

UKRAINE

Part One: Overview of achievements and challenges in promoting gender equality and women's empowerment

a) Has a policy on gender equality and the empowerment the women been adopted and at what level? Was a plan of action developed to support its implementation? What mechanisms were established for monitoring and how are different actors held accountable for its implementation? Is there a national coordination mechanism at the highest level to ensure that the policy is implemented in all sector areas?

A policy on achieving gender equality and the empowerment of women has been formed in the Ukraine at the national and regional levels. To realize this policy, in 1997, the Cabinet of Ministers of Ukraine approved a National Action Plan for improving the situation and the status of women in 1997-2000, and in 1999, the Supreme Council of Ukraine adopted a declaration on the fundamental principles of state policy with regard to the family and women.

On 6 May 2001, the Cabinet of Ministers of Ukraine passed a resolution affirming a new National Action Plan to improve the situation of women and promote the implementation of gender equality in society in 2001-2005. The Plan provides for:

- considering gender aspects in the formation of state policy and in the creation of programmes and projects;
- prohibiting discrimination on the basis of gender in the labor market, in hiring, and in promotion;
- developing programmes in the interests of women who have suffered negative consequences from economic reforms, as well as solving the problems of women's employment and creating conditions for developing their entrepreneurial activity;
- assuring the legal literacy of the general population and access of the public to information on existing national and international mechanisms concerned with the violation of the rights of women;
- developing educational programmes on human rights and international human-rights law from the point of view of gender;
- involving women in decision-making processes at all levels of power;
- forming state policy and implementing programmes that are designed to promote an understanding of health as a condition of complete physical, intellectual, and social well-being, and not simply the absence of disease, as well as the prevention of HIV infection;
- educating boys in the spirit of respecting the rights of girls and women to a free expression of their personality, and encouraging general sense of responsibility in questions of sexual and reproductive behavior;
- preparing recommendations, educational programmes, textbooks, and learning materials (at all levels of education) that are free of stereotypical representations of the roles of men and women;
- expanding the access of women to the mass media and fostering non-stereotypical images of women's social roles in the media;

- eliminating factors that make possible the traffic in women and girls for the purpose of prostitution, the traffic in workers, and other types of activity, making available legal, medical, and psychological assistance to women and girls who have become victims of violence in the family, at work, and in the context of other obligations, and creating for this purpose special rehabilitation institutions.

The mechanism for monitoring and coordinating actions for implementing gender reforms is the Ministry for Family, Children, and Youth of Ukraine, in the structure of which an administration body for gender policy has been created.

In the context of the Ministry, a Coordinating Council deals with gender questions and problems of the family as an advisory, coordinating, and analytic social body, whose members, representing social organizations and scientific institutions, participate directly in the formation and realization of a policy of equal rights and opportunities for women and men.

At the instruction of the Prime Minister of Ukraine on 10 July 2003, positions have been created with responsibility for implementing gender equality in all areas of activity and in the regions through expanding the powers of deputy ministers and heads of the regional administrative bodies.

To establish parliamentary monitoring of the observance of constitutional rights and freedoms of citizens and to defend their rights, in 1997, an institute for human rights was created that was authorized by the Supreme Council of Ukraine. This constitutional body is led by a woman, Nina Karpachova.

b) What is the status of the national action plan developed after the Fourth World Conference on Women? Is the plan in use or has a new plan been drawn up? How is implementation being monitored? What constraints exist to utilizing the plan as an effective instrument for the promotion of gender equality?

The National Action Plan is mandatory for all central executive bodies at both the national as well as regional levels. Reports from the regions and areas of activity are submitted at predetermined periods to the Ministry for Family, Children, and Youth of Ukraine, which analyzes and draws generalizations from the material. The implementation of the National Action Plan is coordinated by the latter Ministry and is monitored by the Cabinet of Ministers of Ukraine, which annually receives a corresponding analytic report.

The fundamental problem with regard to implementing the plan is insufficient budgetary financing and the frequent reorganizations that the coordinating structures have been subjected to recently.

c) To what extent are the Millennium Declaration and the Millennium Development Goals (MDGs) utilized as the national framework for development? What attention is given to Goal 3 on gender equality? Are gender perspectives and the concerns of women considered in all other MDG goals? Are links made to the Platform for Action and the outcome of the 23rd special

session of the General Assembly as well as to the National Action Plan developed to implement the Platform for Action?

The National Action Plan was created to implement the provisions of the Millennium Declaration and Millennium Development Goals, specifically directed at achieving gender equality, which is laid out in the Ukraine as a separate sixth Goal. A benchmark thereof is the achievement by 2015 of a ratio of 30% to 70% of gender representation at the highest positions of state power and in Parliament, and also a reduction by a factor of two of the difference in salaries between men and women.

All the Goals affirmed at the Millennium Summit are considered as constituent parts of the National Action Plan. An organic interrelationship exists between the Platform for Action, the decisions of the 23rd special session of the General Assembly of the United Nations, and the National Action Plan. The analysis of the implementation of the Platform for Action in Ukraine is conducted on an ongoing basis.

d) To what extent have the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and the concluding comments of the Committee on the Elimination of Discrimination against Women, in response to the states' reports, affected national legislation and implementation?

As Ukraine set forth in its report, the provisions of the Convention are taken into account in the preparation of all fundamental documents, specifically, the decree of the President "On improving the social status of women" (2001), the Prevention of Violence in the Family Act, and a bill on ensuring equal rights and opportunities for women and men, which was submitted by the Cabinet of Ministers of Ukraine for the consideration of Parliament on 16 January 2004.

e) What are the main legislative and policy-making achievements in the promotion of gender equality and women's empowerment over the past decade? Please provide details.

The ratification of the Optional Protocol to the United Nations Convention on the Elimination of All Forms of Discrimination against Women (2003); completing work on the bill on ensuring equal rights and opportunities for women and men, its submission by the Cabinet of Ministers for the consideration of the Supreme Council (2004); the adoption of the "Millennium Development Goals. Ukraine" (2003); the creation of a Ministry for Family, Children, and Youth of Ukraine, with an administrative body for gender policy (2004).

f) To what extent have gender perspectives and the concerns of women been taken into account in the preparation of budgets at national, regional, and local levels? Describe efforts to monitor budgetary allocations related to achieving gender equality and empowerment of women.

An analysis of the budget from the point of view of gender has not yet been undertaken. Monitoring the budgets from a gender point of view is undertaken only at the initiative of social groups at the local level. One example is gender-based revisions in the budget for the city of Kharkov.

g) Provide information on major government policy discussions and/or parliamentary debates where gender perspectives and the concerns of women have been taken systematically into account. What recent major reforms have taken place in the country where these perspectives were taken into account, and what major problems are being debated in the country where these perspectives are considered as part of the overall debate?

The first document of this type was the scientific report, “Millennium Development Goals. Ukraine,” prepared by the Ministry of Economics and, with respect to questions of European integration, together with a series of other ministries and representatives of social groups, where gender perspectives have been laid out.

h) In countries emerging from armed conflict, to what extent were women involved, and gender perspectives and women's concerns included in peace negotiations and in the planning of reconstruction efforts? Please give concrete examples.

Fortunately, there have been no armed conflicts in Ukraine.

i) How has globalization (for example, the use of IT, market liberalization, changes in trading patterns, etc.) affected the empowerment of women and girls and the promotion of gender equality?

Research and analysis of this type have not been carried out.

j) In which sector areas have specific policies, strategies, and/or action plans for the promotion of gender equality and women's empowerment been developed? Describe progress in implementation. To what extent are gender perspectives and the concerns of women routinely taken into account in legislation, policy-making, and programme development in other sectors?

Inasmuch as no gender-based law has been adopted in Ukraine, there is no occasion for discussing the realization of a policy or a strategy of assuring gender equality, or of reports of gender perspectives in the policy of other sectors. However, at the instruction of the Prime Minister of Ukraine, since 2003, in all central executive bodies and regional state administrative bodies, one of the deputy ministers and heads of administrative bodies has been given responsibility for implementing gender equality in the areas of activity and in the regions.

The National Action Plan for improving the status of women and for promoting the implementation of gender equality in society for 2001-2005 provides for work in the following directions:

- considering gender aspects in the formation of state policy and in the creation of programmes and projects;
- prohibiting discrimination on the basis of gender in the labor market, in hiring, and in promotion;
- developing programmes in the interests of women who have suffered negative consequences from economic reforms, as well as solving the problems of women's employment and creating conditions for developing their entrepreneurial activity;

- assuring the legal literacy of the general population and access of the public to information on existing national and international mechanisms concerned with the violation of the rights of women;
- developing educational programmes on human rights and international human-rights law from the point of view of gender;
- involving women in decision-making processes at all levels of power;
- forming state policy and implementing programmes that are designed to promote an understanding of health as a condition of complete physical, intellectual, and social well-being, and not simply the absence of disease, as well as the prevention of HIV infection;
- educating boys in the spirit of respecting the rights of girls and women to a free expression of their personality, and encouraging general sense of responsibility in questions of sexual and reproductive behavior;
- preparing recommendations, educational programmes, textbooks, and learning materials (at all levels of education) that are free of stereotypical representations of the roles of men and women;
- expanding the access of women to the mass media and fostering non-stereotypical images of women's social roles in the media;
- eliminating factors that make possible the traffic in women and girls for the purpose of prostitution, the traffic in workers, and other types of activity, making available legal, medical, and psychological assistance to women and girls who have become victims of violence in the family, at work, and in the context of other obligations, and creating for this purpose special rehabilitation institutions.

k) What important partnerships had been established with non-governmental organizations (NGOs) and civil society groups as well as the private sector and other stakeholders, in support of gender equality and empowerment of women?

It is precisely the close cooperation and partnership with non-governmental organizations that form the foundation of the work of the Ministry for Family, Children, and Youth of Ukraine for improving the status of women and for achieving gender equality. This partnership arose after Beijing and exists in various forms: joint projects, scientific research, and the support for women in business and in various areas of activity.

Cooperation of this type does not yet exist with regard to the private sector.

l) What efforts have been made to actively engage men and boys in the promotion of gender equality? What successes have been achieved and what constraints have been identified?

At the initiative of the public, organizations entitled, "Men Against Violence," have been created in many regions of Ukraine, which actively participate in gender-based reforms in Lugansk, Kherson, Zhitomir, Vinnitse, Uzhgorod, and Kiev. The social organization "School of Equal Opportunities" has founded the gender-based movement, "Youth Against Violence." With the support of the United Nations Development Programme, in 2002, the first special conference was held with the participation of men and women who are actively involved in the processes of establishing gender equality. Subsequently, representatives of this group spoke at all gender-based conferences. The movement is growing.

Part Two: Progress in implementation of the critical areas of concern of the Beijing Platform for Action and the further initiatives and actions identified in the 23rd special session of the General Assembly

a) In relation to the critical areas of concern in the Platform for Action and other key issues, what successful actions (such as legal measures, policy reforms, media campaigns, and pilot programmes or projects) have been taken by the Government or other actors (NGOs, civil society, the private sector) to achieve these objectives?

For addressing central questions such as the fight against poverty, improving the status of women on the labor market and the situation of women in rural areas, and eliminating the trafficking in persons and all forms of violence, specific measures have been adopted and appropriate legislation along with special programmes are being developed.

Thus, by decree of the President of Ukraine on 08/15/2001, a strategy for overcoming poverty was adopted, and by resolution of the Cabinet of Ministers of Ukraine on 12/21/2001, a multi-part programme was instituted for assuring the realization of the strategy for overcoming poverty. A special programme for promoting the employment of women with children and of mothers with disabled children is being successfully realized.

On 15 November 2001, in Ukraine, the Prevention of Violence in the Family Act was adopted. The coordination of actions of the central executive bodies for putting this law into practice was made the responsibility of the Ministry for Family, Children, and Youth. In order to create mechanisms for its realization, at the instruction of the Prime Minister of Ukraine of 12/21/2001, the Ministry developed procedures for considering statements and communications concerning the commission of violence in the family or concerning a real threat of such violence being carried out.

From November 25 to December 10, annually, beginning in 2001, at the initiative of women's social organizations in all regions, an all-Ukraine campaign, "Sixteen days against gender violence," is carried out, during which time special campaigns involving the mass media are implemented along with measures for preventing and overcoming violence in the family, public information efforts for preventing violence are carried out, and telephone hotlines are operated. This large-scale campaign is announced in the newspapers, on the radio, and on television. For journalists, special meetings of the press club are organized, and for citizens and representatives of law enforcement, education, and medicine, training sessions and seminars are held.

b) To what extent have specific commitments made by the Government at the Fourth World Conference on Women, in the National Action Plan, or in other contexts been met?

c) To what extent are gender perspectives and the concerns of women given attention in the follow-up to other global conferences such as the World Conference on Human Rights (Vienna, 1993), the General Assembly Special Session on HIV/AIDS (New York, 2001), the World Conference against Racism, Racial Discrimination, Xenophobia, and Related Intolerance (Durban, 2001), the International Conference on Financing for Development (Monterey, 2002),

the Second World Assembly on Ageing (Madrid, 2002), and the World Summit on Sustainable Development (Johannesburg, 2002)?

Part Three: Institutional development

a) What national mechanisms exist for the promotion of gender equality and the empowerment of women -- for example, ministry, national commission, parliamentary committee or commission? What mandates and resources does each body have and how do they work together? Describe the location of the national mechanisms and the access to decision-making processes. What are the main partners of the national mechanisms? What networks have been established and how effective are these networks? What resources do the national mechanisms have in terms of staff and financial support? What percentage of financial resources comes from international or bilateral donors?

During 1995-1996, in Ukraine, efforts were made to create a national mechanism for assuring gender equality and for enhancing the role of women. In 1995, a Committee on Women, Motherhood, and Childhood was formed in association with the President of Ukraine, the fundamental tasks of which were improving the status of women and the social protection of the family and children. For the purpose of improving the system of executive bodies, by a decree of the President of Ukraine on the basis of the Committee, a ministry was created in Ukraine for the family and youth (1996), a central body of executive power, which sees that state policy regarding problems of the family, women, children, and youth is put into practice across the territory of Ukraine, determines priority directions in strengthening the role of women in society, exercises leadership in the assigned sphere of administration, and bears responsibility for the development of that sphere. In its activity, the ministry was subjected to a series of reorganizations, which had various effects on the realization of the policy for assuring gender equality. By decree of the President of Ukraine, in 2004, a Ministry for the Family, Children, and Youth of Ukraine was created.

The formation of a state mechanism, apart from creating a central organ of executive power, provides for the necessity of creating appropriate structures in the local areas. During 1997-1998, in district and municipal state administrative structures, administrative bodies (departments) were created for family and youth affairs, which are the structural subdivisions of district, Kiev, and Sevastopol municipal state administrations and the territorial organs of the Ministry for Family, Children, and Youth of Ukraine. Corresponding departments were also created at the local level. Administrative groups and departments of local executive bodies assure the realization on the territory for which they have responsibility of state policy regarding the status of women, their role in society, and equal opportunities for the participation of women and men in political, economic, cultural, and social life.

In 1997, in association with the Ministry for Family and Youth, a Coordinating Council was formed for gender questions and problems of the family, which is an advisory, coordinating, and analytic social body, whose members participate directly in the formation and realization of a state policy of equal rights and opportunities for women and men. A policy was developed for cooperation among executive bodies and women's social organizations and charitable foundations. At the meetings of the Coordinating Council, questions are discussed of state programmes, conceptions, laws of Ukraine, decrees of the President of Ukraine, resolutions of the Cabinet of Ministers of Ukraine, as well as aspects of cooperation between central and regional executive bodies and women's social organizations in assuring and protecting the rights

of women, as well as of the search for forms of social partnership in addressing the problems of the social and economic status of women.

b) Have focal points for gender equality and the empowerment of women been established within line ministries, and in which ministries? What support is provided from within the ministries? What support (training, advice, etc.) is provided by the national machinery? How effective are these focal points?

In the Ministry for Family, Children, and Youth, an administrative body for gender policy has been created. In addition, at the instruction of the Prime Minister of Ukraine, in 2003, the deputy ministers, leaders of other central executive bodies, and representatives of local state administrations were given responsibility for assuring equal rights of women and men.

The Ministry for Family, Children, and Youth of Ukraine and the Institute for Advanced Training of Leadership Personnel of the National Academy of State Administration in association with the President of Ukraine in the context of the programme of equal opportunities of the United Nations Development Programme have undertaken the project, "Gender Education of State Employees," and with the participation of the Canadian Gender Foundation, the project, "Gender Education for the Regions of Ukraine" is being realized.

c) What monitoring mechanisms have been established to measure progress in implementation? How is accountability for the promotion of gender equality and the empowerment of women established across all ministries? How is coordination achieved? What role does the highest level of Government play?

One of the fundamental monitoring mechanisms for determining progress in implementing the Platform for Action and the decisions of the special session is the implementation of the National Action Plan for 2001-2005 for improving the status of women and promoting gender equality in society. In the context of realizing the provisions of the National Action Plan, central and local executive bodies are promoting the study and the public discussion of the provisions of the Platform for Action and the Beijing Declaration within the broad masses of the general population, and they are explaining the legislation of Ukraine and the norms of international rights, which involves the rights and interests of women. Every year, a report concerning the work carried out in all aspects of activity is drawn up by the Ministry for Family, Children, and Youth of Ukraine and is submitted for the consideration of the Cabinet of Ministers of Ukraine and the administration of the President of Ukraine. In order that the process of monitoring the implementation of the Platform for Action be transparent and accessible to a wide public, we publish in the press answers to questions regarding gender reforms in Ukraine; in addition, alternative reports of social organizations are prepared and published in the press.

d) What levels of capacity for promoting gender mainstreaming have been achieved? Through which mechanisms? What are the remaining challenges in the area of capacity building?

In the area of assuring gender equality in Ukraine, significant capacity has been achieved most of all administratively. This means assigning responsibility to deputy ministers and deputy representatives of regional and municipal state administrative bodies for monitoring questions of

gender reform in society and creating a network of offices for gender initiatives, which coordinate this process in the regions of Ukraine.

This also means social capacity. Non-governmental women's organizations have become a real factor in Ukrainian society. At the present day, the Ministry of Justice of Ukraine has registered five political parties with a women's focus and 38 all-Ukraine and international civil organizations. Territorial justice departments have registered more than 1,500 local civil organizations focused on women.

A great number of training sessions are carrying out educational work among various sectors of the general population, and seminars, roundtable discussions, and training sessions are being held. Volunteers in accordance with the principle of equality are spreading gender knowledge among their contemporaries.

e) Has a core set of indicators been established and where is responsibility for monitoring located? What gaps and challenges remain in relation to data and statistics? In which areas is lack of sex-disaggregation still a problem? In which areas do new types of data need to be collected? To what extent are the national statistical office and the statistical units in line ministries aware, committed, and capable of providing the required data? In which sectors, and to what extent, is sex-disaggregated data being used effectively to inform policy-making and planning?

To realize the Platform for Action, Ukraine has developed the “Millennium Development Goals. Ukraine.”

Goal No. 1. Poverty reduction.

Goal No. 2. Quality lifelong education.

Goal No. 3. Sustainable environment.

Goal No. 4 Improved maternal health and reduced child mortality.

Goal No. 5. Halting the spread of HIV/AIDS and tuberculosis, and beginning to limit their dimensions.

Goal No. 6. Assuring gender equality.

To realize this goal, two tasks and a series of indicators have been developed. By 2015, to achieve a gender ratio of not less than 30% to 70% at the highest levels of executive power:

- among deputies of the Supreme Council of Ukraine;
- among deputies of local bodies;
- among deputies of district bodies;
- among deputies of regional bodies;
- among deputies of municipal bodies;
- among deputies of rural bodies;
- among deputies of village bodies;
- in the membership of the Cabinet of Ministers of Ukraine;
- among high state officials (1-2 of personnel categories).

By 2015, to reduce by one half the difference in the income of women and men. The index for achieving this goal is the ratio (percent) of the average level of salary of women and men.

f) Provide information on the roles of different stakeholders. For example, what role does Parliament play in the promotion and monitoring of gender equality and women's empowerment? How could this role be strengthened? Describe the role of NGOs in planning and implementing the follow-up activities. Do NGOs participate formally in the mechanisms established to follow up the Fourth World Conference on Women?

In the course of the last 10 years, the women's movement has steadily become more active in the process of affirming gender equality, and especially in overcoming cultural and social stereotypes among women and men. At the initiative of activists of the women's movement in institutions of higher education of Ukraine, special courses have been instituted on gender education, and 20 gender-based scientific centers have been opened. For school students, the School of Equal Opportunities is in operation. Women's social structures exert a notable influence on the course of the legislative process, on the development of state mechanisms for improving the status of women, and generally on the process of achieving equality of women and men. As a result, the organized women's movement has become a significant factor in the social and political life of the country, as it has fostered an increase in the number of women in representative bodies.

Part Four: Main challenges and actions to address them

Provide (in no more than three pages) information on areas requiring future action. List any further actions and initiatives which the Government intends to take to fully implement the Platform for Action and the outcome document of the 23rd special session of the General Assembly (Beijing + 5) beyond 2005.

The future efforts of the Government of Ukraine and of the public in implementing the Platform for Action and the decisions of the 23rd special session of the General Assembly are directed at the immediate adoption of the law of Ukraine, "On assuring equal rights for women and men and equal opportunities for realizing them."

Developing mechanisms and strategies for affirming gender equality in the context of the programme of cooperation of Ukraine with the Council of Europe and the European Commission.

Generalizing the methods and experience of expert opinions of Ukrainian legislation from a gender standpoint, carrying out expert reviews of the laws and bills of Ukraine from a gender standpoint. Implementing a gender analysis of the most important programmes and measures at the national and regional levels, and the preparation of an annual report. Conducting sociological research on the "Integration of gender approaches in state policy of Ukraine."

To develop a network of public informational/analytic gender-based centers. Organizing study plans for state employees and leaders of the mass media with the purpose of developing the skills of affirming gender approaches in the activity of state executive bodies and local governmental bodies.

Expanding educational and informational programmes, the method of gender-based instruction of children and young people, and the creation and publication of appropriate textbooks. Carrying out competitions for the best scientific work, college and school projects on the problems of gender, developing gender-based academic courses for institutions of higher learning in the context of cooperating with the programme of equal opportunities of the United Nations Development Programme.

Supporting programmes and projects of women's and young people's social organizations, directed at protecting the interests of women, and cooperating with international organizations with the purpose of protecting the rights of women on the labor market of Ukraine and abroad.