

NGO ALTERNATIVE REPORT ON UKRAINE'S
IMPLEMENTATION OF THE CONVENTION ON THE
ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST
WOMEN
(EIGHTH PERIODIC REPORT)

Prepared by women's and human rights organizations
on the initiative of the Gender Strategy Platform,
Ukraine, 2016

This Alternative Report was prepared by 14 non-governmental women's and research organizations specializing in the defense of women's rights in Ukraine.

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List of Abbreviations

NGO	Non-governmental organization
CEB	Central executive body
MSP	Ministry of Social Policy of Ukraine
MIA	Ministry of Internal Affairs of Ukraine
MES	Ministry of Education and Science of Ukraine
SSSU	State Statistics Service of Ukraine
CEC	Central Election Commission
VRU	Verkhovna Rada of Ukraine
CMU	Cabinet of Ministers of Ukraine
MFYSU	Ministry of Family, Youth and Sports of Ukraine
MFI	Interfactional deputy association
HEI	Higher educational institution
NASU	National Academy of Sciences of Ukraine
SRI	Science and Research Institute
NGM	National Gender Mechanism
IOM	International Organization for Migration
UNDP	United Nations Development Programme
IDPs	Internally displaced persons
MM	Mass media
GGGR	Global Gender Gap Report

Review of the Implementation of Articles of the Convention and CEDAW Committee's Concluding Observations

ARTICLE 2 and reply to Concluding Observations #18-19

During the reporting period, policies and measures to eliminate discrimination against women in Ukraine faced a serious challenge due to the political opportunism of the previous government and the present government's lack of institutional capacity to implement necessary measures.

Between 2010 and the end of 2013, [national mechanisms for gender equality](#) (NGM) were actually destroyed due to administrative reforms. The Ministry of Family, Youth and Sports responsible for equality issues was liquidated. After five months, by [Presidential Decree dated April 6, 2011](#)¹, its functions were partly transferred to the Ministry of Social Policy. However, the Ministry of Social Policy began regulating issues of equality only the following year, when a relevant department appeared on November 1, 2011 (today the [Department of Family and Gender and Combating Human Trafficking](#), which has different subdivisions in charge of gender policy, combating human trafficking and prevention of domestic violence).

Unfortunately, decision-making powers for gender policy were not transferred along the vertical executive branch from one ministry to another. As of the 2012, administrative reforms were not completed, and neither was the second phase, which was associated with local administrative reforms. The vertical administrative structure – from the Ministry of Social Policy to regional and district administrations, was virtually non-existent. In 2011, the departments responsible for implementing the [Law “On equal rights and opportunities...”](#) received instructions from three different CEBs.

In addition, there is no normative act that might regulate the structures, governance, and number of subdivisions responsible for gender equality and women's rights issues at national and local levels. Therefore, the first restructuring measures, as well as additional or reduced workloads, are being implemented in the structural subdivisions responsible for women's rights, gender policy, and combating gender-based violence. This led to the loss of human capacity (MFYS officials responsible for gender policy on the ground) and material resources (regional gender resource centres, etc.). Later, in early 2014, institutional mechanisms became even weaker compared to previous ones.

Advisory structures, which functioned on public initiative, were preserved longer. Ten gender resources and twenty gender educational centres with different forms of governance and legal registration continued to operate. While gender equality advisors were still employed in 16 regional administrations of Ukraine in 2012 (expert councils on gender discrimination were also created and implemented at the managerial level of regional administrations)², advisors were no longer available in local executive bodies during the reporting period.

¹ Presidential Decree: [“On optimization of central executive authorities”](#) dated December 9, 2010

² The implementation of gender policies at the local level - Center for Adaptation of Civil Service to EU standards, 19 March 2013

However, we have not seen any increase in personnel or authority in executive bodies responsible for the implementation of gender policy.

The main problem is the absence of any strategic plan to develop gender policy in the country. [The State Institute for Family and Youth](#) has been functioning since 1991; it is a government research institution [under the Ministry of Family, Youth and Sports](#), which up to 2010 performed expert evaluations for state gender policy, but was transferred in 2010 under other management, and had to re-profile its activities. In fact, the Institute ceased performing any work related to gender issues. [The Research Institute of Labour and Employment](#) under the Ministry of Social Policy does no research on gender studies, and has no profiled professionals.

The State programme specifies that the texts of public documents related to gender equality should be developed by professionals, and then coordinated with members of women's organizations working with the Ministry of Social Policy. This approach does not include systematic work on preparing gender equality issues. Documents prepared in this manner are subjective and have little effect.

Another component of the national gender mechanism is the institutionalization of anti-gender initiatives. Movements, acting under such slogans as “gender ideology is hostile to children and families” have significant representation among deputies (“pro-family” inter-factional associations in the Parliament of Ukraine and some regional councils), in executive bodies, among members of advisory bodies in the CEB (Ministry of Education and Science of Ukraine, National Commission for the Protection of Public Morality), and in some educational and research institutions. Loudly proclaiming a pro-family policy, these movements have organized and carried out lobbying activities in the Parliament (parliamentary hearings on family issues and countering “gender ideology”, public discussions on gender policy threats in regional councils). In 2016, this activity was institutionalized by the creation of a [special Government Ombudsman for Family Affairs](#) under the Cabinet of Ministers, equipped with a staff and executive powers. After strong protests from women’s³ and other human rights organizations, [the decision was revoked](#) in August of this year.

Conclusion. The number of employees in the department of the Ministry of Social Policy (five persons) is insufficient for implementation of required tasks, and needs to be expanded. The employees are not qualified to fulfill the Ministry’s functions in terms of development and implementation of gender policies.

Committee Recommendations #18 and 19 were not implemented. The situation in Ukraine is moving in the opposite direction.

ARTICLE 3, and reply to Concluding Observations #20-21

The previous [State Programme for gender equality in Ukrainian society up to 2010](#) was terminated in 2010. Its effectiveness was independently [assessed](#) by the Women’s Consortium of Ukraine. It was specified that the Programme was declarative; assessment criteria were not specified. A positive aspect was the fact that the Programme was actually adopted as a kind of guarantee, that equal rights issues would

³ http://www.la-strada.org.ua/ucp_mod_news_list_show_572.html

be included in state policies during this difficult period in the country.

The following [State Programme to ensure equal rights and opportunities for women and men up to 2016](#) (hereinafter - the State Programme) was developed in 2010, but was not approved in 2011 or in 2012 due to the destruction and absence of institutional mechanisms in relevant CEBs. Approval of the State Programme stretched into three years; this issue was presented at special parliamentary hearings⁴ (September, 2013).

Given general social decline and departure from gender equality principles, which lasted from 2010 to 2013, actual destruction of state institutional mechanisms to ensure gender equality and revitalization of anti-gender initiatives, the Programme failed to meet the requirements for a complex gender approach. It was ineffective because it focused on partial steps in randomly selected fields.

During this period of complete deregulation of gender policy issues, public administrations, especially in Eastern and Central Ukraine, developed their own local programmes. They often integrated equality issues into other programmes, such as the rehabilitation of children (Zaporizhzhya Oblast: [Complex regional programme for the rehabilitation and recreation of children, family support, youth, gender parity, and combating human trafficking for 2012-2016](#)).

In 2016, the Ministry of Social Policy announced the development of a new State Programme⁵ because the current one ended that year. However, no governmental or independent assessments of the Programme were drawn up. Both Ministry of Social Policy Reports on Programme performance for [2013](#) and [2014](#) show a significant gap between the targets and indicators for their implementation. This did not allow us to evaluate the effectiveness of measures that were carried out. In addition, the vast majority of Programme activities were organized, as in previous years, by NGOs funded by international organizations.

Moreover, the constant shortage of research data does not allow organizations to prepare a comprehensive strategy for gender equality. Key line ministries - the Ministry of Culture, Ministry of Education and Science, Ministry of Health, Ministry of Emergencies, Ministry of Regional Development, Ministry of Finance, and Ministry of Infrastructure at both national and regional levels - formally implement gender equality legislation, but poorly understand the contents.⁶ For example, at the request of the Ministry of Finance, the term and approaches related to “gender budgeting” were removed from the new Conception of the State Programme

Conclusion. Institutional uncertainty resulted in the Government’s inability to develop and implement a coherent and intentioned policy of gender equality. Committee Recommendations #18 and 19 were only partially fulfilled. The State Programme up to 2016 was approved, but it is not comprehensive.

[ARTICLE 4 and reply to Concluding Observations # 22-23](#)

Legislative initiatives on temporary special measures (gender quotas) have

⁴ [State Programme⁴ “On ensuring equal rights and opportunities for women and men up to 2021”](#)

⁶ According to assessment conducted by experts at the Centre for Development of Democracy

begun to emerge in the political field since 2013. In 2013, paragraph 10 was included in Article 8 of the [Law of Ukraine “On political parties”](#). It provides for “a minimum percentage of persons of each gender, at least 30% of the candidates, in the electoral list”. In 2015, Parliament approved the [Law of Ukraine “On local elections”](#), Article 4, “Equal Suffrage”, which stipulates that “persons of each gender must be represented in electoral lists by at least 30% of the candidates running for local councils in multi-mandate constituencies”.

However, this rule was not mandatory. This norm was not unified with electoral legislation and did not contain sanctions (such as refusal to register the party’s electoral list in the CEC). The CEC did not consider its non-observation as grounds for refusing registration of a party’s candidates.

Several bills were drafted to remedy this situation, [including government bills](#), such as the draft [Law of Ukraine “On amendments to certain legislative acts of Ukraine \(regarding equal rights and opportunities for women and men in the electoral process\)](#), which received favorable recommendations from the Committee. However, the Verkhovna Rada of Ukraine failed to adopt the bill, and it was withdrawn on 27.11.2014.

As a result, [during parliamentary elections in 2014, only seven parties observed this norm](#). As a rule, parties added women at the bottom of the party list ([Gender monitoring of parliamentary elections in 2012/2014](#), [Public control network for gender equality](#)). In the 2014 parliamentary elections, the number of female candidates increased slightly in party lists – by 5%, female candidates in majoritarian constituencies - 2%, an average of 4%. However, progress is much too insignificant. In fact, the percentage of female MPs in the current Parliament has increased by 2.4% - from 8 in the 7th Convocation of the Verkhovna Rada to 10.4% in the current composition.

During the local elections in 2015, only 38% of the 132 participating parties published their charter in the public domain, and only 25% of the published charters contained provisions on gender quotas in the Verkhovna Rada candidate lists.⁷ Women headed 86 (or 11.5%) of all 748 party lists. This [figure was disproportionate to the total percentage of women candidates in the lists, namely 30.8%](#) of the total number of candidates. This low figure demonstrates that parties are not ready to nominate and support women leaders.

An essential part of the first lobbying campaign “for” gender quotas was the promotion of these laws, and contributed to public awareness about why temporary special measures are necessary.

[Quotas for public service officials](#) were proposed in a government bill – [Law on amendments to some laws of Ukraine on equal rights and opportunities for women and men](#). This bill was not supported by the VRU Committee on Human Rights or the National Minorities and Interethnic Relations, and was rejected on February 5, 2014. During this period, there were no other attempts to introduce temporary measures to promote women in public service.

Temporary measures to promote female participation in other areas, especially in the economic field, remain elusive. In fact, the situation is the worst in this field. There are very few complete statistics on women in business (data collected and analyzed by the State Service of Ukraine for Regulatory Policy and Entrepreneurship), no actual

⁷ Final Report of the Committee of Voters of Ukraine (CVU) on gender monitoring results in local elections in 2015 / Elections in Ukraine

figure for “female” businesses owned by women or women in top management positions, even if we ignore non-transparent ownership inherent in Ukraine and the widespread practice of “registering” a company in the name of a female family member.

The issue of temporary equality measures for vulnerable women is raised in the current State Programme (Item VI. Measures aimed at developing women’s business skills...). However, this field does not exist in terms of actual Programme measures. It has been changed to read “gender programmes and services rendered by the State Employment Service”, while other categories of citizens are referred to as “job seekers, employers and young people.” There has been no implementation of previously announced promotional campaigns for women from rural areas, representatives of national minorities and women with disabilities either in the State Programme or in any legislative initiatives.

The Ministry of Social Policy has done little to define vulnerable categories of women, and has not provided statistics or methodology to perform specific tasks.

Conclusion: Temporary gender equality measures have not been developed or implemented in other areas, and are especially missing in the economic field. The government has failed to introduce systemic gender equality measures in this field.

ARTICLE 5 and reply to Concluding Observations #24-25

Despite some positive changes, old ideas continue to impact the position of women and men in Ukrainian society. Advertising and media continue to impose the idea that women should only be employed in service jobs and subservient positions, while men are assigned leading roles in society.

The main drivers of these changes are NGOs, as information and educational activities to promote gender equality, equal status and responsibilities of women and men in the private and public sectors, and human rights issues is not dispensed systematically or continually by the government. The State does not exercise any influence on commercial TV or radio, which continue to release discriminatory and sexist advertising and programs.

This issue has not been completely regulated on the legislative level although the [Law of Ukraine “On advertising”](#) prohibits discriminatory statements, including any allusions to gender. In recent years, some NGOs have monitored advertising campaigns, and met with publicity managers and representatives, reminding them of the Law of Ukraine “On advertising” and their responsibility with regard to violations. Similarly, NGOs monitor websites, as well as newspapers and magazines that publish ads for job vacancies indicating the applicant’s gender. There is a positive trend towards fewer manifestations of outright sexism.

Conclusions. We note a definite improvement in the implementation of Concluding Observations #24-25. However, they are carried out by civil society and not through government policies.

ARTICLE 6 and reply to Concluding Observations #28-29

Ukraine is still a source, transit and destination country for trafficking in women, men and children, and all forms of human trafficking, sexual and labour exploitation, and **beggary** have been recorded. It is also a country with internal human trafficking.

Despite the activity of the Government and the State, the overall effectiveness of policies to combat human trafficking declined during the reporting period. This happened from 2012 to 2013, and the situation has been difficult in the past three years. Identifying and assisting victims, poor inter-departmental coordination, weak national mechanisms of interaction between executive authorities in combating human trafficking, and opaque and shallow coverage⁸ of these problems constitute bottlenecks in the implementation of government policies.

With the annexation of Crimea and Russia's occupation of Donetsk and Luhansk Regions, masses of people, including women and children, left their homes and moved to territories controlled by Ukraine (according to the Ministry of Social Policy - 1,621,030 persons by the end of 2015⁹), thus becoming IDPs. According to La Strada-Ukraine¹⁰, 6.5% of respondents who left the war zone, and 12.5% of those who returned to their place of residence suffered from human trafficking.

Human rights advocates have learned about human trafficking problems in areas that are not controlled by the Ukrainian government from actual witnesses or victims. The media and international monitoring mission have reported cases of human trafficking in annexed Crimea and the occupied territories of Donetsk and Luhansk Regions. It is difficult to verify such cases because these areas are not monitored and do not have proper security forces or human rights organizations, so that the victims are, in fact vulnerable.¹¹

To ameliorate their difficult social situation and protect their families, many women and young girls, who are raising children on their own and others who have left their homes in the occupied territories, have been forced to enter the sex industry with or without the participation of human traffickers.

Children in orphanages and crisis centres are extremely vulnerable to trafficking¹². Women residing in rural areas are also very vulnerable. Ukrainian recruiters often use extreme violence, fraud or debt bondage towards such women.

The lack of a network of specialized institutions remains one of the largest problems in assisting victims. In addition, an overwhelming number of anti-trafficking operations in Ukraine are still carried out through organizational and financial support of international organizations and not through Ukraine's own funding.

Conclusion. Concluding Observations #31-32 were partially met, namely in

⁸ On the implementation of the Regional Programme on Combating Trafficking in Kirovohrad / Kirovohrad regional state administration, 23 October 2015

⁹ Recorded 1,621,030 persons - Ministry of Social Policy, 30 November 2015

¹⁰ [Risk assessment of situations of trafficking in internally displaced persons in Ukraine](#) / La Strada Centre-Ukraine, 2014/2015

¹¹ YM Galustyan, SM Zhovnir. Trafficking in Ukraine: modern trends and policy recommendations on counter in the context of the implementation of the Association Agreement between Ukraine and the European Union, 2015

¹² National report "Status of implementation of the state policy on combating trafficking in 2013 and the state of Ukraine's compliance with international agreements in this area", 2014

terms of legislation on trafficking. State funding of Programme measures and their effective implementation have been set aside.

Some recommendations for women's shelters have not been fulfilled.

Reply to Concluding Observations #26-27

The Basic Law governing State policy on combating violence against women "On domestic violence prevention" (2001), and a number of regulations have been outlined in previous governmental and alternative CEDAW reports.

However, the provisions of these regulations have not been properly enforced, primarily because of the institutional weakness of relevant services that were reorganized during this period. Local youth and family administrations, which by 2010 were engaged in the prevention of domestic violence, were reorganized as youth and sports administrations. They did not always have the powers or authority to deal with issues of domestic violence. Departments involved in this line of work were not created in social institutions of local state administrations. This resulted in the loss of specialists, in whom a lot of money and effort had been invested, and of tested mechanisms of interaction with the state and profile private institutions. The realization of a state policy on domestic violence prevention was largely assigned as an additional job to untrained employees specializing in labour matters, subsidies, etc.

We have recorded a certain number of problems in this area.

The main problem is to ascertain the facts of domestic violence or real impending threats. Such facts should be recorded within three days, but there is a major problem in the interaction between responsible institutions and agencies, which have many different branches, thus making the interaction algorithm very difficult. Information on domestic violence from internal affairs agencies is reported once a month or once per quarter, which is often too late to clarify the circumstances and initiate responses to such acts of violence. There is no information on domestic violence from rural and village councils. Accordingly, rural women have little opportunity to complain about cases of domestic violence.

As a rule, cases of domestic violence are verified by social workers employed in family, children and youth services. The police and representatives of executive powers are rarely present although this is required by relevant regulations.

Representatives of local executive authorities empowered to act on cases of domestic violence do not collect information on families where this offence has been repeated. There is also no information on other forms of gender-based violence.

Either there is no register of institutions and organizations working on combating domestic violence, or it does not include addresses and services provided by them. After state budgetary subsidies were cancelled in 2014, complaints about domestic violence are only formally reviewed, and there is no adequate or timely assistance to victims, especially to women residing in remote settlements and villages.

So, victims of domestic violence are currently experiencing double violation of their rights. Having suffered from domestic abuse, they face inadequate responses to protect their rights and obtain necessary assistance and support.

As for offenders, legislation provides for [a number of actions, from preventive registration with the police to criminal prosecution for failing to comply with a restraining](#)

[order or carry out a remedial programme.](#)

However, these measures are not very effective. Every year, the police preventive register has about 100,000 names of persons who committed domestic violence. But, data of social services and studies show that problems are not solved for many years in families where domestic violence is reported. While internal affairs agencies annually send only 6% of offenders listed in the register into remedial programmes, only 1% of the offenders actually complete the required programme. There are regions where such programmes are not at all implemented. Moreover, courts issue restraining orders against only 5% of the offenders every year. Ukrainian legislation does not provide for additional sanctions, and offenders continue living together with their victims. Ultimately, the victim has to make the final decision and leave on her own. Even when she finds refuge in a women's shelter, she is not properly protected because shelters do not guarantee personal safety.

To improve the situation, Ukraine prepared a bill on ratification of the Istanbul Convention ([#0119, "On ratification of the Council of Europe Convention on preventing and combating violence against women and domestic violence..."](#)) and two accompanying laws [No.5294, "On preventing and combating domestic violence"](#) and [No.4952, "On amendments to some laws of Ukraine in connection with the ratification of the Council of Europe Convention on preventing and combating violence against women and domestic violence."](#)

However, the Parliament did not approve this Convention. The reason was the term "gender" and several measures aimed at protecting women's rights that prevailed in the main text and accompanying bills, and embodied in these documents.¹³ [

Conclusion. Concluding Observations #28-29 were not fulfilled.

There is an urgent need to adopt a package of bills on preventing and combating domestic violence, and ratification of the Istanbul Convention.

[Reply to Concluding Observations #28-29](#)

By the end of 2014, two regional crisis centres for victims of domestic violence were functioning in Ukraine: in Zaporizhzhya Region (in NGO premises) and Khmelnytsky Region (state institution). Victims of domestic violence can also seek refuge and social assistance at social and psychological support centres.

These support centres function in 18 regions of Ukraine (out of 27):. They are primarily situated in regional cities. The centres provide services to very different groups of people, not just female victims of violence; they are often overcrowded, especially now, when they receive flows of IDPs escaping the two conflict regions of Eastern Ukraine. They do not take any people, including women and the elderly, with severe health problems. In fact, they cannot properly ensure security for the women who are actually housed there. There are no support facilities or shelters for victims of domestic violence in Vinnitsa, Poltava, Kharkiv and Kherson Regions.

Today, there is an urgent need for specialized facilities that would provide support to victims of domestic violence, as well as access to women residing in remote and rural areas, regardless of age and health.

Conclusion. Concluding Observations #28-29 have been partially implemented.

¹³ Transcript of the plenary session of the Verkhovna Rada of Ukraine, November 17, 2016

ARTICLE 7 and reply to Concluding Observations #32-33

Women's political rights are enshrined in [Article 24](#) and Article 71 of the [Constitution of Ukraine](#). Ukraine has also imposed gender quotas in political representation, amending the [Law of Ukraine "On political parties"](#) and approving the [Law of Ukraine "On local elections"](#). However, the non-imperative nature of these provisions and the absence of sanctions have rendered them ineffective in society.¹⁴

Opportunities for women to hold key positions and participate in community life have practically not increased. According to local elections in 2015, one to two "female" seats (14 regions) were added in regional councils. However, we cannot say that quotas had a significant impact. In most regions, quotas were fulfilled by one of the parties or none at all.

[Quotas for public officials](#) were outlined in the draft [Law on amendments to some laws of Ukraine on equal rights and opportunities for women and men](#) (3411-2), initiated by the Cabinet of Ministers of Ukraine. But, it was not approved by the relevant committee of the Verkhovna Rada, and was rejected in February 5, 2014. There were no other attempts to increase the percentage of women in government positions. Currently, the percentage of women in government posts is low and not regulated, albeit higher than in Parliament. [4] Local bodies are also headed by men. None of the 25 local state administrations in Ukraine (24 regional and municipal) were presided by a woman. In addition, most regional administrations (14) had no women acting as deputy heads. In general, only 16% of these positions are occupied by women, while 84% of them are held by men.¹⁵

Women's participation in political parties is mostly technical. Of the 123 parties that participated in local elections in 2015, there were only 23 cases of women presiding over central bodies of a party, or acting as one of the leaders. This is 17.4% of the total number.¹⁶

Since 2013, there has been a surge in volunteer community initiatives related to the Maidan (Revolution of Dignity) and ongoing war caused by Russia's occupation of Crimea and aggression in Donbas, which began in 2014. Women were very active, and often launched and led many initiatives, such as [Euromaidan-SOS](#), [Krym-SOS](#), [Diana Makarova Foundation](#), [Narodny Tyl Project](#), and other NGOs and volunteer associations. At the end of the acute phase of military confrontation, many activists joined relevant government structures, but mainly in advisory positions.

Women's participation is minimal in reformist groups that are currently developing reforms in 17 key areas. Women do not have a meaningful voice in the [National Council of Reforms](#), the [Strategic Advisory Group for reform support](#), the [Reanimation Package of Reforms-RPR](#), or the [Public Councils under different Ministries](#). No experts on gender equality, gender evaluations or other forms of gender expertise have been scheduled in any of the 17 major reform fields. In addition, women from vulnerable groups have not been included.

Conclusion. Despite approved legislative norms for gender quotas in the

¹⁴ Monitoring Housing and Utilities Services-2014 / Oksana Yarosh

¹⁵ According to data

http://www.icps.com.ua/assets/uploads/images/files/publ_kac_yarenk_ngukr_f_nalna.pdf, 2015

¹⁶ Gender monitoring of local elections in 2015. Analytical report. Women's Consortium of Ukraine, 2015

electoral process, social and political opportunities for women are not equal to men's. The fact remains that the higher the decision-making level, the fewer women in those positions. The low representation of women in elected bodies and in appointed top positions remains a problem in Ukraine.

Committee Recommendations #32-33 have been partially implemented.

ARTICLE 10

Profile laws of Ukraine "On education", "[On preschool education](#)", "[On general secondary education](#)", "[On extracurricular education](#)", and "[On higher education](#)" contain articles that guarantee equal education rights regardless of gender, with the exception of the Law "[On vocational and technical education](#)", which contains no such article. The [draft of the new law "On education"](#) stipulates that participants in the educational process are guaranteed protection from all forms of discrimination based on color, political, religious or other beliefs, and gender.

Since 2014, the Ukrainian government has resumed implementing gender equality in education. Systemic changes in higher education brought in through previous educational reforms have had a negative impact on the situation of women in this field. According to some NGOs, public expenditure on education decreased by 30-40%. Faculty and staff positions, occupied mostly by women, were eliminated. Studies in humanities in high schools were also reduced, which led to a significant decrease of teachers in humanities departments that affected mostly women.

There are still cases of discrimination against women in higher MIA and MFA educational institutions and difficulty in enrolling in military departments of different universities. Female students enrolled in higher educational institutions, especially technical or vocational colleges, are often demotivated by their teachers. Innovative technical and promising academic projects at higher educational institutions do not have a mandatory gender component.

Segregation persists in a number of subjects in high school - physical education, maintenance work, and Homeland defense - which violates female rights to equal access to educational programmes. Textbooks recommended by the Ministry of Education – [Labour Education for Girls](#), 2015 and [Labour Education for Boys](#), 2013 - have gender-oriented guidelines from previous years that continue to be published. Thus, the publishing policy of the Ministry of Education remains highly discriminatory.

Access to primary, secondary and higher education by girls and women from vulnerable groups is not a priority for state authorities.¹⁷

In 2014, the Ministry of Education started paying more attention to female stereotypes that are reflected in school textbooks, but secondary school textbooks and programmes continue repeating them.¹⁸ In his speech in 2014, the Deputy Minister of Education declared that "the majority of Ukrainian (school) books are at times sexist in their selection of illustrations and tasks".¹⁹ Stereotypes influence girls in their choice of

¹⁷ See Information Report to the CEDAW Committee International Charitable Foundation Roma Women's Fund "Chirikli"

¹⁸ Maria Petrushkevich. About gender, higher education and European development vector, round table in Education of Ukraine, June 17, 2014

¹⁹ On gender issues, higher education and the European development vector: round table at the Ministry of Education of Ukraine // <http://www.oa.edu.ua/ua/info/news/2014/17-06-01>

non-technical occupations, thus limiting their access to promising innovative professions.

No systematic education on reproductive and sexual health issues were introduced during the reporting period, and only a few doubtful and ineffective measures were initiated. However, this field has seen steadily increasing clericalization since 2011. The scale and number of information and promotional campaigns on gender equality in education are inferior to the scale and number of information campaigns launched against gender equality. Anti-gender information campaigns²⁰ in education peaked in 2012. There were cases of harassment and persecution of gender equality activists in Volyn, Ternopil, Zakarpattya, Rivne Regions and in Kyiv. In 2013, anti-gender movements in education took on a strongly anti-European character and spread to a number of legislative initiatives, including the initiative to remove the term “gender” from all regulations in Ukraine.

A specialized discipline of theology was introduced in the academic field, but there are still no gender studies on the school curriculum. Research initiatives on systematic teaching of gender studies are not supported, professional training for teachers specializing in gender studies does not exist, and the subject is not included in the classification of professions and specializations.

The State Report informs us that “today, scientific knowledge on gender issues has been clearly identified and systematized. Gender research and studies are increasingly spreading in Ukrainian academic and university centres.” However, scientific knowledge on gender issues is neither systematic nor always scientific. Seeing that gender studies have not been institutionalized, their subject remains marginal and research studies are often assessed and managed by non-professionals. Publications issued as gender studies are not always professional, and are sometimes blatantly sexist. Since 2011, Ukraine has reduced the number and scale of conferences on gender issues. Today, two scientific journals that highlight gender issues in education are published, but there are no professional indexed scientific publications related to these issues.

Chapter VIII of the [State Programme](#) provides for the implementation of regular work on gender equality in the educational system, including curricula with these courses, gender equality classes, and gender analysis of textbooks and curricula. However, its implementation has been postponed indefinitely, and funding has not been envisaged²¹.

Conclusion. The introduction of gender equality issues and the gender component into the curricula has become critical and requires immediate attention.

ARTICLE 11 and reply to Concluding Observations #34-35,

Concluding Observations #36-37

The actual situation of Ukrainian women in the labour market has worsened since the previous reporting period.

²⁰ Round Table On Gender Policy... Religious Information Service of Ukraine, March 8, 2012

²¹ <http://gendercenter.sumdu.edu.ua/images/docs/12.pdf>

²¹ <http://zakon4.rada.gov.ua/laws/show/717-2013-%D0%BF#n67>

Key parameters for women in the labour market continue to decline.

Women's salaries as a source of income and economic independence constitute 0.47% against 0.78 of men's salaries. At the end of 2015, a woman received on average 0.75% of a man's salary, but the gender pay gap was higher in certain types of economic activity. It declined to 0.66% in financial and insurance jobs, and to 0.47% of a man's salary in the arts, sports, and entertainment and leisure spheres. The GGGR-2015 measures the ratio of women's to men's salaries in Ukraine at 0.66%. Moreover, Ukraine's position fell by 11 points in 2015; it ranked 56th in 2014 compared to 67th in 2015.²²

The percentage of women is very high in informal employment. According to a sample survey, women are informally employed in households or home-based jobs. These women have no legal protection. Men are also employed in informal jobs, that is, they work for others in the shadow economy and are usually paid in cash.

Women who have paid* informal* jobs are usually employed in low-paying positions, such as sales clerks in shops, stalls and markets (about 54% of all the women working informally in the paid employment sectors), restaurant employees (6.79%), agricultural workers (5.14%), domestic workers and cleaners (5.13%) and seamstresses (3.70%).²³ At the legislative level, employment contracts and other employment documents are usually short-term so that women can be dismissed without social security during pregnancy or when they ask for childcare leave. This practice is also applied to sick leave and holidays.

Horizontal and vertical segregation is a key factor in the gender pay gap. The State Statistical Service (Ukrstat) does not handle or publish data on job positions/gender/ type of economic activity. Interested parties carry out relevant studies on their own.

According to research on the gender pay gap in the commercial sector (AIN.UA, 2016, women's wages have been declining for at least three years. Standing at 74% of men's salaries in 2013, they actually declined to 59% in 2015. Today, women employed in top management positions receive 0.58% of men's salaries, in middle management positions - 0.65%, in senior positions or as group managers - 0.58%, as specialists - 0.59%, and as qualified workers - 0.64%. The actual pay gap is substantially larger than what is shown in official figures.²⁴)

Although the issue of equal pay for equal work is acute in Ukraine, it is often questioned or passed over in silence. Documents, which declare the principle of equal pay for equal work, including certain points of the current State Programme, do not have and do not give a description of the mechanisms used to determine such parity.

Women, who are employed in the public sector (budgetary sector), are concentrated in low-paying positions with high social guarantees; if these guarantees are reduced or ignored, their income will be critically affected. Women in the private sector are concentrated in service positions in shadow economic activities, but enjoy relatively high salaries; if labour inspection demands adherence to social guarantees, their chances of earning a high income, which these women expect, will be drastically

²² Global Gender Gap Report 2015

²³ The scope and the main features of informal employment in Ukraine program document for the Government of Ukraine. The World Bank, 2011

²⁴ Experts showed the difference of income between men and women in Ukraine / .finance.ua 02.13.2016

reduced.

Due to the expansion of the shadow economy and the legal nihilism of all market “players”, shadow employment has reached the size of the official labour market.²⁵ In these circumstances, “protective” legislation on female employment is neither effective nor enforced. Enforcement in this area and in many others remains poor. A good example: more and more job advertisements requiring persons of a particular sex.

The current judicial system and pre-trial settlements of labour disputes are not able to adequately respond to violations of women’s rights. Although experts have recorded an increase in the number of cases relating to employment disputes in the courts, statistics on appeals to the Commissioner’s Office do not reflect any increases.

Conclusion. In general, the types of employment and patterns of discrimination against women in the labour market are quite different, and depend on whether they are employed in the public or private sector, in formal or informal jobs, or in rural or urban areas.

However, the national policy on gender equality in the labour market contains no strategies that would increase economic opportunities for women working in different sectors.

ARTICLE 12 and reply to Concluding Observations #38-39

Recommendation #24 provides for access to healthcare for women, with an emphasis on women from vulnerable groups. The State Report does not contain such information. Statistics on access of women from vulnerable groups to health services are not recorded or published by Medstat or Ukrstat.

The current situation of women’s access to health services is defined in some [health care reforms](#). Launched in 2011, they recommend closure of health facilities (consolidation), and reduction of health workers for reasons of profitability. This has created a major problem for women to access health services, mainly in terms of time and transport, availability of additional funds for travel, and their physical mobility in general, which remains significantly lower than men’s.

Reforms have notably reduced access to healthcare, including primary treatment, for women residing in rural areas, and especially for pregnant women, mothers with young children, women with disabilities, and elderly women.²⁶

The general medical and demographic situation of Ukrainian women continues to decline compared to 2010. Women constitute the majority (53.8%²⁷) of the population in Ukraine; the largest groups include women aged 50-59 (3,648,503 persons) and over 60 (6,215,883 persons). The average life expectancy at birth is 75.88 years. We note both the “aging” of the female population and the deteriorating health of women of reproductive age. Cancer deaths continue to rise. The situation has become more complicated due to poor conditions in maternal and child healthcare centres and increased incidence of illnesses among newborns.

²⁵ Analytical report of survey conditions for women’s economic opportunities in Ukraine..., Ministry of Social Policy, Kyiv, 2012

²⁶ Exploring Systemic and Structural Pathways to Health Equity in Health Reform, Simons Frazer University, 2012.

²⁷ Children, females and family in Ukraine. State Statistics Service, 2012.

Ukrainian women suffer longer from chronic diseases (cardiovascular diseases and malignant tumors), while mortality is higher among men. According to preliminary data, Ukrainian women are generally more prone to chronic diseases compared to men (1.41 times). As they get older, women have more chance of suffering from multiple diseases, from 1.82 times among women aged 30-39 to nearly 8.37 times among women aged 60-65.²⁸

As women live longer than men and suffer more from chronic diseases, they tend to spend more years, or most of their life, in poor health. This results in more frequent visits to the doctor and additional costs.

However, these facts are not taken into account in government healthcare policies and programmes, which are dominated by a gender neutral approach. The prevalence of chronic diseases among Ukrainian women is not dependent on a woman's financial status because both rich and poor women are equally affected. These facts point to a gender-segregated way of life rooted in gender stereotyping.

The somatic health of adolescent girls remains unsatisfactory. The impact of stress on the health of school children, especially young girls, has risen considerably²⁹ due to major problems in the modern healthcare system, namely:

- reduction of prevention programmes that were previously available in outpatient healthcare units;
- poor quality food;
- absence of educational programmes aimed at building a culture of good health for school children;
- decline in physical activity, especially among secondary school girls.

As physical fitness standards for secondary school students were removed in 2011, teachers pursued another programme, "taking into account each child's individual characteristics". In practice, this led to stereotyping, such as physical exercises are "excessive" for young girls.

Generally speaking, female ethnic minority groups and disabled girls are not at all reflected in official healthcare statistics or lack essential indicators.

Conclusion. Aggregate data on diseases do not reflect the disproportionate nature of chronic diseases in different population groups, including gender groups. This does not allow the government to develop adequate health policies because it fails to see the real person. Demands for outpatient medical services are higher among the female population. Women are the main recipients of healthcare services, and this fact should be taken into consideration when planning and implementing reforms.

Reply to Concluding Observations #38-39

The question of women's reproductive health is covered in the State Report. The question of high HIV/AIDS rates is highlighted in Ukraine's thematic report submitted by HIV service organizations.

In recent years, the incidence of sexually transmitted infections (STIs) has risen among children and young people, but unfortunately, government statistics do not publish this information by age and sex, so it is impossible to establish the percentage of

²⁸ The main reasons for the high level mortality in Ukraine, World Bank, 2010.

²⁹ Annual report of health, sanitary and epidemic situation ... Ministry of Health of Ukraine, 2016

affected adolescent girls. Moreover, we have no data on young girls from vulnerable groups.

Research data show poor sexual education and insufficient information about pregnancy prevention and family planning, little use of effective methods of preventing unwanted pregnancy, poor educational work with young girls, and lack of knowledge about healthy lifestyles and family planning.

The large number of unwanted and unplanned pregnancies among young girls is connected to the inaccessibility of reliable contraception for young people. For example, hormonal contraception for one month is more than 70% of a scholarship ([Scholarship application procedure](#)). Reproductive pressure, difficulties and high costs of procedures for terminating an unwanted pregnancy, coupled with poor use of effective contraception often lead to neonaticide.

According to the study “Sexual and reproductive health, gender equality and human rights, gender-based violence, economic and political opportunities for HIV-infected women in Ukraine”, every fifth woman among all HIV-infected women (17.3%) has access to free or pay abortion services, and only 10.7% to quality medical care after such a procedure. Only 10.6% obtained or can obtain free infertility treatment or assisted reproductive technology. 25.6% of the respondents did not receive counseling on safe conception, and only 20.7% received required assistance for this issue.

The State Programme “Reproductive National Health” up to 2015, which regulates these issues, has ended, but a new one has yet to be developed and approved. There is no report on its results.

Especially worrying is the curtailing of sex and gender education for young people, started in 2010. Similarly, in the last five years, politicians have repeatedly brought up the [abortion criminalization question](#). A corresponding bill was registered in [2013](#) and [2016](#). However, to date, these changes have not been included in national legislation that would criminalize women’s access to abortion services and infringe on their reproductive rights.

ARTICLE 13

For the first time since the independence of Ukraine, we can submit a reply concerning this article to the CEDAW Committee. On the backdrop of the growing unemployment, especially in towns and villages, many women rely on the social benefits and subsidies to feed their children and themselves. but the state and local authorities are cutting down the social benefits.

This government initiative was drawn up in 2016, depriving more than 200,000 single mothers of social benefits of many other benefits. This initiative of the Ministry of Social Policy came into force on January 1, 2016.

The Cabinet of Ministers is considering the imposition of a single social contribution for all working Ukrainians.³⁰ Such categories as rural women, 2/3 of whom are not engaged in the labour market due to few paid jobs, and who are unable to pay such fees, will certainly not be able to pay them when they become mandatory. These norms will discriminate against them.

In addition, all the old problems concerning women’s social security are still

³⁰ Ukrainians waiting for radical pension reform / Segodnya, November 24, 2016

ongoing. In fact, childcare leave looks quite generous on paper. However, parental leave is calculated according to official and not actual wages, which are usually minimal, especially for young mothers.

The Government is especially silent about the alimony payment system. Unregulated legislation in this matter makes women dependent on their ex-husbands who are often engaged in shadow employment and officially refuse to make payments.

There have been several restrictions on women's access to different social services (kindergartens and schools, healthcare institutions, social worker, etc), making it difficult for women to coordinate their professional opportunities with family and leisure time.

Consequently, there is a severe shortage of childcare facilities both in urban and in rural areas (Ukrstat, 2013). Today, it is even more acute due to more than 1 million 300 thousand refugees (internally displaced persons, IDPs), who have left their homes in Crimea, Luhansk and Donetsk Regions and moved to other regions of Ukraine.

Conclusion. Social policies and relevant reforms for women were drawn up without proper consultation with women's organizations and experts on women's rights. As in the previous State Programme, appropriate actions and measures are missing in the current State Programme.

ARTICLE 14

We have very little statistical data and even less research information on the situation of rural women in Ukraine. Consequently, special problems related to rural women have been neither thoroughly worked out nor included in basic government policies and programmes.

Data from the State Statistical Service usually describes demographics, population status, and education and health levels, including those pertaining to rural women. There is very little or no data on the situation of rural women in the labour market, at decision-making levels, on priority access to social services and protection from violence. State labour statistics show a breakdown by sex and by place of residence, which makes it very difficult to obtain official statistics on many key labour indicators for women living in rural areas. Therefore, as a rule, experts simply say that no studies have been done on the employment of rural women.

However, indirect data from Ukrstat gives us an idea about market availability of paid work, resources and property, and access to social infrastructures by rural women.

Paid work is not very accessible to rural women. According to recent data, only 17.5 percent of the working population was employed in agriculture although every third woman and every third man of working age live in rural areas. One third of these 17.5% are women (about 6%). Most rural women of working age are informally employed or self-employed.

Agriculture often uses unskilled labour, but even in this sector a very small number of women have received any kind of training. Only 0.6% of all women working in agriculture have improved their skills,³¹ which points to strong stereotypical gender approaches to learning. The average salary of women employed in agriculture amounted to 2767 UAH, representing 83.7% of a man's salary in the same sector.

³¹ Vocational training and retraining of employees by economic activities in 2014 / Ukrstat, 2014

Salaries in the agricultural industry are, in fact, the lowest in the country.

Many women depend on employment in small cities and towns. They must spend much time and money travelling to their workplace. The main difficulties in finding work are as follows: lack of jobs in their respective regions, geographical inconvenience/territorial remoteness, poor local transport, poor quality of roads, and lack of social infrastructure (kindergartens, nursing homes and social services).

Rural women have limited access to ownership, entrepreneurship and resources. There are large gender gaps in the control and ownership of resources, and these gaps are steadily growing.

49.2% of agricultural households are headed by women on 16.8% of the land, while the remaining 50.8% are headed by men on the remaining 83.2% of the land. Women operate about one-fifth of all the farms (18.4%), and one tenth (11.4%) of all the large- and medium-sized agribusinesses. The average surface area of a farm run by a woman is 1.87 hectares, while a man has 8.98 hectares. All indicators show that fewer agribusinesses are run by women than men. There is relative parity between male and female owners of rural households both in the number of households headed by them (49.5% women), and the number of cultivated areas (women have 0.89 hectares, men - 1.33).³² However, privatization and development of agribusinesses have forced more and more women to sell their land for a low price because they have no other source of cash income.

Rural women have no social protection of labour rights in this sector because any woman working in the informal economy is not covered by labour laws and social insurance. *The years of work carried out by rural women are not counted towards their record of service; moreover, due to high voluntary contributions, they must pay into social funds, as proposed by the government for their participation in social insurance*³³.

The deteriorating situation of rural women has also been affected by reductions in social services, in particular, the lack of kindergartens in many villages, closure of clinics and hospitals that started during the reporting period, as well as closure of many schools that was recently announced by the MES (covered in relevant parts of this Report).

48% of rural women have no medical facilities within walking distance, and cannot afford to buy certain medications or pay for specific medical services. 29% say that they cannot afford medical care in case of illness, which may require surgery or prolonged treatment.

Such situations are typical for rural women of other vulnerable groups, including victims of domestic violence. (Protection of human rights and economic interests of rural women, Union of Rural Women of Ukraine, 2013). There is a range of problems related to discrimination against women in terms of access to legal services. (For example, more than a quarter of the respondents (26.3%) believed that their district police officer would never help an abused woman, and have never addressed them for assistance)³⁴. Sexual harassment is common in the workplace. Due to limited employment opportunities, rural women are also the most vulnerable to other forms of violence, such as human trafficking. Ukrainian recruiters often use extreme violence, fraud or debt

³² Distribution of agricultural households by gender of people that they lead, in 2013 Ukraine // Agriculture: Statistical Yearbook, 2014

³³ According to a sample survey of households conducted by the State Statistics of Ukraine, 2014

³⁴ According to the Association of Country Women of Ukraine, 2013

bondage against them.

Special temporary measures in favour of vulnerable groups of women, who suffer from multiple discrimination - like rural women in modern Ukraine – have not been considered.

The preamble of the current [State Programme to ensure equal rights and opportunities for women and men up to 2016](#) stipulates that “. special attention... must be paid to women from rural areas, minorities and women with disabilities”. However, Programme measures do not include rural women or women of other vulnerable groups; they have been excluded from [Paragraph VI. Measures aimed at developing leadership skills in women...](#)).

Conclusion. The proclaimed focus on women from rural areas, representatives of national minorities, and women with disabilities announced in the State Programme has not been implemented.

ARTICLE 16 and reply to Concluding Observations #40-41

During the reporting period, family policy was replaced by social issues. The government failed to regulate family policy, and during this period, another policy emerged, namely linked to anti-choice and pro-life movements.

With the demise of the Ministry of Family, Youth and Sports in 2010, analyses and data collection on families were also suspended. In 2011, the State Research Institute for Family Affairs was liquidated and transferred to another ministry, and research on family affairs was discontinued. Since that time, there have been no studies on the social situation of families and their real needs. (Implementation of the National Target Programme to support the family up to 2016,

Parliamentary hearings in 2011³⁵ and in 2015³⁶ initiated by anti-choice and pro-life movements were remarked for their sexist speeches and slogans to counter the “promotion of homosexual ideology”. [Recommendations of hearings in 2015](#) stipulate that the Ministry of Science and Education of Ukraine should approve a marriage preparation programme, as well as programmes in family psychology, family values, and responsible parenthood. It is also recommended to involve representatives of churches and religious organizations, but there is no mention of gender equality experts. All these provisions are contrary to the principle of equal status and responsibilities of women and men in the private and public sphere.

[The State Social Target Programme to support families up to 2016](#) is poorly funded, and its activities are mainly confined to sports. Despite the Report on the implementation of the [State Programme to ensure equal rights and opportunities for women and men up to 2016](#), 2013 saw the organization of certain activities in Zhytomyr, Ternopil and Kharkiv Regions financed from the budget and carried out by organizations [that consciously opposed gender equality policies](#). Similar events and activities were also carried out at the regional level. On June 21, 2012, the Volyn Regional Council held a sessional hearing and approved a decision on the [Clarification of gender policies, and problems and risks that might arise thereof in Ukrainian society](#), with the participation of the same organizations.

³⁵ “Family Institute of Ukraine: current state, problems and solutions

³⁶ “Family Policy of Ukraine – goals and objectives”

Conclusion. A real family policy was not developed during the reporting period. The situation of Ukrainian families has not been studied; their real needs and problems have not been formulated or solved. They have been replaced by externally inspired discussions “about family values” against a background of actual deterioration of Ukrainian families, and growing economic and other pressure on them.

Reply to Concluding Observations #40-41

Exception – the legal age of marriage for young girls from different ethnic minorities is actually set at age 18. Roma communities have an earlier age of marriage, set at age 12-13.

Approved measures regarding pension funds as common property have not been implemented.

Recommendations

National Mechanisms (NGM)

1. Introduce mandatory appointment of gender policy experts in legal documents regulating the activities of the central, regional and local executive authorities and local self-government bodies. Develop and approve sectoral provisions on functional responsibilities and full-time employees in the entire executive vertical, who would be responsible for implementing the gender component in different fields of public policy. Have the document approved by the CMU or prescribed by law.
2. Create a special executive body under the CMU responsible for coordinating the work of ministries and other central executive bodies, developing and implementing a uniform state gender and non-discrimination policy in all spheres of society.
3. Charge one of the CMU vice-premiers with the implementation of gender policy.
4. Create a structural subdivision responsible for the development of gender policy in the Research Institute of Labour and other sectoral research institutions that exist in the CEB.
5. Introduce regular training courses on gender equality for civil servants at all levels in all the sectoral and regional advanced qualification centres for state officials. Include them in a certification programme.
6. Develop and approve guidelines or instructions for advisers on equal rights and opportunities for men and women for all central and local executive authorities and local self-government bodies.
7. Restore training courses for advisers on human rights and gender equality appointed to public services, educational institutions, healthcare facilities, and other sectoral agencies.
8. In order to ensure systematic study of gender issues, introduce the practice of having the Ministry of Social Policy place State orders in sectoral research institutes, different institutes of the Institute of Sciences and higher educational institutions. Ministry of Social Policy: In order to ensure systematic study of gender issues, place State orders in sectoral research institutes, different institutes of the Academy of Sciences of and higher educational institutions.
9. Launch a policy to strengthen the institutional capacity of the Ministry of Social Policy and other central executive authorities in conducting gender equality and women's rights policies, and introduce it as a separate measure in the State Programme on Gender Equality for 2017-2020.

State Programme

10. A statistical data are presented with a breakdown by gender in all social areas and adapted to international standards under the guidance of the State Statistics Service. To include this point to the new State Programme for 2016-2020.

Political Participation and Gender Quotas

11. Develop and apply an integrated approach to gender quotas. Approve the Election Code of Ukraine with mixed norms for gender and non-discrimination quotas in the electoral process. Work out detailed legislation for a 30% gender quota so that it is clearly understood and applied in the electoral process and in different electoral systems in case of amendments.
12. CEC: Develop recommendations in case political parties refuse to register electoral subjects in the electoral list in compliance with gender quotas. Develop and implement mandatory training courses about gender parity for political parties and party leaders.
13. CEC: Work out detailed gender statistics for different level of councils, leaders and management of parties. To date, such data has not been divided and classified, creating the impression of balanced gender representation. Publish these statistics regularly.
14. Oblige, through legislation, all governing structures in public and private sectors to implement 50% female representation. Bring in appropriate amendments to the Labour Code.
15. Create a reserve list of women running for office in international Ukrainian delegations/agencies, and appoint them.
16. Ensure participation of gender equality and non-discrimination experts in teams working on economic, social and political reforms in order to integrate women's interests in all major reform fields and decentralization processes carried out in the country.

Stereotyping in the Media

17. Ministry of Information Policy, State Radio and Television: Improve sectoral regulatory framework and bring it into conformity with the Law of Ukraine "On equal rights and opportunities for women and men". Regularly conduct sectoral monitoring on the implementation of legislation on equal rights and opportunities for women and men as part of an information policy.
18. Ministry of Culture: Initiate and support research on the prevalence of outdated stereotyping of women's roles in Ukrainian society, as well as initiatives aimed at creating a culture of parity and non-discrimination.

Combating violence and human trafficking

19. Accelerate the pace of the legal framework to combat gender-based violence, including violence engendered by sexual partners or family members, violence against rural women and girls, indigenous and ethnic groups of women, and disabled women, violence based on sexual orientation or gender identity, against HIV-infected women and girls, sex workers, and female drug addicts.
20. Amend CMU regulations on special institutions that provide assistance to female victims of violence and human trafficking. Ensure the activities of such institutions in all regions of Ukraine.
21. Raise the professional level of police officers, prosecutors, lawyers and judges in their exercise of criminal proceedings against human trafficking.
22. Work out and implement mechanisms for State social orders of NGO services

engaged in combating gender-based violence and human trafficking.

23. Increase media campaigns among the population in order to reduce risks of human trafficking.

Education

24. Set up career development programmes for women and girls who have no professional education. Develop individual professional growth programmes for women engaged in ATO operations, widows, and internally displaced women and girls.
25. Ensure access of young girls to all specialties in all sectoral educational institutions of Ukraine.
26. Ministry of Education and Science of Ukraine: Create a department of gender analysis and monitoring within the Ministry. Include the priority task of developing new State educational standards for and changes to [statistical monitoring forms in education statistics](#) in order to eliminate gender discrimination in education.
27. Establish mandatory gender expertise for textbooks, manuals and training programmes recommended by the Ministry of Education of Ukraine. Terminate the practice of public funding, publication and use of textbooks and materials containing stereotyped concepts of the roles of women, girls, men and boys in the educational process.
28. Introduce gender equality courses in all curricula of higher educational institutions. Include “Gender Studies” in the list of disciplines, and the gender component in educational standards and classifications.

Labour Market

29. To develop a gender-sensitive policy on the labour market, to consider a different interest of different social group of women on a labour market.
30. Work out a request for the performance of women from different social and demographic groups in the labour market and have the Ministry of Social Policy submit the request to the State Statistics Committee.
31. Develop specific programmes to attract women from vulnerable groups into the labour market. Take into account parameters such as assisting and protecting these women and their families, increasing their productivity and protecting their choice and exposure during working hours.
32. Introduce the concepts of “flexitime” and “flexible jobs” and improve labour legislation to implement these concepts.
33. Amend legal documents with regard to social security during pregnancy: and sick leave, childcare leave (regardless of gender).

Public Health

34. Maintain existing family planning services and contraceptive availability initiated under healthcare reforms. Organize free antenatal clinics with friendly gynecologists and competent professional advisers for female students and girls, woman from vulnerable groups. MedStat: Maintain complete gender-segregated medical data

during healthcare reforms.

35. Introduce gender sensitive approaches in the health database (incidence of tuberculosis and activities of TB institutions, incidence of mental disorders and activities of psychiatric institutions, indicators of oncological and radiological services, incidence of illnesses among adolescents and indicators of preventive care services for adolescents). Publish the information regularly.
36. Initiate and assess female access to health services during healthcare reforms and under decentralization. Take into account the results in terms of norms for these reforms.
37. Recognize and solve problems related to all violations of the rights of women and girls from vulnerable groups (rural women and girls, indigenous and ethnic groups of women, disabled women, violations based on sexual orientation or gender identity, HIV-infected women and girls, sex workers, and female drug addicts) in medical facilities, such as social stigma, discrimination, and prejudice by medical employees, forced abortion or sterilization, lack of choice, privacy, information, etc.
38. Amend laws and policies towards decriminalization of issues related to sexual and reproductive health (SRH) and HIV (including HIV infection and transmission)

Social Protection and Family Policy

39. Initiate and conduct gender assessment of the law on social benefits to single mothers and other categories of women, having considered them as part of the State family policy. Check approved norms according to assessment results. Make payment of social assistance recipient-oriented. Eliminate the term “single mothers” from national legislation.
40. Initiate and amend legislation on mandatory partial child leave available to husbands.
41. Develop and ratify family policy strategies (Family Policy).
42. Review the State Programme on support to families with children up to 2020, which has yet to be approved, bringing it in line with the recommendations provided herein.
43. Reestablish annual surveys and reports on the situation and needs of families by placing State orders issued by the Ministry of Social Policy in relevant scientific research institutions of the National Academy of Sciences and higher educational institutions.
44. Special-purpose law enforcement agencies: Explore the widespread and simultaneous creation of pro-family organizations in 2010-2014, which have an anti-gender rhetoric and a one unit argument against equal rights and opportunities for women and men in Ukraine.
45. Initiate and analyze the alimony system and alimony payment system, and bring in relevant amendments to legislation. Analyze the situation and determine the needs for kindergartens, social services, family support centres, and other social infrastructures. Study the issue of “tax holidays” for private kindergartens.

Rural Women

46. Implement gender-segregated statistics relating to rural women.
47. Introduce special temporary fiscal benefits for female farmers and female enterprises in rural areas. Introduce the legal status of “employment in private farms” by

amending the Law “On private agribusiness”, and ensure social guarantees. Review existing legal definitions of farms and private agribusinesses.

48. Create positions for gender experts in international programmes and decentralization projects, who will protect women’s rights in a new local communities. Introduce mandatory legislative provisions on gender-balanced employment in in a new rural communities.