



Ukraine Gender Analysis

DANISH NEIGHBOURHOOD PROGRAMME

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Critical Rights & Gender Consult

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1. INTRODUCTION

1.1. SCOPE AND MAIN PURPOSE

The Ukraine gender analysis is conducted in parallel to the Cluster UN Women Evaluation and MTR of DANEP's UN Women engagement, to inform the development of the following products:

- Strategic Framework: Denmark Partnership with the Eastern Neighbourhood Countries 2020-2026.
- New phase of Danish Neighbourhood Programme 2022-2026.
- Ukraine Peace and Stabilization Programme 2022-2025.
- Possible new Danish engagement in Ukraine on women and gender equality beyond 2021 Possible new Danish engagement on women and gender equality beyond 2021 will include Danish women's organization/CSOs might i) possess interest for Ukrainian peers, and ii) have a self-interest in involving themselves in peer-to-peer cooperation with Ukrainian partners based on mutual interest and learning.

This brief analysis was carried out by Sarah Forti, Critical Rights & Gender Consult, in March and April 2021 and was based on existing research and interviews with selected development partners, stakeholders and civil society representatives.

1.2. SUMMARY OF MAIN GENDER TRENDS AND GAPS

The widespread of Gender discrimination in Ukraine is closely interlinked with deep rooted patriarchal norms that are narrowly and stereotypically defining gender roles. The on-going conflict in Eastern Ukraine has only exacerbated pre-existing post-soviet gender stereotypes and binary gender roles, often defining men as 'protectors and heroes' and women as either 'caring mothers or girly women in need of protection,' thus raising conceptual barriers to gender equality, women's full and equal participation across key sectors and power spheres of Ukrainian society, to equally accessing and controlling resources and to recognising specific gender issues such as Gender-Based Violence, gender identities and sexual orientations – the latter currently crystalizing homophobic trends led by anti-gender groups, that are

politically and socially influential and well organised compared with a fragmented and divided feminist movement that is often at risk of attacks and in need of capacity building and consolidation. Overall, both Government and development partners have insufficiently invested in gender equality and transformatory gender changes much needed in the country.

Thus, gender inequalities in Ukraine are reflected in the high level of gender-based violence exacerbated by repeated COVID lock-downs and in gender gaps related to employment and wages, and occupational gender segregation in the labour market. Political instability and conflict have had a significant detrimental impact on gender equality and the situation of women's human rights in the country, but particularly in the East. Out of the 1.5 million people, two-thirds of them are women and children that have been internally displaced.

Although there have been undeniable advances in terms of pro-gender equality legislative and policy frameworks related to for instance combating domestic violence, equality of rights and opportunities between men and women, on women and peace and security, on combatting trafficking, on gender-based budgeting in communities, based on gender profiles of the communities and gender quotas in the electoral code, the following gaps remain:

- *Women's Human Rights & Democracy:* The need to strengthen and support national mechanisms of Gender Equality across central and decentralised executive bodies to develop gender competencies for implementing and assessing the gender impact of sectoral reforms and in the elaboration of local development programs in villages, settlements, city councils. There is a clear need to build, strengthen and support of NGOs in resistance to anti-gender movements and to support ratification of Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention). With regard to women's political participation, there is a need for transfer of knowledge and capacity building for newly elected women parliamentarians and local councillors with the view of gathering support to advance pro-gender equality legislative reforms.
- *Stabilisation focusing on Women, Peace, Security:* There is a need to adopt amendments to the legislation on the prevention, protection and counteraction of sexual violence related to the conflict and to add new target groups to the process of development of the National Action Plan 1325. In the mid-and post COVID crisis but particularly in the East, there is a need for transfer of knowledge, capacity building and further support to NGOs and CSOs specialising in the prevention of and response to GBV (shelters) – including domestic violence and violence on youth. Furthermore, there is a dire need to support women's economic empowerment in the Eastern region.
- *Inclusive and sustainable growth for women and youth:* There is general need to identify women's economic empowerment as one of the top priorities for the next decade in Ukraine, this would include improving legal frameworks to promote the implementation of the principle of equal pay for work of equal value and to ratify the relevant conventions of the ILO. It would also entail promoting and supporting female headed businesses, decent and quality employment for Ukrainian Youth, addressing discriminatory labour market environment for young women. There is a particular need to engage the youth with a peer-to-peer approach to stimulate motivation for civic engagement and skills building as well as building capacity and support to equal access to decent jobs, countering

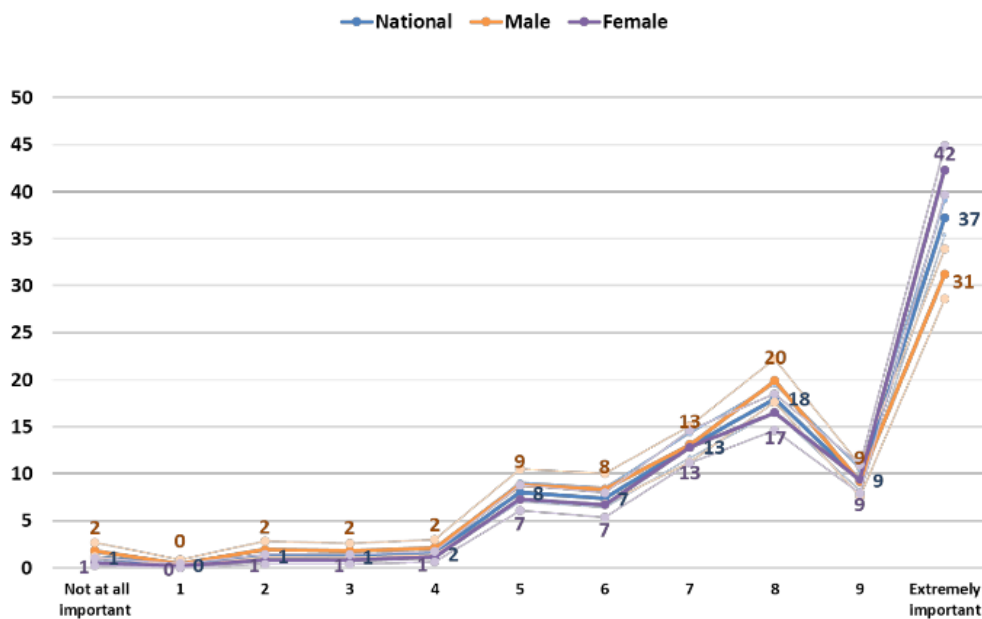
sexual harassment in the workplace, promoting equal pay and women in decision-making positions and career.

2. KEY GENDER AND WOMEN’S RIGHTS ISSUES IN UKRAINE

2.1. OVERVIEW OF GENDER EQUALITY TRENDS

According to the Ukraine national survey on equality between women and men (2018)¹, the three most important characteristics of a fully functioning democracy in Ukraine are perceived to be: ‘Human Rights protection’, ‘equal justice for all’ and ‘freedom of speech’. Furthermore, the words that were most associated with equality between women and men are: ‘justice’, ‘being treated the same’, ‘equal rights and equal opportunities’ and ‘freedom’. However, the main challenges women perceive in terms of gender equality are: ‘domestic duties’, ‘work-life balance’, ‘financial dependency’, ‘discrimination’, ‘lack of respect’ and ‘stereotype’. Interestingly, from the male perspective, ‘women’s financial dependence’ is also perceived as the main obstacle to gender equality. Below is a snap shot providing an indication of how important gender equality is, despite the different barriers presented and further analyzed below.

How important, if at all, is equality between men and women to you? (q44)



¹ The Survey was carried out by the Office of Vice Prime Minister with the support of NDI, Sweden and UKAid in July 2018

2.2. GENDER IN-EQUALITY IN UKRAINE: ROOT CAUSES — AND DRIVERS OF CHANGE

- *What are the root causes, spoilers and facilitators of gender equality in Ukraine? What positive developments are there in terms of gender equality? Anything we are missing?*

In terms of key *SDGs Progresses and Challenges*: Ukraine has achieved progress in 15 of 17 SDGs. A key success is poverty reduction: from 58.3% in 2015 to 43.2% in 2018. The country has managed to attain the progress due to improvement of labour remuneration standards and population coverage with housing subsidies (from 12% in 2014 to 64% in 2017). Ukraine has been implementing the long-term concept of educational reform “New Ukrainian School” and joined the PISA-2018. It has introduced a retail and full-scale electricity markets. Due to support to SME a positive balance of foreign trade in ICT has grown 2.5 times, also 4G high-speed Internet was introduced. 1,029 amalgamated territorial communities have been established through the Decentralization reform. State support for local development has grown 41.5 times. However, major obstacles include the ongoing armed aggression, obsolete infrastructure, inefficient public administration, insufficient resource support, and limited financing. The situation is exacerbated by challenges related to COVID-19. The lessons learnt as response to pandemic indicate that Ukraine has to ensure: amongst others, modernization of support for the most vulnerable populations, combined with integrated social services and digitalization; introduction of distance education. Attempted annexation of Crimea and armed aggression in the east of the country started in 2014 endanger peace, security, and cooperation in Eastern Europe. Active hostilities resulted in considerable human and economic losses and caused large-scale internal displacement (1.4 ml). Destructive consequences of the armed aggression are critical, and resolving the problem implies a political settlement and reintegration of the temporarily occupied part of Ukraine’s territory.²

The *CEDAW* Committee in 2017 noted the following progress regarding legislative reforms: the adoption of the Act on Preventing and Combating Domestic Violence, in 2016 and the Act on Combating Trafficking in Persons, in 2011 as well as the following policy framework aimed at accelerating the elimination of discrimination against women and advancing women’s rights, including the adoption of the following: (a) Programme on the Equality of Rights and Opportunities between Men and Women (2017-2021); (b) Concept of the National Programme on Prevention and Combating Domestic Violence (2017-2020); (c) National Plan of Action for the implementation of Security Council resolution 1325 (2000) on women and peace and security (2016-2020); (d) Poverty Reduction Strategy (2016-2020); (e) National strategy on human rights and the action plan for its implementation, in 2016; (f) State target programme to combat trafficking, in 2016.³ In September 2019, the Ministry of Development of Communities and Territories of Ukraine approved the Gender Equality Strategy for 2019– 2021. Among the main tools for implementing the Strategy, is Gender-Based Budgeting (GBB) in communities based on gender profiles of the communities. The Electoral Code, which entered into force on 1 January 2020, increased the responsibility for non-compliance with gender quota. The quota was changed positively from 30% to practically 40% in parliamentary elections and elections to regional and city councils with the number of voters above 90 000.⁴

² <https://sustainabledevelopment.un.org/memberstates/ukraine>

³ CEDAW/C/UKR/CO/8 /2017.

⁴ Sectional brief “consideration of the principles of gender equality in reforms” Ukraine Reform Conference / Vilnius, 2020

Although these can be noted as key ‘advances’ in establishing the necessary normative framework protecting the rights of women in Ukraine, the picture remains incomplete, amongst the many gaps (including the implementation of legislative frameworks and policies), the following can be noted :

- *Women’s Human Rights & Democracy*: The need to strengthen the National Mechanisms of Gender Equality by training employees responsible for the implementation and coordination of gender policy across central and decentralised executive bodies in order to develop gender competencies for greater gender impact of sectoral reforms. There is a particular need to strengthen resistance to anti-gender movements and to support ratification of Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention). The monitoring and implementation of the CEDAW, the Beijing Platform for Action needs strengthening, including through accession to the Biarritz Partnership. There is a need to ensure the inclusion of the gender component in the strategy of regional development for the period 2021-2026 and full implementation of the orders of the Ministry of Finance of Ukraine on Gender Budgeting. At decentralised level, there is need to include gender components in the elaboration of local development programs in villages, settlements, city councils.
- *Stabilisation focusing on Women, Peace, Security*: There is a need to adopt amendments to the legislation on the prevention, protection and counteraction of sexual violence related to the conflict and to add new target groups to the process of development of the National Action Plan 1325 for the period of 2021 to include widows, women IDPs, wives of veterans, women victims of torture, women prisoners and women members of the families of prisoners. There is a dire need to address women’s economic empowerment in the Eastern region.
- *Gender Equality and Employment*: There is a general need to identify women’s economic empowerment as one of the top priorities for reforms including to provide legal instruments that will promote the implementation of the principle of equal pay for work of equal value and to ratify the relevant conventions of the ILO and to adopt a draft law on amendments to some legislative acts to ensure equal opportunities for mother and father to care for a child.⁵

Thus, understanding the widespread of gender discrimination across the different sectors of Ukrainian contemporary society and why gender norms are binarily and stereotypically defined with traditional, patriarchal views, entails identifying and capturing the narratives around gender roles. The on-going conflict in eastern Ukraine is a key element emphasising gender stereotypes such as ‘men as protectors and heroes and women as caring mothers and wives or girly women in need of protection’. The root causes of stereotypes in Ukraine are not much different from post-soviet and Eastern European neighbouring countries in which conservative values play a key role in nation building – post-independence. Understanding contemporary gender dynamics in Ukraine⁶ also requires a profound understanding of the dominant narratives that have defined gender roles at large and women’s socially assigned gender role specifically in Ukrainian history such as: ‘The *Berehynia*’ (women defined as ‘protectors of the family and the nation’); *The Great Woman*’ (women as contributors to the ‘national cause’); *National Feminism*’ (the national cause as superior to feminism and any other social movement)

⁵ No.3695 dated 19 June 2020.

⁶ Kis, O. (2012). (Re)constructing Ukrainian Women’s History: Actors, Authors and Narratives, In: O. Hankivsky and A. Salnykova (eds.), *Gender, Politics and Society in Ukraine*, University of Toronto Press.

and *Women's Devotion*' (women 'suffering and sacrificing themselves for their nation- and their families'). Women in Ukraine have often been essentialised in one designated role and denied individuality and diversity. Old and new perceptions of gender are increasingly competing in the public debate and the term 'gender' has become increasingly politicised and divisive.⁷ In practice, this has translated in most, so-called 'women's organisations' in Ukraine focusing on motherhood and womanhood, incrementing gender stereotypical roles and not necessarily questioning power structures, inequalities and patriarchy or cultural sensitive topics with a feminist vision as such.

In practice, there is 'a persistence in political discourse, in the media and in society of deep-rooted patriarchal attitudes and discriminatory stereotypes concerning the roles and responsibilities of women and men in the family, which perpetuate women's subordination within the family and society and are reflected in, among other things, women's educational and professional choices, their limited participation in political and public life, their unequal participation in the labour market and their unequal status in family relations.'⁸

The actual drivers of change or '**facilitators**' of gender equality and women's rights are few and far between. The Ukrainian women's movement, far from forming a coherent and united front in Ukraine remains divided, if not firmly anchored in antagonist positions. Despite some recent attempts, with the support of UN agencies like UNDP during the CEDAW and UPR reporting periods, women's CSOs disagree on many issues including on 'gender identities' and the extent to which women's human rights should be granted. The movement encompasses a multitude of organisations⁹ from women's organisation that are not 'feminists' as such but more soviet style such as the 'Union of Ukrainian Women' promoting the mere presence of women, their maternal role and traditional gender roles, whilst on the other side of the spectrum, NGOs working with the more sensitive and contentious topics (such as divorce, abortion and domestic violence, women's leadership and economic independence etc.) and questioning of power relations, gender emancipation and gender identities are often at the receiving end of violence and death threats. This is the case for 'Insight', the official organisers of Kiev's 8th March, Women's demonstration and LGBT activist organisation. Feminist women's rights organisations are thus few, they lack capacity and support (financial and human) and this is also the reason why Canada is funding and supporting the much needed (re)structuring and capacity building of the feminist movement in Ukraine. In brief, support to 'drivers of change' for Gender Equality at the CSO level is insufficient and the feminist structures themselves are yet to constitute a critical mass.

At the Government level, the **key drivers** for Gender Equality are appointed as the Government Commissioner for Gender Equality¹⁰ – who also received threats in the current employment as her role is resisted by some as unwanted control on a non-consensual topics. The main tasks of the Government Commissioner for Gender Equality Policy are: coordination of the work of Ministries, other central and local executive bodies to ensure equal rights and opportunities for women and men, conducting the monitoring of the accounting by the Cabinet of Ministers of Ukraine of the principle of gender equality, assistance in developing state programs on gender equality and cooperation with international organizations and civil society. In addition, the Commissioner has oversight of the implementation of the United Nations Security Council Resolution 1325 (S/RES/1325), on women, peace, and security aimed at addressing gender issues at all stages of the peace process, including peacekeeping, world-

⁷ Rubchak, argues that though change is happening slowly, gender perceptions are in fact changing and feminist discussions have, after all, been alive only since Ukraine became independent Rubchak, M.J. (2009). Ukraine's Ancient Matriarch as a Topos in Constructing a Feminine Identity. Feminist Review 92

⁸ CEDAW/C/UKR/CO/8 /2017.

⁹ 400 to 500 registered women's organisations at the Ministry of Justice

¹⁰ Currently Ms. Kateryna Levchenko appointed in 2017.

building and post-conflict reconstruction will become one of the vital tasks of the Commissioner. The Commissioner, is subordinated to the line Vice Prime Minister. Last year, the Government of Ukraine, for the first time in the history, outlined gender equality as one of its priorities, imposing responsibilities for the implementation of state policy in this sphere on the Vice Prime Minister for European and Euro-Atlantic Integration of Ukraine. In addition, the First Lady is championing the Biarritz Partnership process¹¹. Despite push-backs, a recent Ukraine legislation on domestic violence¹² came into force in 2019 criminalising domestic violence and distinguishing between physical, sexual, psychological and economic domestic violence - something previously unseen in Ukraine and catching the attention of many donors and UN agencies.¹³

Euromaidan protests in 2013 were driven by the desire for reforms, willingness to fight corruption, social injustice, violence, bribery, and violation of civil rights. However, the key question that now emerges, is whether and if so, the extent to which this movement was a step towards so-called European values, in the sense of consolidation of human rights, tolerance and the fight against discrimination, crime and hate speech.¹⁴ The root causes of the barriers to gender equality, women's human rights and diversity in Ukraine seem to be located at the nexus between the fields of development and conflict. The **'spoilers'** can be identified in several broad categories that are permeating throughout key sectors of Ukrainian society:

- a) *Outspokenly combatting 'gender ideology' and LGBT+*, thus defining themselves as *'anti-gender'*. These groups can be captured in a triangle figure with i) the Ukrainian Council of 12 Churches with the main lobby in Parliament against pro-gender equality legal reforms including against the ratification of the Istanbul Convention, ii) the Pro-family organisations that includes youth religious scouts and clubs, often organising pro-family (counter gender) demonstrations and festivals sponsored by the State and iii) nationalists and ultra-rights groups which by contrast prone violent attacks and can include veterans, members of the army and police as well as different groups of homophobic and racist sympathisers.¹⁵ These groups, although clearly representing a minority are gaining grounds, with easy access and decomplexified internet propaganda. They manifest themselves throughout a broad geographical area, in the West, East, North and South of the country with a particular concentration in the West.¹⁶

¹¹ Advised by Ms Marina Barten. The Biarritz Partnership was launched by the leaders of the Group of Seven (G7) states at a summit in Biarritz, France, on August 25, 2019, chaired by French President Emmanuel Macron. The initiative is aimed at strengthening the responsibility of the G7 and consolidating the efforts of other states to achieve gender equality

¹² «Ukraine's legislation on domestic violence gets a reboot - but is it enough?», Open Democracy, March 2020

¹³ The law also requires the establishment of shelters, additional hotlines, a unified state register of investigations of domestic violence and social programmes for victims

¹⁴ Insight, Far-right groups: the threat to LGBT in Ukraine (2020)

¹⁵ For example 'political party Praviy Sektor (Right Sector), which received attention and support from the population and other politicians, despite having openly racist, anti-migrant, anti-gender, and anti-LGBT rhetoric. Other forces went through a similar process of 'heroization', among them battalion Azov and its derivative political party Natsionalniy Korpus (National Corps), as well as a number of affiliated to them youth initiatives such as Sokil that declare themselves as a social-nationalist organization.¹⁵

¹⁶ The role of civic organizations and associations promoting traditional family values, namely, opposing the so-called 'propaganda of homosexuality in Ukraine'. The most prominent organizations promoting this allegory and anti-government policies include Love Against Homosexuality and the All Together movements. The organizations listed above cooperate with local authorities; regularly hold marches and festivals for the 'traditional family', which are held under the slogans against homosexuality and the LGBT community. These events often involve the collection of signatures for the introduction of criminal responsibility for, so-called 'propaganda of homosexuality'. See: <https://vsirazom.ua/>; <http://love-contras.org/>

- b) *Traditional patriarchal values and harmful gender stereotypes* that are anchored in society at large as well as within some ministries¹⁷ in the capital, some main cities and in the rural areas. Traditional gender roles, women's confinement to the domestic sphere and the objectification of their bodies through hyper-stereotyped and sexualised forms are being promoted and advertised as 'modern', pro-nationalists and anti-lavish western values. OHCHR is concerned about 'hate speech and slurs against members or those perceived to be members of the LGBTI community on social media and in the street. In March 2020, the former Head of the Ukrainian Orthodox Church (Kyiv Patriarchate) Patriarch Filaret blamed same-sex marriage and "gender ideology" for the COVID-19 pandemic.
- c) *Influence from neighbouring anti-gender movements* : especially in Russia but also in Poland, Hungary, Bulgaria and Turkey. As in Poland, 65 cities in Ukraine have ratified a manifesto as 'LGBT free zones'. Some neighbouring anti-gender movements are infiltrated and actively try to influence and recruit Ukrainian youth. These groups are recruiting in the traditionalists /conservative youth clubs with slogans such as 'it is modern to have conservative and traditional values' e.g. against abortion and against homosexuality.

OHCHR remains generally concerned about reports of violence against feminist activists.¹⁸ As Ukraine found itself in a critical situation, in need of sovereignty protection, when faced with military aggression from Russia, in this situation, any force, political or military, that actively positions itself as opposed to the aggression of the enemy, is perceived by the public as 'positive' and by the government as 'indispensable electorate'. In such cases, government and politicians find themselves in a 'de facto' ambivalent position: on the one hand, the will to embrace European values which include democracy, human rights, gender equality and diversity whilst on the other hand, having to protect or at least not to alienate groups that are important for patriotic and electorate purposes and which values may at times be fundamentally antagonistic.¹⁹

Such complex currents at play, may result in several concrete barriers to the advancement of gender equality and women's rights. It was expected that Ukraine would ratify the Istanbul Convention in 2016 but in November the Verkhovna Rada voted to send the draft law back for re-consideration, failing to ratify the Convention which would have paved the way for a more comprehensive approach to combating violence against women. One of the key justifications for postponing the ratification and rejection of the draft law was the position of several members of parliament that the terms "gender" and "sexual

¹⁷ Ministry of Education and Health are well known to be particularly conservative. The Ministry of Youth and Sports of Ukraine announces widely national-patriotic education competitions, where extreme right organizations and anti-gender movements receive funding. The head of the department of national-patriotic education is a person who frankly advocates xenophobic views. The financing of each project can be up to 500 000 UAH. (see <http://bit.ly/2GILyTr>; <http://bit.ly/2V2gjAX>; <http://bit.ly/2IxmQNT>)

¹⁸ OHCHR Report on the Human Rights Situation in Ukraine (2020)

¹⁹ An example of this ambivalence and attempt for the Government find a balance between international human rights commitments and its electoral interests is as follows: The Ministry of Health of Ukraine has approved a unified clinical protocol for primary, secondary and tertiary care for the diagnosis of Gender Dysphoria (Order No. 972, signed by the Director of the Medical Department Vasily Kravchenko): "*Transsexuals, transgender people and gender non-conforming individuals are not inherently sick. Rather, gender dysphoria distress, when present, is a problem that can be diagnosed and for which many treatment options are available. There is a treatment that helps people with such distress to identify their gender identity and find a gender role that is most comfortable for them.*" On the one hand, it is stated that transsexuality is not a disease, but on the other hand, treatment and therapy is offered. An explanation of the contradictory theses can be given by this formulation from the same document: "*The protocol is based on the principles of evidence-based medicine, taking into account modern international recommendations.*"

orientation” in the document would “ruin ‘Ukrainian identity’ and the ‘basics of Christianity,’” – a view that conforms to that of the ‘All-Ukrainian Church Council.’²⁰

Concluding remarks:

- Growing vocal anti-gender movement v. fragmented and weak feminist movement
- Need for peer-to-peer cooperation with existing feminist NGOs (such as Insight)
- Need for transfer of knowledge and capacity building at the decentralised level feminist organisations (currently only donor is Canada) – most difficult region is West.
- At government level, there is the need to support the drivers of change such as the Gender Equality Commissioner as well as the continued support for pro-gender legislative reforms.

2.3. GENDER, YOUTH AND LABOUR MARKET

- *What are the main challenges for women of the younger vs. older? How do youth vs. older generations perceive gender equality and the ideals behind it?*

According to the latest Survey from the Ministry of Youth, there is a general concern that the disillusion engendered by the aftermath of the 2013 Revolution, might have led to a great majority of youth (60%) not being or wanting to be engaged in civic or political life such as youth centres, clubs or CSOs.²¹ The youth index survey shows that currently the Youth have little if any belief that they can ‘change the system’ and ‘it is difficult therefore to motivate them’. Within the decentralisation process, the main problem for Local Authorities is to attract young people to engage in their community. According to the Ministry of Youth, the lack of motivation is further exacerbated by the fact that it is very difficult for youth to find an ‘appropriate’, ‘decent’ and ‘quality’ job as well as the resources to improve their skills.

Thus, one of the main challenges facing Ukrainian youth is the lack of quality employment and decent jobs. Within this limited labour market offer for the youth, gender inequality prevails. Since 2014, the pay gap between men and women has increased from 24% to 26%. Although the reasons for such increase need to be further analysed, the persisting gender stereotypes in society at large and in the labour market constitute concrete barriers to improving equal pay. In 2020, Ukraine took an important step to *ensure equal rights and opportunities* for women and men. Joining the Biarritz Partnership, the Ukrainian government undertook the obligation to ensure that both mothers and fathers have equal opportunities to take parental leave, promote gender sensitive education, as well as to ensure effective implementation of legislation on combating domestic violence. In practice, however, there is a prevailing gender stereotypical division of occupations combined with a popular belief that women’s place is in the home, exerting pressure on young women to leave their paid work and spend more time with their family.²² Traditional stereotyped gender roles, patriarchal norms are some of the root causes of the limitation for women and young women in the labour market²³ as well as constituting various forms of discrimination within employment.

²⁰ that the Convention may be used as “a tool to promote new “gender roles” and same-sex relationships in Ukraine.” Ukraine Crisis Media Centre, “Why ratification of the Istanbul Convention, a tool to prevent domestic violence, is being blocked?,” 10 March 2017, accessible from: <http://uacrisis.org/53548-nasylstvo>.

²¹ Interview with Ministry of Youth, March 2021.

²² Only 3% of those who take paternity leave are men (fathers). According to the recent [UNFPA Ukraine study](#), 24% of respondents experienced some forms of domestic violence, among them 81% are women.

²³ <https://reliefweb.int/report/ukraine/ukraine-fight-gender-inequality-education-work-and-home-enuk>

To prevent discrimination in access to employment, the Labour Code guarantees equality of labour rights for Ukrainian citizens (Article 2) and the right to work (Article 5), and prohibits unjustified refusals to hire, restrictions of rights and granting preferences in the conclusion, amendment and termination of employment contracts based on gender (Article 22).²⁴ However, in practice discrimination is widespread and based, amongst other factors on gender stereotypes and stems from employers' reluctance to hire women over concerns that their family responsibilities and/or future pregnancies will interfere with their work as well as the view that maternity and child care leave payment are burdensome. On similar grounds, women are kept out of certain positions, and decision-making positions as well as opportunities for career advancement.

While formal equality exists in legislation, a deeper understanding of gender issues is yet to be acquired across the labour market sector. Employment restrictions and women's concentration in low-paid sectors and positions contribute to a gender wage gap in Ukraine, even if it is difficult to estimate the size of the gap.²⁵ A particular form of workplace discrimination which can also be characterized as gender-based violence, is sexual harassment which is latent in Ukraine. This is due to the fact that like other forms of Gender Based Violence, it is newly considered as such, not well-understood, and still very much a taboo, especially in small communities. Despite the fact that the Law on Ensuring Equal Rights and Opportunities for Women and Men includes a definition of this type of violence, victims are often reluctant to report sexual harassment.²⁶

Women's and young women's economic empowerment or lack of it, is both a key barrier to their struggle for equality and emancipation and at the heart of solutions related to other problematics such as GBV, WPS and civic participation. The Economic Consequences COVID and confinements have been disastrous for women and young women as follows:

- Systemic pre-existing gender-discriminatory labour market and loss of jobs or decrease in income for women as a result of COVID.²⁷
- Increasing systemic domestic the burden on women and young women.²⁸
- Increasing the psychological burden and stress on women and young women.²⁹

²⁴ Gulbarshyn Chepurko, Gender Equality in the Labour Market in Ukraine, (ILO) 2010

²⁵ VAITE company, *Women and Men on the Ukrainian Labour Market: A Comparative Study of Ukraine and the EU*, (Kyiv, 2016).

²⁶ Women who work in the private sector and who have experienced employment discrimination generally perceive that upper management is aware of the problem either completely or to some extent (54% of survey respondents), but they are largely of the opinion that management does not take significant efforts to eliminate it (79% of respondents gave this answer

²⁷ According to a survey conducted by UN Women in April-May 2020, subject to continued quarantine restrictions, 26% employed women expect a decrease in their earnings, and 21% expect their complete loss. 6% women were put on unpaid leave. 17% self-employed women and 12% women who were running their own business lost the opportunity to work and, consequently, their income

²⁸ including due to the closure of schools and pre-schools or their transfer to remote modality. According to the UN Women survey in April-May 2020, 50% and 63.5% women reported an increase in the amount of time they spend cooking and cleaning (during the quarantine). The burden on women has increased disproportionately – in particular, 74% women say that they mostly take care of their children on their own, and 78% are mostly engaged in their children's education on their own (without men's involvement), and male respondents confirm these trends. Thus, it is a double workload due to the combination of paid work (which is often performed from home) and care work. This is especially true for women who are raising children on their own, as well as for mothers with many children.

²⁹ First, according to UN Women survey, 53% women report an increase in the amount of time spent on providing psychological and emotional support to adult members of their families. Second, during the consultations with the women's NGOs in the preparation of this Strategy, such trends as women's appeals to the psychologists, including in critical conditions, were reported. The NGO staff emphasize that women in the target groups they work with often experience despair, lack of hope, lack of communication, and fatigue from double and triple workload. This problem is especially acute

Concluding remarks:

- Finding a decent and quality employment is one the main issues for Ukrainian Youth and one of the reason for their lack of motivation to participate in civic life.
- For young women, the discriminatory labour market environment constitute an additional barrier.
- There is a need to engage the youth with a peer-to-peer approach to stimulate motivation for civic engagement and skills building.
- There is a need for transfer of knowledge, build capacity and break taboos around equal access to decent jobs, sexual harassment in the workplace, equal pay and women in decision-making positions and career.

2.4. GENDER, LEADERSHIP, PARTICIPATION AND CIVIL SOCIETY

- *What are the main inequalities and the main reasons? Which spheres of civil society are dominated by men and women respectively? How does democratic participation of women vs. men differ?*

In 2020, out of 70 958 registered NGOs, 72% (51025) are male headed and only 28% (19933) female headed – with a stronger concentration in the East, Center and South center. Women’s participation in NGO leadership is significantly low compared with men in the NGO sector, and moreover it cannot be assumed that all women headed NGOs are pro-gender equality, pro-women’s rights nor remotely furthering a feminist agenda.³⁰ There is an obvious need to strengthen and build the capacity of women’s rights organizations to meaningfully contribute to the reform process and advance gender equality at all levels, increasing women’s and girls’ human rights to apply feminist principles to their program planning, monitoring and evaluation.

A key development was the introduction of gender quotas into Ukrainian election law beginning of 2013, which stipulated that party lists must have a minimal representation of 30% of either sex, with relative success in practice.³¹ Overall participation of women in politics stands at 11.5% in 2015 local elections / 20,5% in the 2019 parliamentary election; 22% in businesses with only 6% in large businesses. Despite the quotas, there is 12.5% less women in Local Council following the 2020 local elections.

Notwithstanding Ukraine’s accession to international treaties and development of national legislative framework on ensuring equal rights and opportunities of women and men, at the level of heads of legislative and executive authorities and local bodies, there is a general lack of knowledge and political will to advance gender transformations. As a result, women have limited opportunities to influence on decisions that concern their life, the life of their communities and the entire country, to promote gender equality and women empowerment.³²

for women of certain professions – social workers, bank, transport, retail employees, as consumers often pour negative emotions caused by the pandemic and the quarantine on them

³⁰ <https://issuu.com/undpukraine/docs/whoen>

³¹ USAID, Gender Analysis Report USAID/UKRAINE, (April 2017)

³² Mykhailo Koriukalov, Gender policy and institutional mechanisms of its implementation in Ukraine (2014)

There is no formal definition of a “women’s business” or “female entrepreneurship” in Ukraine, but organizations with projects on this subject, such as the European Bank for Reconstruction and Development, tend to use expansive criteria that include both firms with female participation in ownership (51% or greater) and/or enterprises that employ a majority of women. The administrative sex-disaggregated data on registered business owners in any size of enterprise, is collected at the regional or municipal level but is however not integrated for the country as a whole. Women’s engagement as both business owners and managers is greatest in the smallest enterprises.³³ Most female entrepreneurs operate at the small, micro and individual levels. Notably, while women account for 38% of the full-time workforce in large firms,³⁴ they manage less than 9% and are the majority owners of less than 2% of firms of this size. Enterprise survey data also reveal that women are much more likely to manage firms in the East (22% of all firm managers were women, as compared to 11% in the West) and to be the majority owners (14% in the East and 9% in the West).³⁵ Women are more likely to occupy top management positions in large cities than in small towns (41%, compared with 37%).³⁶

Entrepreneurship in Ukraine thus exhibits patterns of horizontal ‘gender segregation,’ similar to that of the labour market mentioned above, in which the participation of women’s business are limited to a more narrow range of activities than men’s. At the SME and large enterprise level, women represent the majority owners of almost half the firms in *garment manufacture* (49%) and almost a quarter in *the retail sector* (23%).³⁷ These sectors can also be considered “female dominated” in terms of top management. In contrast, “male dominated” sectors include *manufacturing of machinery and equipment* and *non-metallic mineral products* (e.g. cement, ceramics, glass).³⁸

Concluding remarks:

- There is a need for transfer of knowledge and capacity building for women’s rights and pro-gender-equality NGOs and CSOs (especially the youth) at the decentralised level, for newly elected women parliamentarians and local councillors with the view of gathering support to pro-gender equality legislative reforms.
- There is an opportunity for promotion and support of female headed businesses.

2.5. GBV AND WOMEN IN THE EAST

- *What are the main challenges as opposed to women in other regions? How does the conflict affect mainstreaming of gender equality?*

³³ Note that the World Bank classifies enterprises differently from the Ukrainian law: small firms employ from 5-19 people; medium firms employ from 20-99 people, and large firms have 100 or more employees.

³⁴ Enterprise Survey data for Ukraine (2013), accessible from <http://www.enterprisesurveys.org/data/exploreeconomies/2013/ukraine#gender--size>

³⁵ Note that the data are not further disaggregated by oblast. Enterprise Survey data for Ukraine (2013), accessible from <http://www.enterprisesurveys.org/data/exploreeconomies/2013/ukraine#gender--location>.

³⁶ GfK, *Gender Equality Baseline Study*, (Embassy of Canada in Ukraine, 2017)

³⁷ Enterprise Survey data for Ukraine (2013), accessible from: <http://www.enterprisesurveys.org/data/exploreeconomies/2013/ukraine#gender--sector>

³⁸ USAID, Gender Analysis Report USAID/UKRAINE, (April 2017)

According to a survey of over 1 600 female respondents aged 15-49, one in five women (19%) have experienced physical violence in Ukraine since the age of 15, and of these, 16% have experienced physical violence perpetrated by a husband or other relative (domestic violence).³⁹ The large majority of victims of domestic violence are women, and most perpetrators are their husbands (current or former). According to the NGO La Strada Ukraine, which runs a national toll-free telephone hotline dedicated to the prevention of domestic violence, trafficking and gender discrimination and provides direct services to survivors, the official number of complaints represents only 10%-15% of the actual total number.⁴⁰ La Strada Ukraine reports that of 38 000 calls made to their hotline in 2016, 90% concerned domestic violence specifically.

Various forms of gender-based violence (GBV) are associated with the current conflict, and women in the East are more at risk than anywhere else in Ukraine, of psychological, economic, physical and sexual violence. Sexual violence occurring at checkpoints and against people in detention has been documented in the territory controlled by armed groups and in the Autonomous Republic of Crimea. There are indicators that human trafficking and sexual exploitation are taking place in combat-affected areas, related to the fact that there are a large number of male combatants and women's limited means to overcome financial difficulties puts pressure on them to engage in "survival sex." NGO service providers suggest that the incidence of domestic violence is increasing, related to the increased tolerance for violence in the region more generally, greater access to weapons and post-traumatic stress disorders among combatants. Still, and despite GBV donor programmes in place, additional services, such as shelters and long-term support, are needed, and it is still necessary to increase the capacity of the criminal justice system to prosecute and hold perpetrators to account.

There are currently 30 state-supported Centres for Social and Psychological Assistance that offer shelter services, but these are organizations that serve people in a number of difficult life situations, including survivors of domestic violence. Some of these centres are also being used to house IDPs and, thus, the places available for GBV victims has become even limited and their security cannot be ensured. In addition, the state supports just under 700 Centres for Social Assistance for Youth, Children and Families, but these are not specialized institutions and most have only minimal staff that do not include psychologists or lawyers (social workers handle cases of domestic violence). Employees of municipal centres that provide services for women survivors of violence have limited opportunities for training.⁴¹

Findings of recent studies suggest that survivors of GBV regularly face social stigma and rejection in assessed communities in Donbas hindering help-seeking and GBV service provision. Raising awareness among the population about GBV was one of the most commonly mentioned ways to overcome GBV. The establishment of more efficient coordination mechanisms and improving technical and soft skills of GBV service providers are also frequently reported demands for improving access to GBV services. The lack of shelters, social housing, and safe spaces for survivors of GBV emerged as a major gap in GBV service provision in eastern Ukraine, especially in Luhansk Oblast in addition to the lack of psychologists and formal peer support groups for survivors of GBV.⁴²

Among female IDPs, several groups of women are subjected to multiple forms of discrimination, including women with disabilities, Romani women, single mothers, pregnant women, widows, older

³⁹ Inna Volosevych et al. *The Prevalence of Violence Against Women and Girls*, (Kyiv: UNFPA, 2014)

⁴⁰ Equal Rights Trust, *Shadow Report Submitted to the 66th Session of the Committee on the Elimination of All Forms of Discrimination Against Women related to the Eighth Periodic Report of Ukraine*, (Kyiv, 2017), 4.

⁴¹ AGORA (IMPACT and ACTED) funded by EU /UN Government of Ukraine, *Eighth periodic report of States parties to the CEDAW Committee*, 2015, CEDAW/C/UKR/8, para. 137.

⁴² GBV Service Provision in selected communities of Luhansk and Donetsk Oblasts (January 2021)

women and LGBTI women.⁴³ Among IDPs, the needs of LGBTI persons has been largely ignored, with the exception of efforts made by some NGOs. Romani women “are particularly vulnerable among the displaced, especially when they are pregnant or have to take care of their children,” and many Roma people do not register as IDPs out of fear of being detained, mistreated or targeted in hate crimes.⁴⁴

The government of Ukraine has adopted a national action plan for the implementation of UN Security Council Resolution 1325 on women, peace and security. The national action plan not only calls for coordination on preventing GBV and rehabilitating survivors, but it offers opportunities to increase women’s engagement in peace building and conflict resolution both as government representatives and civil society actors.⁴⁵ The majority of cases of conflict-related sexual violence documented by OHCHR in Ukraine occurred in the context of the deprivation of liberty by Government forces or armed groups. In these cases, both men and women are subjected to sexual violence. Beatings and electrocution in the genital area, rape, threats of rape, and forced nudity are used as a method of torture and ill-treatment to punish, humiliate, or extract confessions. Furthermore, to increase the pressure, the perpetrators threatened to also detain or abduct, rape, injure or kill relatives of the victims, especially their children. In the territory controlled by armed groups sexual violence was also used to compel individuals deprived of liberty to relinquish property or perform other actions demanded by the perpetrators, as an explicit condition for their safety and release. The majority of these incidents date back to 2014-2015; nonetheless OHCHR continues to receive testimonies indicating that such practice still occurs on both sides of the contact line and in Crimea.

Last but not least, women in the East face economic violence as unemployment rates are high among IDPs - almost half of IDPs-45%- have difficulties finding new employment, and in late 2016, 38% of IDPs were unemployed.⁴⁶ The local labour market in Eastern Ukraine offers few opportunities in general. From recent studies, is clear that female IDPs, especially those with childcare responsibilities and middle aged women, face particular difficulties finding work in host communities, and are likely to experience “multiple economic discriminatory effects.”⁴⁷

Concluding remarks:

- *There is a need to further support to UNSCR 1325 as a whole and in coherence with other donors and instruments.*
- *There is a need for transfer of knowledge, capacity building and further support to NGOs and CSOs specialising in the prevention of and response to GBV (shelters)– including domestic violence and violence on youth.*
- *There is a dire need to support women’s economic empowerment in the Eastern region.*

3. STAKEHOLDERS

⁴³ Larysa Baida, et al., *Rights of Persons with Disability in the Armed Conflict in the East of Ukraine*, (Kyiv: Ukrainian Helsinki Human Rights Union, 2016)

⁴⁴ European Roma Rights Centre and the International Charitable Organization Roma Women Fund “Chiricli,” *Written Comments Concerning Ukraine for Consideration by the Committee on the Elimination of All Forms of Discrimination against Women*, (Kyiv and Budapest, 2016), 8.

⁴⁵ USAID Gender Analysis Report (April 2017)

⁴⁶ World Food Program Ukraine Country Office, *Food Security Update*, (Kyiv, 2016)

⁴⁷ USAID Gender Analysis Report (April 2017)

- *Who are main national CSOs and international partners/donors – and major programmes addressing gender/women?*

3.1. MAIN UKRAINIAN STAKEHOLDERS

Some of the key Feminist NGOs that are advancing gender equality, women's rights and LGBT+ rights and which are currently funded by the main bilateral and multilateral donors mentioned below are:

- *Ukrainian Women's Fund* is an international charitable organization founded in 2000. The UWF provides support to civil society organizations (CSOs) in Ukraine, Moldova and Belarus. The UWF is member of Women's Funding network (WFN), International Gender Policy Network (IGPN) and Ukrainian Philanthropists Forum. With the support amongst others, from Canada, UWF assists women's NGOs and other CSOs to develop the women's movement that aims at gender equality and empowering women in all sectors of life. UWF is currently an implementing partner of UN WOMEN's Danish funded programme on *'Decentralisation and Law Enforcement Reforms: Transformative approaches to Gender Equality and Women's Empowerment in Ukraine'* and has several other projects on IDPs – social cohesion building tolerance through dialogue Women's Voice and Leadership, Community mobilization and gender monitoring of elections. Currently one of the biggest women's organization funded by UN, Canada and the EU, NDI, USAID, UNFPA, UN WOMEN Global Fund for Women amongst others.
- *Insight* is the organizer of the 8 of March and an leading LGBT+ organization. It fights against inequality through legal protection, educational and cultural activities through advocacy and also service delivery such as psychological support, medical counselling and legal support and resource assistance to LGBT+ community – all its members and support on Instagram are largely youth. Insight is supported amongst others by UWF, Amnesty International, ILGA, Institute of Human Rights and prevention of extremism and xenophobia UK.
- *Women's Perspectives* promotes gender equality in all spheres of social life and supports women leadership, counters violence against women, domestic violence and counter human trafficking. It provides assistance to employment and entrepreneurship and CSOs. In addition to training sessions on National Action Plans on UNSCR 1325, protection of IDPs, women's perspectives also provides legal services, psychological counselling, psychotherapeutic sessions, training for women judges and lawyers, Femen Camps for youth and students, Feminist perspectives and entrepreneurship. It is funded amongst others by UNDP, IOM, EU, USAID and Norway.
- *La Strada* - since 1997, has been working on the prevention of trafficking, especially women and children, as well as the elimination of all forms of discrimination and violence in society and observing human rights, gender equality and children rights protection. La Strada Ukraine was the first organisation in Ukraine to work on human trafficking. The main focuses' of La Strada Ukraine are: Domestic Violence; Human trafficking, and advocacy on the law on domestic violence and child rights protection; Conducting educational activities among youth. In addition, La Strada has a Hot Line. Social Assistance: organising social assistance for trafficked persons and victims of domestic

violence including medical, psychological and legal support, short-term shelter, referrals, assistance in searching for missing Ukrainian citizens abroad and assisting those returning to Ukraine. La Strada is funded by UN WOMEN, UNICEF, UNFPA, Norway, Japan, International Medical Corps, the EU, Diakonia, Council of Europe and OSCE amongst others.

3.2. MAIN MULTILATERALS & BILATERALS

At *multilateral level*, the key UN agencies that are supporting gender equality in special targeted programmes are UNDP, UN WOMEN and UNFPA. In principle the division of role is that UNFPA focus on GBV service provision and UN WOMEN on GBV prevention. OHCHR focus on reporting violations of women's rights and human rights abuses in the East. UNDP also supports GBV in the Eastern region as UN Women and at times in the same communities. In practice coherence /complementarity between the 3 agencies is less clear (see lessons learned in terms of coherence on gender programmes between UN WOMEN, UNDP and UNFPA from the UN Cluster Women Evaluation). UNDP, UN WOMEN and the EU support the same NGO Ukrainian Women Fund under parallel programmes and the Biarritz Platform.

The Council of Europe Ukraine action plan 2018-2022, focuses amongst others on promoting gender equality as a priority. Gender mainstreaming, is supported based on European standards and recommendations of the Council of Europe; Fight Violence against Women and Domestic Violence is another strong focus, preparing ratification packages for ratification of the Istanbul Convention.

At the *bilateral level*, the key donor with specific gender equality programmes are Canada, Denmark, Sweden and Norway.

- *Canada* is amongst the leading gender support, driven by their Feminist Foreign Policy focusing on protecting women's rights and supporting feminist movements. Canada also funds the same partner as Denmark the Ukrainian Women Fund (UWF), but directly rather than through UN WOMEN. Through the UWF and PACT Canada supports the capacity building women's rights CSOs as there is a lack of registered women's rights and building women's movements across all regions of Ukraine. Through support to NDI support is available to emerging women's leaders. Canada also supports UN WOMEN advancing Gender Equality in the decentralisation programme through 4 pilot region analysis. Canada also supports a 5 year project on GBV with La Strada. Furthermore, Canada is supporting the securing of Women's Economic Empowerment in Donbas, through ACTED, and the economic prosperity of IDPs. Canada is co-chair on gender equality sector G7 ambassadors.
- *Norway* handles the Ukraine programmes from MFA and there is a high attention on women, peace and security. Although prioritising gender, still not scoring very high according to the latest evaluation. Currently ending the programme with UN Women and considering renewing and focusing on WPS. Other priorities are corruption and environment.
- *Sweden* supports Women in Leadership through NDI as well as women in enterprises through European bank for construction and development. It is currently funding democracy and governance programmes in UNDP and UN WOMEN but also focuses on climate change and business with ERDB.

- *USAID*, does not have specific gender programme (due to limited funds but this may change due to the change in administration) but is mainstreaming and produced an in-depth gender analysis. *USAID* mainstream gender in i) economic growth, energy, (Training renewable energy in gender and focus on youth and girl in scientific areas, utilities and agriculture finance sector, specific utilities and hot water generating utilities, transmission operators) ii) Governance, iii) Health.

4. RECOMMENDATIONS

Based on this brief analysis, overview of key donors' interventions and interviews with some key NGOs the following are recommended:

- The new Danish Engagement on women's rights and gender equality, should encompass the following key outcome areas:
 - A. *Women's Human Rights and Democracy*: i) strengthening the capacity building of women's movement CSOs – especially the emerging young feminists and LGBT+ organisations; ii) supporting pro-gender equality legislative reforms, women parliamentarians, and counsellors' capacity to influence at the central and decentralized levels; iii) engage the youth – and young women in particular, in leadership and civic engagement.
 - B. *Gender Inclusive and Sustainable Growth*: i) the promotion of gender equality in the labour market including women in leadership positions, equal pay, anti-sexual harassment mechanisms and parental leave ii) supporting young women's SME's.
 - C. *Stabilisation focusing on Women, Peace, Security*: i) support to UNSCR 1325 in coherence with other Danish interventions and donors, ii) targeted support for GBV prevention and response including shelters iii) women's economic empowerment in Eastern region, especially for the youth.
- The above should be implemented, amongst other instruments, through a Ukrainian-Danish peer-to-peer cooperation, to be further explored and consolidated between KVINFO, possibly Danner and UWF, Insight, (Lviv) Women's Perspectives and La Strada.
- Opportunities for co-funding with Canada, Norway and Sweden on the above-mentioned priorities should be further explored.

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ANNEX 3 GENDER FACTS

Indicator	Data	Source, date
<ul style="list-style-type: none"> Human Development Index 	0.779 74 th of 189 countries (high standard of human development)	HDR, 2020
<ul style="list-style-type: none"> Gender Inequality Index SDG 5 	0.234 52 nd of 162 countries	HDR, 2020
Socioeconomic empowerment		
<ul style="list-style-type: none"> Women hold seats in parliament SDG 5.5 	21%	Parliament, 2019
<ul style="list-style-type: none"> Women hold management positions SDG 5.5 	23%	JurFem, 2019
<ul style="list-style-type: none"> Women business owners SDG 5.5 	46%	JurFem, 2019
<ul style="list-style-type: none"> Labour force participation rate SDG 8.5 	Women: 47% Men: 63%	HDR, 2020
<ul style="list-style-type: none"> Gender pay gap (monthly earnings) SDG 8.5 	Women earn on average 23% less than men 35% in postal and courier services 33% in financial and insurance services 30% in art, sports, entertainment, recreation	JurFem, 2019
<ul style="list-style-type: none"> Estimated gross national income per capita (purchasing power parity) SDG 8.5 	Women: \$10,088 Men: \$16,840	HDR, 2020
<ul style="list-style-type: none"> Women with bank accounts SDG 5.5 	61% of women ages 15 and older	HDR, 2020
<ul style="list-style-type: none"> Graduates from STEM programmes in tertiary education SDG 5.5 	Women: 29% Men: 71%	HDR, 2020
<ul style="list-style-type: none"> Among all tertiary graduates SDG 5.5 	Women: 14% in STEM Men: 38% in STEM	HDR, 2020
<ul style="list-style-type: none"> Paid maternity leave (for pregnancy and childbirth) SDG 1.3 	126 days (70 days prior to the expected childbirth date and 56 days after childbirth)	Labour Code (Article 179) Law on Leave (Article 18)
<ul style="list-style-type: none"> Parental leave (for childcare) SDG 1.3 	Up to 3 years (may be taken by either parent, grandparents, or other relatives who provide care for the child)	Labour Code (Article 179) Law on Leave (Article 18)
<ul style="list-style-type: none"> Time spent on unpaid domestic chores SDG 5.4 	Women: 29 hours per week Men: 15 hours per week	UNEPA, 2018

<ul style="list-style-type: none"> • Time spent on unpaid childcare • SDG 5.4 	Women: 49 hours per week Men: 22 hours per week	UNFPA, 2018
Health and family planning		
<ul style="list-style-type: none"> • Life expectancy at birth • SDG 3 	Women: 77 years Men: 67 years	HDR, 2020
<ul style="list-style-type: none"> • Maternal mortality ratio • SDG 3.1 	19 deaths per 100,000 live births	HDR, 2020
<ul style="list-style-type: none"> • Adolescent birth rate • SDG 3.7 	24 births per 1,000 women ages 15-19	HDR, 2020
<ul style="list-style-type: none"> • Contraceptive prevalence, any method • SDG 5.6 	65% of married or in-union women of reproductive age (15-49 years)	HDR, 2020
<ul style="list-style-type: none"> • Unmet need for family planning • SDG 5.6 	5% of married or in-union women of reproductive age (15-49 years)	HDR, 2020
<ul style="list-style-type: none"> • Mortality rate attributed to noncommunicable disease • SDG 3.4 	Women: 514.3 per 100,000 persons Men: 923.6 per 100,000 persons	HDR, country profile, 2020
<ul style="list-style-type: none"> • Suicide rate • SDG 3.4 	Women: 5 per 100,000 people Men: 35 per 100,000 people	HDR, country profile, 2020
	Up to 7,000 per year 80% of suicides are by men	WHO, 2019
<ul style="list-style-type: none"> • People living with HIV (aged 15-49) • SDG 3.3 	Women: 100,000 (0.9 prevalence rate) Men: 140,000 (1.1 prevalence rate) PLHIV: 250,000 (1 prevalence rate)	UNAIDS, 2019
Violence against girls and women		
<ul style="list-style-type: none"> • Women married by age 18 (child marriage) • SDG 5.3 	9% of women ages 20-24 who are married or in union	HDR, 2020
<ul style="list-style-type: none"> • Gender-based violence • SDG 5.2 	2 in 3 women have experienced psychological, physical, or sexual violence	OSCE, 2019
<ul style="list-style-type: none"> • Violence against women ever experienced, by intimate partner • SDG 5.2 	26% of women ages 15 and older	HDR, 2020
<ul style="list-style-type: none"> • Violence against women ever experienced, by nonintimate partner • SDG 5.2 	5% of women ages 15 and older	HDR, 2020
<ul style="list-style-type: none"> • Sexual harassment • SDG 5.2 	1 in 2 women have experienced at least one form of sexual harassment	OSCE, 2019