



Ministry of Ukraine
for Family, Youth
and Sports



Ukraine

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EQUAL OPPORTUNITIES AND WOMEN'S RIGHTS IN UKRAINE PROGRAMME

Equal Opportunities and Women's Rights in Ukraine Programme

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CHAPTER 1. CONTEXT

1.1. PROJECT BACKGROUND

The overall objective of this Programme is to support the Government and civil society efforts to promote gender equality in Ukraine in line with Ukraine international, constitutional and legal commitments and within the framework of government action plans. The Programme will provide support to the Government of Ukraine for efficient solving of gender problems. This process shall be done through development and institutionalisation of state mechanism and capacity building of authorities responsible for ensuring gender equality in the country.

The specific objectives of the Programme are:

- 1) Support the Ukrainian Government at national, regional and local levels to implement and enforce gender equality legislation and decrees in order to strengthen the national gender machinery;
- 2) Promote culture and education without gender bias and integration of gender knowledge and gender sensitivity into educational system;
- 3) Promote an environment conducive to decreasing violence against women and children;
- 4) Strengthen national capacity for sustainable gender processes;
- 5) Mainstream gender into regional development.

The main directions of Programme's activities include:

OUTPUT 1: National gender machinery is equipped with legal and financial resources, political commitments revised to legally enforce gender equality laws and regulations

Activity 1.1. Review the design of National Gender Machinery (NGM)

Activity 1.2. Assist in monitoring of the State and regional Gender Equality Programmes to 2010

Activity 1.3. Build the capacity of state officials deal with gender statistics

OUTPUT 2: The system of education is free of gender biases and stereotypes, gender balance in programmes, textbooks and education curricula is ensured

Activity 2.1. Support development of a pedagogical methodology on gender standards for teachers of secondary and high schools of Ukraine

Activity 2.2. Build capacity of teachers in overcoming gender biases in education and integrating gender knowledge and gender sensitivity in the system of education of Ukraine

Activity 2.3. Introduce gender sensitization events on gender education

OUTPUT 3: System of response to gender based violence is improved

Activity 3.1. Assess machinery for prevention and response to domestic violence in Ukraine

Activity 3.2. Build capacity of district police inspectors and students of educational establishments for policemen of Ukraine on prevention of domestic violence

Activity 3.3. Build capacity of judges to deal with judicial cases involving domestic violence

OUTPUT 4: Capacity enhanced of national and regional authorities to elaborate, monitor, implement and report on gender-sensitive strategies/programmes/plans

Activity 4.1. Introduce LFA methodology to national and regional gender development processes

Activity 4.2. Support Regional Gender Development Strategies

Activity 4.3. Gender sensitization

OUTPUT 5: The system of gender normative base developed

Activity 5.1. Monitoring of Ukrainian normative legal acts and development of recommendations

Activity 5.2. Provide support to annual state reporting

1.2. SITUATION ANALYSIS

The Ukrainian state takes the responsibility for guaranteeing the conditions and to support the activity of both sexes, women and men. Ukraine which has chosen the non totalitarian, democratic path of development, now directs its legislative and state activities towards the creation of gender parity relationships between women and men in all spheres of social life.

The basic principles of gender development in Ukraine are set in the Constitution. It states that all citizens independent of their sex have equal constitutional rights and freedoms; they are equal before the law. This is provided through giving women equal rights and opportunities for self-affirmation in all spheres of life; this means that the state protects family, childhood, motherhood and fatherhood (article 51). But constitutional norms can be realized only where they are further developed in the whole system of legislation and put in practice with the help of appropriate institutional mechanisms.

The Government of Ukraine shares the belief that gender equality is the foundation for a democratic society and a precondition for sustainable human development. It means that Ukraine uses best international practices to solve its internal issues. Ukraine has signed international documents that stipulate gender approach and by doing this, recognized it as the most effective for formulation and implementation of the national programmes; took obligations to guarantee equality, development and justice in the country, region and the world, being guided by the gender ideas of social equality.

The Verkhovna Rada has adopted the Law “On equal rights and opportunities for women and men” on 8 September 2005. Also, the Presidential decree “On improvement of activity of national and regional executive power bodies on ensuring equal rights and opportunities of men and women” has been signed on 26 July 2005. On 27 December 2006 the Cabinet of Ministers of Ukraine approved the State Programme for Ensuring Gender Equality in Ukrainian Society up to 2010. On 16 January 2008, the Programme of Action of Ukrainian Government “Ukrainian Breakthroughs” was adopted by the Government, where the principles of gender equality were re-iterated. On 5 September 2007, Inter-Agency Council on Family, Gender Equality, Demographic Development and Human Trafficking Prevention was formed. During 2007, the orders on establishing gender working groups in key Ministries (Ministry of Ukraine for Family, Youth and Sport, Ministry of Labour and Social Policy of Ukraine, Ministry of Interior of

Ukraine, Ministry of Justice of Ukraine, Ministry of Economy of Ukraine, Ministry of Education and Science of Ukraine, Ministry of Health Care of Ukraine, Ministry of Culture and Tourism of Ukraine? State Committee on Television and Radio Broadcasting of Ukraine and State Committee of Statistics of Ukraine), were signed.

Working group should consist of a gender focal point, gender advisor, representatives of ministerial departments, gender experts, and representatives of civil council. These groups are to adapt the common methodology to specific spheres of activity of each key ministry and in cooperation with gender experts draft gender policies for the corresponding sphere. During May-October 2007 such gender working groups were established in eight key Ministries. In 2008 some of them were modernized and list of members updated. Ministry for Defence of Ukraine still does not have such group but the work upon gender mainstreaming has begun. Despite UNDP Equal Opportunities and Women's Rights Programme provided members of ministerial working groups with methodological and experts assistance aiming to raise their capacity but the groups are lacking the institutional mechanisms for ensuring gender equality; adequate policies on equal opportunities and proper plans and projects for their future work.

In this case it is necessary to mention that unclear principles of forming the ministerial working groups and/or selection of the participants for the training, workshops or seminars is still exist in the country. Different ministries had absolutely different approaches to forming gender working groups: some of them appointed heads of all the departments; some of them invited mostly scientific advisors and experts, who are not ministerial staff; other ones included working personnel into their groups. At the same time participants of every training/seminar very often are other people, not listed in the working groups. In such cases they are usually confused about their roles, what makes the training and the planning process more complicated, not only because the topic is unfamiliar to them, but also because of a reluctant attitude demonstrated by majority of participants towards the gender equality in general.

Created in 2007 and updated in 2008 ministerial working groups, which in most cases were not gender-balanced, presented mostly women's point of view. As it was pointed out most of the ministries took the traditional approach in forming the working groups by appointing women to work with 'women', but not with "gender" issues. Level of knowledge of the topic, i.e. issues of gender equality is usually varying among members of working group, majority of which could display a very low professional knowledge of the gender topic or traditional defensive attitude stating that their organizations and the country in general do not have any gender problems, demonstrate clear gender stereotypes or enplane/understand gender equality as women's issue or problem. The ministerial staff engaged in gender policy implementation does not usually feel safe with their mandates and were afraid to express their opinion on the situation, since they felt reluctant to analyze the gender-related weaknesses and problems within the ministries. Members of the working groups in most cases are uneasy with the planning process expecting the new activities and tasks to be placed upon them as additional responsibilities which only increase their own work burden. Quite many members of the working groups have a very vague idea on the State Programme on Ensuring Equal Opportunities and its implications to their ministries, which also took more time for any training or workshop.

In comparison with 2007, in 2008 the gender machinery in ministries and other state bodies is strengthened but needs more improvements. Working groups still exist differently composed and differently authorized, depending on the degree of gender friendly climate. A few of the key ministries which participated in the LFA-training with the purpose of developing actions plans have not done so. It is a sort of not accepted behaviour and a sign of lack of political will. But such sign of lacking motivation is not common for all of Ukrainian state bodies which engaged in gender policy and established working groups. Improvement is still needed for planning and

shaping conditions for gender mainstreaming. The national goals for gender equality still need to be complemented with the impact on the economical growth - a materialistic approach - for raising status of gender and for change of perspectives. Ukraine has slipped back in the World Economic Forum's Gender Gap index. In 2008 the index ranked Ukraine 62. In 2007 Ukraine had rank #57 and in 2006 #47.

Gender development is a slow process due to the radical change it has on the macro as well at the micro level. Gender stereotypes occupy deeply the mentality of people at all levels. Time needs to be spent on understanding – among top politicians and all through the system. The regular governmental crisis in Ukraine prevents reflection and not only in the gender field. Among ways out is building of a platform for the materialistic approach, with statistics, revision of current programmes and new actions.

CHAPTER 2. PROJECT ACHIEVEMENTS

2.1. DEVELOPMENT RESULTS

PROJECT's OUTPUTS:

OUTPUT I. Capacity of national and regional authorities to elaborate, monitor, implement and report on gender-sensitive strategies/programmes/plans developed

Indicators and targets:

Target 1: 17 oblasts supported to develop effective gender-sensitive strategies/programmes using LFA methodology

Progress against target 1:

- Currently all 27 oblasts have on-going gender programs with respective budget allocations
- UNDP EOWR conducted 17 workshops and trainings at regions, with 514 state officials, journalists, NGO leaders built their capacity on gender mainstreaming and gender-related activity. The majority of these 514 participants were state officials
- Gender issues were discussed at 24 meetings of oblast councils, sectoral meetings and meetings of public councils at regional level. Regional authorities use the methodologies of planning proposed by UNDP EOWR (namely LFA and method of analysis and monitoring of oblast programmes)
- Zakarpattia, Kherson, Vinnytsya and Lugansk oblasts include gender component to strategies of social and economic development to 2015
- In Lugansk oblast, gender audit of oblast programs is launched. 54 regional programs will be subject to gender expertise in Kherson oblast. In Vinnytsya, Zakarpattia, Lugansk, Kherson, Chernivtsi, Zhytomyr and Kharkiv oblasts gender analysis of staff in executive bodies and local self-government is conducted, Lugansk and Vinnytsya oblasts conduct monitoring of gender issues in mass-media

Target 2: 9 Ministries supported to develop effective gender-sensitive action plans using LFA methodology

Progress against target 2:

- State officials from 9 Ministries and other state bodies who took part in the training on LFA methodology conducted by the EOWR UNDP (4-6 persons from every engaged state body) gained and exercised their proficiency in planning the projects according to the LFA methodology including the SMART task aimed on obtaining the gender equality and estimating the indicators of this activity.
- This year representatives of 9 Ministries and other state bodies, which took part in the trainings, tried to prepare the first draft of the establishing of the gender equality in the particular field of Ministerial responsibility programme project. The weak point was that all Ministries focused their attention not on the achievements but on the recent activities.
- All the 9 main Ministries and authorities developed gender-sensitive plans of action. Though, such gender-sensitive plans of action of 3 Ministries (Ministry of Defence of Ukraine, Ministry of Interior of Ukraine and Ministry of Ukraine for Family, Youth and

Sport) which are of the high quality and meet all main requirements of LFA methodology are successfully implementing. There are several weak points of different kinds at the other 6 authorities: instability of the membership of gender working group, irregularity of meetings or mismatch of developed plan to the LFA methodology.

Target 3: 10 Gender Resource Centres (GRC) functioning

Progress against target 3:

- Equipment purchased and transferred to 4 GRCs
- Types of activity of gender resource centres were agreed with regional authorities (state oblast administrations, oblast councils and gender regional coordination councils). Typical Statute draft for resource centre was submitted to the Cabinet of Ministers of Ukraine for approval.
- Currently there GRCs are functioning in the capacity of communal institutions in 3 oblasts (in Lugansk, Kharkiv and Zhytomyr oblasts). They are the only GRCs that get finances from oblast budget. In Kherson, Vinnytsya and Chernivtsi oblasts GRCs are functioning as NGOs, and in Zakarpattya the GRC is functioning without legal status, it is attached to department of family, youth and sport of Zakarpattya SOA. Gender education centre in Zakarpattya is performing the part of duties of GRC.
- Heads of GRCs in Lugansk, Kherson, Vinnytsya and Chernivtsi oblasts are appointed as gender advisers to heads of SOAs

Target 4: 200 institutions (media houses, schools, etc.) receive project's advocacy publications on gender issues in Ukraine

Progress against target 4:

- Approximately 30 media outlets participated in project's events and received project's advocacy publications on gender issues in Ukraine during the informational action for journalists "Investing in women and girls: Ukrainian situation". More information can be found at: <http://www.undp.org.ua/?page=news&news=441>
- Journalists from 90 media outlets took part in training, press-clubs and seminars, conducted by EOWR and as the result approximately 300 publications, TV and radio programmes devoted to the gender theme were presented in regional mass media.
- 20 media outlets obtained the information concerning researches "Gender asymmetry in the executive power and state administration in Kherson oblast" in October-November 2008
- Almost 30 representatives of the head media outlets in Ukraine took part in the round table "Women leadership and participation of women in political life of Ukraine" on 6th of November 2008
- The partners of the Programme, state institutions, NGOs, higher educational institutions, research centres regularly get the Programme literature and materials. Nowadays the "ABC of the equality" is presented in almost every school in Ukraine regions and the distribution continues
- Around 50 representatives from Ukraine's regional media outlets, representing 12 regions, together with Kyiv-based journalists have discussed the country's progress in

achieving gender equality, as one of Ukrainian Millennium Development Goals on 19 September 2008

OUTPUT II. Policy advice to harmonize legislative framework with Ukraine's basic law and international obligations to ensure gender equality provided

Indicators and targets:

Target 1: Methodology for legislative gender review introduced to Ministry of Justice of Ukraine

Progress against target 1:

- Numbers of consultations with the gender working group of Ministry of Justice of Ukraine are conducted, the list of legal acts, where the changes according to the results of gender-legal expertise are essential, is created
- The manual "Methodology of Gender-Legal Expertise in Ukrainian Law" is developed in 2008 with the help of the national expert Ms. Kateryna Levchenko, participants of the working group of Ministry of Justice and representatives of EOWR UNDP Programme. The manual was printing and should be distributed among the members of the Ministerial gender working groups and other interested people
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Target 2: 15 executive agencies staff trained for developing gender-sensitive legislation

Progress against target 2:

- On the 26th of September 2008 EOWR UNDP Programme conducted the training for 25 members of the working group of Ministry of Justice of Ukraine concerning implementing of gender approaches in Ministerial work. The main principles of gender state policy and the methodology of conducting gender-legal expertise of legal acts were examined on the training.

Target 3: Re-alignment of list of legal acts defined by Ministry of Justice of Ukraine supported

Progress against target 3:

- The legal acts to conduct the gender-legal expertise in 2008 were chosen as follows: Ukrainian Law "About the prevention of acquired immune deficiency syndrome (AIDS) disease and social protection of population" and the Ukrainian Law "Legal basis of civil defence". During the expertise the point of legal control of analyzed Laws was established, the analyses of international legal documents, which determine the standards and principles of gender equality, clause-by-clause analyses of Laws concerning correspondence of principle to ensure equal rights and opportunities for women and men.

Target 4: State gender equality report is drafted timely and meets information requirements

Progress against target 4:

- The Programme supported the conduction of the Interministerial Coordination Board on monitoring the implementation of State Programme on ensuring of the gender equality in Ukraine until 2010 and the Ukrainian Law “About ensuring the equal rights and opportunities for women and men”. The main achievements of Ukraine in this sphere in 2008 were analyzed. The main achievements are in the institutionalization of gender policy continuance: the officials to provide consultation and methodic help concerning ensuring the equal rights and opportunities for women and men were appointed in the Secretariats of 27 Committees of Verkhovna Rada of Ukraine, advisers to the heads of 16 State Oblast administrations were appointed, within 18 State Oblast administrations the regional coordination gender boards concerning family, gender equality, demographic development and prevention of human trafficking are functioning. The priorities for the 2009 are specified: the improvement of the work with gender statistics, implementing of the systems to monitor the execution of the gender aspects of the field programmes.
- The state report “Gender education in Ukraine” is a part of State programme concerning ensuring of gender equality in Ukraine until 2010 is developed in 2008. The EOWR UNDP Programme provided the expert support in development of reporting skills according to the internationally-recognized quality standards (indicators, target groups, monitoring system, problem analysis, recommendations).

ACTIVITIES:

1) INTRODUCE LFA-METHODOLOGY TO NATIONAL AND REGIONAL GENDER DEVELOPMENT PROCESSES

SITUATION ANALYSIS

For the organisation of joint actions, elaboration of recommendations and strategies of gender transformations as well as for gender mainstreaming, the experts and specialists of the UNDP Equal Opportunities Programme carried out working meetings with the representatives of the Ukrainian Government on regular basis (Ministry of Ukraine for Family, Youth and Sport, Ministry of Economy of Ukraine, Ministry of Justice of Ukraine, Ministry of Education and Science of Ukraine, Ministry of Labour and Social Policy of Ukraine, Ministry of Culture and Tourism of Ukraine, Ministry of Health Care of Ukraine, Ministry of Interior of Ukraine, Ministry of Defence of Ukraine, State Committee of Television and Radio Broadcasting of Ukraine, National Expert Commission for Protection of Public Morality). As a result of these working meetings, the joint documents and propositions on the coordination of activity of the state bodies with the UNDP Equal Opportunities Programme in ensuring the efficient gender mainstreaming were worked out. Among them was necessity of the establishing of the position of Gender Policy Adviser to Minister at every Ministry, engaged in the process of implementation of gender policy in the respective sector.

Gender mainstreaming is a globally accepted strategy for promoting gender equality. Mainstreaming is not an end in itself but a strategy, an approach, a means to achieve the goal of gender equality. It involves ensuring that gender perspectives and attention to the goal of gender equality are central to all activities – policy development, research, advocacy/ dialogue,

legislation, resource allocation, and planning, implementation and monitoring of programmes and projects.

A strong, continued commitment to gender mainstreaming is one of the most effective means for the EOWR Programme and UNDP in general to support promotion of gender equality at all levels – in research, legislation, policy development and in activities on the ground, and to ensure that women as well as men can influence, participate in and benefit from development efforts. There is a continued need, however, to complement the gender mainstreaming strategy with targeted interventions to promote gender equality and women's empowerment, particularly where there are glaring instances of persistent discrimination of women and inequality between women and men.

The Programme is working to create awareness of the benefits to programme outcomes of incorporating gender perspectives into work programmes throughout the governmental system, including in departments within the Secretariat of Cabinet of Ministers of Ukraine and Verkhovna Rada of Ukraine. The objective of these efforts is not to “do” gender mainstreaming for other parts of the system but to stimulate all entities within governmental system to take gender perspectives into account in their work programmes. Among them is necessity of the establishing of the position of Gender Policy Adviser to Minister at every Ministry, engaged in the process of implementation of State Programme on Ensuring Gender Equality in Ukrainian Society up to 2010.

General impression of all international experts was that most working groups applied the traditional approach to planning which is process-oriented and not result-oriented. Activities were discussed and suggested without any relevant justification. At the start it was difficult for the group members to see the cause-effect relationship. In such cases sustainable planning and work can be strengthened only by engaging a wider and broader group of stakeholders, by training of ministerial working gender groups members for understanding and successful implementation of gender approaches in ministerial activities. At the same time responsibilities at the state level could be seen in the continued planning procedure, esp. each ministerial gender equality plan should include a list of responsibilities, hence by each activity proposed, it should state which stakeholder/s that are responsible for implementing it, it could be different authorities, NGOs etc. And a large programme like on Ensuring Gender Equality in Ukrainian Society up to 2010 needs focal point and a national monitoring system. The working group within the Ministry of Ukraine for Family, Youth and Sport should full time support, inform and monitor the ministries, authorities, regional and other stakeholders. At the state level the recommendations (the plan of activities/the plan of actions) could often be quite general, however at the regional level and the level of authorities the plans need to be much more specified in order to have possibility to implement, with specified activities, clear instructions.

In order to present the progress between 2007 and 2008 years members of ministerial working groups were asked to report on a few questions, related to the main progress so far, availability of gender data and statistics and plans for the future. The main weakness reported by almost all gender working groups was constant change of top management which continuously disrupted the effort of the working group in planning and implementing gender equality activities and made the work a frustrating task. Change of ministerial staff (both middle and top level) and members of gender working groups is one of the main hinders what was pointed out not only by a number of ministerial officials and but international experts as well. Many working groups reported that they did not have time to finalize the plans and their work, not only because they were overloaded by main work, but also, because they were not supported by the management in pursuing the task. Some of them mentioned inconsistent character of work when members of the working group are changing, appointed without being asked or unaware of the development.

Many members mentioned that they were not informed about the engagement of some colleagues of the same working group in some gender work. Information on the individual efforts is not shared among the working group.

Another, equally important, hinder is the formal mandate of the working group to initiate and implement the gender work within the ministries. So, many working groups complained about a formal or even passive attitude of top management towards the responsibility of the group, which demonstrated a declarative character and did not facilitate the process. Insufficient or weak gender knowledge could be pointed out as a shortage among quite many members of the working groups, in particular among new members who do not have the same understanding on how the issues of gender equality relate to their direct work and the sector. As representatives of working groups underlined there are a lot of cases when the management received the information but did not take any initiative to support the work. Such weak political commitment among the top management puts a high strain on the members of the working group turning the work and the efforts into a 'hobby' and additional responsibility without any budget resources. All these factors, therefore, impact on the absence of resources to build the in-house capacity (the right to use outside experts is not utilized) and using of gender data for forecasting the development and follow-up of interventions. Vertical implementation of gender programme and co-operation between the line ministries and their regional branches is weak as well. Unavailability of resources both to be used for raising the gender capacity of the working groups and also to compensate the additional time spent on gender task that it to be mentioned as a significant shortage undermining the enthusiasm and initiative among the members.

Sex-disaggregated statistics and gender data is scarce and unavailable at most of the ministries, with a few exceptions like Ministry of Labour and Social Policy of Ukraine, which is able and willing to order such data for analysis and forecasts. But statistics is a prerequisite for gender mainstreaming. At the United Nations' Fourth World Conference on Women 1995 - the Beijing Declaration – the need was stated on “development and systematic usage of Gender-disaggregated statistics and indicators; Ukraine has signed this declaration. Still – 13 years later – capacity within the State Statistical Bureau of Ukraine is lacking of skills for disaggregating the statistics. Lack of resources is the reason. Governmental bodies neither seem to systematically demand the disaggregation. Without statistics other search tools must be used for the mainstreaming like searching for the words as “man/men”, “woman/ women”, “girls/boys”, “mother/father” in the text. Gender disaggregated statistics is available and still it is not gender disaggregated but individual one what hampers gender mainstreaming and not informing about real situation. Individual statistics is further more not frequently used in governmental documents. Even existing statistics is not utilized by a wider circle of users, limiting thus possibilities to learn from good practices and to spread the information for relevant users. Knowledge of gender issues has also could be mentioned as a big need in almost all the ministries. Gender disaggregated statistics are “feeding” media news. That means that the news reporting on gender would increase as a consequence. And most likely “feed” a more professional news reporting and thereby help eradicating the gender stereotypes, currently flowering in news reporting.

There are many methods for implementing mainstreaming. UN has most likely several to propose, like European Union. The Swedish Government has a method called the Ladder and all its staff has been invited to training for implementation of the method. A manual is elaborated and could easy be found on internet webpage (in English): www.sweden.gov.se/content/1/c6/08/19/82/3532cd34.pdf. During trainings such information was recommended to be used in the everyday activity of ministerial working groups.

Among other popular method is the 4R method which is described in the chapter on recommendations for Ministry of Culture and Tourism of Ukraine. This method is widely spread thanks to its simplicity.

Using LFA-Methodology in Trainings



Aiming at strengthening the knowledge of the working groups in the methods of Goals-oriented planning, Logical Framework Approach, utilized to design sector strategies and develop skills on some key methods of gender mainstreaming the second stage of the Programme of UNDP on Equal Opportunities: Ukraine towards Gender Equality was implemented in May and June 2008 in the form of follow-up trainings to the participating ministries. The trainings facilitate the process of developing sustainable and realistic programmes for the Equal Opportunities

Programme. Prior to trainings for representatives of Ministries, the 2-days follow-up training for LFA-facilitators was conducted on 20-21 May 2008. On this follow-up training, theoretical knowledge and practical skills on the methods of organization of trainings on LFA were built up. Please, see the agenda and list of participants as *Annexes 1 and 2*. The training was conducted by international experts Kari Ortengren and Virginija Langbakk (Sweden), who developed a report over this training (see *Annex 3*).

In the first training (22-23 of May) the working groups of the Ministry of Interior of Ukraine, Ministry of Education and Science of Ukraine, Ministry of Ukraine for Family, Youth and Sport Affairs as well, as Ministry of Defence of Ukraine were participating. On 9-10 and 11-12 of June the working groups of Ministry of Justice of Ukraine, Ministry of Economy of Ukraine, Ministry of Labour and Social Policy of Ukraine, State Committee of Television and Radio Broadcasting of Ukraine and National Commission on Public Ethics were trained. Despite they were invited Ministry of Culture and Tourism of Ukraine, Ministry of Health Care of Ukraine did not participate in the follow-up training. To adjust the trainings to the needs of the working groups international expert Virginija Langbakk (Sweden) developed theoretical material and some practical exercises. She represented recommendations and advices on the final drafts of their working plans for gender equality and use LFA-method in working out plans and strategies of actions as well.



The contents of all the trainings were focusing on two parts: 1) recapitulation of the LFA method, its steps and 2) some of the key tools needed for gender mainstreaming process, namely, analysis of political will, specific mechanisms of gender equality (gender policy and machinery), institutional capacity of the institutions to work for gender equality, gender statistics, gender expertise and resources. Additional presentations and exercises on gender-sensitive indicators and gender-aware legislation have been conducted with all the working groups. See agendas and list of participants as *Annexes 4-9*.

Taking into consideration the unstable political commitment and constant changes among top management within most of the ministries, special attention of the trainer was paid to the issues of risks and risk management.

As one of important issues for the ministries and their working groups the differences between the structure of projects and Programmes and the hierarchy of results chain for the programming of results-based management of sector strategies were presented. Based on findings of the conducted trainings individual coaching of the ministries was planned for further trainings.

The level of progress varied in the ministries making the pace of trainings a bit uneven and creating some difficulties to predict and steer the outcomes of the training.

Positive findings

One of the main positive factors important to mention is that the composition of the working groups did not change dramatically and they kept their capacity to plan and implement gender mainstreaming.



Another important fact was that directly after the first training many of the working groups started the change process by spreading the information both on the method of LFA and the purpose of developing gender action plans which created some interest for gender equality within the participating institutions.

Additional factor, which applies to quite many members of the working groups, demonstrates a professional interest in gender issues and gives a good ground for the future establishment of in-house expertise.

Identified weaknesses

Among less positive observations it is important to mention some key factors, which might cause significant hinders in the planning and implementing of the State Programme for Ensuring Gender Equality in Ukrainian Society up to 2010.

Weaknesses related to the application of LFA in the planning and implementation

Regarding the application of results-based planning, the main weakness was that all the ministries were focusing on inputs/activities, but not results.

Analysis of context factors, in particular, legislation and social attitudes, was insufficient, due to which the probability of unsustainable risk management and results in an abstract and unrealistic strategy might be larger.

Practice and procedure of reporting varies in the ministries and is based on inputs and list of activities, but not results or outputs.

Tools, like indicators to measure the progress and effectiveness of intervention, are not properly designed.

Weaknesses related to the implementation of the State Programme for Ensuring Gender Equality in Ukrainian Society up to 2010

Weak ownership and co-ordination on behalf of the Ministry of Ukraine for Family, Youth and Sport was pointed out by majority of the ministries as the main factor hindering effective process of implementation of the Programme. The Ministry, entrusted by the Government to lead the process was expected by all working groups to show initiative, design the framework for developing the procedures and support the other ministries in planning the activities as well, as guide them in reporting on the progress by suggested and unified reporting format. The Ministry was also expected to participate in all the trainings in order to gather the information, establish relationship with the working groups and co-ordinate some common activities, like seminars or other relevant events.

Another shortage was absence of clear definition of tasks and responsibilities of the working groups, which caused confusion and passivity among some of the working groups. As stated by the participants, not a single working group has developed or received a defined description of tasks, as a result of which the level of progress is very uneven.

During the second training the participants of the Ministry of Justice of Ukraine informed about their intention to prepare an internal decision on the regulations for the working group, which was requested to be shared as a good example to guide the other ministries in their work.

Ministry of Interior of Ukraine

The Ministry has demonstrated a strong interest and support to the implementation of the State Programme and the functions of the Ministry. The working group is progressing well and is capable of understanding the requirements of planning and the application of the method. The Ministry is the first institution which has pursued the goals of the LFA training and developed the plan of action on gender mainstreaming implementation, got the approval of the management and started the implementation. Members of the working group represent a very good understanding of the results-based planning and will not have big problems in developing individual projects, programmes or strategies within the sector. The only weak side of their activity might be mentioned as a lack of financing.

A field for improvement could be introduction of results-based reporting, which today is still based on inputs or activities and does not offer a good tool to measure the achievements.

In order to use the common personnel and economic resources efficiently, it would be highly recommended to use the knowledge of the working group as good practice for the other ministries, to join capacity-building inputs of the Ministry with some similar ministries, like that of Defence or of Family, Youth and Sport where similar context factors and challenges or risks could be analyzed.

Ministry of Interior of Ukraine is one of Ukrainian ministries where gender working group was established for development and coordination of activities on realization of the State Programme. Group consists of ministerial officials, adviser to Minister, higher education establishment representatives, gender experts. On the current stage group is developing tools for reformation of human resources policy in internal affairs state bodies, conducting informational and educational activities on prevention and combating violence against women and men, domestic violence, on liquidation of sex discrimination within the Ministry.

As far as Ministry of Interior of Ukraine is very active in promoting equal opportunities for men and women, and with regard to the necessity that decision-making process and legislation are to become gender sensitive, special research on ensuring of gender equality in interior state bodies and publication of the brochure “Women in Ukrainian Internal Affairs State Bodies” were of particular interest and were supported by UNDP in 2008.

For conducting of above mentioned research UNDP recruited two experts. The objective of the research is to support of analysis of opinions and experiences of female servants of internal affairs state bodies on ensuring of gender equality in interior state authorities, elaboration of methods of reaction on sex discrimination as well as providing field researches with necessary support.

Additionally one more purpose of the proposed research is to familiarize state officials and other interested sides with gender situation in general and with all forms of gender discrimination towards women in Ukrainian interior state bodies as well as existing legislation with regard to providing equal opportunities for men and women in this sphere. Among other objectives the research will help to achieve state officials the advanced understanding and knowledge of the issue. The results of the research are to be represented on round table in February 2009.

Ministry of Education and Science of Ukraine

The commitment demonstrated by the Ministry so far seems to be very low, the working group is not functioning (despite it exists *de jure*) and there are no clear directions on how the functions defined by the State Programme are going to be implemented.

Education being one of the key sectors for gender equality puts high requirements on the future performance of the Ministry and its working group and would need a solid support to give a proper start.

Important areas for improvement are the necessity of establishing and formalizing an effectively functioning working group, which would include competent and enthusiastic people; developing a sound management policy on gender issues, giving good guidance for the working group; making a thorough gender analysis of the sector needs and, of course, supporting the working group developing, implementing and reporting on the achievements.

To these end in 2008 with a support of UNDP Equal Opportunities and Women’s Rights Programme the main approaches on inclusion of gender component into educational sector were elaborated, the forms of development and dissemination of gender knowledge were figured out. However, educational approaches in terms of gender are still differentiated and ways of inclusion of gender dimension into education are not directed on accumulation of scientific and educational resources. Gender education is not still the part of state policy, institutionalization of gender approaches in the sector of education is still difficult due to both internal restrictions and external environment.

With an aim to update and improve existing methodic recommendations in the field of Ukrainian gender education with regard to data analysis of “Lesson of Gender Competence” conducted in Ukrainian schools on 10 September 2007 the Methodic Workshop for Teachers Involved in the Organization of Gender Equality Lesson in Ukrainian Secondary Schools was arranged on 25-26 November 2008. It was a part of team-work activity of Ministry of Ukraine for Family, Youth and Sport, Ministry of Education and Science of Ukraine and UNDP Equal Opportunities and Women’s Rights Programme.

Ministry of Defence of Ukraine

Ministry of Defence is a great example of a strong personal engagement and skills to lobby for the gender issues within a few engaged individuals. The working group does not exist and the work is fuelled by two officers. Despite the fact that no plan of action for the sector has been developed, many activities have already been initiated and implemented, esp. published full coloured bulletin on women in foreign and Ukrainian armed forces issues which would be a good example for other working groups.

Regarding recommendation for the future, the working group should be formalized and entitled with rights and responsibilities, which allows and supports the institutional changes, because today the team is too small.

Activity plans need a logical structure, results and objectives for the inputs should be developed in order to create a good ground for the future reporting and analyzing the improvements. Since the Ministry represents majority of men, it would be very important to create a gender balanced working group which would engage men and integrate their perspective into the gender equality work.

Ministry of Ukraine for Family, Youth and Sport

Supporting ministerial initiatives in accordance with their annual working plan, the UNDP Equal Opportunities and Women's Rights Programme joined one of them that presumed the need to increase the efficiency of gender mainstreaming at the Ministry. The last requested UNDP to build the capacity of representatives of ministerial gender working group as well as its other departments by conducting 2-days training on 11-12 September 2008 (using gender mainstreaming and LFA methodology in working out plans and strategies of actions).

Regarding the sector and wide scope of functions the Ministry is responsible for, a gender-sensitive and pro-active approach towards integration of gender in the sector activities is very important. The Ministry should concentrate the efforts on 1) improvements of relevant legislation, to strengthen the respect and create conditions for equality of women and men, 2) to build competence on gender analysis and forecasting which would enable analysis of the situation and mainstreaming of future decisions, 3) to strengthen vertical co-operation with the regional institutions and plan realistic and relevant programmes. Youth is a vital target group for the future behavioural change in respect to gender and request much attention and inputs.

Speaking truly, the Ministry has a double role, which is complicated and can be misleading the members of the working group. Feedback from the working group created an impression that there is confusion in the Ministry regarding the responsibility to co-ordinate the implementation of the State Programme and the function to mainstream gender into the sector work. Regarding the co-ordination function the responsibility should be placed at the level of middle/top management and deal with strategic planning and follow-up of the progress. In order to create necessary pre-conditions and support among the top management of all involved ministries, it is very important to show the commitment of the Ministry itself by a clearly formulated message spread and implemented at the highest level.

Keeping in mind that it is a coordinating body for Ukrainian gender policy the Ministry of Ukraine for Family, Youth and Sport in cooperation with UNDP EOWR conducted session of Interministerial Coordination Board on Implementation of State Programme for ensuring gender equality in Ukrainian society for the period until the year 2010 as well as Ukrainian Law on ensuring of equal rights and opportunities of women and men. Therefore, goals and gains of

gender state policy implementation in 2008 were overviewed and discussed. As of the end of 2008 persons responsible for advising on ensuring equal rights and opportunities of men and women issues and methodological assistance were appointed in secretariats of 27 committees of Verkhovna Rada of Ukraine. Advisers to heads of state oblast administrations were appointed in 16 Ukrainian oblasts; oblast coordination gender councils for family, gender equality, demographical development and human trafficking prevention provided their activity in 18 State Oblast administrations.

At the same time Ukraine has no gender based statistics as well as gender sectoral indicators. Lack of such information makes it impossible to appreciate developments and changes, and this is a cornerstone for further successful implementation of state and regional/oblast programmes. In accordance with final decision of the Board session the State Committee of Statistics of Ukraine was recommended to adopt the sectoral normative acts on gender based statistics accumulation to the clauses of article 5 of abovementioned Law.

Ministry of Justice of Ukraine

The working group is a very strong and good team, demonstrating high interest and commitment to the task. The Ministry is the only institution which, being inspired by study tour to Sweden in 2008, drafted the mandate of the working group defining its functions and responsibilities and already approved it. In total 30 persons are on the board (including 2 members of EOWR Programme staff).

Among good practices several initiatives should be mentioned, like opening a special cluster on website within the Ministry of Justice of Ukraine (www.minjust.gov.ua) for gender information to the public and other interested organizations. Another good practice is conducting gender expert examination of Ukrainian legislation.

Regarding further improvements it would be important to support the working group in building an in-house expertise on gender-sensitive legislation, giving economic and personnel resources for the work.

With a support of UNDP Equal Opportunities and Women's Rights Programme Ministry of Justice of Ukraine provides gender juridical expertise of those drafts of normative acts which are in touch with human rights and freedoms. Gender juridical expertise is provided to make measures to render impossible adoption of discriminative provisions in new normative acts that disaccord with principle of ensuring of equal opportunities and rights of women and men. Gender juridical expertise of existing legislation is started in 2007 and touched upon every particular legislative act in accordance with annual action plans of Ministry of Justice.

As a result of gender expertise of Ukrainian legislation during 2006-2007, conducted with support of the UNDP, the concept of gender expertise of Ukrainian legislation and its methodological base were developed and several branches of legislation (constitutional, social, labour, international and family law) were analysed. Results of the research, analytical conclusions, recommendation and other materials were published in brochures and disseminated among governmental and non-governmental organizations.

With the aim of legal guaranteeing of gender equality in Ukraine and account for gender issues in legislative process and implementing gender approaches into legal practice, the UNDP Equal Opportunities and Women's Rights Programme in cooperation with the Ministry of Justice of Ukraine elaborated "Methodological recommendations on conducting gender legal expertise". These guidelines are designed for assisting the representatives of the Ministry of Justice of

Ukraine in the process of conducting the gender expertise of legislation. The overall objective of this was to ensure facilitation of the process of gender expertise of Ukrainian legislation.

Looking through the situation at the Ministry of Justice of Ukraine with gender approaches implementation it is necessary to outline following priorities:

- Conducting of gender expert examination of drafts of normative acts and existing of Ukrainian legislation;
- Development of normative acts in relevant spheres taking into account results of gender expert examination of Ukrainian legislation;
- Cooperation with Ministry of Ukraine for Family, Youth and Sport as well as other executive power state bodies in conduction of gender expert examination of Ukrainian legislation and implementation of gender approaches in activities of central executive power authorities.

Activity of gender working group of Ministry of Justice of Ukraine could be considered as valuable enough with regard to its knowledge, desire to work efficiently to implement state policy on ensuring equal rights and opportunities of women and men successfully.

Among other propositions advised in time of consultations for gender working group worth to be pointed out following ones:

- Consider further implementation of recommendations of Ministry of Justice of Ukraine developed upon findings of gender expertise of Ukrainian legislation;
- Guarantee permanent posting on web site of Ministry of Justice of Ukraine and media coverage of information about outcomes of implementation of gender mainstreaming and State Programme for ensuring gender equality in Ukrainian society for the period until the year 2010;
- Provide regular further trainings for members of ministerial working group upon gender mainstreaming, using LFA methodology and updating tools for gender equality ensuring;
- Consider establishment of the position of adviser on gender issues and appoint one of the ministerial officials on this position;
- Develop and approve long-term plan of gender mainstreaming at the Ministry of Justice of Ukraine with clear targets and indicators (using LFA methodology);
- Obligation to develop gender mainstreaming plans by every engaged ministry is to be included in updated State Programme for ensuring equal opportunities in Ukrainian society for the period until the year 2010.;
- Assure translation and dissemination among members of ministerial working groups recommended literature.

The responsible secretary of the working group and other Ministerial officials who conduct gender expert examination of Ukrainian legislation were advised with all these propositions

Ministry of Labour and Social Policy of Ukraine

Members of the working group, especially who participated in the LFA trainings, in particular, showed an interest and engagement in the task, competence and eagerness to pursue the work. Despite the fact that the Ministry has not develop a plan of action and has no Deputy Minister responsible for implementing of gender policy, the Ministry is gathering and using gender data for analysis and forecasts, has a wide potential to contribute to the general achievements of the State Programme for Ensuring Gender Equality and should be used accordingly. The Ministry

seems to be the only one which orders and makes use of sex-disaggregated statistics, prepares analysis and forecasts for the sector with the gender perspective. This knowledge and practice should be spread as a learning exercise for the other ministries.

In order to function properly the working group would need to put the individual isolated inputs into a logical structure and define the results and objectives, define the priorities of the sector development which are important to have the improvements from gender perspective, co-operate strongly with the regions (oblasts) in integrating their needs and priorities in the common plan.

Nowadays realities break to the light necessity of launching of a plan on women's entrepreneurship, which considers being important for development of, i.e. tourism in regions with high unemployment for women in particular. At the same time the public sector where most women are employed shall partly be out sourced so women can start their own competitive business (and in the long run get better conditions for raise of their salaries). Jobs in the shadow sector, where mainly women work, are made "legal". The cost for a private person for cleaning in household is now deductible on the income. This makes it affordable for many more people to buy these kind of service besides that the women working in this sector can now get pension and enjoy other social security systems. All these suggestions come to the end that a comprehensive program on women's entrepreneurship needs to be developed.

Ministry of Economy of Ukraine

The members of the working group did not have full information on the situation and progress in this area. High turnover of the management and shifting priorities seemed to be the main cause of passivity and confusion in the working group. The working group (and the Ministry) has not yet identified the role in the abovementioned State Programme.

As it was pointed out by several ministries, the Ministry of Economy of Ukraine demonstrated weak support and understanding to the implementation of the Gender Programme and crossed out many important activities while budgeting. The remaining activities were not based on a result-based problem solving but were selected on the basis of lowest cost.

Considering the role of the ministry in planning and approving of the national budget which includes the implementation of the Programme, good knowledge and strong engagement of the working group in the process is crucial for the future success of the gender equality work.

Some of the key recommendations could be following: 1) ensuring a clear political position of the management regarding the gender work, 2) identification of priorities to work with gender in the sector, 3) consolidation of the working group and its individual members for the task.

Ministry of Culture and Tourism of Ukraine

It is not possible to assess the situation because ministerial staff did not participate in the trainings. But it is necessary to mention that the action plan for ensuring gender equality for 2009 was developed and approved within the Ministry by Minister's decree. Complete understanding of the fact that ministerial gender based activity is to have its methods forced representatives of ministerial gender working group to look for fresh ideas in foreign practices for gender mainstreaming. The library sector was of particular interest. And here could be recommended Swedish excellent and simple 4R method and the action planning in the library sector which is easy to implement in the culture sector.

The 4R-method stands for:

1R – representatively meaning how many women and how many men. In the library sector method would include investigations on number of titles in the library written by women and by men. It is known that the titles are arranged in all libraries in specific sectors, so counting of titles written by women and by men shall also be divided in line with these sectors.

Clients of the library – how many women and how many men. If there are different categories of clients, these shall as well be counted and specified by women and men.

Staff in the libraries – how many women and how many men divided in the different categories of staff. Here necessary to take into account very important issue: who takes the decisions for the library.

Management – how many women and how many men.

Financiers – how many women and how many women.

2R – resources, which means the dividing of resources between women and men. What are the resources in terms of – examples which vary from library to library. Money – how much money are spent on buying titles written by women and by men: if other activities, which costs money, in the library how much money is spent on women and men clients, lecturers etc. Salaries for the staff could be analyzed as well. Space could be one more issue for analysis, i.e., how are the premises divided between women and men working in the library, how many meters do women's/men's title occupy in the library. Problem do male clients take more space than female clients could be interesting for research. Further education – how many women and how many men among the staff enjoy how many hours of further education? Attention – how much attention is spent on women writers and how much attention is spent on men writers; time – could be working hours among the staff – how many hours do women and men work in the library.

3R – real situation, which means what values explains the differences in the two first steps when having all statistics on the table, the work group needs to start analyzing the differences. The first two Rs are very fact based but when coming to this step it is necessary to have knowledge on gender patterns in order to understand the difference.

4R – realization which means what measures are needed in order to eliminate potential imbalances. The action planning based on the conclusions in the 3R.

A municipal library in the Stockholm area did this study and realized that more titles written by men were bought for the library and at the same time these books were more expensive than books written by women. Still women writers were more popular among the clients and the clients were further more in first hand women. An action was (as defined in the action plan) to make an investigation among the clients on their preferences. The library changed their policy for purchase.

Ministry of Health Care of Ukraine

It is not possible to assess the situation because the Ministry is not active in promoting of gender equality and its staff does not participate in trainings.

State Committee on Television and Radio Broadcasting of Ukraine

The Committee has not elaborated an action plan on gender equality, no progress was reported.

Seems the Committee has so far been engaged in a more passive implementation of State Programme for Ensuring Gender Equality by responding to the requests and has not taken any initiative. Misunderstanding seems to be caused by the attitude that the Committee can only 'order' gender programmes or information when some of Ukrainian ministries are ready to fund it or when a special request is placed by the Cabinet of Ministers of Ukraine.

For the Committee it might be useful to start with a monitoring of the news before doing an action plan. The result of the monitoring would serve as an excellent baseline with good input for stating indicators. Such a monitoring should be regularly repeated - every third months during a year. Several TV-companies do monitoring of their program for studying the representation of women and men in news. There is a South African instrument for monitoring which helps comparing to other countries. This instrument was developed after Beijing 1995 where one of the 12 critical areas of concern was defined as media. The result of the first worldwide report was that 20 percent of women and 80 percent of men was depicted in TV news. Gender-sensitive public service and information delivered by media is crucial for gender-awareness and breaking the stereotypes, which makes the Committee a key actor within the State Programme. In order to strengthen the role and performance of the Committee several measures could be suggested, namely, analysis of function with the aim to find important areas of intervention, development of the plan of action, strong co-operation with all the ministries in order to agree on common initiatives, capacity-building on gender for the members of the working group.

Ukrainian National Expert Commission on Protection of Public Morality

Three officials of the Commission by their own initiative joined the LFA follow-up trainings for members of ministerial working groups and participated very actively. Participating in the process of combating violence and sexism in Ukrainian society members of the Commission took part in mostly all events arranged with a support of UNDP, esp. in Forum "Stop Violence!" Since the Commission is not the key partner on the way of ensuring of gender equality but engaged in gender processes of Ukrainian society recommendations for the further work of the Commission would be similar to the Committee on Television and Radio Broadcasting, namely, analysis of function with the aim to find important areas of intervention, development of the plan of action, strong co-operation with all the ministries in order to agree on common initiatives, capacity-building on gender for the members of the working group.

Working groups

Among good practices several initiatives should be mentioned, like opening a special window dedicated to gender expertise at the website within the Ministry of Justice, gathering and using gender data for analysis and forecasts within the Ministry of Labour and Social Policy or finalizing the plan of action within the Ministry of Interior of Ukraine. Ministry of Justice of Ukraine approved the mandate of the working group where developing formal functions and responsibilities of the working group were represented.



Constant change of people was pointed out by a number of ministries as one of the main hindrances. Many working groups reported that they did not have time to finalize the plans and their work,

not only because they were overloaded by main work, but also, because they were not supported by the management in pursuing the task.

Concerning the formal mandate of the working group to initiate and implement the gender work within the ministries, many working groups complained about a formal attitude of the management towards the responsibility of the group, which demonstrated a declarative character and did not facilitate the process.

Insufficient or weak gender knowledge was also underlined as a shortage among quite many members of the working groups, in particular among new members who joined the follow-up training and did not have the same understanding on how the issues of gender equality relate to their direct work and the sector.

Institutional capacity

The main weakness reported by almost all groups was constant change of top management which continuously disrupted the effort of the working group in planning and implementing gender equality activities and made the work a frustrating task.

Another, equally important hinder was the passive attitude of the management towards gender equality work. As the working groups stated, the management received the information but did not take any initiative to support the work.

Vertical implementation of gender programme and co-operation between the line ministries and their regional branches is weak.

Challenges for active gender mainstreaming

During the discussions several important factors which challenge the mainstreaming of gender into all the fields of public service have been identified, namely:

Quite weak political will in particular, within the top management of the ministries, which impacts on the absence of resources to build the in-house capacity (the right to use outside experts is not utilized) and using of gender data for forecasting the development and follow-up of interventions.

Sex-disaggregated statistics and gender data is scarce and unavailable at most of the ministries, with a few exceptions like Ministry of Labour and Social Policy, which is able and willing to order such data for analysis and forecasts. Even existing statistics is not utilized by a wider circle of users, limiting thus possibilities to learn from good practices and to spread the information for relevant users. Knowledge of gender issues has also been mentioned as a big need in almost all the ministries.

Results achieved

By the end of the first training the group of national LFA facilitators was formed to conduct the further LFA seminars for the Ministries and the regional gender working groups. The training capacities of facilitators will be used in full during the trainings for state officials that will build their capacity to use logical framework approach in planning, implementing and monitoring of gender-mainstreaming policy. Training of facilitators will create the replicable effect for integrating LFA to gender policy planning at national and regional (oblast) level.

During the further LFA trainings international experts were assisted by the trained national LFA-facilitators. The representatives of the Ministries were provided with the basic knowledge of the Logical Framework Approach and each Ministerial group worked out the gender mainstreaming plan according to LFA. In 2008, the state officials (totally 36 persons from 9 Ministries and other state bodies) who participated at the seminars, tried to draft projects in a participatory approach according to the LFA method, including setting “SMART“ objectives, focusing on gender equality with relevant indicators.

Further, the working groups at the Ministries achieved raised awareness about the shortages and weaknesses in the implementation of the programme and capacity needed to improve the process; consolidation of the working group for the common work; acceptance of the LFA method as a form of realistic and sustainable planning tool to plan and monitor the implementation of the programme.

This year 9 of the Ministries represented at the trainings have through the group work elaborated an initial draft plan on a gender equality project/programme in their specific area of mandate. The purpose with the seminars was to improve project planning capacity within each Ministry in order to make gender equality project plans. Despite some initial reluctant attitude towards gender issues among some participants and the fact that some participants were not trained on gender, the participants showed a visible and increasing interest during the seminar in both gender and planning methods and good and interesting presentations were made of the group activities.

The capacity building component in projects/programmes is important in order to receive sustainable effects of the gender equality programmes of this magnitude. Besides the educational part of the seminar focusing on programme planning of, the training was a way to improve the co-ordination and co-operation within and between Ministries working with gender projects.

The national facilitators all showed their best skills during the seminars. Their input was crucial for the ministries to come as far as they did in their planning procedure. They showed great professional facilitator skills, knowing the LFA method, supporting and guiding the group in a neutral way, by listening and catching the essentials discussions and having the group summarizing on flip chart papers.

After the training the groups were asked to summarise the results and send the report to UNDP. 6 Ministries sent their results and projects developed by LFA. Ministry of Justice of Ukraine and Ministry of Interior of Ukraine and Ministry of Ukraine for Family, Youth and Sport applied to UNDP EOWR with some particular requests on cooperation and methodological support.

Minding that LFA as a methodology was very interesting and useful for the participants, further trainings were arranged for members of gender working group of Ministry of Justice of Ukraine (26 September 2008) and members of gender working group and specialists of different divisions of Ministry of Ukraine for Family, Youth and Sport (11-12 September 2008) on raising their capacity to implement gender approaches in their everyday activity.

Lessons learnt

Unclear principles of forming the Ministerial working groups and / or selection of the participants to the trainings. Different Ministries had absolutely different approaches to forming of the gender working groups: some Ministries appointed heads of all the departments; some Ministries invited mostly scientific advisors and experts, who are not ministerial staff; some Ministries included working personnel into their groups. At the same time at the training very

often there were other people, not listed in the working groups. In such cases they were confused about their roles, what made the training and the planning process more complicated, not only because the topic was unfamiliar to them, but also because of a reluctant attitude demonstrated by majority of participants towards the gender equality in general.

The working groups, which in most cases were not gender-balanced, presented mostly women's point of view. As pointed out by one of facilitators, most of the ministries took the traditional approach in forming the working groups by appointing women to work with 'women', not gender' issues.

Level of knowledge of the topic, i.e. issues of gender equality varied among the participants, majority of which displayed a very low professional knowledge of the gender topic. Many of the participants displayed traditional defensive attitude stating that their organizations and the country in general do not have any gender problems. In many discussions clear gender stereotypes were demonstrated, gender equality was understood and explained as women's issue or problem. The process of context and problem analysis was hindered by very limited knowledge of gender equality issue which delayed some of the steps essentially.

The Participants did not feel safe with their mandates and were afraid to express their opinion on the situation, since they felt reluctant to analyze the gender-related weaknesses and problems within the ministries. Members of the working groups were also uneasy with the planning process because they expected the new activities and tasks to be placed upon them as additional responsibilities which only increase their own work burden.

Quite many members of the working groups had a very vague idea on the National Gender Equality programme and its implications to their ministries, which also took more time for the LFA method training.

General impression of all trainers was that most working groups applied the traditional approach to planning which is process-oriented and not result-oriented. Activities were discussed and suggested without any relevant justification. At the start it was difficult for the participants to see the cause-effect relationship.

Sustainable planning and work can be strengthened only by engaging a wider and broader group of stakeholders. Responsibilities at the state level: In the continued planning procedure, each ministries gender equality plans should include a list of responsibilities, hence by each activity proposed it should state which stakeholder/s that are responsible for implementing it, it could be different authorities, NGOs etc.

A large programme like this needs focal point and a national monitoring system. There should be a working group assigned, full time, at the national level in order to support, inform and monitor the ministries, authorities, oblast and other stakeholders.

At the state level the recommendations (the plan of activities/the plan of actions) could often be quite general, however at the oblast and the level of authorities the plans need to be much more specified in order to possible to implement, with specified activities, clear instructions.

Suggestions for improvements

In order to ensure political support:

- Institutionalize the mandate of the working groups by developing a request or a

decision (if needed, to be approved by the Cabinet of Ministers) where clear mandate of the working groups, their tasks and responsibilities are stated.

- Develop mechanisms to engage the top management in the process and raise the support.
- Find ways to ensure the continuity of the gender work despite political changes
- Develop arguments for the benefits of the State Programme for Ensuring Gender Equality in Ukrainian Society up to 2010 to the general development of the country.
- Lobby for additional resources for the working groups to ensure proper performance.

In order to strengthen the effectiveness of the implementation

- Develop clear procedures and define the role of coordinating body (Ministry of Ukraine for Family, Youth and Sport) in the process, which would strengthen the achievements and eliminate overlapping.
- Develop guidelines for a functioning results-based planning, implementation and reporting.
- Develop recommendation of unified reporting on gender perspective, achievement of results and impact.
- Increase ownership of the ministries and regions by a comprehensive planning, integration of local priorities in the Programme.
- Improve the quality of the next Programme by using the bottom-up planning approach.
- Strengthen the skills and capacity of all actors in building gender capacity and developing/ sharing best practices.
- Request collection and usage of gender data for the future follow-up and forecasts as well, as for the reporting.

LFA trainings for representatives of the regional coordination board on elaboration of gender strategies and for deputy heads of rayon administrations

As for regional strategy under UNDP Equal Opportunities Program, it was developed with regard to main needs of oblasts such as shortage of local experts, absence of experience in elaboration and implementation of gender programs. In order to ensure sustainable gender changes in Ukrainian oblasts, more local experts in gender issues are needed, as well as refresher trainings for representatives of oblast Coordination Councils on Elaboration of Gender Strategies, deputy heads of rayon councils and specialists working in the field. To solve this problem, in 2007, UNDP EOP initiated trainings for trainer-facilitators (including representatives from different oblasts of Ukraine) focused on methods of conducting LFA-training for which Swedish experts were invited. 12 representatives from 8 oblasts of Ukraine (Zhytomyr, Kherson, Kyiv, Lugansk, Zakarpattya, Kharkiv, Chernigiv and Vinnytsya) qualified as trainers.



Given the need for capacity building of local government representatives necessary for development and implementation of oblast programs for ensuring equal rights for women and men, as well as the need for more local experts, UNDP EOP planned 14 training workshops on logical framework approach to implementation of gender policy and development and

implementation of gender strategies in 7 pilot oblasts of Ukraine (Lugansk, Zhytomyr, Kherson, Vinnytsya, Kharkiv, Chernivtsi, Zakarpattya). With this in mind, UNDP EOP developed technical tasks for 14 trainers who will be conducting these trainings for two target groups: a) representatives of Oblast Coordination Councils on Elaboration of Gender Strategies; b) deputy heads of rayon administrations responsible for gender policy and specialists in the field.

To ensure fulfilment of the above technical task, 14 trainers from 8 oblasts of Ukraine (Lugansk, Zhytomyr, Kherson, Vinnytsya, Kharkiv, Chernivtsi, Zakarpattya, and Lviv) were selected. Two trainers were selected from every oblast. Preference was given to representatives from pilot oblasts.

Effect and informatively was maximized by holding all the trainings in different oblasts simultaneously. Dates were agreed in advance:

- 29-30 May: workshops for representatives of Oblast Coordination Councils on Elaboration of Gender Strategies;
- 3-4 June: workshops for deputy heads of rayon administrations and specialists in the field.

Information about workshops-trainings was placed on websites of oblast administrations, most popular oblast websites and in printed media.

Workshop-trainings resulted in improved capacity of 135 representatives of Oblast Coordination Councils on Elaboration of Gender Strategies and 178 representatives of rayon administrations (including 42 deputy heads of rayon administrations) for coordination of implementation and realization of oblast gender programs in the 7 above-mentioned oblasts.

According to the participants, efficacy of the selected method was rather high, and it was pointed out that these workshops were of high practical value. Participants of workshops-trainings and experts (Vinnytsya, Kherson, Lugansk, Chernivtsi) report that logical framework approach can be applied in any sphere of activity and is very useful for managers as effective method of strategic planning. Data from evaluation survey and reports received by UNDP Equal Opportunity Program from trainers-facilitators who were conducting seminars are indicative of the fact in all oblast those the most interested in gaining modern knowledge are representatives of rayon administrations, in particular deputy heads of rayon administrations responsible for gender policy and specialists in the field. They pointed out high practical value of this method for real work. Large majority of the participants of workshop-trainings for deputy heads of rayon administrations and specialists in the field are of the opinion that such trainings should be held on regular basis (“quarterly, if possible”).



Despite positive results and efficacy of these workshops-trainings for the officials directly responsible for implementation of gender policy in OSA, in most of the above oblasts these events were ignored by OSA top officials and heads of the Departments of Family, Youth and Sport. Program experts participated in workshops-trainings in most regions (except for Kharkiv) and were able to see it for themselves.

Date	Oblast	Experts
May 28-29	Vinnitsya	Larysa Kobelyanska
May 30	Zhytomyr	Larysa Kobelyanska
May 29-30	Chernivtsi	Iryna Ignatova
June 3-4	Kherson	Olga Lepushynska
June 3-5	Lugansk	Iryna Ignatova
June 29-30	Uzhgorod	Mykhailo Koryukalov

At the same time, great interest was demonstrated by the representatives Zakarpattia OSA who, understanding the importance of knowledge gained during such workshops-trainings, paid for three additional participants from oblast budget. Experts also pointed out high activity of the Head of the Department of Youth and Sport of Chernivtsi OSA, Mr. Vasyl Palamar, who, despite packed schedule, productively participated in the workshop and mastered logical framework approach in full. Please, see the reports of trainers in *Annex 10*.



Thus, according to experts, application of logical framework approach to implementation of gender policy and development and realization of gender strategies brings to the new level of gender policy implementation in Ukrainian regions.

2) SUPPORT REGIONAL GENDER DEVELOPMENT PROCESSES

Situation Analysis

On 27 December 2006 the Cabinet of Ministers of Ukraine has adopted the State Programme on Ensuring Gender Equality in Ukrainian Society up to 2010. In particular, according to this document, gender mainstreaming should be implemented as a principle for all bodies of executive power at both national and regional levels.

At the regional level, mechanism of ensuring gender development envisaged implementation of regional gender programs that are developed by the respective departments of State Oblast administrations and adopted by oblast councils. Responsibility for implementation of these programs rests on the executive bodies, in particular oblast and rayon departments of family, youth and sport.

In order to support implementation of oblast programs, Coordination Councils on Elaboration of Gender Strategies for coordination of the activities ensuring implementation of the above programs are created in all oblasts. Experience of cooperation with oblasts reveals that another effective instrument for implementation of oblast programs in Ukrainian regions is resource and educational centres on gender issues created under the auspices of UNDP EOWR.

At the same time, institutional mechanisms of ensuring gender equality at local and rayon level are not yet stable. Shortage of local experts and lack of appropriate experience in gender policy led to inadequate regional plans and programs, as well as to lack of real regional gender

strategies. This resulted in inhibition of processes of oblast socioeconomic development and inability of women and men to equally feel the advantages of this development. Thus, effective expert consulting on development and realization of oblast programs for ensuring equal rights for men and women remains problematic.

The main task of the regional direction of UNDP EOWR is consulting and expert assistance to local power bodies (OSA, oblast councils, and local self-governments) and civil society of Ukrainian oblasts in implementation of adopted oblast programs for ensuring gender equality requested by them and increasing the number of local experts capable of consulting on gender issues in the regions. Another important task of the Programme is sharing best practices of pilot oblasts and increasing the number of regions where UNDP Equal Opportunities and Women's Rights Programme cooperates with local authorities regarding gender policy implementation.

In 2008, UNDP Equal Opportunities and Women's Rights Programme continued systemic work aimed at supporting efforts of the Ukrainian government to implement gender policy in different regions of Ukraine. Facing the challenge of our time, UNDP Equal Opportunities and Women's Rights Programme adopted Working Plan of cooperation with Ministry of Ukraine for Family, Youth and Sport. According to this Plan, in 2008, UNDP Equal Opportunities and Women's Rights Programme made the following steps that were in conformity with the regional strategy:

1. Consulting and extension of influence of UNDP Equal Opportunities and Women's Rights Programme

According to the adopted Working Plan, UNDP Equal Opportunities and Women's Rights Programme intends to increase the number of oblasts for cooperation for more effective implementation of gender policy at the regional level by the government. With this in view, Programme experts made a number of trips to different oblasts of Ukraine:

Date	Oblast	Participants
March 26-29	Odesa	Iryna Ignatova, Larysa Kobelyanska
April 16-18	Cherkasy	Iryna Ignatova
May 4-6	Rivne	Iryna Ignatova, Larysa Kobelyanska
May 6-8	Chernivtsi	Iryna Ignatova, Larysa Kobelyanska
November 11	Khmelnysky	Iryna Ignatova, Larysa Kobelyanska

On these trips, they met with representatives of executive bodies, local self-governments and local experts on bringing UNDP Equal Opportunities and Women's Rights Program to new oblasts by signing Memorandums and opening resource centres on gender issues in these oblasts

Results of these meetings were reflected in recommendations for oblasts:

Oblast	Meetings
Odessa	<p><u>Participants:</u></p> <ul style="list-style-type: none"> • Sergiy Vyesyelov, Head of the Committee for Youth Policy and Sport of Odessa Oblast Council • Vitaliy Stankov, advisor to the Head of Odessa Oblast Council • Volodymyr Koltsov, Director of Odessa Oblast Centre of Social Services for Children and Youth • Volodymyr Kirov, Head of the Department of Family, Youth and Sport of Odessa State Oblast Administration

	<ul style="list-style-type: none"> • Iryna Ivanova, advisor on gender issues to the Head of the Department of Family, Youth and Sport of Odessa State Oblast Administration <p>Issues for discussion:</p> <ul style="list-style-type: none"> • Experience in drafting and execution of Memorandum and Partnership and Co-Financing Agreement between UNDP, SOA and oblast council • Methodology of cooperation with local executive and self-government bodes, and NGOs, • Functions and tasks of resource centre on gender issues , • Gender aspects of government, representation at all decision-making levels, <p><u>Results and recommendations:</u></p> <p>Decision-makers of Odessa State Oblast Administration were informed about possible spheres of partnership, about principles and methods of cooperation with UNDP. They made commitment to discuss opening of Oblast Resource Centre on Gender Issues at Oblast Council meeting and develop proposals for partnership and prepare UNDP Memorandum for execution</p>
Cherkasy	<p><u>Participants:</u></p> <ul style="list-style-type: none"> • Anatoliy Chaban, deputy head of Cherkasy State Oblast Administration • Maxym Zelensky, deputy head of the Department of Family, Youth and Sport • Tetyana Prokofyeva, head of social organization Cherkasy Women’s Centre • Nataliya Tchoroivanenko, NGO AISEC • Yuliya Goncha, NGO Slaviya • Andriy Davydov, NGO European Youth Initiatives <p><u>Issues for discussion:</u></p> <ul style="list-style-type: none"> • Experience in drafting and execution of Memorandum/Partnership and Co-Financing Agreement between UNDP, SOA and oblast council, • Methodology of cooperation with local executive and self-government bodes, and NGOs, • Gender aspects of government, representation at all decision-making levels • Functions and tasks of resource centre on gender issues , • Directions for partnership with UNDP EOP and local power bodies, • Role of social organizations in implementation of oblast gender programs <p><u>Results and Recommendations:</u></p>

	<p>Decision-makers of Cherkasy State Oblast Administration were informed about possible spheres of partnership, about principles and methods of cooperation with UNDP. They made commitment to discuss opening of Oblast Resource Centre on Gender Issues at Oblast Council meeting and develop proposals for partnership and prepare UNDP Memorandum for execution</p>
Rivne	<p><u>Participants:</u></p> <ul style="list-style-type: none"> • Oleg Torkunov, deputy head of Rivne OSA • Valentyn Kroka, deputy head of Rivne Oblast Council • Olexandr Danylchuk, Head of Rivne Oblast Council • Mykhailo Volynets, Head of the Department of Family, Youth and Sport of Rivne OSA • Olexandra Kyrylenko, advisor on gender issues to the Head of the Department of Family, Youth and Sport of Rivne OSA <p><u>Issues for discussion:</u></p> <ul style="list-style-type: none"> • Experience in drafting and execution of Memorandum/Partnership and Co-Financing Agreement between UNDP, SOA and oblast council, • Methodology of cooperation with local executive and self-government bodies, and NGOs, • Role of resource centres on gender issues in implementation of oblast gender programs, • Gender aspects of government, representation at all decision-making levels • Directions for partnership with UNDP EOWR and local power bodies, <p><u>Results:</u></p> <p>Decision-makers of Rivne State Oblast Administration were informed about possible spheres of partnership, about principles and methods of cooperation with UNDP. They made commitment to discuss opening of Oblast Resource Centre on Gender Issues at Oblast Council meeting and develop proposals for partnership and prepare UNDP Memorandum for execution</p>
Chernivtsi	<p><u>Participants:</u></p> <ul style="list-style-type: none"> • Ivan Shelepnytsky, Head of Chernivtsi Oblast Council • Borys Bagley, deputy head of Chernivtsi OSA • Vasyl Palamar, Head of the Department of Family and Youth of Chernivtsi OSA • Nataliya Batrakova, head of social organization Chernivsti Centre for Protection of Private Entrepreneurs and Small Business • Igor Kukharchuk, OSCE expert in Chernivtsi oblast <p><u>Issues for discussion:</u></p> <ul style="list-style-type: none"> • Experience in drafting and execution of Memorandum/Partnership and

	<ul style="list-style-type: none"> • Co-Financing Agreement between UNDP, SOA and oblast council, • Methodology of cooperation with local executive and self-government bodes, and NGOs, • Role of resource centres on gender issues in implementation of oblast gender programs, • Gender aspects of government, representation at all decision-making levels • Directions for partnership with UNDP EOP and local power bodies. <p><u>Results:</u></p> <p>Decision-makers of Chernivtsi State Oblast Administration were informed about possible spheres of partnership, about principles and methods of cooperation with UNDP. They made commitment to discuss opening of Oblast Resource Centre on Gender Issues at Oblast Council meeting and develop proposals for partnership and prepare UNDP Memorandum for execution</p>
Khmelnysky	<p><u>Participants:</u></p> <ul style="list-style-type: none"> • Olexandr Jakovjuk, Head of the Department of Family and Youth of Khmelnytsky SOA • Tetyana Bayeva, Head of NGO Podillya Centre “Gender Council”, Head of public council under Khmelnytsky SOA • Lyudmyla Lunina, editor-in-chief, Khmelnytsky regional newspaper “My newspaper” <p><u>Issues for discussion:</u></p> <ul style="list-style-type: none"> • Experience in drafting and execution of Memorandum/Partnership and Co-Financing Agreement between UNDP, SOA and oblast council, • Methodology of cooperation with local executive and self-government bodes, and NGOs, • Role of resource centres on gender issues in implementation of oblast gender programs, • Gender aspects of government, representation at all decision-making levels • Directions for partnership with UNDP EOP and local power bodies, • Role of mass-media in shaping gender policy at regional level <p><u>Results:</u></p> <p>Decision-makers of Khmelnytsky State Oblast Administration were informed about possible spheres of partnership, about principles and methods of cooperation with UNDP. They made commitment to discuss opening of Oblast Resource Centre on Gender Issues at Oblast Council meeting and develop proposals for partnership, namely develop joint action plan on ensuring gender equality in the region that would form a basis for signing the Memorandum of understanding.</p>

2. Sharing best practices of pilot regions and support of local initiatives

Support of local initiatives and sharing of best practices of oblasts is strategic objective of the Program, and round table held on 20 May 2008 bringing together representatives of Zhytomyr, Lugansk, Kherson, Kharkiv, Zakarpattia and Vinnytsya oblasts was dedicated to this issue (*See Annex 11*). There was presentation of Working Plan of UNDP Equal Opportunities and Women's Rights Programme drafted with regard to wishes and oblast initiatives expressed in late 2007. The program of the meeting also included presentation of oblast programs and plan by respective representatives.

More emphasis was put to discussion of the new initiatives of the above oblasts, including the following:

- In order to facilitate sharing of experience and best practices of oblast centres on gender issues, it was decided to organize national fair of resource centres on gender issues in Kharkiv Oblast Resource Centre. It was proposed to combine this even with opening of the Ukrainian Gender Movement Museum initiated by Ms. Tetyana Isayeva, Director of Kharkiv Oblast Resource Centre on Gender Issues.
- Constantly increasing number of educational centres on gender issues in educational institutions of most oblasts of Ukraine and their scientific and practical activities of different kind call for joined effort, sharing of best practices, data, methods and practical approaches. Vinnytsya Educational Centre for Gender Issues plans to organize National Conference of Educational Centres on Gender Issues and invite there representatives of the best known and influential educational centres on gender issues.
- Kherson oblast pioneered in performing research "Gender Profile of Kherson Oblast" initiated by Ms. Oksana Silyukova who proposed "Oblast Gender Profile" project. The research focused on local government (executive and legislative branches).
- Zakarpattia oblast needs Responsible Parenthood School. Oblast representative proposed to invite there experts from the best known social organizations working in this direction and hold there classes of National School on Responsible Parenthood in order to facilitate opening of such school in Uzhgorod.

The above initiators were offered to submit their projects to UNDP EOWR in written form and agree the conception and logistics of the events.

The following events were organized in the regions in 2008 with the support of UNDP EOWR.

- **On 2-3 October, All-Ukrainian Exhibition-Fair on Gender Ideas and Projects took place in Kharkiv exhibition centre Radmir Expohall**

(*See Annex 12 "Report on Exhibition-Fair of Gender Projects in Kharkiv"*)

For achieving results of this project, PR-campaign for the exhibition-fair was elaborated and carried out (information on exhibition-fair was distributed between gender resource and educational centres as well as public organizations dealing with gender problems, in mass media, submitted to press-clubs, placed at informational resources); information on organizations, participating in the event, was collected and systemized; data base of institutions engaged in gender issues was created.

The participants of the exhibition-fair were decision makers: Deputy of the Regional Council D. Bondarenko, Counsellor of the Deputy Governor G. Goncharenko, Deputies of the Regional Council V. Zakovorotny, L. Chub, D. Bondarenko, and Head of Administration for Family, Youth and Sports M. Pakhnin.

Overall, there were more than 100 projects introduced during the exhibition-fair, 25 projects of gender centres and public organizations with gender directions presented with the use of multimedia presentation from 13 Oblasts of Ukraine and 3 regions of Kharkiv Oblast. Within the bounds the exhibition-fair meeting of 4 sections was held: «Actuality of Male Problems», «Stop to Gender Violence!», «Gender Aspects of Business Functioning» and «Search of Interaction Ways in Solution of Gender Problems: Civil Society, Authorities, Mass Media, Education» for different target groups of participants (journalists, representatives of state institutions and public organizations, representatives of resource gender centres, spokesmen of educational gender centres).

Experience gained from the exhibition-fair was generalized, and the catalogue of the best practices and ideas was prepared to print (with the total edition of 500 copies). The prepared multimedia presentation of the event was also submitted during international research and development conference «Gender Theories, Gender Practices: Building Bridges» in Kharkiv and during All-Ukrainian research and development conference «Prospects of Gender Education Formation as Realization of Democratic Changes in Ukrainian Society» which took place in Vinnytsya on 17-18 October 2008.

Information on the event is placed at the web-site KHODA under the heading “Gender Resource Centre Informs” <http://www.kharkivoda.gov.ua/show.php?page=17113>, in the informational report «Gurt» No 35 (414), digest of the Information and Consultation Women’s Centre (Kyiv); the catalogue of the best practices of the solution of gender problems was prepared and went to press.

The main goal of the exhibition-fair was achieved – all the participants from 13 Oblasts of Ukraine were able to share experience and gain new ideas for further active work of gender centres and organizations dealing with gender problems. It is important to mention that in the course of discussion, interesting proposals on work systematization towards achieving equality between men and women were expressed, i.e.:

- More active attraction of public organizations to activities in this direction, executive organs and bodies of local self-government;
 - For the better efficiency of enlightening and educational work, it is necessary to enlist medical personnel, educational workers, journalists and business representatives to the common dialogue;
 - It is required to carry out regular yearly courses of improvement of professional skills and experience pool for gender centres employees.
- **On 17-18 October 2008 All-Ukrainian Research and Development Conference “Prospects of Gender Education Formation as Realization of Democratic Changes in Ukrainian Society” was held in Vinnytsya Polytechnic University**

(See Annex 13 “Report on Research and Development Conference in Vinnytsya”)

Topicality of the conference carrying out is to the necessity of the deep share of experience in the medium of professional specialists and users of gender scientific outcome and gender researches of systematic and methodological nature, inclusion of gender issues and indicators MDG while

taking and fulfilling political decisions. Such outcomes can be represented by the researchers, professionals who use methodology of gender approach.

The main goal of the All-Ukrainian Research and Development Conference “**Prospects of Gender Education Formation as Realization of Democratic Changes in Ukrainian Society**” was to form gender-oriented educational environment in the territory of Ukraine at the basis of the outcomes of Ukrainian educational gender centres. Throughout the conference, the best practices were presented and discussed which have found their realization if the activities of the gender educational centres of Ukraine. The representatives of the state institutions (incl. representatives of the regional Coordination councils), public organizations as well as spokesmen for educational gender centres, scientists, professors of higher schools, high school and nursery school teachers took part in the conference.

Within the bounds of the conference, the round tables and work-shops were held: «Leadership in Youth Environment: Gender Aspect», «Contemporary Gender Theory and Practice», «Symbolic Drama of Children and Teenagers as Gender Problem», «Means of Overcoming and Studying of Gender Conflicts», “Education for the Youngest through ‘Gender Glasses’”, «Gender Theory and Practice in Ukraine: Current State and Prospects». Also, during the conference the book was presented «Gender Upbringing of Children under School Age» and gender research «Peculiarities of Scientific Activities of Higher School Professors».

The conference was of significant benefit to all the participants. Modern methodical, which was introduced in the conference and gained attention during discussions at the «round tables», made it possible to increase the possibility of the Coordination gender councils (22 people), scientists and specialists (24 people) to introduce gender policy in regions, while planning more professionally and effectively and realizing gender strategies.

Sharing know-how enabled scientists and specialists to improve the substantial part and principles of implementing gender component to different education levels as well as to put principal questions on institutionalizing gender studies in Ukraine. Many institutions of higher education have already introduced module gender courses. As a result, nearly 2000 students are covered by the gender studies only in Vinnytsya higher schools. 160 future Masters are occupied by Master courses.

Moreover, the project favoured the formation of contemporary gender standards in the environment of public service, and what is even more important, among decision makers. The discussions were dedicated not only to process of production, but also to models of communication, correctness criteria in relationships, etc.

Also, owing to conducted and presented researches, the acting gender misbalance in the sphere of education, public service, in high schools and higher education institutions, in general in education, was analyzed and presented.

To the successes belongs the participation of the young student ladies and men of Vinnytsya Technical University in the conference, the fact of which demonstrated possibility of the approach “EQUAL TO EQUAL” as an effective methodical in gender education.

Conference participants also determined some obstacles in the way of implementing gender education in Ukraine. These are, first of all, lack of understanding from decision makers of the necessity to form the conscious systematic European way of thinking and introduce gender education at the state level, which will correspond to Bologna process.

Summarizing the conference, the participants came to certain conclusions and recommendations, i.e.:

- Systematic experience share of the leading educational gender centres through yearly educational conferences and creation of on-line (Internet-based) coordination centre of gender education;
 - Necessity to institutionalize gender studies and form sub-faculties;
 - Introduction of modern managerial decisions at the basis of gender approach;
 - Participation of the representatives of regional state administrations in conferences enables to actualize problems of gender nature and enlist representatives of administrative machinery to their solution;
 - Necessity to implement logical and structural approach when planning state programmes at the regional and state levels;
 - Need to prepare specially trained staff who could mainstream gender education to educational institutions of all levels;
 - No less actual is the necessity to elaborate systematic approach to settle gender problems in education.
- **Sociological Research “Gender Asymmetries in Executive Organs and Bodies of Local Self-Government in Kherson Oblast”**

(See Annex 14 “Report on Sociological Research in Kherson”)

The sociological research implied study of the situation with gender distribution in executive organs and bodies of local self-government in Kherson oblast.

The conducted research allowed to define gender problems exactly in public service, to help the state authorities to determine these problems and, correspondingly, to increase effectiveness of realizing regional programme on formation of gender equality up to 2010 through rising of the level of concrete definition of the programme measures.

Also, project realization made it possible to give a work-out to co-operation mechanism between state authorities and the public (non-governmental organizations) and to enlist the community to fulfilling of regional programme on formation of gender equality for the period up to 2010. Non-governmental organizations have already accumulated experience in realization of gender programmes, and state authorities can secure system approach to gender changes in all spheres of the public life.

The main goal of the research was to expose gender asymmetries and priorities of the gender problems in executive organs and bodies of local self-government to solution of which the local policy must be directed. The research was fulfilled according to the elaborated plan and corresponding deadlines of implementation.

Within September 2008, the experts worked out the research programme. According to the set tasks and hypotheses, an inquiry was made to the public service administration in Kherson Oblast on rendering information on quantity and quality composition of state employees in Kherson Oblast for 2007.

The data on quantity and quality composition of state employees in Kherson Oblast for 2002-2004 were taken from „Gender Portrait of Kherson Oblast”, which was prepared by the regional resource gender centre in 2004. The data for 2006 were taken from the research „Woman – Community Leader”, held in 2006 by Tavriya Centre of Social Researches.

In October-November, analysis of the current statistical and analytical information on the research main themes was carried out.

Within November 2008, the statistical data, figures of mail surveys, profound interviews and focus groups were processed. Experts generalized the results of the conducted sociological research “Gender Problems in Executive Organs and Bodies of Local Self-Government in Kherson Oblast”, prepared the materials of collected results of the research “Gender Problems in Executive Organs and Bodies of Local Self-Government in Kherson Oblast” to press.

With the aim of the research results to become known, the final round table was planned and carried out on 17 December, with the assistance of the First Deputy Head of Kherson Regional State Administration Yakovlyev I. O., Deputy Head of Kherson Regional Council Fedko T. I., and members of regional interdepartmental coordination council for family, gender equality, demographical development and counteraction to human trade, public organizations and mass-media. Information on the project results was distributed in local mass-media and through Internet mailings.

List of information distribution on the project:

#	<i>Mass-Media Name</i>	<i>E-mail</i>
1	TV Studio «TET-Kherson»	natalyhit@mail.ru
2	Journalists' Agency “Context”	context@public.kherson.ua
3	Newspaper «New Day»	info@newday.kherson.ua
4	Newspaper «Vgoru» (“Upstream”)	vgoru@uapravo.org
5	Holding Union of State TV and Radio Company «Scythia»	info@skifiya.ks.ua
6	Newspaper «Hryvna»	hryvna@tlc.kherson.ua
7	Press-service of Kherson Regional State Administration	vd-press@oda.kherson.ua
8	Kherson Reform Press-Club	kherson@cure.org.ua
9	Newspaper «Bulava» (“Mace”)	paper@bulava.com.ua
10	Newspaper «VIK» (“Age”)	vic@ukrincom.net
11	Newspaper «Townsmen and Townslady»	gazeta@gzt.kherson.ua
12	Newspaper «Ether»	efir@skifiya.ks.ua
13	League of Professional Journalists	ligavm@public.kherson.ua
14	Press-Club «Pivden» (“South”)	pivden@tlc.kherson.ua
15	Magazine «Favorite»	timex@tlc.kherson.ua
16	Newspaper «Kherson Herald»	vestnik@public.kherson.ua
17	Newspaper «New Format»	cheslovo@ukr.net
18	Web-Site «Social Medium of Kherson Oblast»	www.socioprostir.org.ua
19	Web-Site «Political Kherson Oblast»	www.politics.kherson.ua
20	Web-Site «Kherson. Community. Initiative»	www.hgi.org.ua

Recommendations formulated by research conclusions were submitted to the regional state administration and regional council. The collected results of the research “Gender Problems in Executive Organs and Bodies of Local Self-Government in Kherson Oblast” were sent to the district state administrations, district councils, city councils and their executive committees, village councils.

Proceeding from the received results, certain conclusions were made:

In general, the sphere of state administration and local self-government in Kherson Oblast, notwithstanding legislative changes, adoption of the State Programme on Formation of Gender Equality and, correspondingly, regional one, conduct of a broad educating campaign, keeps the tendency of firm uneven representation of women and men in the decision making processes.

Election results of the deputies to regional, city (cities of regional importance) councils testify that Kherson Oblast approaches the indices of securing gender correlation in representative government bodies, fixed for Ukraine, in the context of achieving Millennium Development Goals. Still, representative level of women in the regional council has decreased in comparison to the previous convocation (85 deputies were elected, out of whom there are 10 women (in the preceding convocation – 13).

Dynamics of representation of women and men in the government bodies by years does not have a formed tendency to overcoming gender misbalance, both at higher and at lower power levels. Unchangeability of gender misbalance at managerial posts in government bodies proves stereotypy of personnel policy and lack of efficient mechanisms of representation of women on a par with men in the authorities.

Overall, the situation with gender policy realization in Kherson Oblast can be characterized as a quiet resistance. On the one hand, the clear state policy was proclaimed (sequence of legislative acts and norms was adopted), and government officials and public servants of the local self-government should implement it. On the other hand, the majority of the people involved in the research do not consider the problem of keeping gender equality vital (66% of the interrogated); clear stereotypes of the roles of men and women revealed themselves. Such inner contradiction: «this is of no importance, but I must do something» leads to general «talking off» of existing gender problems. Events take place, work is being done, but the real positive changes to society are minimal.

Such a situation is even more striking, for throughout 2002-2007, a big number of educating events, projects, trainings in the system of preparation of government officials and public servants of local self-government took place. Thus, the point is in the quality of training and educating work.

Also, the conducted research revealed that more active were the regions where starting from 2000 non-governmental organizations were actively presented (Kakhovka District, Skadovsk District, Gola Prystan District, cities of Nova Kakhovka, Kherson); at the same time, more regions (Nyzhni Sirogozy District, Ivaniv District, Gornostayevo District) showed lesser activity and smaller knowledge.

Regrettably, the problems of men are almost not revealed at all within the bounds of the research. From two hundred seventy interrogated, only two people formulated problems concerning men. The region has up till now a very strong stereotype that gender equality concerns only representation and protection of women's rights.

As far as existing gender problems in executive organs and bodies of local self-government are concerned, a rather small number of the people involved could formulate them (90 out of 254). In spite of the educating work carried out, the prevailing majority of government officials and public servants do not accept the situations taking place now (including the facts of direct or hidden discrimination) as a problem. Thus, the following position predominates: “why to change anything, everything is fine”.

The research showed several very relevant problems that have to be addressed on legislative level. As an example, the resolution on parental leaves (126 or 140 calendar days) is favourable to pregnant women but does not protect the rights of employers. It results in a situation where the pregnant woman is absent for 5 or 6 months and, without the possibility to replace her, other employees have to work harder and embrace more responsibilities. Young women are often discriminated on these grounds and have to fight persistent gender stereotypes.

Taking all of this into account, experts, who conducted the research, elaborated several recommendations:

- In order to ensure an equal access for women to the decision-making processes, it is imperative to change gender stereotypes in human resources policy, to compose a gender-balanced personnel in governmental bodies and to promote men's candidatures for specialists' positions;
- Executive organs as well as civil society should work on creating and organizing adequate coordination and experts groups;
- It is recommended to continue working on special researches and elaborating gender regional portraits that allow setting priorities for each oblast.
- Consolidate efforts and financial resources of executive organs, local self-government bodies and NGO in order to overcome gender asymmetry;
- Systematically conduct communication and educational campaigns on gender equality;
- Promote media coverage of the possibility to address gender discrimination issues in legal institutions.

Kherson oblast was the first region to conduct a gender portrait research in 2004. This research had some flaws: insufficient analytical material and lack of concrete recommendations. However, the conduct of "Gender Asymmetries in Executive Organs and Bodies of Local Self-Government in Kherson Oblast" research and the elaboration of conclusions and recommendations can be a good example of a new level of research. This research, conducted by local experts, shows a high level of competency and demonstrates a potential for further gender researches. Moreover, this research could be used as a model for analytical works of gender resource centres' experts that focus on gender issues in regions.

- **On 10-12 December 2008 National workshop for schools of responsible fathering and father-schools were held in Zakarpattya region**

(See Annex 15 "Report on schools of responsible fathering in Zakarpattya region").

The topic of the workshop lies in the context of existing stereotypical separation of family roles in the Ukrainian society. Most of these stereotypes are transposed to the behaviour models of both women and men, while modern challenges provide other needs and necessity of other behaviour models. But even with the existence of good will, the realization of any other model becomes impossible due to the social non-interception, as well as due to the lack of personal readiness of woman/man to such changes. For example, the typical situation for the Ukrainian society appears when after a divorce man rather rarely appeals for a living with his child. First of all it witnesses on psychological unreadiness of a father to day-to-day responsibility for a child. Thus, traditionally appears such a situation when a child remains with its mother. Though, this circumstance doesn't mean that the choice was made in a right way, but in traditional one for the Ukrainian society.

In every women consultation in Ukraine "Schools of young mothers" for the pregnant women are held, preparing them morally and physically to childbirth and baby-care. In this regard only

few are pondering that future father, expecting birth of his first child, needs relevant training. Notwithstanding, usually only a small part of future fathers demonstrate a will to attend such trainings along with a future mother. Traditionally the role of the father is drawn back and reduces, generally, to provision of material family wellbeing. Along with that, whether the future father was allotted with attention at the same level as future mother is availed, it would be beneficial both to society as a whole, and to every concrete family primarily.

The work of schools of responsible fathering and father-schools targeted at preparation of both spouses (while “Schools of future mothers” targets only at women), at childbirth by a wife, as well as at acquisition of baby-care skills and at comprehension by men of importance of the role of a father in a life of a child at every stage etc.

It is just the matter on which work of schools of responsible fathering and father-schools are targeted at. These schools are functioning in different formats such as public organizations, municipal institutions, and sections under Centres of family planning etc.

Thus this workshop became the source of experience exchange of representatives of schools of responsible fathering and father-schools from different regions of Ukraine with a view of dissemination and implementation of the best practices.

The need in generalization of experience of such schools and dissemination of best practices in all regions of Ukraine is an urgent one. Zakarpattya region, being one of the border regions in Ukraine, is affected with a problems of departure of both women and men seeking for work, and thus, had huge problems with responsible fathering. That is why in the region appeared the need of establishing of a School of responsible fathering, helping in solving of this issue.

Among the participants of the workshop (40 persons) were representative of the Ministry for Family, Youth and Sports, experts from different organizations, having positive experience in implementing of methodology of responsible fathering in respective regions, as well as representatives of public authorities, namely deputies of heads of State Oblast administrations in charge of humanity issues and chiefs of divisions in State Oblast administrations (departments for youth and sports, departments of education and science, departments of health care, departments of culture, Centre of social services for family, children and youth, Service for children affairs).

Moderators proposed a model of a workshop where theoretical part was separated from practical one. There were two blocks: theoretical (familiarization of participants with the best practices of implementation of schools of responsible fathering in Ukraine, as well as father-schools) and practical (work by thematic sections). In result of problematic analysis of the matters concerning responsible fathering, following directions were highlighted:

- “Educational”, including “School education” and “Home nurturing”;
- “Mass media influence at formation of conscious attitude to fathering”;
- “Gaps in family legislation”.

Results of realization of the project “National workshop for schools of responsible fathering:

- Male and female participants became familiar with different methodologies of attracting father to the process of child nurturing and expressed the belief of necessity of usage of these methodologies while drafting of regional programmes and dissemination of acquired knowledge among colleagues.

- The experience of best schools of responsible fathering in Ukraine, as well as methodologies of psychological preparation of spouses to childbirth by a wife, and perception by men of the importance of father's role at every stage of the child life were disseminated.
- The conditions for establishing of a school of responsible fathering in Zakarpattya region were created.
- With a view of informing the public the session of the Uzhgorod press-club were held.

Male and female participants were proposed:

- to establish working groups while drafting the Regional Programme by priority directions: education, health care, culture, media, employment and unemployment, demography, gender discrimination and violence, responsible fathering, as well as to draft programmes of overcoming gender inequality in every sphere with further unification them into the one regional programme of ensuring equal rights and possibilities of women and men;
- to create a website of schools of responsible fathering and father-schools for coordination of efforts on establishing such institutions in new regions and dissemination of experience of existing schools;
- to hold annually National school of responsible fathering in Zakarpattya region.

Monitoring of achievements in ensuring of equality of women and men at oblast level

Achievements

For the monitoring of dynamics of changes in gender situation in the Ukrainian regions as well as with a view of informing representatives of different oblasts, the experts of the Programme had elaborated monitoring scoreboards and scoreboards of quantitative and qualitative indicators of changes in ensuring of equality of women and men by regions in 2008 (*See Annex 16 "Monitoring of oblasts"*).

The analysis demonstrates that among 7 regions (Lugansk, Kherson, Kharkiv, Zhytomyr, Vinnytsya, Chernivtsi and Zakarpattya regions) resource centres on gender issues are functioning as municipal institutions in 3 oblasts (Lugansk, Kharkiv and Zhytomyr regions). In Kherson, Vinnytsya and Chernivtsi regions such centres are functioning as public organizations. Gender centre in Zakarpattya is functioning without status under the Department for family, youth and sports in Zakarpatska State Oblast Administration. The part of functions of resource centre on gender issues in Zakarpattya region is performed by the education gender centre.

Education gender centres are functioning in Zakarpattya, Lugansk, Vinnytsya, Zhytomyr, and Kherson regions. Centres "Men against violence" are acting in Lugansk, Kherson, Zakarpattya, and Vinnytsya regions.

In every oblast, except Zhytomyr, Kharkiv and Zakarpattya regions, there are advisers in charge of gender affairs. But they are working at voluntary basis.

Only in one region (Vinnytsya) remained Oblast Coordination Council for gender issues. In other oblast were established interagency coordination councils for family, demographical development, gender equality and combating human trafficking. Sessions of such councils are held quarterly. There no functioning coordination council in charge of equality of women and men in Chernivtsi and Zakarpattya regions. In every region were implemented gender programmes, financed from the oblast budgets.

Positive dynamics in implementation of gender policy at the oblasts level could be monitored not only by the reports from regions (*See Annex 17* “Reports of oblasts”), but by the scoreboards of quantitative and qualitative indicators.

In accordance with these reports, by the support of EOWRP UNDP in 2008 were held 17 workshops and trainings with 514 persons trained and upgraded their qualification. Most part of these persons are representatives of executive and local authorities. 60 journalists took part in these events resulting in about 300 publications, TV and radio programmes devoted to gender issues. Gender issues are systematically being considered at sessions of public councils, sector discussions and sessions of oblast councils (24 times).

Zakarpattya, Kherson, Vinnytsya and Lugansk included gender component to the strategies of social and economic development of oblast 2015 (Kherson, Zakarpattya, Vinnytsya regions) and to the programme of social and economic development (Lugansk region). In oblasts growing number of gender initiatives in executive branch of power is observed: gender audit of oblast programmes (Lugansk region), gender expertise of 54 oblast target programmes (Kherson region), performing of quantitative staff analysis in executive and local authorities (Vinnytsya, Zakarpattya, Lugansk, Kherson, Chernivtsi, and Zhytomyr regions), monitoring of media (Lugansk and Vinnytsya regions). All that work was performed in co-operation with representatives of gender centres, who often acting as advisers of Heads of State Oblast Administrations in charge of gender issue (Lugansk, Kherson, Vinnytsya, Chernivtsi regions).

Executive authorities from different oblasts used methodologies proposed by the experts of EOWRP UNDP (methodology of logical and structural planning, methodology of evaluation and monitoring of oblast programmes).

All regions, which representatives took part in study-tour to Sweden, admit positive influence on perception by the oblast leaders of implementation of gender policy. Especially it was marked in Kherson and Vinnytsya regions, where serious progress was made due to the initiatives of Deputy Heads of State Oblast Administrations.

Lessons learned

Along with that, it could be monitored negative tendencies in regions. *Versus* Memoranda signed, not all oblast have a possibility to finance resource centres for gender issues. It concerns oblasts where such centres are not municipal institutions. The main reason of such a situation is lack of Typical Regulation on resource centres for gender issues. At the time being draft regulation is submitted to the Cabinet of Ministers of Ukraine for consideration.

Another reason is conflict between State Oblast administrations and oblast councils, existing probably in every region and affecting the efficiency of co-operation between representatives of different authorities. By virtue of the fact oblast councils allocates and approves allocation of financial resources from local budget. It could be summarized the need of inclusion of deputies of local councils as target group for trainings.

Economic crisis being deepening in Ukraine, in its turn, affects realization of gender policy in regions – establishing of resource centres for gender issue is frozen in Vinnytsya and Chernivtsi, as well as there were no appointments of legally employed adviser on gender issues in any oblast.

Results achieved

Continued implementation of the adopted regional gender strategies and UNDP EOWR activities in 2008 resulted in the following:

- Decision-makers of Chernivtsi, Rivne, Cherkasy and Chernivtsi State Oblast Administrations were informed about possible spheres of partnership, about principles and methods of cooperation with UNDP. They made commitment to discuss opening of Oblast Resource Centre on Gender Issues at Oblast Council meeting and develop proposals for partnership and prepare UNDP Memorandum for execution;
- Upon the request of oblasts regarding lack of local experts on gender issues and need for capacity building, UNDP Equal Opportunities Program prepared 17 LFA trainers, 14 of which were selected for conducting workshops-trainings in 7 oblasts of Ukraine;
- Capacity of local trainers-facilitators for holding similar trainings in the future in different oblasts of Ukraine was defined and evaluated during monitoring checkups by UNDP EOP experts. Capacity of 14 local experts who have mastered LFA method and can conduct effective trainings on regional requests was regarded as satisfactory;
- On request of the regions to build capacity of Oblast Coordination Councils on Elaboration of Gender Strategies, deputy heads of rayon administrations and specialists in the field for development and implementation of oblast gender programs, UNDP trained 14 local trainers-facilitators and held 14 trainings in 7 oblasts of Ukraine;
- Capacity of 135 representatives of Oblast Coordination Councils on Elaboration of Gender Strategies and 178 representatives of rayon administrations (including 42 deputy heads of rayon administrations) for coordination of implementation and realization of oblast gender programs in the 7 above-mentioned oblasts was improved;
- Initiatives of oblast needing support of UNDP EOP are defined, and were successfully realized in the second half of the year 2008.

3) GENDER SENSITIZATION

Study tour to Sweden

One of the most important issues in the domestic affairs of Ukraine is analyzing gender factors and promoting gender policy. For the first time since Ukrainian independence this statement has been included into the Programme of Action of the Ukrainian Government. The Government of Ukraine has confirmed its political will in gender policy implementation. In particular, it is important for this approach to be implemented as a principle for all bodies of executive power, on both regional and national levels. At the same time, Ukraine doesn't have enough successful practices of gender mainstreaming and on the beginning stage of gender policy formation it is very important to use the positive experience of the countries, which realize effective state gender policy and have achieved economic and social progress due to gender mainstreaming. Studying



the practices of gender mainstreaming on different levels (national and regional) is of extreme importance.

As far as the importance of the gender approaches in the social development is concerned, Sweden is of particular interest to Ukraine. The gender policy in Sweden has become a principle that is implemented in all spheres of state governing, and during decision-making process on the central and local levels. Besides that, Sweden is very active in sharing its experience in gender mainstreaming. In February 2007 the representatives of five Ministries participated in the study tour to Sweden, organised by UNDP. In June 2008 next study tour to Sweden was carried out by UNDP for the middle management level of six key state bodies (Ministry of Culture and Tourism of Ukraine, Ministry of Interior of Ukraine, Ministry of Justice of Ukraine, Ministry of Ukraine for Family, Youth and Sport Affairs, Secretariat of Cabinet of Ministries of Ukraine, State Committee of Radio Broadcasting and Television of Ukraine).

The purpose of the tour was to familiarize its participants with gender mainstreaming strategies that were effective in Sweden's social and economic development, including sectoral development, and to build their capacity to professionally implement these strategies in Ukraine's development, develop/update sectoral action plans for gender equality. Study tour was planned to help in achieving by representatives of these Ministries the advanced understanding of gender mainstreaming strategies and tools of their application, in acquiring of practical skills in shaping gender policy and in establishing of twinning between key ministries of Sweden and Ukraine. And such experience and knowledge, as it was expected, would be implemented within their Ministries in their current activities. The agenda and list of participants of the study tour are in *Annex 18 and 19*.

Participants

The study tour was designed for 14 participants. The composition of the delegation was as follows:

- UNDP and Equal Opportunities Programme staff – 2 persons
- Representatives of Ministry of Interior of Ukraine – 3 persons
- Representatives of Ministry of Justice of Ukraine – 1 person
- Representatives of Ministry of Ukraine for Family, Youth and Sport – 3 persons
- Representatives of Secretariat of the Cabinet of Ministries – 1 person
- Representatives of Ministry of Culture and Tourism of Ukraine – 2 persons
- Representatives of State Committee of Television and Radio Broadcasting – 2 persons



Meetings conducted:

- Ms. Bonnie Bernström, Språngbrän;
- Mr. Thomas von Matérn, Internship, Språngbrän;
- Ms. Hanna André, Gender Focal Point, Ministry of Health and Social Affaires;
- Ms. Ingela Ekblom, Project Manager of Human Recourses Department, Swedish Radio – Public Service;

- Ms. Sandra Hultgren Stenström, Foreign Policy Advisor, Swedish Police Service on National Policies for Family Violence;
- Mr. Magnus Jacobsson, Press Secretary, JÄMO, Swedish Ombudsman on the Legislation on Equal Opportunities for Women and Men;
- Mr. Mats Essemyr, Investigator, the Swedish Confederation for Professional Employees;
- Ms. Jenny Sonesson, General Secretary, Liberal Women – NGO promoting policies combating violence against women;
- Ms. Anna Giotas-Sandquist, Project Manager, Botkyrka Kommun;
- Ms. Essabelle Dingizian, Member of Parliament and Municipality Council on Gender Equality of Botkyrka, Riksdagen;
- Mr. Kurt Kelund, Deputy Governor of County of Södermanland;
- Ms. Kristin Wennberg, Project Manager, Swedish Agency for Economic and Regional Growth NUTEK;
- Ms. Sig Britt Larsson, Project Manager, Swedish Agency for Economic and Regional Growth NUTEK;
- Mr. Dennis Bederoff, Head of Tourism Industry Affairs, Swedish Agency for Economic and Regional Growth NUTEK;
- Ms. Helena Kemi, Investigator, Police of Stockholm and the Local Unit on Family Violence;
- Ms. Matilda Berggren, Gender Focal Point, Ministry of Culture;
- Ms. Anna Klerby, Investigator, Cultural Council, Ministry of Culture; Mr. Martin Sundi, Senior Adviser to Minister of Culture;
- Ms. Katja Björklund, Deputy Director, Coordination Secretariat, Ministry of Culture.

Issues discussed:

- Gender mainstreaming strategies in Sweden,
- Mechanism of gender approaches implementation,
- Shaping gender policy,
- 2005 Paris Declaration on Aid Effectiveness,
- Development of action plans for ensuring gender equality for the respective ministries.

At the end of the study visit, Ukrainian delegation achieved the following specific objectives:

- Improved understanding of gender mainstreaming strategies in Sweden;
- Advanced understanding of the mechanism of development and implementation of gender sectoral policies;
- Acquired practical skills in shaping gender policy;
- Action plans for ensuring gender equality for all six ministries/departments are elaborated/updated.

The study visit also facilitated transfer of knowledge through the following elements:

- Dissemination of the information of methods of elaboration and implementation of sectoral gender policies creates the universal pool of methodology of drafting and introducing sectoral gender policies;
- Comparison of current reality and experience concerning gender mainstreaming in Sweden with the conditions and situation prevailing in Ukraine;
- The collection of printed materials to facilitate the transfer of knowledge to the representatives of the key ministries/departments;

- Report on study visit presented and distributed among representatives of main Ukrainian Governmental stakeholders;
- Recommendations for improving the mechanisms of gender mainstreaming in Ukraine developed on the base of study tour results.

In general, 104 state officials from 9 state authorities who participated in Project's workshops, trainings and study tour get possibility to raise their awareness and increase their sensitivity to gender issues. They also developed their planning skills, acquired methodology of LFA planning and get acquainted with European and Swedish experience and strategies that could be effectively used in Ukraine. Please, see the reports of the participants in *Annex 20*.

Traditional meeting for journalists on International women's day

The representatives of the Verkhovna Rada of Ukraine, Ukrainian Government, leading national mass-media outlets met at the informational action for journalists "Investing in women and girls: Ukrainian situation" to discuss the issues of equal opportunities of men and women on the eve of International Women Day. This event was organized by the Sub-Committee on international and legal issues and gender policy of the Committee of the Verkhovna Rada on human rights, national minorities and inter-ethnic relations together with the Department of Public Information of the United Nations Office in Ukraine and UNDP Equal Opportunities and Women's Rights Programme. According to last survey, conducted by the Centre of Social Expertise of Institute of Sociology of National Academy of Science of Ukraine with the support of the UNDP, the problem of gender inequality remains important for Ukrainian society. Both men and women more and more understand this. The role of woman in social and political life continues to be underestimated, and such views are expressed even by the gender experts. According to the survey, one of two Ukrainians acknowledges that there are gender stereotypes in Ukrainian society. The participants of the meeting also agreed that gender problems still need the adequate presentation in the mass-media.



"Participation of Women in Political Life and Women's Leadership in Ukraine"

About 40 representatives of the Verkhovna Rada of Ukraine, Ukrainian Government, business, NGOs and leading national media outlets have gathered at a round table meeting entitled "Participation of Women in Political Life and Women's Leadership in Ukraine". The participants discussed various issues relating to women empowerment at all levels and sectors of human life. The round table was organized by UNDP-led Equal Opportunities and Women's Rights Programme, within the framework of the initiative of UNDP Regional Bureau for Eastern Europe and CIS. This initiative comprises the development of report over the participation of women in political life of the region.

During the round table meeting, the participants analysed the reasons of under-representation of women in politics and proposed the recommendations on women empowerment and giving women space for decision-making. It was underlined that women control only 5-10% of economic resources. Women make up 38% of the total number of entrepreneurs doing their own individual business, and manage 26% of small enterprises, 15% of medium, and 12% of large ones. Only 2% of industry business managers are women.



Women's wage rates are 68.6% of men's on average. According to the latest UN estimates, women dominate low-pay; low-status, part-time or contract work that offers limited opportunities for social security coverage. Even for similar kinds of work, women are typically paid 20-30% less than men. Women contribute to two thirds of the hours worked in the world, but they earn one tenth of the world's income and own about 1% of the world's property.

According to last survey, conducted by the Centre of Social Expertise of Institute of Sociology of National Academy of Science of Ukraine with the support of the UNDP, the problem of gender inequality remains important for Ukrainian society. Both men and women more and more understand this.

The role of woman in social and political life continues to be under-estimated, and such views are expressed even by the gender experts. According to the survey, one of two Ukrainians acknowledges that there are gender stereotypes in Ukrainian society. The majority of population (62%) considers that these are women whose rights are restricted.

16 days of activism against gender violence

Ministry of Ukraine for Family, Youth and Sport in cooperation with UNDP Equal Opportunities and Women's Rights Programme, several international and Ukrainian NGOs launched Pan-Ukrainian Campaign "Stop Violence!" that started in October 2008 and would be finished in November 2009. On 25 November 2008, on International Day of the Elimination of Violence against Women, in the whole world campaign "16 days of activism against gender based violence" is starting traditionally. Within the frameworks of Ukrainian campaign, press-conference with the participation of UN Resident Coordinator, UNDP Resident Representative Mr. Francis O'Donnell, Ministry of Ukraine for Family, Youth and Sport Mr. Yuriy Pavlenko, and Olympic champion on freestyle wrestling Ms. Iryni Merleni was arranged.

At least 1 out of every 3 women in the world is likely to endure violence. Among 10 most dangerous factors in women's lives, rape and domestic violence happen more often than cancer or car accidents.

On 25 February 2008 UN Secretary-General Ban Ki-moon initiated worldwide campaign on prevention of violence against women and called all world leaders to join the campaign on national level and create global network of leaders to attract attention of society to the problem.

In Ukraine, several UN agencies are fighting against domestic violence. By the UNDP initiative, NGO called on Ministry of Ukraine for Family, Youth and Sports to start a national campaign "Stop Violence". Minister Yuriy Pavlenko informed that on the 16th of October a national forum "Stop Violence!" took place in Kyiv. During this forum, participants elaborated a platform of actions on Counteracting Violence against Women, Children and in the Family. The elaborated documents were transferred to the Government.



The Minister presented statistics: during 10 months of this year 56 000 people were registered for committing domestic violence. At the same time, Yuriy Pavlenko noticed that experts consider that the real figures are bigger. The Minister also underlined the main problem of domestic violence: it is kept hidden behind the walls of silence. Hence the perpetrator stays unpunished and continues such behaviour. Recently Ukraine has introduced obligatory programs of social rehabilitation for perpetrators.

During the "16 Days of activism against gender violence" campaign different events will be held all over Ukraine. Departments for Family, Youth and Sports of State Oblast Administrations, and NGO with the support of Equal Opportunities and Women's Rights Program in Ukraine will conduct round tables, presentations, training sessions, etc.

In Zakarpattya, press-club discussed the issues of response to gender violence. All over Kherson oblast, street activities "Voice of the child against gender violence" will be organized. In Lugansk oblast there will be a lot of competitions for the best child drawing, photography, and even best gender oriented cross-word.

4) SUPPORT THE REVIEW OF LEGISLATION

Ministry of Justice of Ukraine with the support of UNDP EOWR is more and more active in conducting gender expertise of Ukrainian legislation and in amending legal acts in accordance with international and constitutional obligations in terms of gender equality. The operation of Ministry in 2007 demonstrated the low level of efficiency in conducting gender expertise of legislation. The Ministry requested to assist in development of the respective methodology and building capacity of its staff responsible for such expertise. On 15 September 2008, new composition of gender working group of the Ministry of Justice was approved, and two legal acts for expertise in 2008 were selected. In 2008, the Ministry of Justice of Ukraine conducted gender expertise of the Law "On Legal Basis of Civil Defence" and the Law "On Prevention of Acquired Immune Deficiency Syndrome (AIDS) and Social Protection of Population".

During a specialised workshop organised by UNDP-led Equal Opportunities Programme on 26 September 2008, 25 specialists from the Ministry of Justice of Ukraine have learned how to conduct a gender-related examination of Ukrainian legislation. It was realized that developing gender legislation in Ukraine is a rather fast-proceeding process, but it is necessary to pay more attention to ensuring gender equality, especially, in the light of Ukraine's European

choice, which has been pursued by the President and the Government. And that is why having corresponding gender component duly developed and improved in the Ukrainian laws is a very important task. Therefore, it's equally important to have similar workshops arranged for the Ministerial officials. During the workshop, the participants built their capacity in the following:

- Basic components in the state gender policy;
- Gender judicial assessment of legislative acts: guidelines and assessment methods;
- LFA methodology in work planning;
- Gender-related examination of drafts of laws and acts of legislation

Gender-related judicial assessment of legislation is usually performed for every particular legislative act, in accordance with the annual action plans which are developed and approved by the Ministry of Justice of Ukraine, taking into consideration the propositions submitted by the central executive power bodies.

The expert involved to provide methodological assistance to the Ministry of Justice conducted 6 consultations for the specialists of the Ministry responsible for gender expertise of legislation. The subject of legal regulation of the law and methods of analysis of compatibility of law with international and constitutional standards were presented. The members of gender working group together with the expert conducted clause-by-clause analysis of the laws on the relevance to gender equality principles.

In 2008 “Methodological Approaches on Conducting Gender Juridical Expertise of Ukrainian National Legislation” were developed by the Ms. Kateryna Levchenko, President of International Women Rights Centre “La Strada – Ukraine”, in cooperation several members of gender working group of Ministry of Justice of Ukraine and UNDP Equal Opportunities and Women’s Rights Programme, and printed as well. The manual is printing and should be disseminated among members of ministerial gender working group and other interested sides. It was next step on the way of conducting of gender expert examination of Ukrainian legislation.

5) PROVIDE SUPPORT TO ANNUAL STATE REPORTING

Per the request of the Ministry of Ukraine for Family, Youth and Sport that should annually prepare the State Report “Ensuring Gender Equality”, UNDP EOWR developed the methodology of such Report preparation to avoid difficulties to ensuring the proper quality of the monitoring and reporting. The UNDP EOWR contracted national expert Ms. Lidiya Amjadeen for the development of the recommendations for the methodology of the State Report preparation, programme of research and data collecting; consultations to the members of the working group for the Report development will allow to provide the high quality of the Report and will assist in building the capacity of the state structures to conduct these activities in future on a proper level. National expert for development of the methodology for the Annual State Report “Ensuring Gender Equality” contributed to the lay-out of the scientific foundation of the report according to the contemporary studies of gender relations; to the creation of the proper research tools for estimating a process of gender development in Ukraine, influence of gender factor on policy development, social and economic relations, and development of civil society.

Keeping in mind that it is a coordinating body for Ukrainian gender policy the Ministry of Ukraine for Family, Youth and Sport made the first steps and with support of UNDP EOWR conducted session of Interministerial Coordination Board on the implementation of the Law of Ukraine “On Ensuring Equal Rights and Opportunities for Men and Women” and on results of

implementing in 2008 the State Programme up to 2010. The results of implementation of gender policy in 2008 were wrapped up. As for December 2008, the Secretariats of 27 committees of Verkhovna Rada of Ukraine persons who provide consultations and methodical help on the questions of ensuring of equal rights and opportunities of women and men were appointed. In 16 regions of Ukraine advisers of head of regional state administrations were appointed, there are 18 regional gender councils on issues of family, equal opportunities, demographic development and combating trafficking for regional state administrations.

At the same time there is no gender-sensitive state statistics in Ukraine, similarly there are no proper departments' rates which would take into account gender aspect. This situation gives no opportunity to estimate transformations which already took place in country in order to correct implementation of state and regional programmes for a subsequent period. Within 37 central organs of state executive power (incl. the Ministry) expert groups on implementing of gender approaches were created. Advisers on gender issues to the Minister of Internal Affairs and Minister for Family, Youth and Sports are appointed. At the same time the participants of conference admitted that at the regional level specialists on gender issues are very often responsible for a set of other issues. That does not result in effective work too. Gender estimation of social demographic policy in Ukraine leads to unencouraging conclusions. In particular, average duration of life of Ukrainians is next to last in Europe. Thus the every third of the Ukrainian men in age of 16 years will not live up to 40.

Due to different retiring age rate there is a wide difference between the size of men and women pensions. As experts agreed, in case of implementing of the accumulative pension system, the pensions of women will be 20% from those of men. The participants of meeting concluded that the issues on providing of equal opportunities of women and men considerably influence on democratic and economic development of country. It is consequently necessary to analyse certain spheres, developing the proper programmes to ensure the equality of women and men. Final decision of the conference also includes recommendations to the Ministry of Ukraine for Family, Youth and Sports to develop and apply a system of monitoring of implementation of the ongoing programmes.

One more example of cooperation of UNDP EOWR with Ukrainian Government is drafting of State Report "Gender Education and Enlightening in Ukraine" as a part of State Programme on Ensuring Gender Equality in Ukrainian Society up to 2010. Ministry of Ukraine for Family, Youth and Sport and Ministry of Education and Science of Ukraine requested EOWR to assist in the process of drafting. Among the targets of the Report might be outlined analysis of the system of higher education of Ukraine as a context of gender mainstreaming and institutionalization of gender component and identification of disproportions in educational context (personnel, curricula, access to higher education); analysis of the progress and level of preparedness of state scientific institutions to include gender theory and gender studies into their work; analysis of current status of gender education using the following parameters: assessment of institutions that take part in implementation of gender programs, analysis of gender educational programmes; analysis of gender curricula and level of their methodical support, source of funding as well as elaboration of recommendations on increasing the efficiency of gender mainstreaming into educational sector that could contribute to formulation of long-term strategy of gender transformations into educational sector. And in order to avoid difficulties to ensuring the proper quality of the monitoring and reporting UNDP EOWR Programme developed the methodology for drafting of the Report. The working group on development of report was established (2 EOWR Programme team members were engaged), and to support its endeavours, an expert and assistant were involved. They were providing methodological support to the process of drafting the report in accordance with standards (including indicators, targets, monitoring system, analysis of problems, recommendations).

2.2. MANAGEMENT AND EFFECTIVENESS

2.2.1. Partnerships

The above-mentioned achievements have been made possible through the close cooperation of partnerships and coordination of the programme with its national and international partners. The level of cooperation with UNDP EOWR partners is constantly increasing.

List of partners:

1) Governmental institutions:

- ✓ Committee on Foreign Affairs of the Verkhovna Rada of Ukraine,
- ✓ Committee on Human Rights, National Minorities and Inter-Ethnic Relations of the Verkhovna Rada of Ukraine,
- ✓ Committee on Family, Youth Policy, Sport and Tourism of the Verkhovna Rada of Ukraine,
- ✓ Committee on Education and Science of the Verkhovna Rada of Ukraine,
- ✓ Committee on Health Care of the Verkhovna Rada of Ukraine,
- ✓ Secretariat of the Verkhovna Rada of Ukraine,
- ✓ The Verkhovna Rada Institute of Legislation,
- ✓ Ministry of Ukraine for Family, Youth and Sport,
- ✓ Ministry of Economy of Ukraine,
- ✓ Ministry of Justice of Ukraine,
- ✓ Ministry of Education and Science of Ukraine,
- ✓ Ministry of Interior of Ukraine,
- ✓ Ministry of Foreign Affairs of Ukraine,
- ✓ Ministry of Labour and Social Policy of Ukraine,
- ✓ Ministry of Culture and Tourism of Ukraine,
- ✓ Ministry of Health Care of Ukraine,
- ✓ State Committee of TV and Radio Broadcasting of Ukraine,
- ✓ State Committee of Statistics of Ukraine,
- ✓ State Oblast Administrations of Chernigiv, Kherson, Kyiv, Lugansk, Lviv, Poltava, Ternopil, Vinnytsya, Zakarpattia and Zhytomyr oblasts,

2) Civil society organisations:

- ✓ Centre for Legal Reform and Legislative Activity,
- ✓ School of Equal Opportunities,
- ✓ Kyiv Institute of Gender Studies,
- ✓ International Women Rights Centre “La Strada – Ukraine”
- ✓ Regional NGOs,

3) Donor organization:

- ✓ Swedish International Development Agency,
- ✓ Delegation of the European Commission to Ukraine
- ✓ Canadian International Development Agency

2.2.2. Sharing Experience on International Level

Two members of UNDP EOP, Ms. Larysa Kobelyanska and Mr. Mikhail Koryukalov, participated in **three-day Training of Trainers (ToT) workshop** that was designed to equip Gender Focal Points and others who have been identified as potential gender change agents, with the basic concepts, tools and skills necessary to design and facilitate gender mainstreaming at the country office level. The workshop was held in Senec, Slovakia, on 14-16 April 2008.

The workshop provided the participants with:

- The ability to develop a comprehensive flowchart of actions required for gender mainstreaming, including for the development of the CO Gender Strategy;
- Conceptual clarity on gender equality and its interconnections with human rights (with particular reference to UNDP practice areas);
- An understanding of gender mainstreaming as a strategy for gender equality;
- Basic skills in use of gender analysis tools and gendered planning and monitoring tools;
- A set of support materials for facilitation of gender mainstreaming and gendered change processes;
- Access to online information and knowledge resources to support continuing learning and capacity-development.

Within the frameworks of the workshop, the participants elaborated the model of implementation of gender policy in Ukraine at both national and regional level (see *Annex 21*).

Project Manager of UNDP EOWR, Ms. Larysa Kobelyanska, participated into **Closing conference of Council of Europe Campaign to Combat Violence against Women, Including Domestic Violence** on 10-11 June 2008 in Strasbourg.

The participants of the conference underlined key areas for further interventions, figured out important and effective steps and instruments in the policy of overcoming domestic violence. The network of agencies/organizations/focal points dealing with overcoming domestic violence in Council of Europe member states was formed.

As a result of the Closing conference of Council of Europe Campaign to Combat Violence against Women, Including Domestic Violence, the participants analyzed the progress made by the all Council of Europe member states in the sector of overcoming domestic violence. It was recommended to adapt the instruments that were effective in overcoming domestic violence in States Members of the Council of Europe to Ukrainian context, to participate actively in the network of agencies/focal points dealing with overcoming gender violence in the region and to use the instruments of overcoming gender violence in UNDP Ukraine policy and activities.

2.2.3. Cooperation with other UNDP projects. Gender mainstreaming at UNDP

In 2009, UNDP EOWR conducted gender audit of 3 UNDP projects. This was implemented within the framework of UNDP RBEC Gender Mainstreaming Strategy for 2008-2011 and in general course of systematic engendering of UNDP projects, that was initiated in 2007 by conducting trainings for gender-sensitive planning for UNDP project staff. Gender audit of 2008 allowed to see the positive changes as compared to 2007 and especially demonstrated areas for

improvement at the level of projects. The results of audit should be included in workplans for 2009 and further.

3 UNDP projects were subjects to gender audit in 2008: “UNDP/GEF Strengthening governance and financial sustainability of the national protected area system in Ukraine” (2 December 2008), “Consumer Society and Citizen Networks” (16 December) and “Governance of HIV/AIDS in Ukraine” (17 December). The audit was conducted by Mikhail Koryukalov, Knowledge Management Specialist of the project and Olena Suslova, national expert involved. In the course of audit the experts analyzed project documentation and publications and conducted interviews with projects managers. Please, see the Matrix of gender audit as *Annex 22*. In case of Governance of HIV/AIDS in Ukraine project, gender focal point participated in the interview as well.

The analysis and review is summarized as follows:

Vertical components.

- Executives’ political will is steady and consistent. None of the gender audit components has received a negative answer such as “useless”, “uninteresting” or “not planning to do”. We can note that gender integration was deemed necessary as a whole and some specific aspects such as direct application in projects raised interest. It is possible to explain this conscious approach of gender problems by several factors: UNDP consecutive attention to raising gender awareness, Equal Opportunities Programme’s efforts, general increase of awareness in the society.
- Technical capacity is still mostly on a rudimentary level as a major part of the personnel does not have special training and experience in gender questions. At the same time, in some cases the personnel is able to practically implement some of the components (gender analysis, gender trainings components, gender differentiation etc.). At this stage, raising technical capacity of the personnel should be oriented towards concrete project goals and not only stay on a general seminar level. This result-based approach will have a better impact on the projects.
- Practical implementation in projects is sporadic. One of the main reasons is the lack of transversal gender equality components throughout programme documents that prevents from working with these components systematically later.
- No discrimination behaviour was observed in collective bodies during audit. However, there is no indication that the organizational culture is steadily and consciously gender sensitive. Projects usually do not have many employees, thus organizational gender analysis (gender analysis of human resources policy) is not relevant. But it could be useful to conduct such analysis of the whole UNDP staff documents and a pilot analysis of several projects that count at least 8-10 employees. The obtained results can reveal tendencies that should be actively addressed in all UNDP projects.

Horizontal components.

- Conducting gender analysis in a project enables to see project’s goals and ways of their realization in a more focused manner. It is recommended to include gender analysis or its components in all projects. It will help to understand what project’s parts are under explicit gender influence and where and how it is necessary to continue gender integration.
- The representation of gender as a transversal theme in programme documents and general papers is not common for all projects. In some documents evident gender aspects are mentioned but it is not a systematic approach. The representation of gender aspects in

programme documents is a warrant of systematic and consistent approach to the whole project theme.

- There were no specific gender integration components included in the budget of projects that went through gender audit. Including gender components as a specific part of the budget could place gender integration on a whole new level.
- Projects' educational trainings do not always have gender components. However, educational component is still an important factor of raising gender knowledge and awareness. This tool should be used in a more individual manner, while taking into account practical aspects of the project's goals and their realization. Moreover, the approach should be consecutive and based on previous systematic steps.
- Project's data is not always arranged accordingly to gender records but there are no evident objections to change it: the personnel have initial capacity, ability and will to sort things out. It is important to notice that there is a certain misunderstanding about ranging data accordingly to gender records. Indeed, collected data (number of focus-groups, number of participants in trainings, presentations, conferences etc.) should include not only general figures and numbers but also indicate how many men and women participated in project's events and researches. This approach is different from the gender representative indicator that can be included in the project. Such indicator could be a certain ratio that the project has to achieve in its activities. In the same time, gender data differentiation, even without in-depth analysis and interpretation, is a powerful resource to determine tendencies in the project and in the whole sphere.
- Gender experts do not systematically participate in projects but can be enlisted if such necessity is grounded and approved by the executive board. The absence of gender experts is a "lost resource" for projects that went through pilot gender audit. Including gender experts in project activities is a possible and efficient way of reaching notable changes in the project and implementing gender components. It primarily concerns individual consulting that has to draw more attention and resources in the future.
- Gender indicators are missing from the projects. The presence of gender indicators makes gender integration much more visible. Furthermore, "general" indicators (that can be applied to different projects) can be included by the personnel that have received an initial training. Such "general" indicators are gender representation during events, budget allocations on a certain level, presence of gender awareness policy etc. "Specific" indicators (that can be applied only to one project or a group of similar projects) can be elaborated with the help of gender experts.
- Project institutionalization is conducted through naming designated persons responsible for gender policy (gender focal point). Their activities are not strictly determined or structured by a time-framework. Training assignees for a single project is not relevant as the staff number is often reduced and every employee has already a lot of responsibilities. It is necessary to elaborate regular events for gender assignees in order to enhance their knowledge, experience and specific skills. It will also enable to conduct a systematic monitoring of gender integration and provide an efficient motivation factor.
- Changes linked to gender integration are not always recorded and are mentioned only during external evaluation or gender audit. Evaluation of the gender integration and/or gender factors influence on the project's activities is often difficult. Today, we do not have a conventional approach to the evaluation methodology and making such evaluation alone is not always possible. Conducting the second stage of gender audit in order to determine gender influence could be a way to professionalize this process and permit to make the evaluation autonomously.
- Perspectives of further gender integration development are discussed in general or in details by different projects. It is recommended to conduct special events oriented on raising awareness of gender integration by the end of the year. These events are an important step to the realization of a consistent gender equality policy.

General conclusions and recommendations.

Executives' conscious approach of gender problems can be explained by several factors: UNDP consecutive attention to raising gender awareness, Equal Opportunities Programme's efforts, general increase of awareness in the society.

Conducting an initial educational gender-oriented training for the personnel and supervisors could give a first general vision about next steps in gender integration.

At this stage, raising technical capacity of the personnel should be oriented towards concrete project goals and not only stay on a general seminar level. This result-based approach will have a better impact on the projects.

One of the main reasons for a sporadic practical implementation in projects is the lack of transversal gender equality components throughout programme documents that prevents from working with these components systematically later.

Projects usually do not have many employees thus organizational gender analysis (gender analysis of human resources policy) is not relevant. But it could be useful to conduct such analysis of the whole UNDP staff documents and a pilot analysis of several projects that count at least 8-10 employees. The obtained results can reveal tendencies that should be actively addressed in all UNDP projects.

It is recommended to include gender analysis or its components in all projects. It will help to understand what project's parts are under explicit gender influence and where and how it is necessary to continue gender integration.

The representation of gender aspects in programme documents is a warrant of systematic and consistent approach to the whole project theme.

Including gender components as a specific part of the budget could place gender integration on a whole new level.

Educational component is still an important factor of raising gender knowledge and awareness. This tool should be used in a more individual manner, while taking into account practical aspects of the project's goals and their realization. Moreover, the approach should be consecutive and based on previous systematic steps.

It is important to notice that there is a certain misunderstanding about ranging data accordingly to gender records. Indeed, collected data (number of focus-groups, number of participants in trainings, presentations, conferences etc.) should include not only general figures and numbers but also indicate how many men and women participated in project's events and researches. This approach is different from the gender representative indicator that can be included in the project. Such indicator could be a certain ratio that the project has to achieve in its activities. In the same time, gender data differentiation, even without in-depth analysis and interpretation, is a powerful resource to determine tendencies in the project and in the whole sphere.

Including gender experts in project activities is a possible and efficient way of reaching notable changes in the project and implementing gender components. It primarily concerns individual consulting, that has to draw more attention and resources in the future.

The presence of gender indicators makes gender integration much more visible. Furthermore, “general” indicators (that can be applied to different projects) can be included by the personnel that have received an initial training. Such “general” indicators are gender representation during events, budget allocations on a certain level, presence of gender awareness policy etc. “Specific” indicators (that can be applied only to one project or a group of similar projects) can be elaborated with the help of gender experts.

The activities of designated gender assignees are not strictly determined or structured by a time-framework. Training assignees for a single project is not relevant as the staff number is often reduced and every employee has already a lot of responsibilities. It is necessary to elaborate regular events for gender assignees in order to enhance their knowledge, experience and specific skills. It will also enable to conduct a systematic monitoring of gender integration and provide an efficient motivation factor.

Evaluation of gender integration and/or gender factors influence on the project’s activities is often difficult. Today, we do not have a conventional approach to the evaluation methodology and making such evaluation alone is not always possible. Conducting the second stage of gender audit in order to determine gender influence could be a way to professionalize this process and permit to make the evaluation autonomously.

It is recommended to conduct by the end of the year special events oriented on raising awareness to gender integration. These events are an important step to the realization of a consistent gender equality policy.

More detailed recommendations for each project are to be given after taking further steps and elaborating a detailed strategy of implementing gender integration as a general strategy of a project or a whole sphere.

2.2.4. Inception phase of “Women’s Rights in Ukraine” Project

During 2007-2008, the staff of UNDP EOP finalised Project Proposal to the Delegation of European Commission in Ukraine “Women’s Rights in Ukraine”. The Proposal was submitted in June 2007. This Proposal presumes implementation of the action that has the overall objective as follows: support the Government and civil society efforts to promote gender equality in Ukraine in line with Ukraine international, constitutional and legal commitments and within the framework of government action plans.

The specific objectives include:

- 1) Support the Ukrainian Government at national, regional and local levels to implement and enforce gender equality legislation and decrees in order to strengthen the national gender machinery;
- 2) Promote culture and education without gender bias and integration of gender knowledge and gender sensitivity into educational system;
- 3) Promote the environment friendly to decrease violence against women and children in different areas of public life.

The Project is designed for 36 months (2008-2011), the total budget requested is EUR 5,636,837.59, and the amount contributed by the EC will be EUR 5,384,590.59.

For the purpose of effective activity management, results' achievement and productive cooperation with partners, it was decided to implement the joint programme "UNDP Equal Opportunities and Women's Rights in Ukraine Programme".

The umbrella Programme is aimed at uniting both administrative and activity potentials of two projects (Phase II of Equal Opportunities Programme, financed by the Swedish International Development Agency that comes to an end in September 2009 and the new UNDP/EC project "Women's Rights in Ukraine" that will be implemented from September 2008 to September 2011).

UNDP Equal Opportunities and Women's Rights in Ukraine Programme conducted the inception phase of UNDP/EC project "Women's rights in Ukraine" from September to December 2008. The Programme organized consultations with project's key partners and determined their actual needs for cooperation. Members of UNDP EOWR Project staff also took part in EC meetings in order to set up priorities and methods for conducting a communication campaign in the framework of this project.

Project's members and international expert Per Larsson, who participated in the inception phase, elaborated a series of suggestions for improving project documentation, optimizing project streamline, as well as enhancing methodology and implementation. These suggestions only concerns the implementation methodology and project's working plan: they do not require in any way the change of expected results or key partners.

Review of Strategy and Annual Work Plan. General challenges and suggestions

Challenges	Suggestions
To ensure a high quality of outputs	<ul style="list-style-type: none"> • Focus on quality analysis (formulate, with the help of international experts, one analysis for the programme as a whole or three separate sector analyses at the inception phase). • Use much energy and time on conceptualizing activities because clearly formulated ToRs will improve accountability and thereby quality. • Monitoring of activities is key. The programme staff should write in the ToRs that the programme can make control visits to trainings without prior notice. There should also be a clause in the ToR that UNDP can cancel the contract if the trainers do not perform at a sufficient professional level. Evaluations of the trainings should be used to remove trainers with insufficient appraisals and to reward trainers with the best appraisals.
To ensure relevance of the programme	Focus on topical issues with political leverage. Avoid general "gender-themes" for events and activities and focus on concrete issues that attract the interest of the mainstream. Allow the programme to be "opportunistic" and seize

	opportunities in day-to-day topical issues that concern citizens. In December 2008, the economic crisis is a topical issue. The programme could monitor and assess the impact of the economic crisis on gender equality. And to follow up with advocacy events to highlight gender aspects of the crisis.
To measure the impact of the programme	The programme should formulate a baseline for the programme, using internationally recognized indicators (for example Beijing follow-up indicators) to allow for comparisons with other countries.
To streamline activities so that the programme becomes easier to implement	<ul style="list-style-type: none"> • Reduction of events (round tables, workshops and seminars) while maintaining the number of participants. • Combine similar events with similar participants. • Focus more on ToTs and cascade trainings to reach out to the maximum amount of beneficiaries.
To ensure government ownership and alignment with national priorities	Technical assistance (TA) to the Ministry of Family, Youth and Sport is necessary to enhance institutional, regulatory and human capacities. A suggestion is to support a twinning initiative with a Ministry for Gender Equality / Women's Affairs in an EU member state.
To ensure harmonization with EU-developments	Map out EU-policy in the relevant areas and collect situation analyses from selected number of EU member states and use comparative analyses as a tool to stimulate Ukraine to follow EU-developments. The sector analyses should all include a chapter about EU and draw conclusions and make recommendations based on a comparison between Ukraine and EU.
To provide international expertise when necessary	Procure international consultants in larger blocks instead of contracting international consultants for each activity. This will bring benefits both to the programme (who will have less tender and contracting-procedures) and the consultant (who will have shorter introductions and more predictability).
To allow the civil society to contribute to the programme	Include civil society representatives in activities to stimulate dialogue and exchange between government and civil society.
To involve both genders into activities and to allow both genders to benefit from the programme	Include a target to have at least a gender balance of 30/70 in all activities, including trainers and consultants with the exception when the selection is conducted through contest or competition. The goal should be 50%. Include male issue in analyses and include a separate study on the male mortality crisis with focus on both causes and effects.
To stimulate innovation and new perspectives and to avoid	The programme staff should always widen the perspective and study developments in progressive countries to tap into

conservative approaches to gender equality	new thinking and innovation. For example, the programme can organize learning events where experts present examples from different countries. International experts could have in their job description to provide presentation on developments in his/hers country.
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These suggestions were taken into account in the Working Plan for 2009 and in previsions for next years to come.

CHAPTER 3. LESSONS LEARNED

Through project activities in 2008, UNDP Equal Opportunities and Women's Rights in Ukraine Programme has built upon its gender expertise in Ukraine and captured the following lessons:

- LFA is an effective method of planning in dealing with gender issues

In May-June 2008, 9 representatives of Ministries and other governmental bodies of Ukraine took part in the follow-up LFA trainings where they improved their skills on how to plan and implement projects and learned practical tools for elaborating gender policies. All participants noted the importance of further LFA integration into the activities of their Ministries. It is of great importance for the members of the working groups to acquire practical skills through the comprehensive training program. Introducing LFA planning as a regular activity in the state bodies will contribute to the relevant analysis and further sustainability of the taken actions.

- Necessity to involve LFA-facilitators in further LFA-trainings of state officials

LFA-facilitators trained during ToT shall be invited to assist international trainers in trainings for the representatives of gender working groups of key Ministries and oblasts and to facilitate further trainings on logical framework approach to elaboration and implementation of gender-sensitive policy for state officials and regional officials planned for 2009. It will be taken into account while elaborating training programmes for trainings of State officials, teachers and district police officers planned for 2009 (trainings for trainers) and 2010-2011 (trainings for these three target groups). A special attention will be given to the selection of trainers for ensuring high-level quality trainings in all 27 oblast' of Ukraine.

- Necessity of capacity building and rendering support to regional partners

Regional partners show a high level of readiness and interest to address gender issues on regional levels. Pilot regions have successfully implemented gender policies in their practical activities; they are offering to organize and conduct all-Ukrainian events for capacity-building and raising gender sensitivity. The practice of delegating gender equality activities to regional levels is common to Sweden and other countries with high equality level.

- Necessity of further institutionalisation of gender policy

Taking into account the pending necessity of ensuing efficient gender policy implementation on all institutional levels, it is imperative to implement in all regional administrations the position of gender specialist, who will be responsible for the execution of the Law "On the ensuring equal rights and opportunities for women and men" and of the State Programme on Ensuring Gender Equality in Ukrainian Society up to 2010. For raising the work efficiency of gender capacity centres it is requisite to approve a standard statute for these centres on Governmental level. Furthermore, on Ministerial level, we should support the practice of naming advisors to Minister on gender issues.

- Gender-sensitive planning is a pre-requisite for effective planning and operation of UNDP projects

During the gender audit of three UNDP projects it became evident that gender-sensitive approach to planning and implementing "non-gender projects" contributes significantly for achieving both the expected results of development of the UNDP project and gender equality in Ukraine. Moreover, a project can not reach its goal if it is focused on only one gender. Gender-

sensitive planning ensures and integrated and coherent development process for Ukrainian people.

- Study tours are an efficient way of raising capacity-building and strengthen personal conviction in the necessity of gender transformations.

For strengthening the network of experts, NGO representatives and State officials responsible for implementing gender policies and for strengthening their personal conviction, it is recommended to include them in study tours to different countries for learning best gender practices. In 2009 it is suggested to organize study tours for national and regional advisors to Ministers on gender issues and for representative of the Ministry for Family, Youth and Sport of Ukraine in order to determine the perspectives of twinning in gender policy.

- Necessity of strengthening cooperation with the Budget Committee of Verkhovna Rada of Ukraine, with regional budget committees and parliamentarians, with the Ministry of Finance of Ukraine.

Taking into account the impact of economic crisis on State and regional programmes' financing, it is necessary to enhance cooperation with members of budget committees, parliamentarians of Regional Councils, representatives of the Ministry of Finance and the Ministry of Economy of Ukraine. Furthermore, it is recommended to involve them as a target group for seminars/trainings/lessons on gender policy.

LIST OF ANNEXES

1. Programme of follow-up training for facilitators “LFA: theory and practice”, 20-21 May 2008.
2. List of facilitators - members of “LFA: theory and practice” training, 2-21 May 2008.
3. Report on the results of “LFA: theory and practice” training, 2-21 May 2008 Experts: Kari Ortengren and Virginija Langbakk (Sweden).
4. Programme of follow-up training “LFA to gender policy implementation”, 22-23 May 2008.
5. List of participants of follow-up training “LFA to gender policy implementation”, 22-23 May 2008.
6. Programme of follow-up training “LFA to gender policy implementation”, 9-10 June 2008.
7. List of participants of follow-up training “LFA to gender policy implementation”, 9-10 June 2008.
8. Programme of follow-up training “LFA to gender policy implementation”, 11-12 June 2008.
9. List of participants of follow-up training “LFA to gender policy implementation”, 11-12 May 2008.
10. Reports of trainers on the conduct of regional trainings-seminars, 28 May – 5 June 2008.
11. Round table recommendations on sharing best practices (representatives of Zhytomyr, Lugansk, Kherson, Kharkiv, Zakarpattya and Vinnytsya oblasts), 20 May 2008.
12. Report on the Gender Fair in Kharkiv, 2-3 October 2008.
13. Report on the All-Ukrainian scientific conference “Perspectives of implementing of gender education as a mean of democratic transformations in Ukrainian society”, Vinnytsya, 17-18 October 2008.
14. Report on the sociological research “Gender asymmetries in executive bodies and self-government of Kherson oblast”
15. Report on the All-Ukrainian Responsible fatherhood seminar and Fathers Schools, Zakarpattya, 10-12 December 2008.
16. Monitoring table of quality and quantity changes in gender equality that occurred in regions during 2008.
17. Regions’ reports on implementing gender policy on regional level.
18. Programme of study tour to Sweden, aimed at improving knowledge of international practices in gender policies’ implementation on general and specific levels (23-29 July 2008).
19. List of participants of the study tour to Sweden (23-29 July 2008).
20. Reports on the study tour to Sweden (23-29 July 2008).
21. Plan of implementation of gender policy in Ukraine on national and regional levels.
22. Matrix of gender audit of the projects, elaborated by Olena Suslova, national expert.