



**Convention on the Elimination  
of All Forms of Discrimination  
against Women**

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**Committee on the Elimination of Discrimination  
against Women**

**Ninth periodic report submitted by Ukraine under article 18  
of the Convention, due in 2021<sup>\*,\*\*</sup>**

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\* The present document is being issued without formal editing.

\*\* The annexes to the present report may be accessed from the web page of the Committee.



## Introduction

1. This report is the ninth periodic report of Ukraine on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and covers the period 2017–2020. The report was drafted by the Ministry of Social Policy of Ukraine (MSP) with the participation of the Government Commissioner for Gender Policy, ministries, other central executive bodies and regional state administrations. On 11 December 2020, Ms. Dalia Leinarte, with the support of UN Women, conducted a workshop on the activity of and reporting to the United Nations Committee on the Elimination of Discrimination against Women (CEDAW Committee). The event was attended by the Members of Parliament, representatives of public authorities responsible for the preparation of the report and civil society associations that are preparing shadow reports.

2. The report was drafted taking into account the recommendations received by Ukraine from the CEDAW Committee in 2017 based on the results of the review of the eighth periodic report of Ukraine and includes answers to the priority questions provided by the Committee in March 2020. In order to facilitate the implementation of the Committee's Concluding Observations, the Government approved the National Action Plan on the implementation of the recommendations provided in the Concluding Observations of the CEDAW Committee to the eighth periodic report of Ukraine on the implementation of CEDAW for the period up to 2021 (2018).

## Question 1

### General

3. Ukraine collects data disaggregated by sex, age and residence. A List of Indicators for Monitoring Gender Equality, which was approved by the Government in 2020, provides for 226 indicators, including 16 indicators regarding women with disabilities.

4. The Unified Information Database on Internally Displaced Persons (which has been maintained since 2019) and the Central Disability Databank allow for the collection of information on the sex, age and residence of these populations.

5. Gender-disaggregated statistics on religious beliefs and ethnicity are not collected. According to the Constitution of Ukraine, there shall be no privileges or restrictions based on race; colour; political, religious and other beliefs; or ethnic and social origin. Each citizen has the right to follow his/her own beliefs and religion. The Church and other religious organizations in Ukraine are separated from the State.

6. The President of Ukraine identified the Sustainable Development Goals (SDGs) as a strategic focus for the Government's activities (2019). The relevant indicators to monitor implementation of the SDGs were approved in 2019. However, the SDGs have not been localized, which makes it more difficult to implement them in the process of monitoring of regional development.

7. In 2019, 25 gender profiles of regions (*oblasts*) and the city of Kyiv were prepared. However, a gender analysis of the orders issued by 24 regional state administrations (RSAs), the city of Kyiv, and communities in response to the spread of COVID-19 showed that data disaggregated by sex, age and other social and demographic characteristics had not been used.

8. In order to improve the analysis of data pertaining to the pillars of the Convention and the use of its results in developing and implementing state policies, the MSP approved the Instruction on Integrating Gender Approaches in the

Development of Regulations (2020) (see para. 92). The document describes the procedures for analysing information on the situation of different groups of women and men, recognizing the differences in their practical and strategic needs, and identifying data sources.

9. The National Agency of Ukraine for Public Service (NAUPS) approved the Short-term Programme of Advanced Training on the Implementation of this Instruction (2020) (see para. 93). This activity was carried out together with the Centre for Adaptation of Public Service to the Standards of the European Union (EU) and the Ukrainian School of Governance with the support of the SURGe Project.

10. The second National Action Plan on the Implementation of the UN Security Council resolution 1325 (2000) on Women, Peace and Security (hereinafter NAP WPS) for the period up to 2025 contains the monitoring plan for this document and includes 54 indicators (2020).

11. Statistics on the current situation of women in Ukraine are provided in the annex and in the answers to the questions.

## Question 2

### Current context

12. In order to protect civilians and ensure women's safety in the area of the Russia-Ukraine armed conflict: (1) the General Staff of the Armed Forces of Ukraine (AFU) and the Centre for Civilians in Conflict signed a Memorandum of Understanding and agreed to conduct trainings on the prevention of civilian casualties (both for instructors and for the personnel in the area of the military operations) and to develop guidance materials; (2) the Instruction on the Establishment of the Civilian Casualties Prevention Working Group was developed; (3) the information on civilian injuries and deaths in the Joint Forces Operation area has been collected and processed; and (4) the Government approved the National Strategy on the Protection of Civilians in Armed Conflicts.

13. The Law of Ukraine on Amnesty is being amended by the Draft Law on the Amendments to Certain Legislative Acts of Ukraine Concerning the Implementation of Norms of International Criminal and Humanitarian Law (No. 2689 of 27 December 2019) that was adopted at its first reading.

14. In order to provide guidance for the systemic training of law enforcement and military personnel on women's rights, the following materials were issued and distributed: (1) training toolkit of the course "Gender Equality through the Lens of Prohibition of Discrimination in the Light of the Case-law of the European Court of Human Rights"; (2) toolkit "Women, Peace and Security" for the security sector personnel (2018), with the support of the OSCE Project Coordinator in Ukraine); and (3) Guidelines on Integrating Gender Approaches in Training Specialists for the Security and Defence Sector (2020). Application of these Guidelines by all educational and defence institutions in their educational process is envisaged by the NAP WPS for the period up to 2025 (see paras. 25, 32).

15. Following the transparent process of the selection and appointment of judges (38 judges are women), the High Anti-Corruption Court (HAC) started operating on 5 September 2020. Its mandate is focused on high-level corruption cases. The HAC's activities have resulted in 16 verdicts in high-level corruption cases thus far.

16. In 2019, the number of criminal proceedings registered by the National Anti-Corruption Bureau of Ukraine (NABU) nearly doubled as compared to 2016.

Specifically, in 2019, 1,207 criminal proceedings were registered, 69 proceedings were registered with indictment, 148 persons were referred to court, and measures were taken to reimburse more than UAH 146 million. Statistics disaggregated by sex are not kept.

17. The NABU, in cooperation with the Special Anti-Corruption Prosecutor's Office, initiated 986 pretrial investigations in high-level corruption cases; 265 cases were referred to the courts, resulting in 41 convictions (the vast majority of cases were blocked in ordinary courts).

18. The Unified State Register of Declarations of Persons Authorized to Perform the Functions of the State or Local Self-Government was established by the National Agency on Corruption Prevention (NACP) in 2016. There were more than 1.4 million submitters of declarations registered in the Register; and nearly 5.1 million e-documents were submitted to the Register.

19. Corruption offences entail the following: (1) criminal liability (article 3661 of the Criminal Code of Ukraine (CCU): a fine, community service, deprivation of liberty for a period of up to two years, or deprivation of the right to hold certain positions or engage in certain activities for a period of up to three years) for the intentional failure to submit a declaration by the submitter of the declaration or for the submission of knowingly false information (that differs from the accurate information by the amount of more than 250 subsistence minimums for able-bodied persons); (2) administrative liability (article 1726 of the Code of Ukraine on Administrative Offences: a fine) for the late submission of a declaration without valid reasons, for the submission of knowingly false information (that differs from the accurate information by the amount of 100 to 250 subsistence minimums for able-bodied persons) or for the failure to report or for late reporting on an account opened in a foreign currency in a non-resident bank or on material changes in property status; and (3) disciplinary liability, unless another sanction has been imposed (the Law of Ukraine on Preventing Corruption), such as an admonition, a reprimand, a warning of incomplete service compliance, or dismissal from public office.

20. Following full verifications of declarations carried out between 2017 and 2020, the NACP determined that 239 submitters of declarations had submitted knowingly false information; referred 313 reasoned opinions on the identification of the signs of criminal offences under article 3661 of the CCU to pretrial investigation bodies; and referred 44 protocols on corruption-related administrative offences to the courts. Moreover, 513 reasoned opinions on the signs of criminal offences identified in the actions of submitters of declarations, as provided for in article 3661 of the CCU, were prepared regarding the intentional failure to submit the declaration and were referred to pretrial investigation bodies in accordance with their investigative jurisdiction (2018–2020).

21. The NACP supports the Unified State Register of Persons Who Have Committed Corruption or Corruption-Related Offences (hereinafter the Register of Corrupt Persons). The NACP processed 15,609 e-copies of court decisions sent by the State Judicial Administration of Ukraine in accordance with the Law of Ukraine on Preventing Corruption (as a result, 6,222 persons, who were found guilty by a court of a corruption or corruption-related offence and held administratively or criminally liable, were included in the Register of Corrupt Persons).

22. On 27 October, 2020, the Constitutional Court of Ukraine (CCU) found certain provisions of the Law of Ukraine on Preventing Corruption to be unconstitutional, in particular the provisions related to the powers of the NACP with regard to the supervisory functions of the executive branch over the judiciary; the rights and powers of the NACP, authorized persons and authorized units for the prevention and detection of corruption; keeping records and the disclosure of declarations; the control

and verification of declarations; establishing whether the declarations are timely submitted; monitoring the lifestyle of submitters of the declarations; further actions of financial control; and liability for corruption or corruption-related offences.

23. On 4 December, 2020 the Law on the Amendments to Certain Legislative Acts of Ukraine Concerning the Liability for Declaring False Information and Failing to Submit the Declaration of the Person Authorized to Perform the Functions of the State or Local Self-Government by the Submitter of the Declaration was adopted. The Law reinstates the liability for declaring false information and for the failure of the declarant to submit the declaration that was abrogated by the decision of the Constitutional Court of Ukraine.

24. The survey “Corruption in Ukraine 2020: Understanding, Perception, Prevalence” was conducted during the period from 4 March to 8 April 2020 (by InfoSapiens as commissioned by the NACP and with the support of the EU Anti-Corruption Initiative in Ukraine). A total of 1,377 women and 1,139 men were interviewed, with 69.5 per cent of male respondents and 68.6 per cent of female respondents identifying corruption as the second biggest problem (the leading problem was the armed conflict between Russia and Ukraine, as specified by 71.3 per cent of men and 73.9 per cent of women). Regarding the pandemic, 63.2 per cent of men and 81.5 per cent of women identified COVID-19 and the lockdown measures as an acute problem. Answers to the questions on corruption experienced by the respondents in the sectors falling under the areas covered by the Convention (the list of institutions was offered) were divided as follows: judicial system (56 per cent of men, 55 per cent of women), health care (51.4 per cent of men, 51.8 per cent of women), police (except for the Patrol Police) (37 per cent of men, 32 per cent of women), higher education institutions (26.8 per cent of men, 26.9 per cent of women) and the social services sphere (19.8 per cent of men, 17.1 per cent of women).

### Question 3

#### Women, Peace and Security

25. The security and defence sector has undergone significant systemic changes since the adoption of the first NAP WPS, such as: (1) access to all military occupations for privates, sergeants and warrant officers (*starshinas*), including combat military occupations, has been opened to female military personnel. Female members of the military can be appointed to all officer positions, except for those subjected to health-risk restrictions (e.g. use of explosives and poisonous substances, direct engagement in combat, positions on submarines and surface ships); (2) amendments to certain legislative acts of Ukraine on providing the status and social guarantees to certain persons among participants of the Anti-Terrorist Operation were made in 2019, and female volunteers and enlisted women have been formally recognized as veterans and entitled to social guarantees and benefits on an equal basis with men; (3) some of the laws of Ukraine establishing the principle of equality between women and men in performing military service (i.e. equal access to positions and military ranks and equal responsibility in performing military duties) were amended in 2018; (4) access to military education at all levels has been opened for girls; (5) a number of training events for security and defence sector specialists and public awareness-raising activities were carried out; (6) the staff of central and local executive authorities received specialized training on the WPS agenda; (7) a number of sociological research studies on the impact of the armed aggression of the Russian Federation on women and girls, and on manifestations of sexism towards female military personnel, were carried out; (8) the protection of women and girls suffered violence has been improved; (9) the NAP has been localized (implemented

in 25 regions); (10) the media has started to cover the issues of UN Security Council resolution 1325 (2000) and the NAP according to the practical recommendations of the State Committee for Television and Radio Broadcasting of Ukraine (SCTRB); (11) a number of social videos were produced to overcome the stereotypes on “masculine” professions for members of the military; (12) 27 academic boards within the security and defence sector have included the issue of implementing the Guidelines on Integrating Gender Approaches in Training Specialists for the Security and Defence Sector.

26. The share of women participating as military personnel constituted 14.3 per cent in 2020 (9.7 per cent as of 2017), while women’s participation as civil personnel within the AFU constituted 10.9 per cent (12.5 per cent in 2017). The share of women working in the Ministry of Internal Affairs of Ukraine (MIA), territorial bodies, institutions and enterprises subordinated to the MIA is about 60 per cent; 74.6 per cent – in the State Migration Service of Ukraine (SMSU); 24.1 per cent – in the State Border Guard Service of Ukraine; 22.7 per cent – in the National Police of Ukraine (NPU); 16.24 per cent – in the State Emergency Service of Ukraine (SESU) (in 2017 – 5.9 per cent among privates and superiors of the Civil Protection Service and 46.9 per cent of the personnel of the SESU); and 11.7 per cent – in the National Guard of Ukraine (NGU). Two female generals are serving in the NPU and the Security Service of Ukraine.

27. The share of female military personnel in the AFU who participated in international peacekeeping and security operations constituted 8.3 per cent in 2020 (6 per cent in 2017; 10 per cent in 2018; and 6 per cent in 2019). Ninety-nine members of the military (3 per cent of whom are women) are in the pool of candidates to be appointed to the positions of national personnel, multinational military administration bodies and foreign diplomatic missions of Ukraine.

28. In 2018, in order to carry out scheduled rotations of peacekeeping personnel, 68 employees (55 employees of the NPU (seven women) and 13 employees of the NGU (one woman)) out of more than 100 candidates were selected and approved to the pool of candidates for peacekeeping operations with the participation of the UN Secretariat Examination Board.

29. As of 2020, 32 members of the MIA, including 24 police officers (including two women) and eight members of the NGU, served in international peacekeeping and security operations and organizations. Fourteen educational and organizational meetings on training and deployment to UN international peacekeeping and security operations were held by the National Academy of Internal Affairs in 2019, and as a result, 25 employees (including three women from the NPU) were deployed to missions. Seventeen members of the MIA (including four women from the NPU) returned after the end of their terms of stay in missions.

30. A number of non-governmental initiatives on dialogues of mutual understanding were implemented, most of them in eastern Ukraine. The geography of the dialogue expanded in 2018 as compared to 2015, with women constituting 66 per cent of participants. Training, in accordance with internationally recognized techniques, was provided to dialogue facilitators.

31. Two women participated in negotiations within the Trilateral Contact Group on the peaceful settlement of the situation in Donetsk and Luhansk regions of Ukraine during the period from 2014 to 2019. In 2019, one woman accounted for less than 10 per cent of the delegation’s entire composition.

32. Almost 50,000 specialists received training on ensuring equal rights and opportunities for women and men during the period 2017–2020, including at the following higher education institutions of the security and defence sector: the NGU

trained 26,074 persons (2318 in 2017; 1733 in 2018; 3664 in 2019; 18,359 in 2020); the NPU – 12,791 persons (4,213 in 2017; 3,763 in 2018; 3,810 in 2019; 2,005 in 2020); the SMSU – 832 persons (211 in 2017; 170 in 2018; 385 in 2019; 66 in 2020); and the State Border Guard Service of Ukraine – 9,258 persons (2,368 in 2017; 2,476 in 2018; 2,988 in 2019; 1,426 in 2020). Sixty-eight administrative staff members of the MIA received training in 2020. In 2019, 180 cadets and 306 trainees (lecture course) received training, and 840 persons received advanced training in the National Academy of the Security Service of Ukraine.

33. In 2020, the Government approved the second NAP WPS for the period up to 2025. The document was developed by the MSP together with the Government Commissioner, stakeholders among the central executive authorities (CEAs), and civil society associations with the support of the SURGe Project and UN Women (under the project “Gender Equality at the Centre of Reforms, Peace and Security”) in line with a results-based approach. Consultations provided in nine regions of Ukraine. The second NAP is focused on the needs of women from different groups, including those not included in the previous NAP (e.g. veterans, family members of killed or missing persons, women in volunteer organizations). The number of public bodies responsible for the implementation of the second NAP increased from 39 to 59.

## Question 4

### Conflict-related sexual violence

34. The Draft Law No. 2689 of 27 December 2019 (see para. 13) establishes, inter alia, responsibility for conflict-related sexual violence. The Draft Law also proposes to supplement the CCU with an article concerning the criminal responsibility of military commanders, other persons effectively acting as military commanders and other superiors that provides for the implementation of the responsibility of commanders and other superiors as regulated in article 28 of the Rome Statute of the International Criminal Court. The definition of sexual violence in the context of armed conflict as a separate crime has not been specified in the legislation thus far.

35. Aligning the legislation on transitional justice with the international standards (e.g. the Istanbul Protocol, the Rome Statute of the International Criminal Court, the International Protocol on the Documentation and Investigation of Sexual Violence in Conflict) and developing instruments to record cases of crimes against the life and health, sexual freedom and integrity, and honour and dignity of a person in the context of conflict according to UN and NATO standards are identified as objectives of the second NAP WPS for the period up to 2025.

36. The network of shelters was expanded in order to provide shelter to female victims of violence, including conflict-related sexual violence. For example, the first shelter for women with children in the Luhansk region was opened with the support of UNFPA in the city of Rubizhne in September 2020 (there is a strong military presence there due to the Russia-Ukraine armed conflict). The shelter has been financed through the local budget.

37. Wards for anonymous emergency medical and psychological care for female victims of violence were established in five hospitals in cooperation with the Luhansk regional civil-military administration. Victims receive necessary medical services, including those for women with disabilities, in addition to psychological and information services and can stay in the hospital on an inpatient basis for certain periods of time in case of existing medical grounds. More than 500 female victims of

violence have received relevant care since the wards became operational in March 2017.

38. The Ministry of Health of Ukraine (MH) approved the Procedure for the Carrying Out and Documentation of Medical Examination of Victims or Possible Victims of Domestic Violence and Gender-Based Violence and Providing Medical Care to Them (2019). The document defines clinical conditions associated with sexual violence and specific considerations for providing medical care.

39. Sixty-three training events on developing skills for working with clients from vulnerable groups and improving skills for providing legal assistance to women, in particular on prevention of gender-based violence, were held for legal professionals and lawyers from the Free Legal Aid (FLA) system (1,900 persons, 85 per cent of whom were women) between 2018 and 2020 (with the partner's support).

40. E-learning courses for specialists of the FLA centres and lawyers were developed, in particular on the following themes: "Gender Discrimination: Identification and Mechanisms of Legal Aid Provision" and "Equal Partners: How to Make the FLA System Gender-Sensitive". These courses are publicly available on the official website of the Coordination Centre for Legal Aid Provision (CCLAP).

41. Experts from the civil society organization "Ukrainian Women Lawyers Association 'JurFem'", in partnership with the CCLAP, developed the Methodological Recommendations on Providing Legal Aid to Women from Vulnerable Groups and the Methodological Recommendations on Identifying Gender Discrimination Cases and Mechanisms of Legal Aid Provision (2019).

42. Sexual violence issues are included in the curricula of the higher education institutions of the MIA. The Methodological Recommendations on the Activity of National Police Officers Related to Combating Gender-Based Violence in Crisis Centres, as well as other recommendations, were developed. For example, training on the prevention of, response to and documentation of sexual violence have been received by 16,300 persons at Kharkiv National University of Internal Affairs during the period from 2017 to 2020.

43. The Draft Law on the Amendments to Certain Legislative Acts of Ukraine Concerning Reparation for Pain and Grievance was submitted to the Parliament (2020).

44. For the first time the local authorities of Rubizhne have used a safety audit to assess the risks of sexual violence and sexual harassment in the public spaces of a city with a strong military presence due to the conflict. The city of Zolote and the urban-type settlement of Novoaidar, which are located along the contact line, joined the Safe City Initiative in 2020.

### **Women living in conflict-affected areas and internally displaced women**

45. According to the Unified Information Database on Internally Displaced Persons, 1,458,181 displaced persons from the temporarily occupied territories of Donetsk and Luhansk regions and the Autonomous Republic of Crimea were registered as of 16 November 2020. Women constitute 59 per cent of internally displaced persons (IDPs). Statistics on IDPs are provided in the annex (see table 7).

46. The Government approved the Strategy for the Integration of IDPs and Implementation of Durable Solutions to Internal Displacement for the Period up to 2020 (2017) and the Action Plan for its implementation (2018). Gender is a cross-cutting aspect of the document. The main outcomes of the Strategy's implementation



are as follows: (1) access to health care for IDPs without discrimination as compared to host communities; (2) the possibility for IDPs to participate in elections under the simplified procedure; (3) payment of monthly targeted assistance (see para. 49); (4) the procedure for providing subventions from the state budget to local budgets to support territories adversely affected by the armed conflict between Russia and Ukraine; (5) the procedures for establishing a housing stock for temporary residence of IDPs and the procedure for providing housing units from the housing stock for temporary residence of IDPs on a temporary-use basis (more than 1,000 IDPs were provided with temporary housing between 2017 and 2020 at the expense of subventions from the state budget to local self-government bodies (with 30 per cent in co-funding from local budgets), in addition to the Ukrainian Social Investment Fund repairing 17 housing facilities in four regions (780 IDPs were accommodated); and (6) the introduction of a mechanism to provide monetary compensation to the victims whose dwellings were destroyed as a result of the armed aggression of the Russian Federation.

47. According to the Law of Ukraine on Ensuring the Rights and Freedoms of Internally Displaced Persons, registered IDPs are guaranteed the right to employment, a pension, social services, and compulsory state social insurance in case of unemployment and temporary disability. Women are the majority of the persons receiving different kinds of services for IDPs (see para. 52; see annex, table 7).

48. The Government simplified the Procedure for Preparing and Issuing a Certificate on IDP Registration (2020). Service provision for IDPs has been streamlined through the mobile application “Diia”.

49. Expenses for the payment of monthly targeted assistance to IDPs to cover their housing costs, including utility services mainly used by women, have been envisaged in the state budget of Ukraine on an annual basis since October 2014. Approximately UAH 11.7 billion (nearly \$420 million) were allocated for this purpose during the years 2017–2020.

50. There are 77 families with children among IDP families where the children are raised by a single mother. All of them receive social assistance under the legislation (see para. 232).

51. The Government adopted a number of decisions to ensure the social protection of certain IDP groups, namely: (1) IDPs who are persons with disabilities of the first group or persons incapable of caring for themselves and therefore requiring continuous external help receive cash assistance delivered to their actual place of residence via the postal service (45.4 per cent of recipients are women); (2) pensioners have been given the right to receive cash assistance (60.8 per cent are women); and (3) a limit on the total amount of cash assistance payable per family with many children has been lifted (affecting 5,956 families).

52. Women constitute the majority of unemployed IDPs (66 per cent). Moreover, 70 per cent of unemployed IDPs have higher education, 18 per cent – technical and vocational education, and 12 per cent – primary and secondary education (see para. 187). The main challenges for IDPs in their job search are the following: an imbalance between the demand and supply of the workforce; low wages; an unwillingness to change their profession and retrain for manual professions; and a lack of housing.

53. Free legal aid was provided to 23,841 IDPs (2017–2020).

54. The United Nations Recovery and Peacebuilding Programme – implemented by UNDP, UN Women, UNFPA and FAO together with regional administrations, amalgamated territorial communities, the Ministry for Reintegration of the Temporarily Occupied Territories of Ukraine (MRTOT), the NPU and civil society

organizations (with the support of the EU, the European Investment Bank, the U.S. Embassy in Ukraine, and the Governments of Canada, Denmark, Germany, Japan, the Netherlands, Norway, Poland, Sweden, Switzerland and the United Kingdom) – operates in the regions of Donetsk, Dnipropetrovsk, Kharkiv, Luhansk and Zaporizhzhia. The Programme, among other activities, has ensured the work of nine Citizens’ Advisory Bureaus that have rendered administrative, psychological and legal aid services to 69,703 conflict-affected persons (63 per cent of whom are women).

55. Mass searches and systemic persecution of the Crimean Tatars persisted in the Autonomous Republic of Crimea. Traditionally, the counter-terrorism legislation of the Russian Federation was used as a tool for persecution. The detained persons are accused of organizing or participating in the activities of the religious organization Hizb ut-Tahrir, which is designated as a terrorist organization in Russia.

56. According to the infographic “Crossing the Contact Line through the Entry-Exit Checkpoints (EECP)” by UNHCR Ukraine, in January 2019, the highest numbers of contact line crossings in the regions of Donetsk and Luhansk were recorded at Maiorske, Marinka and Stanytsia Luhanska checkpoints. Moreover, 69 per cent of crossings were made by women (4 per cent by women aged 18–34; 13 per cent - aged 35–59; and 52 per cent - aged 60+), as the most common reasons to cross the contact line were to resolve issues regarding social benefits and paperwork and to visit family members (according to a survey conducted by the NGO “Right to Protection”).

57. In order to enhance the access to free legal aid, remote access points have been operating in the territory of the Maiorsk EECP, the Marinka EECP and the Novotroitske EECP since 2017 (with 1,451 exits made and 26,739 persons receiving free legal aid).

58. The Stanytsia Luhanska Legal Aid Bureau, located in close proximity to the Stanytsia Luhanska EECP, provided legal aid to 1,133 persons during the period from 1 September 2018 to 30 November 2020 (in 2018 – to 23 men and 71 women; in 2019 – 175 men and 429 women; and in 2020 – 103 men and 332 women). The Legal Aid Bureau at the Shchastia EECP has been operating in the region of Luhansk since 1 December 2020.

59. The MRTOT initiated and supported the project “Psychosocial Support to Conflict-Affected Populations in Ukraine” (which was administered by the World Bank and piloted in certain locations of Donetsk and Luhansk regions until October 2019). 46 consultants took the course.

60. According to the study “Impact of the Armed Conflict in the East of Ukraine on Female Sex Workers”, which was carried out by the Ukrainian Helsinki Human Rights Union jointly with the organization “Legalife-Ukraine”, 93 per cent of female sex workers were engaged in commercial sex even before the Russia-Ukraine armed conflict (human rights defenders interviewed 61 female respondents in the government-controlled area of Ukraine in Kramatorsk, Lysychansk, Mariupol, Rubizhne, Severodonetsk and Sloviansk). The basic dynamics in sex workers’ activity according to the study of the armed conflict area match the data of a similar survey conducted throughout Ukraine. As estimated by Legalife-Ukraine, more than 80,000 persons provide commercial sex services in Ukraine.

## Question 6

### Access to justice

61. In 2018, the CCLAP approved the “Equal Partners” Gender Strategy for a Free Legal Aid (FLA) System (with the support of the “Quality and Accessible Legal Aid in Ukraine” project that is implemented by the Canadian Bureau for International Education in partnership with the CCLAP and financed by the Government of Canada).

62. In order to raise women’s awareness about their rights under the Convention and available remedies, the Government Commissioner initiated expert discussions in 2020 on the application of each and every article of the Convention in the National News Agency of Ukraine (available on the website of the Press Centre).

63. More than 500 points of fixed access and 2,500 points of remote access to free legal aid operate in Ukraine.

64. The Comprehensive Information Analytical System for ensuring the provision of FLA has been improved since January 2019 in terms of collecting and processing data on the holders of the relevant right applying for aid, including data disaggregated by sex. Clients of the centres included the following: in 2017, there were 393,228 persons (60 per cent of whom were women); in 2018 – 400,478 persons (62 per cent women); in 2019 – 404,030 persons (62 per cent women); in 2020 – 354,018 persons (61 per cent women).

65. Free legal aid was provided to 2,208 victims of domestic violence and gender-based violence (2018–2020) and 51,050 persons with disabilities (2015–2020).

66. The Family Consultant Project (a joint initiative of the Ministry of Justice of Ukraine (MJ), the CCLAP and civil society) has been implemented by the Centres for Free Secondary Legal Aid Provision in the cities of Lutsk, Mykolaiv and Rivne since 2018. Family advisers work together with the staff of the MJ and the State Enforcement Service, legal professionals from the FLA system, specialists from the MSP, the NPU, psychologists. Comprehensive training on the peculiarities of work with vulnerable groups of families was held for family advisers.

67. In order to eliminate gender stereotypes existing among law enforcement officers, relevant trainings are held (see para. 32).

## Question 7

### Definition of discrimination and legislative framework

68. The definition of gender-based discrimination in the Law of Ukraine on Ensuring Equal Rights and Opportunities for Women and Men is harmonized with the Law of Ukraine on the Principles of Preventing and Combating Discrimination in Ukraine (2017) and aligns with article 1 of the Convention.

69. The legislation of Ukraine is based on the principle of non-discrimination. The Law of Ukraine on the Principles of Preventing and Combating Discrimination in Ukraine standardizes remedies to protect the rights of persons who consider themselves discriminated against, as well as victims of discrimination.

70. The MJ checks all draft regulations developed by ministries and other CEAs in terms of their compliance with the principle of non-discrimination (via an

anti-discrimination analysis) and the principle of ensuring equal rights and opportunities for women and men (via a gender legal analysis).

71. In 2019 and 2020, 326 public servants of justice authorities and 132 supervisors and specialists of legal services of ministries and other CEAs built their capacity on conducting a gender analysis of legislation.

72. The Institute of Law and Postgraduate Education of the MJ included issues of conducting a gender analysis of legislation, into the capacity-building curricula for public servants.

73. In order to harmonize the legislation on preventing and combating discrimination with the EU law, the Draft Law (No. 0931 of 29 August 2019) was registered in the Parliament. This Draft Law defines such terms as “discrimination by association”, “multiple discrimination” and “victimization”, as well as clarifies the powers of the Commissioner for Human Rights of the Verkhovna Rada of Ukraine (VRU) on preventing and combating discrimination.

74. A number of documents that ensure the integration of gender into the legislation in different areas were adopted. Namely, (1) the Government approved the new Procedure for Conducting a Gender Analysis of Legislation (2018); (2) the Ministry of Finance of Ukraine (MF) approved the Guidelines on Integrating a Gender-Responsive Approach into the Budgeting Process (2019); (3) during a competition for public service positions, the NAUPS included issues on ensuring equal rights and opportunities for women and men in the questions testing the candidates’ knowledge of the legislation; (4) new requirements for the competencies of public servants are set out (subject to servant grades: the competency to conduct a gender impact assessment during the formulation, implementation and evaluation of state policies; the ability to conduct a gender analysis while preparing propositions and decisions; and the ability to summarize the information based on gender statistics) (2019); (5) the MSP approved the Instruction on Integrating Gender Approaches in the Development of Regulations (2020); and (6) the Guidelines on Gender Impact Assessments for Sectoral Reforms (2020) (see paras. 92 and 94).

75. Statistics on relevant criminal and administrative cases concerning discrimination are provided in table 11 of the annex.

76. An advisory body – the Expert Council on Preventing and Combating Gender-Based Discrimination – operates under the MSP. Most of the communications are related to discriminatory advertising. Between 2017 and 2020, 157 communications related to an expert assessment on the existence of discrimination were examined, resulting in the removal of 69 advertisements and bringing actions to court against 14 advertisements.

## Question 8

### National machinery for the advancement of women

77. According to the Law of Ukraine on Ensuring Equal Rights and Opportunities for Women and Men, the following bodies, institutions and organizations are given a mandate to ensure the equal rights and opportunities for women and men: (1) the VRU (the Subcommittee on Ukraine’s Compliance with International Commitments in Human Rights Protection and Gender Policy has been working, and the Parliament Inter-factional Caucus on Equal Opportunities (51 MPs), under which the Public Council is established, has been operating); (2) the Commissioner for Human Rights of the VRU (the Representative of the Commissioner on the Respect for Equal Rights and Freedoms oversees compliance with the principles of non-discrimination and

gender equality); (3) the Cabinet of Ministers of Ukraine (the Deputy Prime Minister for European and Euro-Atlantic Integration of Ukraine, who is responsible for ensuring gender equality; and the Government Commissioner and her administrative staff, numbering four persons); (4) a specially authorized central executive authority on ensuring equal rights and opportunities for women and men (the MSP that has an Expert Group on Gender Equality, Combating Trafficking in Human Beings and Domestic Violence responsible for formulation of the policy (four persons), as well as the Unit on these issues; the National Social Service (established in 2020) that has a Unit responsible for the implementation of gender policy (five persons) and 25 regional units (which will be established in 2021); (5) 66 CEAs and 25 RSAs (designated deputy heads of these bodies are focal points (coordinators) for ensuring equal rights and opportunities for women and men, preventing and combating gender-based violence; there are responsible structural units working in 31 CEAs and 25 RSAs; there are advisers on ensuring equal rights and opportunities for women and men appointed in eight CEAs and 13 RSAs; and there are advisory bodies working in 10 CEAs and 25 RSAs); and (6) civil society associations (the National Platform “Equal Rights and Opportunities”, which includes 57 civil society organizations, was established upon the initiative of the Government Commissioner to consolidate public and government efforts in formulating and implementing the state gender policy).

78. The Deputy Prime Minister for European and Euro-Atlantic Integration of Ukraine (from March 2017 to August 2019 – I. Klympush-Tsintsadze; from August 2019 to March 2020 – D. Kuleba; from March to June 2020 – V. Prystaiko; and since June 2020 – O. Stefanishyna) coordinates the interaction of the CEAs in the area of gender equality and organizes the work related to the formulation and presentation of the position of the Ukrainian side in relations between Ukraine and NATO, including on gender equality. The share of women in the total number of ambassadors has almost doubled (7.25 per cent in 2017, 13.7 per cent in 2020).

79. The Commission for Coordination of Interaction of Executive Authorities to Ensure Equal Rights and Opportunities for Women and Men, chaired by the Deputy Prime Minister for European and Euro-Atlantic Integration of Ukraine, was established in September 2020. The Government Commissioner, 21 deputy ministers, deputy heads of other CEAs, deputy heads of the Office of the President of Ukraine, deputy chairpersons of the VRU, and heads of other structural units of the Secretariat of the Cabinet of Ministers of Ukraine are the members of the Commission. The Commission meets at least once a quarter. Following these meetings, the protocol decisions – with a clear indication of the time frame for execution of the assigned tasks – are drafted.

80. The second strategic Platform for Coordination of International Technical Assistance operates under the chairmanship of the Deputy Prime Minister for European and Euro-Atlantic Integration of Ukraine. Furthermore, there are 22 sectoral working groups, including the Gender Equality Working Group. Efforts to include a gender specialist in each working group have been made.

81. The Government Commissioner on Gender Policy (K.Levchenko) has been working since 2018, and she was elected as a Vice-Chair of the Council of Europe’s Gender Equality Commission in November 2020. In 2020, 2,991 draft regulations were monitored.

82. UAH 1,245,000 were provided for in the state budget for the period 2017–2020 to implement the actions on ensuring equal rights and opportunities for women and men (the MSP is the spending unit); additionally, UAH 627,500 were used in 2020 to conduct studies; and UAH 4,797,620 are provided for in local budgets (regional state administrations are the spending units).

83. In order to regulate the activity of the responsible units and advisers on ensuring equal rights and opportunities for women and men, and preventing and combating gender-based violence, the Government approved the relevant model regulations (2020). It is also recommended that local self-government bodies establish such units and appoint advisers.

84. The expected results with regard to the increased participation of women in the Parliament and local councils (see paras. 156, 158), a reduced gender pay gap (see para. 198) and the integration of a gender component into regulations were achieved in three years of implementing the State Social Programme on Ensuring Equal Rights for Women and Men for the period up to 2021. However, the rate of men among the persons on parental leave until a child reaches the age of 3 has not increased, and women's representation at the senior level of public service has remained almost unchanged (see para. 158).

85. As a result of executing the action plan for the implementation of the gender policy of the MIA: (1) a Gender Equality Unit was established (2018) with its initial staff numbering five persons; Gender Adviser to the Minister was appointed (2019), in addition to six out of seven gender advisers to the rectors of the higher education institutions of the MIA; (2) a survey on the infrastructural needs and material support of employees of the bodies within the MIA's system was carried out with its data being sex-disaggregated; (3) training was conducted (see para. 32); and (4) a gender analysis of two budget programmes of the NGU ensured gender-responsive development of budget indicators for the years 2020–2022 (e.g. 325 pieces of body armour that consider the physiological characteristics of women were purchased).

86. The fact that the target “Ensuring Equal Rights and Opportunities for Women and Men, Preventing and Combating Domestic Violence and Discrimination” was included in the State Strategy of Regional Development for the period 2021–2027 has become the main result of implementation of the Gender Equality Strategy for the period 2019–2021 of the Ministry of Regional Development of Ukraine (MRD).

87. Gender Responsive Budgeting (GRB) and strategy development are implemented at the local level in 25 regions and Kyiv with the support of the “Gender Budgeting in Ukraine” project, implemented by UN Women and NDI (under the DOBRE programme).

88. The manual “Integration of a Gender Approach in the Work of Administrative Service Centres (ASC)” and a training manual for ASC staff were issued (2018), within the U-LEAD with Europe Programme funded by the EU and its member states Denmark, Estonia, Germany, Poland and Sweden) (see para. 234).

89. The MRD cooperates with UN Women in Ukraine under a memorandum (2018) that promotes gender mainstreaming in the decentralization reform process. The following projects have been implemented: “Decentralization and Law Enforcement Reforms: Transformative approaches to Gender Equality and Women's Empowerment in Ukraine” and “Advancing Gender Equality and Women's Empowerment through Decentralization in Ukraine” (with the financial support of the Governments of Canada and Denmark).

90. In 2017, the MF integrated GRB into the Public Finance Management Strategy for the period 2017–2021 for the first time, as well as approved the Guidelines on the Implementation of Gender Responsive Budgeting by Key Spending Units in January 2019. The results of a gender analysis of budget programmes were considered during the assessment of the effectiveness of the budget programmes of the state budget (2020).

91. The MF – in cooperation with the ministries, the committees of the VRU and the regional state administrations – has facilitated the work on the gender analysis of

budget programmes within the “Gender Budgeting in Ukraine” project that has been carried out with the financial support of the Swedish International Development Cooperation Agency (Sida) and implemented by a consortium of international organizations in partnership with executive authorities (see <http://grbproject.org/>). An online course on GRB was developed. Two thousand public servants and officials of local self-government bodies received the training.

92. In order to enable the systemic implementation of a gender perspective by all ministries, the MSP approved the Instruction on Integrating Gender Approaches in the Development of Regulations (2020) that was drafted in cooperation with the SURGe Project. This document places different groups of women and men, girls and boys in the centre of assessing the causes of a problem and determining the best option, ways and means to address it, as well as in monitoring and evaluating the regulations. All authorities must apply the document.

93. In 2020, in order for public servants to develop practical skills regarding the application of gender approaches, 350 persons were trained (through the NAUPS together with the MSP, with the support of the SURGe Project and the UN Women).

94. The Guidelines on Gender Impact Assessments for Sectoral Reforms (2020) is a tool designed to identify the direct or indirect impact and consequences of a state policy on the situation of different groups of women and men, girls and boys, and to address imbalances in a timely manner, to minimize the possible negative impact of the reform and reduce gender inequality. The MSP, with the support of the SURGe Project, has tested the Guidelines with regard to the pension reform process.

95. Territorial community development strategies do not yet take sufficient account of the gender approach. Of Ukraine’s 24 regions, only four (Donetsk, Luhansk, Volyn and Zaporizhzhia) have gender-sensitive strategies developed with the assistance of UN Women and other partners. With the support of PROMIS (the Partnership for Urban Development Project), gender-sensitive objectives and indicators are included in the strategy of Vinnytsia amalgamated territorial community, “Vinnytsia 2030”.

## Question 9

### Temporary special measures

96. With the amendments to the Law of Ukraine on Employment of the Population, unemployed able-bodied persons who receive state social assistance for low-income families (the majority of whom are women) were included to the groups of citizens that have additional employment guarantees. The Law establishes 5 per cent quotas for organizations with staff numbering more than 20 persons to also employ groups of citizens with majority women: persons who raise a child under the age of 14 years or a child with disabilities, support a person with childhood disability or support a person with disabilities of the first group without one of the spouses; and persons of pre-retirement age (where 10 years or less remained).

97. In order to raise the awareness of employers with regard to the application of temporary special measures, the MSP included a provision in enterprises, institutions and organizations to the Guidelines on the Inclusion of Provisions Aimed at Ensuring Equal Rights and Opportunities for Women and Men in Employment Relations to the Collective Agreements and Arrangements. Firstly, this concerns compliance with the principle of gender parity to ensure actual equality between women and men, including in leadership, protection of maternity and paternity rights, provision of opportunities for work-family balance by introducing flexible working conditions,

and organization of children's areas, kindergartens, breastfeeding rooms and transportation for employees (see para. 200).

98. The State Building Standards on the Inclusivity of Buildings and Construction (2019) were introduced based on European standards and modern approaches to ensuring the comfort and safety of living spaces for persons with disabilities and low-mobility groups. The Action Plan on the Implementation of Ukraine's commitments under the International Initiative "Biarritz Partnership for Gender Equality" (2020) determines actions on the development of inclusive and gender-sensitive public spaces.

99. The National Assembly of Persons with Disabilities of Ukraine and UN Women presented the Methodology for Gender Accessibility Audit and provided recommendations on gender-oriented amendments to the State Building Standards. As a result of audit that was piloted in the cities of Kramatorsk and Severodonetsk the budget expenses on accessibility programmes for persons with disabilities quadrupled.

100. For information on the impact of quotas provided for in the Election Code of Ukraine, please see paras. 154-155.

## Question 10

### Stereotypes and harmful practices

101. The Government approved the Gender Equality Communication Concept (2020). The aim of the Concept is to improve the understanding of gender equality as the equal conditions by which women and men may realize their rights; to overcome firmly rooted stereotypes on gender roles; to build zero tolerance for gender-based discrimination; and to inform of the threats of using gender issues as a tool for hybrid aggression.

102. Draft laws that strengthen the responsibility for combating gender-based discrimination in the media and in advertising were submitted to the VRU for consideration (On Media, No. 2693; On Amendments to the Law of Ukraine on Advertising concerning Combating Gender-Based Discrimination, No. 3427 was passed in the first reading).

103. The monitoring of Ukraine's top 20 online media outlets, five print media outlets and 11 national television channels, conducted by the civil society organizations "Institute of Mass Information" and "Media Detector" in October 2020 and commissioned by NDI, showed that women were mentioned less frequently than men in online media materials (29 per cent women) and that only every fourth item in online media was commented on by a female expert (24 per cent). In the run-up to the local elections in 2020, the presence of women political experts and the number of mentions of Ukrainian women politicians increased (to 27 per cent).

104. In order to overcome gender stereotypes and the stereotypical portrayal of women in the media, the MIP and the SCTRБ took the following actions: (1) carried out the communication campaigns "Your Profession – Your Choice" (2019); (2) produced eight social videos that have been shown on national and regional television channels, at cinemas and on the Internet; (3) produced three television and radio programmes on equal rights and opportunities for women and men in the security and defence sector and created the video "Gender Equality in the Military"; (4) carried out eight thematic communication events aimed at overcoming gender stereotypes; (5) held a series of training workshops for 200 students majoring in journalism (2019); (6) included a gender component in the programmes of the



learning course “A journalist, a radio presenter” of the Ukrainian Institute of Advanced Training for TV & Radio Broadcast and the Press Experts (2019); (7) provided training for the staff of the SCTR (105 persons) and regional journalists (150 persons); and (8) issued a handbook for journalists and media workers titled “Unprejudiced Media: The Words Matter – How to Bring Ukrainian Media Closer to European Standards” (2019). Moreover, the MSP together with UNFPA have carried out the information campaign “Four Hands Happiness” (2017–2020).

105. The educational human rights media campaign “Respect: Campaign against Sexism in Politics and Media” has been implemented. The website of the campaign was supported by the civil society organization “Regional Press Development Institution” within the project “Ukraine: Advancement of Women in Political Leadership”. The “Ask a Woman” database was created within the framework of the project (2017), and it includes more than 300 women experts in different areas: ecologists, legal professionals, political analysts, journalists, art experts, and specialists in the fields of business, public administration, management, advertising and psychology (providing expert comment). A series of films on gender and journalism was also released.

106. A Father’s Day celebrated on the third Sunday of June was established by a Decree of the President of Ukraine (2019).

107. Draft laws on amending the legislation with regard to the introduction of the term “sexism”, the inclusion of a provision to protect victims of sexism, the prohibition of sexism and the establishment of the responsibility for implementing said provisions (Nos. 4598, 4598-1, 4598-2, 4599, 4599-1, 4599-2) were registered by the groups of the Members of Parliament. The Gender Equality Communication Concept (2020) and the NAP WPS for the period up to 2025 (2020) include actions on combating sexism.

108. Anti-gender movements are actively promoting gender stereotypes nowadays. Indeed, the President of Ukraine, the Parliament, the Government, the National Security and Defence Council and the MSP were sent numerous similar appeals from several organizations and certain local councils during the period 2017–2019. The appeals contained demands to protect “traditional family values”, to reject the proposal to ratify the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (hereinafter the Istanbul Convention) submitted to the Parliament by the Government in 2017. The cross-faction caucus “Values, Dignity, Family” was established in the VRU in 2020, with 307 Members of Parliament. One of the main areas of activity of the caucus is holding meetings with national and international religious leaders in order to monitor and draft laws in the context of conservative values. Civil society organizations working in the field of human rights protection are conducting active advocacy campaigns for the ratification of the Istanbul Convention. The petition to ratify the Istanbul Convention has gained 26,416 signatures.

## Question 11

### Gender-based violence against women

109. The Government submitted the Draft Law on the Ratification of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (the Istanbul Convention) for consideration by the President of Ukraine (2020), and the Draft Law was returned for further revision (2021). In September 2020, the President of Ukraine issued a Decree on Urgent Actions to

Prevent and Combat Domestic Violence and Gender-Based Violence and to Protect the Rights of Victims of Such Violence.

The Law of Ukraine on Preventing and Combating Domestic Violence (2017) is based on four pillars of the Istanbul Convention (prevention, protection, prosecution and coordinated policies). A number of by-laws were adopted pursuant to the Law. The amendments to the Law of Ukraine on Ensuring Equal Rights and Opportunities for Women and Men (2017) introduced the definition of gender-based violence for the first time, and, in general, it corresponds to the internationally recognized concept of gender-based violence. The network of specialized support services for victims has been expanded and their work standardized.

110. Domestic violence and gender-based violence was criminalized by the Law of Ukraine on Amendments to the Criminal Code and Criminal Procedural Code of Ukraine (2017) with the view to implement the provisions of the Istanbul Convention.

111. Raping a current or former spouse or other person with whom the perpetrator is (was) involved in a familial or close relationship is punishable by deprivation of liberty for a period of 5 to 10 years. Sexual violence is punishable by deprivation of liberty for a period of up to five years.

112. The draft law on the responsibility of military personnel, police officers and other persons who fall under the scope of disciplinary regulations with respect to domestic violence on general grounds was submitted by the Government to the Parliament (Regulation No. 4149 of 24 September 2020).

113. The draft law on the amendments to the Code of Ukraine on Administrative Offences concerning strengthening the responsibility for domestic violence and gender-based violence was submitted by the group of the Members of Parliament (M. Bardina et. al, Regulation No. 3908-1 of 3 August 2020).

114. Criminal offences under article 1261 (“Domestic violence”) of the CCU:

	2019	First six months of 2020
Victims	564	420
Related to physical domestic violence:	154	98
<i>Victims</i>	145	92
<i>including women</i>	132 (91%)	83 (90%)
Related to psychological violence:	429	340
<i>Victims</i>	412	324
<i>including women</i>	376 (91%)	299 (92%)
Related to economic violence:	7	4
<i>Victims</i>	7	4
<i>including women</i>	7	3
<b>Total</b>	<b>590</b>	<b>442</b>

115. The structural units of regional state administrations and the city of Kyiv state administration recorded 211,362 communications (of which 86 per cent were from women) in 2020, which is a 62 per cent increase in comparison to a similar period during the previous year (130,514 communications). Of them, 262 communications were recorded on domestic violence against persons with disabilities.

116. Applications and reports on committed offences and other incidents related to domestic violence that were considered by the MIA:

	2018	2019	2020
Applications registered	115,473	141,814	208,784
Including by women	89,498 (78%)	113,403 (80%)	182,088 (87%)
Administrative protocols drawn up under article 173 <sup>2</sup> of the Code of Ukraine on Administrative Offences	99,531	106,721	130,285
Emergency restraining orders issued with regard to perpetrators	–	–	42,197

117. In order to provide assistance to victims of domestic violence, including during lockdown, the following was ensured: (1) the shelters continued their work; (2) all units of the NPU continued working; (3) all regions of Ukraine were provided with posters and stickers on “Domestic Violence: How to Protect Oneself in the Context of Lockdown – A Safety Plan” (listing the actions to take and the contact information of assistance services in case of domestic violence); and (4) the chatbot #ДійПротиНасильства (#ActAgainstViolence) in messengers helps victims receive full information on the legislation and their rights and opportunities, as well as obtain contact information for the services.

## Question 12

118. The procedures for establishing the basic principles of operation and organization of work of the mobile teams providing social and psychological assistance to victims of domestic violence and/or gender-based violence are determined by a policy (2018) approved by the Government; police mobile teams responding to domestic violence are guided by an Order of the MIA (2019).

119. As compared to 2017, the number of mobile teams providing social and psychological assistance has increased 15 times. They are operating in all regions of Ukraine (see para. 127).

120. For example, there are 10 mobile teams operating in Luhansk region (six are supported by UNICEF, the International Charitable Foundation “Ukrainian Foundation of Public Health” and UNFPA, while the remaining four are funded from local budgets). Until October 2020, by the initiative of the Charitable Foundation “Slavic Heart” and with the support of UNHCR, a mobile team was operating in the Popasna and Stanytsia Luhanska districts of the region, which are located on the contact line.

121. Mobile teams of the international organization “Doctors of the World” include a doctor, a medical nurse, a midwife and a psychologist who provide primary health care, psychological assistance, psychosocial support, and sexual and reproductive health care to the victims of gender-based violence and domestic violence.

122. During 2020, mobile clinics supported by UNFPA were operating in most isolated locations along the contact line. These clinics include a family doctor and a gynaecologist who have received specialized training on recognizing the signs of gender-based violence and can provide victims with appropriate referrals.

123. Police mobile teams for domestic violence response are operating in 27 cities and are funded from local budgets. As of 2021, there are 45 such groups operating.

124. Advanced police training programmes (short-term, long-term, specialized) of seven higher education institutions include combating domestic and gender-based violence. This, in particular, contributed to the increase in the number of emergency

restraining orders issued against the perpetrators (these have been issued since 2018 by the competent units of the NPU when there is an imminent threat to the life or health of a victim in order to immediately stop the act of domestic violence and prevent its continuation or recurrence).

125. Trainings are organized by the MSP for the staff responsible for responding to domestic and gender-based violence. Thus, throughout 2019, 239 workshops and trainings were conducted for 8,337 staff of local state administrations (with the support of UNFPA and the OSCE Project Coordinator in Ukraine). From 2017 to 2020, the MSP, with the support of the OSCE Project Coordinator in Ukraine, conducted trainings on the implementation of correctional programmes for perpetrators (attended by 565 staff for 23 regions and the city of Kyiv). At the same time, there has been a problem with staff turnover.

126. The online course “Integrated Approach to Addressing Violence against Women and Girls in Ukraine” was developed. The MSP, in cooperation with UNFPA, conducted the online training for 5,352 local government staff responsible for combating domestic violence. This is almost 90 per cent of the total number (6,102) of responsible persons.

127. As of 1 November 2020, victims of domestic violence and gender-based violence are provided assistance by 21 centres for social and psychological assistance (20 in 2017); 33 shelters/units (5 in 2017); 410 mobile teams for social and psychological assistance (26 in 2017); two centres for the medical and social rehabilitation of victims; and 11 daytime centres for victims.

128. The network of shelters for victims of domestic violence is expanding. In terms of support, 54 per cent of shelters are funded from local budgets, while 27 per cent are financed by NGOs and international partners. In 2020, nine shelters were set up – five with funding from local budgets and four with donor assistance funds. At the same time, there are no shelters in 7 of the 25 regions of Ukraine.

129. In 2019, UAH 39.9 million (\$1,534,617) were spent to maintain specialized services for victim support. Approximately UAH 7 million (\$250,000) was spent on awareness-raising activities in 2020, which is twice as much as in the previous year.

130. To expand the network of specialized services supporting victims of domestic violence and gender-based violence, a subvention from the state budget in the amount of UAH 274.2 million (\$9,792,857) was introduced as of 2021.

131. Between February and November 2020, the national 24-hour hotline on the issues of human trafficking, domestic violence, gender-based violence and violence against children received 8,859 reports on domestic violence (5,014 reports from women, 785 from men), and 16 specialists were provided training in 2020.

132. The Free Legal Aid Coordination Centre launched the Telegram chat “Legal Aid for Combating Violence” (@Non\_Violence\_Bot) in 2020, through which victims and witnesses of domestic violence can obtain legal advice on protecting their rights.

133. To build zero tolerance for gender-based violence among the population, the national awareness-raising campaign “Break the Circle” is regularly conducted, using online and offline channels. Series of music videos and videos were released (see <http://rozirvykolo.org>).

134. The Survey on Public Attitudes towards Gender-Based and Domestic Violence, conducted by the MSP in partnership with UNFPA from March 2019 to February 2020 demonstrated that public awareness about domestic violence and its manifestations has increased; specifically, 57 per cent of people know what the psychological violence is and how to recognize it, and 49 per cent are aware of economic violence.

On the contrary, stereotypes persist. One Ukrainian out of four knows about the “Break the Circle” awareness-raising campaign.

135. Staff involved in the prevention of and response to domestic and gender-based violence are provided with a toolkit (with financial support from the British Embassy in Ukraine under the programme “Integrated Approach to Solving the Problem of Violence against Women and Girls in Ukraine”, which is implemented by UNFPA in cooperation with the MSP).

136. Safety audits have been launched to prevent sexual harassment in public spaces (see para. 44). These audits are provided for in the NAP WPS until 2025.

137. A Draft Law (No. 3892 of 17 July 2020) on reparation for victims of violent criminal offences was submitted by the Government for the Parliament’s consideration. The Draft Law on the Amendments to the Budget Code of Ukraine Concerning the Mechanism of Financial Support of the Compensation to Victims of Violent Criminal Offences was also submitted to the Parliament.

## Question 13

### Trafficking and exploitation of prostitution

138. The framework for combating trafficking in human beings and key policy areas in this field are regulated by the Law of Ukraine on Combating Trafficking in Human Beings and the following regulations: national referral mechanism; the determining the status of a victim of human trafficking and paying one-time financial assistance to such persons; the State Social Programme on Combating Trafficking in Human Beings, reissued every five years (the second such programme expired in 2020); the guidelines for providing social services to victims of human trafficking; the guidance for collecting and monitoring statistical information on victims; and the standards for providing social services to such persons.

139. According to data for 2020 from the Office of the Prosecutor General, 206 criminal offences were recorded under article 149 (“Trafficking in human beings”) of the CCU: 110 persons were notified of the suspicion, and 127 cases were referred to court. Eighty people were notified of the suspicion, 69 people were found to have committed criminal offences (taking into account the proceedings of the previous years), and 11 were remanded in custody. 152 persons were recognized as victims (48 per cent of whom were women).

140. In the first nine months of 2020 the NPU investigated 752 criminal offences under article 149 (“Trafficking in human beings”). As a result of pretrial investigations, the activities of nine organized criminal groups operating were stopped. A total of 32 organized criminal groups, which included 134 accomplices, were exposed.

141. The monitoring of criminal offences, which was initiated in 2020, identified: 86 incidents of sexual exploitation or exploitation for prostitution (mostly involving women aged 18–30); 62 incidents of labour exploitation (most victims were men aged 25–35); 34 incidents of forced criminality (including 20 incidents related to the recruitment to the Russian Federation under the pretext of employment with the purpose of further use in criminal activity, e.g. drug trafficking); three incidents concerning persons recruited on seagoing ships to Turkey for the purpose of using the crew for trafficking illegal migrants to the EU); five incidents of child trafficking; and one incident of surrogacy.

142. From 2017 to 2020, the State Border Guard Service prevented human trafficking of 144 potential victims (69 persons in 2017; 24 in 2018; 35 in 2019; 16 in 2020).

143. According to the Law of Ukraine on Combating Trafficking in Human Beings, a person who considers himself/herself a victim of human trafficking may apply to the local state administration for a determination of his/her potential status as a victim of human trafficking. A person with the determined status has the right to receive the following, free of charge: (1) information on his/her rights and opportunities in his/her preferred language (2) medical, psychological, social, legal and other necessary assistance; (3) temporary placement, upon request of the victim and where housing is absent, in the facilities for victims of human trafficking for a period of up to three months, which may be extended by a decision of the local state administration, especially if the person is participating as a victim or a witness in a criminal proceeding; (4) compensation for non-pecuniary and material damage; (5) one-time financial assistance; and (6) assistance in employment.

144. From 2017 to 2020, the MSP granted the status of a victim of human trafficking to 740 persons (42 per cent of whom were women). In 2020, the amount of UAH 759,228 (about \$27,115) was used from the state budget to pay one-time financial assistance to victims of human trafficking.

145. Determination of the status of a victim of trafficking in human beings, by type of exploitation:

	2017			2018			2019			2020		
	Total	Women/ girls	Men/ boys	Total	Women/ girls	Men/ boys	Total	Women/ girls	Men/ boys	Total	Women/ girls	Men/ boys
Child trafficking	3	1	2	6	2	4	1	–	1	2	–	2
Labour exploitation	118	27	91	92	21	71	85	28	57	52	17	35
Sexual exploitation	46	46	–	86	81	5	37	36	1	5	5	–
Organ removal	–	–	–	1	1	–	–	–	–	–	–	–
Forced criminality	18	1	17	28	2	26	40	1	39	10	1	9
Use in armed conflicts	–	–	–	–	–	–	17	6	11	65	12	53
Use in pornography industry	–	–	–	–	–	–	3	3	–	–	–	–
Forced begging	11	11	–	7	4	3	1	1	–	2	1	1
Mixed exploitation	2	2	–	1	1	–	1	1	–	–	–	–
<b>Total</b>	<b>198</b>	<b>88</b>	<b>110</b>	<b>221</b>	<b>112</b>	<b>109</b>	<b>185</b>	<b>76</b>	<b>109</b>	<b>136</b>	<b>36</b>	<b>100</b>

146. Social enterprises are being set up to help victims of human trafficking. For example, the coffee shop “GoodCake” in Vinnytsia sells baked goods, and part of the revenue from their sale goes towards victim assistance (2018, under the social enterprise project “Goodstock”, supported by the OSCE Project Co-ordinator in Ukraine).

147. The curricula of higher education institutions of the MIA and postgraduate education programmes for training, retraining and advanced training of the judiciary, law enforcement, border guard service, social workers and health-care professionals include early referral of victims of human trafficking and ways to work with them in a gender-sensitive manner. Between 2017 and 2020, 16,453 persons received such training.

148. In 2018, article 149 of the CCU was aligned with the United Nations Convention against Transnational Organized Crime and its Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children.

149. The Ministry drafted a number of regulations that were approved by the Government. Namely, (1) in order to prevent labour exploitation, the conditions for conducting business activities for the provision of employment mediation services abroad was improved, the protection of the rights of persons employed abroad was enhanced and the responsibility of licensees was strengthened (2018); (2) in order to prevent sexual exploitation of children, the Unified Register of Persons Convicted of Crimes against Sexual Freedom and Sexual Inviolability of a Minor was established, and the responsibility for crimes committed against sexual freedom and sexual integrity of a minor was enhanced (2019); (3) in 2020, the “15-47” government hotline was launched; (4) providing social services, optimization of the activities of local Centres of Social Services for Family, Children and Youth; and (5) a mechanism was determined to use government funds to cover social services (2020).

150. The Draft Concept (2020) of the State Social Programme on Combating Trafficking in Human Beings up to 2025 was developed.

151. For the practical application of the legislation on combating trafficking in human beings in all regions, there are relevant operating subdivisions (25 persons in charge). The MSP has an Expert Team shaping the state policy on combating trafficking in human beings. The National Social Service, started operating as of 2021.

152. Forced prostitution, pimping and brothel-keeping are criminalized (articles 302 and 303 of the CCU) and are punishable by a fine, community service, arrest or deprivation of liberty for one to seven years.

153. The CCU was amended in 2018 to protect children from sexual abuse and sexual exploitation. Natural or unnatural intercourse committed by an adult with a person under the age of 16 is punishable by restrictions on liberty up to five years or deprivation of liberty for the same term. The same actions committed by close relatives or family members or a person who has responsibilities for the upbringing or care of a victim, or if such actions led to infertility or other severe consequences, are punishable by deprivation of liberty for a term of five to eight years with or without deprivation of the right to occupy certain positions or engage in certain activities for a term up to three years.

## Question 14

### Participation in political and public life

154. The Election Code of Ukraine prohibits any direct or indirect privileges or restrictions of Ukrainian citizens' electoral rights based on race; colour; political, religious or other opinion; sex; ethnic or social origin; property; residence; language; or other grounds. When compiling national and regional electoral lists, a party is required to ensure the presence of men and women in every group of five of each electoral list. If a political party compiles national and regional electoral lists with a number of candidates that is not a multiple of five, it is required to alternate male and female candidates in the list (e.g. in positions 1–4, etc.). Non-compliance with gender quotas is the basis for refusing the registration of electoral lists.

155. The results of the recent local elections demonstrate that gender quotas have worked. For example, of the total number of candidates for local councils in 2020, the share of women was 44 per cent. Women constitute 28.4 per cent of the members

of regional councils (15.4 per cent during the previous convocation), 33.6 per cent of the members of district councils (24.4 per cent during the previous convocation), 31 per cent of the members of Kyiv City Council (19 per cent during the previous convocation), and 32 per cent of the members of city councils in the cities of regional significance (25.5 per cent during the previous convocation).

156. At the same time, the representation of women in settlement and village councils decreased (37 per cent and 41 per cent, respectively, compared to 44 per cent and 54 per cent during the previous convocation). According to the results of the 2015 elections, 31 per cent of village, city and settlement mayors were women; however, this figure only amounted to 16 per cent in 2020. This was due to the amalgamation of communities and reduction of their numbers from 11,500 to 1,469.

157. Of the total number of candidates running for the Parliament of Ukraine in electoral districts (single-mandate constituencies), women constituted 13.5 per cent in 2012, 14.6 per cent in 2014 and 15.6 per cent in 2019. Of the elected Members of Parliament, women constituted 8 per cent in 2007, 9.7 per cent in 2012, 11.4 per cent in 2014 and 20.8 per cent in 2019.

158. The share of women in senior positions in public service (category A) as of the first half of 2020 was 27 per cent (27.8 per cent in 2017 and 26.7 per cent in 2018). Women also hold 69 per cent of category B positions and 78 per cent of category C positions.

159. The Election Code regulates the exercise of Ukrainian citizens' right to vote in elections of all levels, including local elections, regardless of their registered place of residence (2020). The representatives of national minorities participate in elections to the VRU on a regular basis.

160. To develop the leadership capacity of women in the amalgamated territorial communities, the Network of Women-Leaders of Local Self-Government was established, and a number of training events for local self-government female representatives were held as part of the Swiss-Ukrainian "Decentralization Support in Ukraine" project (DESPRO).

161. In 2017 local self-government bodies started the process of joining the European Charter for Equality of Women and Men. As of early 2021, 80 local councils of various levels have joined the Charter, including the City of Kyiv.

162. Ensuring adherence to gender equality requirements is defined among the main issues set forth in the 2020–2025 Strategic Plan of the Central Election Commission (2020).

## **Question 15**

### **Education**

163. According to the Law of Ukraine on Education (2017), everyone has the right to high-quality and affordable education (e.g. availability of education throughout life, affordability of education, tuition-free education (including preschool, complete general secondary, vocational, professional pre-tertiary and higher education according to educational standards).

164. According to the Law on Education, the National Agency for Higher Education Quality Assurance is composed of 23 persons appointed by the Cabinet of Ministers of Ukraine based on the results of a competitive selection that shall be in compliance with the principles of gender balance and sectoral representation. Women make up 41



per cent of the members of the National Agency (from 2015 to 2017, their share was 16 per cent).

165. As part of the Biarritz Partnership international initiative, Ukraine committed to integrating gender into the educational process (2020). This includes the following: (1) developing the Strategy for Integrating Gender Equality in Education up to 2030; (2) developing a legal framework that introduces a mandatory anti-discrimination analysis of all educational content, as well as methodologies and criteria for a non-discriminatory approach to educational content; and (3) ensuring a gender audit of educational institutions.

166. The MES conducts anti-discrimination analyses of textbook drafts. More than 845 projects have passed such assessment. About 98 per cent of the submitted textbook drafts contained the manifestations of direct and/or indirect discrimination based on various characteristics, mostly based on sex, disability and age. The proportion of textbooks that integrate the anti-discriminatory approach increased by 42 per cent in 2019, as compared to 2016.

167. The procedure (adopted in 2020 by the MES) for granting approval statuses for educational literature and curricula has only partially resolved the issue of the legal recognition of anti-discrimination analyses, as they do not apply to all educational content.

168. Amendments were made to the Regulation on the Military (Naval) Lyceum in 2019, which abolished restrictions on the admission of girls.

169. Awareness-raising activities are conducted to encourage and ensure conditions for the equal access of girls to STEM education. The “STEM is FEM” project (2019–2020) is being implemented in Ukraine. Every two months, the educational modules for girls, including those from rural areas, are organized as part of the project.

170. Supported by the MES, the Small Academy of Sciences conducted the European Girl’s Mathematical Olympiad in 2019 that brought together 50 teams from European countries, Australia, Canada, Chile, Brazil, India, Japan, Mexico, Saudi Arabia and the United States (200 participants aged 13–20). The team from Ukraine came in first place.

171. The Department of Sociology at Taras Shevchenko National University of Kyiv, in cooperation with Lund University (Sweden), has opened the first professional Master programme in Sociology under the Gender Studies educational programme to train researchers on gender issues in Ukraine (the duration of study is two years). The specialized gender-policy discipline is taught in the National Academy for Public Administration under the President of Ukraine. Approximately 3,000 to 3,500 public servants undergo the advanced training each year.

172. There is a national network of Gender Education Centres (GECs) (40 GECs of higher education institutions). The purpose of the network is as follows: (1) to consolidate the efforts of scholars and practitioners to ensure the sustainable implementation of the principles of gender equality in education; (2) to exchange experience, good practices and methodologies; (3) to provide organizational and expert support in developing the existing GECs and facilitating the creation of new ones; and (4) to promote gender audits of higher education institutions.

173. The Governmental Ombudsperson for Education was appointed in 2018 and is responsible for the implementation of tasks that protect all aspects of the right to education.

174. Gender studies are part of the training process at all levels of education (preschool, complete general secondary, informal, professional (vocational), professional pre-tertiary, higher and adult education).

175. The MES conducts national contests for student research papers in gender studies. In the 2019/20 academic year, 57 papers from 39 higher education institutions were submitted to the competition.

176. The Centre of Gender Culture as a Platform for the Empowerment of Women and Youth Action is supported by the EU. Its overall objective is to amplify gender equality and gender culture ideas in the Kharkiv region and in the eastern Ukraine. The project activities in 2020 included the following: (1) a contest on the development of gender-sensitive actions (58 pieces were nominated in the categories of “Children’s Literature”, “Scenarios of Extracurricular Activities” and “Lesson Development”); and (2) the online course “Women and Men: Gender for All”.

177. Under a programme of the MES, “Labour Training” is taught in grades 5–9, and “Technologies” is taught in senior high school grades. The curricula of these lessons imply that the subject matter can be performed by both girls and boys. However, the decision on whether to segregate male and female students during arts and crafts lessons is made by the school administration regardless of the ownership of the educational institution. The segregation of male and female students in arts and crafts lessons remains widespread. One of the reasons for this is the lack of premises and equipment (for example, mechanical workshops).

178. The main reasons for the low rates of school attendance by Roma girls are low income level of Roma families, nomadic way of life, lack of motivation to study and lack of documentation. To encourage Roma girls to pursue education, awareness-raising campaigns, including those on child registration, are conducted (see para. 252).

## **Question 16**

### **Employment**

179. The Government is taking active steps to increase women’s economic capacity. This priority is reflected in the Government’s Action Programme, the State Programme on Ensuring Equal Rights and Opportunities for Women and Men, the Poverty Reduction Strategy, and a number of sectoral documents adopted by the MH, the NAUPS and the MIA. The Government joined the Declaration on Trade and Women’s Economic Empowerment in 2017, the Biarritz Partnership international initiatives in 2020, and the Equality Action Coalitions in 2020.

180. According to the State Statistics Service, the employment rate increased in 2019, both nationwide (from 56.1 per cent to 58.2 per cent) and among women (from 51.4 per cent to 52.9 per cent), as compared to 2017. The unemployment rate (according to the ILO methodology) declined from 9.5 per cent in 2017 to 8.2 per cent of the labour force in 2019. The unemployment rate among women increased from 7.7 per cent to 7.9 per cent of the labour force. In 2020, the situation in the labour market of Ukraine was exacerbated by the COVID-19 pandemic: the employment rate fell from 57.9 per cent in the first half of 2019 to 56.7 per cent in the first half of 2020, in particular from 53.0 per cent to 51.7 per cent among women. The unemployment rate (according to the ILO methodology) increased from 8.5 per cent to 9.2 per cent of the labour force, in particular from 7.8 per cent to 9.0 per cent among women.

181. According to an ILO analytical report (2018), the proportion of Ukrainian youth who did not work and were not involved in education or training was 14.5 per cent of the population aged 15–29 (of whom 61.8 per cent were women).

182. The high level of gender segregation (horizontal and vertical) in the labour market persists: the proportion of legal entities headed by women is 28.9 per cent (at the same time, they constitute only 7 per cent of conglomerate managers and 12 per cent of corporate managers). Women also often work in lower-level positions in the public sector. They constitute 78.3 per cent of the share working in education, and their wages account for 78.5 per cent of the average in the economy. In health and social care, women constitute 82.8 per cent, with their wages accounting for 88.6 per cent of the average in the economy. Gender stereotyping in career guidance remains a challenge both in the system of secondary and higher education and in the retraining and training of unemployed women and men, which is provided by the State Employment Service.

183. To address gender segregation, (1) stereotypes about “female” and “male” professions are being eradicated; (2) methodological support is being provided to employers; (3) training on addressing discrimination in employment and in the workplace is being conducted for employment centres, labour inspectorates, employers’ organizations and trade unions; (4) conditions for employees with family responsibilities are being created; and (5) girls are encouraged to pursue STEM education.

184. In 2017, the MH abolished the order defining a list of more than 450 professions prohibited for women, except for mining, the ban on which will be abolished after the denunciation of the ILO Underground Work (Women) Convention, 1935 (No. 45). Due to the abolition of these restrictions, a team of the Ukrainian Antarctic Expedition has included women for the first time in 20 years (now for two consecutive years), and there has been a female diver (since 2018) in the SESU. In 2021, the MSP will conduct a study on the representation of women in professional fields in which the ban on the use of women’s labour has been abolished.

185. The Ministry for Development of Economy, Trade and Agriculture (MDETA) promotes development of women’s entrepreneurship in Ukraine. For this purpose, the #SheExports platform was created in the Export Promotion Office. The purpose of the platform is to boost women’s economic empowerment in Ukraine and to promote Ukrainian businesswomen, female entrepreneurs and female exporters.

186. Provision of services by the State Employment Service (thousands of persons):

	<i>Women</i>		<i>Men</i>	
	<i>as of 1 Dec, 2019</i>	<i>as of 1 Dec, 2020</i>	<i>as of 1 Dec, 2019</i>	<i>as of 1 Dec, 2020</i>
Service beneficiaries	502.4	601.9	482.9	537.3
Those with “unemployed” status	164.5	245.1	124.4	163.7
Those who were receiving unemployment benefits (averaging UAH 3,700 (\$132) in assistance in October 2020)	130.6	207.4	102.9	145.0

187. Women account for 66 per cent of all unemployed IDPs. Since 2015, IDPs have been provided with one-off vouchers for retraining, specialization and advanced training in professions and specialties for priority types of economic activities (53 specialties) where there is a lack of suitable work.

188. The United Nations Recovery and Peacebuilding Programme (see para. 54) supported 650 business start-ups, which contributed to the creation of jobs for 3,360 people affected by the conflict (54.8 per cent of whom are women), and more than 8,300 entrepreneurs (56.2 per cent women) acquired knowledge and skills in business management, marketing and fundraising. In addition, 225 micro, small and medium-sized enterprises from eastern Ukraine presented their goods and services at business exhibitions.

189. The vast majority of workers who provide household and personal services in families (domestic workers) are concentrated in the informal sector. According to estimates of the State Statistics Service, the total number of such workers in Ukraine is about 162,000 people. According to the ILO, the share of women among them is about 80 per cent (mostly rural women). The MDETA has drafted a law that adds a new chapter to the Labour Code – “Regulation of Labour of Domestic Workers” – that defines concepts of domestic labour and domestic workers, establishes the legal status of domestic workers and characteristics of legal regulation, and defines the mandatory terms of employment contracts with domestic workers.

190. The Labour Code of Ukraine prohibits any discrimination in the field of labour (including violations of the principle of the equality of rights and opportunities as well as direct or indirect restrictions of workers’ rights based on race; colour; political, religious and other beliefs; sex; gender identity; sexual orientation; ethnic, social and foreign origin; age; health; disability; suspected or existing HIV/AIDS; marital and property status; family responsibilities; residence; membership in a trade union or other civic association; or participation in a strike, appeal or intention to appeal to court or other bodies to pursue the protection of their rights or to provide support to other employees in protecting their rights). It is prohibited to deny employment to women and lower their salary due to pregnancy or caring for children under the age of 3 – and, in the case of single mothers, when they have a child under the age of 14 or a child with a disability.

191. The Labour Code contains a range of guarantees for women with children who may be at risk of discrimination during their employment and career-building and may experience restrictions to their right to freely choose and access work for which additional pay is provided. These guarantee that they will not be forced to work nights or overtime, be sent on a business trip, be transferred to an easier job, or be dismissed or take a lower a salary, among other situations. These guarantees also apply to fathers, but only to those who raise children without a mother (including in the event of a mother’s extended stay in a medical facility).

192. On 28 December 2019, the Government submitted a draft Law of Ukraine on Labour (No. 2708) to the Parliament for consideration. As a result of the review of the Draft Law by the MPs and representatives of CEAs and NGOs, the Draft was withdrawn due to substantial considerations on human rights violations.

193. The Parliament passed in the first reading a Draft Law that amends certain legal acts on ensuring equal opportunities for mothers and fathers to care for a child (Regulation No. 3695, 2020). The draft law was developed with consideration of Resolution No. 2079 (“Equality and shared parental responsibility: the role of fathers”) of the Parliamentary Assembly of the Council of Europe and certain provisions of Council Directive 2010/18/EU on the implementation of the revised framework agreement on parental leave.

194. The Law of Ukraine on Trade Unions, their Rights and Guarantees of Activities does not contain special provisions on protection against discrimination based on sex. At the same time, trade unions represent and protect the labour and socioeconomic rights and interests of trade union members in state and local self-government bodies, in relations with employers, and with other civic associations. Trade unions and their

associations as well as civil society organizations represent in courts the interests of persons and/or groups that have been subjected to discrimination, as well as conduct civic anti-discrimination analyses of draft legal acts and regulations.

195. Trade unions protect the rights of workers in labour environment, take preventive measures to avert the cases of discrimination and sexual harassment against women at work and monitor these phenomena at the national level in specific sectors of industry. As of 2020, 61.47 per cent of trade union organizations and associations were headed by women (28,486).

196. A group of MPs submitted the Draft Law on the Amendments to Certain Legislative Acts of Ukraine (Regarding Certain Issues of Trade Unions) (Regulation No. 2681), which significantly restricts the rights and guarantees of trade unions' activities.

## Question 17

197. In 2020, the gender pay gap was 20.4 per cent (21.2 per cent in 2017). In some types of economic activity, the gap exceeds 30 per cent. For example, the gap is 32.2 per cent in air transport, 36.1 per cent in postal and courier activities, 32.1 per cent in financial and insurance activities, and 36.6 per cent in the arts, sports, entertainment and recreation (see annex, table 3).

198. The Government joined the Equal Pay International Coalition (EPIC) in 2020. The members of the Coalition from Ukraine are also members of the Federation of Trade Unions, the Confederation of Employers and the NGO Kyiv Institute for Gender Studies (2019–2020).

199. Measures are being taken to reduce and eliminate the gender pay gap and ensure full compliance with the principle of equal pay for work of equal value (see para. 183).

200. To increase the awareness of employers on the enhanced application of the Law of Ukraine on Ensuring Equal Rights and Opportunities for Women and Men, which requires employers to pay women and men equally given the same qualifications and working conditions and to include (in collective agreements) provisions that ensure equal rights and opportunities for women and men, the MSP approved guidelines on including in collective agreements provisions that aim to ensure equal rights and opportunities for women and men in labour relations (2020). The document contains typical examples of discrimination based on sex, in particular concerning the following: (1) discriminatory job advertisements; (2) discrimination based on marital status or family responsibilities; (3) discrimination on multiple grounds (sex, age, marital status, disability, etc.); (4) discrimination based on appearance and on sexual harassment in the workplace; (5) sexism; and (6) unequal pay for work of equal value. The document offers an indicative list of provisions that are advisable for inclusion in collective agreements, as well as an indicative regulation on gender focal points – advisers to the manager of an enterprise, institution or organization.

201. The MSP developed a draft checklist for monitoring gender equality in pay at enterprises, institutions and organizations (2020).

202. The MSP piloted a methodology for a time-use survey, including the time spent on unpaid domestic and care work in the household (2020), which was developed with the support of UN Women (2019). Time-use diaries were filled by members of 150 households. In households with three, four or more members, women spend, on average 3.5 times more time on childcare than men.

203. The Law of Ukraine on Ensuring Equal Rights and Opportunities for Women and Men requires employers to take action for the avoidance of and protection from sexual harassment and other manifestations of gender-based violence. The issues of combating sexual harassment in the workplace are discussed in the guidelines to employers (see para. 200) and are included in the NAP WPS for the period up to 2025 (2020).

204. The Ukrainian legislation is being analysed to examine possible ratification of the ILO Violence and Harassment Convention, 2019 (No. 190), which calls for the elimination of violence and harassment in the world of work.

205. Issues of preventing and response to gender discrimination and sexual harassment are included in the documents of institutions and organizations. For example, an instruction was approved on the monitoring of individuals' reports regarding gender-based discrimination and sexual harassment by the NGU (2017). Moreover, Kharkiv National University of Internal Affairs has a code of ethics and a policy on preventing and combating stalking, sexual harassment, discrimination and abuse of power.

206. The guidelines (see para. 200) integrate the provisions of the ILO Workers with Family Responsibilities Convention, 1981 (No. 156). Specifically, it is advisable to include in collective agreements the following arrangements: (1) including employees' needs related to family responsibilities in consideration of night work and shift work; (2) arranging child spaces, childcare facilities, children's rooms, breastfeeding rooms and transportation of employees with family responsibilities; (3) establishing flexible work arrangements, rest time and vacations for employees with family responsibilities; (4) regulating and monitoring work conditions for the persons working part-time, under fixed-term contracts and from home; and (5) ensuring conditions for employees to combine work and training.

207. The MSP developed a regulation on the operation of children's rooms in institutions and organizations (2020). The regulation provides for the establishment of breastfeeding and changing facilities.

208. In accordance with the Law of Ukraine on Leave, women shall be given paid maternity leave as follows: for 70 calendar days before giving birth; and for 56 calendar days after giving birth. After such leave is over, if a woman wishes, she is provided with parental leave to care for the child until the age of 3. Such leave can be used in full or in part also by the child's father, grandmother, grandfather or other relative that actually cares for the child, or by a person who adopted or took custody of the child, or by one of the adoptive parents or foster parents (upon their wish, they can work part-time or from home). Assistance when the child is born is assigned in the amount of UAH 41,280 (about \$1,474). Payment of the assistance is done one time in the amount of UAH 10,320, while the rest of the sum is paid in equal parts during the subsequent 36 months. The MSP introduced an electronic service of registration for such assistance. In 2020, 862,438 persons (96 per cent of whom are women) were receiving government assistance following childbirth.

209. Since 1 September 2018, one-time, in-kind assistance – known as the “Baby Package” – is granted when a child is born and contains a set of basic supplies needed to care for the baby in the first weeks of his/her life. Since 1 September 2020, a new mechanism was introduced for receiving the monetary compensation of such assistance (previously the “baby packages” were compiled by the MSP, but now parents can select the necessary items from a store chain (2,570 stores, of which 62 are online)). By the end of 2020, 96,500 social cards were issued for payments of “baby package” assistance, and 66,400 applications were registered for granting such assistance.

210. “Municipal Nanny”, a social assistance programme for young families that launched in 2019, contributes to women’s economic empowerment by providing families with additional non-repayable assistance (separate from monthly child benefits) in the amount of UAH 1,626 per month to reimburse them for the cost of babysitting services. Since the programme’s launch, 71,246 women have benefited from this assistance.

211. Approximately 76.4 per cent of children aged 3–5 (86.8 per cent in cities and 56.4 per cent in rural areas) attend preschool facilities. There is an excess in the planned occupancy of groups in functioning kindergartens (105 children per 100 places, without taking into account children in short-stay groups).

212. In 2019, a round table was convened to advocate for the ratification of the ILO Maternity Protection Convention, 2000 (No. 183), with the participation of employers, trade unions and executive authorities. As of March 2021, the Convention has not been ratified.

213. The General Agreement on the Regulation of Basic Principles and Norms of Implementation of Socioeconomic Policy and Labour Relations in Ukraine (2019), which is signed by employers, trade unions and executive bodies, includes, among other things, issues on the ways to increase the salaries of public sector employees and the organization of gender audits at enterprises, institutions and organizations.

214. The practice of conducting gender audits in ministries has begun. For instance, an audit was conducted in the MSP (in 2019, with the support of ILO) and in the system of the diplomatic service of Ukraine (in 2019, with the support of UN Women). Based on the results of the latter audit, the Ministry of Foreign Affairs approved the Strategy of Ensuring Equal Rights and Opportunities for Women and Men in the system of the diplomatic service of Ukraine up to 2025.

## Question 18

### Health

215. The expenditure on health care from the state budget of Ukraine was increased in recent years, reflecting available financial resources from the budget revenue. The health-care expenditures were as follows: UAH 102.4bn in 2017 (\$3.9bn, or 3.43 per cent of GDP); UAH 115.9bn in 2018 (\$4.3bn, or 3.26 per cent of GDP); UAH 128.4bn in 2019 (\$5.0bn, or 3.23 per cent of GDP); and UAH 175.8bn in 2020 (\$6.3bn, or 4.31 per cent of GDP).

216. Annually, the activities are financed from the state budget under the following budget programmes: “Reproductive health”; “Centralized procurement of drugs for emergency medical care for bleeding”; “Centralized procurement of medicines and small laboratory equipment to ensure the treatment of infertility in women by assisted reproductive technologies” etc.

217. In recent years, there has been a positive trend in the coverage of prenatal care (up to 12 weeks of pregnancy) in Ukraine, during which risk groups of pregnant women for perinatal pathology are identified. This is achieved through the involvement of primary medical care units in this work. A network of level III perinatal centres has been set up to ensure women’s access to high-tech diagnostic and treatment equipment and the assistance of highly qualified medical personnel capable of providing medical assistance in cases of severe perinatal conditions and in the care of pregnant women with congenital heart defects, circulatory diseases, diabetes mellitus, severe pre-eclampsia and eclampsia. This has enabled improved obstetric and gynaecological care regardless of where the woman lives in order to

prevent perinatal complications in women with severe extragenital pathologies and to ensure safe motherhood and the birth of healthy children.

218. Infant and maternal mortality:

	<i>Infant mortality</i>		<i>Maternal mortality</i>	
	Deaths (total number of persons)	Mortality per 1,000 live births	Deaths (total number of persons)	Mortality per 100,000 live births
2017	2,786	7.6	33	9.1
2018	2,397	7.0	42	12.5
2019	2,189	7.0	46	14.9

219. The orders of the MH approved the clinical protocols for assistance to pregnant women, women in childbirth and women in the postnatal period, and the guidelines are informed by evidence-based medicine and international standards for the provision of medical care.

220. To improve the quality and accessibility of health care, the Government has set up health-care packages to be paid for under the medical guarantee programme, in particular for outpatient mammography services; services for the diagnosis, treatment and support of people with HIV; and services for the treatment of persons with mental and behavioural disorders due to the use of opioid substitution maintenance therapy, such as medications.

221. According to the Centre of Health Statistics of the MH, 18,425 persons were diagnosed with HIV, among whom 7,346 are women and 4,473 are rural residents. There are 140,333 people registered in health-care facilities, including 65,010 women and 32,165 rural residents.

222. The State procures 75 per cent of the medications for HIV-positive patients, including women. The Government doubled the funding for HIV treatment programmes to UAH 871 million (\$31,107,143). The focus is to ensure the right of HIV-positive patients, including women, to receive treatment immediately upon diagnosis. Over the past 15 years, for example, 95 per cent of the coverage of preventive services for pregnant women has been achieved, and mother-to-child transmission of HIV has been reduced by nine times.

223. The official statistical records of the Public Health Centre of the MH do not provide for the gender disaggregation of drug users, nor is information available on sex workers, women with HIV co-infection and viral hepatitis C, HIV and tuberculosis.

224. The Government adopted a state strategy to combat HIV/AIDS, tuberculosis and viral hepatitis C for the period up to 2030 (2019). The strategy includes the introduction of indicators to measure gender inequality in the access to and sensitivity in the provision of services.

225. The MH amended the procedure for the referral of women for the first course of infertility treatments by methods of assisted reproductive technologies based on absolute indications, financed from government funds (2019). This has removed discriminatory barriers in the access of women living with HIV to assisted reproductive technologies.

226. The advocacy efforts of the charitable organization “Positive Women”, with the support of UN Women, contributed to the decision of the Kyiv District Court to allow people living with HIV to adopt children. The MH excluded HIV/AIDS from the list of diseases that preclude a person from being an adoptive parent (2020).



227. The MRTOT and the charitable organization “100 per cent life” signed a Memorandum of Cooperation to equip medical stations located on the territory of the EECs in Donetsk and Luhansk regions, the Autonomous Republic of Crimea and the city of Sevastopol (2020). It is envisaged that these stations will provide access to testing for HIV, tuberculosis, hepatitis and COVID-19. Under the Memorandum, with coordination of the MRTOT and support of the charitable organization “All-Ukrainian Network of People Living with HIV/AIDS”, a medical station and a mother-and-child room were opened and equipped within the service centre of the Shchastia EEC and the Novotroitske EEC (as of 2020).

228. The Centres for Legal Aid Provision, with the support of the Ukrainian-Canadian project “Affordable and Quality Legal Aid in Ukraine”, issued the handbook “Women’s Health in Ukraine: Rights, Opportunities and Recommendations” and “Organizations and institutions that provide assistance and consultations for women on health care” (2000).

## Question 19

### Economic and social benefits

229. For information on the poverty level by sociodemographic and socioeconomic population groups for the first quarter of the years 2017–2020, see table 5 in the annex. The main social programmes (e.g. assistance at the birth of a child, single parents, low-income families, housing subsidies) have a significant overall impact on the reduction of absolute poverty. In December 2020, 2,027,044 persons received various types of state social benefits. Women accounted for 73 per cent of all recipients of social benefits (including single mothers, older women, rural women, women with disabilities, unemployed women, Roma women and IDP women).

230. Ukraine ensures a guaranteed level of material support for families with children, including Roma families, and the possibility of the provision of state financial assistance for such families. In calculating the targeted state social benefits, the subsistence minimum for the main social and demographic groups of the population is applied. As of 1 January 2021, the amount of subsistence minimum for able-bodied persons is UAH 2,270.

231. As of 1 January 2020, 3.4 million households were receiving a housing subsidy. The average amount of payments for housing and utilities during the heating period is more than 70 per cent of the average pension in Ukraine and more than 20 per cent of the average salary.

232. The child benefit for single mothers is provided in the amount equal to the difference between 100 per cent of the subsistence minimum for the child of the relevant age and the average family income per one person for the preceding six months (as of 1 January 2021, the maximum benefit per child is as follows: up to age 6 – UAH 1,921 (\$69); aged 6–18 – UAH 2,395 (\$86); and aged 18–23 – UAH 2,270 (\$81)). In December 2020, 118,643 women were receiving child benefits for single mothers.

233. The Parliament amended some laws to improve the enforcement of alimony payments (arrears) in 2017. In December 2020, 8,010 women received temporary government benefits for children whose parents are avoiding paying alimony.

234. In order to facilitate access to administrative services, there are 876 ASCs in operation, where the necessary services can be obtained in one place.

235. More than 170,000 residents of Donetsk and Luhansk regions (62.7 per cent of whom are women) received high-quality administrative and social services in 14 new

ASCs established with the support of the United Nations Recovery and Peacebuilding Programme (see para. 54). Sixteen mobile “ASC in suitcases” were transferred to ASCs to provide services for persons with disabilities and the elderly living in remote areas.

236. As of 1 January 2020, 667 territorial centres of social services and 129 centres of social services operate to organize the provision of social services to older people, persons with disabilities and other persons in difficult life circumstances. In 2019, almost 1.2 million people (75 per cent of whom are women) were supported, including more than 643,000 people in rural areas.

237. There are 282 residential facilities accommodating 40,800 elderly people and persons with disabilities (47 per cent of whom are women; women also constitute 76 per cent of the residents aged 80+). Residential facilities of the social protection system provide the following services: (1) palliative care at the place of residence; (2) home-based care for persons with mental disorders; (3) day care for persons with disabilities and older people; and (4) transportation services.

238. The social and educational service “University of the Third Age” is being introduced to socialize older people (see para. 279).

239. To ensure social work with families in difficult life situations, their early identification and timely support, there an operating network of Centres for Social Services for Families, Children and Youth (CSSFChY) and 88 social support institutions for families, children and youth. As of 1 October 2020, there are 604 CSSFChYs (19 fewer as compared to 2019). At the end of 2020, the network of the CSSFChY was significantly reduced, due to decreased number of the district state administrations (decentralisation reform reduced the number of districts from 490 to 136). Local self-government bodies were slow with creation of social services.

240. Based on the results of the social services provided, more than 10,800 families in difficult life situations have recovered from their crisis (43 per cent of the total number). In particular, 5,900 families have managed to minimize their deprivations, and 4,900 families have overcome the circumstances that led to difficult life situations.

241. The total number of homeless persons that were provided social services is more than 33,000 people, including 3,400 women.

242. For information on the measures taken to improve women’s access to entrepreneurship, see paragraphs 185 and 188.

243. The spread of COVID-19 had detrimental effects on the economic situation of both women and men (especially of those self-employed or engaged in small and micro-business). According to the rapid assessment of the situation and needs of women in the context of COVID-19 in Ukraine, which was conducted by UN Women Ukraine in May 2020, the crisis has had the most negative impact on women, as 74 per cent of all self-employed persons are women and as women are concentrated mostly in small and micro-businesses, which exposes them to a greater risk of loss of income because of the reduced consumption of goods and services due to COVID-19 restrictions.

244. The MSP initiated the provision of additional social guarantees during the lockdown period for individual entrepreneurs who have children. Assistance is provided for every child up to the age of 10 in the amount of a subsistence minimum set for children of the relevant age groups as of 1 January 2020. The programme ran from May to August 2020, and 87,000 women entrepreneurs benefited from it. In November, such assistance was reinstated again. Access was simplified and the

possibility provided to receive state social assistance for low-income families for those who have lost their jobs or are unable to find a job during the lockdown.

245. The requirement to pay the minimum rate of the Unified Social Contribution was cancelled for the months in which no income was received (2020) for individual entrepreneurs (except those who have chosen a simplified system of taxation, accounting and reporting), persons exercising independent professional activity and farm members.

246. The MSP initiated (1) the inclusion of all benefits during the COVID-19 pandemic in the period of pensionable service; (2) the non-inclusion of this period in the calculation of the pension; and (3) the exemption of individual entrepreneurs from payment of the minimum contribution, which depends on the minimum wage (instead, payments shall be based on the income actually received).

247. During the lockdown, the MSP, together with ATB Corporation, was distributing targeted aid to vulnerable populations in the form of food kits and everyday items. UAH 100 million (\$3,571,428).

248. The MSP, with the support of the World Bank, implemented the pilot project “*Ruka Dopomogy*” (Hand of Help). The purpose of the project is to help IDPs and members of low-income families to get rid of their dependency on social benefits, to find a decent job or to establish their own business through micro crediting. From among the 237 entrepreneurs who have benefited from the project, 74 per cent are women.

## Question 20

### Roma women

249. The implementation of the Strategy and Action Plan for the protection and integration of the Roma national minority for the period up to 2020 allowed for building cooperation between public authorities and Roma civil society, which contributed to the identification and resolution of the most pressing problems for Roma, in particular through Roma mediators. The integration of the Roma population into society is hampered by the lack of civil registration documentation and valid residence registration documents (for example, internally displaced Roma experience some restrictions in their access to humanitarian aid due to the lack of these documents). The implementation of the Strategy helped increase the number of issued personal documents, which improved the coverage of social assistance, created conditions for Roma children to receive preschool education and enrolment in primary school, and allowed for the recognition and support of Roma cultural identity. At the same time, the Strategy’s actions are gender neutral. The State Social Programme on Ensuring Equal Rights and Opportunities for Women and Men provides for an assessment of the situation regarding the education of Roma girls and boys and the implementation of measures to encourage them to pursue education and continue learning at all levels of education.

250. In October 2018, the International Conference Realizing the Rights of Roma Women in Ukraine was held (organized by the Parliament, the Ministry of Foreign Affairs and the Roma Women’s Fund “Chiricli” with the support of UN Women).

251. The civil registration bodies made 9,622 birth records for children born from Roma parents and issued birth certificates (3,299 certificates in 2017; 3,180 in 2018; 2,459 in 2019; and 684 in the first quarter of 2020). Civil registration offices conduct outreach activities in Roma communities to encourage registration of births and familiarization with the law, particularly on the harmfulness of early marriages and

the preservation of reproductive health. Civil society associations, educational facilities and social workers are involved in outreach.

252. When the specialists of the CSSFChYs and social service providers in the amalgamated territorial communities visit Roma families in their communities, they deliver information and provide consultations on how to apply for state social assistance, on the social services available, on responsible parenthood, and on the prevention of domestic violence and child abuse. They also provide clarification on children's rights and parents' responsibilities to ensure the registration of children and to ensure the realization of a child's right to education.

253. In 2019, 40 mediators provided services to 34,683 members of the Roma national minority (7,144 families). The biggest demand is for the following services: assistance in submitting an application for obtaining identity documents and registration of residence; filing appeals to the court; access to local public financial assistance and services; information on social protection and basic rights; assistance with social housing and employment; educational support to improve the level of school education; and access to diagnostics and hospitals.

254. The prohibition of hate crimes is extended to include Roma women (article 161 of the CCU, "Violation of citizens' equality based on their race, nationality, religious beliefs, disability or other grounds"). During the period 2017–2020, a pretrial investigation was launched in the criminal proceedings of 526 criminal offences under the aforementioned article. There are no statistics on the victims' characteristics.

255. The Expert Council on the prevention of and response to gender-based discrimination includes the leader of the Roma Women's Fund "Chiricli". There were no reports to the Expert Council on gender-based discrimination against Roma women.

## Question 21

### Rural women

256. Thirty-one per cent of the population of Ukraine lives in rural areas (including 30 per cent of the total number of women and girls and 32 per cent of the total number of men and boys).

257. Share of residents of rural areas, by age group (percentage of the total number of male residents of rural areas and the total number of female residents of rural areas):

	<i>Boys/Men</i>	<i>Girls/Women</i>
Aged 0–14	17%	14%
Aged 15–64	71%	65%
Aged 65+	12%	21%

258. Statistical information on the situation of rural women is presented in tables 1-2, 7 and 8 of the Annex.

259. To ensure rural residents' access to justice, local centres for free secondary legal aid have provided more than 330 remote sites (operating on the basis of villages, settlement councils and the amalgamated territorial communities). For information on the provision of social services to rural residents, see paragraph 236.

260. In 2018, the MIP produced three videos to raise public awareness on health-care reform in rural areas, aimed at encouraging young professionals to work in rural outpatient clinics, emphasizing the provision of professional advice in remote villages and highlighting the construction of new outpatient clinics (see <http://mip.gov.ua/news/2681.html>).

261. In Ukraine, information and communication technologies are relatively accessible, including for women. In particular, local authorities in cities are creating zones of free access to Wi-Fi. Nevertheless, in a number of regions of Ukraine, measures are being taken to equip public technology centres in order to provide access to modern technologies to more people (see annex, table 8).

262. According to the State Service of Ukraine for Geodesy, Cartography and Cadastre, as of 1 January 2018, the total area of registered lands of private property of individuals is 31.5 million hectares. Of these, 8,748,522 land plots with a total area of 16.7 million hectares (53 per cent) are owned by women, and 8,214,093 land plots with an area of 14.8 million hectares (47 per cent) are owned by men. The calculated index of gender distribution of lands has demonstrated that, on average, even now in Ukraine there is gender equality in access to land resources. However, this indicator essentially reflects only equality in the right to inherit agricultural land and equality in its use as non-agricultural land. As for the owners of agricultural land, under the conditions of the moratorium, it is impossible to draw a conclusion on equality in the use of this resource.

263. There is a tendency to lower the representation of women among the heads of local self-government bodies at the level of territorial communities. While women accounted for about 50 per cent of village and settlement council heads before the decentralization reform process began in 2016, the results of the elections held on 25 October 2020 indicated that 16 per cent of village council heads and 21 per cent of settlement council heads are women (see also para. 156).

264. To enhance women's participation in decision-making concerning the social and economic development of rural areas, the MSP produced the video "You are the source of change" (2020).

## Question 22

### Women and girls with disabilities and older women

265. More than 2.7 million citizens of Ukraine have various forms of disability (6.5 per cent of the population), including more than 1.3 million persons with disabilities of group III, who are able to work. The main problems faced by girls and women with disabilities are architectural inaccessibility and lack of reasonable accommodation for public transport, streets, buildings, educational, social protection and healthcare institutions as well as limited opportunities in education and employment.

266. According to the countrywide survey "Opinions and Attitudes of the Population of Ukraine", conducted by the NGO "Fight For Right" within the project "Strengthening the Protection of the Rights of Persons with Disabilities" with the support of the Netherlands and the Human Rights Foundation in Ukraine (2020), more than a third of persons with disabilities believe that women with disabilities are more likely to have problems with employment (37.6 per cent), in their personal life (23.2 per cent), in their access to health care (14.4 per cent) and in their everyday life (5.3 per cent) than men with disabilities.

267. In order to simplify access and improve the quality of rehabilitation facilities, amendments were introduced to the Regulation on the Centralized Disability Data

Bank (2019). In particular, the e-Cabinet for persons with disabilities will allow them to quickly submit a set of documents, needed for the provision of technical and other rehabilitation means online, and leave feedback on the quality of services.

268. The Decree of the President of Ukraine “On enhancing effectiveness of activities on the rights of persons with disabilities” (2019) determines the priority actions to increase the access of people with disabilities to social, health, educational and other services, creating a barrier-free environment.

269. According to the Decree of the President of Ukraine No. 533/2020 of 3 December 2020, the Government must develop a national strategy in 2021 for the creation of a barrier-free space in Ukraine, aimed to ensure inclusion, non-discrimination, accessibility and universal design practices.

270. According to the results of the countrywide survey “Opinions and Attitudes of the Population of Ukraine” (see para. 266), 71 per cent of men and 76 per cent of women were going to take part in the polling stations during the latest local elections of 2020. The Central Election Commission approved the Election Information Procedure for Persons with Disabilities (due to Disability, Temporary Health Disorder, Age) (2020).

271. In view of the needs of persons with disabilities and other low-mobility groups, amendments to a number of state building standards are planned, including the following: “Sports and fitness facilities”, “Educational facilities”, “Healthcare facilities”, “Tram and trolley lines” and “Inclusiveness of buildings and structures”.

272. Law of Ukraine “On Education” (2017) determines the development of an inclusive learning environment as one of the principles of the state policy on education. In four years, the number of students studying in inclusive classes of general secondary education institutions has increased by 4.5 times – from 4,180 students in the 2016/17 school year to 18,643 students in the 2019/20 school year.

273. The Government settled the mechanism for funding the reimbursement of the costs borne by employers in case they hire persons with disabilities (2019). A preferential size of the Unified Contribution for Individual Entrepreneurs that hire persons with disabilities is set (2019). As of 2020, 23,900 persons with disabilities (there are no gender-disaggregated statistics) were receiving services of the State Employment Service.

274. The MSP approved the reporting template (2020) on the employment of persons with disabilities. The report includes disaggregation by sex, residence and age.

275. The Government approved typical regulations on the daytime centre of social and psychological assistance for victims of domestic violence and/or gender-based violence, and on the specialized service for primary social and psychological counselling of victims of domestic violence and/or gender-based violence (2019). The National Standard of the social rehabilitation service for persons with intellectual and mental disorders was approved by the MSP in 2018, and amendments were introduced to the National Standard of residential care for persons who have lost the capacity to care for themselves or have not acquired such a capacity (2019).

276. The process of implementing a comprehensive rehabilitation model for persons with disabilities (which gives an opportunity to receive the optimal set of rehabilitation services of different types and forms in one facility) is being improved. As of 1 January 2020, there are 153 rehabilitation facilities, where 23,022 persons with disabilities (of whom 42 per cent are girls and women) received rehabilitation services.

277. Financial support from the funds of the state budget is provided on a competitive basis to projects of civic associations of persons with disabilities (about

UAH 6.5 million in 2020). In 2020, 70 organizations submitted applications for 157 projects. Of these, 20 organizations, including 4 working on gender equality issues, received support to implement 28 projects. The winning organizations included: “National Assembly of Persons with Disabilities of Ukraine”; “Special Olympiad of Ukraine”, “Rights Protection Union of Disabled Persons”; “Union of persons with disabilities of Ukraine”.

278. Women make up 66.3 per cent of persons aged 65+ (see annex, table 1). The Government approved the 2022 Strategy for a National Policy on the Healthy and Active Longevity of the Population (2018).

279. As of 1 January 2020, 385 “Universities of the Third Age” are functioning within territorial centres, including in offices at village councils. More than 53,000 persons receive the services (80 per cent of whom are women).

280. Social services for the elderly are provided at their place of residence (at home), in residential care institutions and facilities, and in territorial centres for social services (see paras. 236–238, 247).

## Question 23

### LGBTI women

281. In accordance with the Law of Ukraine “On the Principles of Preventing and Combating Discrimination in Ukraine”, discrimination is a situation where a person and/or group faces restrictions in recognition, exercising or enjoyment of rights and freedoms, in any form on the grounds of race; colour; political, religious and other opinion; sex; age; disability; ethnic and social origin; nationality; marital and property status; residence; language; or other grounds that were, are and might be real or perceived. Other grounds include being lesbian, bisexual or a transgender women. Prohibition of discrimination on the grounds of sexual orientation and gender identity is explicitly set forth in the Code of Labour Laws (article 21) and on the grounds of sexual orientation in the Law of Ukraine “On the Legal Status of Missing Persons” (article 7). The prohibition of hate crimes is extended to LGBTI women (see para. 254).

282. The right of people with gender dysphoria to have sex reassignment surgery is determined by article 51 of the Law of Ukraine “On the Fundamental Principles of the Ukrainian Health Legislation”, and the procedure is regulated by the Order of the MH “On setting medical-biological and socio-psychological indications for a change (correction) of sex and approval of the template for primary registration documentation and instructions for filling it” (2016).

283. The concept of development of public health (2016), among the principles of forming the system of public health, identifies the right to health and health care as one of the basic human rights, regardless of race; colour; political, religious and other opinion; sex; age; sexual orientation; gender identity; ethnic and social origin; property; residence; language; or other characteristics, including health.

284. The NPU, together with Lviv State University of Internal Affairs, has developed the guidance “Crimes committed on the grounds of intolerance: specificity of investigation”, which is distributed among the territorial investigative units to inform their work.

285. In accordance with the rules of ethical behaviour of the police, in the performance of their service duties, police officers must respect the dignity of each individual, treat every person fairly and impartially, regardless of their race, ethnicity,

language, sex, age, religion, political or other opinion, property status, social origin or status, education, residence, sexual orientation or other grounds.

286. The year 2019 saw the highest levels of activism in the LGBTI community in terms of mass events. This was due to the heightened acceptance of LGBTI persons in society, as well as the effective contribution of state authorities, in particular law enforcement.

287. There are no prohibitions for LGBTI women's access to shelters for victims of domestic violence and/or gender-based violence, nor for the provision of assistance, as provided by law.

## **Question 24**

### **Marriage and family relations**

288. The Family Code of Ukraine sets the age of marriage for men and women at 18 years. Nearly 95 per cent of persons who did not reach the age of 18 but received the right to get married by a court decision are girls (in 2017, there were 1,377 girls and 84 boys; in 2018 – 996 girls and 65 boys; in 2019 – 1,016 girls and 56 boys; and in 2020 (as of 8 December 2020) – 608 girls and 19 young men). Urban residents account for 51 per cent of such persons. Pregnancy is the most common reason for obtaining a permit for marriage under the age of 18.

289. Monitoring of Roma girls' compliance to the minimum age of marriage is being conducted, with enhanced awareness-raising among Roma families on the harmfulness of early marriages (see question 20).

290. The scope of legislation on preventing and combating domestic violence, regardless of joint residence, is extended to guardians, caregivers, their children and persons who are/were under guardianship or custody. The powers of the guardianship and custody bodies include, inter alia, (1) protecting the rights and interests of a child victim or a child perpetrator, including by applying to court, representing the rights and interests of the child in court when issues related to the commission of domestic violence acts are considered, in particular on the issuance of a restraining order; (2) considering whether it is appropriate to take the child away from or withdraw parental rights, in respect of the child, where the perpetrator(s) are his/her parents (adopters) or one of them; and (3) considering whether it is appropriate to take the child away from his/her guardian (caregiver), adoptive parents or foster parents in case of domestic violence against the child or involving the child.

## **Question 25**

### **Additional information**

291. Parliamentary hearings on preventing and combating discrimination against women from vulnerable social groups took place in 2018.

292. In the first six months of 2020, the Centres for Advanced Training provided training under the advanced training curricula that include modules and topics on the CEDAW pillars to 4,930 persons, including 4,686 public servants and 244 local government officials.