal documents **have been amended**, and new ones developed:

- * The Procedure of Interaction Between the Entities Involved in Preventing and Combating Domestic Violence and Gender-Based Violence (2018) was approved, which made it possible to modernize the system of interagency cooperation, taking into account decentralization and expansion of the circle of tangible actors, as well as defining authority and responsibility at all levels – from the territorial community to the Government.

- * A number of by-laws were adopted regulating the activities of specialized services for the support of persons affected by domestic violence and/or gender-based violence: 1) the mobile brigade of social and psychological assistance (2018), 2) asylum (2018), 3) Ministry of Social Policy on Combating Human Trafficking, Preventing and Combating Domestic Violence, Sexual Violence and Violence against Children (2018).

- * The decision to establish a Single State Register of Domestic Violence and Sexual Violence (2019) was approved. This ensured the regular collection of relevant disaggregated data, control of the provision of comprehensive and timely assistance to the victims, preventing recurrence of violence, and monitoring the quality and timeliness of services provision;

- * Police response to domestic violence cases was increased: the mechanism for issuing an urgent prohibition on the direct perpetrator and the assessment of the risk of repeated violence (2018) was introduced.

- * The typical training program "Preventing and combating domestic violence" for initial police officer training was approved (2018).

- * The coordination of authorized police departments with the system of service providers has been ensured;

- * The Typical Program for Direct Perpetrators (2018), which aims to change the violent behavior of the perpetrator, the formation of a new, non-aggressive model of behavior in private relations, a responsible attitude towards their actions and the consequences, to fulfill their parental responsibilities, to eliminate discriminatory ideas about the social roles and responsibilities of women and men was approved.

* The Concept of the State Social Program for Preventing and Combating Domestic Violence and Gender-Based Violence for the Period up to 2023 (2018), which provides for comprehensive actions aimed at reducing the scale of domestic violence, was approved.

* The procedure for identifying and responding to cases of domestic violence and interaction of pedagogical and medical personnel with other bodies and services was regulated.

In December 2017, the Law of Ukraine "On Amendments to the Criminal and Criminal Procedural Codes of Ukraine to implement the provisions of the Council of Europe Convention on Preventing Violence against Women and Domestic Violence and the fight against these phenomena" was adopted. The serious attention paid to the problem is indirectly evidenced by the fact that the draft law was registered under the signatures of a rather large group (44 persons) of deputies from various factions and groups. The period before its entry into force (January 11, 2019, with the exception of certain provisions that came into force on January 12, 2018) was unprecedentedly long. This was due to the fact that the legal community had to be properly prepared for their proper application. Adopted amendments include, among other issues, the criminalization of domestic violence, forced marriage, illegal abortion or sterilization, the imposition of restrictive measures against a person who committed domestic violence, as well as criminal liability for non-compliance with restrictive measures or restrictive regulations and non-compliance with the program for direct perpetrators. The modern approach to crimes against the sexual freedom and sexual integrity of a person is consolidated, introducing the concept of "voluntary consent" and the fact of "penetration" as a distinction between rape and other forms of sexual violence.

In the aggregate, the established policies are complex and significantly propel Ukraine on the way to eliminating all forms of violence against women and girls.

The right to work and equality at a workplace

In 2015, the Labor Code is complemented by an article 2-1 «Equality of labour rights of citizens of Ukraine» that prohibits any discrimination in the workplace, in particular the violation of the principle of equality of rights and opportunities, direct or indirect restriction of the rights of employees, depending on race, color, political, religious and other beliefs, sex, gender identity, sexual orientation, ethnic, social and foreign origin, age, health, disability, suspicion or presence of HIV/AIDS, family and property status, family responsibilities, place of residence, membership in a professional union or other association of citizens, participation in a strike, an appeal or intent to apply to a court or other bodies for the protection of their rights or to provide support to other employees in the protection of their rights, in linguistic or other characteristics not related to the nature of work or conditions of its implementation.

The following contributed to expansion of economic opportunities for women and their access to previously forbidden professions:

* The adoption of the Law of Ukraine "On Amendments to Some Laws of Ukraine on Ensuring Equal Rights and Opportunities for Women and Men during the Military Service in the Armed Forces of Ukraine and Other Armed Forces". According to the law, persons of both genders have equal opportunities in terms of contract-based military service, having determined that women can enter into a contract for military service before they reach the minimum age for military service. Women have equal access to positions and military ranks.

* The abolition in 2017 of the Order of the Ministry of Health, № 256 "On approval of the List of heavy works and works with hazardous and dangerous work conditions, on which women's labour is forbidden", that was adopted in 1993 and established 450 occupations prohibited to women (except for the Chapter On Mining, which will expire when Ukraine denounces Convention on the use of women's labor in underground work in mines of any kind No. 45)

* Adoption of Order of the Ministry of Defense No. 627 dated December 13, 2018, "On the Approval of the Lists of Military Occupational Specialties and Staff Positions of Private, Sergeant, and Senior Officers and Tariff Lists of the Positions of the Abovementioned Military Persons," which opens about 300 military positions for women, including "combat" positions, (out of about a thousand). In particular, such positions as: a driver, a sanitary inspector, the chief of a control center, a radio operator, an RPG launcher, a combat vehicle commander, a division commander, a machine gunner, a mortar gunner, a division head (unit manager), a sniper, a rifleman, a technician, an instructor, a medical officer. Positions that the Order keeps closed for women are: miner, sapper, all posts of airborne troops, all positions in tank units, all posts in the navy, most aviation positions.

As of December 2018, the number of women serving and working in the Armed Forces of Ukraine amounted to about 22.3%, including: female service personnel – more than 10%; civilian personnel – more than 12%. This percentage has steadily increased since 2013. About 7,000 female service personnel received the status of combat troops. In the civil service, the number of women is: in the apparatus of the Ministry of Defense – 47.4%, including about 9% in leadership positions; in parts of direct subordination of the Ministry of Defense – 62%, including leadership positions – more than 16%.

* Adoption of the CMU Resolution No. 792 (2018) "On Approving the Procedure for Registration, Reregistration of the Unemployed, and Keeping Records of Job Seekers." To meet the needs of women and men in search of employment better this Order introduces new approaches to the provision of services by the State employment service. The Institute of Career Advisor has been introduced, which will provide an individual approach to each client of the employment service, quality provision of careers planning services, taking into account the needs of employers and job seekers; profiling the unemployed and job seekers to evaluate their employment opportunities, taking into account skills and qualifications and providing targeted services for the return of such persons to the labor market; individual service plans and employment plans that will be a joint action plan for career advisers and registered unemployed, which will include common obligations for both sides in finding work and will provide individual support and service delivery.

* Adoption of Resolution of the Cabinet of Ministers of Ukraine No. 373 (2017) "On Approval of the Procedure for the Development and Approval of Professional Standards." This will help increase the professional skills of employees, training staff in accordance with employers' needs. Basic normative acts were adopted that are necessary for the introduction and effective functioning of the non-formal learning result confirmation system.

Gender-responsive budgeting formation

In 2017, gender-sensitive approach to budget was, for the first time, integrated into the strategic documents of the Ministry of Finance of Ukraine, which became the basis for introducing a gender approach in the legal acts that are applied in the budget process. In particular, the Government approved the Public Finance Management Strategy for 2017—2021, part of which is gender-responsive budgeting and the Action Plan for its implementation (2017). The Ministry of Finance approved "Methodological Recommendations for the Implementation and Application of a Gender-Responsive Approach in the Budget Process" (2019).

The Project "Gender-Responsive Budgeting in Ukraine" is implemented since 2014 in the Ministry of Social Policy, Ministry of Education and Science, Ministry of Education and Research, Ministry of Health, Ministry of Culture, Ministry of Finance, State Statistics Service. In accordance with the plan of measures to implement the Strategy for Reforming the System of Public Finance Management for 2017–2020 (CMU Resolution No. 415 dated May 24, 2017). The project is implemented in two main areas:

(1) Improving the system of performance indicators to clearly reflect the level of achievement of strategic goals and meet the needs of public services recipients, including through the introduction of a gender-oriented approach, which resulted in changes to the orders of the Ministry of Finance on the system of performance indicators.

(2) Optimization of model lists of budget programs of local budgets and improvement of the system of performance indicators, in particular, by introducing a gender-oriented approach, as a result of which amendments have been introduced to the relevant regulatory and legal acts.

Reducing disaster risk and restoring gender-sensitive sustainability

In 2016, the Government approved the National Plan of Action for the implementation of the UN Security Council Resolution 1325 "Women, Peace and Security" for the period by 2020. As such, the Government recognized women's active participation in overcoming and preventing conflicts, and peacebuilding, and paid special attention to the problem of gender-based violence. Taking into account the results of the first years of this plan implementation, the following amendments were made (2018):

- The list of executors and beneficiaries was expanded;
- Institutionalization and localization were strengthened,
- Measures to improve the infrastructure and logistical conditions for women's service and participation provision were included;

- The component dealing with combating sexual violence associated with conflict has been strengthened; measures to develop special courses and teaching materials on gender education in emergency situations were included; measures for carrying out exercises for actors for the implementation of the National Action Plan were expanded;
- Independent monitoring and evaluation were conducted;
- The information component was intensified.
- To ensure equal rights and opportunities for women and men during military service, amendments were made to the Laws of Ukraine "On the Statute of the Internal Service of the Armed Forces of Ukraine", "On Military Duty and Military Service" (2018).
- Persons of both genders have equal opportunities to conclude a contract for military service (women can enter into a contract for military service before they reach the minimum age for military service).
- Female military personnel are given access to all military accounting professions of non-commissioned, sergeants, and senior officers, including active duty soldiers (2018).
- Female military personnel may be assigned to all officer positions, except those subject to legislative restrictions, taking into account possible risks to productive health (2017).
- Restrictions on the admission of women to study at higher military educational institutions and military training units of higher education institutions (2018) are annulled.

Women and children make up the majority of civilians affected by international armed conflict in certain areas of Donetsk and Luhansk regions of Ukraine, and the majority of IDPs. In 2016, a central body in the system of central executive authorities was set up to ensure the formation and implementation of state policy on temporarily occupied territories in the Donetsk and Luhansk regions and the temporarily occupied territory of the Autonomous Republic of Crimea and the city of Sevastopol – the Ministry for Temporary Occupied Territories and Internally Displaced Persons of Ukraine.

To solve the main problems of internally displaced persons, the Government approved the Integrated State Program for Support, Social Adaptation and Reintegration of Ukrainian Citizens who moved from the temporarily occupied territory of Ukraine and areas of anti-terrorist operation to other regions of Ukraine (2015). The objectives of the Program are as follows:

- assistance in addressing problems of internally displaced persons, promoting integration and social adaptation of such persons at their new place of residence;
- assistance in ensuring the creation of proper conditions for life, rights, and realization of their potential;
- provision of social, medical, psychological, and material support; creation of prerequisites for compensation of property (material) and moral damage caused to them;
- creation of favorable conditions for voluntary return to the places of their previous residence (subject to the full actual cessation of hostilities in areas where the state authorities temporarily fail to exercise their powers).

The Strategy on Integration of Internally Displaced Persons and Implementation of Long Term Decisions on internal movement for the period till 2020 (CMU Order, November 15 2017, No. 909-p) and the Action Plan for the Strategy Implementation (CMU Order, November 21 2018, No. 944-

p), aimed at creating effective public administration tools, meeting the urgent and permanent needs of internally displaced persons. In addition, these documents contain a significant gender component and presuppose a number of effective steps towards meeting the rights of women-IDPs and their family members. In particular, the factor of gender is planned to be included in development and implementation of all the activities defined in the action plan. The task of combating gender-based violence is set.

Participation in political activities and representation

In 2015 the Law of Ukraine "On Local Elections" was adopted, according to which the representation of persons of one gender in the electoral lists of candidates for members of local councils in multi-mandate constituencies should be not less than 30 percent of the total number of candidates on the electoral list. This law continued the changes, aimed at ensuring gender-balanced political representation, that were set by the Law of Ukraine "On Political Parties in Ukraine" (2013), which has initially introduced gender quotas.

Creating conditions for balanced participation of women and men in political processes and socially significant decisions is addressed by the National Strategy in the sphere of Human Rights (2015) and the Action plan on realizing the national strategy in the sphere of human rights (2015).

The increase in the proportion of women among members of parliament of Ukraine, deputies of region and local councils (cities of regional significance) became the task of the State Social Program for Ensuring Equal Rights and Opportunities for Women and Men for the period till 2021 (2018) approved by the Government and the Goals of Sustainable Development for the period till 2030, adapted for Ukraine (2019).

3. Over the past five years have you taken specific measures to prevent discrimination and promote the rights of women and girls who experience multiple and intersecting forms of discrimination?

- *Women living in remote and rural areas*
- *Indigenous women*
- + *Racial, ethnic or religious minority women*
- + *Women living with disabilities*
- + *Women living with HIV/AIDS*
- *Women with diverse sexual orientations and gender identities*
- + *Younger women*
- *Older women*
- *Migrant women*
- + *Refugee and internally displaced women*
- *Women in humanitarian settings*

In 2018 the first Parliamentary hearings on "Preventing and Combating Discrimination against Women from Vulnerable Social Groups" were held in Ukraine and they had a significant public resonance. Government representatives have noted that women with disabilities, older women,

especially in rural areas, internally displaced women, HIV-positive, drug-addicted women, and female representatives of national minorities face multiple discrimination, and inequality between women and men is still supported by stereotypes regarding their social roles that fuel actual inequality between women and men in the economic, political, and other spheres. This requires putting the situation of women experiencing multiple discrimination on the political agenda and building a state policy of gender equality with a focus on vulnerable groups. Based on the results of Parliamentary hearings, recommendations have been developed to central and local executive authorities on preventing and combating discrimination against women from vulnerable social groups that suffer from multiple discrimination.

Concepts of "discrimination by association", "multiple discrimination" and "victimization" were defined in the Law project "On Amendments to Certain Legislative Acts of Ukraine (Concerning Harmonization of Legislation in the Sphere of Prevention and Counteracting Discrimination with the Law of the European Union)" (2016) that was adopted by the Parliament in the first reading.

Actions on improvement of the situation of women and girls who suffer from multiple discrimination were included as tasks to the National Human Rights Strategy (2015), the National Plan of Action to implement the UN Security Council Resolution 1325 "Women, Peace and Security" by 2020, the State Social Program for Equal Treatment Rights and Opportunities for Women and Men up to 2021 (2018).

In order to properly implement the concluding recommendations of the UN Committee on the Elimination of Discrimination against Women on the Eighth Periodic Report of Ukraine on the Implementation of the Convention on the Elimination of All Forms of Discrimination against Women (2017) the Government developed and approved the National Action Plan on CEDAW (2018). The document contains actions focused on improving the situation of such vulnerable groups as rural women, internally displaced women, women-combatants, Roma women, girls, women in rural areas, women with disabilities and elderly women, and LBT women.

As of April 2019, according to the Uniform Information Database on **Internally Displaced Persons**, 1,373,675 migrants from the Donetsk and Luhansk regions and the Autonomous Republic of Crimea and the City of Sevastopol temporarily occupied by Russia were registered. 60% of them are women. Women who moved to a controlled area face a number of difficulties. Most often, they move with children while men more often that women remain on a temporarily uncontrolled area or work in other locations in order to provide for the family. Thus, women receive greater responsibility for everyday care for the family. Women are also more numerous among the unemployed IDPs and comprise 66% of that group.

Gender analysis of the results of the All-Ukrainian survey on IDPs' rights realization³ shows that a significantly higher "responsibility" and an additional burden minors' upbringing lies on women IDPs (27.1% of men live with children under 18 compared to 41.6% of women). Women IDPs are

³ Gender analysis of the results of the All-Ukrainian Survey on the IDP rights realization, conducted by the Ukrainian Institute for Social Research named after Oleksandr Yaremenko from September 27 to October 24, 2017, in 24 regions of Ukraine and the city of Kyiv.

also in an economically more vulnerable situation. Three times more often than men, female IDPs live with families with many children. Almost twice as often, they are in need and 9% more often live in families that are in difficult circumstances. A similar situation also arises with employment. Among the respondents, less than half (40.7%) reported working (having jobs/employment), specifically 46.1% of men and 35.9% of women. 60.5% of women and 53.8% of men indicated monthly targeted assistance to internally displaced persons to cover their living expenses as a source of income for the family. This may indicate that this kind of help is more important for female IDPs, they are more likely to register and use it. Female IDPs are significantly more deprived of money than male IDPs and are more compelled to save.

In 2014, a package of legislative acts was adopted, which allowed the provision of social assistance, living expenses, and pensions, and facilitated placement of internally displaced persons. In order to help with the cost of living, including housing and communal services, starting from 2014, 13,161.8 million UAH were allocated from the state budget. Since 2017, such payments have been increased for persons with disabilities among internally displaced persons, children and pensioners, large families, full-time students of higher education institutions and students of vocational education institutions who have reached the age of 18.

In 2015, a network of advisers on IDP issues started to provide advice at the local and national levels to address the problem of migrants. The project is being implemented in cooperation the Ministry of Social Policy with civil society organizations.

There is a national helpline for IDP. The work of the free helpline is provided by the civil society organization Donbas SOS. It operates with the support of the project "Facilitating the Rebuilding and Sustainable Resolution of the Problems of Internally Displaced Persons and Victims of the Conflict of Population in Ukraine", which is funded by the EU and implemented by the International Organization for Migration in Ukraine.

In 2017, a gender analysis of the rights of internally displaced persons was conducted. The survey was conducted in 24 regions of Ukraine by the Ukrainian Institute for Social Research. As part of the "Response to the Threats to Social Security as a Result of Conflict", the Ministry of Social Policy and the OSCE Project Co-ordinator in Ukraine conducted a study on the needs assessment for the long-term integration of IDP into host communities focusing on women (2016).

In Ukraine, more than 2.6 million people have different forms of disability. The main problems, which **girls and women with disabilities** face in Ukraine are the architectural inaccessibility of public transport, streets, buildings, educational institutions, social protection and health care, limiting access to education and employment, limited or lack of awareness of women with disabilities needs among local service providers, national legislation and standards, stigma and a negative attitude which prevents women with disabilities from participating in all spheres of social, political, economic, cultural, social, and family life.

In order to respond to their needs implementation of the complex rehabilitation model has began. It provides an opportunity to get the optimal complex of rehabilitation services in different types

and forms in one institution. Such a model contributes to their acquisition of knowledge, talents, skills, achievement, and preservation of their maximum independence, physical, mental, social, and professional abilities. As of January 1, 2018, 153 rehabilitation institutions are opened, in which 23,022 persons with disabilities received rehabilitation services. The share of girls and women among recipients of rehabilitation services is 42%.

The Law "On Education" (2017) names development of inclusive educational environment among the fundamental directions of state educational policy. The law speaks of inclusive education in educational institutions that are most accessible and closest to the place where people with special educational needs reside. A number of sectoral legal acts aimed at introducing inclusive education in pre-school and general education institutions were adopted. In 2016 the Government approved a single state model of the document on basic education for children with mild intellectual disabilities. Children with mental retardation started studying in general educational institutions, in which since 2017 special and inclusive classes started being created. Local administration bodies were recommended to reorient existing boarding schools for children with mental retardation, by turning them into other types of educational institutions till 2020. From September 2016 to June 2018 the number of inclusive classes increased in almost 7 times (in the 2017/2018 academic year, in 548 classes, 990 pupils studied).

Gender audit of accessibility of persons with disabilities was conducted in the city of Kramatorsk, Donetsk region (2017). This work was carried out by the Donetsk Regional State Administration, Kramatorsk City Council, CSO "National Assembly of People with Disabilities of Ukraine" and Donetsk Regional Organization of People with Disabilities within UNDP – UN Women project "Restoration of Governance and Facilitation of Reconciliation in Crisis-affected Communities of Ukraine".

Women living with HIV face multiple discrimination through gender and their health status. According to the study "Sexual and Reproductive Health, Gender Equality and Human Rights, Gender Violence, Economic and Political Possibilities of Women Living with HIV in Ukraine" (Charitable Organization "Positive Women", 2016), one-third of women living with HIV require awareness of their rights and mechanisms for their protection. As of January 1, 2019, 65,932 HIV-positive women were under medical surveillance in Ukraine, 7,289 of whom were diagnosed with HIV in 2018 for the first time in their lives. In 2017 1,165 new cases of HIV infection among pregnant women were recorded in Ukraine, representing 44.7% of the total number of HIV positive pregnant women (2,606 women) and 21.9% of new HIV cases among women aged 15-49 years (5,328 women).

At present, Ukraine has favorable conditions for halting the HIV/AIDS epidemic, both within the framework of public financing and in the part of international financial assistance. Ukraine has access to modern anti-HIV drugs at an affordable price, a network of organizations that implement treatment, social support, and public control. 75% of medicines for HIV-positive patients, including women, are bought by the state. The government doubled funding for HIV treatment programs to 871 million UAH. According to international organizations, Ukraine has everything necessary to implement the United Nations Global Strategy for "Fast Track Cities (90 90 90)" to overcome

HIV/AIDS in the world. The focus is on the rights of HIV-positive patients, including women, to receive treatment right after diagnosis. Thus, over the past 15 years, 95% coverage has been achieved in pregnant women's prevention services, and the mother-to-child transmission rate has been reduced by 9 times.

In October 2018, a two-day high-level International conference on realization of **Roma women** rights took place. It was co-organized by the Parliament of Ukraine, the Ministry of Foreign Affairs, the Roma Women's Foundation "Chirikli", with the technical support of the UN Women Program. Practical recommendations and policy to eliminate discrimination against Roma women were discussed, with a special focus on the issue of social and political rights as well as gender aspects of protection and security of Roma communities.

4. Has the increasing number of humanitarian crises—caused by conflict, extreme weather or other events—affected the implementation of the BPfA in your country?

International armed conflict in certain areas of Donetsk and Luhansk regions of Ukraine attracted attention to the problem of gender-based violence, in particular with respect to women and girls from the zone of war. Challenges associated with international armed conflict in certain areas of Donetsk and Luhansk regions of Ukraine made it especially needed to help women and girls, as well as their family members, who became victims of different forms of violence and in creating a coordinated system of reacting to gender-based violence and its prevention. In the humanitarian context, in order to meet the needs of the most vulnerable categories of women and girls affected by international armed conflict in certain areas of Donetsk and Luhansk regions of Ukraine, responding models were created and tested. These models included: mobile brigades of social and psychological assistance, medical, and psychological assistance centers, crisis centers and shelters, establishment of local consultants (advisers) on the issues of gender-based violence (GBV)). On the basis of those pilot models sustainable coordination mechanisms were established on both national and local levels.

In addition, as a result of the international armed conflict in certain areas of Donetsk and Luhansk regions of Ukraine, new categories of people requiring focused state attention have emerged. Firstly, these are internally displaced women, the wives and mothers of dead, captured, and missing combatants affected by sexual violence related to the international armed conflict in certain areas of Donetsk and Luhansk regions of Ukraine, women in the occupied territories, women near the line of separation and in the area of anti-terrorist operation (ATO), and then OUF, prisoners, and volunteers.

Another new category is female combatants. As of August 1st 2018, the Comprehensive Register ATO participants has recorded: among combatants women make up 3.5% – 12,010 persons; among the combatants with disabilities women comprised 1% or 33 persons. The largest percentage of female combatants is in the National Security Police (12.2%), Security Service of

Ukraine (6.7%), State Emergency Service of Ukraine (6.4%), Foreign Intelligence Service of Ukraine (5.1%). The largest number of female combatants is in the Ministry of Defense of Ukraine – 8,027 (3.4%).

According to a study of the integration of military women conducted by public activists in 2018⁴, a significant part of veterans, especially those who served in volunteer battalions, still have problems with official registration and, consequently, with obtaining benefits that are granted only if they have a legal status of a combatant. Since the legislation defines a wide range of benefits for combatants—from getting free drugs and medicines, free provision of sanatorium-resort treatment, a 75% discount on the use of housing and utilities, free receipt of land plots, etc.—their unavailability becomes a big loss in the economic position of female veterans. In addition, the status of female veterans is still affected by the insufficient level of integration of gender issues and women's rights issues in programs that regulate the status of military personnel and combatants.

As a result of the international armed conflict in certain areas of Donetsk and Luhansk regions of Ukraine, the social and economic situation of the Donetsk and Luhansk regions of Ukraine deteriorated, which had a negative impact on women's economic opportunities in those regions.

As a result of the international armed conflict in certain areas of Donetsk and Luhansk regions of Ukraine socio-economic situation of Donetsk and Luhansk regions has deteriorated. This has influenced the economic opportunities of women in those areas negatively. The aggravation of the problem is caused by such negative phenomena as the destruction of housing stock, social infrastructure and life support systems; the loss of population of real and other property, the complication of providing the population of the Donetsk and Luhansk regions of Ukraine with the necessary utilities, medical, social and educational services, etc.; economic decline and rising unemployment due to the closure of enterprises, the breakdown of economic ties, the physical destruction of production facilities; the destruction of the financial, banking, transport infrastructure and connections, and communications systems; low external and domestic demand owing to the slowdown in economic growth; decrease in purchasing power of the population as a result of reduction of real incomes; lower quality of life; population growth in the territorial communities of the Donetsk and Luhansk regions of Ukraine in connection with internal displacement; a sharp deterioration in the state of the environment, the complication of the environmental situation in the Donetsk and Luhansk regions of Ukraine, ineffective information policy, etc.

Given that prior to 2014 the Donetsk and Luhansk regions were the largest in their potential in the structure of the national economy⁵, the destructive consequences of the deployment of crisis phenomena in the Donetsk and Luhansk regions of Ukraine were critical. They caused a chain

⁴ «Invisible batalion 2.0»: female veterans returning to civilian life: sociological study//Institute for Gender programs, Kyiv, 2018.

⁵ In the total volume of the gross national product, the share of the Donetsk region in 2012 was 11.7%, Luhansk – 4%; share in export of products – 19.6 and 5.6%, respectively; the share of the employed population is 9.7% and 4.9%, respectively, of the total in Ukraine.

reaction of the imbalance of all macroeconomic indicators of economic and social development of the Donetsk and Luhansk regions of Ukraine.

In 2017, the Government approved the State Target Program for Recovery and Peacebuilding in the eastern regions of Ukraine. It provides for measures to stimulate the socioeconomic development of territorial communities in those regions, to improve the quality of life of the population through strengthening their capacity, social sustainability, and stimulating economic activity. In addition, this program also contains a gender component:

- Promoting peace building in territorial communities (Task III-1), which involves the collection of gender-disaggregated data and a gender-sensitive communication campaign of confidence-building in territorial communities
- Creating new jobs and increasing the level of employment of the population (Task II-9), especially the most vulnerable groups, through activities aimed at developing the leadership skills of women and supporting the opening of their own business by women from rural areas (the indicator is the number of women who started their own business.)
- Increasing the capacity of local authorities (Task III-9) through the implementation of measures for gender-sensitive planning and budgeting
- Strengthening security in territorial communities and implementing measures to prevent gender-based violence (Task III-15) through training on issues of gender-related violence for law enforcement agencies in Donetsk and Lugansk Regions (The indicator is the number of local law enforcement representatives trained in GRV, the number of training sessions for the media and NGOs on IDP and GRV.)

The estimated amount of the Program's funding amounts to 4,762.322 million UAH, including 2,223.553 million UAH – at the expense of the state budget, 1,224.969 million UAH – local budgets, 1,313.8 million UAH – at the expense of other sources.

5. Which of the following does your country consider to be the top five priorities for accelerating progress for women and girls in your country for the coming five years through laws, policies and programmes? (please check relevant categories)

- | |
|---|
| <ul style="list-style-type: none">- Equality and non-discrimination under the law and access to justice- <i>Poverty eradication, agricultural productivity, and food security</i>- <i>Quality education, training and life-long learning for women and girls</i>+ <i>Eliminating violence against women and girls</i>- <i>Access to affordable quality health care, including sexual and reproductive health and reproductive rights</i>+ <i>Political participation and representation</i>+ <i>Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression)</i>- <i>Women's entrepreneurship and women's enterprises</i>+ <i>Unpaid care and domestic work / work-family conciliation (e.g. paid maternity or parental, leave, care services)</i>- <i>Gender-sensitive social security (universal health care, cash payments, pensions)</i> |
|---|

- *Basic services and infrastructure (water, sanitation, hygiene, energy, transport, communication, etc.)*
- *Strengthening women's participation in the sustainable development of the environment*
- *Gender-sensitive budgeting*
- *Including women in the electronic and financial sector*
- + *Gender-responsive disaster risk prevention, reduction and resilience building*
- *Changing negative social norms and gender stereotypes*

Ukraine defines gender equality among the priority goals of the 2030 Sustainable Development Goals.

Eradication of violence against women and girls

Every year, 96-140,000 cases of violence are registered in Ukraine, 90% of them are from women. In particular, according to the Ministry of Social Policy, in 2017, 96,245 applications for domestic violence were registered, of which 85,340 were from women, 10,005 were from men, and 900 were from children.

Besides the already implemented steps, for more effective violence against women and girls prevention, the Concept of the State Social Program for Preventing and Combating Domestic Violence and Gender-Based Violence for the period up to 2022 (CMU, October 10 2018, № 728-p) has been developed and approved, and the process of Program preparation has started. It is expected that its key activities for the coming five years will aim the realization of fundamental principles of national legislation on preventing violence along 4 directions:

- prevention – the formation in Ukraine of zero tolerance to violence and increasing readiness to counteract its manifestations through formation of a coordinated policy – the further development of a comprehensive system for responding to violence, when each case has due attention of the involved individuals, a raising community awareness, and the sensitivity of specialists;
- providing victims with services and protection – creating the conditions where victims, regardless of age and health, have access to and receive integrated services tailored to their needs. For this it is planned to integrate the methodology of the minimum basic package of services targeted at victims into local and regional programs and action plans;
- bringing the direct perpetrator to statutory responsibility and changing his behavior model;
- sustainable local mechanisms for preventing and combating domestic violence and gender-based violence and developing mechanisms of public-private partnership and social order.

Thus a solid foundation for the implementation of state policy in the field of preventing and combating domestic violence and gender-based violence has been created. Next it is planned to complete the development of normative legal acts for the practical application of the Law of Ukraine "On Preventing and Combating Domestic Violence"; to improve statistical reporting on domestic violence and gender-based violence; to organize the work of the Call Center of the Ministry of Social Policy on combating human trafficking, preventing and combating domestic

violence, gender-based violence and violence against children at the national and local levels; to develop and approve a communication strategy for preventing and combating domestic violence.

Training for judges, prosecutors, police officers, and other law enforcement officials on the application of legislation on the criminalization of domestic violence will continue. Widespread involvement of men in measures to prevent domestic violence and gender-based violence is planned. In the context of decentralization, the role of local communities in responding to violence will be strengthened. Programs aimed at reducing the risk of domestic violence and the close encirclement of persons who have been directly injured by a military conflict are actively implemented. The implementation of the National Action Plan to implement United Nations Security Council Resolution 1325 "Women, Peace and Security" for the period up to 2020 as part of the response to gender-based violence will continue; and the National Action Plan to implement the recommendations set out in the concluding observations of the UN Committee on the Elimination of Discrimination against Women in terms of training judges, prosecutors, police officers, and other law enforcement officers on their application of legislation on the criminalization of domestic violence and countering gender-related violence.

Goal 5 of SDG (Gender equality) is one that Ukraine has identified as a priority. Eradicating violence against women and girls is one indicator of achieving this goal.

The updated provisions of the Criminal and Criminal Procedural Codes of Ukraine, which increase the responsibility for the commission of domestic violence and gender-based violence, require harmonization with the relevant array of current norms in the social sphere.

Participation in political activity

In 2014 MPs and the CMU developed and registered several bills aimed at increasing the participation of women in political activities.

- The Draft Law "On Amendments to Certain Legislative Acts of Ukraine (on ensuring equal rights and opportunities for women and men in the electoral process)," reg. No. 3411
- The alternative Draft Law "On Amendments to Certain Legislative Acts of Ukraine (regarding the determination of the number of candidates of the same sex on the electoral list)," reg. No. 3411-1
- And the alternative government Draft Law "On Amendments to Certain Laws of Ukraine Concerning Ensuring Equal Rights and Opportunities for Women and Men" submitted by the Cabinet of Ministers of Ukraine, reg. No. 3411-2

that suggested various mechanisms for ensuring equal rights and opportunities for women and men in the political and public life of the country. Draft Law No. 3411 recommended as the basis for the first of these, contains clearly written rules on the representation of both sexes. In particular, it sets limits on the number of representatives of the same sex in the electoral lists of candidates for parliamentary and local elections (no more than 60% in the first five and not more than 70% in each of the next ten).

Control over compliance with these requirements relies on the election commission. It is proposed to introduce appropriate amendments to the Laws of Ukraine "On Ensuring Equal Rights and Opportunities for Women and Men," "On Elections of People's Deputies of Ukraine," "On Elections of Deputies of the Verkhovna Rada of the Autonomous Republic of Crimea, Local Councils and Village, Town, and City Heads" to ensure a certain level of representation of persons of the sex, which is less represented in the electoral lists of candidates for deputies.

The draft of the new Electoral Code of Ukraine (№ 3112-1 (2015) provides for the party to ensure that candidates represented in the candidate lists are both men and women in each of the five (at least two candidates from each gender). In 2017, the bill was adopted in the first reading. Further work is planned on their support and lobbying, as well as the expansion of the network of Leadership Schools for women candidates for parliament, broad information campaigns for voters, party leaders, and journalists.

It is important to add that these changes are the answer including the public request. The most recent national survey on gender equality⁶, conducted by NDI in Ukraine, commissioned by the Office of the Vice Prime Minister for European and Euro-Atlantic Integration of Ukraine, showed that two-thirds of Ukrainians see that men are currently dominant in the political life of the country, but only 36% believe that this should be the case.

The right to work and rights at work

One of the tasks of the Association Agreement between Ukraine, on the one hand, and the European Union, the European Atomic Energy Community, and their member states, on the other hand, ratified by Ukraine in 2014 are the reform of labor legislation with a view to bringing it into line with Labor Law of the European Union, in particular in the area of gender equality and ensuring women's rights.

In accordance with the EU standards set forth in the Labor Code of Ukraine, the provisions of the legislation on labor rights have been supplemented by a list of grounds on which discrimination in the workplace is prohibited. In particular: violation of the principle of equal rights and opportunities, direct or indirect restriction of workers' rights depending on gender, gender identity, sexual orientation, family and property status, family obligations, other signs not related to the nature of work or the conditions for its fulfillment is prohibited. These norms have been adopted in pursuance of the European Union's Action Plan for the Liberalization of the Visa Regime for Ukraine approved by Decree of the Cabinet of Ministers of Ukraine No. 805-p dated August 20, 2014.

Ensuring equal access to public service and the prohibition of all forms and manifestations of discrimination have been stipulated in the new Law of Ukraine No. 889-VIII dated December 10, 2015, "On Public Service." In article 4-1 among the principles of public service, a provision has been set forth to ensure equal access to public service, prohibiting all forms and manifestations

⁶<https://www.kmu.gov.ua/ua/news/ivanna-klimpush-cincadze-prezentuvala-rezultati-pershogo-nacionalnogo-opituvannya-shchodo-rivnosti-cholovikiv-ta-zhinok>

of discrimination, unreasonable restrictions or benefits to certain categories of citizens when entering the public service and during servicing.

In the sphere of regulating the service of women and men in the Armed Forces of Ukraine, a law has been adopted providing for their equal access to positions and military ranks and an equal amount of responsibility in the performance of military duties. The law abolishes unreasonable restrictions on the service of women in the military reserve and the passage of military training by women and men.

An association agreement between Ukraine and the EU was supposed to bring the national legislation in line with the provisions of a number of "antidiscrimination" Council Directives set out in Annex XI to chapter 21 "Cooperation in the Field of Employment, Social Policy, and Equal Opportunities"—namely, directives Nos.:

- 2000/78/EU dated November 27, 2000
- 2004/113/EU dated December 13, 2004
- 2010/18/EU dated March 8, 2010
- 92/85/EEC dated October 19, 1992
- 79/7/EEC dated December 19, 1978
- 2006/54/EU dated July 5, 2006

Three of them directly govern issues of equal treatment to women and men in employment, professional activity, and access to work:

- Council Directive 2006/54/EU dated July 5, 2006, on the implementation of the principles of equal opportunities and equal treatment to men and women in matters of employment (as amended)
- Directive 2000/78/EU dated November 27, 2000, on the establishment of general rules for equal treatment in the field of employment and professional activities
- Directive 92/85/EEC dated October 19, 1992, on taking measures to ensure safe and healthy working conditions for pregnant female workers, female workers who have recently given birth or are breastfeeding (tenth separate directive within the meaning of article 16 (1) of Directive 89/391/EEC)

To implement these directives, the Government has prepared and submitted to the Parliament several implementation draft laws: a draft of the new Labor Code of Ukraine (No. 1658 dated December 27, 2014), draft Laws of Ukraine "On Amendments to Certain Legislative Acts of Ukraine (concerning the harmonization of legislation in the sphere of prevention and counteraction discrimination with the law of the European Union)" (No. 3501 dated November 20, 2015), "On Amendments to Certain Legislative Acts of Ukraine" (regarding labor rights)" (No. 5511 dated December 8, 2016), and "On Amendments to Certain Legislative Acts of Ukraine on the Legal Mechanism of the Action of Collective Agreements" (No. 6632 dated June 22, 2017).

The Draft Law "On Amendments to Certain Legislative Acts of Ukraine (concerning the harmonization of legislation in the sphere of prevention and counteraction discrimination with the law of the European Union)" aims to eliminate legislative gaps regarding liability for violating legislation in the field of preventing and combating discrimination in Ukraine, provide effective

protection against discrimination in accordance with international standards, and strengthen the ability of the responsible authorities in the field of antidiscriminatory policy.

The Draft Law complements the legislation with new definitions—namely, "multiple discrimination," "victimization," "discrimination by association," "reasonable accommodation," and "refusal of reasonable accommodation." It also stipulates what discrimination is not, namely:

- The establishment of special requirements in relation to certain characteristics in the field of labor relations in cases where such characteristics—in accordance with the peculiarities of labor activity or the conditions in which such activity is carried out—constitute the defining professional requirement, which is legally and objectively justified
- Additional guarantees in the employment of certain categories of persons defined by the legislation on employment of the population
- Implementation of measures aimed at establishing equal rights and opportunities for women and men

The Draft Law proposes to make relevant changes to the Law of Ukraine "On the Grounds for Preventing and Combating Discrimination in Ukraine," the Code of Ukraine on Administrative Offenses, the Criminal Code of Ukraine, in accordance with EU legislation, the implementation of which is provided for by the Association Agreement.

The Draft Law "On Amendments to Some Legislative Acts of Ukraine" (regarding labor rights) is aimed at legislatively resolving issues of restoring the violated rights of persons subject to discrimination in the sphere of labor, including on the basis of sex, marital status, and the like. In particular, it is proposed to provide rules on nondiscrimination in job advertisements and on granting the right to persons who have suffered discrimination, applied to the court for the restoration of violated rights, compensation for material and moral harm. The draft provides for the introduction of relevant amendments to the Labor Code of Ukraine, the Law of Ukraine "On Employment" and the Law of Ukraine "On Advertising." The roadmap of legislative support for the implementation of the Association Agreement between Ukraine and the EU for 2018–2019 provides for the adoption of both of these draft laws by the Parliament of Ukraine by the end of 2019⁷.

The draft Labor Code of Ukraine, which was adopted in the first reading at the plenary session of the Ukrainian Parliament on November 5, 2015, resolved the issue of alternative forms of organization of work – the work of the employee remotely, including the possibility of remote access through information and communication technologies, and flexible regime working time.

At the same time, due to the delay in considering the Project in the second reading, the Ministry of Social Policy applies an alternative approach to solving the problem. Legislative initiatives are being worked out regarding the introduction of flexible and distant forms of labor organization, as

⁷ Skoryk M.M. Gender discrimination in access to jobs and service: assessment of implementation of CoE antidiscrimination directives by Ukraine. Kyiv, 2017 // URL: https://www.civic-synergy.org.ua/wp-content/uploads/2018/04/2017_IRF.pdf

well as the order and terms of their application. It is planned to provide additional benefits and guarantees to parents who raise minor children or children with disabilities (the right to work on part-time or short-time working hours, restrictions on night engagement, overtime work, on appointment tests at recruitment, referral to business trips, etc.).

The Ministry of Social Policy is developing a bill envisaging the expansion of tools and measures to stimulate employment with an emphasis on the latest information technologies, changing approaches to working with the labor market, integrating into the labor market of the economically active population, modernizing approaches to the concept of suitable work, and moving to finding affordable work, strengthening the insurance principles for unemployment benefits.

A new model of the state employment policy, in particular, provides:

- development of mechanisms that will ensure the mobility, flexibility, and security of women and men in the labor market;
- introduction of new active labor market measures aimed at satisfying the needs of employers and employees;
- creation of conditions for employers' interest in preserving and creating jobs;
- introduction of a lifelong vocational training system;
- development of the system of confirmation of qualification acquired through informal/formal education;
- creation of conditions for the return and reintegration of migrant workers into Ukrainian society.

Methodological recommendations for employers and trade unions are being developed to include provisions ensuring equal rights and opportunities for women and men in labor relations, general agreements, sectoral (regional) agreements, and collective agreements.

Activities aimed at ensuring equal labor rights for women and men and increasing the economic capacity of women are defined in the State program on ensuring gender equality and the National Action Plan on CEDAW.

Reducing disaster risk and restoring gender-sensitive sustainability

To prevent, minimize, and reduce harm to the civilian population affected by international armed conflict in certain areas of Donetsk and Luhansk regions of Ukraine and the use of force by the Ministry of Defense, a National Strategy for the Protection of Civilians in Armed Conflict is being developed. The document will allow the introduction of a coherent, consistent, coordinated, and integrated approach to protect civilians in the activities of all state bodies and institutions of Ukraine to protect human rights and freedoms in international armed conflict in certain areas of Donetsk and Luhansk regions of Ukraine.

It is planned to adapt and use the UN system of indicators for early prevention of sexual violence in conflict situations. Taking into account the lessons of the implementation of the National Action Plan to implement UN Security Council Resolution 1325 "Women, Peace and Security" for the period by 2020, which will be reflected in the state report, a new plan is being planned.

Integration of the gender component in the security and defense sector will continue. It is planned to integrate the state policy of ensuring gender equality in the processes of reforming the security and defense sector of Ukraine; to raise the level of conceptual understanding of gender issues by the personnel of the components of the security and defense sector of Ukraine; to build the necessary scientific potential and acquiring practical experience in ensuring gender equality in the security and defense sector of Ukraine at the strategic, operational, and tactical levels of governance; to include the gender in the system of training and advanced training of the personnel of the security and defense sector of Ukraine; to take into account the gender perspective and ensuring equal rights and opportunities for women and men during selection and promotion in the components of the security and defense sector of Ukraine; to improve the working conditions and service for women in the components of the security and defense sector of Ukraine. The Institute of Gender Advisers will be introduced in the Armed Forces of Ukraine and gender specialists will be trained to engage in international peacekeeping and security operations, in particular, those held under the auspices of NATO.

The Office of the Vice Prime Minister for European and Euro-Atlantic Integration also identified the more specific challenges faced by Ukrainian society, as well as the steps taken to address these issues. In particular, it deals with countering anti-gender movements that create barriers to gender transformation, gender equality in the process of decentralization, gender-sensitive work in the context of security needs and the emergence of new social groups associated with armed aggression from Russia, in particular, the IDP and ATO participants, as well as the introduction of a gender component in the activities of the judicial, statistical, and bureaucratic system. A complete list of these calls, as well as the planned steps to resolve them, is given in Appendix 5.

Unpaid care and housework/work and personal life agreements (e.g. paid maternity leave or childcare leave, care services)

To regulate the work of domestic workers, it is planned to amend the Labor Code of Ukraine. At the legislative level, the status of such employees will be determined; conditions of their work, rights, and guarantees taking into account the special nature of their work. The draft law will determine the peculiarities of working hours and rest periods for domestic workers, as well as the procedure for terminating employment relations with them. Thus, the work of informally employed women will be legalized and their social protection ensured. It will also open the way for ratification of ILO Convention No. 189 On Decent Work for Domestic Workers.

The tasks defined by the Association Agreement between Ukraine and the EU include the reform of the national antidiscrimination legislation to bring its provisions in line with the social law of the European Union, in particular, in terms of harmonizing the professional and family responsibilities of working women and men as defined by directives 79/7/EEC dated December 19, 1978, 2004/113/EU dated December 13, 2004, 2010/18/EU dated March 8, 2010, 92/85/EEC dated October 19, 1992:

- Directive 79/7/EEC dated December 19, 1978, on the gradual implementation of the principle of equal treatment to men and women in social security matters
- Directive 2004/113/EU dated December 13, 2004, on the implementation of the principle of equal treatment to men and women in access to and the provision of goods and services
- Directive 2010/18/EU dated March 8, 2010, on the implementation of a revised framework agreement for parental leave concluded by UNICE, CEEP, and ETUC and the repeal of Directive 96/34/EU
- Directive 92/85/EEC dated October 19, 1992, on taking measures to ensure safe and healthy working conditions for pregnant female workers, female workers who have recently given birth or are breastfeeding (tenth separate directive within the meaning of article 16 (1) of Directive 89/391/EEC)

The provisions of these directives provide for expanding the ability of workers to combine family life with a professional, resolving the situation of working pregnant women and breastfeeding mothers, revising the social security system taking into account the principle of gender equality for all employed, self-employed, pensioners, and finally introducing gender-equal relations in access of citizens to goods and services in the areas of media, advertising, and education.

To implement them, the Draft Law "On Amendments to Certain Legislative Acts of Ukraine Concerning the Provision of Additional Guarantees Related to Combining Family and Labor Responsibilities" No. 9045 dated September 5, 2018, was developed and submitted to the Parliament of Ukraine. The Draft Law is aimed to ensure equal conditions and opportunities for parents to exercise their responsibilities in raising and caring for children, in particular, in terms of extending the father's right to establish, on his request, a mandatory part-time work regime and a shortened working time; restrictions on the involvement of workers with young children or children with disabilities in night work and overtime, the establishment of tests for admission to work, sending on a business trip, and the like. In particular, it is proposed to remove a number of direct prohibitions on engaging in night work, overtime work, work on weekends, and sending women on business trips with children under three years old, which in turn will create favorable conditions for increasing the labor productivity of this category of individuals and create additional opportunities for the full realization of their right to work. The draft law proposes to make appropriate amendments to the Labor Code of Ukraine and the Law of Ukraine on Work Leave to formalize equal conditions and opportunities for parents to perform their duties regarding the upbringing and care of children.

In addition, in Ukraine, by the end of 2015, the three-year EU Project "Back to Work: Reintegration of Mothers and Fathers to Professional Life after a Childcare Leave" was funded by the European Union Delegation in Ukraine and implemented by the nongovernmental organization League of Social Workers of Ukraine. The Ministry of Social Policy of Ukraine was the main beneficiary of the project. The project was aimed at creating the conditions for the successful return to work of fathers and mothers after childcare leave and, in the long run, at promoting economic equality between women and men.

Within the project, about 120 Ukrainian companies were interviewed to find out their positions regarding young parents and their adaptation to the labor market after the birth of a child. About

2,000 parents who contacted the relevant institutions for help regarding these issues were also interviewed. A number of mechanisms for parents returning to the labor market at existing companies and institutions were tested. A roadmap for testing each of the 13 mechanisms for the reintegration of parents was developed. According to the results of testing, methodical guidelines for the application of these mechanisms in the conditions of Ukrainian companies have been developed, and, in the end, a model for the reintegration of parents into professional life after returning from a childcare leave until the child reaches three years old has been developed.

The model provides for the opportunity for young mothers to do free training, retraining, or upgrade training; encouraging employers (through subsidies) to hire women who return to work after childcare leave and unable to find work through the employment service; strengthening employer liability in case of discrimination in recruitment; giving mothers the opportunity to use one year of three-year leave at any time before a child turns three years old, for example, during the first year of school; introducing opportunities for mothers who are on childcare leave to work remotely. The possibilities of introducing such a model at the state level have been considered.

From 2018, the Ministry of Social Policy initiated a pilot project on the social protection of families with children and supporting the development of responsible parenting through the introduction of the following forms of state assistance to families with children:

- Providing a one-time "baby package" (aid) upon the birth of a child
- Reimbursing "municipal nanny," childcare service for children under the age of 3
- Providing support to cities and united territorial communities that have joined the international Child and Youth Friendly Community Initiative and have received the status of a community that is friendly to children and the youth
- Free examination of persons applying for marriage registration, including TORCH infection, to prevent congenital disorder among children

The central executive authorities have developed a number of draft regulations aimed at implementing these initiatives and the provision of developing childcare services at the place of parents residence in communities.

Section Two: Progress across the 12 critical areas of concern

Inclusive development, joint prosperity, and decent work

6. What actions has your country taken in the last five years to advance gender equality in relation to women's role in paid work and employment?

- Enhanced/implemented laws and internal organizational policies and practices that prohibit discrimination in employment, promote women in the public and private sectors, and ensure equal pay for work
- + Strengthened / enforced laws and workplace policies and practices that prohibit discrimination in the recruitment, retention and promotion of women in the public and private sectors, and equal pay legislation
- + Introduced / strengthened gender-responsive active labour market policies (e.g. education and training, skills, subsidies)
- Taken measures to prevent sexual harassment, including in the workplace
- + Strengthened land rights and tenure security
- + Improved financial inclusion and access to credit, including for self-employed women
- + Improved access to modern technologies (incl. climate-smart technologies), infrastructure and services (incl. agricultural extension)
- Supported the transition from informal to formal work, including legal and policy measures that benefit women in informal employment

Since 2017, the ILO's five-year project entitled "**Inclusive Labor Market for Jobs in Ukraine**" has started to be implemented in Ukraine, with the support of the Government of Denmark, during 2017—2021. The project is aimed at a comprehensive solution of the problems of employment and the labor market at the national and regional levels, in particular, the improvement of labor market management mechanisms, the development of professional skills of labor market participants, and the strengthening of social dialogue. The project provides three directions of interaction:

1. Labor market management and active labor market policies
2. Tripartite partnership and social dialogue
3. Creating favorable conditions for sustainable development of enterprises and support of entrepreneurship

The goal of the project is to improve labor market management, reduce labor market inconsistencies, promote entrepreneurship, and improve social dialogue and institutional capacity of social partners.

The ILO expects to support 4 regions with the concept of local employment partnerships, modernize 3 curriculum of vocational education, create 5 new services for 4 regional offices of the State Employment Service, and prepare 7 major and 75 local ILO coach trainers "Start Up and Improve Your Business", provide training for 4,500 people at entrepreneurial courses, improve the institutional capacity of social partners for a more productive social dialogue, and provide training for 240 collective bargaining technicians and create 5 platforms for negotiating

and concluding collective bargaining at the sectoral level. Within the framework of this project, the goals of countering discrimination in hiring and promoting gender equality, in particular on equal pay, are promoted. In addition, the ILO project is a driver for developing gender-sensitive labor market policies, in particular through educational measures and measures for the development of skills for women.

A number of activities are also carried out through the **State Employment Service**. One of the steps towards increasing the welfare of women by the state is to support entrepreneurial initiatives, in particular, among women. According to the State Employment Service in 2018, nearly 1,000 women received a one-time unemployment benefit and started their own business. These women entrepreneurs accounted for almost 50% of those who started their own business

after receiving one-time help. The State Employment Service of Ukraine provides vocational guidance services for the unemployed, including women. In 2018, such services were covered by 1 million unemployed, 545,000 of which are women. In order to increase competitiveness in the labor market, in 2018, 147,000 unemployed were attracted to vocational training in the direction of the state employment service, in particular, 69,000 women. Employment with compensation to the employer in the amount of the single contribution to the compulsory state social insurance. In 2018, 60% of the unemployed employed in this way were women, and this figure is 28% higher than in 2017.

In addition, barriers to hiring women **for a number of professions** in the security and defense sectors were removed, which allowed women to build more diverse and successful careers in this sector. By order of the Ministry of Internal Affairs of Ukraine No. 189 dated March 13, 2018, amendments were made to the List of positions of the National Guard of Ukraine for which female service positions are allowed. As a result, women now have access to all positions of non-commissioned, sergeant, and senior officers, including military medical officers of the platoon, deputy commander of the division, operator of unmanned aerial vehicles, pilot operator, helicopter fighter pilot, etc. Also, Order No. 256 of the Ministry of Health, which established 450 professions prohibited to women (2017), was abolished, which contributed to the empowerment of women.

The Law of Ukraine "On Civil Service" (2015) was adopted, which aims to reduce the level of discrimination, including discrimination on a gender basis through equal access to civil service, as well as the absence of unreasonable restrictions or unjustified advantages. As a result of this law, in particular, the introduction of competitive procedures for the employment of civil servants, a number of women in power structures has increased as women started experiencing less barriers in entering civil service or advancing in their carrier within it.

Best regional practices: Zhytomyr

* The City Employment Center and Civil Society Organization "Parytet" in 2016—2018 held 20+ financial literacy training sessions for pensioners and students.

* 2017: the Adult Education Center for Women who acquire additional important skills was opened to improve their competitiveness in the labor market.

The Government also identified measures to implement the "**National Action Plan to implement the recommendations set out in the final comments of the UN Committee on the Elimination of Discrimination against Women**". These measures, among other things, are intended to promote the development of gender-sensitive labor market policies to empower women. The "**State Program for Equal Rights and Opportunities for Women and Men for the Period up to 2021**" (2018) is also intended to promote the strengthening of gender-sensitive labor market policies.

The work **on the prevention of sexual harassment** is going on. In particular, the National Guard of Ukraine is currently developing a domestic policy to prevent sexual harassment. This is relevant in view of the recent expansion of opportunities for women to work at various positions within the security and defense sector of Ukraine. Universities also started developing internal policies on preventing sexual harassment. In particular a "Policy on preventing and combating sexual harassment at NaUKMA" was adopted in the National University "Kyiv-Mohyla Academy". The Ministry of Social Policy also initiated the development of methodological recommendations for collective agreements containing a section on countering sexual harassment in the workplace.

Steps on financial inclusion and **women's access to credit** are taking place. A project of the European Bank for Reconstruction and Development "Small Business Support Group" within the framework of the "Women in Business" program works in Ukraine. The goal of the program is to promote women's entrepreneurship and access to finance and women's participation in business in general. The project offers small- and medium-sized businesses grants for partial compensation for consultants' fees, access to financial resources through the allocation of credit lines for local banks for small- and medium-sized businesses run by women. In addition, the program offers training, mentoring, and other support to enable women entrepreneurs to share experiences and learn from each other. Currently, 17 projects worth 149.9 million EUR have been supported. Preliminary estimates indicate successful interim results. 15 EU4Business Support Centers across the country were created.

Modern technologies are quite affordable in Ukraine. This concerns both the cost and coverage of the Internet and the cost of technology to use the Internet. This is a prerequisite for a relatively high ability to use the Internet by consumers, including women. In addition, several Internet centers have been created in Ukraine, which enable women to use modern technologies for learning and job search.

A number of measures have also been taken to encourage the transition from informal to **formal employment**. In particular, such tasks were in particular laid down in the "State Program on Gender Equality", as well as are among the tasks of the ILO project. One of the steps towards this goal is the Government Program "Municipal Nanny", which enables women who work as nannies to work officially and have the right to a decent retirement. The State Employment Service of Ukraine also conducted seminars on legal business conduct, including for women.

7. What actions has your country taken in the last five years to recognize, reduce and/or redistribute unpaid care and domestic work and promote work-family conciliation?

- + *It has included unpaid care and housework for national statistics and accounting (for example, in time use surveys, evaluation activities, satellite accounts)*
- + *It has expanded childcare services or reduced the cost of existing services*
- + *It has expanded support for the elderly and others who need intensive care*
- *It has introduced or strengthened the decree on child care or other forms of family decrees*
- *It has invested in time-consuming and labor-intensive infrastructure such as transportation, electricity, water, and sewerage to reduce the burden of unpaid care and housework for women*
- *It has improved working conditions for paid care female workers, including migrant female workers*
- *It has conducted awareness campaigns to encourage male and boys to participate in unpaid care and housework*
- *It has changed the law on the division of property or the retirement pension after divorce, taking into account the unpaid contribution of women in the family during the marriage*

According to the survey "Modern understanding of masculinity: the attitude of men towards gender stereotypes and violence against women in Ukraine" (2018), supported by the UNFPA in Ukraine, women are twice as likely to work at home than men. In big cities, this difference is more significant. Men spend 12 hours a week on domestic work, while women spend 27 hours. In rural areas, women devote 30 hours a week (an average of 4 hours a day) to their housework.

Therefore, the breakdown between the time that women and men spend on **unpaid housework and childcare** and other relatives is included in the Fifth Goal in indicators for sustainable development. It also became part of the State Social Program for Equal Rights and Opportunities for Women and Men adopted by the Government in 2018. Increasing the visibility of unpaid domestic work is one of the obligations to implement the Association Agreement between Ukraine and the EU. In this regard, the Ministry of Social Policy has drafted a law designed to resolve this issue.

To regulate the work of domestic workers, **amendments were prepared to the Labor Code of Ukraine**. At the legislative level, the status of such employees will be determined; conditions of their work, rights, and guarantees taking into account the special nature of their work. The draft law determines the peculiarities of working hours and rest periods for domestic workers, as well as the procedure for terminating employment relations with them. Thus, the work of informally employed women will be legalized and their social protection ensured. It will also open the way for ratification of ILO Convention No. 189 On Decent Work for Domestic Workers.

Another important step was the expansion of childcare services. The Ministry of Social Policy of Ukraine launched the Program "**Municipal Nanny**" aimed at helping Ukrainian families in which children were born. The state will pay monthly compensation to a nanny for such a family, as in the case of the mother's return to work, or if she is on maternity leave. The amount of care depends on the subsistence minimum and from January 2019, the family will be able to receive a monthly allowance of 1,626 UAH for a childcare helper.

In 2015 the Ministry of Social Policy with the support of the UNFPA has started a national informational campaign “**Happiness in 4 hands**” to combat stereotypes and promote equal sharing of household and childcare responsibilities within a couple. In particular, social videos “Child – a reward for love” and “True men” were produced and broadcasted. A message “Remember: together it’s twice easier” was placed on 58 billboards and 20 citilights. Social ad with famous football players and their children is produced for placement on citilights, billboards and metrolights. The campaign is rung in Kyiv and is represented by a website.

8. Has your country introduced austerity/fiscal consolidation measures, such as cuts in public expenditure or public sector downsizing, over the past five years?

An urgent problem for Ukraine is the need for **maximum budget savings**. This, above all, is connected with the international armed conflict in certain areas of Donetsk and Luhansk regions of Ukraine, the need for additional expenditures for the payment of social assistance to new vulnerable categories of the population – internally displaced persons, families of dead combatants, as well as terms of cooperation with the IMF. Therefore, the Resolution of the CMU dated November 10, 2016, No. 710 approved measures for the economical and rational use of the government budget. Among them is the termination of preparation of projects for new state target programs or amendments to approved target programs requiring additional financing from the state budget⁸.

In accordance with the Regulations of the CMU during the development of the draft act, the developer analyzes the state of affairs in the relevant field, the reasons for the necessity of project preparation, determines the subject of legal regulation, the mechanism for resolving the issue that needs to be resolved, provides rules and procedures that specifically make it impossible to commit corruption offenses, and also makes a prediction of the results of the implementation of the act and defines the criteria (indicators), which will evaluate the effectiveness of its implementation. The prediction of the impact of the act on the key interests of interested parties, including women and men, is being carried out. The prediction of the impact on women and men is enshrined in the CMU Regulation (Resolution of the Cabinet of Ministers of Ukraine dated April 18, 2018, No. 326, Appendix 4 (Paragraph 1, Section 50), and Appendix 11.

Within the policy of spending cuts, there have been two events that have affected women. Such an assessment was specifically included in the alternative report on CEDAW implementation by Ukraine (8th periodic review) conducted by a network of women’s and human rights NGOs coordinated by Kyiv Gender Studies Institute for the United Nations Committee on the Elimination

⁸ except for the National Program for decommissioning the Chernobyl Nuclear Power Plant and transformation of the Shelter Object into an environmentally safe system, the State Target Program to overcome the depression of the city of Tokmak of the Zaporizhzhya region, the National Target Environmental Program on Radioactive Waste Management and the State Target Program Isolation of components of liquid rocket fuel (heptyl)

of All Forms of Discrimination against Women⁹. First, there was **a reduction in social benefits**, mainly childcare payments. The payments remained tied to the subsistence level that was frozen at the 2014 level. Secondly, there was **a collapse of the state sector of the economy**, in which traditionally more women were employed than men. As a result, women were more likely to experience the consequences of state austerity than men. A large reduction in this sector has taken place in recent years due to the reform of government decentralization. As a result, about 180,000 jobs were lost. With the closure of the institutions of medicine, education, and social sphere, women, as the main recipients, were unable to receive their services. Since rural establishments were closed and reduced, according to the State Statistics Agency, in 2016, 70% of rural households were below the poverty line, and most of the rural population in Ukraine are women. Particularly critical is the situation for women of vulnerable categories: elderly women, single mothers, women from internally displaced persons, women living in rural areas, and so on. The worst thing is for women from the Joint Forces Operation zone, including from "gray zone" the adjacent to the contact line. Many of them face such a complicated arrangement in a new place in the territories controlled by Ukraine that they return to conflict zones, where there is a possibility to receive humanitarian aid and survive. In particular, this study suggests that in certain professional fields in Ukraine women are predominantly employed in health care, education, public service, and social protection.

Despite the restriction of direct expenditures from the state budget to finance the State Social Program for ensuring equal rights and opportunities for women and men, **expenditures aimed at improving the situation of women in certain spheres are increasing**. For example, in order to improve the conditions for the service of female service personnel, a formal and everyday form of female soldiers has been developed, samples of which are undergoing military testing, equipped with accommodation and places of common use for female and men soldiers in 138 facilities, including 12 in the area where the combined forces are operating. For this purpose, 19.0 million UAH were allocated from the government budget.

Poverty eradication, social protection and social services

9. What actions has your country taken in the last five years to reduce/eradicate poverty among women and girls?

- It has increased access for poor women to decent work through active labor market policies (e.g. vocational training, employment subsidies, etc.), as well as through sightseeing measures
+ Promoted poor women's access to decent work through active labour market policies (e.g. job training, skills, employment subsidies, etc.) and targeted measures
+ Broadened access to land housing, finance, technology and/or agricultural extension services
- Supported women's entrepreneurship and business development activities

⁹ https://issuu.com/undpukraine/docs/a4-ua-verstka__fin_

+ *Introduced or strengthened social protection programmes for women and girls (e.g. cash transfers for women with children, public works/employment guarantee schemes for women of working-age, pensions for older women)*

Implementation of the "**Strategy for Overcoming Poverty**" (CMU Order, March 16, 2016, No. 161-p) is provided for the purpose of gradual reduction of poverty, introducing new mechanisms for preventing and overcoming social exclusion in Ukraine starting in 2016. The main efforts of the Strategy aim at increasing real incomes of citizens, reforming the system of remuneration, providing pensions, improving the access of certain sections of the population in the field of social security, minimizing the risks of social exclusion of the rural population, and the most vulnerable categories of citizens. In particular, the strategy provides for the task of promoting gender equality in all spheres of economic activity by strengthening state and public control and gradually introducing gender quotas at state enterprises.

In order to implement this task, the plan of measures for 2018 on the implementation of the Strategy for Overcoming Poverty (CMU Order, February 14, 2018, No. 99-p) provides for:

- developing methodological recommendations for the inclusion of provisions that ensure equal rights and opportunities for women and men, in particular as regards remuneration, holidays, working conditions, opportunities to combine professional and family responsibilities, the General Agreement on the regulation of labor relations and the social and economic interests of workers and employers, sectoral and territorial agreements, collective agreements;
- implementing state supervision (control) of compliance with labor legislation, employment, and compulsory state social insurance in relation to the prohibition of gender-based discrimination;
- holding seminars, meetings, round tables, training for employers and trade unions on the introduction of international standards of equality in the remuneration of women and men taking into account European experience.

In 2019, a broad advertising campaign is planned to explain the need to ensure gender equality in wages in all spheres of economic activity by strengthening state and public control, gradually introducing gender quotas at state enterprises.

In order to promote the employment of women who apply to the **State Employment Service**, providing information and consulting services related to employment, searching for suitable work; professional orientation and vocational training, assistance in starting entrepreneurial activity is provided. To find jobs in all employment centers and branches there is a touchscreen with a database of vacancies, computers with free access to job search sites, including the State Employment Service portal, where the nationwide vacancy database is formed.

Regional best practices: Lutsk

2018: 310 seminars with their own business for 1,497 women.

The State Employment Service of Ukraine conducts a large number of **information and practical measures** to increase women's access to decent work, vocational guidance and job market competitiveness: lectures, trainings, training, for example on such topics as "Woman in the Labor Market", which takes into account gender aspects in employment and considers the position of women in the modern labor market, the definition of professional plans, the construction of a job search strategy, etc. The purpose of such measures is to increase the legal awareness of women in implementing and protecting their rights in employment. Specialists on employment, financial and tax legislation, retirement provision, entrepreneurs, lawyers, etc. are involved in the events.

Also, in employment centers, women are offered individual professional counseling in order to choose or change the profession, referral to vocational training, opening their own business. According to the law, vocational training is organized at the request of the employer or for self-employment, the conduct of entrepreneurship, taking into account the wishes of the unemployed and is carried out in vocational and higher education institutions, enterprises, establishments, and organizations, regardless of the form of ownership, type of business, or management. Such training is organized at the expense of the Fund of the Compulsory State Social Insurance of Ukraine in case of unemployment.

In some areas, educational activities are more formal. For example, in the Vinnytsia region, women have the opportunity to improve their skills in the farming and agricultural sector. The topics proposed by the local authorities include:

- organic farming, attracting financial resources to the agricultural sector (more than 40% of class auditors and students are women)
- creating service cooperatives in the village (led by initiative groups for their creation – mostly women);
- outgoing seminars on the discussion of the procedure and conditions for reimbursement of the cost of milking machines and refrigeration units (the target audience is mostly women);
- workshops on compensating for the maintenance of young and productive cattle population (village heads, authorized officials, and interested animal owners are mostly women);
- meetings on the implementation of state support programs for the agricultural sector of the economy with the participation of representatives of the Association of Farmers and Private Landowners of the Vinnytsia region (more than 170 registered farms, at different times, are headed by women).

The state also took steps to expand free or low-cost **legal services** for women living in poverty. Free primary legal aid can be obtained from the Justice Department, as well as mobile and remote information points. Targeted legal assistance is also provided. Women and men who can not personally come to the legal aid office or local center due to their health can call and be visited by specialists at their homes. For the most part, the elderly and many women used targeted assistance.

10. What actions has your country taken in the last five years to improve access to social protection for women and girls?

- + *Introduced or strengthened social protection for unemployed women (e.g. unemployment benefits, public works programmes, social assistance)*
- *Introduced or strengthened conditional cash transfers*
- *Introduced or strengthened unconditional cash transfers*
- *Introduced or strengthened non-contributory social pensions*
- *Reformed contributory social protection schemes to strengthen women's access and benefit levels*
- *Improved access to the above for specific populations (e.g. women in informal employment, including domestic workers; migrant and refugee women; women in humanitarian settings)*
- *Other*

The system of **social protection** in Ukraine is significant. The state guarantees the level of material support for families with children through the provision of state financial assistance, which is specifically established by the Law of Ukraine "On State Assistance to Families with Children" and provides the opportunity for women and men to fully enjoy all human rights and fundamental freedoms (state assistance at birth (adoption) of a child, assistance for children to single mothers (fathers), state assistance for children over which guardianship or care has been established).

Today, the ability of working women to combine family and professional responsibilities is ensured by a number of legislative provisions devoted to regulating this issue. As such, labor legislation sets up favorable working conditions for pregnant women and mothers with children, as well as guarantees in the form of a prohibition on the release of a pregnant woman or a woman with a small child and a ban on refusing to hire due to pregnancy or the presence of children.

Social protection of women was also promoted by the work to **deshadow the economy**. According to the World Bank, 40% of economic activity in Ukraine takes place in the shadow, and more women are employed unofficially. The state encouraged the exit from the shadow through the exploratory work of the Employment Service, as well as through the creation of the program and the "Municipal Nanny", that encouraged women working as nannies, to start working officially.

In addition, for the **regulation of the work of domestic workers**, amendments were made to the Labor Code of Ukraine. At the legislative level, the status of such employees will be determined; conditions of their work, rights, and guarantees taking into account the special nature of their work. The draft law determines the peculiarities of working hours and rest periods for domestic workers, as well as the procedure for terminating employment relations with them. Thus, the work of informally employed women will be legalized and their social protection ensured. It will also open the way for ratification of ILO Convention No. 189 On Decent Work for Domestic Workers. Deshadowing and accounting for unpaid work will increase the size of pensions and thus contribute to the well-being of women at retirement age.

Social support in the case of unemployment includes unemployment benefits, social assistance, temporary community work, etc.

In order to provide temporary employment for unemployed women and men and to provide additional employment opportunities, the regional employment service draws them to public works and other temporary work. The most common types of public works are: support for the visually impaired, work on social facilities, landscaping, and planting areas, informing the population about subsidies, etc.

11. What actions has your country taken in the last five years to improve health outcomes for women and girls in your country?

- *Promoted women's access to health services through expansion of universal health coverage or public health services*
- *Expanded specific health services for women and girls, including sexual and reproductive health services, mental, maternal health and HIV services*
- *Undertaken gender-specific public awareness/health promotion campaigns*
- *Provided gender-responsiveness training for health service providers*
- *Strengthened comprehensive sexuality education in schools or through community programmes*
- *Provided refugee women and girls as well as women and girls in humanitarian settings with access to sexual and reproductive health services*
- *Other*

During the last decade in Ukraine, due to the implementation of measures, there has been a gradual, steady **decline in maternal mortality**. This was due to the joint efforts of the organizers and practitioners, who aimed to create and implement normative and programmed documents on the activities of the service, improve the level of medical care for women, introduce new organizational approaches and technologies. Work is ongoing on improving the regulatory framework and implementing measures on the organization and quality of medical care for the female population. In order to improve the provision of medical care for pregnant women, the pedigree and maternity hospital of the Ministry of Health of Ukraine made a significant step towards changing the approaches in the study of severe maternal morbidity, which poses a threat to the life of a woman. In order to improve the quality of the provision of medical services to pregnant women, maternity, birth control, and the elimination of systemic disorders that lead to death of pregnant women, mother, and baby, the Order of the Ministry of Health of Ukraine dated December 26, 2014, No. 1014 "On Approval of the Regulatory Act on the Conflict Investigation of Maternal Cases death", was introduced and registered in the Ministry of Justice of Ukraine on January 17, 2015, No. 60/26505. Accordingly, a commission for conducting a confidential study of maternal deaths was organized and began work

The Ministry of Health **expanded medical services** for women and girls on reproductive and maternal health and infertility treatment (including at public expense). The Ministry of Health developed and implemented medical standards for supporting and caring for pregnant women with perinatal risk, which allowed them to concentrate on delivery in the perinatal centers of grade

Ill of pregnant women with congenital heart disease, circulatory diseases, diabetes mellitus, severe forms of preeclampsia, and eclampsia. Every year, the Ministry of Health finances activities in the areas of the state budget in accordance with the passports of budget programs of the CPCRC 2301400 "Provision of medical measures for individual state programs and complex measures of a programmatic nature": "Centralized procurement of contraceptives for women with severe illnesses"; "Reproductive health. Centralized procurement of drugs for emergency medical care in case of bleeding"; "Centralized procurement of drugs for the treatment of respiratory infections of newborns"; "Centralized procurement of anti-rash immunoglobulin to prevent hemolytic disease of newborns"; "Centralized procurement of medicines and small laboratory equipment to ensure the treatment of women with infertility by means of assisted reproductive technologies".

The Ministry of Health also expanded the medical support of women living with HIV/AIDS, sexually transmitted diseases, narcotic, alcohol or tobacco dependence. In particular, a draft Order of the Ministry of Health was developed to eliminate the obstacles in the use of auxiliary **reproductive technologies for HIV-infected women**. HIV-infected women, including those who inject drugs and women who are in difficult circumstances, receive care and support services. The Ministry of Health made 8

Regional best practices: Lutsk

The educational program for women includes lessons with a lawyer on implementing the rights of drug addicts, HIV-infected and AIDS-stricken women, with the provision of any medical care.

proposals to the Concept of the National Targeted Social Program on HIV/AIDS in 2019-2023 aimed at eliminating violations of the rights of women living with HIV. In order to achieve international goals (zero cases of mother-to-child transmission of HIV by 2030) and national (1% transfer by 2018) purposes, by the Order of the Ministry of Health of Ukraine No. 449 dated May 16, 2016, the Unified clinical protocol of the primary, secondary (specialized), and tertiary (highly specialized) medical care "Prevention of mother-to-child transmission of HIV" was approved. All HIV-positive pregnant women are assigned anti-retroviral therapy (ART) immediately and in vivo after confirming the HIV status; breastfeeding is completely excluded. Also, 3-time multiple HIV testing for pregnant women (for risk groups and discordant couples) and HIV testing for men/partners of pregnant women have been implemented in the country. In order to screen pregnant women for the use of narcotic substances, the "ASSIST" questionnaire was introduced.

In order to improve the **reproductive health** of women and children, an adapted evidence-based clinical guideline "Family Planning" and the Unified Clinical Protocol for Primary, Secondary, (Specialized) and Tertiary (Highly Certified) Medical Aid are being implemented (Order of the Ministry of Health of Ukraine dated January 21, 2014. No. 59 "On Approval and Implementation of Medical-Technological Documents on Standardization of Medical Assistance on Family Planning"). On the basis of the joint order of the Ministry of Health of Ukraine and the National Academy of Medical Sciences of Ukraine dated November 29, 2013, No.1030/102 "On the Improvement of the Family Planning and Reproductive Health System" (registered by the Ministry of Justice of Ukraine on December 20, 2013 under No. 2162/24694), the National Center Family

Planning and Reproductive Health was created. In addition, a draft Concept on the Preservation of Reproductive and Sexual Health of the Population of Ukraine by 2024 and the draft Plan of Measures for the Implementation of this Concept were developed. The purpose of the Concept is to ensure the realization of the rights to physical and mental health and well-being for every woman, every child, and every teenager by preserving reproductive and sexual health, observing reproductive rights in order to achieve reproduction of the population and sustainable development of Ukraine.

The Ministry of Health and the Acting Minister of Health of Ulyana Suprun personally did a lot of work on **health promotion** using all available channels of work with the population: from official documents to work on social media. At the same time, the Ministry of Health's communications were characterized by sensitivity to gender issues and the rights of various categories of the population.

There are also regional initiatives to promote health. For example, in the Vinnytsia region, there is a helpline of the Department of Health of the Region State Administration, which enables the residents of the region to apply for and receive professional counseling on issues related to sexual education, the preservation of the health of women and girls, as well as gender aspects in the field of health.

The analysis of the program "The Future of Vinnytsia in the Health of Citizens for 2016—2020" in the part "Counteracting HIV and AIDS" and the regional program for the prevention, diagnosis, and treatment of hepatitis B and C in the Vinnytsia region for 2014—2016, showed a gender gap. Among women who received counseling and testing services, there were 62% of women compared to 38% of men. However, the number of men (61.1%) with viral hepatitis, significantly surpasses the number of women (38.9%) with the STD. There's also the inaccessibility of services for examining and treating the rural population. 72.6% of registered patients are residents of cities. Thus, one of the policy results in this area was the allocation of 1.5 million UAH to purchase a mobile laboratory, as well as additional funds for the purchase of test systems and rapid tests.

Also interesting is the experience of Zhytomyr. After familiarizing itself with the results of the analysis of the regional program, the City Health Department initiated a gender analysis of the state of malignant neoplasm in the city of Zhytomyr. Based on the results of the analysis, a meeting was initiated with the heads of primary and secondary medical establishments. As the analysis revealed a rise in the prevalence of breast cancer and cervical cancer in Zhytomyr during 2014—2016, the priority trend for 2017 has been identified as preventing cancer in women. Relevant changes were made to the regional program, programs, which included an information campaign, staff training, studying needs, and purchasing equipment.

A branch of **sexual education is also developing**. This area is primarily implemented through a network of family planning cabinets or clinics for young people with a focus on reproductive health. In 2014, the clinical guidance "Family Planning" was adopted on evidence-based medicine. A network of family planning and child and adolescent gynecology services was also created. The network includes regional and city centers and family planning cabinets, as well as teenage sex

education rooms. At the same time, sex education in educational institutions is problematic. There is opposition from clerical organizations, and educational programs are shrinking.

Since 2015, the capacity of health care workers is increasing (family doctors, obstetricians, gynecologists, and midwives) to provide reproductive health services in cases of gender-based violence. Specialists raise awareness about the medical, social, and psychosocial aspects of the problem, the relevant legislation, as well as the increase in gender sensitivity in providing medical care to women (above all, those who suffered from violence). Training medical staff takes place under the program "Improving the Capacity of Health Workers to Provide Reproductive Health Services in Cases of Gender-Based Violence" implemented by the UNFPA in partnership with the Charitable Foundation "Women's Health and Family Planning".

12. What actions has your country taken in the last five years to improve education outcomes and skills for women and girls?

- + *Taken measures to increase girls' access to, retention in and completion of education, technical and vocational education and training (TVET) and skills development programmes.*
- + *Strengthened educational curricula to increase gender-responsiveness and eliminate bias, at all levels of education.*
- + *Provided gender equality and human rights training for teachers and other education professionals*
- + *Promoted safe, harassment-free and inclusive educational environments for women and girls*
- + *Increased access to skills and training in new and emerging fields, especially STEM (science, technology, engineering and math) and digital fluency and literacy*
- + *Ensured access to safe water and sanitation services and facilitated menstrual hygiene management especially in schools and other education/training settings*
- + *Strengthened measures to prevent adolescent pregnancies and to enable adolescent girls to continue their education in the case of pregnancy and/or motherhood*
- + *Other*

In order to **increase the gender sensitivity of the curriculum**, a curriculum sub-link, a state program was developed and a gender assessment of textbooks was conducted, on the basis of which a methodology was also developed. The Ministry of Education and Science has developed the Strategy for the Transformation of the Gender Component in Education "Education: Gender Dimension 2020". This document was open to public discussion and was approved by the Governmental Committee on European Integration. However, the final adoption of this important document failed due to the pressure of anti-gender social groups.

In addition, within the framework of the Ministry of Education and Science, a working group on issues of gender equality and anti-discrimination in education is working. It consists of 24 specialists representing higher education institutions and public organizations.

In the field of higher education, there is also the All-Ukrainian Network of Centers of Gender Education in Higher Educational Institutions, which provides advanced training in gender issues for high school teachers.

Regarding secondary education, all the documents of the reform "New Ukrainian School" are subject to anti-discrimination assessment and are adjusted in the light of the gender component. There is also a compulsory examination of school textbooks, both those that are only submitted to the competition or are being prepared for printing, and those that have been issued since 2011. For example, according to the results of the examination, the stamp of the "Educational and methodical manual for the curriculum" Family Values" for 8th and 9th grades was revoked. In general, there is a positive dynamic. Over the last 5 years, there has been a trend to increase the gender sensitivity of textbooks (Appendix 6). The use of positive actions is planned for achieving a balanced representation of women and men in the National Quality Assurance Agency (Resolution of the Cabinet of Ministers of Ukraine No. 703 dated August 29, 2018).

Regional best practices: Kharkiv

Project of the Simon Kuznets Kharkiv National University of Economics
"Planning gender equality in scientific research in the field of computer science and information technologies"

For the first time in the autumn of 2018, the Master's program "Gender Studies" began at the Taras Shevchenko National University of Kyiv.

A large number of **gender training sessions have been conducted in Ukraine for male workers and female workers in the education sector**. These measures stemmed from such documents as:

- "National Action Plan for Implementation of UN Security Council Resolution 1325 "Women, Peace and Security" for the period up to 2020"
- "National Action Plan for the Implementation of the Recommendations set forth in the Concluding Observations of the United Nations Committee on the Elimination of Discrimination against Women"
- State program of ensuring equal rights and opportunities for women and men for the period up to 2016 (Cabinet of Ministers of Ukraine No. 717, September 26, 2013).

Since 2017 civil society organization (CSO) "Studena" has been implementing a major project on gender education for educators. They have developed and implemented an online course for elementary school teachers "A non-discriminatory approach to learning". The project aims to raise awareness of the principles of gender sensitivity and a non-discriminatory approach to the learning process. Special attention is paid to detecting and combating school harassment. Through the course, teachers will get an understanding of what basic or natural human rights are, what the essence of a

Best practices in the regions: Volyn

Gender education for educators:

- * The program "Personal Dignity. Safety of Life. Civic Position"
- * Special course "Countering Domestic Violence"
- * Materials of the project "Prevention of human trafficking through the development of social work and community mobilization"
- * Methodical recommendations for teachers "Gender stereotypes and ways to overcome them".

non-discriminatory approach and tolerance in teaching are, what the difference between the concepts of "gender" and "sex" is, and why distinguishing these concepts is important, which imposes restrictions on personality gender stereotypes, and what abilities and skills of male students and female students remain unnoticed as a result of education and training in the framework of a strictly gendered approach. Teachers learn to distinguish their gender stereotypes, bypass them, and communicate with male students and female students directly, without using gender filters, see their expectations from male students and female students, depending on their gender and how it affects communication with students; the ability to apply knowledge about gender roles in the information provision approach and formulate a learning process in accordance with a gender-sensitive approach, to build communication with male students and female students so that all individuals of such communication are less likely to influence their gender expectations.

Girls' access to vocational education is also provided in the State Program on Gender Equality, as well as in the NAP on the Elimination of Discrimination. The most effective expansion of access to acquiring skills and training in new and emerging sectors is through the introduction of the Science-Technology-Engineering-Mathematics (**STEM**) program. This project is being implemented in a number of areas and is popular among schoolgirls who are studying traditionally less popular subjects among girls, as well as learning about the activities of female inventors and their impact on the development of modern science and technology. Special training sessions are organized for training teachers for the introduction of STEM-oriented training in educational institutions.

**Best practices in the regions:
Lutsk**

Study "Studying the state of equal access of students to choose and receive STEM professions".

In addition, due to the lifting of restrictions on the recruitment of women to a number of specialties in the security and defense sector, education in a number of military specialties was also open to girls.

Work is being conducted to increase girls' access to education by **preventing early pregnancies**, as well as the possibility of continuing education in the case of pregnancy or maternity. In particular, in the institutions of general secondary education in the framework of the special course "Fundamentals of Health" the theme "Reproductive Health" (grades 5—9) is being considered, and a special course "Reproductive Health and Responsible Behavior of Student Youth" was introduced for students in grades 10—11. A network of family planning and child and adolescent gynecology services was also created. The network includes regional and city centers, family planning cabinets, and teenage sex education rooms. From 2014 to 2018, the Ministry of Health has opened 19 new clinics for young people in 12 regions of Ukraine, including the Donetsk and Luhansk regions. These clinics are concerned, among other things, with unplanned pregnancy, reproductive health, sexually transmitted infections, and healthy lifestyles.

Freedom from violence, stigma and stereotypes

13. In the last five years, which forms of violence against women and girls, and in which specific contexts or settings, have you prioritized for action?

- + *Intimate partner violence/domestic violence, including sexual violence and marital rape*
- + *Sexual harassment and violence in public places, educational settings and in employment*
- + *Violence against women and girls facilitated by technology (e.g. cyberviolence, online stalking)*
- *Femicide/Feminicide*
- *Violence against women in politics*
- *Child, early and forced marriages*
- *Female genital mutilation*
- + *Other harmful practices*
- + *Trafficking women and girls*
- + *Other*

In December 2017, the Law of Ukraine "On Amendments to the Criminal and Criminal Procedural Codes of Ukraine to implement the provisions of the Council of Europe Convention on the Prevention of Violence Against Women and Domestic Violence and the fight against these phenomena" was adopted. Adopted amendments include, among other things, the criminalization of domestic violence, forced marriage, illegal abortion or sterilization, the imposition of restrictive measures against a person who committed domestic violence, as well as criminal liability for non-compliance with restrictive measures or restrictive regulations and non-compliance with the program for direct perpetrators. The modern approach to crimes against the sexual freedom and sexual integrity of a person is consolidated, introducing the concept of "voluntary consent" and the fact of "penetration" as a distinction between rape and other forms of sexual violence.

Domestic violence, all forms of sexual violence that qualify as a crime, are punishable by public works, arrests, or imprisonment. All forms of sexual acts must be carried out solely on the basis of voluntary consent, regardless of the relationship between the victim and the direct perpetrator (in particular, including marital rape). In addition, the Law increases the liability for any crime, if

committed, among other things, with respect to the spouse or ex-spouse or other person with whom the offender is in a family or intimate relationship.

The key event in combating gender-based violence in Ukraine over the past 5 years was the adoption in January 2018 of the **Law of Ukraine "On Preventing and Combating Domestic Violence"** (No. 2229, 2017), which introduces an effective mechanism for combating domestic violence and strengthening protection of victims. The law broadens the range of people covered by the scope of legislation on preventing and combating domestic violence, as well as defines:

- 1) main areas for implementing the state policy in the field of preventing and combating domestic violence (preventing domestic violence; effective response to the facts of domestic violence by introducing a mechanism of interaction between the entities engaged in preventing and combating domestic violence; providing assistance and protection to victims, as well as providing compensation for damage caused by domestic violence, due investigation of domestic violence cases, the prosecution of direct perpetrators to the hold responsibilities and change their behavior);
- 2) a range of subjects engaged in activities in the field of preventing and combating domestic violence and their powers in this area, including providing the operation of general and specialized support services for the victims;
- 3) directions of assistance and protection of victims (providing information to victims about their rights and the possibilities for their implementation, providing access to general and specialized support services for injured persons for receiving social services, medical, social, psychological assistance; providing temporary asylum if necessary; providing victims access to justice and other mechanisms of legal protection); the Unified State Register of Domestic Violence cases is introduced in order to provide comprehensive and timely assistance to victims, coordinating activities of the entities engaged in preventing and responding to domestic violence; special measures are taken to combat domestic violence (emergency prohibition, restrictive prescription for the direct perpetrator, taking the direct perpetrator for preventive registration and carrying out preventive work, passing the corrective programs to the direct perpetrator).

Hence, **violence from sexual partners** has become a priority aspect of work on violence prevention by the state and civil society in the last 5 years. One of the steps taken in this direction was the establishment in 2017 a National helpline on domestic violence, human trafficking, and gender discrimination prevention, as well as a National children's helpline.

Attention was also paid to other forms of violence. **Combating trafficking of women and girls** was a major theme in the work of many bodies of state power at all levels. In accordance with the law "On Preventing and Combating Domestic Violence", Interagency Councils on Family Matters, Gender Equality, Prevention of Domestic Violence and Human Trafficking in Ukraine are working in the regions of Ukraine. Information and awareness campaigns on combating trafficking of women were also conducted by the Ministry of Social Policy in cooperation with international

organizations. They covered more than 300 cities and visited about 40,000 people. Such large-scale events are held twice a year on July 30th on the occasion of the World Anti-Trafficking Day and on October 18th in honor of the European Day against Human Trafficking. In the first 3 months of 2019, 138 events were held, including training sessions, working meetings, meetings of multidisciplinary groups, round tables, promotions, and radio reports. In addition, the regional justice departments in the regions of Ukraine held awareness campaigns on combating human trafficking for women and men, including internally displaced persons, to explain the possible risks of human trafficking and the possibility of receiving comprehensive assistance from victims in public institutions. Importantly, in the 17th report of the US Department of State on combating trafficking Ukraine was taken out of the control list of the second group and included into the second group of countries.

Best practices in the regions: Lutsk

300 seminars on "Preventing Illegal Labor Migration, Human Trafficking and Child Labor" were conducted for 1,826 women on issues of risk groups and signs of human trafficking, stages of obtaining the status of victims of human trafficking, and the benefits of legal employment.

The work **on the prevention of sexual harassment** at a workplace is going on. In particular, the National Guard of Ukraine is currently developing a domestic policy to prevent sexual harassment. This is relevant in view of the recent expansion of opportunities for women to work at various positions within the security and defense sector of Ukraine. The Ministry of Social Policy also initiated the development of methodological recommendations for collective agreements containing a section on countering sexual harassment in the workplace. In addition, a number of universities have joined the development of internal provisions to combat sexual harassment. In particular, the National University of Kyiv-Mohyla Academy has already developed and adopted such a document. Taras Shevchenko National University of Kyiv and Kyiv Polytechnic Institute are at the stage of considering such internal documents. There are ongoing consultations on the introduction of internal provisions for combating sexual harassment in trade unions. This is partly influenced by the fact that ILO has started work on developing a new international standard - a convention on preventing harassment and assault at a workplace. Cases of sexual harassment and violence in public places also occur and are subject to extensive coverage by the media.

In order to reduce **violence against women and girls through information technology tools** (such as cyberbullying, online harassment), MIP initiated a helpline partnership for domestic violence with the Facebook Security Center. Such cooperation helps users to find helpline contacts and leads to a higher efficiency of this event. A number of Ukrainian journalists have been subjected to persecution through the Internet during recent years. 34% of media interviewed complained about trolling and attacking bots on the Internet, which became the second largest threat category in their work.¹⁰

¹⁰<https://imi.org.ua/monitorings/opytuvannya-imi-pohrozy-ta-internet-trolinh-je-osnovnymy-zahrozamy-u-roboti-zhinok-zhurnalistok-v-ukrajini/>

In 2015 a new area of gender-based violence was addressed in Ukraine that is eliminating violence against women in the sphere of perinatal care known globally as **obstetric violence**¹¹. Within the framework of the project "Realization of women's rights in childbirth to the desired medical care", carried out by "Pryrodni Prava Ukraina" CSO, survey data on gender-based violence experienced by women during prenatal care and childbirth in 6 Ukrainian regions was collected: Lviv, Ivano-Frankivsk, Ternopil, Vinnytsia, Zhytomyr and Cherkasy. About 9500 women participated in the survey; data from other regions is in progress. Based on the collected data, participatory forums "Right to decent childbirth" were conducted in the regions of Ukraine in which surveys have been carried out. The goal of those forums was to inform women of their rights in childbirth and increase their competence in the issue of gender-based violence in childbirth. Finally, a draft law was developed with the aim of providing women with high-quality medical care during childbirth.

Early and forced marriages are still taking place in Ukraine, mostly in the Roma ethnic group, alongside high involvement of girls and women to criminal practices, high level of violence against women within this ethnic group. Currently, a consultation process is ongoing between representatives of the Roma community and government bodies, public activists and donors on with respect to these issues and ways to solve them. Activists of the international charity organization "Roma women fund "Chirikli"" with the support of the Council of Europe are preparing suggestions on the rights of Roma women to the Strategy of protection and integration into Ukrainian society of the Roma national minority for the period till 2020.

Female genital mutilation is generally not practiced in Ukraine.

14. What actions has your country prioritized in the last five years to address violence against women and girls?

- + *Introduced or strengthened violence against women laws, and their enforcement and implementation*
- *Introduced, updated or expanded national action plans on ending violence against women and girls*
- + *Introduced or strengthened measures to increase women's access to justice (e.g. establishment of specialist courts, training for the judiciary and police, protection orders, redress and reparations, including for femicide cases)*
- + *Introduced or strengthened services for survivors of violence (e.g. shelters, help lines, dedicated health services, legal, justice service, counselling, housing)*
- + *Introduced or strengthened strategies to prevent violence against women and girls (e.g. in the education sector, in the media, community mobilization, work with men and boys)*
- *Monitoring and evaluation of impact, including evidence generation and data collection, including regarding particular groups of women and girls*

¹¹https://pryrodni.org.ua/wp-content/uploads/2018/05/%D0%9F%D1%80%D0%B0%D0%B2%D0%B0_%D0%BC.pdf

- + *Introduced or strengthened measures for improving the understanding of causes and consequences of violence against women among those responsible for implementing measures on ending violence against women and girls*

The primary action to combat gender violence was to **strengthen legislation**. The adoption in December 2017 of the Laws of Ukraine "On Prevention and Combating of Domestic Violence" and "On Amendments to the Criminal and Criminal Procedural Codes of Ukraine in Order to Implement Provisions of the Council of Europe Convention on Prevention of and Treatment of Violence against Women and Domestic Violence" increased the country's ability to respond to gender-based violence. The area of relevant subjects has been expanded to include health care, education system, judiciary, justice system; the role of law enforcers and the social sphere has been strengthened. The conditions for the systematic development of a network of modern specialized services for victims and prevention of violence are set. 18 subordinate acts that regulate the prevention and combating of domestic violence and gender-based violence have been developed, adopted, and implemented, which made it possible to modernize the interagency cooperation system.

Since February 2018 at the Ministry of Social Policy of Ukraine an inter-departmental working group on the realization of the Law on combating domestic violence operates. The group is working under the leadership of the deputy Minister of social policy Natalia Fedorovych and includes representatives of the majority of central executive bodies. All by-laws that were adopted since the passage of the Law (list provided in Appendix 4) were developed within this working group.

The Concept of the **state social program for preventing and combating domestic violence and gender-based violence for the period up to 2023**, which provides for complex actions aimed at reducing the scale of domestic violence, was developed and approved. Comprehensive plans for preventing and combating domestic violence and gender-based violence are integrated into regional and local programs.

Increasing **access to justice** for victims of domestic violence is ensured by entering this category into the list of persons eligible for free secondary legal aid. With the support of international organizations, training sessions and education for representatives of law enforcement, the security sector, and judges are regularly held on how to appropriately respond to incidents caused by gender and domestic violence, combating and preventing them.

A new system for **preventing and combating domestic violence and gender-based violence** is being actively developed, where due attention is paid to respond to each case of violence and its prevention. System updates, extending the network for providing services and enhancing their accessibility to victims began within the humanitarian response to hostilities in the Donetsk and Luhansk regions of Ukraine, and subsequently intensified after the adoption in December 2017 of the Laws of Ukraine "On Prevention and Combating of Domestic Violence" (No. 2229), which provides for expanding the circle of offenders, sending the abuser to programs for abusers, expanding the powers of the police in cases of domestic violence, creating a single state register of cases of domestic gender-based violence, penalties for

domestic violence and so on. In 2017, the Parliament of Ukraine also adopted the Law of Ukraine "On Amendments to Certain Laws of Ukraine in Connection with Ratification of the Council of Europe Convention on Prevention of and Treatment of Violence against Women and Domestic Violence", which amended the Criminal Code of Ukraine and Criminal Procedural Code of Ukraine in the part of increasing responsibility for crimes related to domestic violence.

An important area is integrating the principles of the basic package of minimal services for victims into the current system. Since November 2015, in order to ensure adequate attention to every case of violence in areas affected by the international armed conflict in certain areas of Donetsk and Luhansk regions of Ukraine¹², with support from the United Nations in the population, a number of service models have been introduced and worked out, namely shelters for victims, mobile brigades of social and psychological help, primary medical and psychological care offices, a 24/7 hotline.

As such, a hotline was created in 2017 to prevent domestic violence, human trafficking, and gender discrimination. A hotline for children was also created.

In October 2015 26 **mobile brigades of social and psychological assistance** (including psychologists and social workers) were created in five eastern regions (Donetsk, Luhansk, Kharkiv, Zaporizhzhya, and Dnipropetrovsk regions). Their number has now increased to 49, while their geographic expanse covers up to 12 regions. During their work, brigade workers provided assistance in more than 53,500 cases of domestic and gender-based violence. The success of the model and the availability of legislative basis have enabled the integration of this experience into the national system of response to violence. Mobile brigades are created by local authorities and local self-government bodies (including regional municipalities) in all regions of Ukraine.

Based on the experience of the socio-psychological support brigades, at the initiative of the Ministry of Internal Affairs, under the National Police, a network of mobile brigades of the National Police called "Polina" was set up to respond to cases of domestic violence. The network is designed to detect cases of domestic violence in a timely manner, effectively respond, provide support, and protect victims of domestic violence. The main objectives of the project are: introducing new methods and modern experience in responding to domestic violence, establishing cooperation between the units of the National Police and other subjects working in the field of prevention and counteraction to domestic violence, developing algorithms for responding to these facts, developing and implementing programs training for up-to-date police methods and techniques for preventing and responding to domestic violence, improving the technical equipment of the police working in this area and providing police information materials in the area of preventing and combating domestic violence. An information booklet for victims of domestic violence has been developed. It contains information on forms of violence, institutions and organizations working in the field of combating and preventing domestic violence, a personal security plan, a questionnaire for identifying domestic violence. The

¹² The territories of the in Donetsk and Luhansk regions under the Ukrainian government control

circulation of 100,000 copies (the average number of cases of domestic violence reported by authorities of the National Police each year). The memo "Police Action Algorithm for Domestic Violence" for each mobile brigade (5000 copies) is issued for the police.

Since December 2016, even before the adoption of the law on domestic violence, at the initiative of the Ministry of Social Policy with cooperation of the local self-government bodies and CSOs and with the support of the UNFPA, community-based organizations and shelters for victims of domestic violence started operating. Up to now they served 393 women with or without children (in total 772 persons). These shelters were created in Vinnitsa, Dnipropetrovsk, Zaporizhzhya, Kyiv, Odesa, Poltava, and Khmelnytsky regions and the city of Kyiv. These shelters are designed to provide temporary assistance to women and children who have been subjected to domestic violence and need safe housing and social and psychological rehabilitation. Currently, the shelters are gradually institutionalized locally. New ones are being created at the expense of local budgets. The development of crisis day centers for victims, emergency rooms, specialized advisory services/networks of local consultants has begun, which will increase access to services and systems to refer victims, regardless of their place of residence, age, health status, etc.

Health facilities host 14 **points of anonymous emergency medical and psychological assistance** to victims of physical and sexual violence that have been established and work. The victims receive the necessary medical, psychological, informational services and, in the presence of medical evidence, have the opportunity to stay permanently in the hospital for a certain period of time. Since the beginning of the cabinets' operation (March 2017), 68 women were victims of violence in these offices. It is assumed that the interdisciplinary response model, which has passed pilot testing on a points basis, will be integrated into the existing network of medical institutions.

Victims of domestic violence have access to free primary and secondary legal aid. Free primary legal aid covers the following types of legal services: providing legal information, advice, and legal clarifications; making statements, complaints and other legal documents (other than procedural); providing assistance in securing access to secondary legal aid and mediation. Free secondary legal aid includes: protection from prosecution, representation of the interests of persons entitled to free secondary legal aid, in courts, other state bodies, bodies of local self-government, in front of other persons; as well as drawing up procedural documents formed by the decision of the Ministry of Justice of Ukraine centers for the provision of free secondary legal aid. Since the beginning of 2018, access to free secondary legal aid has been extended to men and women who have suffered from domestic violence or gender-based violence, as well as to children. Previously, it had been difficult to obtain because of the absence of this group in the list of categories of citizens who have the right to free secondary legal aid. Local state administrations cooperate with Centers for the provision of free secondary care by providing them with information on contacts between institutions and organizations working in the field of countering domestic violence, human trafficking, gender discrimination. A Family Counselor project was launched, in which lawyers provide free secondary legal assistance, including on domestic violence issues. Family counselors cooperate with lawyers of free legal aid system, experts from the State

Executive Service of the Ministry of Justice, employees of the Ministry of Social Policy of Ukraine, the National Police, psychologists, etc.

The Government also approved: The Procedure for the Co-operation of Subjects Carrying Out Measures in the Field of Prevention and Counteraction to Domestic Violence and Violence on the basis of Gender (Resolution of the Cabinet of Ministers dated August 22, 2018 No. 658); Typical asylum provisions for persons who have suffered from domestic violence and/or gender-based violence (Resolution of the Cabinet of Ministers dated August 22, 2018 No. 655); Typical provision on the mobile brigade of social and psychological assistance to persons who have suffered from domestic violence and or gender-based violence (Resolution of the Cabinet of Ministers dated August 22, 2018 No. 654).

The **Interdepartmental Councils on Family Matters, Gender Equality, Prevention of Domestic Violence and Human Trafficking** in the regions of Ukraine, which are responsible for coordinating efforts to combat domestic violence and human trafficking, were also renewed.

Best regional practices: Poltava

Center for adaptation for homeless and released from places of imprisonment persons and child development center "You are the Best!" based on NGO "Svitlo Nadiyi (Light of Hope)".
The Center provides services to people affected by domestic violence and works with abusers.

To counteract violence, there is also an **upgrade of qualifications** in selected professional sectors. During 2015—2016, a seminar "Legal Challenges Related to the Ratification and Implementation of the Council of Europe Convention on the Prevention and Combating of Violence against Women and Domestic Violence" was organized and held in the various regions of Ukraine by the National School of Judges. In addition, in a number of areas, in cooperation with UNFPA, trainers for obstetrician-

gynecologists and nurses have been carried out on the provision of medical care to women who have suffered from violence and human trafficking. During training courses for teachers of the Dnipropetrovsk Region, the following lectures are being held: "Gender-based Violence", "Prevention of Violence among Women", and "Prevention of Violence in the Family". The Ministry of Social Policy, with the support of the OSCE Project Co-ordinator in Ukraine within the framework of the Response to the Conflict-based Threats to Social Security, has developed and tested educational programs on gender aspects of conflict, including sexual violence and rehabilitation of victims for social workers and law enforcement agencies. These measures provide the highest competence of the relevant specialists and medical and social care more sensitive to the needs of victims of violence, as well as judicial, educational and law enforcement systems.

The Ministry of Health of Ukraine also developed the **Procedure for conducting and documenting the results of medical examination of victims from domestic violence** or those who are likely to be affected by domestic violence and providing them with medical assistance,

approved by the order of the Ministry of Health of Ukraine No. 278 of February 1, 2019 and registered in the Ministry of Justice of Ukraine on March 14, 2019 under the number 262/33233.

15. What strategies has your country used in the last five years to prevent violence against women and girls?

- + *Public awareness raising and changing of attitudes and behaviours*
- *Work in primary and secondary education, including comprehensive sexuality education*
- *Grassroots and community-level mobilization*
- + *Shifting the representation of women and girls in the media*
- + *Working with men and boys*
- + *Perpetrator programmes*

In 2017, a new Law No. 2229 "On the Prevention and Combating of Domestic Violence" was adopted, based on the provisions of the Istanbul Convention, as well as a number of by-laws that ensure its implementation. This law provides for the expansion of the circle of offenders, criminal liability for domestic violence, programs for abusers, the extension of police powers in cases of domestic violence, the creation of a single state register of cases of domestic violence on the basis of gender, fines for domestic violence, etc. According to the mechanism established in article 24 of this law there are **programs of work with perpetrators**. Such work with convicts is designed to reduce the risk of re-committing a crime after release. The OSCE Projects Coordinator in Ukraine continues to conduct regional trainings on the implementation of corrective programs for offenders for psychologists.

Awareness raising among the population at large has also taken place. In particular, at the order of the Ministry of Social Policy, the annual campaign "16 Days Against Violence" was widely held. In order to prevent domestic violence, educational work is being conducted with the subjects of preventing and combating domestic violence, as well as various segments of the population. The Department of Social Protection of the Volyn Region State Administration, together with the Mirror gender interactive theater of the Gender Education Center of the Lutsk Pedagogical College conduct gender lessons for youth. Performances on preventing violence are presented by participants of the interactive theater. The theme of preventing and combating domestic violence is discussed during training sessions, video lectures, conversations with children resting at children's health and recreation facilities (Volyn and Lviv regions). Men are involved in solving and preventing the problem of domestic violence. So, in the Volyn region, an information campaign entitled "The Strength of a Man Is Not To Hurt" was conducted for participants of the antiterrorist operation, which was in rehabilitation. A series of social message videos was presented to participants in the fighting. These included "Beaten Women," "My Dad Is The Best", "The Circle of Violence", "How Violence Is Made," and "No Violence Against Children".

On the initiative of the Ministry of Social Policy an information campaign "Break the Circle" is being implemented. The goal of the campaign is to increase society's intolerance towards domestic and gender-based violence. The information campaign "Break the Circle" calls on all of

society to take action and have no tolerance for violence. This campaign is supported by a UNFPA program "Integrated Approach to Addressing the Problem of Violence against Women and Girls in Ukraine", which aims to support the process of strengthening national mechanisms for preventing and responding to gender-based violence.

For the **prevention of violence** against women and girls, the Ministry of Information Policy has developed and printed advice for media representatives and the press service of the authorities "Media Without Bias: Words are Important," which contains a component on gender-sensitive media coverage.

16. What actions has your country taken in the last five years to prevent and respond to violence against women and girls facilitated by technology (online sexual harassment, online stalking, non-consensual sharing of intimate images)?

- *Introduced or strengthened legislation and regulatory provisions*
- + *Implemented awareness raising initiatives targeting the general public and young women and men in educational settings*
- *Worked with technology providers to set and adhere to good business practices*

In 2015, the **Cyber Police Department** of the National Police of Ukraine was created in Ukraine. It is unique in its functions and does not duplicate the powers of other police personnel. It deals, in particular, with cybercrime, cyber attacks, cyber incident response, cyber threats, and counterattacks against human trafficking using technologies. At the international level, cooperation with Europol and Eurojust has been established. The Department has developed a draft law "On Amendments to Certain Legislative Acts of Ukraine on the Implementation of the Provisions of the Convention on Cybercrime". In particular, the draft law provides for:

- providing information necessary to determine the identity of the user through operators and telecommunication providers at the request of law enforcement agencies;
- blocking a specific information resource by a court decision through telecommunication operators and providers of information.

Realizing the scale of existing cyber threats and the possible negative consequences for society, the Cyber Police Department launched a social campaign in March 2019 to inform the public about existing cyber threats and rules for safe Internet use.

Within the framework of the project "Strengthening the criminal prosecution of human trafficking using information technology in Ukraine", which was implemented with the assistance of the OSCE Projects co-ordinator in Ukraine, together with the Ministry of Internal Affairs and Ukrainian National Police, the following **educational activities** were carried out:

- A five-day training course has been developed for representatives of the Department/Regional departments of the cyber police and the Department/Offices to combat human trafficking crimes committed by using information technologies. A similar course was developed for prosecutors in order to increase prosecutors' capacity to investigate human trafficking offenses committed using information technology. In

particular, it is aimed at enhancing the general understanding of the links between human trafficking and cybercrime and identifying ways to cooperate in prosecuting such crimes. In total, 6 training sessions were conducted for 120 representatives of the Ukrainian National Police and 2 training sessions for 48 prosecutors from all regions of Ukraine.

- A training course was developed for teachers of higher educational institutions of the Ministry of Internal Affairs of Ukraine on the subject of investigating human trafficking crimes committed using information technologies. In order to achieve sustainable results from these activities, this training course is planned to be implemented in higher educational institutions of the Ministry of Internal Affairs of Ukraine. A five-day training session on investigating human trafficking crimes committed using information technology for trainers was held, in particular, for teachers of higher educational institutions of the Ministry of Internal Affairs of Ukraine. The training was conducted with the assistance of international experts to acquaint participants with new trends in the use of information technology in human trafficking.

17. What actions has your country taken in the last five years to address the portrayal of women and girls, discrimination and/or gender bias in the media?

- | |
|---|
| <ul style="list-style-type: none">- <i>Enacted, strengthened and enforced legal reforms to combat discrimination and/or gender bias in the media</i>- <i>Introduced binding regulation for the media, including for advertising</i>+ <i>Supported the media industry to develop voluntary codes of conduct</i>+ <i>Provided training to media professionals to encourage the creation and use of non-stereotypical, balanced and diverse images of women and girls in the media</i>+ <i>Promoted the participation and leadership of women in the media</i>+ <i>Established or strengthened consumer protection services to receive and review complaints about media content or gender-based discrimination/bias in the media</i> |
|---|

Confronting the cases of **discriminatory advertising**, which is widespread and can have a significant negative impact on society, is one of the key tasks for gender policy in the media sector. In connection with this a draft Law "On Amendments to the Law of Ukraine 'On Advertising' on Combating Discrimination" (No. 8558 dated July 5, 2018), initiated by the President's representative in the Parliament of Ukraine Iryna Lutsenko. It proposes providing a definition of "discriminatory" gender-based advertising. This draft law is designed to help combat cases of discrimination and encourages citizens and public associations to appeal to courts and to combat discriminatory advertising. This will force companies to be more demanding and cautious about advertising. In addition, this draft law stipulates a change in the amount of fines for discriminatory advertising, the definition of the guilty party for placing discriminatory advertising, and grants greater powers to the central executive authority, which implements state policy in the area of state control over compliance with consumer protection legislation.

Currently, an Expert Advisory Body on preventing and combatting gender-based discrimination created and operated within the Ministry of Social Policy of Ukraine is carrying out an

examination of advertising for discrimination. Advisory body experts consider complaints on gender-based advertising, provide opinions and recommendations to the Ministry of Social Policy regarding the measures to be taken against offenders. In 2017 the Expert council had three meetings, discussed 24 appeals on potentially discriminatory advertisements. Out of them 6 cases were considered discriminatory and 2 cases were transferred to the court. In 2018 the council met 4 times, looking at 78 appeals and 35 advertisement cases were terminated as discriminatory.

In addition, the Industrial Gender Advertising Committee - an organization of marketing workers - is also accepting complaints at discriminatory advertising. The committee reviews complaints about discriminatory advertising from citizens, provides expert opinions on the appeal of state bodies and examines advertising for discrimination on its own initiative. In its work, IGAC relies on the Standard "Non-Discriminatory Gender-Based Advertising", SOU 21708654 -002-2011. The development of this standard was supported by professional associations of marketers and advertisers and other associations whose members are advertising customers. After receiving a complaint, the Committee has 2 weeks to review it and makes an expert opinion. If the advertisement is considered discriminatory, the IGAC Secretariat requests the advertiser to stop distributing the advertising. In addition, the complainant receives notice of the outcome of the complaint and the results of communicating with the advertiser. In 50% of cases, advertisers change or remove the advertisement. In the event that discriminatory advertising is widespread and can have a significant negative impact on society and the advertiser does not respond to the appeal of the IGAC, the complaint is submitted to the Disciplinary Committee, which consists of only lawyers, in order to find mechanisms for resolving the problem in the legal field. In response to public request, the IGAC creates representative offices in the regions, which will enable the general public to engage in the process to prevent the spread of discriminatory practices in Ukraine.

In addition, a gender expert council is working in the public administration, which also deals with gender issues in the media, outdoor advertising, and job offer announcements. In particular, the Vinnytsia Gender Expert Council recognized discrimination on the basis of gender of 9 advertisements, as a result of which this advertising product was removed from the region's advertising areas. The employment service is working with employers to prevent discrimination during job offers, as well as monitoring advertisements published in local media with the help of the employment service for violations on the basis of gender. One of the public projects on combating gender discrimination in advertising is the project "Ukraine without Sexism" by the NGO "Harmony of Equals", which encourages citizens to become "public inspectors" and monitor advertising. The organization submits a complaint to the authorities based on these results.

According to the Ministry of Information Policy (MIP), the main factor of discrimination against women in the Ukrainian media remains stereotypes about the role of women in society, patriarchal views, and the objectification of women in family and professional life. According to the monitoring data by the Institute of Mass Information, as of March 2018, women were presented as the subject of media stories three times less, in only 27% of cases. Journalists invite even fewer women as experts, i.e. in 19% of cases or in every fifth story. Women are almost not invited as guests to the

studios of socio-political talk shows on nationwide channels¹³. In the Internet media, the number of references to women has increased from 13% in 2014 to 29% in 2018 (more than double)¹⁴.

According to the data of the monitoring study "**Gender Sensitivity Index of Ukrainian Media**" that was conducted in 22 regions of Ukraine, in 2017 the gender gap between female experts and male experts in the journalistic stories of regional publications is 38%. In other words, the media call on male experts to comment or offer expert

appraisal two times more often than on females (30% of female experts and 70% of male experts). The same is true about female and male subjects of journalistic publications: 29% of female subjects and 71% of male subjects are in journalistic publications. The gender gap is 42% (2.4 times). The average use of feminine-gendered nouns is 32%. The gender sensitivity index is based on the average indicator for each region, based on the percentage of experts and female subjects of journalistic stories in various categories (politics, economics, education/science, culture, medicine, sports, war, volunteering, entertainment, etc.) and the percentage of use of feminists in designating positions/occupations/activities of women. New stage of the monitoring project has started in 2019.

Best practices from regions: Dnipro

Dnipropetrovsk University of Internal Affairs has developed an online course entitled "Gender Equality". It will be used in postgraduate education in institutions of higher education of the Ministry of Internal Affairs.

In order to encourage the creation and use of non-stereotyped, balanced, and diverse images of women and girls in the media, MIP conducted 3 regional **training seminars** in Zaporizhzhia, Uzhgorod and Rivne in the framework of the "Media without bias: words matter" project. MIP has realized this in cooperation with partners from the CoE and civil society organizations. Over 150 journalists participated in those trainings, and over 1000 more took part in the event via online broadcasting. During the workshops, experts held panel discussions and a workshop on combating sexism and stereotypes in media and advertising, gender expertise, and journalism sensitive to ethnic communities. In October-December 2018, the MIP, along with the Council of Europe Office in Ukraine and the Kyiv Youth Center, conducted five educational lectures and training sessions on gender-sensitive journalism and non-discrimination principles in the media through the Youth Media Lab youth literacy project.

Civil society organizations conducted a series of events for national and regional media aimed at implementing gender equality values in society in the context of developing oblast level action plans on implementing the UN Security Council Resolution "Women. Peace. Security". They also developed "Practical Recommendations for the Mass Media on coverage of the UNSCR 1325", National action plan "Women. Peace. Security" that were recommended to be used by mass media by the Ukrteletradioinstitute.

¹³<https://imi.org.ua/monitorings/u-novynah-ukrajinskyh-zmi-zhinok-zhaduyut-vtrychi-ridshe-nizh-cholovikiv-doslidzhennya/>

¹⁴<https://imi.org.ua/monitorings/kilkist-zhadok-pro-zhinok-v-internet-zmi-zroslo-majzhe-vidvichi-za-ostanni-4-roky-doslidzhennya-imi/>

Media professionals who are able to produce media products with a balanced gender image are being trained. Such training is carried out by the Institute of Journalism of the Kyiv Taras Shevchenko National University. In addition, in 2017, the textbook "Gender for Media" was published. In 2019, the Ukrainian Institute for Advanced Training of Television, Radio Broadcasting and Press Workers under the State Committee for Television and Radio Broadcasting conducted a training course on "The Fundamentals of Gender Policy" for media representatives and government officials, in particular employees of the MIP.

Methodological and guidance documents on **gender-sensitive media policies** are being developed. The Ministry of Information Policy has prepared a Practical Guide "Media Without Bias: Words Matter" for media representatives and government press services (developed within the framework of the same-name project), which contains recommendations on how to practically adhere to the principles of gender-sensitive journalism. There are attempts by the media associations and groups to encourage voluntary mechanisms of self-regulation in the media. In particular, the Volyn Media Club has developed proposals on gender equality and nondiscrimination policies for the Media Editorial Policy and presented them to the media community.

18. Has your country taken any action in the last five years specifically tailored to address violence against specific groups of women facing multiple forms of discrimination?

Women with disabilities, elderly women, internally displaced women, women from the Roma community, and women from the countryside are at high risk of violence. Over the past 5 years, Ukraine has made great progress in combating violence, as discussed in previous sections of this report. Women subject to multiple discrimination have also benefited from efforts to counter gender-based violence. However, a number of measures were developed with particular attention to certain vulnerable categories of women.

There is an increase in the number of official appeals for domestic violence and gender-based violence in the Luhansk and Donetsk regions, that is, against **women who are at the same time victims of a humanitarian disaster** caused by Russia's armed aggression against Ukraine. Thus, in Luhansk region, compared to 2015, the number of such appeals increased by 2.6 times (1629 appeals in 2017 compared to 622 in 2015). These tendencies persisted in 2018. To help victims of violence in the Luhansk region, work on restoring the activity of the regional center of social and psychological assistance continues. Before the beginning of the armed aggression, the institution acted in Slavyanoserbsky district, which is currently a temporarily uncontrolled territory. In March 2015, the center was officially re-registered on the territory under the control of the Ukrainian Government. At present, the search of the optimum premises to fully restore the center's work is being carried out. There are plans to create an asylum for victims of violence at

the Luhansk Regional Center for Social and Psychological Assistance. In June 2017, the Crisis Center for Adaptation the Defense League "Light of Hope" was opened in Poltava region for women who were in difficult life circumstances. The construction and repair of the center was made possible thanks to a grant funded by the European Union for the "Poltava Region for Internally Displaced Persons" projects.

On the initiative of Luhansk Regional Military-Civil Administration, in cooperation with the "Ukrainian foundation of public health" fund and the UNFPA created at hospitals emergency anonymous medical and psychological help rooms for women affected by violence were established in five cities and districts of the region. The victims receive the necessary medical, psychological, informational services and, in the presence of medical evidence, have the opportunity to stay permanently in the hospital for a certain period of time. Since the beginning of the cabinets' operation (March 2017), 68 women were victims of violence in these offices. The cabinets work round-the-clock, anonymously, free of charge, and also equipped with gynecological chair-transformers with the function of examination and treatment of **women with disabilities**.

The activities of 157 mobile brigades providing social and psychological services to victims of gender-based violence (37 cities and 20 districts of Zaporizhzhya, Dnipropetrovsk, Kharkiv regions, controlled by the Ukrainian authorities in the Donetsk and Luhansk regions) are provided. The mobile police brigades currently make trips that include **remote villages** and settlements along the line of delimitation at checkpoints, in places of compact residence of internally displaced persons (IDPs). During the existence of brigades, more than 33,000 people were provided with services, 90% of whom were women. Since November 2017, brigades cover 21 more cities and 27 districts of Vinnytsia, Kyiv, Lviv, Odesa and Kherson regions.

From August 2017 to March 2018, in Popasna district, which is on the line of collision and has consistently occupied the first place in the Luhansk region for a long time among 12 districts in the number of appeals for domestic violence, the project "Responsibility Begins with Us" for the prevention of domestic violence and gender-based violence has been implemented. The project was implemented at the initiative of the Department of Social Protection of the Luhansk Region State Administration with the support of Popasna Regional State Administration and partner organizations Médecins du Monde, Action Against Hunger, and United Nations Population Fund. The main goal of the project was to maximize the closeness of services and assistance to victims of domestic and gender-based violence or potential victims directly at their place of residence. For this purpose, 14 contact persons from the leaders of local communities were selected in cities, villages, and settlements of Popasna district. The duties of contact persons include providing primary care to victims, informing them of their rights and services they can receive, and, if necessary, referring them to profile specialists, as well as conducting information and explanatory work among local residents. All contact persons were trained and established cooperation with district services and institutions. Contact persons are provided with mobile phones for telephone consultations. Their work is done on a voluntary basis.

According to the available data, over a third (35,3%) of women that live with HIV suffered from violence from their sexual partner or husband. This percentage is significantly higher than among

women at large (19%). More than a half (51,3%) of women had no support after they experienced violence. But the HIV-positive status increases the risk of violence in all spheres, and most of all, in the sphere of health care (in 15,5 times)¹⁵. The health needs of women living with HIV, as well as other vulnerable groups are the focus of Health Right International's work. The Ministry of Health also developed a draft order "On Amendments to Appendix 1 to the Procedure for the Referral of Women for the First Course of Infertility Treatment with Assisted Reproductive Techniques by Absolute Indications for Budgetary Funds". These changes provide HIV-positive people the right to access infertility treatment through auxiliary reproductive technologies and, at the same time, help prevent the transmission of mother-to-child HIV infection.

In addition, the state has also implemented a series of measures on the rights and needs of girls who are also a group of multiple discrimination. More specifically, this is referred to in question 29.

Participation, accountability and gender-responsive institutions

19. What actions and measures has your country taken in the last five years to promote women's participation in public life and decision-making?

- + *Reformed constitution, laws and regulations that promote women's participation in politics, especially at decision-making level, including electoral system reform, adoption of temporary special measures, such as quotas, reserved seats, benchmarks and targets*
- + *Implemented capacity building, skills development and other measures*
- + *Encouraged the participation of minority and young women, including through sensitization and mentorship programmes*
- + *Provided opportunities for mentorship, training in leadership, decision-making, public speaking, self-assertion, political campaigning*
- + *Taken measures to prevent, investigate, prosecute and punish violence against women in politics*
- + *Collected and analyzed data on women's political participation, including in appointed and elected positions*

Ukraine is also **collecting data on representation** in the government at all levels, both in elected and appointed positions. These statistics show that the lower the position is, the more women are represented in it.

It should be noted that the adoption of the **Law of Ukraine "On Civil Service"** dated December 10, 2015, No. 889-VIII, made it possible to reduce the number of manifestations of discrimination, including on the basis of gender, in the civil service. At the same time, the number of women elected to the post of senior civil service (category "A") increases each year. In particular, during 2016, 36 people were appointed to these positions, including 6 women, who made up 16.7%. According to the results of competitions for open civil service category "A" jobs in 2017, 27.8% of such positions were occupied by women. In 2018, 15 civil servants of the category "A" were

¹⁵ Svitlana Moroz "Human rights of women living with HIV in Ukraine", 2017.
<http://www.un.org.ua/images/documents/4480/HIV%20throg%20CEDAW%20lensukrcompressed.pdf>

appointed, 4 of whom were women, representing 26.7%. In addition, the number of women who filed documents for participation in these competitions is increasing and made 21.7% in 2018. Although, according to data, the parity representation of women and men in category "A" has not yet been achieved, the proportion of women in these positions increases every year, as well as their active participation in competitions for open jobs in the upper civil service.

Professionalizing civil servants and officials of local self-government on gender equality is provided by the Concept of reforming the system of professional training of civil servants, heads of local state administrations, their first deputy and deputy, local government officials, and members of local councils, and by the Plan of measures for its implementation, as well as by the State Social Program for ensuring equal rights and opportunities for women and men up to 2021. One of the tasks of the Concept and the State Social Program is to develop programs of special short-term training courses, seminars, training sessions, modules of professional training programs for civil servants and officials of local self-government, as well as ensuring their professional development. It should be noted that in the period 2014—2017, gender mainstreaming training was organized for 11,726 civil servants and local government officials, including 3,625 people in 2014, 3,146 people in 2015, 3,275 people in 2016, 4,572 people in 2017. During 2018, 1,032 civil servants and officials of local self-government bodies and 444 specialists on gender equality issues were trained in the relevant programs.

In Ukraine, there is a large number of training sessions aimed at developing women's skills and abilities. These training sessions are conducted by foundations, public organizations, as well as state authorities and local self-government bodies. The Ukrainian Women's Fund is active in building up the capacity of women and women's organizations. For the period 2014—2018, the UWF provided financial support to 355

Best regional practices: Vinnitsa

NGO "Local Democracy Institute "Open Society" created a permanent school for promoting parity democracy
Its purpose is to increase the political participation of women through training on leadership and political skills for activist groups

projects of women's non-governmental organizations totaling UAH 27,019,944. Public authorities and local self-government bodies are also active in the field of training, as evidenced by reports on the activities of regional state administrations as well as CEBs. The institutionalization of training for civil servants on gender issues is taking place according to "Action Plan for Implementation of the Concept of Reforming the System of Professional Training of Civil Servants, Chairs of Local State Administrations, their First Deputy and Deputy, local Government Officials and Members of Local Councils." Forms of training include special short-term training courses, seminars, training sessions, modules for professional development programs, as well as courses for gender mainstreaming. The training topics include strengthening leadership and political skills, enhancing gender culture, business clubs, gender aspects in certain economic areas, for example in agriculture.

There is also a positive tendency among local councils joining **the European Charter for Equality of Women and Men in Local Life**. In 2017—2018, the relevant decision was approved

by 34 local councils, another 16 are now in the preparation stage for accession to the Charter. This is especially important given the decentralization reform that is occurring in Ukraine.

20. What actions has your country taken in the last five years to increase women's access to expression and participation in decision-making in the media, including through information and communication technologies (ICT)?

- *Strengthened the provision of formal and technical vocational education and training (TVET) in media and ICTs, including in areas of management and leadership*
- + *Taken measures to enhance access, affordability and use of ICTs for women and girls (e.g. free wifi hubs, community technology centers)*
- *Introduced regulations to advance equal pay, retention and career advancement of women within the media and ICT field*
- *Collaborated with employers in the media and ICT field to improve internal policies and hiring practices on a voluntary basis.*
- *Provided support to women's media networks and organizations*

In Ukraine, information and communication technologies are relatively affordable, including for women. In particular, local self-government bodies create in zones of free wi-fi access in the cities of Ukraine. Nevertheless, in a number of Ukrainian regions, measures are being taken to set up **public technology centers** in order to provide more people with access to modern technologies.

The media sector in Ukraine is moderately regulated by the state. Therefore, processes of voluntary improvement of domestic policies towards greater gender sensitivity are important. Professional organizations such as the "Industrial Gender Advertising Committee", Volyn media club and others are working to promote these processes among the Ukrainian media.

21. Do you track the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?

In January 2019, the Ministry of Finance of Ukraine adopted "**Methodological recommendations on the use of GRB by the main spending units**". This document is a guide for all institutions and organizations in their work on gender budget analyses and gender budgeting within the framework of public finance management in Ukraine. Therefore, the Ministry of Finance plans to begin to assess the share of the budget aimed at promoting gender equality.

The Ministry of Finance in cooperation with other ministries on central and regional level has started the process of budget programs analysis with respect to their gender component. In the framework of this work RSA started analysis of local budget programs to identify whether they include gender aspect. However, some areas have already started gender budgeting in selected areas. For example, the Zhytomyr Region State Administration carried out a gender budget analysis of such programs as "Regional Target Program for Tuberculosis Control by 2016" (2015),

"Regional Complex Cancer Control Program for the Period by 2016" (2015), "Provision of Social Services of In-patient Care with the Provision of a Place of Residence, Comprehensive Support, Protection and Safety for Persons who can not Conduct an Independent Life because of Old Age" (2016), "Training of Personnel for the Sphere of Culture and Art by Higher Educational Institutions of I and II Levels of Accreditation" (2017) and "Provision of Secondary Education by General Boarding School" (2018).

At present, an approximate estimate of the budget allocated to gender equality issues can be made by adding the amounts of funds allocated for the implementation of NAP 1325, the State Program on Gender Equity and Financial Provision of Regional Gender Equality Programs.

The steps taken are the result of the successful and partnership work of the Gender Budgeting Project in Ukraine, being implemented with the financial aid of Sweden and implemented by a consortium of international organizations in partnership with ministries and departments: from the Ministry of Education, the Ministry of Social Policy, the Ministry of the Youth and Sport, the Ministry of Health, the Ministry of Culture, the State Statistics Service of Ukraine, and the Committees of the Parliament of Ukraine (field-specific and budget), and regional state administrations. The Ministry of Finance of Ukraine is the main partner of the project.

22. As a donor country, does your country track the proportion of official development assistance (ODA) that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?

Ukraine is not currently a donor country.

23. Does your country have a valid national strategy or action plan for gender equality?

Ukraine has the current national strategy on gender equality. In 2018, the Cabinet of Ministers of Ukraine approved the **"State Social Program for Equal Rights and Opportunities for Women and Men for the Period by 2021"** (CMU No. 237). The program will promote the principle of equality of women and men in the priority areas of social and economic development in Ukraine, effective resolution of problems and elimination of gender imbalances with a clear focus on human rights. The program takes into account the recommendations of the UN, the Council of Europe, the European Union, the OSCE, international monitoring institutions in the field of human rights, as well as the provisions of international treaties, in particular, the EU-Ukraine Association Agreement. Implementation of the program will also contribute to the implementation of Ukraine's international commitments on gender equality, such as the Council of Europe Gender Equality Strategy 2018—2023, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and Goal 5 from Sustainable Development Goals, namely, "Ensuring Gender Equality, Empowerment of all Women and Girls".

The program provides taking into account the gender component in economic and social development programs, improving the mechanism for conducting gender legal expertise, setting up a comprehensive system for responding to cases of discrimination on the basis of gender, expanding the list of statistical indicators, gender-differentiated, reducing the gender imbalance in the civil service and human resources management, as well as the inclusion of a gender component in the reform program. All relevant institutions and subjects must be involved and have the appropriate knowledge to effectively implement the program in order to increase the visibility, empowerment, responsibility, and participation of women and men in Ukraine.

The program identifies the main tasks aimed at increasing the level of observance of the principle of equal rights and opportunities for women and men in all spheres of life of Ukrainian society. In particular, the document provides for:

- * improving the legal framework, taking into account the gender component in programs of economic and social development;
- * improving the mechanism for carrying out gender-focused legal analyses;
- * expansion of the list of statistical indicators, differentiated by gender;
- * reduction of gender imbalance in the areas of civil service and human resources management (in particular, development and introduction of training courses for civil servants and officials of local self-government bodies on equal rights and opportunities for women and men);
- * improving the mechanisms for implementing the right to protection from discrimination on the basis of gender;
- * making the gender component of the reform program.

24. Does your country have an action plan and timeline for implementation of the recommendations of the Committee on the Elimination of Discrimination against Women (if a State party), or of the recommendations of the Universal Periodic Review or other United Nations human rights mechanisms that address gender inequality/discrimination against women?

In Ukraine, the "**National Action Plan for the Implementation of the Recommendations set out in the Concluding Observations of the UN Committee on the Elimination of Discrimination against Women till 2021**" was approved. This plan, in particular, provides for:

- improving the legal and regulatory framework in the area of countering and preventing discrimination against women and girls;
- conducting training sessions on women's rights and incorporating a gender component in educational standards for specialist training;
- improving the effectiveness of investigations of cases of sexual violence and provide assistance to affected women and girls;
- strengthening the institutional mechanism for ensuring equal rights and opportunities for women and men;

- improving the mechanism for the protection of the rights of women and girls from vulnerable groups, including internally displaced persons, national minorities, and the disabled and elderly;
- conducting information campaigns to raise awareness of women's rights issues;
- improving the access of girls and women to medical, educational, legal, and social services.

The implementation of the NAP measures will help overcome most acute forms of discrimination against women and girls, reduce gender-based and domestic violence, prevent its manifestations and provide timely assistance to victims, expand women's economic opportunities, ensure equal access to justice, and facilitate participation in decision making in political and public life and implementing other key recommendations given to Ukraine by the CEDAW committee (2017).

25. Is there a national human rights institution in your country?

The National Institute for the Defense of Human Rights in Ukraine is represented by the **Parliamentary Commissioner on Human Rights (Ombudsman)**. The mandate of the Commissioner specifically provides for work in the field of gender equality. Article 3 of the Law of Ukraine "On the Ombudsman of the Parliament of Ukraine" states that the purpose of parliamentary control exercised by the Commissioner is to prevent any forms of discrimination against the realization of human rights and freedoms. Article 10 of the Law of Ukraine "On the Principles of Prevention and Counteraction of Discrimination in Ukraine" states that the Parliamentary Commissioner in the framework of exercising parliamentary control over the observance of constitutional rights and freedoms of human being and citizen and the protection of the rights of everyone in the territory of Ukraine and within its borders Jurisdiction prevents any form of discrimination and takes measures to combat discrimination.

The mandate of the Commissioner on combating gender-based discrimination is defined in Article 9 of the Law of Ukraine "On ensuring equal rights and opportunities of women and men" according to which the parliamentary Commissioner is:

- monitoring compliance with the principle of non-discrimination in various spheres of social relations;
- monitoring and summarizing the results of observance of the principle of non-discrimination in various spheres of social relations;
- considering appeals by individuals and/or groups of persons on issues of discrimination;
- keeping records and summarizing cases of discrimination in various spheres of social relations;
- highlighting in the annual report the issue of preventing and combating discrimination and non-discrimination;
- carrying out cooperation with international organizations, relevant bodies of foreign countries on compliance with international standards of non-discrimination;
- carrying out other powers defined by the Constitution and laws of Ukraine.

Finally, Article 9 of the Law of Ukraine "On Ensuring Equal Rights and Opportunities for Women and Men" states that the Ombudsman in the framework of exercising control over the observance of human and civil rights and freedoms:

- it exercises control over observance of equal rights and opportunities of women and men;
- it reviews complaints about gender-based discrimination;
- it highlights issues of equal rights and opportunities for women and men in the annual report.

The Commissioner in cooperation with the project "Democratization, Human Rights and Development of Civil Society in Ukraine" implemented by UNDP in the publication prepared by Ukraine entitled "Comprehensive Study of Women Living in Rural Areas." The publication contains an analysis of the results of a study on the situation of women living in rural areas in the context of observing their rights enshrined in the UN Convention on the Elimination of All Forms of Discrimination Against Women. On the basis of the study, recommendations were drawn up for a wide range of parties on possible ways to improve the situation with women's rights.

Additionally, the positions of the President's commissioner on children's rights, President's commissioner on disabled persons' rights and Governmental commissioner on gender issues operate in Ukraine.

Peaceful and inclusive societies

26. What actions has your country taken in the last five years to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda?

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| <ul style="list-style-type: none">+ <i>Adopted and/or implemented a National Action Plan on women, peace and security</i>+ <i>Integrated women, peace and security commitments into key national and inter-ministerial policy, planning and monitoring frameworks</i>+ <i>Used communication strategies, including social media, to increase awareness of the women, peace and security agenda</i>+ <i>Increased budgetary allocations for the implementation of the women, peace and security agenda</i>- <i>Taken steps to reduce excessive military expenditures and/or control the availability of armaments</i>- <i>Re-allocated funds from military spending to social and economic development, including for gender equality and the empowerment of women</i>+ <i>Supported inclusive and gender-sensitive conflict analysis, early warning and prevention mechanisms</i> |
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Given that Ukraine is in a state of a war and needs to provide armed protection to its population and territorial integrity, reducing military spending is not a priority at this stage of the country's development. At the same time, in 2016, during the armed aggression from Russia, the Cabinet of Ministers of Ukraine **adopted the "National Plan of Action for the Implementation of the UN Security Council Resolution 1325 "Women, Peace and Security"** for the period by 2020" (NAP 1325). Thus Ukraine became the first country in the world that has adopted a national action

plan on 1325 in a situation of international armed conflict in certain areas of Donetsk and Luhansk regions of Ukraine. In this way the Government recognized women's active participation in responding to conflict and peacebuilding, and paid special attention to combating the problem of gender-based violence. The plan was updated in 2018 after an internal and external mid-term evaluation of its implementation. Changes made to the Plan in 2018 are detailed in Section 1.

To implement NAP 1325, 18 regional action plans were adopted, and 7 other regions included the issue of "women, peace, security" in other regional programs. In addition, sectoral action plans were adopted in the Ministry of Internal Affairs, State Border Guard Service, National Police, National Guard, Ministry of Defense, and General Staff of the Armed Forces in order to localize NAP 1325 in the oblasts of Ukraine.

Within the framework of the work of the Commission on Coordination of Euro-Atlantic Integration of Ukraine, an interdepartmental working group on the implementation of UNSCR 1325 "Women, Peace, and Security" was created. This interdepartmental working group is a mechanism for promoting the implementation of equal rights and opportunities in the security and defense sector of Ukraine, the implementation of Resolution 1325 and the creation of a conceptual document that would regulate aspects of gender policy in the security sector. The Ministry of Internal Affairs, the Ministry of Defense, and the General Staff of the Armed Forces of Ukraine also created departmental working groups to coordinate and monitor the implementation of Resolution 1325. A network of advisers and contact persons on gender issues has been established in the system of the Ministry of Internal Affairs and the Ministry of Defense to strengthen institutionalization, and gender units have been identified. Some advisers work with the support of UN Women Program.

In order to ensure a systematic approach in the implementation of gender issues in the curricula of higher education institutions of the security and defense sector, as well as their compliance with international norms and standards on gender equality, Vice Prime Minister for European and Euro-Atlantic integration, with the support of the UN Women Program project "Gender Equality in the Center for Reforms, Peace, and Security" launched the initiative on comprehensive integration of gender issues into the curricula of higher education institutions of the security and defense sector. In 2018, 10 pilot education institutions in the security and defense sector joined the initiative and conducted research in their institutions to identify the possibility of incorporating a gender component into curricula. In 2019, the work focuses on the development of the necessary teaching materials and training of teachers.

In order to raise awareness on women, peace, and security issues, governmental authorities conducted a series of informational and educational events. In particular, in October 2014, NADS and the Ministry of Defense held a round table "Gender Equality and Levels of Relations in the Security and Defense Sector of Ukraine – Present and Future" for a wide range of people from the highest state leadership to public activists. A number of educational events on the professional development of civil servants in the security and defense sector took place within the framework of the NATO-Ukraine Program. So in October 2017, a module on the theme of leadership and gender was held on Euro-Atlantic integration. Among other issues, the participants of the module discussed issues of gender, gender equality, gender mainstreaming, and gender responsive

budgeting. With the support of the CSO "Center for the Development of Democracy", the Ukrainian Institute for the Promotion of Qualifications of Television Broadcasting and Press Workers held 7 seminars on the implementation of the NAP 1325 in 2018. In 2017, they held a competition for journalists on the topic of women, peace, and security. With the support of the OSCE project coordinator two textbooks "Women. Peace. Security" have been developed: for the workers of the national police and for social workers. The textbook informs about the existing mechanism of international and national legislation and provide guidelines on helping the victims of gender-based violence, including GBV related to conflict. A special attention is devoted to preventing and combating gender discrimination.

At the initiative of the Vice prime minister on European and Euro-Atlantic integration office gender impact assessment was of the Ukrainian security and defense sector was conducted. The assessment was done within the global project of the UN Women Program «Global opportunities for women, peace and security: from resolution to responsibility and leadership» in 2017. The assessment includes five departments of the security and defense sector of Ukraine: the Ministry of Defense and the

Best regional practices: Zhytomyr

In the health care institutions of the region, an informational and educational campaign on combating gender-based violence in conflict situations and the post-conflict period was conducted.

General Staff of the UAF, the Ministry of Internal Affairs of Ukraine, as well as the State Border Guard Service, the National Guard, and the National Police (within the Ministry of Internal Affairs). The assessment showed that gender equality is not considered as part of the reform of the security sector by the heads of departments. As a consequence, it is not integrated into the implementation of the Strategic Defense Bulletin. Gender issues are not included in the daily work of identified subjects at strategic, operational, or tactical levels. However, positive developments were noted, in particular, the State Border Guard Service of Ukraine for the introduction of gender into its work. Namely, the State Border Guard Service of Ukraine takes effective measures to integrate the gender concept into the activities of the agency.

In particular, the representatives of the service are actively involved in the working group on the establishment of the Ukrainian Association of law enforcement agencies, that was created as a result of the law-enforcement reform in Ukraine. The Association was established in 2018. In the year that it has existed, the Association was represented at key international events on gender and law-enforcement issues. It also established cooperation with similar organizations abroad. In 2018—2019, over 150 women from the structural units of the Ministry of Internal Affairs (National Police, National Guard of Ukraine, State Border Guard Service of Ukraine, State Emergency Situations Service and State Migration Service) became members of the Association of Representatives of Law Enforcement Bodies of Ukraine.

The State Border Guard Service is also working to integrate gender issues into the curriculum of the National Academy of the State Border Guard Service for 2018—2019. In cooperation with the OSCE Secretariat, the State Border Guard Service of Ukraine participates in the work of the

OSCE Gender Equality Platform for National Security and Border Management Offices. The purpose of this project is to strengthen the capacity of the OSCE participating States by developing a mechanism to promote gender equality in national security and border management agencies at all levels through an interactive gender training program.

MOE introduces mediation as a peaceful way of resolving conflicts and creates mutual understanding services in educational institutions.

27. What actions has your country taken in the last five years to increase the leadership, representation and participation of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response, at decision-making levels in situations of armed and other conflicts, and in fragile or crisis settings?

- + Promoted and supported women's meaningful participation in peace processes and the implementation of peace agreements*
- + Promoted equal participation of women in humanitarian and crisis response activities at all levels, particularly at the decision-making level*
- + Integrated a gender perspective in the prevention and resolution of armed or other conflict*
- + Integrated a gender perspective in humanitarian action and crisis response*
- + Protected civil society spaces and women's human rights defenders*

Women are active participants in state and community measures to resolve the conflict, restore peace, and provide humanitarian relief. A significant amount of women's efforts in this area is carried out within the public sector: non-governmental organizations and volunteer initiatives working with issues stemming from the international armed conflict in certain areas of Donetsk and Luhansk regions of Ukraine.

However, there is still a low level of engagement of women in high-level talks on the settlement of the international armed conflict in certain areas of Donetsk and Luhansk regions of Ukraine and peacekeeping, as envisaged by the PFA. Among the representatives of the Ukrainian delegation, only one woman, which is less than 10% of the entire delegation, was present in Minsk for the implementation of the Minsk agreements.

38 representatives of the National Guard of Ukraine and the National Police of Ukraine involved in peacekeeping operations, including:

- Under the auspices of the UN:
 - South Sudan – 24 people (including 2 women)
 - Congo – 5 people
 - Cyprus – 7 people (including 2 women)
 - UN Secretariat – 1 person;
- Under the auspices of the OSCE: Kosovo – 1 person.

The Ministry of Defense of Ukraine notes that three female military personnel (representing 10% of the total national personnel of the mission) participate in international peacekeeping and security operations. Two servicewomen perform tasks as part of the joint Lithuanian-Polish-Ukrainian brigade. In six civil-military administrations of the Donetsk region, 78.6% of women work. In the military and civilian administration of Luhansk region, 67 people work, including 42 women, or 63% of all employees. Among them, two women hold positions of deputy heads of military-civilian administrations. The apparatus of the Regional State Administration employs 64 women and 23 men, of whom 19 women are in leadership positions. Women occupy 55% of all executive posts of the regional state administration apparatus.

23.5% of women work in the Ministry of Internal Affairs, 74.6% in the State Migration Service, 24.1% in the State Tax Administration, 22.7% in the National Police, 15.7% in the National Security Service, 11.4% in the National Guard. Two female generals serve in the National Police and the Security Service of Ukraine.

Several events on preventing and solving conflict through mediation took place in 2015-2016 within the project **"Peace Building, Conflict Prevention, and Conflict Resolution through the Use of Mediation in Groups and Communities Affected by the Conflict, Especially among Women and Girl IDPs."** The project is aimed at practical psychologists, social educators of institutions of general secondary education and colleges. Within the framework of this project, there are "Basic Skills of a Mediator in an Educational Institution" training sessions. Ensuring the Participation of Women and Children in Conflict Resolution and Peacebuilding", which aims to promote and support the importance of women's participation in peace processes and the implementation of peace agreements. The Transcarpathian Institute of Postgraduate Pedagogical Education also introduces a training program and a special course for the improvement of skills of pedagogical staff entitled "Basic Skills of a Mediator in an Educational Institution. Ensuring the Participation of Women and Children in Conflict Resolution and Peacebuilding".

The level of involvement of women in the security and defense sector is increasing. This was facilitated by the Order of the Ministry of Internal Affairs of Ukraine No. 189 dated March 13, 2018, amendments were made to the List of positions of the National Guard of Ukraine for which female service positions are allowed. According to this order, women now have access to all positions of non-commissioned, sergeant, and senior officers, including military medical officers of the platoon, deputy commander of the division, operator of unmanned aerial vehicles, pilot operator, helicopter fighter pilot, etc. Also, in 2017, the Order of the Ministry of Health No. 256 was abolished, which established 450 professions that are prohibited to women. This has contributed to the empowerment of women in security and peace-building sectors. There is also internal work on the integration of women into the military service within the military formation with the law enforcement functions of the National Guard of Ukraine.

On the initiative of the member of parliament Iryna Lutsenko, the wife of the President of Ukraine Maryna Poroshenko and the head of the Kharkiv RSA, on July 7, 2017 in Kharkiv the first Global gender forum took place. The event was conducted on a solid academic level and

united the representatives of the government and civil society in the discussion of women's contribution in diverse areas of life.

Ukraine also hosted the First and Second All-Ukrainian Women's Congresses in 2017 and 2018, as well as regional women's congresses in Odessa (May 2018) and Lviv (September 2018). All-Ukrainian congresses were organized by the Equal Opportunities Caucus and are a permanent public platform that forms the agenda for gender policy for the Parliament of Ukraine, the Government, local communities, the private and public sectors, and the media community. The issue of women's leadership, in particular, in the field of construction, was part of the discussions of the congresses. The resolution of the Second All-Ukrainian Congress contained the following priorities for further ensuring the Principle of Gender Equality in the security, defense, and law enforcement sectors:

- eliminating discrimination in the selection of education and the appropriate training (retraining) of girls and women when obtaining military positions;
- involving women in the military and law enforcement services as an integral part of world-building;
- monitoring the protection of the rights and opportunities of women and men in security, defense and law enforcement agencies, including male and female veterans;
- developing the policy of supporting families (military) who have lost family members in the war;
- including the gender component in communication strategies related to the security of the information space.

28. What actions has your country taken in the last five years to enhance judicial and non-judicial accountability for violations of international humanitarian law and violations of the human rights of women and girls in situations of armed and other conflicts or humanitarian action and crisis response?

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| <ul style="list-style-type: none">+ <i>Implemented legal and policy reform to redress and prevent violations of the rights of women and girls</i>- <i>Strengthened institutional capacities, including of the justice system and transitional justice mechanisms as applicable, during conflict and crisis response</i>+ <i>Strengthened capacity of security sector institutions on human rights and prevention of sexual and gender-based violence and sexual exploitation and abuse</i>+ <i>Increased access of conflict-affected, refugee or displaced women to violence prevention and protection services</i>- <i>Taken measures to combat illicit arms trafficking</i>- <i>Taken measures to combat the production, use of and trafficking in illicit drugs</i>+ <i>Taken measures to combat trafficking in women and children</i> |
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Judicial reform has started in Ukraine. Since 2018, work on judicial mechanisms to strengthen its responsibility for human rights violations in the context of the conflict and humanitarian activities has begun.

At the request of the Vice Prime Minister for European and Euro-Atlantic cooperation, an analysis of a government model for implementing judicial and other adjacent reforms was made in order to include a gender component with UN support (April 2018). Key findings and recommendations for gender integration are presented and transmitted to key stakeholders in the justice system.

The National School of Judges of Ukraine (NSJU) developed a training course for judges on the peculiarities of criminal proceedings in cases of domestic violence, approved in 2017—2018 and included in the curriculum of the NSJU. The NSJU also participates in the regional project "Strengthening Access to Justice for Women who are Victims of Violence in the Eastern Partnership Countries", the Council of Europe (COE) initiative implemented through bilateral cooperation with national authorities and regional exchanges, as well as the development and dissemination of a new remote course on women's access to justice through the HELP program aimed at judges, prosecutors, lawyers, and civil society advocates.

To implement the National Action Plan for CEDAW (September 2018), a number of measures have been planned and initiated to ensure the access of women and girls to justice, including the adoption of procedures for the investigation of gender-based sexual violence; conduct appropriate training, approve of codes of conduct and protocols for the police and armed forces that take into account gender, and strengthen the potential of the judiciary system to ensure its independence, impartiality, and good faith. The following institutions are appointed to implement the measures: the bodies of the Ministry of Internal Affairs, the Ministry of Defense, the Ministry of Health, the Ministry of Social Policy, the Ministry of Justice, the Prosecutor General's Office, the High Qualifications Commission of Judges of Ukraine, the National School of Judges of Ukraine, the High Council of Justice of Ukraine, professional associations of judges, the Council of Judges of Ukraine, the State Judicial Administration, Judges meetings.

Domestic violence has been criminalized in Ukraine in accordance with Article 126-1 of the Criminal Code of Ukraine, which is an important legislative step to combat this kind of violence.

Ukraine has also filed a number of **lawsuits in international tribunals** against the Russian Federation for crimes and violations of human rights and women's rights during the armed aggression by Russia in the Donetsk and Luhansk regions and in the Autonomous Republic of Crimea and the City of Sevastopol.

Internally displaced persons, who became a new large group in terms of Ukraine's socio-demographics, received great support from the state, as well as from international and national civic organizations. Activities aimed at **supporting IDPs** related to their adaptation in the new environment, jobs, housing, or a range of social services.

29. What actions has your country taken in the last five years to eliminate discrimination against and violations of the rights of the girl child?

- + *Taken measures to combat negative social norms and practices and increased awareness of the needs and potential of girl children*
- + *Strengthened girls' access to quality education, skills development and training*
- *Tackled disadvantages in health outcomes due to malnutrition, early childbearing (e.g. anemia) and exposure to HIV/AIDS and other sexually transmitted diseases*
- + *Implemented policies and programmes to reduce and eradicate child, early and forced marriage*
- *Implemented policies and programmes to eliminate violence against girls, including physical and sexual violence and harmful practices*
- + *Implemented policies and programmes to eradicate child labour and excessive levels of unpaid care and domestic work undertaken by girl children*
- + *Promoted girls' awareness of and participation in social, economic and political life*

The Law of Ukraine No. 2229 "On Prevention and Combating of Domestic Violence", 2017, aims to implement policies to eliminate violence against girls. In 2016, by the decree of the President of Ukraine, the annual National Program of Ukraine-NATO Cooperation included the issue of ensuring the implementation of UN Security Council Resolution 1612 "Children in Armed Conflict", which also addresses the needs of girls.

Activities aimed at providing educational and reproductive rights of girls, their right on life without violence, rights of girls from vulnerable groups that experience multiple discrimination are defined in the State program on gender equality and the National Action Plan on CADAW. One of project on raising awareness and expanding girls' participation in social, economic and political life is an annual campaign "16 Days Against Violence", which was held throughout Ukraine.

Since June 1 2017 a National children's hotline is operating, using the European number 116-111. Both children and their parents can receive counseling on the issues of children's rights violations. With this Ukraine has joined the united European system of children's telephone counseling.

Best regional practices: Zhytomyr

- * The city council and NGOs are conducting projects to develop girls' potential: "Weekend Leadership School", "The First Step to Success", "Not Weak Gender"
- * 2016: Zhytomyr NGO "Parity" was awarded the "With and For Girls" World Prize.

In educational establishments for schoolchildren of middle and upper grades and students, there are informational measures on informing on questions of safe migration and risks of falling into a situation of human trafficking on topics "Internet network – Rules of Safe Behavior", "Your Safe Behavior". Children are offered a review of social advertising and videos on combating human trafficking, followed by an analysis of the information received, a review and discussion of the movie "Destination is Life". At parental meetings, psychologists inform parents about how children can practice safe behavior on social networks, conduct lectures on the issues of protecting children's rights, and explore through training groups the question: "Teen in a safe world", "Life values", "Supporting a teenager in a professional space", "Employment of minors", "Trip abroad:

pros and cons", "The child is the creator of his destiny". For class leaders, training is provided on conducting educational work with children under the program "Personal Dignity. Safety of Life. Civic Position" and information measures "Prevention of Human Trafficking, Its Primary Prevention".

In educational institutions in which practical psychologists and social educators work, interactive training sessions, lectures, round tables, workshops, video tutorials and discussions, and interactive conversations on topics such as "What you need to know about the problem of human trafficking", "What you need to know to protect yourself from the danger of falling into the situation of children trafficking", "Human trafficking – how to protect ourselves from danger", "Effective forms of educational and preventive works on prevention of domestic violence", "Promoting women's status in Ukraine, developing gender initiatives", "Preventing women and children trafficking", "Using comics in preventing human trafficking", "Using case studies in combating human trafficking", "Countering the worst manifestations of child labor", "Sexual exploitation of children in tourism", "Human trafficking: signs and forms", etc.

Girls' access to high-quality education is addressed by the Ministry of Education and Science of Ukraine, the Strategy for the full implementation of the gender component in education "Education: Gender Dimension 2020", that was not adopted. The Ministry of Education and Science of Ukraine is trying to ensure more equal access to quality secondary education for children, including girls in urban and rural areas. Government develops special actions to ensure girls' access to STEM-education and to gender-neutral professional counseling at schools. The Ministry of Education conducts mandatory gender expertize of school textbooks in order to eliminate discriminatory content from the educational materials. For example, according to the results of the examination, the stamp of the "Educational and methodical manual for the curriculum" Family Values" for 8th and 9th grades was revoked. Starting from 2017-2018 academic year a Masters program "Gender studies" operated at the faculty of sociology in the Kyiv National Shevchenko University and creates specialists in gender sociology.

Girls' health is an important element of their welfare. Over the past 5 years, the network of family planning cabinets has been expanded. Through these channels, girls are informed about a healthy lifestyle, the risks of early childbirth, and the negative effects of sexually transmitted infections.

Early and forced marriages are still taking place in Ukraine, mostly in the Roma ethnic group. Currently, a consultation process is ongoing between representatives of the Roma community, activists and government bodies and public activists on this issue. In particular, recommendations are currently being formulated on including the Roma women rights into the "Strategy of protection and integration of Roma nationality into the Ukrainian society till 2020".

One of priority areas of police work in Ukraine was the eradication of child **pornography**, of which girls are the main victims. In particular, in 2019, the Cyberpolice Department stopped the operation of a studio for the production of child pornography in Kyiv and prosecuted the organizer.

Environmental conservation, protection and rehabilitation

30. What actions has your country taken in the last five years to integrate gender perspectives and concerns into environmental policies?

- + *Supported women's participation and leadership in environmental and natural resource management and governance*
- + *Strengthened evidence and/or raised awareness about gender-specific environmental and health hazards (e.g. consumer products, technologies, industrial pollution)*
- *Increased women's access to and control over land, water, energy, and other natural resources.*
- + *Promoted the education of women and girls in science, engineering, technology and other disciplines relating to the natural environment.*
- *Enhanced women's access to sustainable time- and labour-saving infrastructure (e.g. access to clean water and energy) and climate-smart agricultural technology*
- *Taken measures to protect and preserve the knowledge and practices of women in indigenous and local communities related to traditional medicines, biodiversity and conservation techniques*
- *Taken steps to ensure that women benefit equally from decent jobs in the green economy*
- *Monitored and evaluated the impact of environmental policies and sustainable infrastructure projects on women and girls*

Women's environmental organizations in Ukraine, in particular, the women's All-Ukrainian environmental organization "Mama-86", were active in defending the interests and missions of their NGOs in their relations with the state. By doing so, they showed their leadership and ability to influence the decision-making processes in the country. In particular, "Mama-86" took an active position in advocating for the adoption of environmental laws, which Ukraine had to accept in accordance with the Association Agreement with the EU. In addition, "Mama-86" is working on collecting evidence of natural hazards.

Best regional practices: Zhytomyr

The participation and leadership of women in the management of the environment and natural resources are included as a goal for the project of the Strategy of integrated development of the city "Zhytomyr – 2030" in the section "Green city".

Supporting girls to access environmental education has taken place mainly due to the introduction of the **STEM program** (science, technology engineering, mathematics). This project is being implemented in a number of areas and is popular among schoolgirls who are studying traditionally less popular subjects among girls, as well as learning about the activities of female inventors and their impact on the development of modern science and technology. To train teachers on the introduction of STEM-oriented training in educational institutions, special educational activities, such as "STEM-education as a Component of Innovation Activity of the Institution of General Secondary Education", are conducted, as well as the study "Studying the State of Equal Access of Students to Select and get STEM-professions", which was held in 2018 in Lutsk.

31. What actions has your country taken in the last five years to integrate gender perspectives into policies and programmes for disaster risk reduction, climate resilience and mitigation?

- + *Supported women's participation and leadership, including those affected by disasters, in disaster risk reduction, climate resilience and mitigation policies, programmes and projects*
- + *Strengthened the evidence base and raised awareness about the disproportionate vulnerability of women and girls to the impact of environmental degradation and disasters*
- + *Promoted access of women in situations of disaster to services such as relief payments, disaster insurance and compensation.*
- *Introduced or strengthened and implemented gender-responsive laws and policies related to disaster risk reduction, climate resilience and mitigation (e.g. disaster laws addressing vulnerability of women in disaster)*

The social insurance program of Ukraine provides for equal **access to compensations** for people in the event of disasters, regardless of gender. This is in line with the principle of integrating gender equality approaches in the development of normative legal acts, and also in line with Objective 5 of the SDG on gender equality.

There are cases of gender affects on communities in the sphere of agriculture. Among the gender-sensitive risks of industrial agricultural are negative effects on access to clean water, lack of financial resources among women to buy energy, women's low income that leads to more intense use of solid fuel as a result decreasing the quality of the air.

Section Three: National institutions and processes

32. What is your country's current national machinery for gender equality and the empowerment of women? Please name it and describe its location within Government.

In accordance with the Law on Equal Opportunities, **the national mechanism for ensuring equal rights and opportunities** for women and men consists of the Parliament of Ukraine, the Cabinet of Ministers of Ukraine, a specially authorized central executive body on equal rights and opportunities for women and men (Ministry of Social Policy), executive bodies and bodies of local self-government and their authorized persons (coordinators) on issues of equal rights and opportunities for women and men defined and public associations.

Today in Ukraine there is a unique situation, where, for the first time, the issue of gender equality is supported at the highest political level in the Government. As such, beginning March 1, 2017, the Government has instituted obligations on the implementation of state policy in this sphere on the Vice Prime Minister for European and Euro-Atlantic integration of Ukraine, whose portfolio now includes gender equality and coordinating the interaction of central executive authorities on gender equality issues; organizing work related to forming and representing Ukraine's position in relations between Ukraine and the North Atlantic Treaty Organization, including on gender equality issues. This ensured the coordination of the implementation of gender policy at the highest level. The structure of the state machinery on gender equality is presented in Appendix 7.

Executive power

As of March 1, 2017, the institutional mechanism on gender equality was significantly strengthened: the Government has instituted obligations on implementing the state policy on gender equality on the Vice Prime Minister for European and Euro-Atlantic integration of Ukraine. The Vice Prime Minister's portfolio includes coordinating the interaction of central executive bodies on gender equality issues; organizing work related to forming and representing Ukraine's position in relations between Ukraine and the North Atlantic Treaty Organization, including on gender equality issues. This ensures coordination of gender policy implementation on the highest level.

Under the Cabinet of Ministers of Ukraine, the apparatus of the Government Commissioner for Gender Policy has been established. Within the executive authorities, there are also gender representatives (deputy ministers on European integration), as well as the gender adviser's position and working groups or units have been set up to ensure the work of the ministries on the integration of gender equality into their main field of activity.

The Cabinet of Ministers is where the Interdepartmental Council on Family Matters, Gender Equality, Demographic Development, Preventing Family Violence, and Human Trafficking operates. It is an interim consultative and advisory body entrusted with tasks such as promoting effective state policy on family matters, gender equality, demographic development, preventing domestic violence, and combating human trafficking; considering issues that require cross-sectoral coordinated cooperation on implementing the state policy on family matters, gender equality, demographic development, preventing domestic violence, and combating human trafficking, in particular, tracing, returning, rehabilitating victims of such trafficking, preventing violence in families; promoting the formation of a positive attitude towards the family, responsible fatherhood, reviving and preserving national family values, establishing equal rights and opportunities for women and men in all spheres of society's life, preventing social orphanhood; informing the Cabinet of Ministers of Ukraine and the public on the implementation status of the state policy on family issues, gender equality, demographic development, preventing domestic violence, and combating human trafficking. The same interdepartmental councils operate at the level of regions and districts.

The Ministry of Social Policy of Ukraine is a specially authorized central executive body for ensuring equal rights and opportunities for women and men. Within the Ministry of Social Policy two gender bodies operate: an expert groups on combating human trafficking, domestic violence, and gender equality in the Directorate of social services and integration, that consists of four governmental experts and a Department of combatting trafficking and preventing domestic violence, with a section on gender equality within its structure. The activity of the Expert Council on Preventing and Combating Gender-Based Discrimination, created at the Ministry of Social Policy in 2012, has been streamlined. Starting from 2016 it is not only working with appeals on the facts of discrimination submitted by the public, but also provides recommendations to the Ministry of Social Policy on eliminating such cases and their causes.

Structural divisions of gender policy are formed in a number of ministries. The Ministry of Justice has a working group on implementing gender approaches in the work of the ministry. Among other tasks it is charged with gender analysis of state regulatory documents. Starting from 2018 the Department of Observance of Gender Equality was created within the structure of the Ministry of Internal Affairs of Ukraine. In 2017, within the structure of the National Guard of Ukraine, a gender mainstreaming service was created by the Personnel Department of the Main Directorate of the National Guard of Ukraine. In 2018, a service on gender equality was created in the structure of the State Border Guard Service of Ukraine. In 2018, the State Migration Service of Ukraine set up a department on gender equality issues and the processing of citizens' requests. Deputy ministers for European integration, along with a number of other ministries, are also responsible for the issue of gender equality.

As part of the work by the Commission on Coordination of Euro-Atlantic Integration of Ukraine, an interdepartmental working group to implement UNSCR No. 1325 "Women, Peace and Security" was created. This interdepartmental working group is a mechanism for promoting the implementation of equal rights and opportunities in the security and defense sector of Ukraine,

the implementation of Resolution No. 1325, and the creation of a conceptual document that would regulate aspects of gender policy in the security sector.

A network of gender advisers in central executive bodies is being renewed. In particular, in 2017, a full-time female adviser on reforming the psychological service and gender integration of the apparatus of the commander of the National Guard of Ukraine was appointed. In 2018, the position of an external gender adviser responsible for ensuring the principle of gender equality was created, as well as a full-time position of the assistant to the Head of the SBGSU on issues of gender equality in the State Border Guard Service of Ukraine. Since April 2019 a position of a full-time advisor on gender policy is introduced in the Ministry of Internal Affairs. The process of reestablishing advisers at the regional level is ongoing, in local executive authorities and local self-government.

Legislative power

The Parliamentary Committee on Human Rights, National Minorities, and International Relations encompasses the Subcommittee on Gender Equality and Non-Discrimination.

Within the secretariat of the parliamentary commissioner on human rights there is a position of a commissioner's representative on equal rights and opportunities, who is among other issues responsible for gender equality and non-discrimination.

The "Equal Opportunities" caucus, which is composed of 51 Ukrainian members of parliament, operates on an active basis, and includes 14 men from 6 different factions. The mission of the Union is to promote gender equality and the advancement of women in society; to combine the efforts of the legislative and executive authorities and the civil sector to promote women's rights; and to promote the process of adapting Ukrainian legislation to EU legislation. In addition, the "Women, Peace, Security" and the "For Family Values" caucuses are working on issues related to women. The last women's parliamentary initiative is the most recent, but does not see the issue of contain gender equality among its tasks.

33. Is the head of the national machinery a member of the institutional process for SDG implementation (e.g. inter-ministerial coordinating office, commission or committees)?

The national system for SDG localization and adaptation in Ukraine is conducted in the Ministry of Economic Development and Trade. The process of implementing the goals of Sustainable Development for Ukraine is under the coordination of the High-level Interdepartmental Working Group chaired by Stepan Kubiv, the First Vice Prime Minister of Ukraine, Minister of Economic Development and Trade of Ukraine, and Neal Walker, the UN Resident Coordinator in Ukraine, Humanitarian Coordinator in Ukraine, and Permanent Representative of the UN Development Program in Ukraine. The group included 17 representatives of ministries and departments at the level of deputy ministers, including Natalia Fedorovych, a deputy Minister of Social Policy – a central executive body especially charged with ensuring equal rights and opportunities for women and men.

34. Are there formal mechanisms in place for different stakeholders to participate in the implementation and monitoring of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?

Stakeholders can use two official mechanisms to participate in BPA and SDG implementation:

- First, there is a possibility to submit proposal to the developed legislative acts as according to the procedure all legislative proposals need to be mandatorily published on the sites of central executive bodies that develop them and be available during a month for discussion and comments.
- Secondly, interested parties can participate in working groups devoted to the development of legal acts to achieve the objectives of BPA and SDG, public consultations and working meetings.

| Beijing Declaration and Action Platform | The 2030 Agenda for Sustainable Development |
|--|--|
| <ul style="list-style-type: none"> + Civil society organizations + Women's rights protection organizations + Scientific community and think tanks + Religious organizations + Parliaments/parliamentary committees + Private sector + The United Nations system + Other members - Trade unions and professional associations | <ul style="list-style-type: none"> + Civil society organizations + Women's rights protection organizations + Scientific community and think tanks + Religious organizations + Parliaments/parliamentary committees + Private sector + The United Nations system + Other members - Trade unions and professional associations |

35. Is gender equality and the empowerment of all women and girls included as a key priority in the national plan/strategy for SDG implementation?

Gender equality is included as a priority in the national system of the SDG, which contains 86 national development tasks and 172 indicators for their monitoring. Out of them 6 tasks and 20 indicators are related to Goal 5. Gender Equality (Appendix 8). In addition, gender component is also included into 1 task and 1 indicator of Goal 4. Quality Education, 3 tasks and 8 indicators of Goal 3. Health and well-being, and 1 task and 1 indicator of Goal 10. Poverty reduction.

Section 4: Data and statistics

36. What are the top three areas in which your country has made most progress over the past five years when it comes to gender statistics at the national level?

- *The introduction of laws, regulations or statistical programs/strategies for the development of gender statistics*
- + *The formation of an interdepartmental coordination mechanism on gender statistics (e.g., technical working group, interagency committee)*
- + *The use of more gender-sensitive data in policy development and implementation of programs and projects*
- *Re-processing existing data (e.g., censuses and surveys) to get more categorized and/or new gender statistics*
- + *Conducting new studies to prepare the national initial information on selected topics (e.g., time expenditures, gender violence, asset holdings, poverty, disability)*
- + *Developing administrative or alternative data sources to eliminate gender data gaps*
- + *Creating information products on gender statistics (e.g., reports easy to understand, policy reviews, scientific articles)*
- *Developing a centralized web database and/or gender statistics monitoring system*
- + *Participating in capacity building to promote the use of gender statistics (e.g., training, statistical evaluation workshops)*

Since 2015, gender-oriented approach to the budget process is implemented in Ukraine within the project of “Gender budgeting in Ukraine” implemented by the Ministry of Finance and supported by SIDA. Within this project several pilot ministries were involved: Ministry of Social Policy, Ministry of Education and Science and Ministry of Youth and Sport. In 2017 the CMU has approved the "Strategy of Public Finance Management Reform for 2017—2021" (CMU decree No. 142-p, 08.02.2017) and the action plan for it. In 2018 workshops on gender-oriented approach to the budget process were conducted in all the ministries. The Ministry of Finance also approved "Methodological Recommendations for the Implementation and Application of a Gender-Responsive Approach in the Budget Process" (Ministry of Finance Order No. 1, 02.01.2019). They provide the possibility to account for the gender factor in the process of planning, realization and reporting on budget programs by all the actors within the state budget process.

The Ministry of Social Policy has organized an online training on gender responsive budgeting for administrators of budget funds of the system of social protection of the population from all regions of Ukraine. The program of this training was developed with the participation of specialists of the “Gender Responsive Budgeting” project. At the level of regional municipalities, active work is underway within the DOBRE program: gender-responsive budgeting groups have been set up in regional municipalities, programs and Development Strategies with the inclusion of a gender component have been developed.

Over the past 5 years, collection of gender-sensitive statistics was continued. Statistics are currently being collected for 120 indicators and the statistical compilation "Women and Men in Ukraine" is published every two years. According to the Order of the State Statistics Service of

Ukraine dated March 1, 2019 No. 97 "On the Establishment of an Interagency Working Group on the Harmonization of National Indicators of Gender Equality to International Standards" an **interdepartmental working group was established**, the activities of which are aimed at fulfilling tasks and measures for the implementation of the State Social Program for Ensuring Equal Rights and Opportunities for Women and Men for the period by 2021, approved by the Resolution of the Cabinet of Ministers of Ukraine dated April 11, 2018 No. 273, and the National Action Plan for the implementation of the recommendation set out in the concluding observations of the UN Committee on the Elimination of Discrimination against Women to the eighth periodic report of Ukraine on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women by 2021, approved by the Resolution of the Cabinet of Ministers of Ukraine dated September 5, 2018 No. 634-p.

Starting from 2015, according to the results of a selective **Household Living Conditions Survey (HLCS)**, the State Statistics Service prepares statistical information on poverty levels by absolute criteria (on average per equivalent incomes below the general statutory living wage and below the actual subsistence minimum) **in the context of gender-age population groups**. Also, starting from 2015, according to data from the HLCS, statistical information on Internet access indicators in the context of gender-age population groups is being prepared. This examines the distribution of Internet usage among the population over the last 12 months; frequency of Internet usage; place and the main purposes of Internet access. In addition, starting from 2017, according to the HLCS, the preparation of statistical information on the indicators of deprivation of various gender-age groups has been introduced. This examines the level of distribution of signs of poverty and deprivation, the level of distribution of signs of poverty and deprivation on infrastructure development, levels of material deprivation and deep material deprivation. The indicated statistical information is published on the SSS official website and in statistical volumes "Expenses and Resources of Households of Ukraine", "Ukrainian Households' Access to the Internet", "Self-assessment by Households of the Availability of Certain Goods and Services".

Best regional practices: Vinnytsia

Annual compilation "Women and Men in Vinnytsia Region", which shows the socio-demographic situation of women and men, and also serves as a measure of equality between them.

Data collections revealing the gender portrait of the regions are issued in Chernihiv, Dnipropetrovsk, Zhytomyr, Vinnytsia, Sumy¹⁶, Zakarpattia¹⁷, Kirovograd¹⁸, Luhansk, Chernivtsi, Lviv, and other regions. The Office of the Vice Prime Minister for European and Euro-Atlantic Integration in cooperation with Oblast government administrations based on oblast-level administrative and statistical data prepared gender profiles for all oblasts of the country, except for temporarily occupied territories.

¹⁶ http://csgard.sumdu.edu.ua/images/Zvit_GP.pdf

¹⁷ <http://www.uz.ukrstat.gov.ua/catalog/2015/zbirnuk22.pdf>

¹⁸ <http://gutszn.kr-admin.gov.ua/rivnist/gendernuy%20portret.pdf>

The State Statistics Service of Ukraine also performed significant work in monitoring the goals of sustainable development, including Goal 5. Gender equality. There has been developed a Draft project of Coordination of Data Collection for Monitoring of Sustainable Development Goals with a list of authorities responsible for providing data in the context of SDG indicators, which was submitted for processing by the ministries, other central/local executive bodies, institutions, and OGA. 32 SDG indicators were analyzed for which no responsible person for providing the data was appointed and those requiring the introduction of new researches: two working sessions with ministries and departments were held to determine sources for calculating such indicators or replacing them with others; participation in two meetings with experts from the Ministry of Economic Development and Trade and UNDP to determine the available sources of international organizations for providing information on monitoring the SDG.

In order to establish data collection SDG monitoring a draft resolution of the Cabinet of Ministers of Ukraine "Issues of Coordinating the Collection of Data for Monitoring the Goals of Sustainable Development" was sent to the Ministry of Economic Development and Trade¹⁹.

Expanding the list of gender disaggregated indicators for SDG monitoring has reached the sectoral level as well. Thus, a list of tasks and indicators of the Sustainable development goals for Ukraine until 2030 provides for the implementation of the National Agency of Civil Service (NACS) indicator **on the registration of women in the civil service** in the context of various categories of positions. In this regard, NACS has drafted amendments to Order No. 223 on approving the form of reporting "Report on the Quantitative Composition of Civil Servants". The changes include a detailed and extended set of indicators for persons working in government bodies, including those based on gender and age. At the same time, the State Statistics Service of Ukraine prepared a draft resolution of the Cabinet of Ministers of Ukraine "Issue for Data Collection Coordination for the Monitoring of the Goals of Sustainable Development". A list of tasks and indicators for sustainable development goals for Ukraine until 2030 provides for the implementation of the NACS indicator on the registration of women in the civil service by category of positions "A", "B", and "C".

37. Out of the following which are your country's top three priorities for strengthening national gender statistics over the next five years?

- + *Developing laws, normative acts or statistical programs/strategies promoting gender statistics*
- + *The formation of an interdepartmental coordination mechanism on gender statistics (e.g., technical working group, interagency committee)*
- + *Using more gender-responsive data in policy development and implementation of programs and projects*
- *Reprocessing existing data (e.g., censuses and surveys) to get more categorized and/or new gender statistics*
- + *Conducting new studies to prepare national primary information on selected topics (e.g., time expenditures, gender violence, asset holdings, poverty, disability)*

¹⁹ https://www.kmu.gov.ua/storage/app/sites/1/17-civik-2018/zvit_2018/zvit_statistik_2018.pdf

- + *More complete use and/or development of administrative or alternative data sources to eliminate missing gender data*
- + *Creating information products on gender statistics (e.g., easy-to-understand reports, policy reviews, scientific articles)*
- *Developing a centralized web database and/or gender statistics monitoring system*
- *Formalizing dialogue mechanisms between users and manufacturers*
- *Developing statistical user skills to promote the statistical evaluation of gender statistics and its use (e.g., trainings, seminars on statistical estimation)*

The priority tasks for Ukraine in the development of gender statistics are developing regulations that will promote the development of gender statistics; forming an interagency coordination mechanism, for example, a technical working group; using more gender-sensitive data in policy development.

There is, however, a shortage of human and technical resources for creating and processing large databases, both at the national and local levels. Currently a large number of statistical forms are hand-written, computers are obsolete, and the same people who provide social services are involved in accounting and processing information about different social groups. That is, the quantity of employees remained stable, while the workload has increased with the emergence of new vulnerable groups, such as IDP, ATO members, families of the dead.

A key priority for Ukraine in strengthening national gender statistics is a fuller use, publication and development of administrative data.

These data are managed by the State Agency for E-Governance (created in October 2014) and regional state administrations. The State Agency for E-Governance carries out a systemic policy in the areas of e-government, informatization, development of the information society, the formation and use of national electronic information resources, and the digitalization of public authorities. It is also important that as of October 2016 Ukraine has officially joined the International Open Data Charter, committing to the international community to implement a national open data policy in accordance with the principles of this Charter. Ukraine ranks 17th among the 30 leading countries in the field of data opening and second among the countries that have achieved the greatest success in data opening over the past four years. Ukrainian open data are part of the European information space and published on the European Open Data Portal (europeandataportal.eu). The fact that the Government is implementing a focused policy for the opening of state authorities data sets, which are the most important for the public, is a great success, achievement, and opportunity for the national and regional gender policies that have traditionally suffered and are suffering from the lack of gender-separated data in key sectors for women's right.

Now, according to Resolution of the Cabinet of Ministers No. 835 dated October 21, 2015, "On the Approval of the Provisions on Data Sets to be Disclosed in the Form of Open Data" (updated three times), 900 sets of data are required to be opened. More than 8,500 sets of data have now been disclosed on the Unified State web-portal of Open Data (data.gov.ua). An excellent example of the use of publicly available state data registries is the study "Women and Men in Managing

Positions in Ukraine"²⁰, initiated by the United Nations Development Program (September 2017). The study answers the question of the gender proportion of ownership of companies and is performed on the basis of statistical analysis of open data of EDRPOU, the Unified State Register of Enterprises and Organizations of Ukraine. The report summarizes the results of the statistical analysis conducted to highlight the gender proportion of the heads of legal entities and private entrepreneurs in Ukraine. It aims to fill gaps in gender-disaggregated statistics by analyzing open administrative data.

The results of this analysis of gender-disaggregated data are key to studying gender characteristics in economic activity, increasing public awareness, and developing effective policies and programs to enhance women's economic empowerment. They directly contribute to the achievement of the sustainable development goals (SDG), in particular, Goal 5 "Gender equality."

38. Have you defined a national set of indicators for monitoring progress on the SDGs?

The Ministry of Economic Development and Trade together with the State Statistics Service prepared a draft resolution of the Cabinet of Ministers of Ukraine "Issue for Data Collection Coordination for the Monitoring of the Goals of Sustainable Development", which lists the national indicators of the SDG. Currently, the draft resolution on the national list of indicators of the SDG is being coordinated.

The current version contains 172 indicators and 22 of them are related to gender. The indicators divided by gender include:

- 12 indicators from Goal 5. Gender equality (Appendix 8)
- 8 indicators from Goal 3. Strong health and well-being:
 - Task 3.1 Reduce maternal mortality
 - Indicator 3.1.1 Number of cases of maternal mortality per 100,000 births
 - Task 3.4 Reduce premature mortality from noncommunicable diseases
 - Indicator 3.4.1 The number of deaths of men from cerebrovascular diseases at the age of 30–59 per 1,000,000 men of the corresponding age
 - Indicator 3.4.2 The number of deaths of women from cerebrovascular diseases at the age of 30–59 per 1,000,000 women of the corresponding age
 - Indicator 3.4.3 Number of deaths from malignant breast tumors at the age of 30–59 per 1,000,000 women of the corresponding age
 - Indicator 3.4.4 Number of deaths from malignant cervix tumors at the age of 30–59 per 1,000,000 women of the corresponding age
 - Task 3.5 To reduce by one quarter the premature mortality of the population, including through the introduction of innovative approaches to the diagnosis of diseases
 - Indicator 3.5.1 Death probability among men aged 20–64, per mille
 - Indicator 3.5.2 Death probability among women aged 20–64, per mille

²⁰ http://www.ua.undp.org/content/ukraine/uk/home/library/democratic_governance/Women-and-Men-in-Leadership-Position.html

- Task 3.8. To reduce the prevalence of smoking among the population, using innovative means of informing about the negative consequences of smoking
 - Indicator 3.8.1 Proportion of smokers among women aged 16–29, %
 - Indicator 3.8.1 Proportion of smokers among men aged 16–29, %
- 1 indicator from Goal 4. Quality education:
 - Task 4.6. To eliminate gender inequality among school teachers
 - Indicator 4.6.1 Proportion of men among school teachers, %
- 1 indicator from Goal 10. Reducing inequality:
 - Task 10.2. To prevent discrimination against women and girls
 - Indicator 10.2.1. Proportion of persons who reported that they have personally encountered discrimination or persecution on the basis of discrimination in the last 12 months, in the total population, %

39. Has data collection and compilation on SDG 5 indicators and on gender-specific indicators under other SDGs begun?

In Ukraine, data collection on SDG indicators has started. Data on Goal 5 of SDG for 2017 is presented in Annex. Besides that, starting from 2020, the Household Living Conditions Survey program includes questions for collecting data by the indicator 5.b.1 "The share of persons owning a mobile phone, by gender" SDG 5.

40. Which of the following disaggregations²¹ is routinely provided by major surveys in your country?

- + *Place of residence*
- + *Income level*
- + *Gender*
- + *Age*
- *Education*
- *Marital status*
- *Race or ethnicity*
- *Immigration status*
- *Disability*
- *Other characteristics*

Categories routinely used in statistical research in Ukraine are place of residence, income level, gender and age. An important source of statistical information in Ukraine in a volume "Women and Men in Ukraine"²², published by the SSS of Ukraine. The publication is based on the data collected by the state statistics institutions from enterprises and organizations, Ukrainian ministries and their services, sample surveys, census data, as well as information from the Statistical Office of the European Union.

²¹ As specified in A/RES/70/1, with the addition of education and marital status.

²² "Women and men in Ukraine. Statistics"/ State statistical service of Ukraine, 2011

The data, presented in the gender context, is pertinent to population and its segregation by individual age groups, average life expectancy, average age, number of people affected by diseases, literacy level, education, targeted professional training, number of PhDs, segregation by economic activities, unemployment rate, targeted economic employment, average salary, and the level of crime. The publication includes regional gender statistics, as well as an International correlation of population and employment data between Ukraine and the EU countries.

Appendix 1. The process of preparing a national survey

Ukraine's preparation of the national review of Beijing+25 has become a comprehensive process involving central executive authorities, academic institutions, region state administrations, public organizations, and international agencies. Coordination was carried out by the Ministry of Social Policy, a central executive body responsible for developing and implementing a policy of equal rights and opportunities for women and men. UN Women provided technical support for the national review and preparation of the report.

The Ministry of Social Policy has sent a request for measures and achievements in each of the problem areas of the Beijing Platform for Action to the central/local executive bodies, academic institutions, and OGA. In response, the Ministry of Social Policy received information and analytical materials and statistics from the Ministry of Internal Affairs, the Ministry of Environment and Natural Resources, the Ministry of Economic Development and Trade, the Ministry of Foreign Affairs, the Ministry of Health, the Ministry of Information Policy of Ukraine, the Ministry of Youth and Sport of Ukraine, regional departments of the Ministry of Social Policy, the State Statistics Service, the State Border Guard Service of Ukraine, and the National Agency for the Issues of the State Service.

In the course of the review, preliminary research and monitoring results were collected, in particular, the National Report "Sustainable Development Goals: Ukraine" (2017) and the State and Alternative Report on the Implementation of the Convention on the Elimination of All Forms of Discrimination against Women (2017). In addition, a number of other reports have been used covering all the problematic areas of the Beijing Platform for Action and have been prepared by the Government, academic institutions, nongovernmental organizations, international agencies, and private companies.

For the review and preparation of the report, a working group was set up consisting of representatives of the Ministry of Social Policy and other Central/Local executive bodies, the Parliament of Ukraine Authorized Representative on Human Rights, academic institutions, public and international organizations. The working group handled a meeting to discuss the overall achievements, challenges, and priorities for meeting the objectives of the Beijing Platform for Action. After preparing the sections of the report, they were sent for general discussion by all the members of the group. Their comments and suggestions were taken into account when reviewing the text of the report. Representatives of public and international organizations were also involved at the stage of information collection.

The preparation of the Beijing+25 report has also become an important step in monitoring the achievement of the strategic goals of the Beijing Platform for Action as it allowed a comprehensive assessment of the state's progress in each of the problem areas of the Platform for Action and collected the opinions of the Government, nongovernmental organizations, experts, researchers, and international institutions.

Appendix 2. Gender policy documents in Ukraine

Constitution of Ukraine of 28.06.1996. – <http://zakon4.rada.gov.ua/laws/show/254%D0%BA/96-%D0%B2%D1%80>.

Criminal code of Ukraine No. 2341-III of 05.04.2001. – <http://zakon4.rada.gov.ua/laws/show/2341-14>

The Association Agreement between Ukraine, on the one hand, and the European Union, the European Atomic Energy Community, and their Member States, on the other hand, ratified by the Law of Ukraine No. 1678-VII dated 16.09.2014 "On ratification of the Association Agreement between Ukraine, on the one hand, and the European Union, the European the nuclear energy community and their member states, on the other hand"

Laws:

- Law of Ukraine No. 2866-IV dated 08.09.2005 "On Ensuring Equal Rights and Opportunities for Women and Men". – <http://zakon4.rada.gov.ua/laws/show/2866-15>.
- Law of Ukraine No. 5207-VI of 06.09.2012 "On the Principles of Prevention and Counteraction of Discrimination in Ukraine". – <http://zakon4.rada.gov.ua/laws/show/5207-17>
- Law of Ukraine No. 2229-VIII of 07.12.2017 "On Preventing and Combating Domestic Violence" <https://zakon.rada.gov.ua/laws/show/2229-19>
- Law of Ukraine No. 2227-VIII of 06.12.2017 "On Amendments to the Criminal and Criminal Procedural Codes of Ukraine to Implement the Provisions of the Council of Europe Convention on Preventing Violence against Women and Domestic Violence and Combating these Phenomena"<https://zakon.rada.gov.ua/laws/show/2227-19>
- The Law of Ukraine "On Education" (Vidomosti Verkhovnoy Rady (VVR), 2017, No. 38—39, p. 380) <https://zakon.rada.gov.ua/laws/show/2145-19?find=1&text=%B3%ED%EA%EB%FE%E7#w14>

CMU Resolutions:

- Resolution of the Cabinet of Ministers of Ukraine dated November No. 996 of 03.11.2010 "On Ensuring Public Participation in Formation and Implementation of State Policy" (as amended)<https://zakon.rada.gov.ua/laws/show/996-2010-%D0%BF>
- Resolution of the Cabinet of Ministers of Ukraine No. 273 dated 11.04.2018 "On Approval of the State Social Program for Equal Rights and Opportunities for Women and Men for the Period until 2021" <https://zakon.rada.gov.ua/laws/show/273-2018-%D0%BF>
- Resolution of the Cabinet of Ministers of Ukraine No. 634-p dated 05.09.2018 "On Approval of the National Action Plan for the Implementation of the Recommendations set forth in the Concluding Observations of the United Nations Committee on the Elimination of Discrimination against Women in the Eighth Periodic Report of Ukraine on the Implementation of the Convention on the Elimination of All Forms of Discrimination against Women for the Period up to 2021 " <https://zakon.rada.gov.ua/laws/show/634-2018-%D1%80>

- Resolution of the Cabinet of Ministers of Ukraine No. 113-p dated 24.02.2016 "On Approval of the National Action Plan for Implementation of the UN Security Council Resolution 1325 "Women, Peace and Security" for the period up to 2020" <https://zakon.rada.gov.ua/laws/show/113-2016-%D1%80>
- Resolution of the Cabinet of Ministers of Ukraine No. 637-p dated 05.09.2018 "On Amendments to the Order of the Cabinet of Ministers of Ukraine of February 24, 2016 No. 113" <https://zakon.rada.gov.ua/laws/show/637-2018-%D1%80>
- Resolution of the Cabinet of Ministers of Ukraine No. 1094 of 16.12.2015 "On Approval of the Integrated State Program for Support, Social Adaptation and Reintegration of Ukrainian Citizens Moved from the Temporarily Occupied Territory of Ukraine and Areas of an Anti-Terrorist Operation to Other Regions of Ukraine for the Period until 2017" <https://zakon.rada.gov.ua/laws/show/1094-2015-%D0%BF> .
- Resolution of the Cabinet of Ministers of Ukraine No. 909-r of 15.11.2017 "On Approval of the Strategy for the Integration of Internally Displaced Persons and the Introduction of Long-Term Decisions on Internal Displacement for the Period Up to 2020". <https://zakon.rada.gov.ua/laws/show/909-2017-%D1%80>
- Resolution of the Cabinet of Ministers of Ukraine No. 944-p of 21.11.2018 "On Approval of the Action Plan for Implementation of the Strategy for the Integration of Internally Displaced Persons and the Implementation of Long-Term Decisions on Internal Movement for the Period up to 2020". <https://zakon.rada.gov.ua/laws/show/944-2018-%D1%80>
- Resolution of the Cabinet of Ministers of Ukraine dated September 27, 2016, No. 671 "On the Only State Standard Document for Basic Education for Children with Intellectual Impairments"
- Resolution of the Cabinet of Ministers of Ukraine No. 1094 dated October 26, 2016
- Resolution of the Cabinet of Ministers of Ukraine dated August 31, 2016, No. 892-p "On Approval of the Concept of the State Target Program for the Restoration and Development of Peace in the Eastern Regions of Ukraine".
- Resolution of the Cabinet of Ministers of Ukraine dated December 13, 2017 No. 1071 "On Approval of the State Target Program for the Restoration and Development of Peace in the Eastern Regions of Ukraine".

Appendix 3. Studies on gender in Ukraine

Much of the research and best practice examples of policies and initiatives that have been implemented in the 12 critical areas of concern are already mentioned in the text of the report. But the number of such studies conducted in Ukraine during 2014—2019 is much larger. The list of research and examples of best practices presented in this appendix is not full. Most research and best practices cannot be divided into problem areas since they relate to two or more of them.

Gender Policy in the Public Administration System of Ukraine / [M. Kanavets (head. auth. group), Y. Lykhach, A. Kukulya, A. Alekseenko, O. Butenko, B. Kostyk, O. Rudenko, N. Bohdanova; under the general editorship of K. Vashchenko] – K. : Center for Adaptation of the Civil Service to the Standards of the European Union, 2018. – 125 p.

Report on the Gender Analysis of the Results of the All-Ukrainian Polling on the Observance of the Rights of IDPs / M. Chumalo, 2017. – 24 p.
<https://www.msp.gov.ua/timeline/Genderna-politika.html>

On the state of accomplishment of the National Strategy of implementing UN Security Council Resolution 1325 Women, Peace and Security for the period until 2020 on the results of 2016—2017 State report / [O. Makarova (head. auth. group), G. Gerasymenko, O. Khmelevska, S. Nechyporenko, I. Gerasymenko] – K. : M.V. Ptukha Institute of Demography and soc. research of the National Academy of Sciences of Ukraine, 2018. – 91 p. <https://www.msp.gov.ua/timeline/Genderna-politika.html>

Gender audit of accessibility in the city of Kramatorsk, Donetsk region. The rights of women with disabilities / [L. Bayda, Ya. Grybalsky, N. Polomarchuk, Yu. Hayduk, T. Bobrovska, O. Moroz, I. Sklyarenko, A. Skachko]. K.: UN Women in Ukraine, 2017. – 10 p.
http://www.un.org.ua/images/documents/4494/Gender%20Accessibility%20Audit_brochure_UKR.pdf

Gender Audit of Accessibility. Methodical materials / L. Bayda, Ya. Grybalsky K.: UN Women in Ukraine, 2018. – 72 p.

National survey on gender equality in Ukraine. Office of the Vice Prime Minister for European and Euro-Atlantic Integration of Ukraine I. Klympush-Tsyntsadze, 2018. – 53 p.

Sexual and reproductive health, gender equality and human rights, gender-based violence, economic and political opportunities for women living with HIV in Ukraine. Research

Human rights of women living with HIV in Ukraine. Community-based research through the CEDAW prism / S. Moroz. K.: UN Women in Ukraine, 2017. – 29 p.
<http://www.un.org.ua/images/documents/4480/HIV%20through%20CEDAW%20lensukrcompressed.pdf>

The study "Internally Displaced Persons: Social and Economic Integration in Host Communities" was prepared within the framework of the project of international technical assistance "Partnership for Urban Development" (PROMISE Project) implemented by the Canadian

Municipalities Federation with the financial support of the Canadian Ministry of International Affairs

«Internally displaced persons: social and economic integration in accepting communities», Valentyna Smal, Oleksii Pozniak, 2016, Available at: http://pleddg.org.ua/wp-content/uploads/2016/10/IDP_REPORT_by_V.Smal_09.06.2016_Ukr.pdf

Gender audit of accessibility in the city of Kramatorsk, Donetsk region
https://www2.unwomen.org/-/media/field%20office%20eca/attachments/publications/country/ukraine/gau%20brochure/gender%20accessibility%20audit_brochure_ukr.pdf?la=en&vs=4618

What Ukrainians know and do about human rights: assessment of change (2016—2018) / Summary of research; [S. Kolyshko, M. Paraschevin, V. Yavorskiy]; under the general editorship of T. Pechonchyk. – Kyiv, 2018. – 96 p.

Contemporary Understanding of Masculinity: the Attitude of Men to Gender Stereotypes and Violence against Women in Ukraine. K. 2018. With the financial support of the British Embassy in Ukraine within the framework of the "Integrated Approach to Addressing the Problem of Violence against Women and Girls in Ukraine" carried out by the United Nations Population Fund in cooperation with the Ministry of Social Policy.

Gender-Responsive Budgeting: An Analysis of Budget-Funded Programs from the Point of View of Gender Equality. Manual for employees of executive bodies and local self-government. Gender Responsive Budgeting in Ukraine project.

Skoryk M.M. Gender discrimination in access to jobs and service: assessment of implementation of CoE antidiscrimination directives by Ukraine. Kyiv, 2017 // URL: https://www.civic-synergy.org.ua/wp-content/uploads/2018/04/2017_IRF.pdf

"Women under the pressure of austerity. Feminist Response"

"Women and men in Ukraine. Statistics"/ State statistical service of Ukraine, 2011

"Women's rights in childbirth and their realization in Ukraine", "Pryrodni Prava Ukraina" CSO, 2018, https://pryrodni.org.ua/wp-content/uploads/2018/05/%D0%9F%D1%80%D0%B0%D0%B2%D0%B0_%D0%BC.pdf

Svitlana Moroz "Human rights of women living with HIV in Ukraine", 2017.
<http://www.un.org.ua/images/documents/4480/HIV%20throg%20CEDAW%20lensukr.compressed.pdf>

European Center for Roma Rights and International Charity "Roma Women Fund 'Chirikli'" written comments on Ukraine for the Committee on elimination of discrimination against women, Kyiv-Budapest, 2016.

Appendix 4. Legislative acts on domestic violence

List of regulatory documents developed by the CMU and CEB in order to enable the implementation of the Law of Ukraine “On preventing and combating domestic violence.

Decrees of the Cabinet of Ministers of Ukraine:

- From 22.08.2018 № 654 „On adoption of the Typical ruling on the mobile brigade of socio-psychological help to persons that suffered from domestic violence/gender-based violence”;
- From 22.08.2018 № 655 „On the adoption of the Typical ruling on the shelter for persons that suffered from domestic violence/gender-based violence”;
- From 22.08.2018 № 658 „On adoption of the Order of coordination between boies that implement activities to combat domestic violence and gender-based violence”;
- From 10.10.2018 № 728-p „On sdoption of the Conccent of State social program of preventing and combating domestic violence and gender-based violence till 2023”;
- From 23.01.2019 № 43 „On changes to some CMU legislative acts”;
- From 20.03.2019 № 234 „On adoption of the Order of forming and accessing the United state registry of the domestic violence and gender-based violence cases”;

Orders of the Ministry of Social Policy:

- From 01.10.2018 № 1434 „On adoption of the Typical program on perpetrators”, registered at the Ministry of Justice of Ukraine on 29.10.2018 № 1222/32674;
- From 11.12.2018 № 1852 „On creation of the State institution “Hotline of the Ministry of Social Policy on the issues of combating traficking, preventing and combating domestic violence, gender-based violence and violence against children”, registered ath the Ministry of Justice of Ukraine on 22.12.2018 № 1458/32910;

Common order of the Ministry of Social Policy and Ministry of Interior Affairs:

- From 13.03.2019 № 369/180 „On adoption of the Order of conducting a domestic violence risk assessment” registered at the Ministry of Justice of Ukraine on 02.04.2019 № 333/33304;

Orders of the Ministry of Interior Affairs:

- From 04.05.2018 № 372 „On changes to the order of the Ministry of Interior Affairs order from August 21, 1998 № 622” registered at the Ministry of Justice of Ukraine on May 10 2018 № 576/32028;

Orders of the Ministry of Education and Science:

- From 22.05.2018 № 509 „Ruling on the psychological service”, registered at the Ministry of Justice of Ukraine on 31.07.2018 № 885/32337;
- From 02.10.2018 № 1047 „Methodological recommendations on identifying and reacting to cases of domestic violence and cooperation of pedagogues with other institutions and services”.

Order of the Ministry of Health:

- From 01.02.2019 № 278 „On adoption of the Order of conducting and documenting the results of medical examination of domestic violence victims or persons that can be such victims and providing medical care to them”, registered at the Ministry of Justice of Ukraine on March 14 2019 № 262/33233.

Projects of CMU decrees developed by the Ministry of Social Policy:

- „On adoption of typical rulings on specialized services too support domestic violence and gender-based violence victims”;
- „On adoption of the Order of accepting and reacting to the citixens appeals on cases of somestic violence against children and in the presence of children, identifying children that are victims of domestic violence or conducted domestic violence, organizations that protect and help them”;

Projects of the Ministry of Social Policy Orders:

- „On adoption of the forms of documents to organize operation of the mobile brigade of socio-psychological help to domestic violence/gender-based violence victims”;
- „On adoption of the forms of documents to organize shelter for domestic violence/gender-based violence victims”;
- „On remuneration conditions for the workers of the State institution “Hotline of the Ministry of Social Policy on the issues of combating traficking, preventing and combating domestic violence, gender-based violence and violence against children”;

Project of the Ministry of Internal Affairs order:

- „On adoption of the Order of including a perpetrator into a preventive registry, conducting prevention work and removing from a preventive registry by the specialized department of the National police of Ukraine”.

Appendix 5. Priorities for the next 5 years

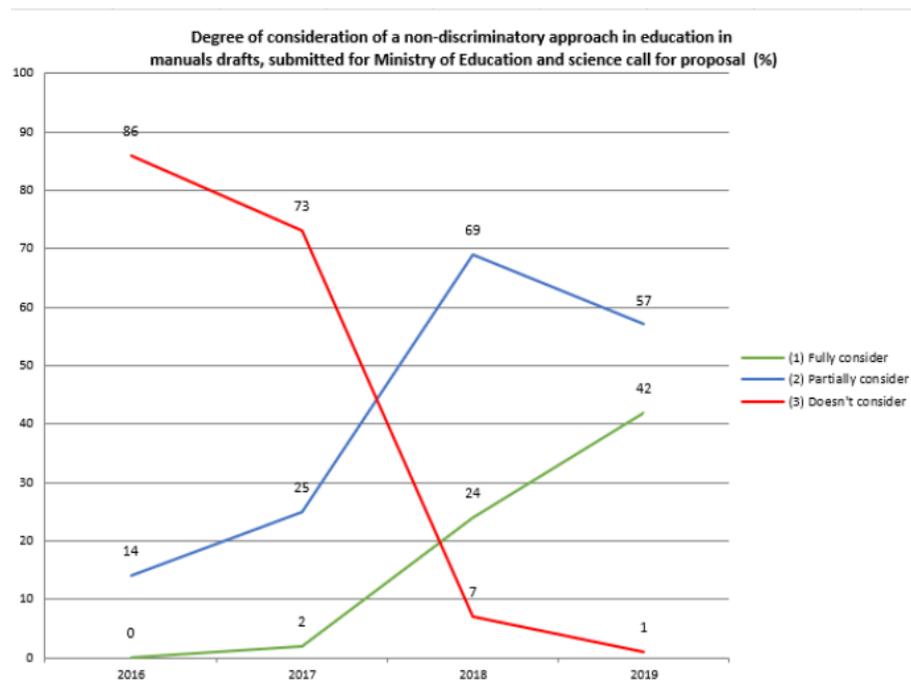
Main challenges and planned steps for gender equality in Ukraine. Defined by the office of the Vice Prime Minister of Ukraine in European and Euro-Atlantic Integration

| Main challenges | Planned steps |
|---|---|
| <p>Strengthening anti-gender movements as part of a hybrid war.</p> <p>Gender stereotypes in society</p> | <p>Adoption and implementation of the National Communication Strategy of Ukraine in the field of gender equality</p> |
| <p>Strengthening the institutional mechanism for implementing gender equality policies</p> | <p>Regulatory framework for the work of gender advisers (Provision on gender counselor)</p> |
| <p>Gender policy under decentralization.</p> <p>Localization of gender equality policy at the level of departments, regional state administrations, and communities</p> | <p>Adoption of a gender equality strategy under decentralization</p> <p>Adoption of departmental, regional, and local plans and programs.</p> |
| <p>Harmonizing approaches to gender equality, in particular, in the area of security and defense</p> | <p>Adoption of Conceptual Principles / Strategies to ensure gender equality in the security and defense sector</p> <p>Implementation of the gender component in the curricula of higher education institutions in the security and defense sector</p> |
| <p>Work with internally displaced persons (IDPs)</p> | <p>Adoption of the Action Plan for implementation of the Strategy for the Integration of Internally Displaced Persons for the Period up to 2020, taking into account the gender component</p> |
| <p>Psychosocial rehabilitation of ATO/JFO participants taking into account the gender-sensitive approach</p> | <p>Creation of the Ministry of Veterans Affairs</p> |
| <p>Taking into account the needs of women and men in public policy documents</p> | <p>Introduction of gender responsive budgeting</p> |
| <p>Gender statistics</p> | <p>Revision of statistical and administrative forms of reporting, making changes and introducing new forms.</p> |
| <p>Ensuring justice with a gender-sensitive approach</p> | <p>Taking into account the recommendations of the analysis of the government model of judicial reform</p> |
| <p>Low level of awareness of the gender equality of civil servants, in particular representatives of the management</p> | <p>Inclusion of requirements for persons applying for civil service positions to have the professional competence to assess gender impact in the definition, implementation and monitoring of public policy</p> |

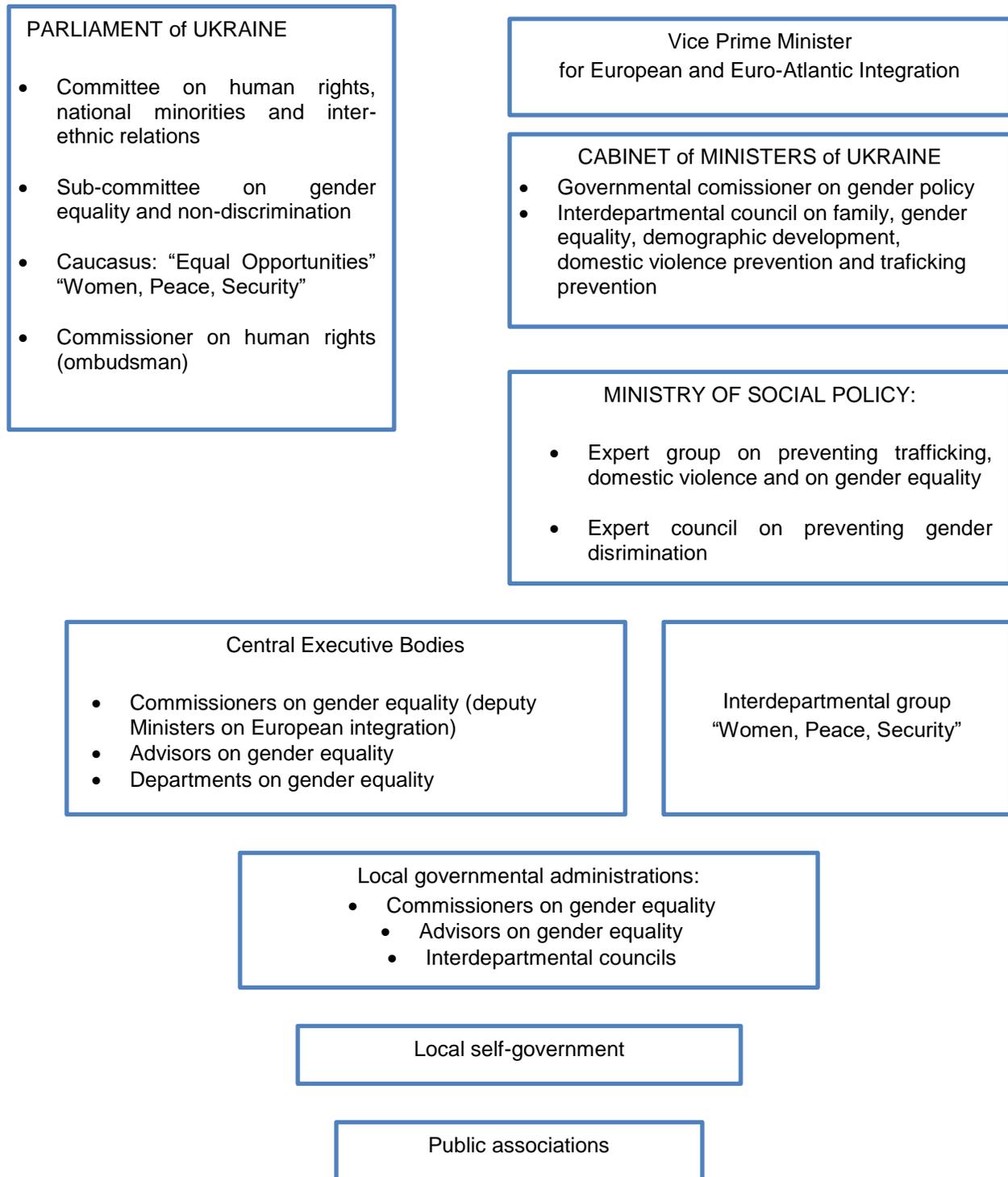
Appendix 6. Examination of textbooks

Results of the anti-discriminatory examination of textbook projects submitted to the competition of the Ministry of Education and Science of Ukraine (2016—2019). 845 projects were evaluated.

| | 2016 | 2017 | 2018 | 2019 |
|--|----------------------|-----------------------|--|---|
| Number of textbooks, grade | 72 units (8th grade) | 195 units (9th grade) | 322 units 103 units (1st grade) 30 units (5th grade) 189 units (10th grade) | 256 units 91 units (2nd grade) 21 units (6th grade) 144 units (11th grade) |
| Include a non-discriminatory approach in education | 0 units (0%) | 4 units (2%) | 77 units (24%) | 108 units (42%) |
| Partly include the non-discriminatory approach in education | 10 units (14%) | 49 units (25%) | 221 units (69%) | 146 units (57%) |
| Do not include the non-discriminatory approach in education | 62 units (86%) | 142 units (73%) | 24 units (7%) | 2 units (1%) |



Appendix 7. State institutions on gender equality



Appendix 8. Indicators for Goal 5 (Gender equality) of SDG on Ukraine

| Objectives | Indicator | 2017 |
|--|---|--|
| 5.1. To create conditions for the elimination of all forms of discrimination against women and girls | 5.1.1. Number of regulations reviewed or adopted to ensure equal rights and opportunities for women and men and non-discrimination against women and girls, units | The Ministry of Social Policy has developed the draft of a State Program to Ensure Equal Rights and Opportunities for Women and Men for the period by 2021 |
| 5.2. To reduce the level of gender-based and domestic violence, to ensure its effective prevention and timely assistance to victims. | 5.2.1. Proportion of women aged 15–49 who have experienced at least one form of physical and/or sexual violence, % | 88 |
| | 5.2.2. Number of domestic violence appeals, thousands | 96 |
| 5.3. To encourage joint responsibility for household duties and childcare | 5.3.1. Ratio of the duration of unpaid household work (household, childcare, care for other relatives, etc.) of women and men, % | The study to be carried out is included in the State Program to Ensure Equal Rights and Opportunities for Women and Men for the period by 2021 |
| 5.4. To ensure equal representation opportunities at the highest levels of | 5.4.1. Proportion of women among the deputies of the Verkhovna Rada of Ukraine, % | 12 |

| | | |
|--|--|--|
| decision-making in political and public life | 5.4.2. Proportion of women among deputies of regional councils and local councils of cities with regional status, % | 14 |
| | 5.4.3. Proportion of women among senior civil service (positions of category "A"), % | 16.7 |
| 5.5. To increase the population's access to family planning services and to reduce the level of adolescent pregnancies | 5.5.1. Current use levels of modern methods of contraception among married and sexually active unmarried women aged 15–49, % | 47.8 (according to the Ministry of Health) |
| | 5.5.2 Fertility rate of women aged 15–19 (number of live births per 1,000 women of the corresponding age) | 27.3 (according to the Ministry of Health) |
| 5.6. To expand women's economic opportunities | 5.6.1. Ratio of average wages of women and men, % | 77.5 |
| | 5.6.2. The Weighted Average Index of Women's Entrepreneurship (MSP Policy Index), points | 2.0 |
| | 5.6.3. Employment rate of women aged 25–44 with children aged 3–5 years, % | 59 |