



Ministry of Social Policy
of Ukraine



United Nations Entity for Gender Equality
and the Empowerment of Women



EUROPEAN
COMMISSION



GENDER POLICY AND INSTITUTIONAL MECHANISMS OF ITS IMPLEMENTATION IN UKRAINE





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National review of Ukraine's implementation of the Beijing Declaration and Platform for Action
and the outcomes of the Twenty-third special session of the General Assembly

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Gender policy and institutional mechanisms of its implementation in Ukraine. National review of Ukraine's implementation of the Beijing Declaration and Platform for Action and the outcomes of the Twenty-third special session of the General Assembly

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List of abbreviations

ACO – All-Ukrainian charitable organization	OECD – Organization for Economic Cooperation and Development
AFU – Armed Forces of Ukraine	OSCE – Organization for Security and Cooperation in Europe
ARC – Autonomous Republic of Crimea	OST – opioid substitution therapy
ART – antiretroviral therapy	PLWH – people living with HIV
AUC – Association of Ukrainian Cities	PLWH Network – All-Ukrainian Charitable Organization “All-Ukrainian Network of People Living with HIV”
BPA – Beijing Platform for Action	PSA – public service announcement
CEDAW – Convention on the Elimination of All Forms of Discrimination against Women	SCTR – State Committee for Television and Radio Broadcasting of Ukraine
CIDA – Canadian International Development Agency	SDC – Swiss Agency for Development and Cooperation
CMU – Cabinet of Ministers of Ukraine	SIDA – Swedish International Development Agency
CoE – Council of Europe	SOA – State oblast administration
CSW – commercial sex workers	SSS – State Statistics Service of Ukraine
EC – European Commission	State Programme up to 2010 – State Programme on Ensuring Gender Equality in Ukrainian Society up to 2010
GoU – Government of Ukraine	State Programme up to 2016 – State Programme on Ensuring Equal Rights and Opportunities of Women and Men up to 2016
HEI – higher educational institution	STI – sexually transmitted infections
ICF – International Charitable Fund	UNAIDS – Joint United Nations Programme on HIV/AIDS
IDU – injecting drug users	UNDP – United Nations Development Programme
IFA – Inter-faction association (Parliamentary caucus)	UNECE – United Nations Economic Commission for Europe
ILO – International Labour Organization	UNESCO – United Nations Educational, Scientific and Cultural Organization
IOM – International Organization for Migration	UNFPA – United Nations Population Fund
M&E – monitoring and evaluation	UNGASS – United Nations General Assembly Special Session
MDG – Millennium Development Goals	UNHCR – United Nations High Commissioner for Refugees
MEDT – Ministry of Economic Development and Trade of Ukraine	UNICEF – United Nations Children’s Fund
MES – Ministry of Education and Science of Ukraine	UNODC – United Nations Office on Drugs and Crime
MFA – Ministry of Foreign Affairs of Ukraine	UPR – Universal Periodic Review
MFYS – Ministry of Family, Youth and Sports of Ukraine	USAID – U.S. Agency for International Development
MIA – Ministry of Internal Affairs of Ukraine	VRU – Verkhovna Rada (Parliament) of Ukraine
MoH – Ministry of Health of Ukraine	WHO – World Health Organization
MoJ – Ministry of Justice of Ukraine	
MP – Member of Parliament	
MSP – Ministry of Social Policy of Ukraine	
NAMS – National Academy of Medical Sciences of Ukraine	
NASU – National Academy of Sciences of Ukraine	
NGM – national gender mechanism	
NGO – non-governmental organization	
NSDC – National Security and Defence Council of Ukraine	
ODIHR – Office for Democratic Institutions and Human Rights	



SECTION 1. OVERVIEW ANALYSIS OF ACHIEVEMENTS AND CHALLENGES SINCE 1995

A. MAJOR ACHIEVEMENTS IN THE PROMOTION OF GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

After the adoption of Beijing Declaration and Platform for Action, Ukraine has managed to achieve certain progress in the promotion of gender equality and empowerment of women. In particular, it succeeded in setting up institutional mechanism for gender equality and aligning the national legislative framework with international standards. A powerful sector of non-governmental organizations working to promote gender equality and empower women has been developing.

One of major achievements is **development of national legislative framework on gender equality**. In particular, the Law of Ukraine “On Ensuring Equal Rights and Opportunities of Women and Men” was passed in 2005. It was adopted as a result of persistent and long-term advocacy by non-governmental organizations of gender profile. It is exemplified by the fact that it took eight attempts to pass the law. The Verkhovna Rada of Ukraine managed to do it only after any provision on positive action was taken from the bill. After the law was passed, the development of national gender equality legislative framework received additional impetus: the amendments are introduced to the laws in order to bring them in line with gender equality law and other legal acts are approved to strengthen national gender mechanism, etc. (See paragraph D of Section 1 for more details). In pursuance of the law, state programmes on ensuring gender equality are developed and implemented (before 2005, Ukraine has got only two national action plans on improving the position of women). The latest State Programme was adopted in 2013 as a result of cooperation between the Government, NGOs and international organizations. It is based on the Concluding Observations of the UN Committee on the Elimination of Discrimination against Women, Millennium Development Goals-Ukraine,

findings of national and civic monitoring of the implementation of previous State Programme and the international best practices. Starting from 2006, the gender equality programmes are also produced and implemented at the regional level, and they are financed from local budgets (*see paragraph E of Section 1 for more details*).

After the law was adopted in 2005, **the national gender mechanism** begins to take off. It is composed of the legislative and central executive authorities, local self-government bodies, Ukrainian Parliament Commissioner for Human Rights, and gender advisors, and entails cooperation with NGOs. The composition and major functions of national gender mechanism are stipulated in the Law of Ukraine “On Ensuring Equal Rights and Opportunities of Women and Men” and in the Decree of the President of Ukraine “On Improving the Work of Central and Local Executive Authorities On Ensuring Equal Rights and Opportunities of Women and Men” (2005). During 2006-2007 the gender working groups and coordination councils were set up in central executive authorities and State oblast administrations (SOA), the Inter-Agency Council on Family, Gender Equality, Demographic Development, Prevention of Domestic Violence and Combating Human Trafficking was established in the Cabinet of Minister of Ukraine. Gender advisers to Ministers and Heads of SOAs were appointed. In 2010 the Expert Council to Consider Claims with regard to Gender Discrimination was set up in the Ministry of Family, Youth and Sports of Ukraine. The coordination between various components of national gender mechanism is getting strengthened; Ukraine starts to participate into NGM international experience sharing networks. Since 2001 gender-disaggregated statistics starts to be collected – currently 113 gender-sensitive indicators are being collected by the Government. Statistical digest “Men and Women in Ukraine” is published biannually (*see Section 3 for more*

details). Development of the NGM is one of top priorities of state programmes on ensuring gender equality. Numerous actions are taken to build capacity of public officials and members of councils of all levels with regard to development, implementation and monitoring of gender policy, gender statistics, gender budgeting, gender knowledge and sensitivity, etc. In total, more than 30 thousand public officials and members of council were covered with such actions throughout 2006-2014. Nevertheless, in late 2010 these activities decline in their scope, which is due to administrative reform of the Government (*see paragraph C of Section 1 and paragraph B of Section 2 for more details*). Renewal of national gender mechanism starts in late 2011 but it has not fully revived so far.

Development of non-governmental organizations in the sector of gender equality and women empowerment keeps pace with the increase of gender sensitivity of non-profit sector at large. The NGOs launch more interventions aimed both directly at women empowerment and at mainstreaming gender to other projects and programmes. It is due to cooperation between the Government and NGOs that the amendments to the Constitution of Ukraine were introduced to ensure gender equality, the Law of Ukraine “On Ensuring Equal Rights and Opportunities of Women and Men” was adopted, the national gender mechanism was revived, and The State Programme on Ensuring Equal Rights and Opportunities of Women and Men up to 2016 was approved. These are non-profit – including women’s – organizations and international agencies that were keeping the institutional memory when the national gender mechanism was not fully functional throughout 2010-2013. It is worth noting that the Government should utilize the capacity of NGOs in more active manner. In particular, they should be involved into the dialogue between the Government and donors and into the development and implementation of interventions in the realm of gender equality and women empowerment. It is one of priorities of the State Programme up to 2016.

Another achievement is **development of gender education**. Building on the interventions delivered by NGOs and international agencies, in 2009 the Ministry of Education and Science issued the Order “On Integrating the Principles of Gender Equality in the Edu-

cation”. With the EU and UNPD support, the guidelines on expert assessment of training curricula, materials and handbooks were developed and the respective assessment was carried out, the curricula on gender equality for school and university students were adopted, and five departments of gender studies and over 20 Gender Education Centres were set up. Large-scale interventions targeting more than 25 thousand education professionals were carried out in order to increase gender knowledge and sensitivity. The schools are intermittently conducting gender equality lessons and other actions aimed at shaping the culture of gender equality. The result at the level of behaviour change is the increased number of the “bottom-up” initiatives on gender mainstreaming into the system of education. Namely, the scientific conferences on gender issues are carried out regularly. The education professionals arrange and conduct competitions, fests, master classes and other interactive actions to promote gender equality. However, these actions are not systemic so far, and the system of education is still an environment where gender stereotypes are disseminated. The Government, NGOs and international agencies continue putting their efforts to solve this problem, including through implementation of the State Programme up to 2016.

During 1995-2014, Ukraine managed to set up the **system of prevention and combating gender-based violence**. The Law of Ukraine “On Prevention of Violence in Family” was adopted in 2001, and the Law “On Combating Human Trafficking” was passed in 2011. Ukraine has acceded to the Council of Europe conventions on preventing violence against women and combating human trafficking. The law sets forth criminal liability for human trafficking and administrative liability for domestic violence. The national mechanism for providing support to survivors of human trafficking was set up. The programmes of working with survivors of violence and correction programmes for perpetrators are developed and introduced. Capacity building activities are delivered to over 9000 law enforcement officers and judges on combating domestic violence. The respective issues are integrated into formal training of law enforcement officers. The system to collect information about the number of claims on domestic violence and number of people covered with





SECTION 1. OVERVIEW ANALYSIS OF ACHIEVEMENTS AND CHALLENGES SINCE 1995.

social services, including correction programmes, was set up. The Government, NGOs and international organizations deliver awareness raising campaigns on prevention of domestic violence, discrimination and human trafficking. The NGOs maintain “hotlines” on combating gender-based violence, on preventing human trafficking and protecting children’s rights. Efficiency of these measures is proved by the increased number of claims to law enforcement authorities with regard to domestic violence and of calls to the “hotline”. In particular, during past years the number of claims with regard to domestic violence registered by law enforcement authorities grew up by 17 thousand (from 157 thousand in 2010 to 174 thousand in 2013). It showcases the positive trend that more women are able to notice the violation of their rights and are ready to assert them with the help of law enforcement authorities, women’s and human rights organizations. Further interventions in this realm will contribute to shaping the culture of intolerance to violence in society and improve the efficiency of law enforcement agencies and social service units on prevention and combating gender-based violence and human trafficking.

B. MAJOR CHALLENGES IN THE ACHIEVEMENT OF GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

Despite these achievements, the main problems in the realm of ensuring gender equality and empowerment of men and women remain persistent.

Notwithstanding the 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 lack of political will** to advance gender transformations. The Parliament has not managed to approve any positive action necessary to balance the position of men and women in the society and especially at the level of decision making. During the governmental cuts in late 2010, the Ministry of Family, Youth and Sports – central executive authority responsible for gender policy – was merged with another Ministry. It led to the slowdown of gender policy and suspended the activities of the most significant elements of national gender

mechanism. At the same time, women are almost not regarded as the target group of social and economic development programmes, including the programme to eliminate poverty. The vulnerable women are not in focus of the Go U interventions and policies. To solve this problem, the Government, NGOs and international agencies carry out numerous actions to build capacity of officials, develop and disseminate training materials, strive for integration of Ukraine in the international gender networks and run advocacy campaigns. However, regular shake-up of decision makers and inability to provide training to top officials are the obstacles that prevent these endeavours from being fully effective.

The level of **women representation in social and public life** is still very low. As a result, women have limited opportunities to influence on decisions that concern their life, the life of their communities and the entire country. In addition, the country does not gain positive experience that could be used to promote gender equality and women empowerment. The Government, NGOs and international agencies have tried to find responses to this challenge since the very adoption of Beijing Declaration and Platform for Action, but their steps did not bring tangible effect so far. The respective objective was integrated into the state programmes on ensuring gender equality. Non-profits and international organizations deliver trainings to women-leaders, run advocacy campaigns and provide support to the Government in developing bills that would introduce positive actions for enhancing women representation in electoral processes, in the Parliament and local councils, but none of these bills was adopted so far.

A very important problem is **viability of stereotypes about the roles of men and women** in the family and society. The stereotypes are disseminated through two most powerful channels – the system of education and mass media. The disruptive activities of some anti-gender movements that disseminate unjust information and wilfully inculcate patriarchic patterns should be also noted. The problem of gender stereotypes is one of the gravest, whereas these are stereotypes that prevent the society from shaping public demand for gender transformations. The correlation between gender equality priorities and economic development is not properly

tracked. Gender policies and interventions in all sectors face with rejection both at the level of those who should perform them and of the beneficiaries. It is long time since this problem was recognized as a critical one – it was first targeted in State Programme up to 2006. Various actors pay efforts aiming to integrate gender approaches to the system of education in order to make it promote the society of equal opportunities (see item B. Education and training of women of Section 2 for more details) and to eliminate stereotypes from mass media and get mass media engaged into promoting the culture of gender equality (see item J. Women and mass media of Section 2 for more details). But it is the very viability of gender stereotypes that blunts the effectiveness of such measures.

Another urgent problem is a **high level of gender segregation** (both vertical and horizontal) at the labour market. In addition to segregation, inequalities in economy arise from discriminatory attitudes of employers towards hiring women, setting their salary and career promotion. The legislation prohibits women to occupy certain positions and at the same time established some over-protection of women, thus jeopardizing their competitiveness at the labour market. It provokes gender pay gap and unequal access to economic resources, as well as different quality of employment and social status of men and women. To solve the problem, a number of measures are taken to eliminate stereotypes on “female” and “male” professions, the legislative framework is approved, the recommendations and guidelines are developed and training for the specialists of employment centres, labour inspections, trade unions and associations of employers is carried out. The measures to help employees to reconcile professional and family life are implemented. Notwithstanding, the insufficient development of social infrastructure, lack of support to employees with family responsibilities, and substantial gap in time that women and men spend on housework are still important factors that limit economic opportunities of women.

Another problem is a **low level of legal awareness of citizens** in terms of gender discrimination. Sometimes they are not able to notice the manifestations of gender discrimination in family (including domestic violence), at the workplace and in society. Some women

tend to under-estimate their professional, civic and leadership abilities and are not ready to resist to discrimination against them. This is due to low amount of efforts aimed at raising legal awareness of men and women, including through dissemination of texts of international instruments and national legislation in the realm of equal rights and opportunities, and to insufficient level of protection from violence and discrimination. This problem anchors the gap between women’s and men’s opportunities and prevents the Government from reacting to violations of human rights. To solve this problem, the respective legislative measures are taken, the functions of Ukrainian Parliament Commissioner for Human Rights are extended, anti-discrimination bodies are set up (e.g., Expert Council to Consider Claims with regard to Gender Discrimination), and awareness raising campaigns are implemented. But these efforts are not enough to make sure that anti-discrimination mechanism is fully functional and that everyone in Ukraine knows how to respond to discrimination.

The adoption and implementation of State Programme up to 2016 allows for expecting on acceleration of gender transformations and empowering women and men in Ukraine.

C. SETBACKS/REVERSALS IN PROGRESS TOWARDS GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

One of the reversals in achieving gender equality and empowerment of women is a significant weakening of national gender mechanism after December 2010. Actually, it moved to highest level of its development at early December 2010, but after the administrative reform of the Government on 9 December 2010 the MFYS was eliminated and its functions were entrusted with other central executive bodies. Although the division responsible for gender policy formally existed, its status and functions were unclear up to November 2011 (see paragraph C of Section 2 for more details). During subsequent years, the national gender mechanism was gradually reviving, but it has not returned yet to the level of December 2010. It did not get sufficient capacity to perform its main function – catalyze gender mainstreaming in the system of governance in



Ukraine (see the organigrams of NGM in late 2010 and in 2014 attached).

This setback is due to the Government initiative to cut a number of central executive agencies and civil servants in order to improve state budget after financial and economic crisis of 2008-2009. Top officials of the country failed to grasp gender issues and it caused long-term absence of the central executive authority responsible for gender policy, loss of connections between the elements of NGM and other problems.

Revival of the NGM was possible due to the Government's cooperation with NGOs and international agencies. During 2010-2013, they took a lot of advocacy events and were keeping the institutional memory. The Head of division of Ministry of Social Policy responsible for gender policy was appointed on 1 November 2011 – just some days after the International Conference within the framework of Ukraine's Chairmanship in the Council of Europe Committee of Ministers "Current Trends on Development of National Gender Mechanisms in European Countries". At this conference, NGOs actively advocated for this issue at the level of heads of Government and representatives of international agencies.

The next setback is directly related to the previous one. Due to limited capacity of the gender equality division, Ukraine did not manage to approve NAP – state programme on ensuring gender equality – during almost three years (2011 – Sept 2013). This is unprecedented delay – starting from 1997 when the first National action plan to improve the position of women was adopted, the delay between the end of previous NAP and start of new one never exceeded one year. It is also due to Parliamentary elections in 2012 and change of the management of MSP in late 2012. In September 2013 The State Programme on Ensuring Equal Rights and Opportunities of Women and Men up to 2016 was finally adopted, and it received first finance in 2014 (see paragraph E of Section 1 for more details). The adoption of State Programme was made possible due to active advocacy by NGOs and international agencies, expert and technical assistance that they provided and strengthened capacity and motivation of the managers of Department of Family and Gender Policy and Combating Human Trafficking of the MSP.

D. LEGISLATIVE DEVELOPMENTS

National legislative framework on gender equality was almost wholly adopted after Ukraine signed Beijing Declaration and Platform for Action. In 1996 the Constitution of Ukraine was approved that sets forth equal rights of men and women. Art. 24 of the Constitution has a specific provision on the methods to ensure gender equality. In 2005 the Law of Ukraine "On Ensuring Equal Rights and Opportunities of Women and Men" was adopted. It provides for equal position of men and women in all areas of life, determines main directions of national gender policy, establishes national gender mechanism, and prohibits gender-based discrimination. However, some provisions of the Law do not stipulate specific sanction for their violation.

In 2008 the amendment was introduced to the Labour Code. It stipulates that collective bargaining agreements shall establish equal opportunities of men and women. In 2012 the respective amendment was made to the Law of Ukraine "On Ensuring Equal Rights and Opportunities of Women and Men". In addition, in 2008 the Law of Ukraine "On Ukrainian Parliament Commissioner for Human Rights" was amended: the Commissioner shall perform control over the observance of equal rights and opportunities of men and women. In 2012 the Law of Ukraine "On the Principles of Prevention and Combating Discrimination in Ukraine" was adopted to prohibit gender-based and other kinds of discrimination. In 2012 the Law of Ukraine "On the Employment of Population" was also passed. It provides for equal opportunities of all citizens irrespective of their sex for free selection of activity. Finally, in 2012 the amendment was introduced to the Family Code of Ukraine in order to increase the marriage age of women to 18 years (thus it was made the same as men's marriage age).

Another important developments are the Decree of the President of Ukraine "On Improving the Work of Central and Local Executive Authorities On Ensuring Equal Rights and Opportunities of Women and Men" (2005) and the Resolution of the Cabinet of Ministers of Ukraine "On Conducting Gender Legal Expert Assessment" (2006). The former document contributed to building up national gender mechanism, the latter launched gender legal



expert assessment of effective legal acts and draft laws. During 2007-2013, numerous acts were assessed and amended accordingly.

In 2010 the Government developed a draft law on introducing amendments to 11 laws of Ukraine in order to align them with gender equality legislation, but it was not adopted. In 2013 the Government developed the draft Law of Ukraine “On Introducing Amendments to Certain Laws of Ukraine On Ensuring Equal Rights and Opportunities of Women and Men” that provided for amendments to electoral law, the law on public service and on employment. But the Parliament is now working with an alternative draft law submitted by the Members of Parliament that entails amendments to electoral law only. In April 2014 the draft law on amending the Law of Ukraine “On Ensuring Equal Rights and Opportunities of Women and Men” aimed at strengthening the mechanism of combating discrimination was passed in the first reading.

Ukrainian legislation is generally gender-neutral, free from discriminatory provisions, and does not establish different legal status of men and women (some minor exceptions are outlined in item I. Human rights of women of Section 2). At the same time, the majority of legislative framework does not contribute to elimination of gender differences and balancing the status of men and women in the areas where they can suffer discrimination.

Several MPs sometimes submit draft laws to prohibit abortions, but the Government and other MPs with support of civil society always manage to find arguments to prevent such bills from being adopted. Therefore, the main problems of ensuring gender equality concern the implementation of national legislation framework rather than its very provisions.

E. INVESTMENTS IN THE PROMOTION OF GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

The share of national budget allocated for delivery of national gender policy consists of the budget of state programmes and costs of the operation of national gender mechanism. The MSP together with UN Women in

Ukraine are currently conducting a study of budget allocations to gender programmes and activities and of national and local budgets and regional gender equality programmes in all 27 regions of Ukraine. The preliminary findings make it possible to conclude that no unified system of tracking budgetary allocations to achieving gender equality in Ukraine is in place. It does not allow for reliable assessment of the respective share of national budget.

The efforts to track planned and actual allocations to achieving gender equality from national and regional budgets are made by NGOs, and the Government develops reports about the expenses. In particular, tracking the allocations to state and regional gender equality programmes up to 2010 was one of the tasks of civic monitoring of State Programme performed by Women’s Consortium of Ukraine in 2011. According to the MFYS report about the implementation of State Programme up to 2010, UAH 1 143 900 were spend during 2007-2008¹. In 2009 the amount of national budgetary allocations decreased significantly to UAH 100 000, it is due to government cost cutting because of financial and economic crisis. The same trend concerns the amount of allocations from local budgets for implementation of the State Programme. During 2007-2008 UAH 1 957 473 were allocated from local budgets in total, and only UAH 895 927 were allocated in 2009. During this period, the information about financing State Programme was not fully transparent, and other (alternative) costs were not utilized to finance it.

Regional budgets were also financing the regional gender equality programmes up to 2010. The respective amount of funds allocated in different regions varied from UAH 10 000 to UAH 300 000 annually. It was growing up by 2008, but in 2009 it was cut off as well (by 25-50% in average). In 2010 some regions did not allocate funds for implementation of regional gender equality programmes at all. Throughout 2007-2010 the amount of actual allocations numbered to 50-80% of the amount requested.

Whereas no State Programme was adopted during 2011 – September 2013,

¹ As of 28 April 2014, the official exchange rate is: USD 1 = UAH 11.38. During 2008-2009, the exchange rate moved from UAH 5 per USD 1 to UAH 8 per USD 1.



the budget did not allocate funds for achieving gender equality. The new State Programme up to 2016 will be financed as follows: UAH 1 268 510 from the state budget, UAH 1 787 130 from local budgets and UAH 2 841 500 from other sources (development aid, grants, etc.). In 2013 the activities of State Programme were financed only from other sources (namely, UAH 1 000 740 were allocated).

Regional programmes that have some relation to gender equality and women empowerment, family support, health care of children, combating domestic violence, etc. were adopted in different regions in 2011, 2012 and 2013. The total amount of planned allocations for these programmes in 2012 numbered to UAH 12 179 570, and in 2013 – to UAH 15 27 270.

Two more initiatives should be outlined in this regard. First, during 2012-2013 UN Women in Ukraine carried out a gender analysis of official development aid provided to Ukraine (baseline mapping study). It was identified that gender is mainstreamed to 9.8% of 244 officially registered development projects (as of 2012). 12 of 33 international and non-profit agencies that were subject to analysis run specific gender projects and three more agencies allocate some share of any project budget to achieving gender equality. These are CIDA – up to 10%, USAID – 2%, and Swiss Agency for Development and Cooperation – from 1-2 to 12%.

Secondly, starting from 2008 UNDP, EU, UN Women, UNFPA, SIDA, Friedrich Ebert Foundation and other international, donor agencies and NGOs provide training, develop and disseminate toolkits on gender budgeting among state officials and members of local councils. Over 1000 officials and members of councils benefited from these trainings during past years, but gender budgeting knowledge and skills are not widely used when planning development programmes and gender equality programmes at the national and local level.

In 2014 gender analysis of state and some local budgets was performed in line with national obligations with regard to gender equality (with the support of UN Women Programme). Please, see the report produced in the aftermath of this analysis in Annex 6 to this publication.

F. MECHANISMS FOR REGULAR DIALOGUE BETWEEN GOVERNMENT AND CIVIL SOCIETY

According to 2005 Law, public associations are the integral part of national gender mechanism. They can contribute to executive and local self-government authorities in terms of gender policy development, to implementation of state and regional gender programmes, to the activities of advisory bodies at public authorities, carry out monitoring of observance of gender equality, etc. The public associations that effectively perform these functions and cooperate with the Government are women's NGOs, other NGOs, research institutions and some universities.

Representatives of NGOs are the members of Inter-Agency Council on Family, Gender Equality, Demographic Development, Prevention of Domestic Violence and Combating Human Trafficking of the CMU, gender working groups of central executive authorities, Expert Council to Consider Claims with regard to Gender Discrimination of the MSP and Co-ordination councils on family, gender equality, demographic development, prevention of domestic violence and combating human trafficking of State oblast administrations. In central executive authorities and SOAs, experts from non-governmental sector were appointed as gender advisers.

Generally, during 20 years the Government almost did not make targeted interventions to strengthen the role of NGOs in development and implementation of gender policies and securing their impact on decision-making. At the same time, certain NGOs and public authorities were cooperating extensively on a number of joint projects. There are four modalities, which the dialogue between the Government and civil society in terms of promotion of gender equality is built on.

First of all, NGOs draw the attention of Government to specific gender disparities and advocate for necessary decisions. It is due to active stand of the NGOs that the gender equality law was adopted in 2005 and efforts were launched to revive the national gender mechanism in 2010-2013.

Secondly, the partnership between the Government and civil society is strengthened through implementation of projects aimed at achieving certain Strategic Objectives of Beijing Platform for Action. Actually, the joint pro-

jects are implemented in all critical areas of concern of BPA. Such partnership may be formalized through setting common governance bodies or be of ad hoc nature. It helps NGOs and donors to promote Government's ownership of the projects and ensure their sustainability. At the same time, many projects are implemented by NGOs independently because of complexity and long duration of adjusting decisions with public authorities and lack of clear political will of the Government with regard to certain gender priorities.

Thirdly, NGOs play an important role in policy development and building capacity of public officials. In particular, the non-governmental experts were actively engaged into development of State Programme On Ensuring Equal Rights and Opportunities of Women and Men up to 2016. It ensured high quality of this document (in particular, it contains specific objectives and indicators). Previous State Programme that was developed without NGOs lacked such elements. Namely, the non-governmental experts helped to identify main priorities, developed detailed action plans, shared their plans for arranging proper coordination and synergy of efforts and results, etc. In 2006 women's organization "League of Women Voters 50/50" with the support of International Renaissance Foundation and UNDP developed the guideline on gender legal expert assessment of the law, and the Government started to use this guideline.

Fourthly, NGOs and research institutions effectively monitor the implementation of gender policies, carry out surveys and evaluate the efficiency of actions aimed at promotion of gender equality. For example, NGOs with the UNDP support carried out a research "Gender Analysis of Ukrainian Society" (1999 and 2004). Women's Consortium of Ukraine conducted civic monitoring of State Programme up to 2010. Its results were used by the Government, NGOs and international agencies to identify next steps. NGOs were more than active in national overview of the implementation of BPA and development of Beijing+20 report (see Annex 1. Process of preparing the national review).

Notwithstanding, institutionalized cooperation mechanisms are not perfectly efficient so far. There is a lack of Government's political will (at the top level) to cooperate with NGOs, it does not provide funds for their de-

velopment from state budget, and the social procurement modality is not set up. If these problems are solved, national gender policies will gain more efficiency.

G. INTERNATIONAL COOPERATION

Bilateral, sub-regional, regional, and international cooperation is one of important backbones for promoting gender equality in Ukraine. In particular, Ukraine benefits from cooperation within the framework of international organizations – UN, Council of Europe and OSCE – and from cooperation with the EU and bilateral partnerships.

The UN reporting frameworks are used to evaluate the Government's activities in promotion gender equality. Namely, Ukraine regularly develops national reports to Committee on the Elimination of Discrimination against Women, Human Rights Council, Universal Periodic Review, etc. Observance of gender equality by the Government was also an issue of 7th National Report within the framework of International Covenant on Civil and Political Rights (July 2013). Providing technical and expert assistance and raising donor funds is also an important component of the UN-Ukraine cooperation. In terms of implementation of Beijing Platform for Action, the Government and NGOs cooperate with ILO, IOM, UN Women, UNAIDS, UNDP, UNFPA, UNICEF, UNODC, WHO, UN Trust Fund to End Violence against Women, etc.

Cooperation with the Council of Europe is based on development, accession to and implementation of CoE legal instruments: European Convention for the Protection of Human Rights and Fundamental Freedoms, European Social Charter, Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention), Convention on the Protection of Children against Sexual Exploitation and Sexual Abuse, etc. Ukraine is preparing to ratify Istanbul Convention within the framework of CoE Action Plan for Ukraine 2011-2014 and with the support of Government of Sweden. Gender conferences of the CoE are another important modality of international experience sharing. In particular, Ukraine has acceded to the CoE Action Plan and Resolution "Gender Equality: Bringing the Gap between De Jure and De Facto Equality" adopted after 7th Conference of Ministers in 2010. In October 2011 Ukraine hosted Inter-





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national Conference within the framework of Ukraine's Chairmanship in the Council of Europe Committee of Ministers "Current Trends on Development of National Gender Mechanisms in European Countries". During 2013 the representative of Ukraine was a member of the CoE Gender Equality Commission.

The cooperation with OSCE provides another important opportunity for experience sharing. It aims at promotion of gender equality and combating gender-based violence. OSCE Project Co-ordinator in Ukraine and OSCE Special Representative and Co-ordinator for Combating Trafficking in Human Beings cooperate with the Government on a number of projects in these realms. Ukrainian Parliament Commissioner for Human Rights and ODIHR concluded a Memorandum of Cooperation on preventing domestic violence. Combating human trafficking was one of key priorities of Ukraine's Chairmanship in OSCE during 2013. Ukraine initiated the review of OSCE Action Plan on Combating Human Trafficking adopted in 2003. Proposals of Ukrainian counter-parts were used as a basis to develop Annex to the OSCE Action Plan that was approved by all States Members during Kyiv meeting of the OSCE Ministerial Council (2013). In addition, within the framework of Ukraine's Chairmanship in OSCE, the Minister for Foreign Affairs of Ukraine as the OSCE Chairperson-in-Office appointed a Special Representative of OSCE Chairperson-in-Office on Gender Issues.

Promoting gender equality, empowering men and women and combating discrimination are the cooperation priorities, stipulated in the Association Agreement between Ukraine and the EU, the 'political part' of which was signed in March 2014. It was the EU that granted Ukraine the largest amount of development aid for ensuring gender equality during past 20 years: in 2008-2011, the EU provided EUR 14 million to UNDP, ILO, UNICEF and CoE for implementing projects aimed at promoting gender equality, children and women's rights in all areas of life. These projects contributed significantly to strengthening national gender mechanism and to other achievements. Experience sharing and utilizing best practices of the EU made it possible to develop results-based State Programme up to 2016.

Cooperation on fulfilment of BPA Strategic Objectives takes place at the bilateral level as well. Ukraine receives the respective technical and expert support from USAID, CIDA, Israeli Agency for International Development, SDC, SIDA, Embassies of Austria, Denmark, Finland, Germany, Japan, Netherlands, Norway, the UK, and from non-governmental donors – Heinrich Boell Foundation, Friedrich Ebert Foundation, etc.

Cooperation at the level of NGOs is also important. One of numerous examples is experience sharing between Ukrainian and foreign women's organizations in development of joint Beijing+5, Beijing+10 and Beijing+15 reports and evaluation of gender policies in Central and Eastern European countries.

International cooperation at the level of Government and NGOs allows for sharing experience and best practices of implementation and monitoring of BPA Strategic Objectives. It also helps to motivate the Government to take political decisions in favour of achieving gender equality and empowering women. The cooperation can be strengthened through building up the Government-donor dialogue, mainstreaming gender to all development aid programmes and projects, engaging NGOs to Government-donor dialogue and improving the modality of coordination of official development aid. It is exemplified by engaging expert and technical support and raising funds of international agencies for delivery of specific objectives and actions of State Programme up to 2016 or subsequent State Programme, inter alia with involving NGOs and providing them with the respective resources.

H. MDG AND THE IMPLEMENTATION OF BEIJING DECLARATION AND PLATFORM FOR ACTION

Ukraine adopted Millennium Development Goals in 2000. Promoting gender equality is Goal 3 of MDG-Ukraine. This goal has two targets and four indicators that were approved in 2003 and updated in 2010. Targets are to ensure gender representativeness at the level of no less than 30-70% in representative bodies and high-level executive authorities and to halve the gap in incomes between women and men. MDG-Ukraine, Goal 3 in particular, was one of key documents used to develop State Programme on Ensuring Equal

Rights and Opportunities of Women and Men up to 2016. Achievement of the respective targets was set as a direct objective of State Programme.

The Ministry of Economic Development and Trade annually monitors the progress in achieving MDGs and ensures that they are mainstreamed into strategic and programme documents of the Government. In September 2013 National Report “Millennium Development Goals. Ukraine 2013” was presented at the 68th session of UN General Assembly. It was outlined that promoting gender equality is one of the goals, achievement of which by 2015 is not feasible. In particular, during 2000-2013 Ukraine managed to improve gender ratio among the higher-level civil servants and thus almost achieved the indicator. But the performance in all other indicators is much worse. The average wage gap was decreased only by 25% (not 50% as planned), and almost no changes were observed in gender ratio among the Members of the Parliament of Ukraine and members of local authorities.

In 2007-2008 the MEDT and UNDP conducted interim evaluation of MDG progress. During the evaluation, they tried to mainstream gender into other six goals of MDG-Ukraine. In particular, in Goal 1 “Reduce Poverty” the gender-age pyramid of poverty was drawn, gender aspects of poverty risks were identified, and gender poverty profiles were compiled. Goal 2 “Ensure Quality Lifelong Education” provides for promoting lifelong education and training for girls and women. Goal 5 “Improve Maternal Health” directly concerns increasing women’s access to quality health care. Goal 6 “Reduce and Slow Down the Spread of HIV/AIDS and Tuberculosis and Initiate a Trend to Decrease Their Scales” identifies gender aspects as the factors of contracting infection, discrimination and stigmatization. The targets of Goal 7 “Ensure Environmental Sustainability” are to increase the share of the population with access to a centralized water supply and stabilize pollution of water reservoirs. It has a direct impact on improvement of the status of women in poverty and preventing disease incidence among women.

At the regional level, Millennium Development Goals were adjusted to every particular region. Promoting gender equality is an integral part of these documents. They serve as a background for producing programmes

of social and economic development of the region, monitoring and overview of their implementation.

In 2010 inter-governmental dialogue on Post-2015 Development Agenda was launched. The MEDT, National Institute of Strategic Research and M.Ptukha Institute of Demography and Social Research of National Academy of Sciences of Ukraine developed National Report “Post-2015 Ukraine: Future We Want”. Gender equality is reflected there. In particular, Section 2.1 “Equal Opportunities and Social Justice: Shaping Just and Socially Integrated Society Free of Exclusion and Marginalization” concerns inter alia gender inequality in employment (namely, “female” and “male” professions) and gender pay gap. The National Report should become an additional instrument for developing social, economic and gender policies.





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A. STATUS OF PROGRESS IN EACH OF THE TWELVE CRITICAL AREAS OF CONCERN AND THEIR STRATEGIC OBJECTIVES

A. Women and poverty

The Constitution of Ukraine (Art. 48) provides both women and men the rights to a standard of living sufficient for themselves and their families. At the same time, according to the 2013 National Report on achievement of Millennium Development Goals, the share of poor population (according to the national criterion) is 24.3%. The national poverty line is defined on the criterion of 75% of the median of per capita equivalent total expenditure. The share of poor women and men in different age groups is roughly comparable. There are, however, noticeable differences in the age groups 25-30 years old and above 75 years old. 28.9% of women and only 23.5% of men are poor in the first group. 28.1% of women are poor in the second group, while the share of poor men is 20.3%. In the former case the high risks of poverty among women are the result of being on childcare leave, when the amount of monthly welfare for mother and child does not exceed the minimum wage. The high figures of poverty among women who are more than 75 years old have three reasons: first, the smaller size of pensions in older age groups compared to the so called 'young' pensioners, second, the difference in pay of men and women that later transforms into difference in pension size, and finally, the loss of residual ability to work and earn money in addition to the pension.

National Economic Development Strategy (Programme of Economic Reforms for 2010-2014 "Prosperous Society, Competitive Economy, Effective State") did not have a separate aspect that would address the needs and efforts of women in poverty. The programme provides for gradual increase of the

retirement age for women from 55 to 60 years so that it was the same as the retirement age of men. The State Targeted Social Programme on Overcoming and Preventing Poverty up to 2015 is also neutral to women in poverty. The only aspect that applies to this target group is the initiative on generating equal opportunities for employment of men and women and ensuring equal rights and opportunities of men and women – it is quite declarative, though. The same applies to the regional level (regional programmes on ensuring gender equality) where women in poverty are not identified as a target group.

According to the legislation, men and women shall have equal access to economic resources and credit. At the same time, only 22% businesses are owned by women and only 6% big businesses are run by women. Therefore, it is more difficult for women to take loans, as they have fewer resources they can use for collaterals. The Government did not make any specific efforts to improve women's access to loans. International and women's organizations have started some initiatives: for example, IOM in Ukraine provides micro-loans for starting a business to persons who suffered from human trafficking. Many of them are women who have high risks of poverty. District employment centres and women's organizations organize workshops and trainings for female business owners and female leaders, peer-to-peer support groups for women who are in crisis, etc.

For a more detailed description of the efforts of the Government, NGOs and international organizations on ensuring gender equality in the economy, see item F. Women and economy.

Development of gender-based methodologies and conducting research to address the feminization of poverty is one of the priorities of the State Programme on Ensuring Equal Rights and Opportunities of Women and Men up to 2016. In particular, it is planned

to perform the analysis of the economic effectiveness of implementation of gender priorities and gender analysis of the state and local budgets and programmes of social and economic development. At the end of 2013 the MSP together with UN Women in Ukraine started the development of methodology to analyze economic effect of gender policies.

Monitoring of the situation and effectiveness of measures is performed through preparation of reports on achievement of Millennium Development Goals, the report on implementation of CEDAW, the report for UPR and within other conventions and mechanisms of ensuring human rights, and also through the respective studies. A great number of the reports is prepared and made by NGOs and international agencies. For example, based on the alternative report about the implementation of CEDAW in Ukraine (2010), the 2010 Concluding Observations of the Committee on the Elimination of Discrimination against Women (2010) included a recommendation on economic empowerment of women and integrating gender factors and special needs of vulnerable women in programmes and strategies aimed at eradicating poverty.

According to 2013 National Report on achievement of MDGs, gender factor in general has insignificant impact on poverty rates. In other words, no significant difference in rates of poverty by gender is observed. At the same time, attention needs to be paid to recent factors that may contribute to growth of poverty levels among women. For example, on 1 October 2011 the pension reform was implemented that inter alia provides for equal retirement age of women and men at 60 years (gradually, in 6 months steps every year for ten years).

In 2010 Heinrich Boell Foundation's Office in Kyiv and the experts from women's organizations conducted the study "Financial and Economic Crisis in Ukraine: Gender Dimension". In 2012 the report of the coalition of civic organizations (La Strada-Ukraine, Women's Information Consultative Centre, "Rozrada" Centre, Women's Consortium of Ukraine and others) to the UPR was presented. Some of the main issues mentioned in the report were the limited access of rural women to bank credit resources and to new technologies, and the impossibility to buy technical equipment for farming. Namely, rural women

are a special risk group, whereas the share of poor rural population is 32% (which is 8% higher than the Ukrainian average).

In 2013 the MSP together with OSCE Project Co-ordinator in Ukraine conducted a study on correlation between gender equality objectives and priorities defined by Programme of Economic Reforms for 2010-2014 "Prosperous Society, Competitive Economy, Effective State" and sectoral socio-economic programmes. In 2013 UNFPA together with the MSP carried out an analytical research of the position of elderly women in Ukraine.

The latest Government initiatives, in particular, the Law of Ukraine "On Prevention of Financial Catastrophe and Creating Prerequisites for Economic Growth in Ukraine" adopted on 27 March 2014 might increase risks of poverty for women. For example, the initiatives include cutting down the number of public sector employees (in particular, social service workers) and refusal from increasing minimal wage for one year that would have drastic impact on the level of wages in public sector. Taking into account that the share of female employees in many industries of the public sector varies from 70% to 90%, they are the ones who most encounter the risks of poverty. There are also risks of poverty of Roma women, women with special needs and internally displaced women from the AR of Crimea.

The results of an in-depth study "Effective gender politics as the key to sustainable economic development" planned by MSP for 2014 will show whether the above-mentioned problems may become the priority for national gender policy and poverty reduction policy.

B. Education and training of women

The principle of equal access of women and men to education and professional training is underlined in the Law of Ukraine "On Education" as of 1991 and other laws on education. Equal rights and opportunities of men and women in receiving education are also stipulated in Art.21 of the Law of Ukraine "On Ensuring Equal Rights and Opportunities of Women and Men".

As of 2013, 99.6% children are covered with secondary education. According





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to UNESCO, Ukraine is ranked high by literacy rate. Women's education rate is up with men's, women and men stand equally in main education indicators. According to 2001 census, women amounted to 54.3% of those who have secondary education, and men amounted to 45.7%. Therefore, no gender limitations are observed in the access to all levels of education, except for Roma women. Due to Roma traditions and lack of pro-active position of the Government towards Roma people, the rate of Roma girls who go to school is lower than average, and the rate of Roma girls who drop out of school is significantly higher (for more details, see item I. Human rights of women).

At the beginning of 2013/14 academic year, 52.3% of students of higher educational institutions of 1st-4th accreditation level were girls: in HEI of 1st-2nd accreditation level they numbered to 54.7% of students, in HEI of 3rd-4th accreditation level – to 51.9%. In vocational training schools, the rate of girls is 60%. Notwithstanding, the training system is featured by professional gender segregation. In particular, boys dominate in the HEI of industrial sector, and girls make the majority of students in HEI of non-industrial sector.

The main problems of this critical area of concern of Beijing Platform for Action in Ukraine concern the development of non-discriminatory education and professional training. Therefore, most efforts of the Government, NGOs and international agencies are focused on the respective Strategic Objective.

The respective objectives were included into the State Programme on Ensuring Gender Equality in Ukrainian Society up to 2010. Starting from 2007 gender equality lessons are taught in schools, but they are usually conducted once per year and only in small number of schools. In 2008 the Ministry of Education and Science, Ministry of Family, Youth and Sports and UNDP in Ukraine published "Equality ABC" and handbook for school children of 9th-12th grade "We are different – We are equal". An experience of women-members of Chernivtsi regional council who published additional number of copies of the handbook and disseminated them among the schools in the region is definitely a best practice.

In 2009 the major joint initiative of the Government, EU and UNDP on integration gender into the system of education was launched within the framework of EU-UNDP

Equal Opportunities and Women's Rights Programme. On 10 September 2009 the MES issued an Order № 839 "On Integrating the Principles of Gender Equality in the Education". Pursuant to this Order, the MES and EU-UNDP Programme developed gender standards of education on the basis of EU best practices and Bologna process, produced the guidelines on carrying out gender expert assessment of school curricula and recommendations for teachers on eliminating gender stereotypes in teaching. These materials were used to conduct gender expert assessment of curricula of pre-school, secondary, vocational and higher school. Upon the outcomes of expert assessment, the respective recommendations were made. The MES approved a programme "Main reference points for education of secondary school children", one of its sections reflects the issues of equal rights and opportunities of men and women.

As one of direct results of these efforts, the recommendations were used in the review of standards of secondary school curriculum on history (2011). In addition, it was found out that "ABC book", reader and other handbooks promote stereotypes on professions of women and men. But the amendment of handbooks and curricula is still a pending issue. This is due to the fact that specific standards are reviewed once per several years. In 2011 the manual for teachers "How one should teach school children to overcome gender stereotypes" was published. In addition, gender education of pre-school age children is included into basic programme of pre-school education "Me in the world".

The Government and EU-UNDP Programme have completed the largest training campaign for educators in Ukraine: throughout November 2010 – December 2011, 1142 trainings were organized for 23325 educators. The materials and guidelines of these trainings were provided to regional centres of post-graduate capacity building of teachers, and the centres apply them to building capacity of teachers, technical staff and heads of secondary schools. The respective issues are also included into the curricula of training of psychologists and social educators.

Education institutions carry out awareness raising aimed at promotion of gender culture: discussions, round tables, contests of pictures, workshops, trainings, education and

cultural events, conferences, etc. However, these measures are not regular and do not bring significant results so far. For example, some of these events anchor gender stereotypes rather than contribute to promotion of gender equality.

Joint initiatives of the Government, NGOs and international agencies are more efficient. E.g., the MES together with EC Delegation to Ukraine organized in 2007-2009 a contest of picture on gender issues among primary school children. In 2010 and 2011 the EU-UNDP Programme provided support to MES to carry out the contest of gender lessons among teachers, 525 teachers participated in total. In 2011 three 30-minutes training films “Gender in our life”, “Gender at workplace and in business” and “Gender stereotypes in mass media” were shot. The lessons and videos were disseminated throughout Ukrainian schools.

Nevertheless, despite numerous initiatives and large scale events aimed at mainstreaming gender into the secondary education, their success depends on the commitment and capacity of a particular teacher or head of educational institution. After the EU-UNDP support was over (end of 2011), fewer actions were implemented; and previous results were used in a limited manner. The system of education of Ukraine is prone to promote gender stereotypes and anchor them in mind of every school child rather than shaping environment free of stereotypes and bias.

Handling this problem is one of the priorities of State Programme on Ensuring Equal Rights and Opportunities of Women and Men up to 2016. The respective objectives of State Programme are to mainstream gender into the system of education and build institutional capacity of the mechanism to promote gender equality in higher education. In 2013 the Government has started to implement the State Programme in terms of training educators and researchers of higher educational institutions and carrying out awareness raising for promoting gender equality in secondary and higher school

Gender mainstreaming into higher education is more efficient. Departments of gender studies were set up in five Ukrainian universities. During 2009-2012 12 Gender Education Centres were established in the regions of Ukraine, thus totalling to 21. The

departments and Centres are tasked to provide expert, scientific and technical support to professors and students on develop and apply innovative forms and methods of gender education. In 2011 two curricula for students of teaching universities were developed and approved, one of them is for distance learning. The MES and several HEI conduct systematic contests of student papers on cutting edge gender equality issues. During 2009-2014 more than 30 papers on gender issues, as well as training materials and curricula on gender issues were published. Starting from 2010 regular scientific conferences on gender education are conducted. In order to promote lifelong education and training for girls and women, the MSP and UNFPA in 2008 started to set up the third age universities.

The respective activities of NGOs should be also noted. For example, League of Professional Women regularly provides information about the opportunities of professional training and capacity building to women, including life-long training (in cooperation with partners). During 2010-2011 National working group on adult training was operating. It implemented a number of peer-to-peer events and carried out analytical surveys of informal education in pilot regions of Ukraine. It also assessed the training needs of women who run small and medium businesses. In February-March 2014 Gender Information Analytical Centre “Krona” successfully delivered a distance gender online course for philology and journalism students.

The progress in the implementation of the critical areas of concern is monitored by the Government, NGOs and international agencies. In particular, National Report “Gender Education in Ukraine” was developed and presented within the framework of State Programme up to 2010. Its outcomes were reflected in the comprehensive strategy of gender mainstreaming to the system of education at all levels (pre-school, primary, secondary, high, and higher school). The reports about implementation of State Programme up to 2010 and the first year of State Programme up to 2016 identify progress and next steps that should be made in order to promote gender equality in education.





C. Women and health

The right of women to protection of health, health care and health insurance is provided for in the Constitution and Laws of Ukraine. In general, health care system of Ukraine is gender-neutral: the legislation and programmes establish equal access of men and women to health care. At the same time, separate programmes are implemented to protect women's health. It concerns the reproductive health, family planning, gynaecological oncology and medical care to victims of family violence. In addition, gender aspects are outlined in such activities as HIV/AIDS prevention, treatment, care and support to women, prevention and treatment of STI, drug, alcohol and tobacco addiction among women.

On one hand, it could be acknowledged that women and men have equal access to health care. However, important reservations should be made. First, state system of health care is developing at a slow pace, in some areas the accessibility and quality of medical services is getting lower. Women suffer from it more, whereas they have lower income and may lack money to pay for quality health care. The most illustrative example is elderly women, especially rural women. Secondly, one can notice double or triple discrimination of HIV-positive and/or drug-addicted women and women in prison settings. State officials recognize these problems, but specific measures to overcome them are made mostly by NGOs with the support of international and donor agencies.

Prevention programmes aimed at strengthening women's health are not comprehensive enough. In particular, girls and young women who study in schools and universities have to undergo regular preventive examination, but the majority of adult women do not attend such examination. The Ministry of Health, NGOs and international agencies are regularly conducting awareness raising campaigns on prevention of cancer and cardiovascular diseases and place the respective informational materials in health care facilities. Over 60% women above 18 are covered with oncologic preventive examinations. Immunization from human papilloma virus is not widespread in Ukraine so far, though it is included into immunization calendar and the draft of

respective clinical protocol was developed. These are only pregnant women who undergo mandatory comprehensive health care examination. The NGOs make some awareness raising to promote the preventive examinations, examination of breast physician in particular, and to prevent sexually transmitted infections. The most effective area is the prevention of HIV mother-to-child transmission. Starting from 2003 the coverage of pregnant women with HIV testing was improved significantly (in 2012 it numbered to 99.2%) and the level of ART provision to HIV-positive pregnant women increased as well (to 95.5%). As a result, the rate of HIV mother-to-child transmission decreased by seven – from 27.8% in 2001 to 3.73% in 2011.

For more details about the disease prevention in girls and providing girls with access to health care, see item L. The girl-child.

The level of mainstreaming gender into the interventions in reproductive health care, family planning, HIV/AIDS and other STI prevention and treatment is uneven. In particular, the reproductive health care is one of priorities of national health policy. The State Programme "Reproductive Health of the Nation" up to 2015 has a number of objectives aimed at protecting women's health: to decrease the level of maternal mortality by 20%, of adolescent pregnancy – by 20%, and of induced abortion among girls aged 15-17 and among adult women – by 20%. All the objectives were met as of 2013.

Implementation of the State Programme "Reproductive Health of the Nation" up to 2015 contributed to positive trends in the rate of abortions in Ukraine. It decreased from 16.6 per 1000 women in 2008 to 12.4 in 2012. A number of preventive interventions aimed at increase of contraception use resulted in the decline of the rate of unplanned pregnancy from 11.85 per 1000 women in 2008 to 7.71 in 2012. During past decade, the MoH received support from international agencies – UNFPA, UNICEF, USAID, WHO, and Ukrainian-Swiss Project "Health of Mother and Child" – to apply contemporary approaches and methods of providing health care to mothers and children. Modern perinatal technologies are introduced, and a number of clinical protocols on obstetrics, neonatology and gynaecology care and family planning are adopted (61 protocols throughout 2006-2012 in total). The clinical



cal protocol on providing health care in case of crisis pregnancy is developed. The system of confidential audit of maternal mortality and methodology of survey of severe maternal incidence were introduced in 2012.

Implementation of the National Project “New Life – New Quality of Maternity and Childhood” gave additional impetus to improving reproductive health of women. 12 regional perinatal centres were set up throughout 2012-2013. The hygienic requirements to location, equipment and usage of perinatal centres were developed. In 2011 model Statutes of perinatal centre and the Conception of further development of perinatal care were approved. The regional implications of perinatal care are being strengthened. During 2007-2012 the Government procured and distributed anti-D immunoglobulin to prevent haemolytic disease of the newborns and the medicines for treatment of respiratory malfunction of the newborns.

Improving the quality of health care and building capacity of health care practitioners is an important area of concern. The Government and NGOs in partnership with the Government of Germany, UNFPA, UNICEF, USAID, WHO, and Ukrainian-Swiss Project “Health of Mother and Child” implement interventions aimed at building capacity of doctors, including family doctors, and paramedical staff on the use of modern perinatal technologies in obstetric practice. Ukrainian-Swiss Project “Health of Mother and Child” provided support to introduce telemedicine on obstetrics and neonatology. Stimulation centres are equipped. These efforts contributed to the increase of rate of normal delivery – from 36% in 2004 to 65% in 2013 – and to decline of the mortality level of children under 5 – from 16 children per 1000 live-born in 2000 to 7.9 children in 2013.

At the same time, the rates of maternal and infant mortality and of abortions fall short of European rates, and the sustainability of results will depend on further measures and reforms of the health care system, and of application of modern approaches, standards and practices of health care.

A lot was done in the realm of family planning and prevention of crisis pregnancy. USAID Programme “Healthy Women of Ukraine” provided support to the MoH and National Academy of Medical Sciences to deve-

lop and approve Joint Order “On Improving the Service of Family Planning and Reproductive Health Care in Ukraine” and to update clinical protocol on family planning. A handbook for doctors and manual for trainers at 5-days trainings on family planning and contraception according to age periods were published, the curricula and training programmes of under and post-graduation training of doctors on family planning are revised and improved. UNFPA provides support to carry out trainings for doctors (including family doctors) and paramedical staff in the regions. The Global Fund to Fight HIV/AIDS, Tuberculosis and Malaria, USAID and other donors provide funds to NGOs to dispense condoms and other contraceptives among the population. The main target groups are women with extragenital diseases, low income people and young people aged 18-20, HIV-positive women and women vulnerable to HIV. The National Week of family planning is carried out annually; it comprises coordinated measures, speeches at radio and TV, media coverage and dissemination of awareness raising materials. Efforts are made to promote responsible fathering among both men and women. The schools of responsible fathering get parents-to-be prepared to have a baby. In most regions, the network of family planning and child and adolescent gynaecology service units are set up. Activities of regional reproductive health centres are gender-sensitive (for example, offices for infertility treatment of men and women are opened, STI are treated both in men and women, etc.). In 2008 the Programme of Treatment of Women Infertility was adopted. Some 800 women benefit from it annually, but approximately 4500 women are in need of it. Six public and a number of private reproductive clinics are operating. The MoH plans to develop and implement the programme to treat infertility in men.

During 2008-2010 the colposcopes, automated analyzers for cytological research and mammographs were procured to diagnose breast diseases. In 2011 the unified clinical protocol of primary and secondary healthcare at breast cancer was approved. Awareness-raising materials on prevention of gynaecological oncologic diseases were disseminated among women. TV shows “Reproductive health of Ukrainian nation” are regularly broadcasted.



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Researches and surveys of main factors of male and female infertility and best options of their prevention and treatment are carried out within the framework of State Programme. The standards of preventive examination and early diagnostics of male reproductive system diseases are developed. In particular, in 2007-2011 the NAMS carried out a research of main factors of male and female infertility. In 2011-2014 the NAMS carries out a survey of application of modern evidence-based medical technologies in reproductive health care, their medical and social impact and factors of feto-maternal disease. Every five years, the Government together with UNICEF, UNFPA and USAID carry out Multiple Indicator Cluster Survey of households, it has a unit on health care (last survey was conducted in 2012). In 2010 the State Institute of Family and Youth Development carried out a research of youth attitudes to healthy lifestyles. In 2011 Ukrainian Institute of Social Research named after O.Yaremenko and UNICEF surveyed the status and factors of health of Ukrainian adolescents. In addition, the Government, NGOs and international agencies regularly overview the progress and evaluate the efficiency of various measures aimed to protect women's health. In 2008-2010 the Government and WHO carried out a Strategic review of policies, programmes and surveys "Abortions and Contraception in Ukraine". In 2010 All-Ukrainian Network of People living with HIV carried out a research "Ukraine. Monitoring the Implementation of UNGASS Goals on Sexual and Reproductive Health". In 2013 UNFPA supported the Government to conduct survey and develop the modality of service provision on reproductive health and family planning to drug addicted women and their partners.

National response to HIV/AIDS is basically gender neutral. On one hand, the State Programme to Ensure HIV Prevention, Treatment, Care, and Support to HIV-positive People and Patients with AIDS for 2009-2013 provides for equal access of women and men to prevention, diagnostics and treatment of HIV, comorbidities and STI, etc. On the other hand, the Programme has only two objectives that are targeted at women: prevention of mother-to-child transmission, and ensuring HIV testing of pregnant women. HIV-positive and drug addicted women sometimes are refused unofficial registration. Pregnant drug abusers

suffer difficulties in getting access to ART and OST. At the same time, the Government in co-operation with NGOs and international agencies fulfils measures aimed at mainstreaming gender to HIV/AIDS interventions. In particular, it concerns the Global Fund programmes that provide funding to the majority of HIV prevention, care and support services. UNDP and International HIV/AIDS Alliance in Ukraine deliver several peer-to-peer interventions for women-CSW and women-IDU, carry out training for law enforcement officers, judicial staff and prosecutor staff, and disseminate training materials on gender equality and human rights among these professionals. The PLWH Network provides services to HIV-positive women and women vulnerable to HIV. They comprise medical and social case management of HIV-positive pregnant women, care and support to HIV-positive women in prison settings, HIV prevention in prison settings, operation of day centres for children affected by HIV, etc.

In addition, State Service of Ukraine on HIV/AIDS and other Socially Dangerous Diseases collects gender-disaggregated data. They were used during the development of the conception of new State Targeted Social Programme to Combat HIV/AIDS for 2014-2018.

In general, gender approach is not used during public evaluation of results of the State Programme to Ensure HIV Prevention, Treatment, Care, and Support to HIV-positive People and Patients with AIDS for 2009-2013 for women, men, girls and boys. Certain independent researches were completed in this regard.

In 2012 the MoH and NAMS carried out a survey and published the respective recommendations on preparation of discordant couples to pregnancy. In 2013 the MoH, UNICEF and Centre of Social Expertise of the Institute of Sociology of NAS of Ukraine carried out an institutional research "Social, Demographic and Medical Determinants of the Risk of HIV Mother-to-Child Transmission in Ukraine". In 2009-2010 Ukrainian Foundation for Public Health and Health Right International completed a survey "From Policy to Practice: Survey of HIV Testing of Pregnant Women in Ukraine". In 2010 and 2013 PLWH Network and Analytical Centre "Socioconsulting" conducted a research "Stigma index of PLWH". In 2011 the Centre of Social Expertise of the Institute of Sociology of NAS of Ukraine



received support from UN Women to carry out a survey of gender-sensitive services in HIV/AIDS sector commissioned by PLWH Network. In 2012 GfK Ukraine and PLWH Network analyzed gender implications of services provided to PLWH.

The outcomes of monitoring of State Programme and surveys conducted by the research institutions, NGOs and international agencies showcased that medical and social care to HIV-positive women should take account of gender implications – women may suffer from double discrimination, have double workload, they take care of their families, sometimes they need to conceal their HIV status, etc. Therefore, the draft of new State Targeted Social Programme to Combat HIV/AIDS for 2014-2018 provides for the development and provision of gender-sensitive services to women, including women from most-at-risk groups.

Another issue is health care to women who suffered from violence. Joint Order of the MoH and MIA № 307/105 was adopted in 1993 that obliged health practitioners to report to law enforcement authorities about the patients with wounds and bodily injuries. But they report irregularly, and the respective statistics is not collected. Central executive authorities lack joint protocols on providing special services to HIV-positive and drug addicted women who suffered from violence. Within the framework of “16 Days against Gender Violence” campaign, health care departments and other departments of SOA together with NGOs carry out numerous actions aimed at prevention of domestic violence.

In 2013 the Ukrainian Parliament Commissioner for Human Rights carried out a survey on observance of the right to health care in pre-trial detention centres of the State Penitentiary Service of Ukraine. One of the sections of survey concerns women's health.

The progress is monitored through producing annual and final reports of the implementation of each State Programme, development of MDG report, as well as through various overviews and surveys carried out by the Government, research institutions, NGOs and international agencies (see above).

The expenses of accumulated budget to health care in 2008 amounted to UAH 33 559.7 million (3.5% of GDP). In 2013

they numbered to UAH 61 569.5 million (4.2% of GDP). In addition, the State Statistics Service uses the methodology of national health care accounts to calculate the rate of general health care expenses (accumulated budget, social insurance, private funds of households, employers, non-profit organizations that provide services to households, and funds of international donors allocated to health care system of Ukraine). According to this methodology, general health care expenses in 2008 amounted to UAH 63 072.7 million (6.7% of GDP), and in 2012 increased to UAH 108 947.1 million (7.7% of GDP).

D. Violence against women

Ukraine was the first post-Soviet state to adopt the Law “On Prevention of Violence in Family” (2001) that defines the legal and organizational framework of prevention of domestic violence. Implementation of the provisions of the Law is complicated by the lack of coordination between various actors responsible for prevention and combating violence, the limited sphere of its application, etc. In 2008 some amendments were introduced to the Law: its scope covers the persons who are married to each other, live as one family, but are not married, their children, and persons who are under their guardianship or in their care, are lineal or collateral relatives provided they cohabit. Besides, the correctional programmes were introduced for perpetrators of domestic violence, and the term ‘victim behaviour’ was removed. To implement the Law, the Joint Order of the Ministry of Family, Youth and Sports and the Ministry of Internal Affairs №3131/386 (registered at the Ministry of Justice on 07.09.2009) approved the Instruction of Cooperation Between Structural Units of State Oblast Administrations Responsible for National Policy on Prevention of Violence, Service Units for Children, Centres of Social Services for Children, Family and Youth and the Respective Divisions of Law Enforcement Authorities on Performing Actions Aimed at Prevention of Violence in Family. However, the main issues in implementation of the legislation still are the gaps in the system of identifying and referring the individuals affected by domestic violence, the lack of qualified help to the victims, including the lack of the sufficient number of shelters for temporary



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stay and rehabilitation of victims, inability of early identification of families in crisis, the lack of effective punishment for the perpetrators. There is no criminal liability for commitment of domestic violence. It is also important that the legislation only regards domestic violence, and does not cover all other kinds of violence against women.

In 2011 Ukraine signed the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention). In preparation to ratify the Convention, the Government together with the OSCE Project Co-ordinator in Ukraine set up the joint working group on improvement of legislation in the area of preventing domestic violence – in particular, bringing Ukrainian legislative framework in accordance with the provisions of Convention. In March 2013 the Cabinet of Ministers of Ukraine submitted the bill “On Preventing and Combating Domestic Violence” to the Parliament. The new bill uses the term domestic violence, which is broader than “violence in family”; the scope of persons that are covered by the law is extended; the list of bodies and institutions responsible for preventing and combating violence is broadened; special attention is paid to the protection of rights and providing help to different groups of survivors of domestic violence, provides for clear division of responsibility between various state bodies, measures on preventing domestic violence, etc.

In 2010 amendments were made to Article 173-2 of the Code of Administrative Offences “Committing Violence in Family, Failure to Comply with the Protective Order or Failure to Enrol in the Correctional Programme”. They include community service as the new kind of sanctions. However, until now the most common type of penalty that the courts impose is the fine. It is evident that this measure is not effective, as the fine is often paid from family budget (or even by the victim of domestic violence) rather than by the perpetrator.

The issues of preventing and combating domestic violence were included to the State Programme on Ensuring Gender Equality in Ukrainian Society up to 2010. Within its frameworks, outdoor public service announcement campaign was held. This advertising was created as part of the National Programme “Stop Violence!” supported by

UN Development Programme, European Commission to Ukraine and SIDA. In December 2010 the Cabinet of Ministers of Ukraine approved the Action Plan on Carrying Out the National Campaign “Stop Violence!” up to 2015. The Plan involves comprehensive activity on training professionals on preventing and combating violence, including law enforcement officers, social services centres employees, judges, etc., organizing various informational events, production and dissemination of public service announcements against violence, development of minimal standard of services for victims of violence, development and implementation of correctional programmes for the perpetrators. In 2013-2014 International Charity Foundation “Ukrainian Foundation for Public Health” in cooperation with MSP and support of UN Women Programme conducted informational campaign “Violence is the garbage that needs to be taken out of home!”.

In addition, the tasks on preventing and combating violence are included into the State Targeted Social Programme for Family Support up to 2016, approved on 15.05.2013.

To implement the Action Plan, the Ministry of Social Policy in 2013 developed the Educational Programme on preventing domestic violence for social workers, social work professionals and other professionals that provide social services. The MSP conducts training for professionals who work in prevention of domestic violence, including the heads and experts of the regional centres for social services for families, children and youth, and service units for children. In partnership with OSCE Project Co-ordinator in Ukraine, MIA developed the specialized course on combating domestic violence. Training of students of public safety police departments of police universities and capacity building of district police inspectorson combating domestic violence is conducted on an ongoing basis.

The most extensive training programme for law enforcement officers was implemented by the Government together with EU-UNDP Programme during 2010-2011. As a part of this programme, 449 workshops on preventing and combating domestic violence for 9024 law enforcement officers (including 63% of the total number of police district officers in Ukraine) and 290 judges were carried out. Educational materials for law enforcement



officers and judges were developed with the support of UNDP and Ukrainian-Canadian Judicial Cooperation Project, and in 2011 the handbook for judges was approved by the Academic Council of the National School of Judges.

Annually in November-December the Government and local authorities together with civic and international organizations organize the campaign “16 Days against Violence” that includes informational and educational activities (lectures, seminars, workshops, talks, round tables, educational events, open lectures, thematic contests, etc.) for students, teachers and parents on the issues of violence against women and children.

These events receive coverage in mass media (especially at local level), in particular, the events always receive media support of regional television and radio broadcasting companies, PSA are broadcasted in television and radio and on the official websites of State oblast administrations. These activities are of insufficient scale, though.

These efforts result in raising awareness of women, which is evidenced by the increased number of claims to law enforcement authorities on domestic violence: there were 157167 such claims in 2010, 162768 in 2011, 137782 in 2012 and 174229 in 2013 (approximately 95% of them are made by women). However, this statistical data is incomplete, as it reflects only documented cases on claims of survivors of domestic violence.

The system of bodies that provide services to violence survivors includes centres for social services for families, children and youth, centres for social and psychological help, institutions/centres at health facilities, regional services units for children, orphanages, centres for social and psychological rehabilitation of children (national, regional or municipal facilities), and NGOs. As of the end of 2013, Ukraine has 22 centres for social and psychological help in the regions (out of 27 regions). Starting from 2012 with the support of Ukrainian Women’s Fund the centres for psychological and legal help for women who suffered from domestic violence operate in 9 regions.

In 2013 the centres of social services served 8573 families where violence occurred (it is 29.7% more than in 2012) and 27022 persons who suffered from domestic violence

(78.5% more than in 2012). Such services are provided by non-governmental organizations as well. In 2013 ICF “Ukrainian Foundation for Public Health” in cooperation with the MSP, International Humanitarian Centre “Rozrada”, All-Ukrainian Civic Centre “Volunteer” and with the support of UN Women developed the programme of correctional and rehabilitation work for girls (aged 14-18) and women who survived violence. In 2013 ICF “Ukrainian Foundation for Public Health” and Health Right together with the MSP started to pilot ‘social apartment’ project as means of rehabilitation of mothers with children in difficult circumstances who survived violence.

In 2013 the Criminal Procedure Code was amended in regards of detaining of the offender: it is now prohibited to remove the offender from the family for more than three hours. It decreases the possibility to provide safety for the victims of domestic violence.

During 2008-2010 the methodology for correctional work with violence perpetrators was developed and piloted. In 2010 the OSCE Project Co-ordinator in Ukraine provided support to carry out workshops on implementation of correctional programmes for social workers and psychologists from all regions of Ukraine. In 2013 ICF “Ukrainian Foundation for Public Health”, International Humanitarian Centre “Rozrada”, All-Ukrainian Civic Centre “Volunteer” together with the MSP and with the support of UN Women has worked out the correctional programme for men who committed domestic violence, and organized training for experts from line authorities. However, the level of coverage of offenders by correctional programmes remains low given the unclear legislation on sanctions for refusal to be enrolled in such programmes. For example, in 2013 92772 persons who committed domestic violence were on preventive register in law enforcement bodies, and only 4335 (4.7%) of them were referred to correctional programmes. This share is three times as high as in the previous year – 1.7%. During 2013 approximately 1500 persons were enrolled in correctional programmes, which is 34.6% from the number of persons referred by law enforcement bodies.

The important role is played by NGOs, in particular, by a “hotline” on combating gender-based violence supported by International Women’s Rights Centre “La Strada-Ukraine”.



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Victims of domestic violence may address the “hotline” for legal help. La Strada-Ukraine also supports the “hotline” on preventing human trafficking, preventing violence and protecting the rights of children. The latter was opened in January 2013, and during the first six months it received approximately 15 thousand calls.

Statistical reports on the situation in this area are being collected, but need improvement and update in response to last developments. For example, currently the statistical report templates include no information on the number and gender of persons (adult and children) who suffered from domestic violence (except for the completed criminal proceedings), information about the kinds of domestic violence that were committed. The statistical reports do not allow for comprehensive analysis of the reasons and conditions of the offences (in the criminal proceedings on the cases of domestic violence).

In addition, the Government, NGOs and international agencies conduct social surveys on the prevalence of violence against women, its reasons and consequences, correlation with other social factors, and effectiveness of measures to prevent and combat violence, etc. The first study that also had the biggest scale was conducted by EU-UNDP Programme in 2009. The results of the study were taken into account when developing the Action Plan of the National Campaign “Stop Violence!”, informational materials and events.

The attitude of women and men towards domestic violence was also evaluated in Multiple Indicator Cluster Survey conducted by the State Statistics Service of Ukraine, Ukrainian Centre for Social Reforms, PJSC “Statinformconsulting”, UNICEF, USAID, and SDC in 2012. In 2012 Ukrainian Institute of Social Research named after O.Yaremenko conducted the study “Prevention of Violence against Women Who Live in Difficult Circumstances: State of Progress and Support” commissioned by the ICF “Ukrainian Foundation for Public Health”. There are also separate studies on violence against women of certain vulnerable groups. For example, in 2012 the Centre of Social Expertise of Institute of Sociology of NAS conducted a study of stigma and discrimination related to HIV status among health professionals and towards patients in Ukraine. In 2012 GfK Ukraine and PLWH Network conducted a study of gender aspects of services

provided to people living with HIV, one of the sections of the study was dedicated to the issue of violence. The issue of violence against lesbian and transgender women remains unstudied, which leaves it out of focus of the state and the society.

Countering human trafficking is also an important task for Ukraine. Ukraine was the first post-Soviet state to establish criminal liability for human trafficking in 1998 (Art. 149 of the Criminal Code of Ukraine). During past years Ukraine adopted a number of basic legislative documents to strengthen combating human trafficking. For example, on 21.09.2011 Ukraine ratified the Council of Europe Convention on Action against Trafficking in Human Beings (№197). On 20.09.2011 the Parliament of Ukraine adopted the Law of Ukraine “On Combating Human Trafficking”.

In addition, in 2013 under the Chairmanship of Ukraine the Appendix to the OSCE Action Plan to Combat Trafficking in Human Beings suggested by Ukraine and supported by all other Member States of OSCE was adopted.

OSCE Project Co-ordinator in Ukraine and the MSP piloted the national mechanism on referral of victims of human trafficking in two regions during 2009-2011. As the result, the Cabinet of Ministers of Ukraine adopted normative acts on providing the comprehensive help to victims of human trafficking. In March 2012 the State Targeted Social Programme to Combat Human Trafficking up to 2015 was adopted. In 2012 the procedure of establishment of the status of person who suffered from human trafficking and procedure for payment of one-time financial assistance to persons who suffered from human trafficking was approved, and the national mechanism for interaction of agencies to combat human trafficking was created.

Thanks to the support of OSCE Project Co-ordinator in Ukraine and the IOM Office in Ukraine, the education of the agents of the national mechanism at the regional level was conducted. In addition, the MSP approved the Programme of education of professionals who work in the area of combating human trafficking and providing help to the victims. This Programme is being implemented at the regional training centres for state officials and officials of local self-government from early 2014. Also, thanks to the awareness raising

campaigns about the existing help provided by the Government, as of April 2014 the MSP has established the status of a person who suffered from human trafficking for 62 individuals. The rehabilitation plan was created for them, they were taken under social support by the centres of social services for families, children and youth, and they were paid one-time financial assistance. At the same time, the IOM Office in Ukraine identified and provided help to 929 survivors of human trafficking (48% of them are women). Help was provided through the representatives of All-Ukrainian NGO Coalition to Combat Human Trafficking in Ukraine. In addition, starting from 2002 the IOM medical rehabilitation centre for providing helps to the victims has been working in Kyiv.

In July 2013 the MSP approved the standard for providing services on social prevention of human trafficking, the standard for providing services on social integration and reintegration of victims of human trafficking and the standard for providing services on social integration and reintegration of children who are victims of human trafficking. During 2013 Ukrainian law enforcement bodies registered 130 cases of human trafficking. During the period when criminal liability for human trafficking was established (1998-2013) 3370 cases were registered in total. The number of human trafficking offences that the law enforcement officers managed to register had a steady downward trend (162 in 2012 and 257 in 2010), which does not reflect the real situation, but is the result of the loss of human resources in law enforcement due to the administrative reform that started in 2010.

However, according to the report of the U.S. Department of State on trafficking in persons in 2013, new tendencies and challenges in human trafficking (in particular, internal human trafficking, exploitation of foreigners in Ukraine, trafficking in humans for forced labour, removal of organs, surrogacy, using modern technologies and the Internet by the offenders, etc.) demand modern approaches to combat this issue.

The Government monitors the measures to counter human trafficking and prevent domestic violence by preparing annual reports, reports on implementation of state programmes and action plans, national reports on the implementation of CEDAW, the Council of Europe Convention on Action against Traffic-

king in Human Beings and other international documents, Universal Periodic Review, etc.

E. Women and armed conflict

During 1995-2014 two opposite tendencies have been observed in regard of the increase of the participation of women in conflict resolution at decision-making levels. On one hand, the representation and the role of women in the Armed Forces of Ukraine have been gradually increasing. For example, women constituted 0.7% of the officer corps in 2001, and 2.9% in 2010. However, the number of female enlistees, especially those who serve under the contract, has increased not due to the prestige of the military service itself, but first of all due to the fact that men do not wish to take low-paid positions.

As of 2013, more than 47 thousand women serve and work in the Armed Forces of Ukraine, and more than half of them are female enlistees. There are over 1600 female officers, over 4700 female sergeants, and 9770 female soldiers who serve in the military under the contract. 370 young women are students at military universities. This way, women comprise 13.5% of the AFU. Starting from autumn 2013 the AFU are formed only by enlistees who serve under the contract (excluding the interior troops that still use the draft), and therefore it is expected that the percent of female enlistees will increase. The changes were introduced to regulatory documents, such as the Order of the Minister for Defence № 545 as of 26 October 2010 "On Approval of the List of the military service professions of the officer corps, the List of the military service professions of the officer corps that are subject to replacement, the List of the stages of military education of the officer corps, the List of the military posts of the officer corps of the Armed Forces of Ukraine that may be taken by female enlistees, the List of military service professions that can be assigned the initial military rank of reserve lieutenant junior". It provided for that 70% of officer positions became available to women (previously, only about 30% of officer positions were available), which also contributed to the significant increase in the number of women in the AF of Ukraine. During 2008-2010 the Ministry of Defence and the General Staff of the AF of Ukraine introduced the new positions of





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employees responsible for gender policy, and in 2010 the position of the gender advisor (on voluntary basis) was introduced and the working group on the implementation of gender action plan in the Armed Forces of Ukraine was set up. Currently these initiatives are not implemented.

At the same time, there are still no female generals in the AFU, and there are only 14 female colonels (10 of them are medical service colonels), 129 lieutenant colonels (78 of them are medical service lieutenant colonels) and 372 majors. During 1992-2005 approximately 40 Ukrainian female enlistees served in peacekeeping forces of Ukraine in different countries. However, after one female enlistee was lost in Iraq in 2005, the AFU made the decision not to send women to peacekeeping forces.

Public attitude to the right and opportunity of women to serve in the army – and, consequently, women's roles in the armed forces – are moving in the positive way. It is partially due to their participation in the military action in eastern Ukraine, and in particular, capturing and illegal detention of Ukrainian military officer Nadiia Savchenko in the Russian Federation (starting from July 2014).

As for the past 22 years Ukraine was not a part of any military conflict and declared the peaceful nature of its policy in all strategic documents, there was no urgent need to promote non-violent forms of conflict resolution and foster a culture of peace. Security Council Resolution 1325 was not the focus of the authorities despite the efforts of non-governmental organizations. However, after the exacerbation of civil confrontation between November 2013 and February 2014 and after occupation of the Autonomous Republic of Crimea by the foreign troops, the female civic leaders, culture and art celebrity figures, journalists and other Ukrainian women have actively taken part in non-violent resistance and promotion of national unity. The participants of civil protests ("Euromaidan") have organized the O.Kobylianska Female Sotnia of Self-defence, provided legal, medical and other volunteer help, ensured public safety, organized educational events and made countless efforts both to keep the protest peaceful and to overcome the effects of violence when the protest ceased to be peaceful. One of such female protesters, Ukrainian singer and civic

activist Ruslana Lyzhychko, was in March 2014 named one of the Women of Courage by the U.S. Department of State. Similar Female Sotnias were formed in some of the regions of Ukraine. Such efforts attracted the public attention to the possibility to change stereotypes about the role of women in the social development processes, including during the civil confrontations and international conflicts.

In the course of escalation of military conflict in eastern part of Ukraine, President of Ukraine appointed famous Ukrainian female politician and one of leaders of gender movement Iryna Gerashchenko, MP, as the President's Commissioner for Peaceful Settlement in Donetsk and Luhansk oblasts (June 2014).

These efforts made it possible to draw public attention to possible change of stereotypes of the role of women in social development processes, including in the times of civil rally and international conflicts.

As of 1 January 2013, there are 2500 refugees in Ukraine. 30-40% of them are women. Every year Ukraine receives 1000-1500 applications for refugee status, and in 7-20% cases the status is granted. The Law of Ukraine "On Refugees and Persons who Need of Complementary or Temporary Protection" was adopted on 08.07.2011. The Resolution of the Cabinet of Ministers of Ukraine "On Approval of the Action Plan for Integration of Refugees and the Persons who Need of Complementary Protection into Ukrainian Society up to 2020" was adopted on 22.08.2012 (however, the state funding is not allocated so far to implement this Plan). The Action Plan provides for the consultations about providing medical and legal help and social rehabilitation to single mothers and single pregnant women-refugees or in need of complementary protection, and the establishment of centre where single mothers and single pregnant women-refugees or in need of complementary protection may stay.

Ukraine has three refugee centres that have state funding. They can house approximately 200 people. However, the amount of help from the Government that the refugees receive is limited. The state agencies provide almost no help regarding the employment of refugees; social support upon receiving the refugee status is microscopic (UAH 17). Also, there is the Integration Centre for support of refugee families established by



“Rokada” charity foundation. One of the priorities of the centre is implementing projects for social adaptation of female refugees from Asian countries and the Caucasus, whereas due to their national traditions and the big number of children they cannot work fulltime. The Centre has language and computer literacy courses, and ensures the partial employment of female refugees (with the financial support of UNHCR and the EU).

In March 2014 due to the occupation of the Autonomous Republic of Crimea by foreign troops a great number of the residents of Crimea decided to make the relocation to continental Ukraine, thus becoming internally displaced persons. As Ukraine does not have the corresponding legislation and the experience of managing internally displaced persons, the NGOs, public communities and local authorities were the first to provide protection and help to them. As of 25 April 2014, 4174 enlistees of the Armed Forces and their family members have left the AR of Crimea. In addition, at least 5000 civil residents have already officially left the territory of AR of Crimea. Approximately 25000 more persons have expressed the wish to leave Crimea.

Much more people were forced to flee due to military actions in two eastern regions of Ukraine: Donetsk and Luhansk. According to the minimum estimations, over 220 thousand people fled the area by 1 September (according to unofficial data, this number amounts to 1 million people). Other 200 thousand moved to Russia (according to UN estimates). Experts say that up to 95% are women with children and elderly, which makes it possible to identify what services and assistance they need from the government.

In April 2014 the Law of Ukraine “On Ensuring the Rights and Freedoms of Citizens on the Temporarily Occupied Territory of Ukraine” was adopted. The Ministry of Social Affairs has started to coordinate the processes of providing help to internally displaced persons. The law on IDPs is developed, but it has not been developed yet. It jeopardizes the efficiency of governmental effort in the area. During some months (starting from March), the Government managed to organize services with IDPs, including informational, legal, social assistance, etc. At the same time, a great amount of work is done by the civic activists and local authorities. For example, civic

activists organize support groups, including groups in social networks, raise money, and provide social help. Regional executive bodies and local authorities provide temporary housing and food, and also ensure welfare payments and make additional efforts for employment of the internally displaced persons. Given the large number of women with children among the displaced persons, there is the need to ensure their employment, access to advanced professional training or retraining, welfare, childcare, healthcare and the access of children to education.

Women are also active in creating of volunteer groups and providing assistance to those who suffered in course of military actions and members of their families, including the provision of means of protection to military servants and volunteers taking part in the armed conflict.

The system to monitor the policies regarding internally displaced persons has not yet been developed.

F. Women and economy

Economic empowerment of women life and extending their access to economic resources has become a priority in Ukraine only in the recent years. Despite the fact that the Law “On Ensuring Equal Rights and Opportunities of Women and Men” that was adopted back in 2005 includes the section on ensuring equal rights and opportunities of women and men in social and economic area (including in labour and payment for it, in collective agreements and deals and in business), the Government did not use enough specific measures to overcome gender gaps and disproportions in the economic sector. For example, only one of the objectives of the State Programme up to 2010 concerned this issue. This objective provided that gender component should be included into social and economic development programmes for regions and industries. However, this objective was not fulfilled. At the same time, during the implementation of State Programme up to 2010, the ILO Convention 156 on Equal Treatment and Equal Opportunities for Men and Women Workers: Workers with Family Responsibilities №156 was ratified. During 2009-2011 the large-scale training was organized for more than 900 representatives of labour adminis-



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tration system on ensuring equal opportunities at a workplace and collecting agreements, and on non-discrimination in labour, equal payment for labour of equal value for women and men (in cooperation with ILO in Ukraine). In 2009-2011 ILO provided assistance to the Ministry of Social Policy for development, implementation and monitoring of gender-sensitive policies and programmes and programmes for state authorities in the sector of employment. In particular, guidelines and educational materials on comprehensive gender approach in the labour market of Ukraine and in the system of labour inspection of Ukraine were developed and disseminated.

The State Labour Inspection of Ukraine provides state control of compliance with labour legislation, including the provisions of ILO Conventions № 100 and 111. In particular, during 2013 state inspectors performed 39 thousand checks at 32 thousand companies, and revealed 213 violations of labour rights of women. It is necessary to explain that such rights are provided for by the Labour Code of Ukraine and are primarily directed at protection of the fertility of women and labour rights of pregnant women and women with children. However, such rights not only establish the protection of women, but also impose certain limitations on women and therefore decrease their competitiveness in the labour market (see item I. Human rights of women for more details).

District employment centres organize regular workshops and exchange of experience for women on effective job search, self-presentation and self-education, balance between the family and the career and particularities of female employment. Such events are arranged by NGOs as well. In general, women comprise roughly 60% of those who seek employment through employment centres. However, this does not mean that unemployment rates among women are higher. For example, as of 2012 8.5% of men and 6.4%

of women were unemployed (according to ILO methodology). Women tend to trust state employment centres more, and therefore they use them more often.

This work is continued also as part of implementation of the State Programme on Ensuring Equal Rights and Opportunities of Women and Men up to 2016.

Amendments that were introduced to the Labour Code in 2008 provide that the collective agreement shall establish equal rights and opportunities of women and men. In 2012 the respective amendment was introduced to the Law of Ukraine "On Ensuring Equal Rights and Opportunities of Women and Men" as well. Currently the General Agreement on Regulation of the General Principles and Norms of Implementation of Social and Economic Policy and Labour Relations in Ukraine for 2010-2012 (collective agreement at national level) is effective in Ukraine (until the new agreement is concluded). Among other provisions, it recommends the Parties to include the provision on ensuring gender equality of workers when concluding collective agreements. It also has the commitment of the Party of trade unions to provide for gender mainstreaming in collective agreements and regional and sectoral agreements. According to evaluation the General Agreements by the Parties, the above mentioned provisions are complied with.

One of the most prominent manifestations of inequality of women and men in economy is the wage gap. Halving this gap was one of the targets of MDG-Ukraine. The wage gap occurs largely due to professional gender segregation. Women are mostly employed in the sectors that do not offer high salaries, mostly in the public sector of the economy. At the same time, men are employed in blue-collar jobs, management and modern information technology. These employment segments provide a much higher level of salaries.

Indicator 3.4. Ratio of average wages between women and men, %

2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2015 (goal)
70,9	69,7	69,3	68,6	68,6	70,9	72,8	72,9	75,2	77,2	77,8	74,9	77,6	77,2	86



Gender wage gap started to bridge after the introduction of the Unified Tariff in public sector in 2005, which led to gradual increase of the level of payment for the most 'feminized' forms of economic activity. However, the further acceleration of this tendency is explained by another factor: due to financial and economic crisis of 2008-2009 the wage sizes in most sectors of the economy were 'frozen' or even partially reduced, which led to interpositional and intersectoral levelling of payment both for women and men. The gradual recovery of the economy led to another leap in gender gap in 2011 due to faster increase of salaries in manufacturing sector of the economy compared to public sector where many women are employed. Only after resume of Unified Tariff, the salaries of employees in public sector gradually increased so that the average wage of women caught up with the average wage of men. At the same time, this data only takes into account 'white sector' statistics. Experts share the opinion that in the 'shadow' sector of economy – that according to various estimates comprises 50-70% of the GDP – gender pay gap is bigger.

Four of the twelve tasks of the State Programme on Ensuring Equal Rights and Opportunities of Women and Men up to 2016 concern ensuring gender equality in economy, including the bridging wage gap between women and men. To fulfil this objective, it is planned to analyze the status of wages of women and men in different sectors for the past ten years and introduce annual monitoring, to study practices of employers to bridge wage gap, to hold informational campaigns for employers aimed at ensuring gender equality at a workplace and training campaigns for the employees of the State Employment Service and territorial employment centres on elimination of stereotypes about "female" and "male" professions. The MSP in cooperation with UNFPA conducted and presented in November 2013 the study "Participation of Women in Labour Force of Ukraine". In 2013 UNFPA also developed the concept of the information campaign for employers aimed at bridging wage gap and elimination of other gender disproportions at workplace.

The next objective of the State Programme up to 2014 is raise awareness and motivation of employers to adopt European standards of equality of workers. This initia-

tive is there to continue the previous efforts taken by ILO in Ukraine together with the Ministry of Social Policy during 2009-2011 (with the financial support of the EU and ILO). For example, more than 600 representatives of trade unions and more than 300 representatives of employers' organizations were trained to promote equal opportunities at a workplace, prevent discrimination and sexual harassment and carry out gender participatory audit. Methods and additional materials and handbooks were developed for employers on equal opportunities and gender equality at a workplace. Pilot companies performed participatory gender audit, four of them developed plans to promote gender equality at a workplace. In 2010-2011 two rounds of the national contest "The Best Employer: Equal Opportunities" were organized, with approximately 200 employers from private, municipal and non-governmental sectors having participated. In 2012 the scope of these efforts was considerably reduced, but the MSP, Trade Unions Federation and Federation of Employers of Ukraine planned to prepare recommendations for employers and trade unions on prevention of discrimination at a workplace and providing flexible working conditions for workers with family responsibilities in 2014.

Improving women's access to markets, providing business services and economic empowerment of women also is one of the objectives of the State Programme up to 2016. The Programme pays special attention to women from rural areas, representatives of national minorities and women with special needs. The 2005 Law provides for the possibility of affirmative action to remove the imbalance in entrepreneurship of women and men by supporting entrepreneurship, providing concessional loans, organizing business workshops and other events. At the same time, in reality such actions come down to only workshops and seminars, individual and group counselling of the district and city employment centres for women who wish to start their own business, and payment of one-time financial assistance. In different regions the share of women among those who received such counselling and one-time financial assistance comprises from 40% to 50% of all persons who used the corresponding services of employment centres (however, this share is not enough to eliminate the imbalance of



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gender representation among entrepreneurs – only 22% businesses belong to women). Ukraine does not have a comprehensive programme to support female entrepreneurs. The Concept for State Programme on Development of Small and Medium Enterprises for 2014-2024 mentions female entrepreneurs only once (“the Programme provides active involvement of youth, population in rural areas, women, pensioners and people with disabilities in small and medium businesses...”), despite the fact the women’s organizations submitted the respective proposals to draft Programme. It is important to pay attention to the effort of international organizations and NGOs to train women on starting and running their own business. For example, in 2009-2011 ILO in Ukraine organized training for 900 female entrepreneurs and published a number of handbooks on these issues.

Support for women networks is provided mainly due to the effort of women’s organizations. In particular, in 2013 League of Professional Women established the Initiative group to support female entrepreneurship and a corresponding platform in social network allowing for exchange of experience, mentoring and counselling. Training needs of women who run small and medium businesses were assessed and the presentation of case stories “Inspiring Women” was held together with leading private companies. Some companies from the corporate sector establish centres for support of women’s initiatives, and offer measures for development of female leadership.

Professional segregation and discrimination during employment is the main reason for wage gap and other gender disproportions in the economy. The 2012 Law of Ukraine “On Employment of the Population” prohibits mentioning age limits in job announcements (advertising), offering jobs to men or women only (except for special kind of job that may be performed by persons of a certain gender), and making demands that favour one of the genders. District and city centres for employment and NGOs periodically organize career counselling for youth to eliminate gender stereotypes regarding professions. However, professional segregation remains at the considerable level. This is evidenced at least by gender distribution of university students (see item B. Education and training of women). Expert data, messages in the media and

claims to the Expert Council to Consider Claims with regard to Gender Discrimination evidence the numerous cases of discrimination at a workplace.

Harmonization of work and family responsibilities of women and men is also one of the objectives of the State Programme up to 2016. In particular, the Programme includes informational campaigns to address the necessity of equal distribution of family duties and responsibilities on raising a child between women and men, with the both employees and employers being the target audience. In 2012-2014 the League of Social Workers together with the MSP and with the support of the EU develop and advocate for the models of reintegration of parents to professional life upon returning from a maternity leave. In particular, in 2013 the study of needs and capabilities of workers and employers regarding professional reintegration during such leave was conducted and the model (services and mechanisms) that the employers may implement to support their workers was developed. Currently steps are made to introduce the model and train the workers, employer representatives, employment centres and trade unions on the use of the model.

In addition, seminars, workshops and other informational events are held in the regions of Ukraine for youth who are preparing to marry, for young married couples and young parents. They are part of preparation to ensure equal distribution of family duties and responsibilities between women and men. In 2013 UNFPA developed the concept of the informational campaign on equal sharing of household duties and child care duties between women and men. The campaign is planned for 2014.

Achievements in this area of concern are monitored by preparing the National Report on implementation of MDGs (2013), combined 6th and 7th National Report on implementation of CEDAW (2010) and processing of the Concluding Observations of the Committee on Elimination of Discrimination against Women, preparation of reports on implementation of state programmes and projects of NGOs and international organizations. In particular, these monitoring measures helped to considerably strengthen the economic component of national gender policy.

G. Women in power and decision-making

The legislation of Ukraine ensures the right of women and men for equal access to power and decision-making. In particular, Art.24 of the Constitution directly stipulates that the “equality of the rights of women and men shall be ensured by providing women with opportunities equal to those of men in public, political and cultural activities”. Equal voting right is ensured by part 5 of Article 3 of the Law of Ukraine “On Election of Members of Parliament of Ukraine” that includes the “prohibition of candidates’ privileges or restrictions based on... gender... and other grounds”.

In addition, one of the Millennium Development Goals for Ukraine is to ensure the gender balance at the level of no less than

30% to 70% of one or another gender in representative bodies and among top executive officials.

At the same time, real achievements in this realm are rather limited. 2012 parliamentary elections resulted in 9.4% of female MPs in the Parliament of Ukraine. As of 1 January 2013, women comprised 12% of the members of regional councils, 23% of the members of district councils, 28% of the members of city councils, 51% of the members of village councils and 46% of the members of small village settlements. The correlation between the level of authority of the council and its gender balance remains obvious: traditionally, women are represented much better in lower-level bodies – in particular, among the council members of village and village settlement councils.

2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2015 (goal)
Indicator 3.1. Gender ratio among the Members of the Parliament of Ukraine, number of women/number of men														
8/92	8/92	5/95	5/95	5/95	5/95	9/91	8/92	8/92	8/92	8/92	8/92	9/91	9/91	30/70
Indicator 3.2. Gender ratio among the members of local authorities, number of women/number of men														
42/58	42/58	42/58	42/58	42/58	42/58	35/65	35/65	37/63	37/63	37/63	44/56			50/50
Indicator 3.3. Gender ratio among the higher-level civil servants (categories 1-2), number of women/number of men														
15/85	16/84	17/83	17/83	17/83	22/78	21/79	22/78	22/78	23/77	25/75	27/73	28/72		30/70

The gender ratio of the members of parliament and council members of local authorities during 2000-2012 is characterized by slight fluctuations, but does not become more balanced. The reason for this is that the Government has not yet created effective mechanisms of improving women’s access to power and decision-making. As of 1 January 2013, women comprise 76.8% of all public servants. However, there are only 13.5% of women among the officials of category 1 (those who are responsible for decisions of national importance).

During 2009-2014 the Cabinet of Ministers of Ukraine never had more than three women at once. Currently there is only one woman in the Government, and she heads the Ministry of Social Policy. Besides, the positions of Government Commissioner for Anti-Corruption Policy, the Deputy Head of NSDC,

first deputies to Ministers in four central executive bodies, as well as three Deputy Ministers also belong to women. Women head the oblast council in one region and State oblast administration in the other (out of 27 regions); therefore, the level of representation of women among the top officials of regional authorities is 3.7%.

Solving these problems was one of the objectives of the State Programme on Ensuring Gender Equality in Ukrainian Society up to 2010. In particular, it aimed to adhere to principles of gender equality when appointing officials in central and local executive bodies. However, the effectiveness of the implementation of this objective turned out to be low. This is evidenced both by the results of civic monitoring of the implementation of the State Programme, and by the Concluding Observations of the UN Committee on the Elimination of





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Discrimination against Women. In particular, the Committee recommended promoting the increase of representation of women in social and political life, including in elections and the Parliament.

The issue of extended access of women to decision-making and public administration is currently one of the priorities of the national gender policy. For example, two of the twelve sections of the State Programme on Ensuring Equal Rights and Opportunities of Women and Men up to 2016 ensure the implementation of MDG, in particular with regards to promoting gender equality, development of leadership skills of women to participate in decision-making and business skills.

On 16 October 2013 Parliamentary hearings “Ensuring Equal Rights and Opportunities of Women and Men. Problems and Effective Solutions” were held, which allowed intensifying the efforts on reaching these strategic goals.

For example, in compliance with the State Programme up to 2016 the Government developed the bill “On Introducing Amendments to Certain Laws on Ensuring Equal Rights and Opportunities of Women and Men”. At the same time, the Members of Parliament developed two more alternative bills on ensuring equal rights and opportunities of women and men in elections. The three bills were submitted to Ukrainian parliament in October 2013.

On 7 February 2014 the Ukrainian Parliament Committee on Human Rights, National Minorities and Inter-ethnic Relations ruled to recommend to the Parliament of Ukraine to take the bill registered under № 3411 as a basis. It was submitted by MPs and it provides for introducing amendments to certain laws of Ukraine (on ensuring equal rights and opportunities of women and men in the electoral process). This bill includes the restrictions on the number of representatives of one gender in the electoral lists of candidates at Parliamentary and local elections (not more than 60% in the first five, and not more than 70% in each of the next ten).

During the past two-three years the MPs and other top officials in the country have demonstrated two opposite tendencies in their attitude to empowering women at the level of decision-making. For example, the President

of Ukraine, the Prime Minister of Ukraine and certain MPs during 2010-2012 have allowed themselves some discriminatory remarks towards women, especially regarding the capabilities of women to take part in political life, or even discriminatory remarks towards their female colleagues in the Parliament. On the other hand, one of the parties represented in the Parliament in autumn 2012 introduced internal gender quota at 20%. In addition, in December 2011 the inter-factional association (caucus) of MPs “Equal Opportunities” was established in the Parliament of Ukraine, and it continued to work after the Parliamentary elections in autumn 2012, uniting 26 female and male MPs from different factions. The members of caucus have prepared a number of bills on empowerment of women and promoting gender equality, and have been spreading the ideas of equality in the Parliament and in Ukrainian society in general. In March 2013 due to political dissolutions between the members of caucus, some of the members of IFA “Equal Opportunities” separated. They formed a new IFA called “Equality”. However, although the IFA “Equal Opportunities” continues its work, “Equality” has not been active since the end of 2013.

The bill that was developed by the Government and submitted to the Parliament of Ukraine in October 2013 also provides for adherence to the principles of gender equality at public service, prohibition of all forms of gender-based discrimination, and forming of personnel reserve to fill the position of public servants and positions in local self-governance bodies, their promotion in compliance with the principle of ensuring equal rights and opportunities of women and men.

The important initiatives on women empowerment are implemented at the level of NGOs that both advocate for this issue in the Government and the Parliament and take relevant efforts for ensuring gender balance in their own management. The case of the Association of Ukrainian Cities (a civic organization that unites 456 partner cities) is exemplary. In 2012 the Section on Ensuring Equal Rights and Opportunities of Women and Men was created in the AUC that resulted in amendments to the AUC Statutes regarding representation of women mayors in the Board of AUC. To do so, special temporary measures (5% quota for women) was introduced.

In December 2012 five women mayors were elected to Board, which comprised almost 10% from the total number of Board members (although in the twenty years of the Association's existence there were no women in the Board).

Monitoring of the measures and current state of progress was performed at the level of Government, civic and international organizations. Besides, NGOs and international organizations conducted studies and have prepared a number of recommendations on women empowerment at the level of decision-making. For example, in 2011 the Government prepared the report on the implementation of the State Programme up to 2010. There were several cases of civic monitoring of the implementation of the State Programme (the Institute of Liberal Society together with MFYS supported by UNIFEM, Women's Consortium of Ukraine, Gender Information and Analytical Centre "Krona").

In 2011 the State Institute of Family and Youth Development conducted the study of representation of women and men in legislative and local self-governance bodies commissioned by EU-UNDP Programme. The same year UNDP and National Democratic Institute published a handbook on good practice of promoting women's participation in political life. In 2012 the Network of Civil Control of Gender Equality during 2012 elections that includes 45 civic organizations was set up. The network conducted the first gender monitoring of Parliamentary elections that included analyzing election programmes and party lists, gender monitoring of female candidates at majority constituencies, their meetings with the electorate and media-components of the electoral campaigns. In 2014 Kyiv Institute for Gender Studies and Ukrainian Women's Consortium" conducted a study "Women in Ukrainian Politics at Local Level: Ways, Problems, Participation". Ukrainian Women's Fund conducted a study and issued the publication "Gender Arithmetic of Power".

In preparation to the Parliamentary hearings in October 2013 the Government generated information on representation of women in elected and executive bodies at various levels and on the results of the implementation of the policy to empower women to participate in decision-making and power. The monitoring is also performed as part of preparation of re-

ports on implementation of CEDAW, Universal Periodic Review and other human rights mechanisms of the UN and Council of Europe. The reporting on achievement of MDGs also allows evaluating the results of measures taken by the state to ensure gender equality.

H. Institutional mechanism for the advancement of women

Establishment of authorities responsible for the advancement of women started immediately after the Beijing Conference: in 1996 the Ministry of Family and Youth was set up, and two National action plans on the advancement of women for 1997-2000 and 2001-2005 were adopted.

However, systemic efforts on development of institutional mechanism of the implementation of national gender policy were launched only in 2005 by the Law of Ukraine "On Ensuring Equal Rights and Opportunities of Women and Men". According to the Law, the institutional mechanism must be comprised of the legislative, central executive authorities, local bodies, Ukrainian Parliament Commissioner for Human Rights, and gender advisers, and also entails the participation of civil organizations.

The Parliament (Verkhovna Rada) of Ukraine determines the basic principles of national; gender policy, applies the principle of ensuring equal rights and opportunities of men and women in its legislative activity and performs parliamentary monitoring of the implementation of legislation in this real. The Secretariats of some of the Committees of the Parliament have appointed officials responsible for providing counseling and methodological assistance on ensuring equal rights and opportunities of women and men (according to the Law, they should have been appointed in every Committee). In 2006 a Sub-committee on gender equality was established in the Ukrainian Parliament Committee on Human Rights, National Minorities and Inter-ethnic Relations. In addition, an Inter-factional association "Equal Opportunities" was established December 2011. Ukrainian Parliament Commissioner for Human Rights is responsible for monitoring of observance of rights and opportunities of women and men. The Secretariat of





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the Commissioner has the Department for Observance of the Rights of Child, Non-discrimination and Gender Equality. The powers of the Commissioner on ensuring gender equality were expanded after the amendments to the Law of Ukraine "On the Ukrainian Parliament Commissioner for Human Rights" (2008).

The Cabinet of Ministers of Ukraine ensures the implementation of coordinated national gender policy, develops and implements state targeted programme on promotion of equal rights and opportunities of men and women, directs and coordinates the activities of executive bodies on ensuring gender equality, etc. The Inter-Agency Council on Family, Gender Equality, Demographic Development, Prevention of Domestic Violence and Combating Human Trafficking was established in the Cabinet of Minister of Ukraine in 2007. Between 2007 and 2010 the Council met twice a year, but after 2010 the meetings were irregular. Between May 2010 and December 2011 the Prime-Minister of Ukraine had the advisor on gender issues.

The Ministry of Social Policy is the central executive body authorized to promote equal rights and opportunities of women and men. It has the division of gender policy in the Department of Family and Gender Policy and Combating Human Trafficking. The MSP also has the Expert Council to Consider Claims with regard to Gender Discrimination; the decisions of the Council are advisory. In all the other executive bodies, one of the Deputy heads is appointed responsible for implementation of gender policy. In 2008 gender working groups were set up in nine key Ministries, they have been developing and implementing annual action plans. Three Ministries (the Ministry of Internal Affairs, Defence Ministry and the Ministry of Family, Youth and Sports) had advisors to the Minister on gender issues during 2007-2010.

In all 27 regions of Ukraine one of the Deputy heads of State oblast administration was appointed responsible for gender issues. The structure of gender mechanism at the regional level is not unified. The tasks on promoting equal rights and opportunities of women and men are implemented by departments of family, youth and sports, departments of education and science, departments of women, disabled and war veterans and veterans of

labour or departments of social protection of the SOA. In addition, during 2008-2011 advisors to the Heads of State oblast administrations on gender issues were appointed in 16 regions. 13 Gender Resource Centres and 21 Gender Education Centres were set up. Coordination councils on family, gender equality, demographic development, prevention of domestic violence and combating human trafficking of State oblast administrations were established in 19 SOAs.

At the beginning of December 2010 the national gender mechanism was at its strongest, which allowed it to perform its functions (see the organigram of national mechanism of ensuring gender equality as of the end of 2010 and as of 2014 in attachments). The NGOs and international donors have been actively working on increasing the capacity of the Government to implement its gender commitments.

However, due to the reform of the Government launched on 9 December 2010, the Ministry of Family, Youth and Sports was eliminated, and the implementation of national gender policy was entrusted to another Ministry. Although the division responsible for gender policy was formally existing, its status and functions remained unclear until November 2011 (see paragraph C of Section 1 for more details). The restoration of the central executive body specifically authorized to promote gender equality was the result of active pressure on the Government and advocacy of NGOs and international organizations. In addition, it was the activity of NGOs that allowed preserving institutional memory. During the following two years (until September 2013) the national gender mechanism was gradually restoring, but it had limited functionality due to the absence of the National action plan to ensure gender equality – the State Programme on Ensuring Equal Rights and Opportunities of Women and Men was adopted only in September 2013.

Arguably, the national gender mechanism has not yet reached the level it had at the end of 2010. Gender working groups in the Ministries have been lost, the meetings of Inter-Agency Council on Family, Gender Equality, Demographic Development, Prevention of Domestic Violence and Combating Human Trafficking are irregular, the Ministries do not have advisors on gender issues,



and the institution of advisors to the Heads of SOAs is not effective in most regions. The status and mandate of the national mechanism still depend on the changes in the Government. The mechanism does not yet have enough potential to perform its main role – to catalyze gender mainstreaming in public administration. The level of capacity of individuals who are responsible for development and implementation of gender policy in central and regional executive bodies is not always enough to effectively integrate gender approaches to the activity of a certain body.

The Ministry of Social Policy (as the central specially authorized executive body) continues to coordinate the activity of other Ministries and agencies, as well as corresponding divisions of SOAs, aimed at promoting gender equality. The latest example of such coordination effort is collection of information and setting up the working group to prepare “Beijing+20” report during February-April 2014. The central and regional executive bodies have provided information about the current state of achievement of particular objectives of BPA. However, in some cases the information they provided reflects their incomplete understanding of the concept of gender equality and gender mainstreaming. Solving this problem is the objective of the State Programme up to 2016.

Mainstreaming gender into legislation is described in item I. Women’s Human Rights, and the development of state programmes and action plans – in Section 1 of the report. Generating and disseminating gender-disaggregated data and their use for planning and evaluation of the policy are described in detail in Section 3 of the report.

The measures on development of the national gender mechanism were monitored at the level of the Government, NGOs and international agencies. For example, the National report and civic monitoring of the implementation of State Programme up to 2010 was prepared (civic monitoring was performed by Women’s Consortium of Ukraine). The coalition of civic organizations has prepared the corresponding section in the UPR in 2012. In 2012-2013 gender analysis of official development assistance given to Ukraine was performed as part of the UN Women Programme “Increasing Accountability in Financing for Gender Equality”.

I. Human rights of women

Ukraine ratified the main international instruments on women’s rights, including Convention on the Elimination of All Forms of Discrimination against Women, and passed two UPR cycles. Every four years Ukraine prepares a report about the implementation of CEDAW and other instruments and receives Concluding Observations and recommendations from the respective bodies of the UN, Council of Europe and other states. During past years, Ukraine ratified ILO Convention 156 on Equal Treatment and Equal Opportunities for Men and Women Workers: Workers with Family Responsibilities as of 1981 (ratified on 22.10.2009), European Social charter (revised) as of 03.05.1996 (ratified on 14.09.2006), Council of Europe Convention № 197 on Action against Trafficking in Human Beings (21.09.2010) and acceded to the Convention on Preventing and Combating Violence against Women and Domestic Violence (in 2011).

The State Programme on Ensuring Equal Rights and Opportunities of Women and Men up to 2016 is grounded on the Concluding Observations of the Committee on the Elimination of Discrimination against Women to the combined 6th and 7th National Report, MDG-Ukraine and the EU best practices. The State Programme aims at aligning national legislative framework with the international standards, *acquis communautaire* in particular, developing the mechanism for protection from gender-based discrimination, taking measures in response to discrimination, implementation of statutory and other international commitments, and development of next National Report on implementation of CEDAW (planned for April-September 2014).

It is worth noting that the Government has already started to develop this Report; and independent experts from NGOs and international agencies are effectively engaged into overview of implementation of CEDAW.

Notwithstanding, the Government has not fulfilled the majority of 2010 Concluding Observations so far. To some extent it is due to lack of State Programme in this area during almost three years (January 2011 – September 2013). Some gaps are explained by the shortage of political will or little attention



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paid to certain observations. For example, the Committee recommended to disseminate the text of CEDAW and raise public awareness of its implementation. It was one of objectives of the State Programme on Ensuring Gender Equality in Ukrainian Society up to 2010. But it was not met – at least, even the majority of NGOs of gender profile did not receive the respective information from the Government.

Human rights of women are defined in the Constitution, Codes and Laws of Ukraine. In particular, equal rights of men and women are provided for in the Civil and Criminal Codes of Ukraine, the Labour Code of Ukraine and the Family Code of Ukraine, laws on education, pensions, state aid to families with children, labour protection, health care, etc. In 2005 the special Law “On Ensuring Equal Rights and Opportunities of Women and Men” was adopted. In general, the legislation is gender-neutral and does not imply discrimination against women. Some exceptions concern the prohibition for women to take certain posts in the Armed Forces of Ukraine. In addition, there are several ‘protective’ legislative norms for women in labour legislation: the prohibition to involve women in work at night time, in underground work, in overtime. The law prohibits more than 500 professions and specializations for women. Such norms rather limit the opportunities of women than protect their rights: for example, it is prohibited to send women who have children under three years old to business trips (even with their consent). This may decrease the competitive opportunities for women in the labour market and increases gender segregation in the labour market. At the same time, most of the legislation while being gender-neutral does not promote the levelling of women in the areas where they are being discriminated against.

In 2006 the methodology for gender expert assessment of legislation was developed, and since then the Ministry of Justice performed gender and legal expert assessments of 3 Codes, 12 Laws and 1 Resolution of the Ukrainian Parliament. In addition, assessment of drafts legal acts is performed on regular basis. The results of the analysis led to introducing amendments to the Family Code (in particular, the age for marriage was equalized for women and men at 18 years) and to other legislative acts. In 2010 the Government

developed a bill to introduce amendments to 11 laws with the purpose to bring them in line with the legislation on equal opportunities, but this bill was not passed. In 2012 the Law of Ukraine “On Principles of Prevention and Combating Discrimination in Ukraine” was adopted, which concerns gender-based discrimination as well.

After the Law of Ukraine “On Ensuring Equal Rights and Opportunities of Women and Men” was adopted and especially after the amendments were introduced to the Law of Ukraine “On the Ukrainian Parliament Commissioner for Human Rights” (2008) the Commissioner started playing an important role in protection of the rights of women and gender equality. In particular, it is the Commissioner who is entrusted with the duty to control the enforcement of rights and opportunities of women and men. In 2010 the Ministry of Family, Youth and Sports (central executive authority responsible for gender policy at the time) established the advisory body – Expert Council to Consider Claims with regard to Gender Discrimination.

At the same time, practical implementation of legislation on women’s rights is a problem. The main issues include the lack of awareness of women about their rights and the absence of a functional mechanism for protection from violation of these rights and discrimination. As a result, women hardly appeal to the competent authorities on cases of discrimination against them. There were also cases when the courts rejected the complaints of women on violation of their rights because the complaints were drawn incorrectly, which evidences both the low legal literacy of women and the absence of system of state legal help for women. The Government does not take any particular measures to ensure legal literacy of women.

To bridge these gaps, the State Programme on Ensuring Equal Rights and Opportunities of Women and Men up to 2016 was adopted. Among other objectives, it includes the following: improvement of legislation on ensuring equal rights and opportunities of women and men, in particular aligning it with international standards and *acquis communautaire*, development of the mechanism for implementation of the right to protection from gender-based discrimination and taking measures upon the review of the cases of such

discrimination, and implementations of treaty commitments and other international obligations.

Problems of promoting women's rights at practice occur in all areas (labour relations, property relations, family, social and political relations, etc.) and concern all categories of women. However, most of all they concern women from vulnerable groups: Roma women, lesbian women, transgender women, women with disability, HIV-positive women, women in prison settings, and women who use drugs. Often they suffer from double or triple discrimination.

In March 2013 the Strategy for Protection and Integration of Roma National Minority to Ukrainian Society up to 2020 was adopted, followed by the corresponding Action Plan in September. The objectives of the Strategy include strengthening legal and social protection, increase of employment and education rates, ensuring healthcare, meeting the housing, informational and cultural needs. Formally, the Strategy is gender-neutral, but its full implementation may equalize the situation of Roma men and women, as by solving the problems of the Roma, the Strategy will be eliminating the discrimination against them, and Roma women suffer from this discrimination more than Roma men. Working groups to implement the Action Plan were set up; the mechanism of cooperation between the state authorities and Roma communities is being developed. The situation is complicated by the lack of statistics on life and needs of the Roma – there is even no exact information on the number of the Roma in Ukraine. Between November 2011 and April 2013 the Ukrainian Parliament Commissioner for Human Rights monitored the observance of the rights of Roma in law enforcement. The state has not taken effective efforts for protection of rights of the Roma yet. Some steps are made by Roma Women's Fund "Chirikli": it organizes workshops for Roma women that raise their awareness about own rights, including the rights established by CEDAW, and help them develop leadership skills, etc. During past ten years the Fund has trained Roma women-leaders who now work on protection of women's rights in Roma camps. International Renaissance Foundation runs the programme "Roma of Ukraine" to provide grants to NGOs that protect the rights of Roma.

The rights of women with disability are also observed insufficiently in practice. Ukraine ratified the Convention on the Rights of Persons with Disabilities, adopted the Laws "On the Framework of Social Protection for Persons with Disabilities in Ukraine" and "On Rehabilitation of Persons with Disabilities in Ukraine". However, the State Targeted Programme "National Action Plan for the Implementation of the Convention on the Rights of Persons with Disabilities" up to 2020 does not include the action plan on implementation of Article 6 of the Convention on the Rights of Persons with Disabilities that provides for that the rights of women with disability shall be ensured fully and equally. Ukraine does not have national policy on ensuring the rights of women with disability and their inclusion into the life of the society. Women with disability have insufficient awareness of their rights and on the issues of reproductive health, family planning, gender and disability. In 2013 the MSP prepared the National Report on the Situation of Persons with Disability in Ukraine, and one of the sections of this report concerns women with disability. The situation of women with disability in separate regions of Ukraine is analyzed by civic organizations of persons with disability, in particular, the National Assembly of Persons with Disabilities of Ukraine, and human rights organizations (for example, these issues were discussed in the separate section of the comprehensive report of human rights organizations "Rights of Persons with Disabilities" 2012).

HIV-infected women and women who use drugs often encounter double or triple discrimination and stigmatization. The State Programme to Ensure HIV Prevention, Treatment, Care, and Support to HIV-positive People and Patients with AIDS for 2009-2013 was for the most part gender neutral and did not regard gender as one of the factors of HIV infection. PLWH Network and UNAIDS provided support to develop draft strategy "Gender Component in the Policy to Combat HIV-infection", and it was used in development of the concept of the new State Programme for 2014-2018. In particular, the concept includes the use of gender-sensitive approaches to providing medical help, social services to people who live with HIV, and implementation of preventive measures. However, the majority of these approaches so far concern only medical





aspects and reproductive rights of women (see item C. Women and health).

The situation with observing the rights of HIV-infected women and women who use drugs to social services and especially to protection from violence is worse. For example, the system of shelters for victims of domestic violence is currently not friendly to PLWH. Women who use drugs cannot use its services. Equally, the national policy to counter drug abuse does not include gender as the factor that influences the onset of drug use and special needs of women for social services. In particular, CSW women who use drugs are more vulnerable to violence from pimps, clients and police, and to prejudice from medical and social workers. Pregnant women who use drugs suffer barriers in access to ART and OST. The strategy of the state policy on drugs up to 2020 is gender-neutral; the only gender-sensitive aspect is the plan to use multidisciplinary approach to solve special problems of drug addiction of pregnant women and providing them necessary prenatal care. It is helpful that data on drug users is being collected separately for each gender.

The measures in these areas and the situation of HIV-positive women and women who use drugs are monitored by NGOs and international agencies. For example, in 2012 interim review of the State Programme to Ensure HIV Prevention, Treatment, Care, and Support to HIV-positive People and Patients with AIDS for 2009-2013 was performed, and one of the components of the review concerned ensuring gender equality in the national response to the epidemic. Also in 2012 GfK Ukraine and PLWH Network performed the review of gender aspects of providing services to people living with HIV, including those who use drugs. In 2013 Ukrainian Parliament Commissioner for Human Rights prepared the report on the situation on ensuring the right to medical care in pre-trial detention facilities of the State Penitentiary Service of Ukraine, one of the sectors of the report concerned the issues of women's health.

Monitoring and evaluation of the Government's activity to promote equal rights and opportunities of women and men is performed during preparation and consideration of national reports on implementation of gender policy, including the report on implementation of State Programme up to 2010, presentations

and reports of women's organizations, and national periodic overviews by the relevant treaty bodies, first of all, the Committee on the Elimination of Discrimination against Women, UN Human Rights Committee, the Universal Periodic Review (UPR). The results and recommendations of these reviews and reports are taken into account when planning further activity on promoting women's rights.

J. Women and the media

Discrimination, stereotypes and limited access of women to expression of their opinions through the media is one of the main problems of achieving gender equality in Ukraine. The experts share the opinion that this is one of the basic causes of inequality in economic, political and other areas

Ukrainian legislation (Laws "On Information", "On Print Media", "On Television and Radio", "On Advertising", etc.) do not stipulate any limitations for men or women. Moreover, the law on advertising prohibits the use of statements that are discriminatory in nature on the grounds of gender and other grounds. At the same time, these laws do not include any measures aimed at improving women's access to expression of their opinions in the media and the balanced portrayal of the image of woman. There is also no clearly defined liability (sanctions) to be applied in cases of gender discrimination, which makes the acting legislation ineffective in such cases.

Such measures were included into the State Programme up to 2010 and State Programme up to 2016. In particular, the former document included activities on raising awareness on elimination of all kinds of gender-based discrimination, overcoming the stereotypes about the roles of women and men in the family and the society, strengthening of moral values, facilitating responsible motherhood and fatherhood, ensuring gender parity in the spiritual realm, and also monitoring the portrayal of the roles of women and men in all sectors of life in media. One of the tasks of the latter Programme includes information campaigns with the participation of media, cultural institutions and educational institutions with the purpose to overcome stereotypical views on the role of men and women.

As part of implementation of the state programmes, State Committee for Television

and Radio Broadcasting of Ukraine, National Television and Radio Company of Ukraine and regional TRCs host programmes on gender issues and the issue of violence against women and human trafficking, shaping gender culture, and cover the implementation of state programmes for gender equality, family support, combating human trafficking and of National Action Plan “Stop Violence!” programmes. Information materials aimed at overcoming gender stereotypes and shaping the culture of gender equality in society are produced and disseminated in the regions of Ukraine.

However, it has to be recognized that the materials on gender issues or gender policy appear in the media infrequently. As a rule, such materials are published on the eve of traditional ‘male’ or ‘female’ holidays. Moreover, national and local media, unfortunately, promote the perpetuation and dissemination of gender stereotypes in society. Most of the journalists are not acquainted with the notion of gender well enough, and cannot present information on gender issues and gender policy in a professional and interesting manner. The results of the recent studies show that the issue of gender discrimination in regional media is mostly associated with the problems of sexual minorities, which indicates the low level of awareness of journalists on gender issues.

To solve this problem civic and international organizations (such as Women’s Information Consultative Centre, The League of Social Workers, Ukrainian Women’s Fund, La Strada-Ukraine, Women’s Consortium of Ukraine, West-Ukrainian Centre “Women’s Perspectives”, OSCE Project Co-ordinator in Ukraine, National Democratic Institute, etc.) produce information materials and organize workshops, contests, round tables and other events for media representatives on balanced portrayal of women and men in the media. In 2013 information campaign on establishing the culture of gender equality in the society was held in cooperation with La Strada-Ukraine. In 2013 with the support of Heinrich Boell Foundation in Ukraine the textbook on gender theory “Gender for media” was published for journalism students.

In 2010 the Expert Council to Consider Claims with regard to Gender Discrimination was established in the MFYS. The majority of claims received by the Expert Council con-

cerned sexist advertisement – advertisement that imposed or promoted negative stereotypes about social and gender roles of women and men. As of 2012 thanks to the activity of the Expert Council discriminatory advertisement was taken down from 8 locations and 4 advertisers were made to pay fines according to the Procedure of imposing fines for violation of legislation on advertising by the State Inspection of Ukraine on Consumer Protection.

In 2011 women’s organizations and the Ukrainian Association of Marketing developed standards of non-discriminatory advertising on the grounds of gender that were adopted by the Association of Advertising Practitioners. The standards were presented to the market researchers and advertising practitioners from the leading advertising agencies. In 2010 the Standards were registered in the Ukrainian Research and Training Centre on Standardization, Certification and Quality. At the same time, the system of regular monitoring of implementation of the standards is not in place, and the number of claims on the discrimination in advertisement submitted to the Expert Council did not showcase a substantial decrease in the recent years.

In September 2013 the Institute of Mass Information together with UN Women in Ukraine conducted the study of representation of women in the media. It summarized all the problems pertaining to women’s access to expression and decision-making in and through the media and to portrayal of women and men in the media.

There is no state monitoring of mass media for publications that contain discriminatory materials and violate the ethical norms.

In October 2013 the Government developed and submitted to the Parliament the bill with registration № 3411-2 that inter alia provides for inclusion of a separate article on prohibition of discriminatory advertisements and announcements that contradict to the principle of gender equality in the Law “On Ensuring Equal Rights and Opportunities of Women and Men”. Adoption of national legislation that would provide effective monitoring mechanisms and sanctions for gender discrimination in media and advertising is an important priority. However, in February 2014 the Ukrainian Parliament Committee on Human Rights, National Minorities and Inter-ethnic Relations ruled to recommend the Parliament to take





into consideration an alternative bill that does not have this provision. For this reason this objective is still relevant, as well as setting up systematic monitoring of manifestations of gender discrimination in media and strengthening of the role of media in shaping a culture of gender equality.

K. Women and the environment

Although the issues of environment and access to centralized water supply, sewerage, and electricity have more impact on women, including on the reproductive system of women, the Government has the least success in this area of concern.

Ukraine has almost zero experience of involving women in environmental decisions at all levels. The analysis of the composition of the Government over the past 15 years shows that a woman was appointed the Vice-Prime-Minister on Humanitarian Issues (including environmental issues) only once. A woman was chosen the Head of the Ukrainian Parliament Committee on Environmental Policy, Use of Natural Resources and the Elimination of Consequences of Chornobyl Disaster for the first time in the past 23 years. The representation of women among the top officials of the Ministry of Environment and Natural Resources of Ukraine is very limited, in particular: for the past 5 years there were five female heads of departments, one female Deputy Minister and no female Ministers. The share of women who are heads of governmental units related to environmental issues is higher at the regional levels, but does not exceed 5% of the total number of top officials.

The role of female scientists who study environmental issues in environmental decision-making is indirect and cannot be formally expressed via statistical data. The most active position is assumed by the women who are members of civic environmental organizations, as they constitute 68% of the total amount of members of such organizations. Women represent 44% of the governing bodies of such organizations. Taking this into account, women have a tangible role in identifying and analyzing environmental problems, developing analytical and programme documents, implementation of informational and educational projects, lobbying environmental

decisions, bills, and legislative documents at the regional and national level.

Another instrument of advancement of women into environmental decision-making in Ukraine is the work of civic councils, expert groups, and inter-agency commissions at different government bodies.

Gender concerns and perspectives are barely taken into account in the policies and programmes for sustainable development. For example, women and gender concerns are mentioned neither in the Strategy for National Environmental Policy of Ukraine up to 2020, nor in the National Action Plan on Environmental Protection for 2011-2015. The State Programme on Ensuring Equal Rights and Opportunities of Women and Men up to 2016 does not include any measures aimed at mainstreaming gender to environmental policy. The Concept and Strategy for Sustainable Development has not been adopted on national level. At the same time, gender perspectives are included to separate environmental programmes of international organizations. For example, environmental programmes of CIDA and SIDA include the involvement of women as participants of the events.

Scientific institutions of the National Academy of Sciences of Ukraine and the National Academy of Medical Sciences of Ukraine, as well as non-governmental organizations, thoroughly and consistently study the impact of environmental issues on health, in particular, the negative factors related to environmental pollution and their impact on the quality of life and health of women. According to sociological surveys, there are gender differences in perception of the environment: the perception and interest of women and men regarding the environmental component of life are different, as are the estimations of environmental risks and social expectation related to them. Women think about environmental issues relatively more often than men (75% vs. 68%), and evaluate the environmental situation in their place of residence more critically. The choice of certain active actions aimed at solving some environmental problems in the place of residence than men and women make is gender-related. Besides, these studies revealed some issues that resulted from certain decisions the state made in different economic sectors that are influencing or



may influence the state of the environment and the health of women. In particular, there is large-scale felling of green space and forests in agricultural areas because of the high cost of gas, the state of health of women in industrial regions is deteriorating because of considerable pollution of air and water resources, women with low income level use cheap low-quality products to feed their families, etc. Women are one of the most vulnerable population groups that suffer from risks and negative impact of environmental pollution.

Numerous works of Ukrainian scientists indicate direct correlation between the deterioration of environment and the health of the population, women in particular. This indicates the need for preventive measures in contaminated areas for preservation of health of the most vulnerable part of the population: pregnant women and young children.

There are separate elements of evaluation of the effects of policies on development and environment on women in Ukraine on national level. However, these evaluation mechanisms are not systemic and require to be strengthened at institutional and financial levels.

L. The girl-child

Ukrainian legislation ensures equal rights of girls and boys (children under 18) to education, healthcare, social security, protection from violence and discrimination. According to Article 3 of the Law of Ukraine "On Protection of Childhood", all children in Ukraine regardless of gender have equal rights and freedoms. The issue of girl-child rights is also indirectly regulated in the Laws "On Bodies and Services of Children Affairs and Special Facilities for Children", "On Prevention of Violence in Family" and "On the All-Ukrainian Programme "National Action Plan to Implement UN Convention on the Rights of the Child" up to 2016". Ukraine ratified the UN Convention on the Rights of the Child (in 1991), Council of Europe Convention on Protection of Children against Sexual Exploitation and Sexual Abuse (in 2012), etc. In August 2011 the office of Ombudsman for Children under the President of Ukraine was established.

In general, there are no sectors where the rights of girl-children would be restricted. This way, discrimination that girls suffer from

is the result of transformation of cultural traditions regarding them and, accordingly, the insufficient attention of the state to the negative manifestations of such transformations. On one hand, the educational system continues to produce stereotypes about the restricted role of women and girl-children in the society, and on the other hand, media and advertising have considerable influence on the development of personality of girl-children and the societal attitude towards girl-children. The activities of the Government, NGOs and international organizations on mainstreaming gender into educational system and their effectiveness is analyzed in greater detail in item B. Education and training of women. The activities on the elimination of gender stereotypes from the media and advertising are described in detail in item J. Women and the media.

Girls have equal access to education, skills development and training. The main problem in this realm is the dissemination of gender stereotypes about girls and the role of girls in society through educational system. In general, the education of girls is different from the education of boys, as the former are allowed to practice less in decision-making and risk. The efforts of the state, NGOs and international organizations on mainstreaming gender into the educational system include the programme "Empowering Education", publishing of the "Equality ABC" and the handbook "We are different – We are equal", teaching classes on gender equality, workshops for education professionals, gender expert assessment of textbooks and study materials and the review of teaching methodology in the view of gender aspects (see item B. Education and training of women).

Another issue is protection of rights of Roma girls. Some Roma girls do not have documents, and therefore the chance to receive education, sometimes they also do not have clothes to wear to school. Given their cultural traditions the girls get married at a young age. At the same time, according to the studies conducted by Roma organizations, most of the Roma people support the idea of integration to Ukrainian society and want their children to go to school. In March 2013 the Strategy for Protection and Integration of Roma National Minority to Ukrainian Society up to 2020 was adopted. The corresponding action plan was adopted in September 2013.



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However, Roma girls are not considered as a separate target group in these documents. Activities on raising awareness of Roma girls about their rights and protection of their rights are performed by Roma civic organizations (see item I. Human rights of women).

According to the legislation, boys and girls have equal access to healthcare. At the same time, the Government does not make sufficient effort to promote healthy lifestyle among children and does not ensure control of nutrition standards of girls and boys. Healthy lifestyle is promoted mostly by international organizations (primarily UNICEF and WHO) and NGOs. The separate issues are sex education and reproductive health of girls, prevention of HIV/AIDS and other STIs, as well as drug use, alcohol and tobacco use among girls.

Two target groups of the State Programme “Reproductive Health of the Nation” up to 2015 are children under 14 and teenagers aged 15-17. In implementation of its objective 2 (“Promoting reproductive health of children and youth”), in 2012 amendments were introduced to the Family Code of Ukraine to raise the age of marriage for women to 18 years old. The Government together with USAID Programme “Healthy Women of Ukraine” and UNICEF developed awareness materials and videos for youth on preserving reproductive health. Also, a “hotline” for the issues of reproductive health and family planning for youth was opened. In 2007-2011 an academic study was performed on the current state of health of teenagers to determine the risk factors for development of disorders of male and female reproductive system, development of standards on their diagnosing and treatment. A module information unit on sex education and healthy lifestyle has been developed for educational institutions of all levels.

Separate events to promote healthy lifestyle, prevent alcoholism, drug addiction and tobacco smoking, as well as pregnancy and STIs among children and teenagers are organized at regional and local level (seminars, workshops, contests among teenagers, “peer to peer” interventions, etc.), information materials are printed and disseminated. They are fairly effective in a non-school environment, but at the level of educational institutions prevention of STIs and pregnancy is at a low level – most parents, teachers and representatives

of school administration are against such events.

In the State Programme to Ensure HIV Prevention, Treatment, Care, and Support to HIV-positive People and Patients with AIDS for 2009-2013 girls are not identified as a separate target group, and therefore, they receive HIV-services on general terms. However, HIV-positive girls may suffer from double discrimination. There were also cases when girls could not receive HIV-services due to the decisions of their parents. The State Programme “Reproductive Health of the Nation” up to 2015 plans to introduce amendments to the Civil Code of Ukraine on the use of means to prevent crisis pregnancy and voluntary HIV testing for persons over 14. However, so far the Government does not take measures to solve these problems. NGOs that work in healthcare attempt to conduct outreach among parents on the necessity to provide HIV-services and reproductive health services to their children.

To provide medical and social help to teenagers aged 14 to 18 and youth aged under 24, in particular to prevent risk behaviour, prevent STIs, including HIV/AIDS and preserve reproductive health, youth-friendly clinics have been established in Ukraine since 1998. They are created with the support of the Government, local authorities and UNICEF, there is also a considerable number of private (fee-based) clinics – there is a total of approximately 120 of them in Ukraine. The advantages of such clinics for girls and boys are in that medical help is provided on grounds of voluntariness, kindness, availability, confidentiality, anonymity and non-judgmental approach to clients.

The Government and local authorities take measures on prevention of drug use, use of alcohol and tobacco among girls and boys, but often these measures are a mere formality. Legislation on restriction of the use of alcohol and tobacco is being adopted – however, it is aimed mainly at general population. Separate initiatives aimed at youth include the prohibition of sale of alcohol (except for beer and low alcohol drinks) and tobacco products to persons under 18. In some regions, it is prohibited to sell alcohol and tobacco products within 100 m from children’s, medical and educational institutions. However, in reality it is fairly easy for teena-



gers to buy alcohol and tobacco, as evidenced by the results of the ESPAD “European School Survey Project on Alcohol and Other Drugs” (2011). For example, 50.5% boys and 43.8% girls aged 15-17 report that they can easily get cigarettes if they want to. This study, as well as the study of Health Behaviour in School-Aged Children (HBSC, 2011) are the main instruments to monitor the status and determine the effectiveness of measures aimed at prevention of drug, alcohol and tobacco use by teenagers.

Another important monitoring instrument is the preparation of reports and reviews of implementation of state programmes, in particular, the State Programme “Reproductive Health of the Nation” up to 2015. In particular, the interim review of this Programme (2013) analyzes the measures that were taken and the achievements of the Programme. One of the most important results of the implementation of the Programme is the decrease of rate of abortions among girl-children: in the last five years the decrease is 1.9 times among the girls aged 15-17, and from 0.09 per 1000 girls in 2008 to 0.08 in 2012 among girls under 14. The reports on implementation of projects of NGOs and international agencies in this sector and related studies of scientific institutions and international foundations are also the important monitoring instrument.

Economic exploitation of labour of girl-children is not a widespread phenomenon in Ukraine, the main issue in this area is trafficking and involvement in prostitution. Ukraine ratified ILO Convention №182 on Prohibition and Elimination of the Worst Forms of Child Labour (in 2000) and the Optional Protocol to the Convention on the Rights of the Child on the Sale of Children, Child Prostitution and Child Pornography (in 2003). In April 2011 the UN Committee on the Rights of the Child called Ukraine to perform a comprehensive review of all national legislation to make sure it complies with the provisions of the Convention and the Optional Protocol, especially in the issues of child prostitution and all other kinds of sexual exploitation of children. To implement this recommendation, the group of experts of La Strada-Ukraine with the support of UNICEF developed the draft Law of Ukraine “On Introducing Amendments to Certain Laws of Ukraine on Countering Child Prostitution”. In December 2011 the bill was registered in

the Parliament of Ukraine. This is not the first bill in this sector – the previous draft Law of Ukraine “On Introducing Amendments and Supplements to the Criminal Code of Ukraine and Criminal Procedure Code of Ukraine (on Protection of the Child from Trafficking and Exploitation)” was submitted to the Parliament in November 2010 – however, neither of them has been passed yet. At the same time, 37 crimes on involvement of children into prostitution were registered between 2009 and mid-2011. During the same period law enforcement authorities identified 465 persons aged 16-18 who were involved in prostitution.

In 2011 the All-Ukrainian civic organization “Children Protection Service” with the support of UNICEF developed a textbook on providing help to children who are victims of crimes related to child trafficking, child prostitution, child pornography, crimes against sexual freedom and sexual inviolability of a child. Between October 2010 and August 2011 a global campaign “Stop Trafficking Children and Youth for Sexual Purposes!” was held in Ukraine. La Strada-Ukraine and other NGOs develop information materials on prevention of illegal emigration and involvement of women in prostitution and place them at schools, at border crossings and visa centres. The Ministry of Education and Science together with NGOs develops and implements teaching programmes on these subjects.

The activities of the Government on prevention and countering violence against women and girls are described in item D. Violence against women in greater detail. The particularities of countering violence against girls are as follows. In June 2012 Ukraine ratified the Council of Europe Convention on Protection of Children against Sexual Exploitation and Sexual Abuse. The important achievement of Ukraine is the opening of the “hotline” on violence against children in January 2013 (thanks to the efforts of La Strada-Ukraine). Another important initiative is the establishment of “green rooms”. Their purpose is to provide environment for questioning (interrogation) of children who are the participants of criminal cases where they appear as victims or witnesses that would minimize the repeated psychological trauma of the child. In 2008 the Ministry of Internal Affairs developed Guidelines on organization and operation of the “green room” for children and in 2011



issued the Order to equip 600 “green rooms” for children in police departments in all regions of Ukraine. In 2012 the representative of the Ombudsman for children evaluated the results and established that such rooms were indeed allocated and equipped in 400 police departments, but neither of them is in reality used for questioning of children. In 2012 Kharkiv National University of Internal Affairs together with La Strada-Ukraine conducted a study of regulatory support of operation of “green rooms”. Since then La Strada-Ukraine together with law enforcement bodies established four fully equipped “green rooms” in different regions of Ukraine that are currently regularly used for questioning of children.

The activities in other sectors are not that successful. For example, in 2012 the coalition of Ukrainian NGOs on children’s rights made the report to UPR. According to the report, Ukraine currently does not have working mechanisms of investigation of cases of violence against children and reacting to them. The mechanism of early detection of families in difficult circumstances and the evaluation of situation of children in such families has not been developed. The school curriculum does not include special courses that would teach children to avoid the risks of sexual violence. There is no system for rehabilitation and reintegration of children who suffered from sexual violence and exploitation or other kinds of abuse, specialized help is provided mostly by non-governmental organizations. Starting from 2013 the MSP and the Council of Europe are implementing the project “Strengthening and protection of rights of children in Ukraine” that is aimed at solving these problems.

Girls and boys have equal opportunities to receive knowledge about social, economic and political life. The secondary schools have courses on the basics of law and social science. Nearly half of the activists of school self-governance are girls. At the same time, the Government implements few initiatives aimed at civic education of girls and boys. This objective rests with NGOs. Taking into account that the rights of women are violated more often and women have less access to decision-making, initiatives on development of leadership potential of girls are important. This is one of the objectives of the State Programme up to 2016. In addition, a number of women’s organizations (Women’s Information

Consultative Centre, School of Equal Opportunities, Ukrainian Women’s Fund, etc.) organize workshops and disseminate information materials on the rights of women and girls and the development of women’s leadership. One of the examples is the programme of UWF “First Step to Success”. Starting from 2006 the Fund organized workshops on leadership and gender equality for 240 girls and provided the girls with app. 35 grants for implementation of micro-projects.

The current efforts of the Government to counter negative socio-economic and cultural tendencies of the decrease of the role of the family, in particular, the role of the family in improvement the situation of girls, are not sufficient. Both the Government and NGOs focus most attention on helping the families in difficult circumstances; and the measures to strengthen the role of family are implemented rather as a formality. However, the State Targeted Social Programme for Family Support up to 2016 adopted in 2013 has tasks on promoting family that is capable to solve its problems on its own, to develop itself, to take active part in the life of community, and to raise responsible citizens. There is the need to ensure that the Government understands the role of family in creating the society of equal opportunities for the comprehensive implementation of this Programme.

B. COUNTERCYCLICAL MEASURES

Ukraine seriously suffered from financial and economic crisis of 2008-2009. GDP fell 35.6%, and devaluation of national currency was 60%. To overcome the aftermath of the crisis the Government had to take countercyclical austerity measures and borrow from the IMF that worsened the situation for the population. These measures were related to gender aspects in just one issue, but this issue is very important – it is the raising the retirement age for women. In 2010 the Programme of Economic Reforms for 2010-2014 was adopted, and it included the raise of retirement age for women to 60 years old over the period of 10 years.

The reform of the pension system was performed in 2011 within the action programme agreed with the IMF. Among other things it included the introduction of equal retirement age for women and men at 60 years (gradually, with the step of 6 months

every year for 10 years). The retirement age for male civil servants was raised to 62. The length of pensionable service was increased to 30 years for women and 35 years for men. The amendments to pension legislation that took effect on 1 July 2013 provide that the duration of leave due to pregnancy and childbirth and childcare (until the child is 3 years old) is included into pensionable service (if desired). The law that took effect on 1 January 2014 provides that pensions for special merits are assigned to those parents who raised five and more children.

The positive results of pension reform have not yet been observed: the gender gap in pension size remains at app. 40%, the Pension Fund deficit continues to grow, so does the number of women who do not live to retirement age. This is related to the remaining problem of horizontal and vertical gender professional segregation and the problem of providing more workplaces as women older than 45 are currently concentrated neither in high-paid industries, nor in high-paid jobs. The maintaining of a 5-year difference in the duration of pensionable service does not contribute to the equalization of pension sizes of women and men.

In 2010 the experts from the Institute of Liberal Society with the support of Heinrich Boell Foundation conducted the study “Financial and Economic Crisis in Ukraine: Gender Dimension” that identified the influence of the crisis and the measures to overcome it on women. It was identified that the Government suspended the increase of pensions and salaries for 1 year (2009-2010), the income was not indexed, and public sector employees – most of them were women – received no bonuses and allowances. Countercyclical measures of the Government also included narrowing of scope of social services, including medical and educational services. Women were not considered a target group of such measures, but they had a considerable influence on women, especially on low-income women. Taking into account certain traditions of sharing of housework between women and men, it created additional load on women, as they had to spend more time on raising children, taking care of the sick, people with disability and elderly people.

C. POLITICAL MEASURES OF AUSTERITY

In addition to countercyclical measures described above the Government also used political measures of strict austerity that had negative influence on reaching the objectives of Beijing Platform for Action and on the situation of women in general.

For example, in December 2010 the Government was reformed to decrease the number of governmental bodies and civil servants. In particular, the Ministry of Family, Youth and Sports (that was the central executive body responsible for gender politics at the time), was merged with the Ministry of Education and Science, and its duties were distributed between the Ministry of Education and Science and the Ministry of Social Policy. Although the subdivision responsible for gender policy was formally preserved, its status and duties were unclear until November 2011. The Ministry of Education and Science refused to take responsibility for implementation of gender policy, and therefore in April 2011 these duties were transferred to the Ministry of Social Policy. The head of the Department of the MSP that included the division of gender policy was appointed only in November 2011. So, the limited functionality of the division responsible for gender policy led to the considerable weakening of the national gender mechanism: first of all, coordination with those responsible for gender policy in other central executive bodies was ceased and contact with them was lost, and secondly, responsibility for promoting gender equality on regional level was diffused between different structures. This way, the national mechanism that was at its best at the end of 2010 started to lose some elements and lower effectiveness. After the State Programme on Ensuring Equal Rights and Opportunities of Women and Men up to 2016 was adopted in 2013 the process of renewing the national mechanism became more active. However, it has yet to reach the level it had at the end of 2010.

The next phase of the austerity measures is related to the deterioration of economic situation in Ukraine during 2010-2014 and the advent of the new Government in March 2014. On 27 March 2014 Government-initiated Law of Ukraine “On Preventing the Financial Catastrophe and Creating Prerequisites for Economic Growth in Ukraine” was adopted.





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The Law includes some measures that influence the situation of women: first, the refuse to raise the living wage and the minimum wage (and therefore salaries in the public sector) during 2014. At the same time, it is expected that inflation reaches 12-15% in 2014. Besides, the childbirth benefits are decreased: earlier, the benefits related to the birth of the first child amounted to 30 livings wages (UAH 30 960), 60 living wages for the second child and 120 living wages for every next child. Now there is the unified benefit at the level of UAH 41 280. The law also provides that the maximum number (limit) of civil servants in central executive bodies and local state administrations is decreased within a month no less than by 10% (approximately 75% of them are women), and the cost of utilities is increased. This creates additional risks related to women's poverty, limits their access to educational and medical services and to decision-making at all levels.

Another problem is the funding cuts (basically, elimination) of the institution of the social work professionals (there are approximately 12,000 of them in Ukraine) that were passed at the end of March 2014. Their duties include helping children from families in crisis, people with disability, youth that graduates from orphanages, single pensioners, people who suffer from domestic violence, etc. This institution provided effective services to such people, and its elimination will lead to fewer opportunities for women to receive respective services and to more load for women who, traditionally, perform care for children, people with disability and the elderly.

The Government had made the decision to cut back a number of state programmes as the part of austerity. The State Programme up to 2016 was preserved, and the state budget started to provide funding for the Programme in 2014.

SECTION 3. DATA AND STATISTICS

During past four years the Ukrainian statistics authorities conducted a review and identified priority directions for improving the guidelines of collecting, processing and using gender statistics. The national database of gender statistics was assessed – namely, it was identified whether it meets the needs of national users and corresponds to the recommendations of international organizations. In addition, expert survey of users was carried out to evaluate the status and development perspectives of gender statistics. Upon the findings of these surveys, recommendations on priority directions for gender statistics development were produced.

State statistics authorities of Ukraine collect, process, summarize and publish data according to 113 state statistical surveys (as of 2013) in 35 sectors of economic, social, demographic, environmental and other sectors of statistics. In 2013, statistical data were collected and processed through 145 reporting templates and 23 questionnaires for special state statistical surveys that contained up to 10 thousand indicators (according to expert assessment). Gender-disaggregated indicators – the main source for producing gender statistics – are available in 24 templates of state statistical survey that amounts to 21% of total number of templates. The breakdown of state statistical surveys by the availability of gender-disaggregated indicators is an important tool. Almost all indicators of state statistical surveys aiming to collect social and demographic information that directly pertain to the attributes of an individual can be distributed by gender. They can be also used to develop publications on gender issues.

In addition, State Statistics Service of Ukraine widely uses the administrative data of central executive authorities in its information activities. The SSS cooperates with more than 30 Ministries and agencies and receives information through almost 300 templates of administrative reporting from them. 75 of these templates (25%) have gender-disaggregated indicators.

Current national system of gender statistics indicators is grouped by a number of

headings. It includes absolute and relative (derived and calculation) indicators that allow for evaluation of the status of men and women in society. National system of gender statistics indicators currently includes 113 absolute and calculation indicators that meet European and international statistics standards by the method of their determination of calculation (see detailed statistical information in Annex 2). Nevertheless, taking into account that European and international statistical methodology are always developing, national statistical authorities are to constantly review and improve their guidelines in this realm. These efforts should also focus on the needs of national users.

The national system of gender statistics indicators was published in statistical digests “Women and Men in Ukraine”, developed by State Statistics Committee in 1996, 1998 and 2001. These publications proved effective in promotion of gender equality activities. Statistical data and indicators that contain basic information about the status of men and women in all sectors of social life were presented in reader-friendly mode so that they could be easily understood by non-statisticians. Gender statistics revealed social and demographic particularities of men and women. It equally concerns men and women and demonstrates their real status in society. It is the dissemination of gender statistical publications that made it possible to develop recommendations on the interaction between the producers and users of statistics. Constant cooperation between producers and users help to improve reliability and relevance of the system of state statistics and mainstreaming gender into it. Joint working groups and workshops gathered producers and users in order to increase awareness of the gender problems at the national and regional levels, and of the ways to produce, process and use gender statistics. They help to understand the role that both sides can play in developing strong and close partnership.

Starting from 2005, statistical digests “Women and Men in Ukraine” are published biannually. It is worth noting that gender-





disaggregated indicators are also published in other statistical digests on various realms of life (“Economic Activity of Population”, “Labour of Ukraine”, “Breakdown of Permanent Residents by Age and Gender”, “Population of Ukraine”, “Social Indicators of Quality of Life”, etc.).

Ukraine receives constant support from the UNECE on improvement of gender statistics methodology. In particular, the UNECE carries out biannual workshops on gender statistics for statistics professionals from European and Central Asia countries. The system of gender statistics coordinators from statistics authorities in all countries of the region was set up. The system of indicators is developed, and the database of gender statistics is developed and regularly updated accordingly. Various working groups are set up on the basis of UNECE to elaborate on certain issues of further development of gender statistics. In 2009 the first Practical tool on developing gender statistics was produced. It is implemented in all countries of the region, including Ukraine. In addition, in 2013 the UN Statistics Division developed the Minimum Set of gender indicators that is approved at the international level and recommended for use.

Ukraine is using the list of UNECE indicators of gender statistics database for a long time. This list consists of 73 indicators grouped according to the following headings: population, fertility, families and households, work and economy, education, public life and decision making, health and mortality, crime and violence, work-life balance, and science and ICT (new heading).

According to the findings of review of national informational database, Ukraine is currently collecting, processing and summarizing data according to 48 indicators of this list (66%). The reasons why other 25 indicators are not used in national statistical database can be classified as follows:

- National and international methodology of processing the results of statistical survey do not match;
- Gender-sensitive indicator is not available in state statistical surveys or administrative report (it means that the very indicator of certain phenomenon is used, but it is not gender-sensitive);

- Lack of statistical surveys to collect indicators on specific social and economic issues in the country.

Upon the basis of recent UNECE documents on gender statistics the new significant priorities for gender analysis have been identified: women and men at the executive positions (especially in the economy), professional segregation, access and participation in the labour market (including shadow employment), violence against women, human trafficking, time use, and developing gender-sensitive budgets. The majority of these issues can be analyzed in case of improvement of the methodology of state statistical surveys. The state statistical authorities have capacity to proceed with them within the framework of annual budgets allocated for state statistical surveys.

At the same time, the system of statistical indicators on women’s and men’s participation in public life and decision making may be developed and strengthened through introducing or improving administrative reporting on the basis of surveys conducted by public authorities (except for statistics authorities), local self-government bodies and other legal entities as stipulated by the law and within the framework of their competence and administrative duties.

New indicators of gender equality and the Practical tool on these indicators were considered and approved in principle at 62nd Conference of European Statisticians (CES) (April 2014). This is a set of 123 indicators recommended for use in CES members countries. They are grouped according to the structure of Beijing Platform for Action and consist of 47 headline and 76 supporting indicators. They were developed upon the evaluation of political needs, current system of indicators, applicability for quantitative analysis of gender equality and availability of data for international comparisons.

The following criteria were used when selecting the indicators:

- The indicator clearly addresses a relevant policy issue related to gender equality and/or women’s empowerment;
- The indicator is relevant to the CES member countries;
- The indicator is conceptually clear, easy to interpret, and has an agreed international definition;



- The indicator is sensitive to changes and changes in the value of the indicator have a clear and unambiguous meaning;
- The indicator is feasible, robust and reliable
- The indicator is comparable over time and enables international comparison.

An essential feature of this set of indicators is the hierarchy of headline and supporting indicators. The headline indicators cover the most essential aspects. Their purpose is to provide simple and clear information to decision-makers and the public about progress towards internationally agreed gender-related policy objectives. The supporting indicators provide further information on more specific aspects of gender equality. They are valuable to achieve a deeper comprehension of the phenomenon.

Therefore, the headline and supporting indicators are grouped in the following domains:

- Poverty;
- Education and training;
- Health;
- Violence against women;
- Economy, including the labour market and work-and-family issues;
- Power and decision-making in society;
- Power and decision-making in households;
- Media;
- Environment;
- The girl child.

The critical area “Women and armed conflicts” is not considered in this set whereas it was not relevant to the CES member countries.

In addition, as general background information relevant to the present indicator set, a few indicators describing the demographic situation have been selected.

The indicators proposed (and presented in the statistical annex to this report) are to be harmonized with other systems of indicators, such as Global Minimum Set of gender indicators developed by the group of gender statistics experts at UN Statistical Commission, monitoring indicators of Millennium Development Goals, the EU indicators on Beijing Platform for Action, and the system of OECD

indicators. The proposed set of indicators includes most indicators of Global Minimum Set and some supporting indicators.

The Practical tool on gender equality indicators will help Ukraine to review the national database and update the methodology of identification of indicators and methods of collecting them. In this regard, Ukraine supports initiatives aiming at update of databases on gender equality in line with the proposed hierarchy of indicators. It will be the next stage of introducing internationally harmonized methodology into gender statistics. Utilization of the respective indicators will ensure that the data on gender equality are harmonized at the international level.

When it comes to the issue of violence against women, the following sources of data are currently used to obtain information about violence against women:

1. Administrative data. Reports of the Ministry of Interior of Ukraine.

- Report on combating domestic violence. The main indicators are:
 - Number of victims of domestic violence referred to special rehabilitation facilities
 - Including women
 - Number of men who received official warning about avoidance of domestic violence
 - Number of men who committed domestic violence and were referred to crisis centres for participating in correction programmes.
- **Report about the crime.** The main indicators are:
Number of women who suffered from crimes, breakdown by:
 - Types of crime
 - Social status
 - Profession.

2. Multiple Indicator Cluster Survey (MICS3, (MICS4) of the position of women and children in Ukraine (2005 and 2012). The questionnaire contains questions on attitudes to domestic violence.

3. Demographic and Health Survey (1999 and 2007). It has a special set of questions on domestic violence. DHS-2007 contained a special set of questions to assess the prevalence of domestic violence. It also included is-



sues that enabled to receive information from women who were ever married about their experience of suffering from different kinds of emotional, physical or sexual violence committed by their current or last husband or partner.

In addition, the UNECE working group has elaborated on general organizational and methodological arrangements of carrying out thematic survey on violence. After pilot surveys, the methodology was refined. It is now a very useful tool to obtain compatible data about violence against women for international comparisons and for policy development to combat violence. The representatives of

State Statistics Service took part in the workshop on methodology of statistical surveys on violence against women (April 2011, Geneva). One of resolutions of workshop is that if properly funded (from the budget or development aid), the national statistical authorities should conduct module survey on violence against women once in five years. It will help to collect information under nine proposed indicators. Ukraine support the UNECE programme intervention aimed either at carrying out separate surveys on violence or including the respective module into other surveys on social and demographic issues.

SECTION 4. EMERGING PRIORITIES

A. KEY PRIORITIES FOR ACTION OVER THE NEXT THREE TO FIVE YEARS

The priorities of national gender policies over the next three years are outlined in the State Programme on Ensuring Equal Rights and Opportunities of Women and Men up to 2016. This document is compiled on the basis of MDG-Ukraine, Concluding Observations of the Committee on the Elimination of Discrimination against Women (after submission of Ukraine's combined 6th and 7th National Report on the implementation of CEDAW, 2010), results of national and civic monitoring of the implementation of previous State Programme and best European practices. In particular, the State Programme reflects the targets and indicators of MDG and provides for solutions to problems outlined in National Report "Millennium Development Goals. Ukraine 2013". It will help to resolve problems listed in paragraph B of Section 1. The State Programme is also built on the EU Strategy for Equality between Men and Women 2010-2015. Therefore, it has a strong focus on economic implications of equality.

The State Programme aims at improvement of gender legislation and implementing measures to achieve MDG, in particular gender-related MDGs, building capacity of gender professionals, mainstreaming gender into the system of education, developing women's leadership for decision-making, development of the mechanism of combating discrimination, and taking necessary measures upon the outcomes of consideration of claims on gender-based discrimination. Informational component of the State Programme is also very important: it plans to run campaigns to overcome gender stereotypes and to ensure equal sharing of family responsibilities and childcare between men and women. A lot of Programme interventions are focused on gender equality in economic area: carrying out awareness raising of employers on introducing European standards of equality at the workplace, taking measures to bridge gender pay gap and measures, aimed at development of women's leadership capacities for running business.

Finally, the State Programme provides for implementation of conventional and other commitments in terms of ensuring gender equality, and involving international agencies and NGOs of gender profile to the implementation of Programme interventions.

A crucial priority is to strengthen national gender mechanism. In particular, it is necessary to build the capacity of central executive agencies and State oblast administrations to mainstream gender into planning and implementation of their policies, and improve the coordination between elements of national gender mechanism.

An important step to promote gender equality is to increase the level of public awareness of gender issues. In this regard, it is necessary to disseminate Ukrainian texts of Conventions, documents of international organizations and national law that set forth the standards of equality of men and women.

In October 2013 the Government developed a draft law that would introduce amendments to electoral law, the law on public service, collective bargaining agreements and equal rights and opportunities of men and women. In particular, it would provide for establishment of 30% gender quota for political parties at the elections to Parliament and local councils, observance of gender equality principles at civil service, prohibition and liability for all kinds of discrimination, etc. Adoption of the respective legislative provisions and other laws promoting gender equality is a priority for the Government.

Another important Government's task is to ensure that the priorities of international agencies and donors are aligned with the objectives of State Programme through Government-donor dialogue. It would provide the benefits of coordination and synergy of projects and programmes implemented by the Government, NGOs, and donors and strengthen partnerships.

One of crucial prerequisites of achieving gender equality is allocating the respective human and financial resources to implement national interventions and strategic documents





on gender equality. It is also important to provide funds for participation of national experts in international experience sharing events. It is also of utmost important to engage NGOs into setting priorities and implementation of the Government and donor intervention, including through social procurement modality.

Finally, the Government's priority over next three to five years is to analyze new trends that have impact on the position of women and on promotion of gender equality, such as ageing of population, ensuring self-employment of elderly, employment of third age people, optimal utilization of potential of women with higher education, position of internally displaced persons and other vulnerable groups, etc. These trends are now surveyed by the Government, NGOs and international agencies. The outcomes of surveys will help to identify national policies – including gender policies – in close future.

B. PRIORITIES AND RECOMMENDATIONS FOR CURRENT DISCUSSIONS ON SUSTAINABLE DEVELOPMENT GOALS AND THE POST-2015 DEVELOPMENT AGENDA.

Ukraine attempts to provide solutions to most gender problems and achieve most strategic objectives of the Beijing Platform for Action through the implementation of State Programme up to 2016. At the same time, Ukraine has several priorities to strengthen gender equality and the empowerment of women in the current discussions on Sustainable Development Goals and the Post-2015 Development Agenda.

First, it is advisable to advocate for increasing the responsibility of Governments for financing interventions aimed at promotion of gender equality and women empowerment. Increase of financial allocations is one of best evidence of enforcement of the Government's political will towards ensuring gender equality and women empowerment. To these ends, it is necessary to continue efforts on mainstreaming gender into increasing the efficiency of official development aid.

Another priority is to mainstream gender into all projects and programmes and generally into all activities of international and donor agencies. In particular, the agencies should take account of specific needs of women and men when planning their prog-

rammes and projects, analyze the impact on the position of men and women, involve men and women into project planning, implementation and monitoring, and ensure that a specific budget share of any project is allocated to gender implications in the respective area of concern.

The next priority is to enforce women leadership in all areas and at all levels. Women's access to decision making is both an important indicator of de facto equality and a pre-requisite for more attention of the Government to gender priorities. In particular, it is necessary to strengthen international experience sharing in all realms of gender equality and women's empowerment.

At the same time, it is necessary to deliver interventions aimed at getting men engaged into the promotion of gender equality and combating domestic violence. To these ends, it is advisable to establish the networks of men-leaders, to carry out communication campaigns targeted at men, and take gender needs of men into account when planning and implementing gender policies.

Promoting women's contribution to ensuring peace and security and fostering a culture of peace throughout the world is also an urgent need. To these ends, it is necessary to intensify efforts on implementation of the Security Council Resolution 1325 and other international instruments calling to strengthen women's role in providing peace and security.

Another priority is to carry out research and develop arguments about the impact of efficient gender policy on economic, demographic, social development, etc. It will create surplus motivation for strengthening gender policies and allocating more funds for its priorities and objectives.

Development and implementation of international programmes aimed at improving women's access to small and medium entrepreneurship and strengthening women's commercial networks is of paramount importance. Experience sharing and international support in this realm will provide for strengthening economic capacity of women that would spill over to empowering women in other areas of life. It would also contribute to development of entrepreneurship throughout the world.

It is also important to mainstream gender into environment protection at the international, regional and national levels. It is neces-

sary to develop and conclude arrangements and action plans on gender mainstreaming to policies and programmes of sustainable development, including to the Rio process, and to strengthen international partnership and experience sharing in this realm.

Another priority is to mainstream gender into health care policies and promotion of healthy lifestyles.

To ensure that every woman is able to enjoy the benefits of gender equality and women empowerment, it is necessary to

develop and implement international programmes aimed at vulnerable women (Roma women, rural women, elder women, drug addicted and HIV-positive women, etc.). Vulnerable women should be the target groups of all programmes at interventions aimed at promoting gender equality and empowering women.

These priorities will allow for eliminating gender imbalances that are still persistent throughout the world and accumulate efforts in those realms that the international community did not pay much attention so far.





Annex 1. Process of preparing the national review

Preparation of Ukraine's national review "Beijing+20" was a comprehensive process that gathered central executive authorities, State oblast administrations, research institutions, NGOs and international agencies. Coordination was provided by the Ministry of Social Policy – central executive authority responsible for gender policies in Ukraine. UN Women in Ukraine and Office of Friedrich Ebert Foundation in Ukraine provided expert and technical support to carry out the national review and develop a report.

The Ministry of Social Policy sent requests to central executive authorities, State oblast administrations and research institutions about the progress of the implementation of the critical areas of concern of the Beijing Platform for Action. It received information and analytical materials and statistical data from the Ministry of Ecology and Natural Resources, Ministry of Economic Development and Trade, Ministry of Education and Science, Ministry of Foreign Affairs, Ministry of Health, Ministry of Infrastructure, Ministry of Internal Affairs, Ministry of Justice, number of departments of the MSP, State Committee for Television and Radio Broadcasting, State Statistics Service, State Court Administration, National Academy of Sciences of Ukraine and State oblast administrations.

During the review, the outcomes of previous monitoring, research and surveys were collected, including the analytical information to Parliamentary hearings "Ensuring Equal Rights and Opportunities of Men and Women. Problems and Effective Solutions" (October 2013), national and civic reports upon the implementation of State Programme on Ensuring Gender Equality in Ukrainian Society up to 2010, the report about measures taken in 2013 to fulfil State Programme On Ensuring Equal Rights and Opportunities of Women and Men up to 2016, the report "Millennium Development Goals. Ukraine 2013", reports about the implementation of CEDAW (2010), report to UPR (2012) and other human rights mechanisms of the UN and CoE, and the respective Concluding Observations and recommenda-

tions. In addition, the authors used a number of other reports persistent to the critical areas of concern of Beijing Platform for Action that were developed by the Government, research institutions, NGOs, international agencies and private entities.

A working group was set to carry out national review and develop the report. It consists of the representatives of MSP, other central executive agencies, Ukrainian Parliament Commissioner for Human Rights, research institutions, NGOs and international agencies. A working group carried out three meetings to discuss general achievements, problems and priorities with regard to implementation of Strategic Objectives of the BPA. In addition, 12 thematic working groups were established for discussion of progress in every critical area of concern of the BPA. Each thematic group had one meeting attended by the representatives of line central executive authorities, Ukrainian Parliament Commissioner for Human Rights, NGOs, research institutions, international agencies and mass media. Thematic meetings aimed at collecting all relevant information about the progress in the respective critical area of concern and identification of the most important achievement and pitfalls. A general electronic group was set up that consists of all participants of working groups. It was used to exchange of information, opinions, outcomes of surveys, etc., as well as to provide feedback and facilitate discussions. After the texts of respective items, paragraphs and Sections of the report were developed, they were sent to general discussion that all the members of electronic group were able to contribute to. Their comments and feedback were used during the revision of the text of report.

It was a particular feature of the national review that NGOs and international agencies provided an exceptional contribution to collecting information, analysis of achievements and problems and identification of priorities for next years. It helped to carry out comprehensive and non-biased analysis of Ukraine's implementation of Beijing Declaration and Platform

for Action and outcomes of the twenty-third special session of the General Assembly.

Preparation of the national report “Beijing+20” was synchronized with the development of Ukraine’s report about the implementation of CEDAW (to be submitted in September 2014). Therefore, the general and thematic working groups managed to collect information necessary for development of both reports and focus on the provisions of Convention and Concluding Observations provided by the Committee on the Elimination of Discrimination against Women in 2010.

Development of the report “Beijing+20” was an important monitoring activity of achiev-

ing Strategic Objectives of the BPA, whereas it allowed for comprehensive progress assessment in each and every critical area of concern and exchange the views of the Government, NGOs, experts, researchers and international agencies.

The Government, NGOs and international organizations are committed to maintain the operation of working group set up for the national review after 1 May 2014. Its next objective is to develop the set of recommendations of strengthening the cooperation between all stakeholders in promoting gender equality and empowering women and men.



Poverty

Detailed statistical information

Относительная бедность / Relative poverty																			
Черта бедности (грн. на человека на месяц) ¹ Line of poverty (hrn. on a person on a month)																			
грн. / hrn.	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
		..	..	..	126	156	175	192	220	271	365	430	526	778	835	944	1062	1125	..
¹ 75% медианного уровня совокупных эквивалентных затрат / 75% of the median equivalised disposable household expenditures																			
Уровень бедности ¹ , % Poverty rate, %																			
%	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
		..	..	..	27,8	26,4	27,2	27,2	26,6	27,3	27,1	28,1	27,3	27,0	26,4	24,1	24,3	25,5	..
¹ 75% медианного уровня совокупных эквивалентных затрат / 75% of the median equivalised disposable household expenditures																			
Уровень нищеты среди бедного населения, % Extreme poverty rate a poverty population, %																			
%	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
		..	..	..	52,0	52,7	54,9	50,6	51,4	51,9	53,1	52,5	50,6	50,6	49,1	46,6	43,8	44,0	..
Уровень бедности домохозяйств с детьми, % Poverty rate households with children, %																			
%	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
		..	..	..	33,9	31,9	33,4	34,4	33,1	35,4	35,4	35,3	33,9	33,1	32,0	31,3	31,2	32,6	..
Уровень бедности домохозяйств без детей, % Poverty rate households without children, %																			
%	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
		..	..	..	17,8	17,8	17,8	16,9	18,4	18,0	17,7	19,3	19,4	19,7	19,6	15,7	16,2	17,1	..
Уровень бедности среди работающих, % Poverty rate employees, %																			
%	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
		..	..	..	..	..	..	..	..	..	..	..	..	..	..	19,6	19,6	20,7	..
Уровень бедности среди детей до 18 лет, % Poverty rate children at the age till 18, %																			
%	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
		..	..	..	..	..	..	..	..	..	..	..	..	..	..	32,7	32,0	33,1	..
Уровень бедности мужчин, % Poverty rate males, %																			
%	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
		..	..	..	..	..	..	..	..	..	..	..	..	..	..	24,6	24,8	25,4	..
Уровень бедности женщин, % Poverty rate females, %																			
%	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
		..	..	..	..	..	..	..	..	..	..	..	..	..	..	23,7	23,9	25,6	..

Абсолютная бедность (по доходам) / Absolute poverty																			
Черта бедности (грн. на человека на месяц) ¹ Line of poverty (hrr. on a person on a month)																			
грн.	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	843	914	1042	..
¹ эквивалентные доходы ниже прожиточного минимума / equivalent incomes below the subsistence minimum Уровень бедности ¹ , % Poverty rate, %																			
%	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8,8	7,8	9,1	..
¹ эквивалентные доходы ниже прожиточного минимума / equivalent incomes below the subsistence minimum Уровень нищеты среди бедного населения, % Extreme poverty rate a poverty population, %																			
%	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013

Уровень бедности домохозяйств с детьми, % Poverty rate households with children, %																			
%	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	12,8	12,0	13,2	..
Уровень бедности домохозяйств без детей, % Poverty rate households without children, %																			
%	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	4,0	2,9	4,2	..
Уровень бедности среди работающих, % Poverty rate employees, %																			
%	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7,0	5,6	6,7	..
Уровень бедности среди детей до 18 лет, % Poverty rate children at the age till 18, %																			
%	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	14,6	13,3	15,1	..
Уровень бедности мужчин, % Poverty rate males, %																			
%	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9,0	7,9	9,1	..
Уровень бедности женщин, % Poverty rate females, %																			
%	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	8,6	7,7	9,1	..

Education

Охват / Enrolment		1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
2.1. Валовый коэффициент охвата высшим образованием (%) / Gross enrolment ratio. ISCED 5 and 6.																				
2.1. Tertiary gross enrolment rate (%) / Gross enrolment ratio. ISCED 5 and 6.																				
Оба пола / both sexes		42,2	42,4	..	45,2	47,1	48,7	52,0	56,5	60,5	64,9	68,7	72,8	75,4	77,3	78,0	76,7	79,2	79,7	..
Женщины / women		..	..	..	47,7	50,2	51,9	56,1	61,5	66,5	71,6	76,1	80,8	84,0	86,3	87,6	85,6	86,1	85,4	..
Мужчины / men		..	..	..	42,8	44,1	45,6	48,0	51,7	54,7	58,4	61,6	65,1	67,3	68,8	68,9	68,1	72,8	74,3	..
2.2. Валовый коэффициент охвата вторым этапом среднего образования, всего (%) / Gross enrolment ratio. Upper secondary. All programmes.																				
2.2. Upper secondary gross enrolment rate (%) / Gross enrolment ratio. Upper secondary. All programmes.																				
Оба пола / both sexes		..	..	..	..	95,5	100,0	100,8	102,4	104,1	92,7	93,3	93,7	93,3	92,3	92,8	79,1	81,8	95,3	..
Женщины / women		..	..	..	..	100,8	101,2	99,1	103,3	104,1	90,9	91,3	91,4	92,8	89,4	89,8	75,5	77,5	91,9	..
Мужчины / men		..	..	..	..	90,5	98,9	102,5	101,5	104,1	94,3	95,3	95,9	93,7	95,1	95,7	82,5	85,8	98,7	..
2.3.1. Чистый коэффициент охвата неполным средним образованием (%) / Net enrolment rate, lower secondary.																				
2.3.1. Lower secondary net enrolment rate (%) / Net enrolment rate, lower secondary.																				
Оба пола / both sexes		..	..	..	..	..	..	..	..	88,3	88,2	83,2	86,5	87,7	88,2	88,2	89,0	89,5	89,9	..
Женщины / women		..	..	..	..	..	..	..	..	..	88,3	..	86,7	87,8	88,5	88,2	89,1	89,5	90,0	..
Мужчины / men		..	..	..	..	..	..	..	..	..	88,0	..	86,3	87,7	88,0	88,1	88,9	89,5	89,8	..
2.3.2. Чистый коэффициент охвата начальным образованием (%) / Net enrolment rate. Primary.																				
2.3.2. Primary net enrolment rate (%) / Net enrolment rate. Primary.																				
Оба пола / both sexes		..	..	..	..	..	..	..	91,9	88,1	88,2	90,1	89,1	88,8	89,0	90,1	93,7	97,0	97,9	..
Женщины / women		..	..	..	..	..	..	..	91,8	88,1	87,9	89,9	89,0	88,7	89,1	90,2	94,0	97,7	98,8	..
Мужчины / men		..	..	..	..	..	..	..	92,0	88,2	88,4	90,2	89,3	89,0	89,0	90,0	93,3	96,3	97,1	..
Окончание учебных заведений / Graduation																				
2.5. Доля учащихся, окончивших высшие учебные заведения																				
2.5. Graduation rate in tertiary education																				
2.5. Доля учащихся, окончивших третичное образование, %																				
2.5. Graduation rate in tertiary education, %																				
Женщины		1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Выпускники / graduates, ISCED 97_5/6		..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	55,3	55,0	54,3
Выпускники / graduates, ISCED 97_5B		..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	55,3	55,1	58,3
Выпускники / graduates, ISCED 97_5A		..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	55,2	54,9	53,5
Выпускники / graduates, ISCED 97_6		..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	55,3	56,9	56,7	56,5
Мужчины		1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Выпускники / graduates, ISCED 97_5/6		..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	44,7	45,0	45,7
Выпускники / graduates, ISCED 97_5B		..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	44,7	44,9	41,7
Выпускники / graduates, ISCED 97_5A		..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	44,8	45,1	46,5
Выпускники / graduates, ISCED 97_6		..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	44,7	43,1	43,3	43,5

2.5. Валовый коэффициент окончания, % / Gross graduation ratio, %																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Всего																			
Выпускники / graduates, ISCED 97_5/6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	94,4	96,2	90,5
Выпускники / graduates, ISCED 97_5B	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	80,0	81,9	76,4
Выпускники / graduates, ISCED 97_5A	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	14,4	14,3	14,1
Выпускники / graduates, ISCED 97_6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	78,7	80,5	75,0
Женщины																			
Выпускники / graduates, ISCED 97_5/6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	106,7	108,6	100,9
Выпускники / graduates, ISCED 97_5B	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	90,4	92,5	84,0
Выпускники / graduates, ISCED 97_5A	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	16,3	16,1	16,9
Выпускники / graduates, ISCED 97_6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	88,9	90,9	82,4
Мужчины																			
Выпускники / graduates, ISCED 97_5/6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	82,6	84,4	80,7
Выпускники / graduates, ISCED 97_5B	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	70,1	71,9	69,2
Выпускники / graduates, ISCED 97_5A	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	12,6	12,5	11,4
Выпускники / graduates, ISCED 97_6	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	68,9	70,7	68,0
2.6. Доля выпускниц в области науки, техники, производства и строительства																			
2.6. Share of female graduates in science, engineering, manufacturing and construction																			
Доля выпускников ISCED 97_5/6 в области науки, техники, производства и строительства среди всех выпускников / share of SCED 97_5/6 graduates in science, engineering, manufacturing and construction																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Всего / total	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	25,7	26,7	26,4
Женщины / women	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	14,1	15,4	15,1
Мужчины / men	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	40,4	40,5	39,9
2.6.1. Доля выпускниц в области науки и техники																			
2.6.1. Share of female graduates in science, engineering																			
Доля выпускников ISCED 97_5/6 в области науки и техники / Share of SCED 97_5/6 graduates in science and engineering																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Всего / total	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	11,9	19,2	18,9
Женщины / women	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9,1	10,2	9,9
Мужчины / men	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	31,0	30,1	29,5
2.6.2. Доля выпускниц в области производства и строительства																			
2.6.2. Share of female graduates in manufacturing and construction																			
Доля выпускников ISCED 97_5/6 в области производства и строительства / share of ISCED 97_5/6 in manufacturing and construction																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Всего / total	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	7,0	7,5	7,6
Женщины / women	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	5,0	5,2	5,2
Мужчины / men	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	9,4	10,4	10,4



2.8. Распределение 25-64 летних по наивысшему уровню образовательной подготовки
2.8. Distribution of 25-64 years old, by highest level of education attained

2.8.1. Распределение 30-34 летних по наивысшему уровню образовательной подготовки

2.8.1. Распределение 30-34 летних по наивысшему уровню образования
2.8.1. Distribution of 30-34 years old, by highest level of education attained

[illegible]

[illegible]



3.1.1. Причины смертности (уровень смертности)

Смертность от болезней системы кровообращения (на 100 000 постоянного населения)/ Circulatory system disease (per 100 000 inhabitants)

до 2005 года смертность от несчастных случаев, убийств, самоубийств, и других внешних воздействий

Смертность от самоубийств (человек по возрастным группам)/ Suicides (segregated by age)

20-24	94	..	..	..	..	104	81	77	69	63	71	50	74	66	94	77	80	78	..
25-29	108	..	..	..	..	115	96	98	93	85	87	80	81	88	78	82	70	81	..
30-34	135	..	..	..	..	136	122	120	121	98	95	90	100	94	108	88	90	105	..
35-54	752	..	..	..	..	774	649	673	669	585	515	540	500	528	502	458	464	494	..
55-59	288	..	..	..	..	191	143	165	132	120	146	119	133	125	140	92	117	125	..
60 и старше / 60 and above	1146	..	..	..	..	1200	1019	958	987	856	772	777	675	705	729	690	746	746	..
неизвестно / not known	2	..	..	..	..	15	14	0	0	0	-	-	-	-	-	-	-	-	..
Мужчины, всего / females, total	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
11953	..	..	..	..	..	11910	11038	10374	10172	9394	8861	8300	1675	7783	7992	7512	7309	7363	..
в том числе в возрасте, лет / including in the age of																			
0-5	0	..	..	..	..	0	0	0	0	0	-	-	-	-	-	-	-	-	..
6	1	..	..	..	..	0	0	0	0	0	-	-	-	-	-	-	-	-	..
7-14	67	..	..	..	..	95	67	55	50	58	49	33	17	36	34	35	46	35	..
15	28	..	..	..	..	41	40	32	23	28	24	13	9	17	12	12	15	18	..
16-17	115	..	..	..	..	127	105	90	122	110	75	73	17	70	75	69	86	63	..
18	91	..	..	..	..	95	110	74	74	76	71	60	13	58	70	46	60	80	..
19	100	..	..	..	..	112	110	96	106	90	89	87	13	70	87	84	88	68	..
20-24	614	..	..	..	..	722	708	706	669	640	602	604	66	641	662	632	601	609	..
25-29	798	..	..	..	..	856	820	821	776	722	746	714	88	716	734	725	738	746	..
30-34	1056	..	..	..	..	884	813	839	852	767	721	741	94	736	770	732	719	704	..
35-54	4986	..	..	..	..	5076	4698	4398	4312	4132	3771	3420	528	3027	3133	2853	2664	2680	..
55-59	1456	..	..	..	..	945	792	641	679	626	703	693	125	681	653	637	585	604	..
60 и старше / 60 and above	2597	..	..	..	..	2881	2676	2615	2500	2142	2009	1857	705	1727	1761	1685	1707	1754	..
неизвестно / not known	44	..	..	..	..	76	99	7	9	3	1	5	-	4	1	2	-	2	..

* С 2005 года "самоповреждения" / since 2005 - "self-harm"

3.1.2. Коэффициент младенческой смертности (на 1000 живорожденных)

3.1.2. Infant mortality rate (per 1000 live births)

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Оба пола / both sexes	14,7	14,3	14,0	12,8	12,8	11,9	11,3	10,3	9,6	9,5	10,0	9,8	11,0	10,0	9,4	9,1	9,0	8,4	..
Девочки / girls	12,7	12,2	11,7	10,5	10,8	9,8	9,8	8,3	8,1	8,2	8,7	8,2	9,4	8,8	8,4	7,9	7,9	7,5	..
Мальчики / boys	16,5	16,3	16,2	14,9	14,8	13,9	12,7	12,1	11,0	10,8	11,2	11,2	12,6	11,1	10,3	10,3	10,0	9,3	..

3.1.3. Коэффициент материнской смертности (на 100000 рожденных живыми)

3.1.3. Maternal mortality rate (per 100 000 live births)

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Оба пола / both sexes	32,1	30,4	25,1	27,2	25,2	24,7	23,9	21,7	17,4	13,1	18,5	17,4	20,7	15,5	25,8	23,5	16,9	12,5	..

3.1.4. Доля ВИЧ/СПИД среди населения в возрасте от 15 до 24 лет

3.1.4. Prevalence of HIV/AIDS, 15-24 year olds

Впервые в жизни установлен диагноз ВИЧ-инфицированный в возрасте 15-24 лет (доля в общей численности соответствующей возрастной категории) / first diagnosed HIV (share in the respective age group)

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Оба пола / both sexes	0,03	0,04	0,04	0,04	0,04	0,04	0,03	0,03	..
Женщины / women	0,04	0,05	0,05	0,05	0,05	0,05	0,05	0,04	..
Мужчины / men	0,02	0,02	0,02	0,02	0,02	0,03	0,02	0,02	..



Факторы, оказывающие влияние на здоровье человека / Determinants of health																			
3.2. Распространенность курения (% населения в соответствующей возрастной группе)																			
3.2. Smoking prevalence (share in the respective age group)																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Количество курящих 15+ / number of smoking persons 15+	25,1	24,9	24,2	25,6	26,5	26,4	26,6	25,9	26,7	24,4	23,3	23,0	22,5	..
Количество курящих 15+, женщины / number of smoking persons 15+, women	4,8	4,3	4,8	4,8	5,6	6,1	6,3	6,3	6,9	5,9	5,7	5,8	5,8	..
Количество курящих 15+, мужчины / number of smoking persons 15+, men	51,6	51,7	49,8	51,4	51,4	51,0	51,5	49,7	50,6	46,9	44,7	44,0	42,6	..
3.2.1. Распространенность курения по возрастным группам (% населения в соответствующей возрастной группе)																			
3.2.1. Smoking prevalence , by age group																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Количество курящих, молодежь 15 - 24 / number of smoking persons, 15-24	24,9	24,7	23,7	24,5	26,2	27,2	24,6	25,5	27,6	24,2	23,3	18,7	15,5	..
Количество курящих, молодежь 15 - 24, женщины / number of smoking persons, 15-24, females	7,9	7,2	7,1	6,8	8,2	9,1	8,6	9,0	10,6	8,0	7,9	5,6	4,0	..
Количество курящих, молодежь 15 - 24, мужчины / number of smoking persons, 15-24, males	42,3	43,3	41,3	41,6	43,1	44,5	40,1	40,9	42,9	40,0	37,9	30,8	26,0	..
3.3. Доля взрослого населения с избыточным весом или страдающего ожирением																			
3.3. Proportion of adults overweight or obese																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Оба пола / both sexes																			
С избыточной массой тела / overweight	37,6	38,4	37,8	37,8	38,1	39,5	39,1	38,6
Ожирение / obesity	13,4	13,2	13,6	14,1	14,5	14,7	15,3	15,3
Крайнее ожирение / acute obesity	0,4	0,4	0,4	0,5	0,5	0,5	0,5	0,7
Женщины / females																			
С избыточной массой тела / overweight
Ожирение / obesity
Крайнее ожирение / acute obesity	0,5	0,6	0,6	0,7	0,7	0,7	0,7	1,0
Мужчины / males																			
С избыточной массой тела / overweight
Ожирение / obesity
Крайнее ожирение / acute obesity	0,1	0,1	0,1	0,2	0,3	0,3	0,2	0,3

3.3.1. Доля взрослого населения с избыточным весом или страдающего ожирением по возрастным группам 3.3.1. Proportion of adults overweight or obese, by age group																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
крайнее ожирение, 18-19, всего / acute obesity, 18 - 19, total	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0
крайнее ожирение, 20-29, всего / acute obesity, 20 - 29, total	0,1	0,0	0,0	0,0	0,0	0,0	0,0	0,1
крайнее ожирение, 30-39, всего / acute obesity, 30 - 39, total	0,2	0,1	0,2	0,1	0,2	0,2	0,4	0,2
крайнее ожирение, 40-49, всего / acute obesity, 40 - 49, total	0,3	0,3	0,6	0,7	0,8	0,4	0,4	0,7
крайнее ожирение, 50-59, всего / acute obesity, 50 - 59, total	0,7	0,8	0,7	1,0	0,9	1,1	0,7	1,7
крайнее ожирение, 60-69, всего / acute obesity, 60 - 69, total	0,6	0,9	0,8	0,8	0,8	0,9	0,9	1,0
крайнее ожирение, 70+, всего / acute obesity, 70+, total	0,3	0,5	0,5	0,4	0,7	0,7	0,8	0,7
крайнее ожирение, женщины / acute obesity, females	0,5	0,6	0,6	0,7	0,7	0,7	0,7	1,0
крайнее ожирение, 18-19, женщины / acute obesity, 18 - 19, females	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0
крайнее ожирение, 20-29, женщины / acute obesity, 20 - 29, females	0,2	0,1	0,0	0,0	0,0	0,0	0,0	0,1
крайнее ожирение, 30-39, женщины / acute obesity, 30 - 39, females	0,3	0,0	0,4	0,1	0,2	0,2	0,7	0,4
крайнее ожирение, 40-49, женщины / acute obesity, 40 - 49, females	0,5	0,7	0,7	1,0	1,0	0,6	0,4	1,0
крайнее ожирение, 50-59, женщины / acute obesity, 50 - 59, females	1,0	1,1	0,8	1,4	1,3	1,4	1,2	2,4
крайнее ожирение, 60-69, женщины / acute obesity, 60 - 69, females	1,0	1,4	1,2	1,1	1,1	1,3	1,2	1,3
крайнее ожирение, 70+, женщины / acute obesity, 70+, females	0,4	0,6	0,5	0,5	0,8	0,9	1,1	0,9
крайнее ожирение, мужчины / acute obesity, males	0,1	0,1	0,3	0,2	0,3	0,3	0,2	0,3
крайнее ожирение, 18-19, мужчины / acute obesity, 18 - 19, males	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0
крайнее ожирение, 20-29, мужчины / acute obesity, 20 - 29, males	0,0	0,0	0,0	0,1	0,0	0,0	0,0	0,1
крайнее ожирение, 30-39, мужчины / acute obesity, 30 - 39, males	0,2	0,1	0,1	0,0	0,1	0,3	0,2	0,1
крайнее ожирение, 40-49, мужчины / acute obesity, 40 - 49, males	0,1	0,0	0,5	3,0	0,5	0,2	0,4	0,3
крайнее ожирение, 50-59, мужчины / acute obesity, 50 - 59, males	0,3	0,4	0,6	0,4	0,4	0,6	0,2	0,8
крайнее ожирение, 60-69, мужчины / acute obesity, 60 - 69, males	0,1	0,2	0,2	0,3	0,4	0,4	0,3	0,5
крайнее ожирение, 70+, мужчины / acute obesity, 70+, males	0,2	0,3	0,4	0,1	0,4	0,3	0,3	0,2

4.7.1. Доля женщин в возрасте 15-49 лет, состоявших или состоящих в отношениях и подвергавшихся за последние 12 месяцев сексуальному и/или физическому насилию со стороны нынешнего или бывшего сексуального партнера по частоте (каждый день или почти каждый день, один раз в неделю, один или два раза в месяц, реже одного раза в месяц) и степени тяжести 4.7.1. Rate of ever-partnered women aged 15-49 years, subjected to sexual and/or physical violence, by frequency (every day or nearly every day, once or twice a week, once or twice a month, less than once a month) and severity																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007 ¹	2008	2009	2010	2011	2012	2013
Сексуальное насилие / Sexual violence (хотя бы раз за 12 месяцев / once in the last 12 months)	..	..	..	..	..	..	..	..	..	..	..	..	2,2	..	..	..	..	..	..
Часто / Often (%)	..	..	..	..	..	..	..	..	..	..	..	..	0,4	..	..	..	..	..	..
Иногда / Sometimes (%)	..	..	..	..	..	..	..	..	..	..	..	..	1,8	..	..	..	..	..	..
Физическое насилие / Physical violence (хотя бы раз за 12 месяцев / once in the last 12 months)	..	..	..	..	..	..	..	..	..	..	..	..	10,4	..	..	..	..	..	..
Часто / Often (%)	..	..	..	..	..	..	..	..	..	..	..	..	1,6	..	..	..	..	..	..
Иногда / Sometimes (%)	..	..	..	..	..	..	..	..	..	..	..	..	8,8	..	..	..	..	..	..
¹ Обследование МДОУ-2007 (DHS) / MICS 2007 Survey																			
4.8. Доля женщин в возрасте 15-49 лет, состоявших или состоящих в отношениях и подвергавшихся сексуальному и/или физическому насилию со стороны нынешнего или бывшего 4.8. Rate of ever-partnered women aged 15-49 years, subjected to sexual and/or physical violence by current or former intimate partner																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007 ¹	2008	2009	2010	2011	2012	2013
Сексуальное насилие / Sexual violence (%)	..	..	..	..	..	..	..	..	..	..	..	..	3,3	..	..	..	..	..	..
Физическое насилие / Physical violence (%)	..	..	..	..	..	..	..	..	..	..	..	..	12,7	..	..	..	..	..	..
¹ Обследование МДОУ-2007 (DHS) / MICS 2007 Survey																			
Насилие в семье, выявленное органами внутренних дел / Domestic violence, authorities revealed the Interior																			
Количество выявленных семей, в которых имеет место насилие по отношению к членам семьи /number of identified families in which violence occurs in relation to family members																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012 ¹	2013
Всего / All	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	60 384	50 164	46 408	61 722
Количество лиц, которым вынесено официальное предупреждение о недопустимости насилия в семье /number of people at an official warning about the inadmissibility of domestic violence																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Всего / All	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	96182	98597	88183	96191
Мужчинам / Men	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	90 095	90 969	80 893	87 481
Количество жертв насилия в семье, которые направлены в специализированные учреждения для реабилитации /number of victims of domestic violence, which are directed specialized institutions																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Всего / All	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	317	170	194	421
Женщин / Women	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	250	115	147	407
Количество лиц, которые совершили насилие в семье и которые направлены в кризисные центры для прохождения коррекционной программы /number of persons who have committed domestic																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Всего / All	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3673	3742	1957	4335
Мужчины / Men	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3 523	3 535	1 837	4 156
¹ по состоянию на 20 ноября 2012 года / as of November 20, 2012																			

Economy

Экономическая активность населения / Labour force participation

5.1. Доля численности экономически неактивного населения

5.1. Inactivity rate

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Доля среди всего населения, % / share among total population	36,8	37,7	38,1	38,2	38,0	37,8	37,8	37,4	36,7	36,7	36,3	35,7	35,4	..
Доля женщин, % / share of women	41,6	42,3	42,3	42,4	42,4	43,0	43,2	42,9	41,9	41,6	41,6	41,5	41,4	..
Доля мужчин % / share of men	31,5	32,7	33,3	33,5	33,2	32,1	31,8	31,1	30,2	30,8	30,4	29,3	28,7	..

5.1.1. Доля численности экономически неактивного населения, по возрасту

5.1.1. Inactivity rate, by age

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
возраст 15-24, оба пола / 15-24, both sexes	32,7	33,0	33,3	33,9	32,8	33,0	32,9	32,6	32,1	30,9	30,9	29,7	29,1	..
возраст 25-29, оба пола / 25-29, both sexes	3,9	4,1	4,4	4,2	4,4	4,7	4,7	4,6	4,8	5,5	6,0	6,2	5,9	..
возраст 30-34, оба пола / 30-34, both sexes	3,0	3,2	3,3	3,4	3,8	4,2	3,8	3,9	3,8	4,3	4,4	4,7	4,7	..
возраст 35-39, оба пола / 35-39, both sexes	3,3	3,1	3,2	2,9	3,2	3,3	3,2	3,0	3,1	3,5	3,6	3,9	3,9	..
возраст 40-49, оба пола / 40-49, both sexes	7,0	7,3	7,5	8,0	8,2	8,3	8,0	8,0	7,8	8,5	8,0	7,7	7,6	..
возраст 50-59, оба пола / 50-59, both sexes	13,9	13,5	13,6	13,5	14,6	15,1	16,2	17,0	17,6	18,5	18,1	18,4	18,7	..
возраст 60-70, оба пола / 60-70, both sexes	36,2	35,8	34,8	34,1	32,9	31,4	31,2	31,0	30,7	28,9	29,0	29,4	30,0	..
возраст 15-24, женщины / 15-24, women	28,3	28,6	29,2	29,6	28,8	29,0	28,7	28,5	28,0	27,3	27,2	25,8	25,3	..
возраст 25-29, женщины / 25-29, women	4,4	4,6	4,8	4,8	5,2	5,5	5,5	5,5	6,0	6,4	7,0	7,6	7,4	..
возраст 30-34, женщины / 30-34, women	3,2	3,3	3,6	3,6	4,2	4,7	4,5	4,5	4,3	4,8	5,0	5,6	5,6	..
возраст 35-39, женщины / 35-39, women	3,5	3,2	3,2	3,0	3,4	3,4	3,4	3,2	3,4	3,8	3,8	4,1	4,2	..
возраст 40-49, женщины / 40-49, women	6,9	7,0	7,2	7,5	8,1	8,0	7,7	7,4	7,2	7,6	7,4	7,0	7,1	..
возраст 50-59, женщины / 50-59, women	16,3	15,8	15,6	15,4	16,0	16,9	17,9	19,0	19,5	20,1	19,8	20,0	20,1	..
возраст 60-70, женщины / 60-70, women	37,3	37,4	36,5	36,1	34,3	32,5	32,2	31,9	31,6	29,9	29,9	29,9	30,2	..
возраст 15-24, мужчины / 15-24, men	39,3	39,3	39,0	40,0	38,7	39,1	39,3	38,9	38,7	36,4	36,7	36,0	35,3	..
возраст 25-29, мужчины / 25-29, men	3,2	3,4	3,8	3,3	3,2	3,4	3,5	3,2	3,0	4,1	4,3	4,0	3,5	..
возраст 30-34, мужчины / 30-34, men	2,6	2,9	2,8	2,8	3,2	3,4	2,8	3,0	3,0	3,4	3,6	3,3	3,3	..
возраст 35-39, мужчины / 35-39, men	3,1	3,1	3,3	2,8	3,1	3,1	2,9	2,6	2,7	3,0	3,4	3,6	3,4	..
возраст 40-49, мужчины / 40-49, men	7,1	7,7	8,0	8,6	8,4	8,9	8,3	9,0	8,8	9,7	8,9	8,7	8,4	..
возраст 50-59, мужчины / 50-59, men	10,3	10,2	10,7	10,8	12,7	12,4	13,6	13,8	14,5	16,0	15,5	15,9	16,4	..
возраст 60-70, мужчины / 60-70, men	34,5	33,5	32,3	31,4	30,8	29,7	29,6	29,5	29,3	27,3	27,6	28,6	29,7	..

5.1.2. Доля численности экономически неактивного населения, по причинам экономической неактивности

5.1.2. Inactivity rate, by reason for inactivity

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
оба пола / both sexes:																			
пенсионеры по возрасту, по инвалидности и на льготных условиях / age pensioners, disability pensioners and pensioners on special terms	52,5	51,0	50,4	50,0	49,1	47,7	48,7	49,4	49,6	49,2	48,8	49,3	50,3	..
ученики, студенты / students	26,5	26,9	27,1	27,8	26,7	27,2	27,6	27,2	26,8	25,2	25,7	25,0	24,5	..
занятые в домохозяйстве / employed in households	10,1	11,1	10,9	10,7	11,2	13,3	14,5	14,9	15,7	16,4	17,4	19,2	19,2	..
по состоянию здоровья болезни / disease
разочарованные / frustrated	4,6	5,4	5,1	4,7	3,3	2,1	2,3	2,0	1,9	2,1	1,8	1,3	1,2	..
пребывают на содержании / on charge
не знают где и как искать работу / not knowing how to find a job
считают, что нет подходящей работы / considering that there is no proper job
сезонный характер работы / season workers	0,8	1,0	1,0	1,0	0,9	0,7	0,5	0,4	0,4	0,5	0,5	0,3	0,2	..
надеются вернуться на предыдущую работу / hoping to return to previous workplace
оформляют досрочную пенсию / are proceeding with getting early pension
получили уведомление о призыве на воинскую службу / called to arms
другие / others	2,7	4,6	5,5	5,8	8,8	2,9	1,3	1,4	1,4	1,3	1,2	1,3	1,3	..

Женщины / females:	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
пенсионеры по возрасту, по инвалидности и на льготных условиях / age pensioners, disability pensioners and pensioners on special terms	54,9	53,7	52,9	52,4	50,9	49,4	50,4	51,2	51	50,2	49,8	49,9	50,3	..
ученики, студенты / students	21,6	22,4	22,8	23,2	22,6	22,5	22,8	22,6	21,9	21,0	21,4	20,3	19,9	..
занятые в домохозяйстве / employed in households	14,7	15,4	14,9	14,3	16,3	19,6	20,3	20,5	21,7	22,5	23,6	25,6	25,7	..
по состоянию здоровья болели / disease	1,5	1,6	1,3	1,3	1,5	1,1	0,8	0,8	..
разочарованные / frustrated	3,6	3,6	3,4	3,3	2,8	2,8	1,7	1,2	1,0	0,7	0,9	0,7	0,7	..
пребывают на содержании / on charge	1,5	1,6	2,0	1,9	2,1	1,9	1,5	1,4	..
не знают где и как искать работу / not knowing how to find a job	0,7	0,4	0,3	0,2	0,2	0,2	0,1	0,2	..
считают, что нет подходящей работы / considering that there is no proper job	0,4	0,4	0,4	0,5	0,6	0,4	0,2	0,1	0,1	0,2	0,1	0,1	0,1	..
сезонный характер работы / season workers
надеются вернуться на предыдущую работу / hoping to return to previous workplace
оформляют досрочную пенсию / are proceeding with getting early pension	0,1	0,1	0,1	0,0	0,2	0,1	0,0	0,0	..
получили уведомление о призыве на воинскую службу / called to arms
другие / others	2,8	4,5	5,6	6,3	6,8	1,6	0,7	0,5	0,6	0,6	0,4	0,5	0,5	..
Мужчины / males:																			
пенсионеры по возрасту, по инвалидности и на льготных условиях / age pensioners, disability pensioners and pensioners on special terms	49,0	47,0	47,0	46,6	46,6	45,2	46,2	46,8	47,5	47,5	47,3	48,5	50,4	..
ученики, студенты / students	33,8	33,5	33,2	34,3	32,7	34,0	34,8	34,3	34,5	31,7	32,3	32,4	31,9	..
занятые в домохозяйстве / employed in households	3,3	4,9	5,2	5,5	3,8	3,6	5,6	6,2	6,2	7,1	8,0	9,0	8,8	..
по состоянию здоровья болели / disease	3,3	3,4	3,1	2,8	3	2,7	2,1	1,9	..
разочарованные / frustrated	6,2	8,0	7,6	6,7	4,0	2,7	1,9	1,7	1,6	2,2	2,1	1,5	1,4	..
пребывают на содержании / on charge	1,9	2,3	2,2	2,2	2,5	2,5	1,7	1,3	..
не знают где и как искать работу / not knowing how to find a job	1,2	0,7	0,7	0,5	0,7	0,5	0,4	0,5	..
считают, что нет подходящей работы / considering that there is no proper job	1,1	1,0	0,8	0,7	1,2	0,9	1,0	0,9	..
сезонный характер работы / season workers	1,4	1,9	1,8	1,8	1,3	1,2	0,9	0,8	0,8	1,0	1,0	0,7	0,4	..
надеются вернуться на предыдущую работу / hoping to return to previous workplace	0,3	0,3	0,2	0,2	0,5	0,3	0,1	0,1	..
оформляют досрочную пенсию / are proceeding with getting early pension	0,3	0,2	0,2	0,2	0,2	0,1	0,1	0,1	..
получили уведомление о призыве на воинскую службу / called to arms	0,1	0,1	0,2	..	..	..	..	..	..
другие / others	2,5	4,7	5,2	5,1	11,6	5,1	2,6	2,8	2,8	2,4	2,3	2,5	2,3	..

Занятость / Employment

5.2. Доля занятых

5.2. Employment rate

Оба пола / both sexes:	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
15-70	55,8	55,4	56,0	56,2	56,7	57,7	57,9	58,7	59,3	57,7	58,5	59,2	59,7	..
15 - 24	30,4	30,1	31,1	31,5	33,9	34,2	35,1	36,6	37,3	34,5	33,5	33,9	33,7	..
25 - 29	72,7	73,7	73,8	74,6	74,7	75,2	75,4	76,5	76,4	72,2	72,0	72,4	73,8	..
30 - 34	76,9	76,8	77,7	77,8	77,3	77,2	78,5	79,1	80,3	76,5	76,8	76,9	77,5	..
35 - 39	78,9	78,4	78,7	80,2	78,7	80,1	81,3	82,7	82,7	79,3	79,4	79,3	80,1	..
40 - 49	79,1	78,5	78,7	78,1	78,0	78,8	79,6	79,7	79,8	77,0	78,9	79,8	80,0	..
50 - 59	60,3	60,4	60,6	61,5	60,5	61,6	60,4	60,3	61,0	59,5	61,3	62,0	62,2	..
60 - 70	19,5	18,6	19,6	19,3	19,7	22,8	21,3	21,6	21,8	23,8	24,1	24,1	24,0	..
Женщины / women:																			
15-70	51,6	51,5	52,2	52,6	52,9	53,1	53,0	53,7	54,0	53,9	54,4	54,5	54,8	..
15 - 24	27,8	27,9	28,6	29,1	31,3	30,4	30,6	32,0	32,5	31,0	29,3	29,8	29,3	..
25 - 29	69,0	69,4	69,4	69,9	68,1	67,8	68,1	68,4	68,4	65,2	65,2	63,4	65,3	..
30 - 34	73,4	73,8	74,5	75,3	72,7	71,6	72,1	73,6	74,9	72,2	72,2	70,5	70,7	..
35 - 39	76,3	76,9	77,8	78,8	76,4	77,4	78,5	79,9	79,5	76,4	77,0	76,7	76,5	..
40 - 49	77,5	77,5	77,6	77,6	76,6	77,7	77,9	78,6	78,7	77,5	78,6	79,4	79,0	..
50 - 59	51,7	52,6	53,6	54,9	55,7	54,9	53,7	53,0	53,4	54,1	55,8	56,1	56,5	..
60 - 70	16,1	14,9	16,3	16,0	17,5	20,3	19,3	19,7	19,5	21,8	22,1	22,0	21,7	..



Мужчины / men:	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
15-70	60.5	59.9	60.41	60.3	60.9	62.8	63.5	64.3	65.2	62.1	63.1	64.4	65.2	..
15 - 24	32.8	32.2	33.6	33.9	36.3	37.9	39.4	41.0	41.8	37.8	37.4	37.9	37.9	..
25 - 29	76.5	78.1	78.2	79.2	81.4	82.5	82.6	84.5	85.1	78.9	78.6	81.2	82.0	..
30 - 34	80.4	79.9	91.0	80.4	82.0	82.9	85.1	84.8	85.9	80.9	81.4	83.3	84.2	..
35 - 39	81.8	80.0	79.7	81.6	81.0	82.9	84.3	85.5	86.0	82.3	81.8	81.9	83.8	..
40 - 49	80.8	80.1	80.0	78.9	79.6	80.3	81.5	81.0	81.1	76.5	79.2	80.3	81.1	..
50 - 59	70.9	70.1	69.2	69.6	66.6	70.0	68.7	69.4	70.4	66.3	68.1	69.5	69.3	..
60 - 70	24.4	24.0	24.4	24.2	23.0	26.6	24.5	24.7	25.3	26.9	27.1	27.4	27.4	..

5.2.1. Доля занятых в возрасте 15-70 лет, по отраслям экономики

5.2.1. Employment rate of 25-64 year-olds, by sector of the economy

Оба пола / both sexes:	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Сельское хозяйство, охота, лесное хозяйство. Рыбное хозяйство / agriculture, hunting, forestry, fishery	21.6	19.7	19.8	18.9	19.7	19.4	17.6	16.7	15.8	15.6	15.4	16.8	17.2	..
Промышленность / industry	22.8	25.9	26.1	24.8	20.1	19.7	19.5	19.0	18.5	17.6	17.1	16.5	16.2	..
Строительство / construction	4.5	4.9	4.7	5.1	4.5	4.6	4.8	4.9	5.0	4.8	4.7	4.5	4.4	..
Торговля, ремонт автомобилей, бытовых изделий и предметов личного пользования, деятельность гостиниц и ресторанов / retail, repairment of cars and equipment, hospitality services	15.5	13.7	14.0	14.9	19.6	20.2	21.2	21.8	22.6	23.4	23.8	23.9	24.0	..
Деятельность транспорта и связи / transport and communications	6.7	7.1	7.0	7.3	6.8	6.8	6.9	6.9	7.0	6.9	6.9	6.8	6.7	..
Финансовая деятельность / Finance	0.8	..	..	..	1.1	1.2	1.4	1.6	1.9	1.7	1.6	1.7	1.6	..
Операции с недвижимым имуществом, аренда, инжиниринг и предоставление услуг предпринимателям / real estate operations, rent services, engineering and services for entrepreneurs	4.0	3.8	4.1	4.2	4.5	4.7	5.0	5.4	5.5	5.7	5.7	5.8	5.9	..
Государственное управление / public administration	5.9	..	..	..	5.2	5.0	5.0	5.0	5.1	5.3	6.0	5.2	5.3	..
Образование / education	8.0	..	..	..	8.1	8.1	8.2	8.1	8.1	8.4	8.3	8.3	8.2	..
Здравоохранение и предоставление социальной помощи / health and social sector	6.8	16.5	16.1	16.1	6.6	6.6	6.5	6.5	6.5	6.7	6.6	6.5	6.4	..
Другие виды экономической деятельности / other kinds of economic activity	3.3	8.4	8.2	8.7	3.9	3.9	3.9	4.0	4.0	3.9	3.9	3.9	3.9	..

5.2.2. Доля занятых в возрасте 15-70 лет, по семейному положению

5.2.2. Employment rate of 25-64 year-olds, by family context

Доля женщин, % / share of women, %	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
..

5.3. Статус занятых (наемные работники, самозанятые, работодатели и работники, занятые в домашней хозяйстве)

5.3. Status in employment (employees, own-account workers, employers and family workers)

Оба пола / both sexes:	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Работающие по найму / employed	89.3	88.0	87.6	83.6	81.8	81.0	80.7	82.0	81.5	81.1	80.7	81.2	..
Работодатели / employers	1.0	1.0	1.3	0.8	0.9	1.0	1.0	1.0	1.0	1.0	1.1	1.0	..
Самозанятые / self-employed	8.5	9.2	9.6	15	16.8	17.6	17.9	16.7	17.1	17.5	17.8	17.4	..
Бесплатно работающие члены семьи / family members working for free	1.2	1.8	1.5	0.6	0.5	0.4	0.4	0.3	0.4	0.4	0.4	0.4	..
Женщины / females:
Работающие по найму / employed	89.1	87.6	87.4	83.8	80.6	80.0	79.5	80.8	80.9	80.4	79.9	80.5	..
Работодатели / employers	0.6	0.6	0.8	0.7	0.7	0.6	0.7	0.7	0.7	0.7	0.8	0.8	..
Самозанятые / self-employed	8.7	9.6	9.8	14.9	18.2	19.1	19.5	18.2	18.1	18.5	18.9	18.4	..
Бесплатно работающие члены семьи / family members working for free	1.6	2.2	2.0	0.6	0.5	0.3	0.3	0.3	0.3	0.4	0.4	0.3	..
Мужчины / males:
Работающие по найму / employed	89.5	88.4	97.8	83.4	82.9	82.0	81.8	83.1	82.2	81.7	81.5	81.9	..
Работодатели / employers	1.4	1.4	1.7	1	1.2	1.3	1.3	1.3	1.3	1.3	1.3	1.3	..
Самозанятые / self-employed	8.3	8.8	9.4	15.1	15.4	16.2	16.5	15.2	16.0	16.5	16.8	16.4	..
Бесплатно работающие члены семьи / family members working for free	0.8	1.4	1.1	0.5	0.5	0.5	0.4	0.4	0.5	0.5	0.4	0.4	..

5.4. Минимальное количество видов деятельности, на которые приходится половина общей численности занятых
5.4. Minimum number of occupations that account for half of the total employment

Оба пола / both sexes:	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Занятость, ISCO 88_1, законодатели, высшие государственные служащие, руководители, менеджеры (управляющие) / Employment, ISCO 88_1, lawmakers, top public officials, managers, executives	7,3	7,5	7,3	7,1	7,0	7,1	7,3	7,6	7,5	7,9	8,0	7,9	7,9	..
Занятость, ISCO 88_2, профессионалы / Employment, ISCO 88_2, professionals	12,9	13,0	12,7	13,2	12,8	12,0	12,2	12,6	13,0	13,6	13,8	14,5	14,8	..
Занятость, ISCO 88_3, специалисты / Employment, ISCO 88_3, specialists	14,9	14,4	13,6	13,7	12,6	12,2	12,0	11,4	11,5	11,9	11,6	11,2	11,2	..
Занятость, ISCO 88_4, технические служащие (клерки) / Employment, ISCO 88_4, clerks	4,1	4,1	4,4	4,1	3,8	3,7	3,7	3,6	3,5	3,6	3,4	3,1	3,2	..
Занятость, ISCO 88_5, работники сферы торговли услуг / Employment, ISCO 88_5, retail and service workers	11,1	12,1	12,6	13,1	13,1	13,1	13,2	13,6	14,1	14,4	14,7	15,0	15,1	..
Занятость, ISCO 88_6, квалифицированные работники сельского и лесного хозяйства, рыболовства и рыболовства / Employment, ISCO 88_6, qualified workers of agriculture, forestry and fishery	3,1	2,6	2,3	2,1	1,8	1,7	1,5	1,3	1,1	1,0	1,1	1,0	0,9	..
Занятость, ISCO 88_7, квалифицированные рабочие с инструментом / Employment, ISCO 88_7, qualified tool workers	13,2	13,1	13,4	13,3	12,4	12,2	12,0	12,6	13,5	12,2	11,7	11,8	12,0	..
Занятость, ISCO 88_8, рабочие по обслуживанию, эксплуатации и контролю за работой технологического оборудования / Employment, ISCO 88_8, service, maintenance and control of technological equipment workers	15,4	14,8	14,7	14,2	13,3	13,1	12,8	12,6	12,6	11,9	11,7	11,6	11,5	..
Занятость, ISCO 88_9, простые профессии / Employment, ISCO 88_9, basic professions	18,0	18,5	19,1	19,1	23,2	24,9	25,4	24,7	23,2	23,6	24,1	23,9	23,4	..
Женщины / females:																			
Занятость, ISCO 88_1, законодатели, высшие государственные служащие, руководители, менеджеры (управляющие) / Employment, ISCO 88_1, lawmakers, top public officials, managers, executives	5,5	5,7	5,7	5,7	6,1	5,6	5,7	6,2	6,0	6,6	6,7	6,5	6,5	..
Занятость, ISCO 88_2, профессионалы / Employment, ISCO 88_2, professionals	17,2	17,0	16,4	17,0	15,5	16,1	16,5	16,6	17,1	17,4	17,6	18,8	18,8	..
Занятость, ISCO 88_3, специалисты / Employment, ISCO 88_3, specialists	18,8	18,6	17,8	17,8	15,2	15,9	15,5	15,2	15,4	15,9	15,5	15,0	15,3	..
Занятость, ISCO 88_4, технические служащие (клерки) / Employment, ISCO 88_4, clerks	7,6	7,4	7,5	7,2	5,7	6,2	6,2	6,2	6,1	6,0	5,8	5,5	5,6	..
Занятость, ISCO 88_5, работники сферы торговли услуг / Employment, ISCO 88_5, retail and service workers	16,3	17,3	18,0	18,5	16,5	18,4	18,7	19,2	19,9	19,9	20,2	20,9	21,1	..
Занятость, ISCO 88_6, квалифицированные работники сельского и лесного хозяйства, рыболовства и рыболовства / Employment, ISCO 88_6, qualified workers of agriculture, forestry and fishery	4,0	3,2	2,7	2,5	1,9	1,6	1,4	1,1	0,9	0,9	0,9	0,9	0,8	..
Занятость, ISCO 88_7, квалифицированные рабочие с инструментом / Employment, ISCO 88_7, qualified tool workers	4,7	4,3	4,4	4,3	7,3	3,9	3,6	3,7	3,8	3,3	3,1	3,3	3,2	..
Занятость, ISCO 88_8, рабочие по обслуживанию, эксплуатации и контролю за работой технологического оборудования / Employment, ISCO 88_8, service, maintenance and control of technological equipment workers	6,3	6,6	6,9	6,4	8,5	5,9	5,8	5,5	5,6	4,8	4,8	4,6	4,4	..
Занятость, ISCO 88_9, простые профессии / Employment, ISCO 88_9, basic professions	19,7	19,9	20,6	20,6	23,4	26,4	26,5	26,2	25,1	25,2	25,4	24,5	24,3	..
Мужчины / males:																			
Занятость, ISCO 88_1, законодатели, высшие государственные служащие, руководители, менеджеры (управляющие) / Employment, ISCO 88_1, lawmakers, top public officials, managers, executives	9,0	9,2	8,8	8,5	7,9	8,6	8,7	8,9	8,9	9,2	9,2	9,2	9,1	..
Занятость, ISCO 88_2, профессионалы / Employment, ISCO 88_2, professionals	8,7	9,2	9,0	9,5	10,1	8,1	8,1	8,8	9,2	9,8	10,2	10,5	11,1	..

Занятость, ISCO 88.3, специалисты / Employment, ISCO 88.3, specialists	..	..	..	..	11,1	10,3	9,6	9,8	10,0	8,8	8,7	7,8	7,9	7,9	7,6	7,3	..
Занятость, ISCO 88.4, технические служащие (клерки) / Employment, ISCO 88.4, clerks	..	..	..	..	0,9	0,9	1,5	1,2	2,0	1,3	1,3	1,2	1,0	1,2	0,9	0,9	..
Занятость, ISCO 88.5, работники сферы торговли услуг / Employment, ISCO 88.5, retail and service workers	..	..	..	..	6,2	7,0	7,3	7,8	9,8	8,0	7,9	8,3	8,6	9,1	9,3	9,5	..
Занятость, ISCO 88.6, квалифицированные работники сельского и лесного хозяйства, рыболовства и рыболовства / Employment, ISCO 88.6, qualified workers of agriculture, forestry and fishery	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Занятость, ISCO 88.7, квалифицированные работники с инструментом / Employment, ISCO 88.7, qualified tool workers	..	..	..	..	2,2	2,0	1,9	1,8	1,8	1,9	1,6	1,4	1,3	1,1	1,2	1,1	1,0
Занятость, ISCO 88.8, рабочие по обслуживанию, эксплуатации и контролю за работой технологического оборудования / Employment, ISCO 88.8, service, maintenance and control of technological equipment workers	..	..	..	..	24,1	22,7	22,3	21,8	17,9	19,9	19,3	19,2	19,1	18,9	18,4	18,3	18,1
Занятость, ISCO 88.9, простейшие профессии / Employment, ISCO 88.9, basic professions	..	..	..	..	16,4	17,2	17,6	17,6	23,0	23,4	24,4	23,3	21,4	22,0	22,8	23,1	22,8
5.5. Неравенство в оплате труда мужчин и женщин на почасовой основе																	
5.5. Hourly gender pay gap																	
Разница в оплате труда, % / pay gap, %	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2013
5.6. Доля занятых работающих неполный рабочий день																	
5.6. Proportion of employed working part-time																	
Оба пола / both sexes	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2013
Женщины / females	..	..	..	..	..	..	15,7	13,8	14,2	13,6	13,9	14,1	12,9	12,0	16,3	13,5	13,0
Мужчины / males	..	..	..	..	..	..	18,3	16,2	16,8	15,7	16,9	17,0	15,6	15,0	19,2	14,5	16,1
Оба пола / both sexes	..	..	..	..	..	..	13,3	11,7	11,8	11,6	11,3	11,6	10,5	9,5	13,7	10,9	10,2
5.8. Уровень неформальной занятости в несельскохозяйственном секторе																	
5.8. Informal employment of workers in the non-agricultural sector																	
<i>(Занятые население в неформальном секторе экономики / Informal employment)</i>																	
Оба пола / both sexes	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2013
Женщины / females	..	..	..	..	..	..	..	..	..	19,4	21,5	22,3	22,3	21,8	22,1	22,9	22,9
Мужчины / males	..	..	..	..	..	..	..	..	..	18,6	21,7	22,4	22,3	21,3	21,1	21,7	21,6
Оба пола / both sexes	..	..	..	..	..	..	..	..	..	20,2	21,2	22,2	22,3	22,2	23,1	24,1	24,0
5.9. Уровень безработицы																	
5.9. Unemployment rate																	
<i>(Уровень безработицы в возрасте 15-70 лет / Unemployment rate, 15-70)</i>																	
Оба пола / both sexes	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2013
Женщины / females	..	..	..	..	..	11,6	10,9	9,6	9,1	8,6	7,2	6,8	6,4	6,4	8,8	8,1	7,5
Мужчины / males	..	..	..	..	..	11,6	10,8	9,5	8,7	8,3	6,8	6,6	6,0	6,1	7,3	6,8	6,4
Оба пола / both sexes	..	..	..	..	..	11,6	11,0	9,8	9,4	8,9	7,5	7,0	6,7	6,6	10,3	9,3	8,5
5.9.1. Уровень безработицы, по возрасту																	
5.9.1. Unemployment rate, by age																	
Оба пола / both sexes	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2013
15 - 24	..	..	..	..	..	24,2	22,3	19,1	16,7	15,7	14,9	14,1	12,5	13,3	17,8	17,4	17,3
25 - 29	..	..	..	..	..	14,2	11,8	10,5	10,2	9,3	7,6	7,3	6,9	7,0	10,4	9,9	9,5
30 - 34	..	..	..	..	..	12,2	11,3	9,7	9,1	8,2	6,8	6,8	6,3	5,4	8,5	7,9	7,0
35 - 39	..	..	..	..	..	10,6	10,9	9,6	8,8	8,6	6,5	5,5	5,3	5,2	7,9	7,7	7,0
40 - 49	..	..	..	..	..	9,2	9,2	8,4	8,2	7,9	6,5	6,0	5,7	6,1	6,4	6,2	6,2
50 - 59	..	..	..	..	..	7,4	7,1	6,3	6,4	6,1	4,9	4,7	4,7	4,0	5,8	5,3	5,3
60 - 70	..	..	..	..	..	1,2	0,9	0,6	0,7	0,6	0,3	1,0	0,0	0,0	0,1	0,0	0,1
Женщины / females																	
15 - 24	..	..	..	..	..	25,3	22,5	19,2	17,1	15,4	14,4	15,3	12,5	13,6	15,1	16,7	16,1
25 - 29	..	..	..	..	..	13,1	11,2	10,6	9,4	9,6	7,7	7,2	7,3	7,1	9,8	8,1	8,0
30 - 34	..	..	..	..	..	12,6	11,4	9,5	8,7	8,4	7,3	7,4	6,0	5,3	7,1	6,9	6,2
35 - 39	..	..	..	..	..	10,9	10,7	9,1	8,2	8,5	6,1	4,9	4,5	4,4	7,0	6,8	6,3
40 - 49	..	..	..	..	..	9,3	9,7	8,7	8,2	7,8	6,5	6,1	6,0	6,2	6,8	6,0	5,8
50 - 59	..	..	..	..	..	7,4	6,6	5,8	6,0	5,1	4,0	3,7	3,5	3,5	4,3	3,9	4,1
60 - 70	..	..	..	..	..	1,4	0,9	0,7	0,5	0,7	0,2	0,0	0,0	0,0	0,1	0,0	0,1

Мужчины / males		1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
15 - 24	23,3	22,1	19,0	16,4	15,9	15,2	13,2	12,4	13,1	19,8	17,8	18,6	18,1	..
25 - 29	15,1	12,3	10,5	10,9	9,0	7,5	7,4	6,6	7,0	10,9	11,2	9,9	10,6	..
30 - 34	11,7	11,2	9,9	9,5	7,9	6,4	6,3	6,5	5,5	9,7	8,8	8,3	7,6	..
35 - 39	10,3	11,2	10,0	9,5	8,8	6,8	6,1	6,0	5,9	8,8	8,6	8,4	7,1	..
40 - 49	9,1	8,6	8,0	8,1	7,9	6,5	5,9	5,4	5,9	9,3	7,6	7,0	6,7	..
50 - 59	7,4	7,6	6,8	6,8	7,1	5,7	5,7	5,8	4,6	7,3	6,8	6,0	6,5	..
60 - 70	1,0	0,9	0,6	0,8	0,6	0,3	0,2	0,1	0,0	0,1	0,1	0,0	0,0	..

Предпринимательство / Entrepreneurship

5.10. Доля занятых, являющихся работодателями

5.10. Proportion of employed who are employers

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Оба пола / both sexes	1,0	1,0	1,3	0,8	0,9	1,0	1,0	1,0	1,0	1,0	1,1	1,0	..
Женщины / females	0,6	0,6	0,8	0,7	0,7	0,6	0,7	0,7	0,7	0,7	0,8	0,8	..
Мужчины / males	1,4	1,4	1,7	1	1,2	1,3	1,3	1,3	1,3	1,3	1,3	1,3	..

Неоплачиваемый труд и баланс работы и личной жизни / Unpaid work and work-life balance

5.11. Доля лиц, работающих свыше 50 часов в неделю

5.11. Proportion of workers working over 50 hours per week

(Фактически отработано свыше 40 часов в неделю / working 40+ hours)

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Оба пола / both sexes	9,7	10,2	10,7	16,3	15,4	15,8	16,4	16,1	13,3	13,3	13,6	14,2	..
Женщины / females	8,0	8,3	8,2	13,6	11,8	12,1	12,6	12,2	10,5	10,3	10,9	11,1	..
Мужчины / males	11,3	11,9	12,9	18,9	18,5	19,1	19,7	19,4	15,9	16,0	16,0	17,0	..

5.12. Среднее количество часов труда (оплачиваемого и неоплачиваемого)

5.12. Average hours spent in total work (paid and unpaid work)

(Средняя продолжительность отработанного недельного рабочего времени, часов / average hours of work per week)

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Оба пола / both sexes	39	40	40	40	40	40	40	40	40	40	40	40	..
Женщины / females	38	39	39	40	39	39	39	39	39	39	39	39	..
Мужчины / males	40	40	40	41	41	41	41	41	41	40	40	41	..

5.14. Доля занятых среди 25-49 летних

5.14. Employment rate of 25-49 year-olds

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Оба пола / both sexes																			
25 - 29	72.7	73.7	73.8	74.6	74.7	75.2	75.4	76.5	76.4	72.2	72.0	72.4	73.8	..
30 - 34	76.9	76.8	77.7	77.8	77.3	77.2	78.5	79.1	80.3	76.5	76.8	76.9	77.5	..
35 - 39	78.9	78.4	78.7	80.2	78.7	80.1	81.3	82.7	82.7	79.3	79.4	79.3	80.1	..
40 - 49	79.1	78.5	78.7	78.1	78.0	78.8	79.6	79.7	79.8	77.0	78.9	79.8	80.0	..
Женщины / females																			
25 - 29	69.0	69.4	69.4	69.9	68.1	67.8	68.1	68.4	67.5	65.2	65.2	63.4	65.3	..
30 - 34	73.4	73.8	74.5	75.3	72.7	71.6	72.1	73.6	74.9	72.2	72.2	70.5	70.7	..
35 - 39	76.3	76.9	77.8	78.8	76.4	77.4	78.5	79.9	79.5	76.4	77.0	76.7	76.5	..
40 - 49	77.5	77.0	77.6	77.3	76.6	77.5	77.9	78.6	78.7	77.5	78.6	79.4	79.0	..

Мужчины / males																			
25 - 29	..	..	..	..	..	76.5	78.1	78.2	79.2	81.4	82.5	82.6	84.5	85.1	78.9	78.6	81.2	82.0	..
30 - 34	..	..	..	..	..	80.4	79.9	91.0	80.4	82.0	82.9	85.1	84.8	85.9	80.9	81.4	83.3	84.2	..
35 - 39	..	..	..	..	..	81.8	80.0	79.7	81.6	81.0	82.9	84.3	85.5	86.0	82.3	81.8	81.9	83.8	..
40 - 49	..	..	..	..	..	80.8	80.1	80.0	78.9	79.6	80.3	81.5	81.0	81.1	76.5	79.2	80.3	81.1	..

5.14.1. Доля занятых среди 25-49 летних, по возрасту младшего ребенка

5.14.1. Employment rate of 25-49 year-olds, by age of youngest child

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
..																			

5.15. Доля детей в возрасте до 3 лет, находящихся в официальных центрах по уходу за детьми

5.15. Proportion of children under age three in formal care

(Доля детей в возрасте до 3 лет, посещающие дошкольные образовательные учреждения / share of children under 3 in pre-school facilities)

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Оба пола / both sexes	12,0	12,4	13,1	13,4	13,7	14,6	15,2	15,4	15,7	14,8	15,2	15,3	15,2	15,2
Девочки / girls	11,5	11,9	12,6	12,8	13,2	14,1	14,7	14,7	15,2	14,4	14,8	15,0	15,0	15,0
Мальчики / boys	12,5	12,9	13,6	13,9	14,2	15,1	15,7	15,9	16,1	15,2	15,6	15,5	15,5	15,4

Power and decision-making in society

Представленность мужчин и женщин в различных функциях принятия социальных решений / Power and decision-making in society																			
6.1.1. Доля женщин среди послов																			
6.1.1.1. Women's share of ambassadors																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Оба пола / both sexes	100,0	100,0	100,0	..	..	..	100,0	..
Женщины / women	3,0	3,1	3,1	..	..	..	1,5	..
Мужчины / men	97,0	96,9	96,9	..	..	..	98,5	..
6.1.2. Доля женщин среди членов правления центрального банка																			
6.1.2. Women's share of central bank board members																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Оба пола / both sexes	100,0	100,0	100,0	100,0	..	..	..	100,0	100,0
Женщины / women	7,1	18,8	18,2	18,2	..	..	..	27,3	30,0
Мужчины / men	92,9	81,3	81,8	81,8	..	..	..	72,7	70,0
6.1.3. Доля женщин среди членов конституционного суда																			
6.1.3. Women's share of constitutional court members																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Оба пола / both sexes	100,0	100,0	100,0	100,0	100,0	100,0	100,0	..
Женщины / women	16,7	11,1	11,1	11,1	11,1	11,1	11,1	..
Мужчины / men	83,3	88,9	88,9	88,9	88,9	88,9	88,9	..
6.1.4. Доля женщин среди основных министров																			
6.1.4. Women's share of core ministers																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Оба пола / both sexes	100,0	100,0	100,0	100,0	100,0
Женщины / women	0,0	16,7	0,0	0,0	16,7
Мужчины / men	100,0	83,3	100,0	100,0	83,3
6.1.5. Доля женщин среди министров правительства																			
6.1.5. Women's share of government ministers																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Оба пола / both sexes	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0
Женщины / women	0,0	0,0	8,0	8,0	0,0	4,2	5,6	12,5
Мужчины / men	100,0	100,0	92,0	92,0	100,0	95,8	94,4	87,5
6.1.6. Доля женщин, являющихся руководителями ВУЗов																			
6.1.6. Women's share of heads of universities																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Оба пола / both sexes	100,0	..	..	..	..
Женщины / women	2,6	..	..	..	..
Мужчины / men	97,4	..	..	..	..

6.1.7. Доля женщин среди членов городских советов или других местных органов управления 6.1.7. Women's share of members of municipal councils or other local area governing bodies																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Оба пола / both sexes		..	..	..	..	..	..	..	..	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	..
Женщины / women		..	..	..	..	..	..	..	..	75,0	75,3	75,1	75,3	75,8	75,9	75,9	76,0	76,3	..
Мужчины / men		..	..	..	..	..	..	..	..	25,0	24,7	24,9	24,7	24,2	24,1	24,1	24,0	23,7	..
6.1.8. Доля женщин среди депутатов национального парламента 6.1.8. Women's share of members of national parliament																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Оба пола / both sexes		..	..	..	..	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	..
Женщины / women		..	..	..	..	7,8	7,8	5,3	5,3	5,3	5,3	7,1	8,7	8,2	8,2	8,0	9,7	9,7	..
Мужчины / men		..	..	..	..	92,2	92,2	94,7	94,7	94,7	94,7	92,9	91,3	91,8	91,8	92,0	90,3	90,3	..
6.1.9. Доля женщин-полицейских (милиционеров) 6.1.9. Women's share of police officers																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Оба пола / both sexes		..	..	..	..	..	..	..	..	..	..	100,0	..	..	..	..	..	..	..
Женщины / women		..	..	..	..	..	..	..	..	..	..	10,6	..	..	..	..	..	..	..
Мужчины / men		..	..	..	..	..	..	..	..	..	..	89,4	..	..	..	..	..	..	..
6.1.10. Доля женщин-исследователей 6.1.10. Women's share of researchers																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Оба пола / both sexes		..	..	..	..	..	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	..
Женщины / women		..	..	..	..	..	41,9	42,9	43,1	43,9	44,1	44,2	43,9	45,0	44,8	45,2	45,5	45,8	..
Мужчины / men		..	..	..	..	..	58,1	57,1	56,9	56,1	55,9	55,8	56,1	55,0	55,2	54,8	54,5	54,2	..
6.1.11. Доля женщин среди высокопоставленных государственных служащих 6.1.11. Women's share of senior level civil servants																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Оба пола / both sexes	100,0	..	..	..	..	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	..
Женщины / women	10,9	..	..	..	..	20,6	24,6	27,3	27,6	29,0	31,6	32,5	33,6	34,0	35,4	35,8	37,9	38,4	..
Мужчины / men	89,1	..	..	..	..	79,4	75,4	72,7	72,4	71,0	68,4	67,5	66,4	66,0	64,6	64,2	62,1	61,6	..
6.1.12. Доля женщин в составе органов управления Конфедерации труда (члены совместного представительского органа украинских объединений профсоюзов на национальном уровне) 6.1.12. Women's share of governing bodies of the Labour Confederations																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Оба пола / both sexes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	100,0
Женщины / women	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	13,0
Мужчины / men	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	87,0
6.1.13. Доля женщин в составе органов управления Конфедерации работодателей (члены руководства конфедерции работодателей Украины) 6.1.13. Women's share of governing bodies of the Employer Confederations																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Оба пола / both sexes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	100,0
Женщины / women	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	13,0
Мужчины / men	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	86,0

Media Use

Использование средств коммуникаций / Media Use																			
7.1. Доля лиц, пользующихся мобильными/сотовыми телефонами																			
7.1. Proportion of individuals using mobile/cellular telephones																			
<i>(Наявность в домохозяйствах мобильных телефонов, в среднем на 100 домохозяйств, штук / availability of mobile phones in households, in average per 100 households)</i>																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Наличие мобильных телефонов / availability of mobile phones	..	..	..	..	..	..	..	..	..	15	44	81	..	149	..	167	..	187	..
7.2. Доля лиц, пользующихся Интернетом (как еженедельно, так и за последние 3 месяца)																			
7.2. Proportion of individuals using the Internet (both weekly, and over last 3 months)																			
<i>(Доля лиц, которые сообщили, что за последние 12 месяцев пользовались услугами Интернета / share of persons who reported to use Internet during past 12 months)</i>																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Доля лиц, % / share of persons, %	..	..	..	..	..	..	..	..	..	..	..	..	6,5	10,6	15,6	22,9	28,7	35,3	..

Ecology

Представительство женщин среди ученых-экологов в составе руководящих органов/ Representation of women amongst environmental scientists and decision-making bodies																			
8.2.1. Доля женщин среди выпускников высших учебных заведений в общем числе выпускников (уровень 5 иб МСКО) в области естественных наук и технологий																			
8.2.1. Proportion of women tertiary graduates of total graduates (ISCED levels 5 and 6) in natural sciences and technologies																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Доля женщин среди выпускников третичного образования (МСКО 5 и 6) в общем числе выпускников в области естественных наук и технологий (биология и биохимия, экология, физика, химия, науки о земле (география, геология и.т.д.), математика, статистика, информатика) / proportion of females among tertiary graduates (ISCED 5 and 6) of total graduates in natural sciences and technologies (biology, biochemistry, environment science, physics, chemistry, Earth studies (geography, geology, etc.), mathematics, statistics, computer science	46,9	49,6	49,9
в т.ч. Доля женщин среди выпускников третичного образования (МСКО 5 и 6) в общем числе выпускников в области экологии / including females of tertiary graduates (ISCED 5 and 6) of total graduates in ecology	63,6	64,8	63,8



Children and adolescents

Ранний брак и половая активность/ Early marriage and sexual activity

Число состоящих в браке/ Married persons by age and sex

	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Всего в возрасте до 18 лет/ Total at the age down to 18	26288	20761	19543	17812	18236	12765	12888	12689	14163	11338	9779	8403	8234	4015	
женщины/ females	24923	19639	18497	16897	17322	12367	12421	12231	13667	10928	9465	8108	7979	3781	
мужчины/ males	1365	1122	1046	915	914	398	467	458	496	410	314	295	255	234	
Всего в возрасте 18-19 лет/ Total at the age of 18-19	85781	63344	66790	68759	74526	52942	58187	60908	66039	48292	42942	37638	40530	31980	
женщины/ females	69538	51160	54198	55907	61073	43185	47250	49278	53194	38422	34520	30507	33049	26311	
мужчины/ males	16243	12184	12592	12852	13453	9757	10937	11630	12845	9870	8422	7131	7481	5669	

Доля женщин состоящих в браке в возрасте до 18 лет в общей численности женщин, состоящих в браке/ Married females at the age down to 18 in total married females, %	...	...	...	...	7,2	7,2	6,0	5,3	4,7	4,4	3,7	3,4	3,3	3,4	3,0	2,7	2,2	1,4	
Доля мужчин состоящих в браке в возрасте до 18 лет в общей численности мужчин, состоящих в браке/ Married males at the age down to 18 in total married males, %	...	...	...	...	0,4	0,4	0,3	0,3	0,2	0,1	0,1	0,1	0,1	0,1	0,1	0,1	0,1	0,1	
Доля женщин состоящих в браке в возрасте 18-19 лет в общей численности женщин, состоящих в браке/ Married females at the age of 18-19 in total married females, %	...	...	...	...	20,2	18,6	17,5	17,6	16,5	15,5	14,2	13,9	12,8	11,9	10,8	10,0	9,3	9,5	
Доля мужчин состоящих в браке в возрасте 18-19 лет в общей численности мужчин, состоящих в браке/ Married males at the age of 18-19 in total married males, %	...	...	...	...	4,7	4,4	4,1	4,1	3,6	3,5	3,3	3,3	3,1	3,1	2,6	2,3	2,1	2,0	

Распределение по полу состоящих в браке в возрасте до 18 лет/ Distribution married persons at the age down to 18 by sex, %

всего/ total					100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	
женщины/ females					94,8	94,6	94,6	94,9	95	96,9	96,4	96,4	96,5	96,4	96,8	96,5	96,9	94,2	
мужчины/ males					5,2	5,4	5,4	5,1	5	3,1	3,6	3,6	3,5	3,6	3,2	3,5	3,1	5,8	

Распределение по полу состоящих в браке в возрасте 18-19 лет/ Distribution married persons at the age of 18-19 by sex, %

всего/ total	...	...	...	...	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	
женщины/ females	...	...	...	...	81,1	80,8	81,1	81,3	81,9	81,6	81,2	80,9	80,5	79,6	80,4	81,1	81,5	82,3	
мужчины/ males	...	...	...	...	18,9	19,2	18,9	18,7	18,1	18,4	18,8	19,1	19,5	20,4	19,6	18,9	18,5	17,7	

Распределение живорожденных у первородящих по возрасту матери / Distribution live-birth infant by age primipara, %																			
всего живорожденных/ total live-birth infant	...	...	...	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0
у первородящих женщин в возрасте до 15 лет / primipara at the age down to 15	...	...	...	0,06	0,05	0,07	0,06	0,06	0,06	0,05	0,04	0,06	0,06	0,06	0,06	0,06	0,05	0,05	0,06
у первородящих женщин в возрасте 15-19 лет / primipara at the age of 15-19	...	...	...	25,68	24,02	22,65	22,27	20,83	19,55	18,64	17,48	16,64	15,73	14,80	13,62	12,86	12,20		
9.1. Число женщин в возрасте 20-24 лет, вышедших замуж до достижения 18 лет																			
9.1. Number of 20-24 year old women who were married before age 18																			
<i>(Доля женщин в возрасте 20-24 лет, вышедших замуж до достижения 18 лет / share of 20-24 year old women who were married before age 18)</i>																			
Доля женщин / share of women, %	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005 ¹	2006	2007 ²	2008	2009	2010	2011	2012 ³	2013
	..	..	..	..	..	..	..	..	..	..	6,4	..	9,9	..	..	..	..	9,1	..
¹ Обследование МICS, Украина, 2005 / MICS 2005, Ukraine																			
² Обследование МДОУ-2007 (DHS) / MICS 2007, Ukraine																			
³ Обследование MICS, Украина, 2012 / MICS 2012, Ukraine																			
9.2. Доля молодых людей в возрасте 15-19 лет, имевших половые отношения в возрасте младше 15 лет																			
9.2. Proportion of young people aged 15-19 years who had sex before age 15																			
Доля женщин / share of women, %	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007 ¹	2008	2009	2010	2011	2012 ²	2013
	..	..	..	..	..	..	..	..	..	..	..	..	1,0	..	..	..	..	0,2	..
Доля мужчин / share of males, %	..	..	..	..	..	..	..	..	..	..	..	..	2,9	..	..	..	..	1,6	..
¹ Обследование МДОУ-2007 (DHS) / MICS 2007, Ukraine																			
² Обследование MICS, Украина, 2012 / MICS 2012, Ukraine																			
Самоуважение или представление о самом себе / Self-esteem or self-image																			
9.4.1. Доля подростков с дефицитом массы тела (среди 15-19 летних)																			
9.4.1. Percentage of underweight adolescents (15-19 year-olds)																			
<i>(Доля молодых людей в возрасте 18-19 лет, с пониженной массой тела (ИМТ) менее 18,5 кг/кв.м / proportion of underweight adolescents 18-19 years old (body mass index below 18.5 kg/m)</i>																			
Всего в возрасте 18-19 лет / total proportion, 18-19	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
	..	..	..	..	..	..	..	..	..	..	..	9,5	8,7	7,4	9,2	9,0	7,5	6,5	8,5
Доля женщин в возрасте 18-19 лет / proportion of females, 18-19	..	..	..	..	..	..	..	..	..	..	..	12,9	13,1	11,8	15,5	14,0	14,3	9,7	12,5
Доля мужчин в возрасте 18-19 лет / proportion of males, 18-19	..	..	..	..	..	..	..	..	..	..	..	6,5	5,5	4,0	4,0	4,8	1,7	4,1	5,0
Насилие в детском возрасте / Violence in childhood																			
9.7.1. Детская дисциплина																			
9.7.1. Child discipline																			
<i>(Доля детей в возрасте 2-14 лет, к которым применялись какие-нибудь насильственные методы воспитания / proportion of children aged 2-14 that were exposed to violent methods of education)</i>																			
Всего в возрасте 2-14 лет / total, 2-14	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005 ¹	2006	2007	2008	2009	2010	2011	2012 ²	2013
	..	..	..	..	..	..	..	..	..	..	69,8	..	..	..	..	..	..	61,2	..
Доля девочек в возрасте 2-14 лет / proportion of girls, 2-14	..	..	..	..	..	..	..	..	..	..	64,0	..	..	..	..	..	..	54,9	..
Доля мальчиков в возрасте 2-14 лет / proportion of boys, 2-14	..	..	..	..	..	..	..	..	..	..	75,5	..	..	..	..	..	..	67,6	..
¹ Обследование MICS, Украина, 2005 / MICS Ukraine, 2005																			
² Обследование MICS, Украина, 2012 / MICS Ukraine, 2012																			

Demography

Демография / Demography																			
10.1.1. Процентное соотношение полов в общей численности населения, %																			
10.1.1.1. Sex ratio for total population																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Женщины / females	53,6	53,6	53,6	53,7	53,7	53,7	53,7	53,8	53,8	53,8	53,9	53,9	53,9	53,9	53,9	53,9	53,8	53,8	..
Мужчины / males	46,4	46,4	46,4	46,3	46,3	46,3	46,3	46,2	46,2	46,2	46,1	46,1	46,1	46,1	46,1	46,1	46,2	46,2	..
10.1.2. Процентное соотношению полов среди населения в возрасте от 65 лет и старше, %																			
10.1.2.1. Sex ratio for population aged 65 and over																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Женщины / females	59,1	58,4	59,4	58,5	58,0	58,4	59,1	59,4	60,3	60,6	60,4	60,6	61,1	61,2	61,4	61,4	60,8	60,4	..
Мужчины / males	40,9	41,6	40,6	41,5	42,0	41,6	40,9	40,6	39,7	39,4	39,6	39,4	38,9	38,8	38,6	38,6	39,2	39,6	..
10.1.3. Ожидаемая продолжительность жизни при рождении																			
10.1.3.1. Life expectancy at birth																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Всего / total	67,22	66,93	67,36	68,08	68,32	67,91	68,33	68,32	68,24	68,22	67,96	68,10	68,25	68,27	69,29	70,44	71,02	71,15	..
Женщины / females	72,72	72,65	72,95	73,50	73,74	73,55	74,08	74,13	74,06	74,05	73,97	74,06	74,22	74,28	74,86	75,50	75,88	76,02	..
Мужчины / males	61,82	61,40	61,91	62,74	62,95	62,44	62,77	62,70	62,64	62,60	62,23	62,38	62,51	62,51	63,79	65,28	65,98	66,11	..
10.1.4. Ожидаемая продолжительность жизни в возрасте 65 лет																			
10.1.4.1. Life expectancy at age 65																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Всего / total	..	13,52	13,62	13,80	13,91	13,73	14,11	14,20	14,10	14,10	14,13	14,16	14,32	14,46	14,66	14,80	14,96	15,04	..
Женщины / females	..	14,86	14,97	15,16	15,28	15,15	15,61	15,70	15,60	15,70	15,78	15,81	15,98	16,12	16,30	16,40	16,50	16,63	..
Мужчины / males	..	11,32	11,44	11,65	11,72	11,60	11,88	11,90	11,80	11,80	11,77	11,78	11,93	12,04	12,25	12,43	12,63	12,66	..
10.1.5. Коэффициент младенческой смертности (на 1000 живорожденных)																			
10.1.5.1. Infant mortality rate (per 1000 live birth)																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Всего / total	14,70	14,30	14,00	12,80	12,80	11,90	11,30	10,30	9,60	9,50	10,00	9,80	11,00	10,00	9,40	9,10	9,00	8,40	..
Женщины / females	12,70	12,20	11,70	10,50	10,80	9,80	9,80	8,30	8,10	8,20	8,70	8,20	9,40	8,80	8,40	7,90	7,90	7,50	..
Мужчины / males	16,50	16,30	16,20	14,90	14,80	13,90	12,70	12,10	11,00	10,80	11,20	11,20	12,60	11,10	10,30	10,30	10,00	9,30	..
10.1.6. Средний возраст вступления в первый брак																			
10.1.6.1. Mean age at first marriage																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Женщины / females	21,6	21,8	22,0	22,2	22,3	22,5	22,7	22,7	22,8	23,1	23,2	23,3	23,4	23,7	24,0	24,1	24,3	24,5	..
Мужчины / males	24,0	24,5	24,7	24,9	25,0	25,3	25,5	25,6	25,6	25,8	25,9	25,9	26,0	26,3	26,5	26,7	26,8	27,0	..
10.1.7. Средний возраст женщин при рождении первого ребенка																			
10.1.7.1. Mean age of women at birth of first child																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Средний возраст, лет / average age, years	23,9	23,9	24,0	24,1	24,3	24,4	22,5	22,5	22,7	22,9	23,0	23,2	23,4	23,5	23,8	24,1	24,3	24,4	..
10.1.8. Общий коэффициент рождаемости																			
10.1.8.1. Total fertility rate																			
	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Коэффициент рождаемости / fertility rate	1,40	1,33	1,27	1,21	1,12	1,11	1,09	1,13	1,17	1,22	1,21	1,31	1,35	1,46	1,46	1,45	1,46	1,53	..



Annex 3. Case studies/good practice examples of policies and initiatives, not included elsewhere

Major case studies, surveys and examples of good practices implemented in 12 critical areas of concern are included in the text of report. However, so many researches, surveys and case studies were produced and documented in Ukraine throughout 1995-2014 that it is impossible to capture all of them. The list of publications, surveys and case studies in this Annex is not exhaustive. Many of these publications and case studies cannot be classified by critical areas, whereas they concern two or more of them.

1. Basics of gender policies in parliamentary activities. Ed. by Goshovska V.A. Kyiv, 2011.
2. Basics of Gender Theory. A handbook. Kyiv, 2004.
3. Bolotina N.B. Social legislation of Ukraine. Gender expertise. Kyiv, 2001.
4. Buromenskyi M.V. International law. Gender expertise. Kyiv, 2001.
5. Centre of Social Expertise of the Institute of Sociology of NAS of Ukraine, UNDP in Ukraine. Gender stereotypes and public attitudes to gender problems in Ukrainian society. Kyiv, 2007.
6. Comments to the Law of Ukraine "On Ensuring Equal Rights and Opportunities of Women and Men". Zaporizzhia, 2011.
7. Current problems of gender policy in the Armed Forces of Ukraine. A handbook. Kyiv, 2011.
8. Gender analysis of Ukrainian society. Ed. By T.Melnyk. Kyiv, 2009.
9. Gender equality in the world of work / Gulbarshin, Chepurko, International Labour Organization, ILO Decent Work Technical Support Team and Country Office for Central and Eastern Europe. Kyiv, 2010.
10. Gender expertise of Ukrainian legislation: conceptual framework. Ed. By T.Melnyk. Kyiv, 2001.
11. Gender mainstreaming at labour market of Ukraine and the role of state employment service / Olha Kupets, International Labour Organization, ILO Decent Work Technical Support Team and Country Office for Central and Eastern Europe. Kyiv, 2010.
12. Gender mainstreaming at state employment service of Ukraine. A handbook / Valli Corbanese, International Labour Organization, ILO Decent Work Technical Support Team and Country Office for Central and Eastern Europe. Kyiv, 2011.
13. Gender mainstreaming at state employment service of Ukraine. Manual for trainer / Valli Corbanese, International Labour Organization, ILO Decent Work Technical Support Team and Country Office for Central and Eastern Europe. Kyiv, 2011.
14. Gender mainstreaming in the system of labour inspection / Joan Pallet i Vilario, ILO. Kyiv, 2010.
15. Gender map of Crimea: challenges and perspectives. Results of social poll. Zaporizzhia, 2011.
16. Gender policy in the national governance system. A handbook. Ed. By M.Bilynska. Zaporizzhia, 2011.

17. Gender statistics in Ukraine: current status, problems, ways of improvement. Zaporizzhia, 2011
18. Gender strategies of sustainable development of Ukraine. Ed. by L.Lobanova. Kyiv, 2004.
19. GIAC "Krona", Heinrich Boell Foundation. Gender and anti-gender. Gender magazine "Ia". Kharkiv, 2013.
20. GIAC "Krona", Heinrich Boell Foundation. Gender and globalization. Gender magazine "Ia". Kharkiv, 2013.
21. GIAC "Krona", Heinrich Boell Foundation. Searching for gender education. Kharkiv, 2013.
22. Guidelines on carrying out gender legal expert assessment. Kyiv, 2013.
23. Heinrich Boell Foundation. Gender education in Ukraine: achievements, gaps, challenges. Kyiv, 2008.
24. Heinrich Boell Foundation. Gender, religion and nationalism in Ukraine. Kyiv, 2012.
25. I.Grabovska, L.Kobelyanska. Ladies First. Phenomenon of women's political leadership in Ukraine. Kyiv, 2007.
26. Implementation of gender policies in management of education: a handbook. Ed. by N.G.Protasova. Zaporizzhia, 2011.
27. Karbovska N., Lytvynova T., Magdiuk L. Instruments of gender mainstreaming to the activities of local authorities. Kyiv, 2010.
28. Karbovska N., Lytvynova T., Melnyk T., Suslova O. Main strategies and methods of gender mainstreaming. A toolkit. Kyiv, 2008.
29. Kurinko R.M., ILO. Best practices of enterprises with regard to observance of equal employment opportunities and non-discrimination at a workplace in public and private sectors of Ukraine. Results of survey. Kyiv, 2010.
30. Kurinko R.M., ILO. Observing the principle of equal treatment and non-discrimination at a workplace in public and private sectors of Ukraine. A handbook for employers. Kyiv, 2010.
31. Kyiv Institute for Gender Studies, NGO "Women Consortium of Ukraine". Analytical report "Empowering women in politics in Ukraine". Kyiv, 2013.
32. Kyiv Institute for Gender Studies. Gender and ethnicity: Ukraine and the European choice. Kyiv, 2006.
33. La Strada-Ukraine. Human rights and women's organizations in Ukraine: current status, problems and development perspectives. Kyiv, 2009.
34. Labour inspection and gender equality. A handbook / International Labour Organization, ILO Decent Work Technical Support Team and Country Office for Central and Eastern Europe. Kyiv, 2011.
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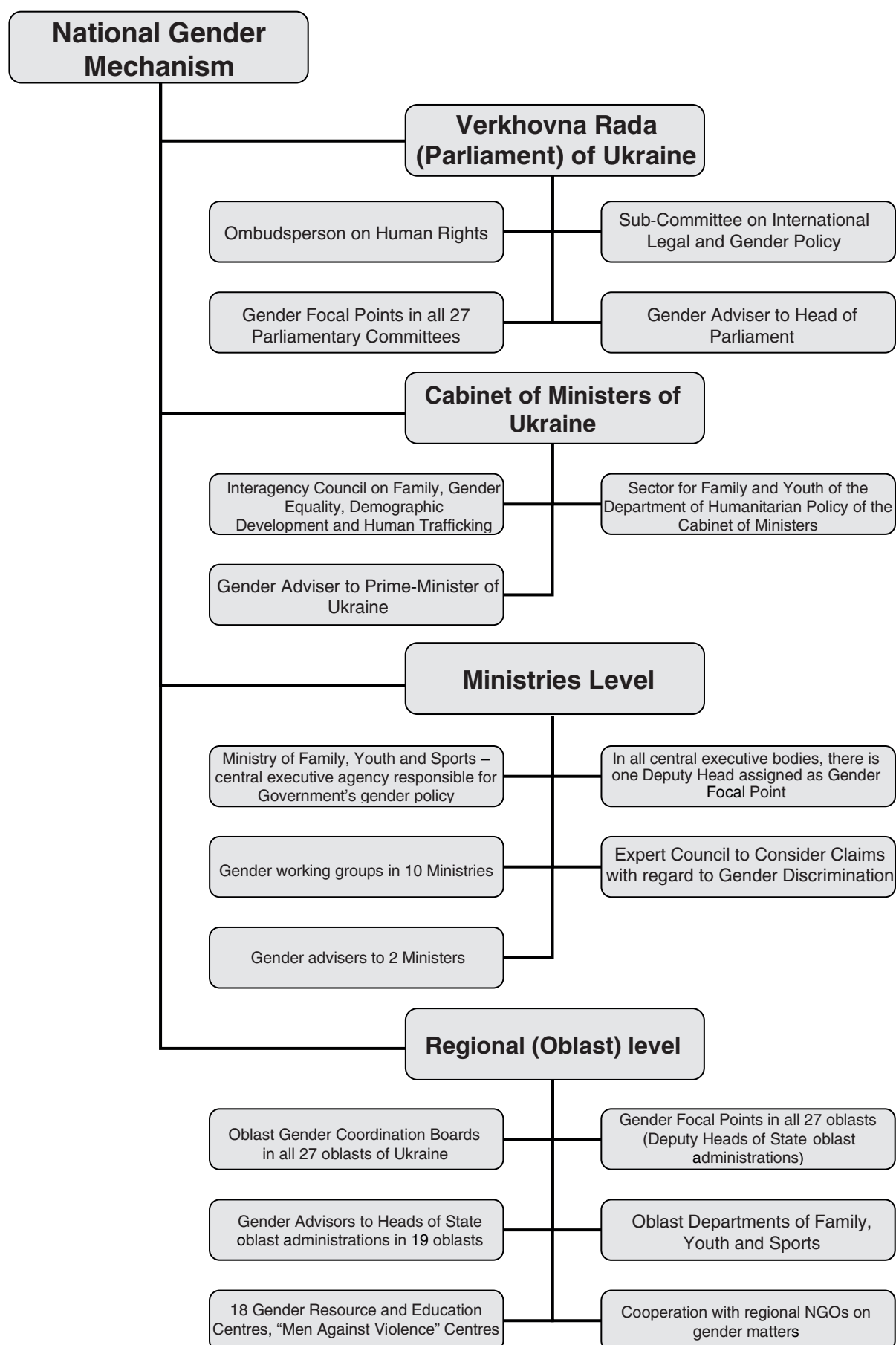
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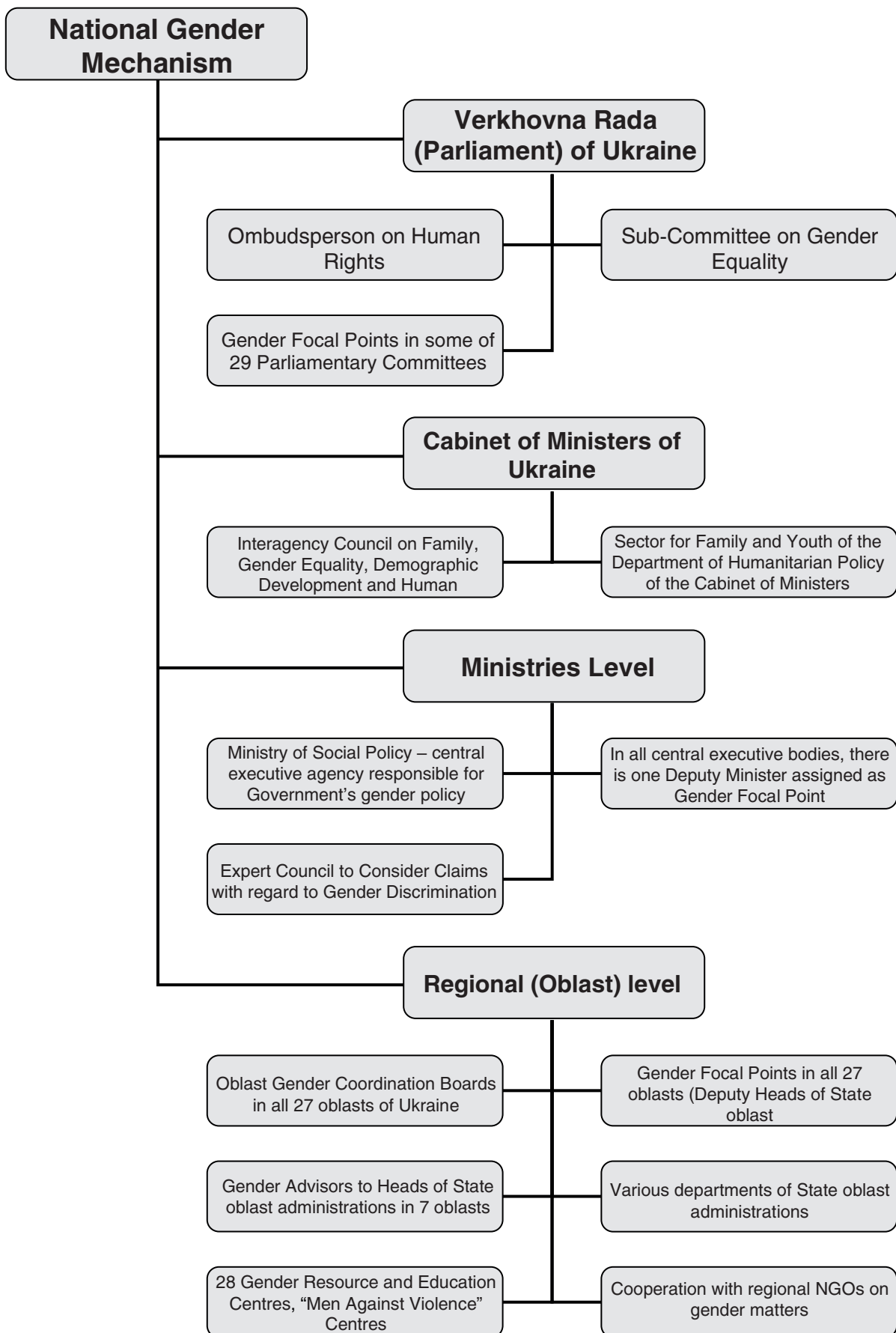




NATIONAL GENDER MECHANISM AS OF LATE 2010



NATIONAL GENDER MECHANISM AS OF 2014





REPORT

ON GENDER ANALYSIS OF STATE AND SOME LOCAL BUDGETS ACCORDING TO THE NATIONAL COMMITMENTS TO GENDER EQUALITY IN 2012-2013

Introduction

According to UNDP Human Development Report 2014¹, Ukraine ranks 61 out of the 149 nations of the world in the Gender Inequality Index, which is lower than the neighbouring countries. It is generally thought that the countries with low level of economic development implement only one component of gender equality – that is its formal component – which means equal opportunities in status of rights for women and men are de jure protected by the law, however, de facto there is the lack of resources to take specific measures to implement these provisions². To evaluate the amount of resources that are allocated to gender policy measures and the extent of increase or decline in inequality due to the implementation of such measures, researchers use gender budget analysis, which is the integral part of national policy analysis. The importance of such analysis is emphasized in UN Beijing Declaration. In particular, paragraph 346 of the Platform for Action states that to develop successful national implementation strategies for the Platform for Action, Governments should allocate sufficient resources, including resources for undertaking gender-impact analysis.

Performing gender analysis of the amount and mechanisms of funding for the implementation of gender equality allows not only to monitor the spending on the implementation of national commitments to promote gender equality and broaden the rights and opportunities of women, but also to estimate the needs for investment and resources – both internal and external. The application of this analysis disproves the assumption that every person regardless of gender is equally influenced by politics, programs and the law.

Gender analysis of budget policy has in the recent years been actively developed by UN Women, ILO, UNDP and other international organizations and institutions. It is important to mention that there is no single approach or model for gender budget analysis, as in different countries the analysis considers different players (such as the government, members of the parliament or non-governmental organizations), sets different tasks, conditioned by strategies, cultural traditions, different levels of executive power and different political situation. Different countries have offered various models for budget analysis and developed recommendations for creation of gender-oriented budget.

Report on Gender Analysis of State and Separate Local Budgets According to the National Commitments to Gender Equality was prepared by the Poltava Region Organization of the League of Social Workers of Ukraine in association with “Bureau for Gender Strategies and Budgeting” Civic Organization as part of the implementation of UN Women Programme on “Increasing Accountability in Financing for Gender Equality” (2011-2015).

The **purpose of this study** is the evaluation of the basic indicators of the state budget, as well as determining the amount and mechanisms of financing for state gender policy in the context of national commitments to gender equality.

Gender analysis covers the period of 2012-2013 and is based on data obtained from open sources, in particular, official web-sites of state authorities and local government, bureaus

¹ *Human Development Report 2014. Sustaining Human Progress: Reducing Vulnerabilities and Building Resilience* // United Nations Development Programme One United Nations Plaza New York, NY 10017 [Online source]. – Retrieved from: <http://hdr.undp.org/sites/default/files/hdr14-report-en-1.pdf>

² N. Onishchenko, S. Bereza, L. Makarenko. (2009) *Gender Research in the Modern Society: challenges, reality, perspectives*. Viche, 17.

and offices that take part in the implementation of state gender policy in certain areas, as well as individual interview with those responsible for implementation of gender policy on the territories in question.

Regulatory and executive documents that were considered in this study:

- The Law of Ukraine “On the State Budget of Ukraine for 2012”
- The Law of Ukraine “On the State Budget of Ukraine for 2013”
- The Summary of the Accounting Chamber of Ukraine on the Execution of the State Budget of Ukraine for 2012.
- The Summary of the Accounting Chamber of Ukraine on the Execution of the State Budget of Ukraine for the first half of 2013.
- The indicators of Execution of the State Budget of Ukraine for January-December of 2012-2013
- The reports on execution of the State Budget of Ukraine in 2012 and 2013
- The Law of Ukraine “On Ensuring Equal Rights and Opportunities for Women and Men” №2866-IV dated 8 September 2005
- The Decree of the President of Ukraine №1135/2005 dated 26 July 2005 “On the improvement of activities of central and local governments in ensuring equal rights and opportunities for women and men”
- The Decree of the President of Ukraine №389/2011 dated 6 April 2011 “On the Regulation on the Ministry of Social Policy of Ukraine”
- The Resolution of the Cabinet of Ministers of Ukraine dated 6 October 2013 “On Approval of the State Programme on Ensuring Equal Rights and Opportunities for Women and Men until 2016”
- The Resolution of the Cabinet of Ministers of Ukraine №1087 dated 5 September 2009 “On Advisory and Consultative Bodies on Family, Gender Equality, Demographic Development and Countering Human Trafficking”
- The Order of the Ministry of Social Policy of Ukraine №345 dated 8 June 2012 “On the Expert Council on Appeals about Gender-Based Discrimination”
- Regulatory and executive documents, reports and other documents of the regions whose activities in terms of ensuring gender equality were analysed in this study.

In this study gender analysis is represented by two main areas: *gender analysis of basic indicators of the state budget: analysis of programme and resource support of the implementation of national commitments to gender equality on state and local levels.*

1. Analysis of basic indicators of budget in the context of gender equality

The state budget is central to the system of state finances. It covers all the spheres of economic activity of the state. This is why the state budget is one of the effective means of political influence on social development of the country, and the integral part of social development is promotion of gender equality.

Basic indicators are financial indicators that characterize the State budget. The most important characteristics for the citizens are income and expenses figures, as well as indicators that are approved in the State Budget based on the amount of minimal wage and subsistence minimum. Expenses on ensuring minimum social standards and payment of benefits and welfare are a targeted form of aim, and therefore must take into account the gender needs of the population.

The issues of sex and age are important when determining a number of indicators both regarding income and regarding expenses of the budget. Therefore age and sex ratios of the population are crucial for gender analysis of the state budget. Also, in cases when welfare is provided not to an individual, but to a family, studies that analyse the real needs and expenses of household should be used for reference.





For the purpose of gender analysis, the most important demographic indicators that condition socio-economic opportunities of an individual are the indicators of the size of resident population by age, sex and place of residence, the average age of the population, the average life expectancy and life expectancy after retirement, etc. They are important for further analysis of the level of life of the population, analysis of the level of economic activity, etc.

Therefore, the key indicators for the purpose of gender analysis for the period of 2012-2013 are the following:

- the size of resident population of Ukraine as of 1 January 2013 was 45 372.7 thousand people, 53,8 % (24 410.0 thousand people) of them were women and 46,2 % (20 962.7 thousand people) of them were men;
- the average age of the population was 40.5 years, 37.7 years for men and 42.9 years for women;
- the average life expectancy at birth was 66.11 years for men and 76.02 years for women. Accordingly, gender difference in average life expectancy was 9.91 years. Average life expectancy after retirement was 6.11 years for men and 16.02 years for women accordingly.

It is also important to mention that there is uneven distribution of male and female population in the sex ratio of urban and countryside dwellers. The size of the population in urban settlements is twice as big as in the rural areas. For instance, 68.6% of the population live in urban areas, whereas the percentage of rural residents is 31.4% (*Table 1*).

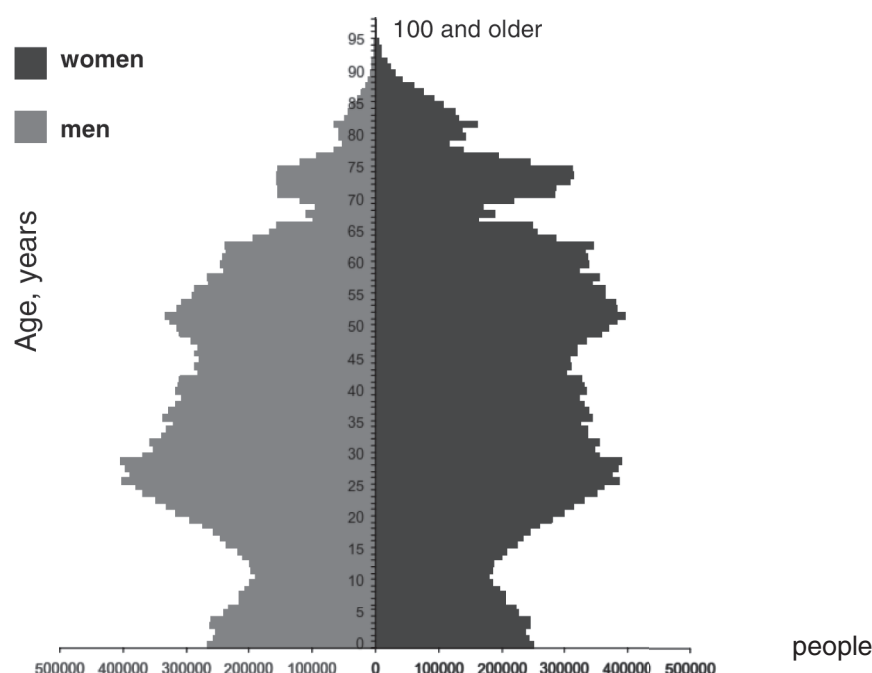
Table 1. Resident population of Ukraine in 2012-2013

	2012			2013		
	Total population	including		Total population	including	
		women	men		women	men
Urban and rural settlement	45 453 282	24 476 570	20 976 712	45 372 692	24 409 948	20 962 744
Urban settlements	31 125 243	16 876 470	14 248 773	31 123 007	16 863 407	14 259 600
Rural settlements	14 328 039	7 600 100	6 727 939	14 249 685	7 546 541	6 703 144

The main factors that determine the sex ratio of the population of the country are male and female mortality rates. Every year there are more boys born than girls: in 2012 51.6% of all newborns were boys and 48.4% were girls, in other words, there were 107 boys for every 100 girls. There is more men than women only starting from the age of 34, and with age the gap grows bigger.

Age and sex pyramid of the population of Ukraine is characterized by its wavelike shape. For instance, as of the beginning of 2013 almost every seventh resident of Ukraine was aged 65 or over. At the same time the percentage of population aged 60 and over as of 1 January 2013 was 21.4%³. At the same the percentage of women aged 60 and over in this group is considerably higher than the percentage of men and is over 64% (*Graph 1*).

³ General characteristics of the age and sex ration of the population of Ukraine. (2013). Kyiv: The State Statistical Service of Ukraine.



Graph 1. Sex and age structure of the population of Ukraine at the beginning of 2013

This and other gender segregated data are closely related to main budget indicators, in particular, with income and expenses of the state budget (*Table 2*).

State budget analysis does not allow separating the real size of income/expenses of the state budget allocated to men and women accordingly. Therefore we cite here for reference the size of income/expenses of the State budgets in 2012-2013 per capita. For instance, the income of the State budget was UAH 8 227.35 mln per capita in 2012 and UAH 7 739.55 mln per capita in 2013. Accordingly, the expenses of the State budget were UAH 9 099.56 mln in 2012 and UAH 9 253.22 mln in 2013.

Table 2. Basic indicators of the financing in the State Budget of Ukraine in 2012-2013

	Income of the State Budget of Ukraine, including (in UAH mln)			Expenses of the State Budget of Ukraine, including (in UAH mln)		
	total	general fund	special fund	total	general fund	special fund
2012	346 054.0	289 577.1	56 476.9	395 681.5	343 586.6	52 094.9
2013	339 180.3	291 572.5	47 607.8	403 403.2	360 841.3	42 561.9

The most gender sensitive basic indicators budget financing that determine the level of life of the population, in particular, of men and women, are the following:

- minimum wage;
- subsistence minimum;
- minimum pension.

The main social guarantee in remuneration of labour and the basic instrument used to organize remuneration is the minimum wage, as its size determines the base rate for wage grade one of workers and the minimum salary attached to a position. It is the minimum wage that determines the differentiation in remuneration of labour. According to the Law of Ukraine “On Remuneration of Labour”, the minimum wage cannot be lower than subsistence minimum for an able-bodied person⁴.

⁴ Yu. Zviatkovskiy. The Level of Wage is the Indicator of the Programme of Economic Reforms [Online source] Retrieved from: http://irbis-nbuv.gov.ua/cgi-bin/irbis_nbuv/cgiirbis_64.exe?C21COM=2&I21DBN=UJRN&P21DBN=UJRN&Z21ID=&IM AGE_FILE_DOWNLOAD=1&Image_file_name=PDF/EkUk_2013_9_6.pdf



The size of the minimum wage is determined based on subsistence minimum that in its term is determined by the Law of Ukraine “On State Budget”. In fact, the increase of the minimum wage that was planned for 2012-2013 was fully implemented. For instance, the average annual minimum wage was UAH **1098.0** in 2012 and UAH **1152.9** in 2013 (*Table 3*).

Table 3. Changes in size of the minimum wage and subsistence minimum in 2012-2013

	2012				2013			
	from 1 January	from 1 April	from 1 July	from 1 September	from 1 October	from 1 December	from 1 January	from 1 December
Subsistence minimum, UAH:								
<i>for disabled persons</i>	822	838	844	844	856	884	894	949
<i>for children aged under 6</i>	893	911	917	917	930	961	972	1 032
<i>for children aged 6-18</i>	1 112	1 134	1 144	1 144	1 161	1 197	1 210	1 286
<i>for able-bodied persons</i>	1 073	1 094	1 102	1 102	1 118	1 134	1 147	1 218
Minimum wage, UAH:	1 073	1 094	1 102	1 102	1 118	1 134	1 147	1 218

Subsistence minimum as a state social standard is applied in general evaluation of the level of life in Ukraine, which is basic for implementation of social politics and development of separate state social programmes. It is a starting point for:

- setting the size of minimum wage and minimum pension by age;
- determining the size of welfare;
- welfare for families with children, unemployment welfare;
- allowances and other social benefits according to the Constitution of Ukraine and the laws of Ukraine;
- determining the right to be assigned a social benefit;
- determining state social guarantees and standards of service and provision in the spheres of healthcare, education, social service and others.

There is the need to mention that the calculation of subsistence minimum is done based on the value of the market basket – a set of goods that characterizes the typical level and structure of monthly (annual) consumption of a person or a family. The content of the market basket of a Ukrainian is regulated by the resolution of the Cabinet of Ministers of Ukraine №656 dated 14 April 2000 “On approval of sets of food products, sets of non-food products and sets of services for the main social and demographic groups of population”.

The lion's share of income (over 65%) in Ukrainian market basket is allocated to food, and some non-food products and services are not mentioned at all. For instance, the size of subsistence minimum does not include a number of vital expenses, such as expenses for building, purchase, lease or rent of housing, expenses for education, health improvement, expenses for pre-school childcare facilities, fee-based medical services, etc. In 2012-2013 the requirement of the law to establish the size of minimum wage at the level of subsistence minimum for able-bodied persons was met, but according to the experts' estimation the approved subsistence minimum for 2012-2013 is almost twice as small as the market basket.

2. Gender analysis of state income and expenses

The idea of gender budget analysis of budget stems from the fact that politics cannot be separated from social context and that social problems are closely linked to economic problems. That is why first of all it is necessary to admit that economic decisions are not gender neutral. The main point of gender budget analysis is in evaluating the consequences of state policies for both sexes.

Gender budget analysis usually pays most attention to expenses analysis. However, such analysis needs to be supplemented by gender analysis of income, as budgets have different influence on lives of men and women both in terms of income and in terms of expenses. Accordingly, gender budget analysis offers studying of budget indicators, first of all budget income and expenses, in the context of gender problems (Table 4).

Table 4. Indicators of execution of Unified and State Budgets of Ukraine in 2012-2013 (summary)⁵

UAH mln

Показники	Unified Budget		State Budget	
	2012	2013	2012	2013
Income	445 525,3	442 742,9	346 054,0	339 180,3
<i>including</i>				
<i>personal income tax</i>	68 092.4	72 151.1	7 026.3	7 565.0
<i>corporation tax</i>	55 793.0	54 993.8	55 349.7	54 318.4
<i>value added tax (duty)</i>	184 785.8	181 716.9	184 785.8	181 716.9
<i>excise duty for excisable goods (products) produced in Ukraine</i>	28 661.0	27 721.3	27 417.9	26 362.6
Expenses:	492 454.7	505 791.9	395 681.5	403 403.2
<i>Nation-wide responsibilities (excluding debt service)</i>	29 398.8	28 487.7	19 814.1	18 381.6
<i>Economic activity</i>	52 397.2	50 757.8	39 415.8	41 299.2
<i>Environment protection</i>	5 297.9	5 594.2	4 135.4	4 595.0
<i>Housing and utilities services (excluding the expenses on subvention from the state budget to local budgets for debt service payment due to the difference in tariffs)</i>	5 616.8	5 652.2	53.4	96.9
<i>Healthcare</i>	58 453.9	61 569.5	11 358.5	12 879.2
<i>Spiritual and physical development</i>	13 639.6	13 661.0	5 084.0	5 111.7
<i>Education</i>	101 560.9	105 534.1	30 243.2	30 942.9
<i>Social security and social welfare</i>	125 306.9	145 062.4	75 254.4	88 547.2

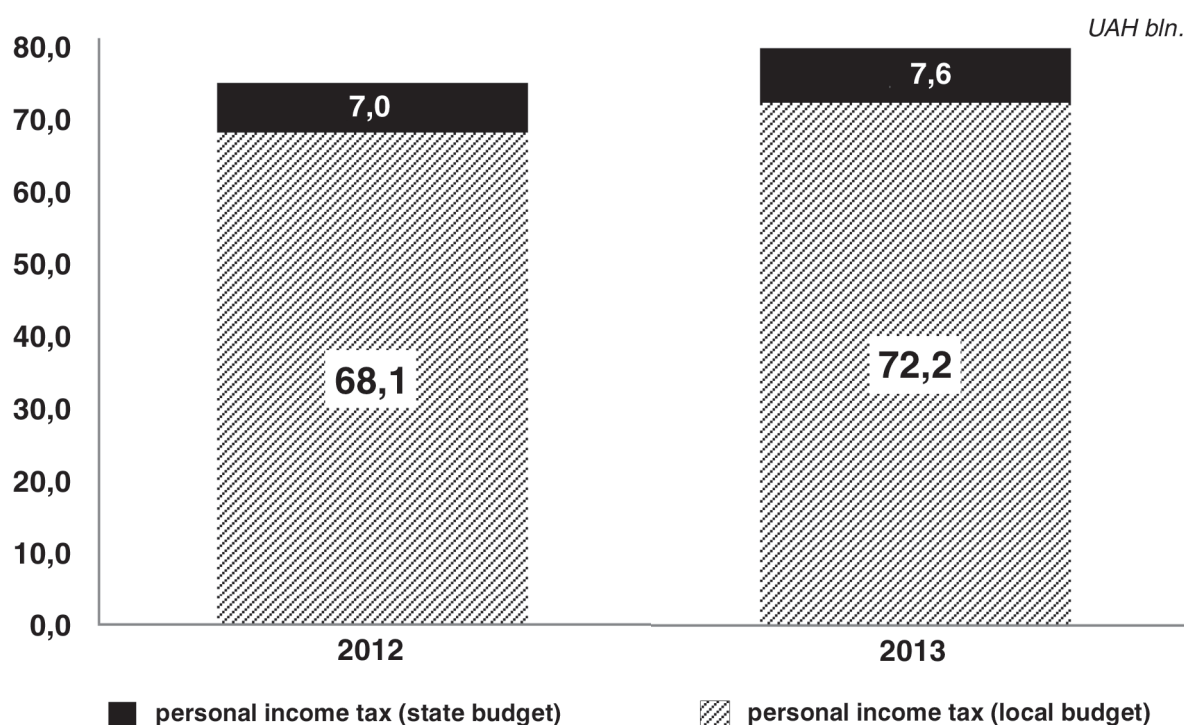
Gender analysis of income means studying gender distribution of the tax burden on men and women that results from using different taxation systems (such as general or simplified taxation scheme). It seems at first that the issue of taxation is gender neutral. However, it needs to be taken into account that more than two thirds of income via taxation is constituted of taxes paid by the citizens – men and women. Gender analysis may allow, for example, calculating to which extent personal income tax paid by men or by women contributes to the budget, or what percent of the unified tax is paid to local budget by women entrepreneurs. However, these are fairly difficult to calculate, as available statistical data is not distributed by sex. That is why the analysis may be conducted only with a certain degree of assumption, based on indirect data. For instance, the biggest share in the structure of income from taxation in 2012-2013 belonged to VAT, corporation tax, and personal income tax. Out of all the above mentioned taxes, namely the personal income tax is considered to be the source of gender inequality. It is considered that this tax, a part of direct taxation that is collected directly from citizens' income, more often falls on men.

⁵ The Indicators of Execution of the State Budget of Ukraine in January-December 2012-2013. The Ministry of Finance of Ukraine. Retrieved from: http://www.minfin.gov.ua/file/link/392182/file/DBU_ZBU.pdf



In the structure of the Unified Budget personal income tax constitutes 15.3% in 2012 and 16.3% in 2013, which is the second largest source of tax revenue after VAT (app. 30%) (Graph 2). Considering the number of working men and women and data on the size of gender gap in wage it may be assumed that men are those who pay more personal income tax, as more men are employed in market sector of economy than women, occupy higher positions and receive higher income.

Graph 2. Tax revenue from personal income to the Unified Budget of Ukraine in 2012-2013



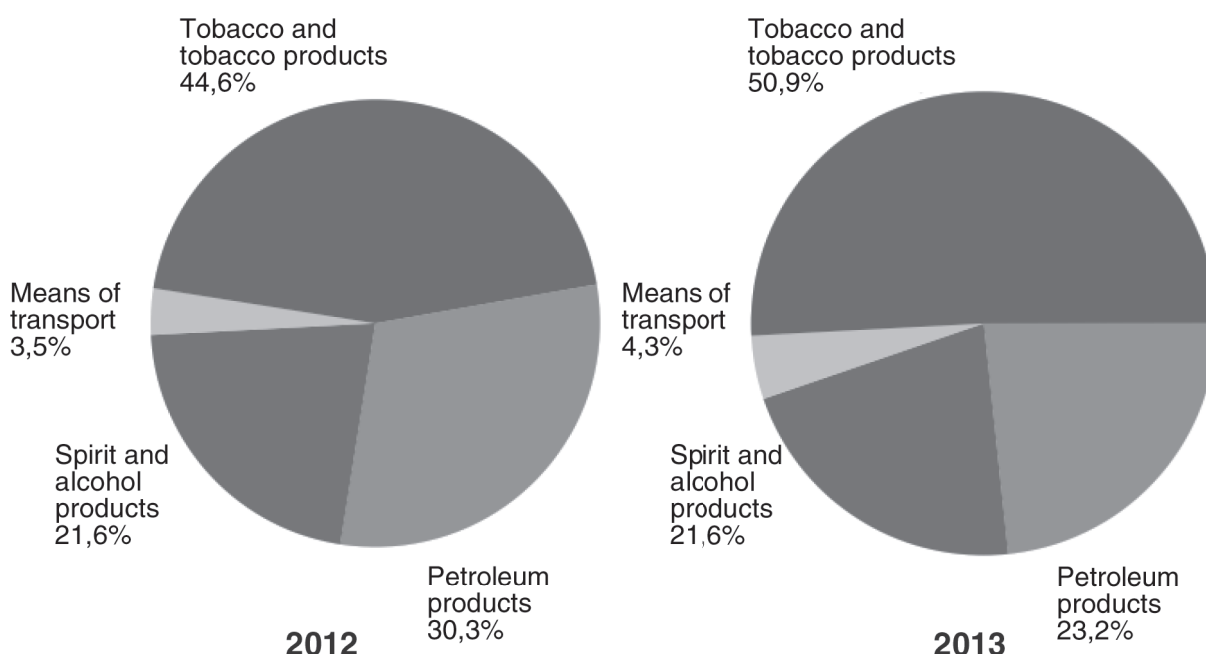
The analysis shows that in 2013 personal income tax that came in to the general fund of unified budget amounted to UAH 72 151.1 mln, which is 92.3% of the approved indicator for 2013 taking into account the amendments. Compared to 2012 the income increased by UAH 4 058.7 mln, or by 6%.

According to the State Statistics Service of Ukraine, in 2013 the number of working people aged 15-70 compared to the same period in 2012 increased by 49.8 thousand people and amounted to 20.4 mln people, including 10.6 mln men and 9.8 mln women. The average contribution per person, if calculated, amounts to UAH 3 536.8 a year, where men make 52% of total contribution and women make 48% of total contribution. However, considering real data between average monthly wage of women and men, the share of personal income tax paid by men increases to 56%. However, the absence of clear gender differentiation regarding personal income tax payment does not allow determining the real shares paid by women and men.

In case of analysis of indirect taxation, such as, for example, value added tax (VAT) and excise duty, it should be mentioned that although it might seem these taxes are gender neutral, as they are related not to individuals, but to goods and services, in fact, they have considerable gender component. As they are by nature taxes on consumption they are directly dependent on the level of consumption of goods, and therefore, on sex of the consumer. For instance, according to the State Statistics Committee, Ukrainians spend almost 7% of their personal budget on alcohol and cigarettes, and according to research it is mostly men who consume excisable goods (tobacco and alcohol products, petroleum products, etc.)⁶. Therefore it may be assumed that it is mostly men who pay excise duty (Graph 3).

⁶ The Main Reasons of High Death Rate in Ukraine. (2010). Kyiv: Verso-04

Graph 3. Structure of excise duty in the State Budget in 2012-2013⁷



However, from the point of view of equality whether taxation is just determined not by the amount of tax paid, but by what is left to the payee after tax. If we compare the level of employment of population and the difference in remuneration of labour, it may be certainly stated that after taxation Ukrainian women find themselves in less favourable position than Ukrainian men. Moreover, indirect taxes, such as value added tax, affect low-income categories of population who spend a (large) share of their income on consumer goods, and accordingly, these taxes constitute a bigger share of their expenses than for the wealthy families. At the same time women are influenced by indirect taxation more, as there are, as a rule, more women in the unprotected groups than men.

This way, the absence of gender differentiated data in reports and statistics makes it difficult to perform gender analysis of the income part of the budget. However, the analysis of influence of direct and indirect taxation may have considerable gender effect, as payment of these taxes is directly related to real needs of women and men in income, goods and services than are financed by the country's budget.

The report on State Budget execution in 2013 says that according to the economic classification of expenses items on the budget the biggest increase in 2013 compared to 2012 has been observed for the following expenses items:

- for debt service – 33.6% increase to UAH 34.4 bln;
- for social welfare – 19% increase to UAH 88.4 bln;
- for remuneration of labour and accruing for salary – 7.5% increase to UAH 64.3 bln⁸.

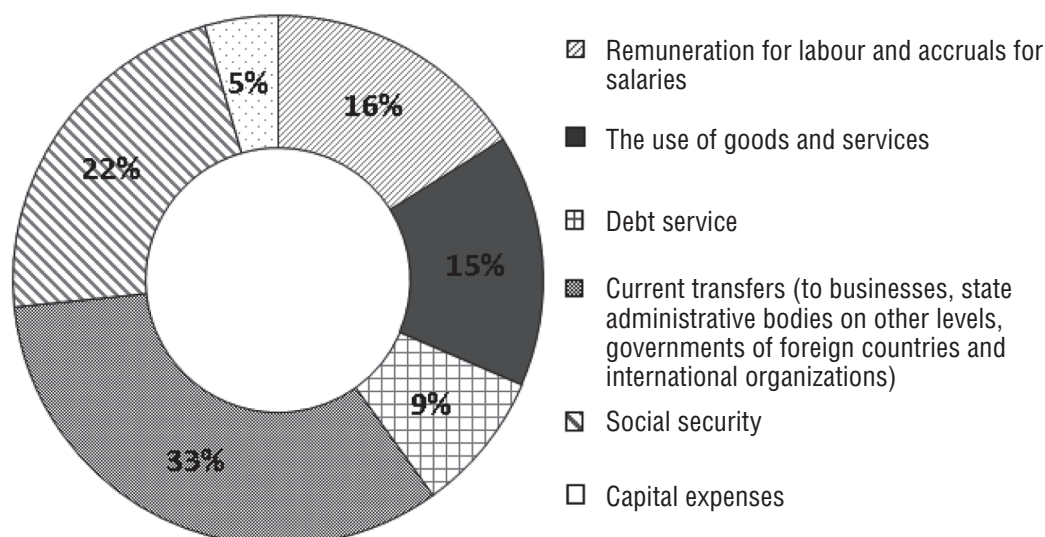
At the same time State budget resources were directed primarily on financing of the main protected items (Art. 55 of the Budget Code of Ukraine), in particular, salaries with accruals, cash collateral of the military, pensions, allowances, payment for utility services and energy sources, etc.

⁷ V.V. Zubenko, I.V. Samchynska, A. Yu. Rudyk et al. (2014). Budget Monitoring: The Analysis of Execution of the budget for 2013. Kyiv: Institute for Budgetary and Socioeconomic Research, Project "Municipal Finance Strengthening Initiative (MFSI-II) implementation", USAID.

⁸ The Report of the Ministry of Finance "On Execution of the State Budget of Ukraine for 2013" [Online source]. Retrieved from: http://www.minfin.gov.ua/control/uk/publish/article?art_id=397457&cat_id=53608

Taking into account the general lack of funding for 2013 budget it is necessary to mention that only pensions and welfare were financed 100%. At the same time the share of expenses for salaries and social security constitutes only 38% of the State Budget.

Graph 4. Distribution of expenses of the State Budget by economic classification



Expenses on social security and remuneration of labour are targeted, and therefore gender-oriented (Graph 4). Gender analysis of expenses of remuneration of labour shows that despite the increase of the size of minimum and average wage in 2012-2013, gender gap in remuneration of labour remains at the level of 23% in favour of men. For instance, the monthly average nominal wage of a full-time employee by the end of 2013 amounted to UAH 3 265, which is 2.7 as big as the minimum wage (UAH 1 218).

Compared to 2012 the wage increased by 7.9%. At the same time, according to the State Statistics Committee, more than 60% of Ukrainians have a salary than is smaller than the average wage in Ukraine, and almost 5% of workers have a salary that is smaller than minimum wage, and the share of women's salaries compared to men's salaries constituted 77.6% in 2012 and 77.2% in 2013, which means the gap is bigger than in the EU where the average gap is 16.2%⁹.

The percentage of monthly average wage of women and men in different areas of economics is not the evenly distributed and is as follows (Table 5).

Table 5. Monthly average wage of workers by types of economic activity in 2012-2013

	2012			2013		
	women, UAH	men, UAH	wages of women to wages of men, %	women, UAH	men, UAH	wages of women to wages of men, %
Total	2 661	3 429	77.6	2 866	3 711	77.2
Agriculture, hunting and related services	1 871	2 096	89.3	2 134	2 429	87.9
Industry	2 732	3 946	69.2	2 946	4 227	69.7
Construction	2 135	2 577	82.8	2 471	2 760	89.5

⁹ Tackling the gender pay gap in the European Union. – Luxembourg: Publications Office of the European Union, 2013

Trade; automobile, household appliances and personal use products repair	2 431	2 945	82.6	2 696	3 309	81.5
Activities of hotels and restaurants	1 933	2 301	84.0	2 112	2 498	84.5
Activities of transport and communication	2 951	3 797	77.7	3 042	3 918	77.6
Finances and insurance activities	5 211	7 491	69.6	5 395	8 079	66.8
Transactions with real estate, rent	3 368	3 493	96.4	2 584	2 898	89.2
Public administration	3 273	3 753	87.2	3 522	4 038	87.2
Education	2 470	2 714	91.0	2 641	2 892	91.3
Healthcare and providing social welfare	2 159	2 386	90.5	2 318	2 580	89.8
Activities in the sphere of culture and sport, recreation and entertainment	2 606	4 100	63.6	2 714	4 362	62.2

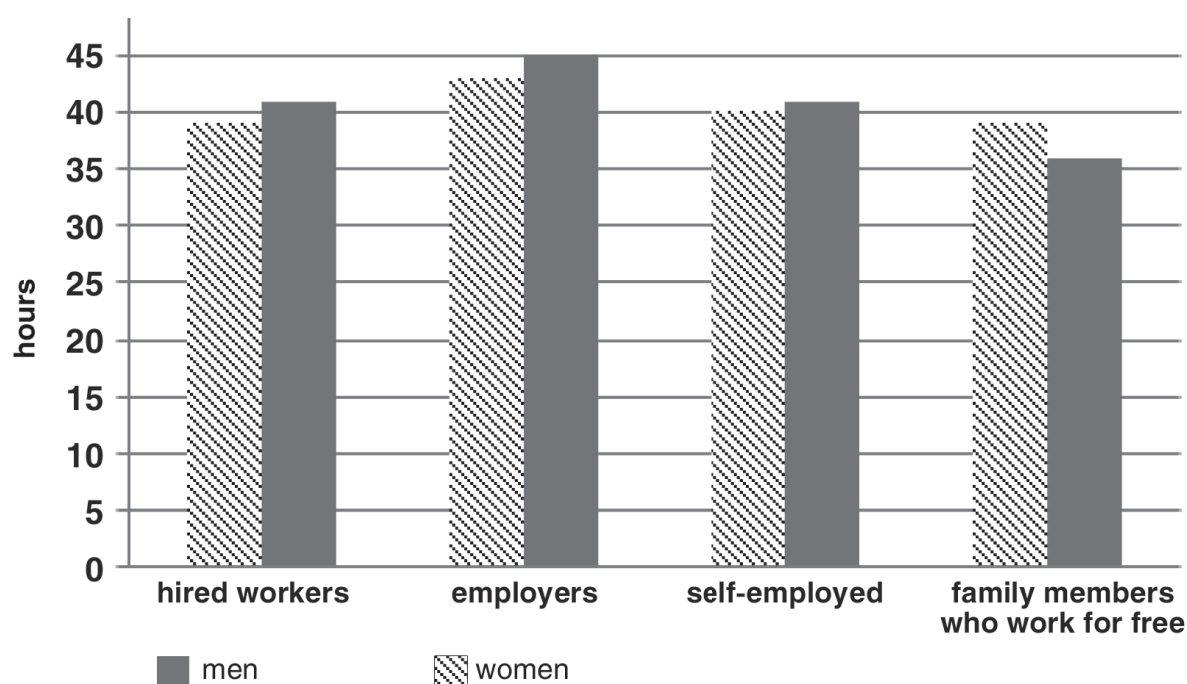
The biggest gender gap in the size of wage amounts to 30-38% and is observed in the spheres of culture and sport, recreation and entertainment, industry, in business, related to finance and insurance activities; the smallest gap amounts to 3.6-10% and is observed in the sphere of transactions with real estate, education, healthcare, agriculture and social welfare.

This way, the analysis shows direct connection between the average level of remuneration of labour in the industry and the extent of gender inequality in it. The Statistics Service has data on over two dozen of fields of economy, and it is only in the field of archive and museum affairs and other cultural institutions that women have on average 7% higher wage than their male colleagues. At the same time a tendency for increase of gender gap in the size of wage of men and women compared to 2012 should be noted.

Comparing the size of wage by measures of hourly wage is also important. Remuneration of labour paid by the hour has been introduced in Ukraine starting from 1 October 2010 according to the Law of Ukraine "On Amendment of Certain Legislation of Ukraine Regarding Remuneration of Labour Paid by the Hour" dated 25 June 2009 №1574-VI. The amount of hourly wage is calculated based on the size of monthly minimum wage and the average monthly standard for working hours based on 40-hour working week. In 2012-2013 the minimum hourly wage amounted from 6.43 (as of 1 December 2012) to UAH 7.3 (as of 1 December 2013). The measure of labour for hourly wage is the time spent working, not the amount of goods produced, as it is with piece wage.

According to the estimations of "WageIndicator" Foundation, the average hourly wage in Ukraine is UAH 18.73 for men and UAH 15.14 for women. This way, the gender gap in hourly wage constitutes 19%. This data is also confirmed by the results of random inspection of businesses for the level of wage of their employees by sex, age, education and professional groups that was carried out in Ukraine in 2012. According to this study, the average hourly wage of women is 20% lower than the corresponding measure for men (the gender gap in the measures of average monthly wage is slightly bigger – 21.3%). This difference is also conditioned by differences in average length of the working week for men and women (*Graph 5*).

Graph 5. The average length of weekly hours actually worked by employed population by employment status and sex¹⁰



When it comes to remuneration of labour of workers in the government sector, the national policy for wages in the government sector is regulated by the Unified scale of wage grades and coefficients for remuneration of labour of employees of institutions, establishments and organizations of certain fields in the government sector that regulates salary attached to the position (base rates) of workers according to their position as prescribed in the resolutions of the Cabinet of Ministers of Ukraine¹¹. According to the conclusions of the Accounting Chamber of Ukraine, during the corresponding period there was no considerable regulation in remuneration of labour and increase of wage for the workers in the government sector. At the same time there was the tendency to decrease in the gap between the minimum wage and salary attached to position of the wage grade one worker according to the Unified scale of wage grades. Despite the increase of salary by types of activity that are financed mainly through budget costs in 2012, the average wage of the workers in the field of education and healthcare remained considerably lower than the average wage for all economic activities. In 2012 the average wage in the field of education was 16.5% smaller, in the field of healthcare and social work it was 27.3% smaller than the general average. During 2013 the gap in wage attached to position was maintained according to the base rate for the workers of wage grade one that amounted to UAH 852.

It is interesting to compare expenses for wage and percentage of women and men who work in the field. However, we were unable to locate the segregated data. Taking into account that budget expenses are directed at the wage of the workers in the fields of education, healthcare and social work that are the most feminized types of economic activity, it may be said that the size of the gender gap depends not as much on the level of 'feminization' of certain fields of economic activity, but on the availability of career advancement of women within every field¹².

¹⁰ Economic Activity of the Population of Ukraine (2013). *Statistics Digest*, Kyiv: The State Statistical Service of Ukraine.

¹¹ Analytical Study of the Participation of Women in Workforce in Ukraine. (2012) Kyiv: UN Population Fund

¹² Wage by Professional Groups in 2012 (based on selective observation). (2013). *Statistics Digest*, Kyiv: The State Statistical Service of Ukraine.

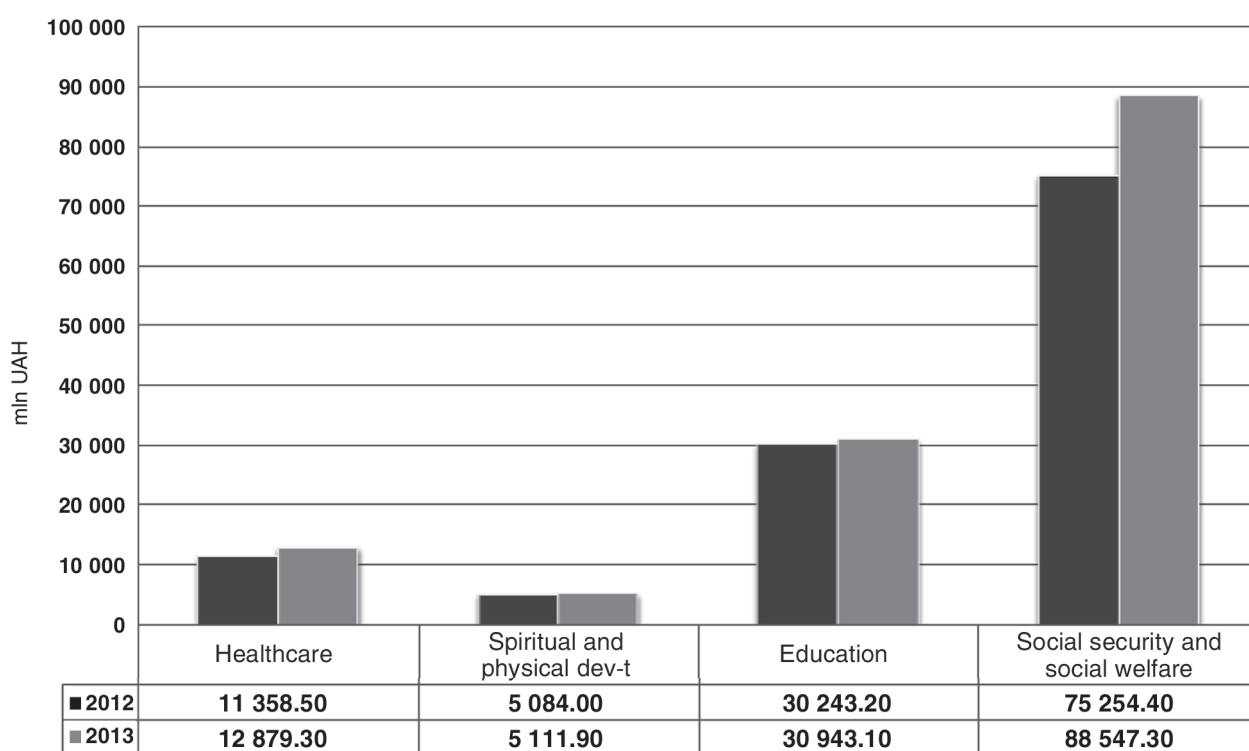
3. Evaluation of gender sensitivity of social expenses of the budget

Social expenses include expenses on healthcare, education, spiritual and physical development, social security and social welfare. The biggest increase in social expenses in the State Budget in 2013 compared to 2012 was observed in the fields of 'social security' and 'social welfare' – that was a 17.7% increase, as well as healthcare – a 13.4% increase.

The provided scheme of budget structure does not allow clearly determining the amount of expenses of the State Budget on women and men in the socially important aspects. The interests of these groups are represented in expenses for socially important purposes. That is why the characteristics of expenses by the functional classification of expenses, that is the amount and directions of financing of the fields of education, healthcare, social security and social welfare, etc. The analysis shows constant increase in the expenses on financing of these fields, but the percentage of these expenses in the total amount of expenses remains almost the same.

According to their structure local budgets direct a much greater share of expenses to social and cultural sphere than the state budget, it is necessary to mention the social expenses of the unified budget in 2013 constituted UAH 325.8 bln, which is almost 9.0% bigger than the corresponding measure of the previous year (*Graph 6*).

Graph 6. Social expenses of the State Budget by functional classification



The most gender sensitive from the point of view of targeted expenses is the system of state social welfare. It is represented by a number of benefits aimed at the support of socially vulnerable or the least well-to-do groups of population. According to the economic classification of the items of expenses of the State Budget this funds are under the item of 'Social security'. It includes expenses on payment of pensions and welfare, allowances and other benefits to the population. For instance, according to the report of the Ministry of Finance of Ukraine "On Execution of the State Budget of Ukraine in 2013", expenses on social security amounted to UAH 88.4 bln (*Table 6*).


Table 6. Expenses of the state budget on social security
UAH bln

Expenses items	2013			Deviation comp. to 2012	
	planned	real	executed, %	mln UAH	growth rate, %
Social security including:	88.5	88.4	99.9	14.1	119.0
Payment of pensions and welfare	84.5	84.5	100.0	17.9	127.0
Allowances	0.3	0.3	99.8	0.01	104.1

Expense of the state budget on the transfer to the Pension Fund of Ukraine in 2012-2013 received 100% of financing. Minimum pensions were paid in sizes not lower than the subsistence minimum for incapacitated established by the government. On 1 January 2014 the average size of pension payments amounted to UAH 1 526.1, which is UAH 55.4 or 3.8% bigger than on 1 January 2013. At the same time the average pension size for men is 38% bigger than for women (Table 7).

Table 7. The average size of monthly pension assigned to pensioners who are on the list of the authorities of the Pension Fund of Ukraine, UAH

Years	The average size of monthly pension assigned to pensioners				Number of pensioners, thousand
	Total	including:			
		age-related	disability-related	survivor's pension	
2012	1 253.3	1 252.4	1 164.3	1 053.8	13 820.5
2013	1 470.7	1 464.3	1 359.2	1 252.8	13 639.7

Among others, in 2013 the following expenses on payment of welfare to families with children, low income families, persons disabled from childhood and disabled children and temporary state welfare to children amounted to UAH **39 567.8** mln. This amount corresponded to the real accrued amount of welfare in this period. Currently state social welfare is provided according to the Laws of Ukraine “On State Welfare to Families with Children”, “On State Welfare to Disabled from Childhood and Disabled Children”, “On State Welfare to Low Income Families”, “On Subsistence Minimum” and other regulatory legal acts that regulate legal relations on state welfare.

Subventions to provide for state guarantees of reductions, subsidies and welfare to certain categories of citizens totalled in UAH 50 bln 889.3 mln which is UAH 9 bln 504.5 mln or 23.0% bigger than the amounts approved for 2012. In particular, the size of subvention for payment of welfare to families with children, low income families, disabled since childhood and disabled children, as well as temporary state welfare for children was increased by UAH 9 bln 294.4 mln or 30.1% so that is totalled in UAH 40 bln 145.1 mln, which results from the planned increase in the size of subsistence minimum that is taken into account when determining the size of such welfare. Other kinds of welfare are directly targeted by sex.

It is necessary to mention that families with children are a separate category of population that required state social welfare. The procedure of assignment, the right for receive and the size of welfare is described in the Law of Ukraine “On State Welfare for Families with Children” that identifies the following types of welfare:

- pregnancy welfare;
- one-time welfare at birth of the child;
- childcare welfare for children who have not reached three years old;
- single mother welfare (for children under 6 years old; for children aged 6 to 18 years old).

Welfare paid at birth of a child in Ukraine existed since 1993, but its size did not correspond to the needs of a family. Starting from 2005 one-time welfare paid at birth of a child has become a considerable means to help the families with children. And in 2008 the differentiated approach to the size of welfare based on the sequence of birth of the child was introduced. At the end of 2009 instead of providing a fixed amount such welfare was linked to subsistence minimum. For instance, in 2012 welfare paid at birth of a child was provided in following amounts: the amount equalling 30 subsistence minimums at birth of the first child; equalling 60 subsistence minimums at birth of the second child; and equalling 120 subsistence minimums at birth of the third and all subsequent children.

The size of childcare welfare for children who have not yet reached three years old is differentiated and depends on monthly average total income of the family calculated per one person. For instance, for comparison, the minimum size of welfare in 2006 totalled in UAH 126.04 and in UAH 130.00 in 2012. At the same time the maximum size of this type of welfare that can be assigned *had not to exceed UAH 1073-1134 during 2012 per child per month*.

The size of welfare paid at birth of a child and some other types of state welfare in 2013 are provided in *Table 8* below.

Table 8. Sizes of some types of state welfare in 2013 (UAH)

Nº	Type of welfare	Differentiation	From 1 January	From 1 December
1	Pregnancy and childbirth-related welfare:		286.75	304.50
2	Welfare at birth of a child:			
	Total amount:	for first child	29 160.00	30 960.00
		for second child	58 320.00	61 920.00
		for third and subsequent children	116 640. 00	123 840. 00
	one-time payment:		9 720.00	10 320.00
	monthly payment:	for first child	810.00	860.00
		for second child	1 012.50	1 075.00
		for third and subsequent children	1 485.00	1 576.67
3	Childcare welfare for children aged under three years old:			
		minimum	130.00	130.00
		maximum	1 147.00	1 218.00
4	Welfare for single mothers, for children aged:			
	under 6 years old	minimum	291.60	309.60
		maximum	486.00	516.00
	from 6 to 18 years old	minimum	363.00	385.80
		maximum	605.00	643.00
	from 18 to 23 years old	minimum	344.10	365.40
		maximum	573.50	609.00
	Welfare for children who are under custody or guardianship, for children aged:			
5	under 6 years old	maximum	1 944.00	2 064.00
	from 6 to 18 years old		2 420.00	2 572.00



6	Temporary state welfare for children whose parents elude paying alimony, for children aged:			
	under 6 years old	maximum	291.60	309.60
	from 6 to 18 years old		363.00	385.80
7	State social help for orphan children and children deprived of parental care, for children aged:			
	under 6 years old	maximum	1 944.00	2 064.00
	from 6 to 18 years old		2 420.00	2 572.00
	from 18 to 23 years old		2 294.00	2 436.00

Comparative analysis of social welfare payments to single mothers shows that in fact the size of this type of welfare remains low throughout the years and despite an increase in size of the market basket has not increased substantially, and therefore does not adequately correspond to the needs of single mothers.

This way, despite the fact that with years social state help to families with children increases, in reality it does not fulfil its functions of economic encouragement of childbirth. Moreover, taken into account the constant phasing out of social programmes in the fields of educations, healthcare, cultural and social policies, a replacement of all possible kinds of social policy by constant increase in the number of types of social welfare and price reductions is observed. At the same time the increase in the number of price reductions is not backed by the resources of budget financing. Based on the conclusions of the Accounting Chamber¹³, it is possible to say that a lack of financing of certain welfare payments in 2012-2013 was observed. For instance, the level of provision of health resort treatment and health improvement to disabled children using budget funds does not correspond to real needs. The level of provision of housing remains low: in 2012 only 4% of the total number of people on the list received housing, in 2013 – 1.9%. 18.3% of the total number of people for whom housing was purchased in 2013 waited on the list for over 20 years. There are problems with the effectiveness of the use of budget funds to provide reduced railroad transport fare for students of higher educational institutions and vocational schools in 2012-2013. This and other facts confirm the insufficient supply for the real needs of different social groups in the budget. Therefore, there is the need for a clearer planning of funds according to gender needs and the possibilities of the budget.

4. Programme and resource supply for implementation of national commitments to gender equality at state and local level

The general level of financing for gender equality may be estimated through the amount of allocations for implementation of programmes and efforts to promote gender equality both on the state and regional levels. The approval of State Programme on Ensuring Equal Rights and Opportunities for Women and Men until 2016 should be considered important for implementation of the principles of state gender policy, as three years have passed since the first Programme for Ensuring Gender Equality in Ukrainian Society until 2010. At the same time the very fact that the Programme was approved is not enough, as the effectiveness of its implementation will depend on many factors. First of all, it is the understanding of gender transformation by those who directly implement it and the use of modern effective means of its implementation. The financial factor is of no less importance, as it is planned to obtain a considerable share of funds from local budget and projects of international donor aid. For instance, total expenses for implementation of the State first Programme for Ensuring Gender Equality in Ukrainian Society until 2010 according to the Ministry of Finance of Ukraine were UAH 951.6 thousand, but the financing of the

¹³ *The Reports of the Accounting Chamber* [online resource]. Retrieved from: <http://www.ac-rada.gov.ua/control/main/uk/publish/category/32826>

State Programme on Ensuring Equal Rights and Opportunities for Women and Men until 2016 is planned to be UAH 5.9 mln, of them 1.3 from the state budget, 1.8 mln from local budgets and the remaining amount from other sources.

In the period between the implementation of state programmes financing efforts that ensure gender equality on the state level took place mainly through financing the activities the corresponding divisions of the Ministry of Social Policy and by obtaining funds through the projects of international technical assistance where the Ministry was a beneficiary and a recipient. At the same time in 2011-2013 regional programmes and plans of efforts that included efforts ensuring gender equality, countering human trafficking, countering gender violence were approved and implemented. The approximate amount of the planned financing for implementation in these areas at regional level are provided in the *Table 9*.

Table 9. Programmes aimed at implementation of gender equality and approximate amounts of financing approved for 2012-2013

	Region	Name of the programme	App. amount of financing, thousand UAH		Including by year, thousand UAH	
			Total amount	Incl. for GE	2012	2013
1.	AR of Crimea	Programme for Development of Education and Science, Fitness and Sports, Support of the Family in the Autonomous Republic of Crimea for 2012-2016 (Chapter VI. Development of the system of support for family, children, ensuring equal rights and opportunities for women and men)	988 863.8	9 313.0	1 938.0	1 817.5
2.	Vinnitsia region	Regional targeted comprehensive programme for support of family, demographic development, countering human trafficking and ensuring equal rights and opportunities for women and men until 2015	1 6746.0	1 6746.0	5 235.4	5 244.0
3.	Volyn region	Regional programme for support of family until 2015	5 445.2	2 250.0	400.0	550.0
4.	Dnipropetrovsk region	Programme for Development of Family and Gender Policy in Dnipropetrovsk Region in 2012-2021	5 401.8	5 401.8	426.8	469.8
5.	Donetsk region	Regional comprehensive programme "Youth and family of Donetsk region. 2013-2017" (Area II. Family policy; Area III. Gender policy)	240 226.1	19 830.0	-	1 387.2
6.	Zhytomyr region	Comprehensive programme "Youth and Family of Zhytomyr region" for 2012-2016 (Chapters IX. Countering Family Violence; X. Ensuring Gender Equality; XI. Countering Human Trafficking)	12 956.6	513.5	95.0	97.5
7.	Zakarpattia region	Regional programme for implementation of youth, family, demographic and gender policies for 2011-2015. (Chapters 3. Family Policy, Countering Family Violence; 4. Demographic Policy; 5. Gender Policy; 6. Countering Human Trafficking)	22 728.0	6 631.0	1 204.0	1 285.0
8.	Zaporizhzhia region	Comprehensive Programme for Health Improvement and Recreation of Children, Support of the Family, Youth, Gender Equality and Countering Human Trafficking for 2012-2016 (Chapters 4. Ensuring Gender Equality; 5. Taking Measures to Counter Human Trafficking)	101 749.0	1 539.0	255.0	282.0
9.	Ivano-Frankivsk region	No information				



10.	Kyiv region	Regional Comprehensive Programme for Support of the Family and Ensuring the Rights of Children “Towards Children” until 2017 (Chapter “Creating a Comprehensive System of Countering Human Trafficking, Ensuring Equal Rights and Opportunities for Men and Women, and Demographic Development”)	84 092.0	2 657.1	-	459.1
11.	Kirovohrad region	No information				
12.	Luhansk region	Regional Programme for Ensuring Gender Equality in All Spheres of Life of the Population of Luhansk Region for 2012-2014. (Chapter II. Prevention and Countering Family Violence, iii. Countering Human Trafficking, iv. Ensuring Equal Rights and Opportunities for Women and Men)	781.593	781.593	146.35	189.87
13.	Lviv region	No information				
14.	Mykolayiv region	Comprehensive Social Programme for Support of the Family and Children, Ensuring Equal Rights and Opportunities for Women and Men in Mykolayiv Region for 2011-2015.	156 255.03	857.2	141.8	178.4
15.	Odessa region	No information				
16.	Poltava region	Programme for Implementation of Youth Policy, Support of Family and Ensuring Equal Rights and Opportunities for Women and Men for 2012-2014. (Chapter 7. Implementation of State Family Policy; 8. Implementation of State Policy for Ensuring Equal Rights and Opportunities for Women and Men)	7 085.0	1 789.0	532.0	562.0
17.	Rivno region	No information				
18.	Sumy region	No information				
19.	Ternopil region	No information				
20.	Kharkiv region	Comprehensive Programme for Development of Humanitarian Sphere (5.4 Countering Human Trafficking; 5.5 Ensuring Equal Rights and Opportunities for Women and Men and Countering Family Violence)	1 891 500.4	2 336.21	776.82	837.3
21.	Kherson region	Regional Programme for Ensuring Gender equality until 2016.	201.0	201.0	34.0	36.1
22.	Khmelnysk region	Regional Programme for Ensuring Equal Rights and Opportunities for Women and Men until 2015.				
23.	Cherkasy region	No information				
24.	Chernivtsi region	Comprehensive Programme for Implementation of State Policy for the Family, Children and Youth, Health Improvement and Recreation of Children, Countering Human Trafficking and Ensuring Equal Rights and Opportunities for Women and Men in Chernivtsi Region in 2013-2015. (Chapter IV. Ensuring Equal Rights and Opportunities for Women and Men. Prevention of Family Violence and Countering Human Trafficking)	39 765.5	228.0	-	68.5

25.	Chernihiv region	Comprehensive Regional Programme for Support of the Family, Ensuring Gender Equality and Countering Human Trafficking until 2016.	1 577.0	1 577.0	-	328.3
26.	Kyiv city	City Target Programme for Support of the Family and Youth for 2012-2016 (Chapter 1. State Policy Measures Regarding Family)	362 719.1	13 488.3	1 886.4	2 760.2
27.	Sevastopol city	No information				

Taking into account that most programmes were comprehensive and included tasks in various areas of state policy (demographic, reproductive, gender, educational, health improvement, etc.) and were targeted at solving problems of different groups of population (youth, children, families, etc.), it was rather difficult to single out tasks and efforts aimed at implementation of gender policy. Most often such tasks were concentrated in one to three separate chapters (areas) of the programme that cover the issues of ensuring equal rights and opportunities of women and men, prevention of family violence and countering human trafficking.

It is necessary to mention that according to the passports of programmes financing of expenses for their implementation is planned to be obtained from the state and local budgets and other sources not prohibited by the law. However, even the cursory analysis of exercising of the programmes in 2012-2013 showed considerable decrease in the amount of financing. It is obvious that the mentioned amount of financing is not enough for the effective implementation of tasks set by such programmes. Unfortunately, this means that during the crisis the issues of gender policy are not considered a priority for solving at local level.

One of the factors that leads to such situation and prevents effective implementation of gender equality is the low level of coordination inside and between all stakeholder agencies. In reality some representatives of executive authorities have no understanding of the meaning of gender policy and do not consider implementation of its tasks a part of their duties. As a result, efforts on implementation of gender policy have no support during planning, review and approval of corresponding programmes, and therefore have not enough financial backing from state and local budget. It may be said not only about programmes aimed at solving the problems related to gender policy. The issues of gender equality should become central in planning regional development, and therefore, should be reflected in programmes and strategies of socio-economic development of territories.

Sources of financing of efforts to implements strategies of regional development are identified in the resolution of the Cabinet of Ministers of Ukraine №1001 dated 21 July 2006 "On Approval of the National Strategy of Regional Development until 2015", where it is mentioned that the state budget plans funds to implement the Strategy in the following areas:

- budget programmes of support of regional development;
- subventions for carrying out of investment projects;
- state budget funds that are allocated to the main administrators of such funds – those who carry out efforts on implementation of the Strategy.

It is mentioned in the resolution that the local executive authorities and local government together with the central executive authorities agree to take part in co-financing some priority areas of the Strategy¹⁴. This means that if the priority areas of the regional development Strategy do not include tackling gender issues, it should not be expected that these issues will be included to the programmes of socio-economic development and to budgets. Moreover, although over 80-90% of local budget are social-oriented, they remain gender-blind, as the issues of gender equality are almost not integrated in them.

This way, taking into account that in most cases the issues of gender equality are not properly included to the programmes of socio-economic development of the region or are only formally mentioned in such programmes to ensure the execution of regional programmes in this area, inclusion of gender issues to the budgets should be expected only through approval of corresponding local programmes.

¹⁴ <http://zakon4.rada.gov.ua/laws/show/1001-2006-%D0%BF/page>



5. Analysis of services aimed at ensuring equal rights and opportunities of women and men and expenses for financing them (based on separate local budgets)

The leading role in ensuring equal rights and opportunities of women and men is played by the existence, number and availability of services aimed at reaching the targets of gender equality, as namely this indicates whether the policy is declarative or effective. This study makes the attempt *to analyse the variety of existing services aimed at implementation of gender policy in the regions*. The analysis is based on the study carried out in Volyn, Zhytomyr, Poltava and Kherson regions. For instance, there is a number of institutions in these regions that provide gender sensitive services to various groups of population. First of all, they include public institutions whose activities are related to providing services aimed at ensuring gender equality and protecting women's rights.

Among these institutions are, for example, resource and educational gender centres, centres for socio-psychological aid, mother and child centres, rehabilitation centres for survivors of family violence, etc. Other institutions that provide gender-sensitive services to various groups of population include institutions that provide services to the homeless; people living with HIV; people in difficult life circumstances; people released from penitentiary institutions, etc.

Institutions that provide gender-sensitive services have different subordination and may be financed either from regional budget and local budgets, or using personal funds of donor organizations. Alternatively, financing may come from a combination of these sources as well. There is a list of institutions that provide gender-sensitive services in the areas of interest below (Table 10).

Table 10. The list of institutions that provide gender sensitive services*

Name of the institution	Region, address	Owner/subordination	Source of financing
Volyn region			
Centre for Gender Education at Lutsk Teachers' College	Lutsk, 36 Volia Avenue, Volyn region		Volunteer
Centre for Socio-Psychological Aid of Volyn Regional Centre for Youth Social Services	Lutsk, 4 Molod Avenue		Region budget
Zhytomyr region			
Regional Gender Resource Centre	Zhytomyr, 25 Berdychivska Str.	Zhytomyr region council	Region budget/
Rehabilitation room for prevention of family violence based in the central district hospital	Brusyliv, 41 Lermontova Str.		District budget
"Becoming" Charity Centre in paediatric department in central district hospital	Zhytomyr region, Ruzhyn, 30 Lenina Str.		District budget
Centre for Gender Education at Zhytomyr Ivan Franko State University	Zhytomyr, 40 V. Berdychivska Str.		Volunteer
Regional Centre for Rehabilitation of Survivors of Family Violence at Regional Medical Centre	Zhytomyr, 10-A Peremohy Square	Zhytomyr region council	Region budget
Poltava region			
Centre for Gender Resources of the "Region Youth Centre" public utility organization	Poltava, 6 Kotsiubynskoho Str.	Poltava region council	Region budget
Region Social Mother and Child Centre	Kremenchutskyi district, Omelnyk village, 10 Leonova Str.	Poltava region council	Region budget

Poltava Centre for Adaptation of the Homeless and Released from Penitentiary Institutions	Poltava, 5a Shevchenko Avenue	"Light of Hope" Charity Foundation	Co-financed/city budget
Crisis Centre for Women in Difficult Life Circumstances	Poltava, 32 Monastyrskaya Str.	"Light of Hope" Charity Foundation	Co-financed/city budget
Kherson region			
Gender Centres at Employment Centres	Velykorohachytskyi, Velykolepetynskyi, Skadovskyi district		Local budget
Social Mother and Child Centre	Kherson, 41 Tsiolkovskoho Str.	Kherson region council	Region budget
Centre for Registration of the Homeless	Kherson, 187-A Perekopska Str.	"Manhust" Kherson Region Charity Foundation; Kherson city council	Co-financed/city budget

**This list has been compiled by the authors based on the study in the chosen regions and is not exhaustive.*

Activities of many of the above mentioned institutions are often not reflected in annual reports of the regions. Such situation may be explained by the absence of unified system for collection and evaluation of information about the activities of different organizations that work in the field of ensuring gender equality and promoting the rights and opportunities of women. This also concerns the absence of the state system of tracking the funds and evaluation of how women and men benefit from state budget expenses.

This way, the analysis of services aimed at ensuring equal rights and opportunities of women and men, in particular, the analysis of expenses on financing such services helps to realistically reflect the situation in implementation of gender politics.

Expect the institutions that systematically implement certain areas of state gender policy, there are a lot of organization that carry out gender-oriented efforts within other programmes and strategies. They include lectures, workshops, seminars, round tables, TV shows, press conferences, forums, focus group discussions, gender issues related contests, work group meetings with gender component, implementation of theme social projects, etc. The above mentioned events may be carried out by different organizations and aimed at different target audiences, in particular, public officials, education professionals, representatives from the sphere of health-care, students, deputies, journalists, etc.

To identify the circle of providers of gender sensitive services and events that need to be included in creation and implementation of local gender programmes, the study attempts to systematize them. Non-governmental organizations, divisions of social security, education professionals, departments of family, youth and sports are the most involved in implementation of initiatives aimed at ensuring gender equality among the providers of such services (*Table 11*).

Table 11. Providers of gender-sensitive services and events, 2013

Events in the fields of	Region/ number of events				% of users (tentatively)	
	Volyn	Zhytomyr	Poltava	Kherson	Men	Women
Education and science	18	1	-	81	25	75
Agricultural industry development	-	1	-	-	40	60
Healthcare	76	130	-	-	35	65
Social security (+ centres for youth social services)	156	26	-	25	40	60
State administration (+career development centres)	-	13	3	15	40	60
Culture and tourism	70	4	-	70	30	70
Fitness and sports	44	-	-	-	40	60
Internal Policy and Public Relations Division	-	1	-	24	40	60



Statistics Division	-	2	-	2	20	80
Public Utilities Organizations that Provide Gender Sensitive Services	-	38	5	-	25	75
Employment centres	29	37	350	250	20	80
Structural subdivisions responsible for implementation of state policy for prevention of family violence (MIA, etc.)	-	-	5	360	55	45
Mass media	40	16	1	103	25	75
Non-governmental organizations		94	3	35	15	85
Total	433	363	367	965	33	67

The analysis allowed to identify a broad circle of services and events that were carried out in 2013 in the regions in question and were not included into local programmes for gender equality or were implemented in case of the absence of such programme. Such events were financed from various sources. In most cases (except the events that were initiated by non-governmental organizations) they were carried out using the available funds in this area.

Upon carrying out the study we have made the important observation that mostly women are covered by gender equality events. Moreover, mostly women are the providers of the services. Interviews carried out in the regions show that only up to 33% of men take part in the events. They are mostly schoolboys and students. In grown-up communities (employment centres, teachers) the organizers continue inviting mostly women to take part in workshops, seminars and training, as they consider gender issues 'women's' issues. This changes the understanding about approaches in implementation of gender policy, in particular, about the effectiveness of its implementation. It is clear that there is the need to review the ways and methods of carrying out events aimed at solving currently existing gender issues in the society.

Monitoring of the services and events that should become the part of creating and implementing local gender programmes will allow not only to make a systemic list of the existing services, but also to identify the minimally necessary needs to calculate the expenses for implementation of such programmes. To identify the amount of financing for such events within the programme methodology used to calculate expenses for the purposes of gender equality may be used. Even the approximate calculation based on 1 hour of the work of a lecturer increases the amount of real expenses on implementation of gender policy in the region several times.

In terms of estimation of expense on ensuring gender equality and promoting the rights and opportunities of women, it is necessary to take into account not only the costs planned for implementation of gender programmes and events. It is our opinion that we need to start with estimation of financial expenses for the activities of professionals who work in the sphere of implementation of goals and tasks of gender policy. Therefore, first of all there is the need to estimate the number of such professionals in every region, as well as the amount of services they provide. This will allow to estimate not only the real cost of financing actions aimed at ensuring gender equality and promoting rights and opportunities of women, but also the level of involvement of women and men to implementation of state gender policy.

For this purpose we performed the *analysis of the number of professionals who carry out activities to ensure gender equality* in the regions in question. Moreover, to reflect the general number of professionals in the sphere of implementation of the goals and tasks of gender policy we need to take the particular nature of their activity into account.

The analysis showed that the number of workers of the subdivisions responsible for implementation of gender equality policy varies insignificantly across regions and mostly depends on the structure and subordination of such subdivision. The general number of professionals in the studied regions depends mostly on the number of districts in every region where such professionals work. The generalized information about the number of professionals who work in imple-

mentation of gender equality, prevention of family violence and countering human trafficking in the studied regions is shown in Table 12 below.

Table 12. The number of professionals who carry out activities to ensure gender equality

Professionals	Total number of people, 2013				% (tentatively)	
	Volyn region	Zhytomyr region	Poltava region	Kherson region	Men	Women
At the regional level (<i>only the public officials who directly take part in implementation activities</i>)	4	3	8	4	18	72
At the city level (<i>cities of regional importance</i>) (<i>only the public officials who directly take part in implementation activities</i>)	4	10	10	4	0	100
At the district level (<i>only the public officials who directly take part in implementation activities</i>)	16	46	50	18	5	95
Total	24	59	78	26	5	95

Professionals who work in implementation of gender equality, prevention of family violence and countering human trafficking include the officials from the corresponding subdivisions in the regional and district state administrations, employees of the public organizations that are funded from local budgets and provide services aimed at implementation in the areas of gender policy (such as the gender resource centre, centre for socio-psychological help, etc.). Moreover, if the structure of other structural subdivisions includes fee-based positions of professionals whose professional duties include dealing with gender policy issues, such expenses also need to be taken into account when calculating total expenses (for example, professionals who work in the area of prevention of family violence in the structure of law enforcement bodies or child services, consultants of the hotlines of centres for social services, etc.)

This analysis also included gender segregated statistical data. The results of the analysis confirmed that women constitute approximately 95% of all people employed in this sphere. Although a more detailed analysis may show a difference in the number of professionals and their gender distribution upward or downward, even this number of workers changes the understanding of expenses for ensuring gender equality and promoting rights and opportunities of women in every region. For instance, if the expenses of wage of professionals who will ensure implementation of gender policy or provide gender sensitive services in every region are taken into account, the total annual amount of financing for the goals of gender equality may be increased several times.

As a Ukrainian researcher Tamara Melnyk rightfully says, “gender policy in the country is effective when it is not only announced, but implemented to its full at local level”¹⁵. Therefore, for positive change we need to apply the principle of ensuring equal rights and opportunities of men and women that includes integrating gender aspects in programmes and budgets at the level where they created and implemented. It is also important to understand, that the effectiveness and efficiency of work towards implementation of the tasks of gender policy at the state and local levels depends first of all not on the number of professionals, but on their training and qualification. Moreover, the intersectoral approach is important, that includes the introduction of position of *gender issue consultants*, the activity of *advisory and consultative bodies on gender issues*, creation and support of gender resource and information centres. All of this will allow obtaining better results due to both combining resources from different agencies and programmes and a clearer distribution of finances for planning, distribution and estimation of funds needed to ensure the interests of women and men both on the state and regional level to its fullest.

¹⁵ T.M. Melnyk. (2010) *Creation of the Society of Gender Equality: International Experience*. Kyiv: Stylos

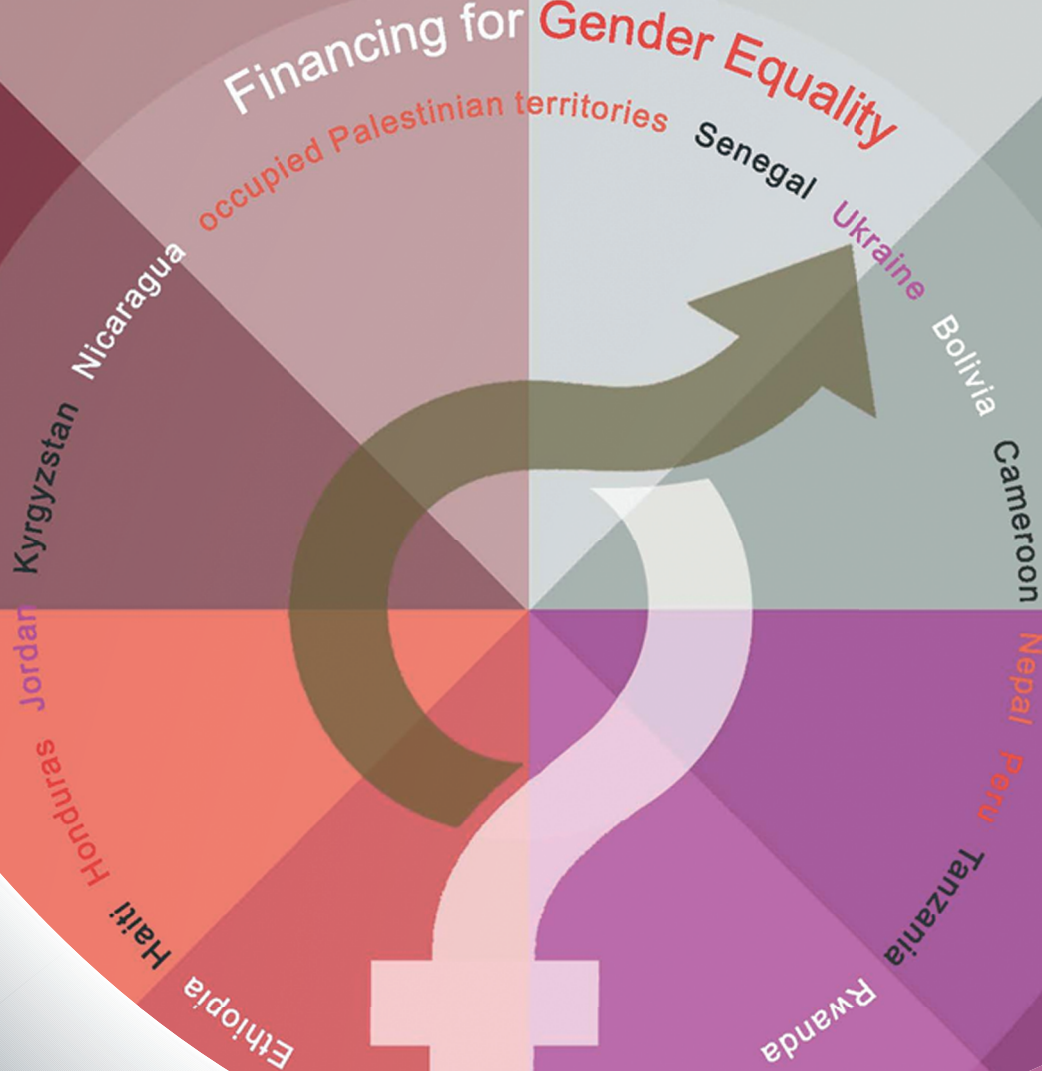




CONCLUSIONS

1. Gender analysis of budget showed that the distribution of financing between different social groups of population in Ukraine is to an extent disproportionate. It is especially important to study such disproportions in the extremely difficult current economic and financial situation of Ukraine, as these circumstances take the biggest toll on the least protected groups of population, such the low income families, people with disabilities, children and women.
2. Resources of the state budget in 2012-2013 were directed first of all at financing of the main protected items of the budget (Art. 55 of the Budget Code of Ukraine), in particular, salaries with accruals, cash collateral of the military, pensions, allowances, purchasing medication and bandages/dressing materials, payment for utility services and energy sources, etc.
3. The absence of gender-differentiated data in reports and statistics makes it difficult to perform gender analysis of budget income and expenses. However, the analysis of direct and indirect expenses may have considerable gender effect, as their payment is directly linked to the real needs of men and women in income, goods and services that are funded from the country's budget.
4. The events carried out to implement gender policy have not enough financial backing from the local and state budgets, as the representative of executive authorities often do not understand the meaning of gender policy and consider that its task are beyond their duties.
5. When evaluating expenses on ensuring gender equality and promoting the rights of women there is the need to include not only the funds planned for implementation of gender programmes and events. That is why it is especially important to estimate the financial expenses on the activity of the professionals who work for implementation of the goals and tasks of gender policy. Such approach will allow to estimate not only the real financial value of efforts aimed at ensuring gender equality, but also the level of involvement of men and women to implementation of state gender policy.
6. The leading role in ensuring equal rights and opportunities of women and men is played by the existence, number and availability of services aimed at reaching the targets of gender equality, in particular financing gender policy, as namely this indicates whether the policy is declarative or effective. Analysis of such services, and especially analysis of expenses for financing of such services, allow to make a real estimation and reflect the situation in implementation of gender policy.
7. Activities of many organizations that provide gender sensitive services are often not reflected in annual reports of the regions, which may be explained by the absence of unified system for collection and evaluation of information about the activities of different organizations that work in the field of ensuring gender equality and promoting the rights and opportunities of women. Besides, there is no state system of tracking the funds and evaluation of how women and men benefit from state budget expenses.

Financing for Gender Equality



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