



Ministry of
Ukraine
for Family, Youth
and Sports



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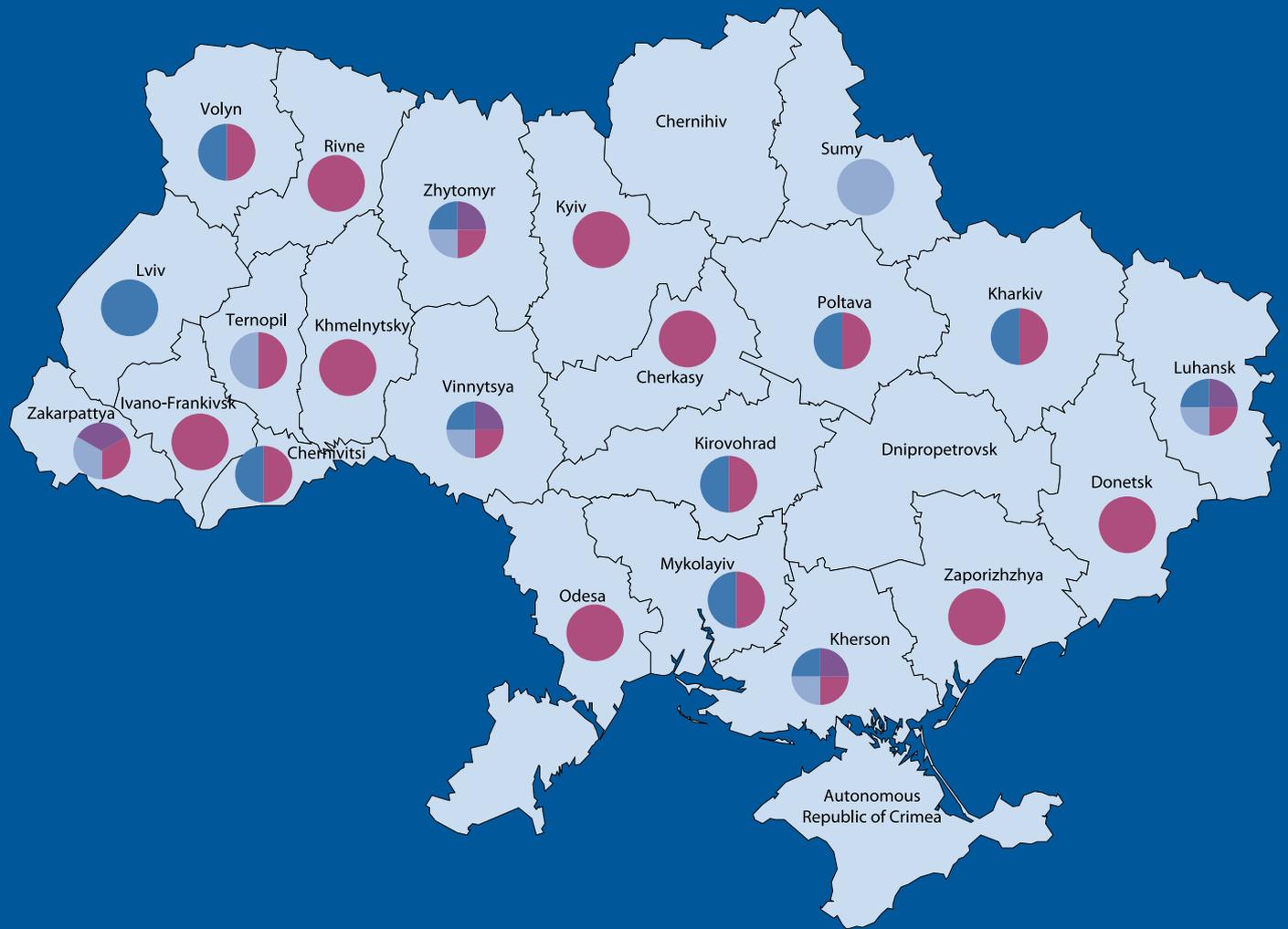
EQUAL OPPORTUNITIES AND WOMEN'S RIGHTS IN UKRAINE PROGRAMME



<http://gender.undp.org.ua>



Equal Opportunities and



-  Regional Gender Resource Centres
-  Regional Gender Educational Centres
-  Regional Centres for "Men against Domestic Violence"
-  Advisors on Gender Policy to "Heads of Regional State Administrations"

Women's Rights in Ukraine



Programme period: 15.09.2008 - 15.09.2011

The Equal Opportunities and Women's Rights in Ukraine Programme is a UNDP programme co-financed by the European Union, Swedish International Development Cooperation Agency SIDA and UNDP. The Programme's national implementing partner is the Ministry of Ukraine for Family, Youth and Sports.

The Programme started implementation on 15 September 2008. However its overall design and strategy are based on the experience and results gained during previous projects, such as the Equal Opportunities Programme "Ukraine: En route to equality", implemented by UNDP in Ukraine with SIDA support in 2003-2006 (phase I) and since 2006 (Phase II). Such projects contributed significantly to support the establishment of Ukrainian legislation and overall policy framework for gender equality. For example, the Parliament of Ukraine adopted the Law "On Ensuring Equal Rights and Opportunities for Men and Women" in 2005. The Government of Ukraine also ratified the Decree "On Adoption for State Programme of Ensuring Gender Equality in Ukrainian Society for 2006-2010".

Where do we work?

The project works in all regions of Ukraine, as well as in the Autonomous Republic of Crimea and in the cities of Kyiv and Sevastopol. Our cooperation is based on memoranda of understanding concluded between UNDP and Regional State Administrations/Regional Councils.

Our goal

The main goal of the Programme is to support national efforts by Government and civil society, to promote gender equality in line with Ukrainian international, constitutional and legal commitments and within the framework of Government action plans.

How do we work?

We pursue the objectives of the Programme through four main channels: the State's own system of implementation of the gender State Programme (at national and regional level), the national legislative framework, the educational system, the system of prevention and response to gender-based violence.

One major area of intervention is related to strengthening the overall national machinery for the promotion of gender equality.

In this regard, we provide comprehensive policy recommendations based on international experience and best practices. We provide extensive support for the development of gender strategies and action plans, as well as gender-sensitive planning processes, at the ministerial as well as regional administration level.

We support the monitoring of national and regional Gender Equality Programmes. We work on raising public awareness and knowledge of gender issues. At the regional level, we support, in close cooperation with regional and local administrations, Regional Gender Resource Centres, Regional Education Centres, regional centres "Men against Violence", and activities of the gender advisors to Heads of Regional State Administrations. Furthermore, the Programme provides support for the establishment of the National Gender Advisory and Resource Centre.

We provide capacity building programmes on gender equality, gender-sensitive planning, and other topics related to gender equality through the national system of capacity building institutions for officials responsible for gender policy implementation. The Programme promotes gender mainstreaming in statistics: we elaborate recommendations on improving statistics in state gender reporting and we also conduct awareness raising and capacity building events on the systems of collection and analysis of gender-disaggregated data.

The Programme monitors Ukrainian normative legal acts to ensure their conformity with the Law "On Ensuring Equal Rights and Opportunities for Men and Women" (2005). We develop recommendations to harmonize the Ukrainian legislative framework with national provisions and international obligations on gender equality.

The Programme works intensively on mainstreaming gender standards into the educational system. The Programme supports the development of a pedagogical methodology and gender standards for teachers of secondary and high schools. We plan to elaborate a handbook for teachers on overcoming gender stereotypes. We perform gender analysis of manuals and curricula, and elaborate recommendations for the elimination of gender biases in these educational tools.

We believe that gender issues should be included in the general educational curricula and in teachers' formal training. Therefore, our Programme supports the elaboration of gender-sensitive curricula for future teachers and pedagogues.

The Programme works to improve the national system of prevention and response to gender based violence, particularly domestic violence.

We are analyzing the national system to provide evidence-based policy recommendations based on international best practices, for an effective multi-sectoral approach to the problem of violence. Front-line police district officers and judges have an important role to play in this strategy.

Thus, we plan to conduct large-scale trainings for current police officers and students in the police academies, as well as for judges.

GENDER MAINSTREAMING



CHALLENGES

Ukraine as a State has made some important steps on its policy framework on gender equality, including the adoption of the Law on Gender Equality and the State Programme on Gender Equality. While a system to ensure the practical application and implementation of gender equality provisions has been created, there is still a need to strengthen the overall gender machinery, on technical capacity and particularly on horizontal and vertical communication and coordination.

STRATEGY

The Programme uses best practices and lessons learned from European countries, to inspire improvements in the national gender machinery of Ukraine. The Programme contributes to the improvement of the national gender machinery through the elaboration of policy recommendations, as well as through training programmes for officials from Ministries and other State bodies, and parliamentarians, through the specialized Committees of the Parliament of Ukraine.

AREAS OF INTERVENTION

Reviewing the design of National Gender Machinery (NGM):

- ▶ Expert assistance for the review of the design of National Gender Machinery;
- ▶ Training of national and regional officials responsible for gender policy implementation;
- ▶ Revision of regulatory acts in the sector of employment, in compliance with international standards on equality of rights and opportunities in the employment sector;
- ▶ Inclusion of gender knowledge and sensitivity as part of formal staff performance appraisal in civil service exams.



Assisting in monitoring of the State and Regional Gender Equality Programmes to 2010 through:

- ▶ Review of the State and regional Gender Equality Programmes to 2010;
- ▶ Elaboration of recommendations on improvement of the monitoring system for State and regional gender equality programmes;
- ▶ Capacity building on gender budgeting for state and regional officials, members of Budget Committee of the Parliament and members of oblast councils.



Building the capacity of State to produce and use gender statistics:

- ▶ Trainings for State officials on producing, analysing and using gender statistics;
- ▶ Support to international sharing of experience in gender statistics.

GENDER EDUCATION



CHALLENGES

- Strong gender stereotypes exist and are perpetuated by the education system at different levels, creating the conditions for gender segregation in academic training and professional opportunities;
- Lack of good gender education material (curricula, handbooks and manuals);
- Lack of appropriate gender statistics in education;
- The field of education, especially school and preschool education, is widely considered as women's professional realm, with very low level of recognition and financial remuneration.

AREAS OF INTERVENTION

Supporting to the introduction of a pedagogical methodology on gender standards for teachers of secondary and high schools of Ukraine:

- ▶ Expert assistance to the Ministry of Education and Science in elaboration of gender standards in education;
- ▶ Elaboration of recommendations for teachers on overcoming gender stereotypes in the teaching process;
- ▶ Gender analysis of school manuals, handbooks and educational curricula;
- ▶ Capacity building of specialists of the Ministry of Education and Science, regional and district education and science departments on implementing gender standards in the educational system;
- ▶ Training events for teachers and students.

STRATEGY

The Programme has a strong capacity building approach, focused on the formulation of pedagogical approaches, and the upgrading of teachers' qualifications to promote gender-sensitive education and provide specific information on gender issues in the classrooms. Implementation of the Gender Education Component is pursued in accordance with the provisions of the Law of Ukraine "On Ensuring Equal Rights and Opportunities of Women and Men" and taking into account the tasks of the State Programme of Ensuring Gender Equality in Ukrainian Society 2010. The Programme has a strong focus on taking advantage of international best practices and lessons learned, particularly from EU Member States and candidate countries of the European Union.



Building the capacity of teachers to overcome gender biases in education and integrating gender knowledge and gender sensitivity in the system of education of Ukraine:

- ▶ Assistance in development of gender-sensitive programmes for students of teachers' educational institutions;
- ▶ Training of trainers on gender knowledge and gender sensitivity in education for teachers;
- ▶ Support to the establishment of gender specialisations and gender studies departments in higher educational institutions.

Facilitating the introduction of gender sensitivity in the Ukrainian society through the education system:

- ▶ Support to the activities of Gender Education Centres in the regions of Ukraine;
- ▶ Awareness raising through training and information campaigns.

PREVENTION OF VIOLENCE



CHALLENGES

30%-40% of calls to Ukrainian police stations are related to violence in the family, including physical violence.

It is estimated that 35-50% of all women admitted in hospital for bodily injuries were victims of domestic violence.

It is estimated that during one year domestic violence in Ukraine causes 100,000 days of hospital admission, 30,000 applications to traumatology departments and 40,000 doctor calls.

Ukraine lacks complete statistics on domestic violence, including disaggregated data by sex, age and other relevant information, on scope, nature and consequences of domestic violence.

Ukrainian legislation on prevention and response to domestic violence needs to be upgraded and improved to ensure adequate protection to the population.

STRATEGY

The Programme pursues a gradual and comprehensive improvement of the overall system of protection and response to domestic violence. It supports the improvement of the national machinery for domestic violence prevention and response, through multisectoral recommendations ranging from legislative changes to police methods, victim assistance services, legal advisory services. It brings together efforts of State bodies and NGOs which have sufficient and positive experience in combating domestic violence. It creates an enabling environment for cooperation of all agencies, structures and State bodies engaged in domestic violence prevention system.

AREAS OF INTERVENTION

Assessing and improving the national machinery for prevention and response to domestic violence:

- ▶ Analysis of the current machinery for prevention and response to domestic violence;
- ▶ Sociological research on the state of domestic violence in Ukraine;
- ▶ Elaboration of policy recommendations, and advocacy for coordinated action by the Government and civil society.

STOP

violence!

Building the capacity of district police officers on prevention of domestic violence:

- ▶ Training programmes on prevention of domestic violence for district police officers;
- ▶ Elaboration of special courses on prevention of domestic violence, for inclusion in the curricula of police academies.

Building the capacity of judges to deal with judicial cases involving domestic violence:

- ▶ Informational materials and manuals on the ruling of judicial cases involving domestic violence;
- ▶ Training programmes for judges on the ruling of domestic violence cases.



REGIONAL DEVELOPMENT



CHALLENGES

- There are insufficient financial resources allocated from regional budget for the implementation of the State programme for ensuring gender equality
- In some regions, there is a lack of political commitment and awareness, with regard of gender issues as an integral part of democratic changes in society and as prerequisite for sustainable development
- Gender stereotypes are prevalent in local communities, including sometimes at the high levels of regional and local government

STRATEGY

The Programme supports the establishment of a system of gender focal points and gender coordination boards in the regions of Ukraine, and ensures that they are capable to develop and implement gender action plans, as fundamental instruments for the promotion of gender equality at regional level. The method presumes the provision of technical, informational, expert and training support to these officials and administrative bodies, as well as continuous capacity building of staff dealing with gender issues at regional level.

AREAS OF INTERVENTION

Supporting the Elaboration and Implementation of Regional Development Strategies

- ▶ Support to elaboration and implementation of regional gender plans of action, on the basis of signed trilateral Memorandum of Understanding to ensure sustainability
- ▶ Support to coordination boards on gender, regarding the development of regional gender strategy and gender analysis of regional socio-economic development programmes
- ▶ Capacity building of regional staff working on gender issues, sharing of international best practices and experience of gender mainstreaming in regional development



Supporting Regional Gender Resource Centres:

- ▶ Support to activities of existing Gender Resource Centres, and the establishment of new centres, to sustain their capacity to serve as a powerful instrument of implementation of gender regional strategies
- ▶ Promotion of fruitful cooperation between Gender Resource Centres, departments responsible for gender issues, advisors to Heads of Regional State Administrations on gender issues and civil society organizations
- ▶ Support to educational programmes for Gender Resource Centres
- ▶ Training of experts from all regions of Ukraine, with the aim to create an effective and knowledgeable human resources base for gender mainstreaming at the regional level



Gender Facts and Figures in Ukraine

- The level of women's political representation at the national level is very low. Women's representation in Parliament is 8,2%, in Government 4%.
- The current level of female representation at other levels of decision-making is rather low. In local councils women's representation is 43%, in regional councils 9%. 38% of private entrepreneurs are women. They manage 26% of small enterprises, 15% of medium, and 12% of large ones. Only 2% of industry business managers are women, women hold 20,2% of positions in industry, 9,5% in agricultural business.
- Women suffer from a high incidence of violence, particularly domestic violence. Experts say that 95% of domestic violence victims are women.
- Women mostly work in sectors with a lower average salary (education, medical care, social services). This promotes economic inequality between men and women. In 20-30 years from now, this imbalance will result in women's pension reduced to the level of 40-50% of men's pension.
- On average, women work 4-6 hours/day more than men, but women's care work is not remunerated and is not counted in the pension records.
- Women who have been on maternity leave become uncompetitive in the labour market. This leads to an impoverishment of families.
- One in three children in Ukraine is being brought up by a single woman.
- In average, men live 12 years less than women;
- 40% of boys at the age of 16 have very few chances to live until the age of 60.
- Suicide is more common among men.
- Over 90% of prison inmates are men.
- Alcoholism is 6 times more widespread among men.
- Over 30% of men will never become fathers because of reproductive health problems.

Gender Equality Policy Milestones in Ukraine

2000 Ukraine signed the Millennium Declaration (Millennium Development Goals);

2005 The Presidential decree (about gender focal points) "On improvement of activity of national and regional executive power bodies on ensuring equal rights and opportunities of men and women" was signed;

2005 Verkhovna Rada of Ukraine adopted the Law "On Ensuring Equal Rights and Opportunities for Men and Women";

2006 The Government of Ukraine ratified the Decree "On Adoption for State Programme of Ensuring Gender Equality in Ukrainian Society for 2006-2010";

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