

*APPROVED BY*  
*Resolution of the Cabinet of Ministers of Ukraine*  
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**STATE PROGRAM**  
**On Strengthening Gender Equality in**  
**Ukrainian Society until 2010**

**GENERAL PROVISIONS**

Equality between women and men is one of the main conditions for ensuring the stable development of Ukrainian society on a democratic basis.

Ukraine has signed international documents acknowledging gender discrimination and assumed obligations to overcome this problem.

Gender discrimination is evident in all walks of life in Ukrainian society. The share of women in legislative bodies is 8.5 percent, while only three percent of women are heads of regional state administration.

Women account for only two percent of senior positions in major industry, 20 percent are the owners of small and medium enterprises, women's salary is almost one third less than men's salary and the number of unemployed women is much higher than the figure for men.

According to the forecast, in 20-30 years women's pension will be on average 40-45 percent of men's pension. Women work 4-6 hours longer than men. Household chores are not considered to be a productive work.

At the same time, problems that Ukrainian men face have become much more acute. Unemployment among men is growing much faster than the same indicator for women. Though the retirement age of men is five years later than it is for women, the life expectancy of men is lower by 12 years. Such diseases as tuberculosis, alcoholism, drug addiction and suicide are prevalent mostly among the male population. These statistics show that preserving reproductive health is quite a serious problem among men.

In order to implement the Law of Ukraine on Ensuring Equal Rights and Opportunities of Women and Men and achieve the objectives of the UN Millennium Declaration, a number of actions shall be taken to resolve gender problems in all spheres of social life.

## **OBJECTIVES AND MAIN TASKS OF THE PROGRAM**

The objective of the Program is to promote fundamental human rights, in particular to strengthen the equal rights of women and men and equal opportunities to exercise them.

### **MAIN TASKS OF THE PROGRAM:**

The development and implementation of state policy on ensuring gender equality;

Development of a relevant legal base;

Bringing specific legislation into accordance with the Law of Ukraine on Ensuring Equal Rights and Opportunities of Women and Men;

Adapting the legislation of Ukraine to EU legislation on ensuring gender equality;

Improvement of the procedure for gender and legal expert examination of the current legislation and draft legal acts;

Establishment of an institutional mechanism of ensuring equal rights and opportunities of women and men;

Implementation of gender approaches in the activity of executive bodies and local authorities;

Preparation and publications of the state report on execution of the UN Convention on Elimination of All Forms of Discrimination against Women by Ukraine and the annual state report on strengthening gender equality by Ukraine;

Provision for the cooperation of central and local executive bodies with academic and research institutions of the National Academy of Sciences in studying gender issues, engagement of non-government organizations and international agencies engaged in academic and expert research;

Support to public initiatives aimed at the development of gender culture and overcoming established stereotypes as to the role and place of women in society;

Engagement of national and international non-governmental organizations in preparing decisions of executive bodies and local authorities for gender equality;

Arrangement of public discussion of draft legal acts and programs aimed at ensuring gender equality;

Organization of conferences, roundtables, training seminars and other events;

Information and educational work on eliminating all forms of gender discrimination, overcoming stereotypes as to the role of females and males in family and society, strengthening spiritual values, development of responsible parenthood and ensuring gender equality in the spiritual area;

Ensuring that of gender characteristics are included in programs of social and economic development of regions and industries, as well as observing the principle of gender equality in resolving personnel issues in central and local executive bodies;

Monitoring the observance of requirements of gender equality by the mass media when placing job advertisements, publishing materials about the situation on the labour market and describing the role of women and men in all spheres of life.

Actions envisaged in the Appendix shall be taken in order to execute the Program.

## **EXPECTED RESULTS**

Implementation of the Program will allow for:

Stabilizing the social situation in the country and ensuring social harmony;

Enhancing the level and quality of women's and men's living standards;

Ensuring the equality of rights and opportunities of women and men in employment, career development, professional development and retraining, business activity and combining work and family responsibilities;

Continuing the process of development of state policy on gender equality;

Increasing the level of social and legal protection of women and men;

Developing an effective mechanism of ensuring equal rights and opportunities of women and men at the state and local levels;

Ensuring the development of a parity democracy in Ukraine; and

Directing the efforts of central and local executive bodies, local authorities and the public to enhancing the effectiveness of state policy in the sphere of ensuring gender equality.

**PLAN**  
**Of Actions Aimed at Ensuring Gender Equality  
in Ukrainian Society until 2010**

**1. Submitting proposals for drafting a plan of gender and legal expert examination of legislative acts for the relevant year.**

Ministry of Justice, other central and local executive bodies and local authorities with the participation of non-government organizations.

*By 1 December of the year preceding the planned one*

**2. Harmonizing branch regulations with the Law of Ukraine on Ensuring Equal Rights and Opportunities of Women and Men.**

Central executive bodies

*2007 – 2008*

**3. Developing the draft Law of Ukraine on Amending the Law of Ukraine on Prevention of Domestic Violence.**

Ministry for Family, Youth and Sports, Ministry of Justice, and Ministry of Internal Affairs

*2007 – 2008*

**4. Studying issues and, if necessary, preparing a draft law on amending the Code of Ukraine on Administrative Violations and the Criminal Code of Ukraine for establishing liability for the violation of legislation on ensuring equal rights and opportunities of women and men.**

Ministry of Justice and  
Ministry for Family, Youth and Sports

*2007*

**5. Taking actions on bringing the legislation of Ukraine into accordance with international norms and standards in the sphere of gender equality.**

Ministry for Family, Youth and Sports,  
Ministry of Justice and  
Ministry of Foreign Affairs

*2007 – 2009*

**6. Initiating the establishment of the Inter-agency Gender Board within the Cabinet of Ministers of Ukraine.**

Ministry for Family, Youth and Sports

*December 2006 – 2007*

**7. Establishing advisory boards and expert groups on gender issues with the participation of scientists and representatives of non-government organizations together with central and local executive bodies.**

Ministry for Family, Youth and Sports and  
other central and local executive bodies

*2007*

**8. Preparation of the state report on executing the UN Convention on Elimination of All Forms of Discrimination against Women by Ukraine.**

Ministry for Family, Youth and Sports,  
Ministry of Foreign Affairs  
and other central and local executive bodies

*December 2006 and 2010*

**9. Provision for preparing and publishing the annual state report on strengthening gender equality in Ukraine.**

Ministry for Family, Youth and Sports  
and other central and local executive bodies

*2008 – 2010*

**10. Studying issues on ensuring equal rights and opportunities of women and men at the meetings of local authorities and boards of local state administrations and implementing gender approaches in the activity of the aforementioned bodies.**

Ministry for Family, Youth and Sports  
and local executive bodies  
and authorities

*2007 – 2010*

**11. Studying issues and, if necessary, drafting proposals for amendments to the legislation on elections and the Law of Ukraine on Political Parties in Ukraine concerning the introduction of gender quotas as special temporary measures aimed at strengthening the equal rights of women and men.**

Ministry for Family, Youth and Sports,  
Ministry of Justice  
and other central executive bodies

*2007*

**12. Studying issues and, if necessary, drafting amendments to the Laws of Ukraine on the Central Election Commission, on the Elections of Deputies of the Verkhovna Rada of the Autonomous Republic of Crimea, Local Councils and Village and City Mayors and on the Elections of People's**

**Deputies of Ukraine as to equal representation of women and men in central, regional and local election commissions, as well as referendum commissions.**

Ministry for Family, Youth and Sports  
and Ministry of Justice

*2007 – 2008*

**13. Gender analysis of personnel in central and local executive bodies, as well as employees of branches.**

Main Department of Civil Service of Ukraine,  
Ministry for Family, Youth and Sports  
and central and local executive bodies

*2007 – 2010*

**14. Taking into consideration the indicator of proportional representation of male and female candidates in the formation of a personnel reserve and approving candidates for management posts in executive bodies.**

Main Department of Civil Service of Ukraine,  
Ministry for Family, Youth and Sports,  
central and local executive bodies  
and local governments

*December 2006 – 2010*

**15. Ensuring training of personnel for top positions in central and local executive bodies taking into account the requirements of gender equality.**

Main Department of Civil Service of Ukraine,  
Ministry for Family, Youth and Sports and  
central and local executive bodies

*2007 – 2010*

**16. Analysis of the level of income of men and women working in different spheres in accordance with the Millennium Development Goals.**

Ministry of Labour and Social Policy of Ukraine,  
State Statistics Committee of Ukraine and  
central and local executive bodies

*2007 – 2010*

**17. Organizing events aimed at developing social awareness of gender equality in the sphere of labour protection and industrial safety and taking the necessary measures to create safe working conditions for the health and safety of employees.**

State Committee of Ukraine on Industrial Safety, Labour  
Protection and Mining Supervision  
and local executive bodies  
with the participation of associations  
of employers and trade unions

*2007 – 2010*

**18. Assistance in including provisions on equal rights and opportunities of women and men in the General Agreement between the Cabinet of Ministers of Ukraine, all-Ukrainian unions of organizations of employers and entrepreneurs and all-Ukrainian trade unions and professional organizations, as well as in regional, industrial and collective agreements.**

Ministry of Labour and Social Policy of Ukraine,  
and central and local executive bodies with the  
participation of associations of employers and trade unions

*2007 – 2010*

**19. Examination of training programs, textbooks and guidebooks for secondary and higher education institutions for their compliance with the principles of ensuring equal rights and opportunities of women and men.**

Ministry of Education and Science, the National Academy  
of Sciences and the Ministry of Internal Affairs

*2007 – 2010*

**20. Ensure inclusion of the course on ensuring equal rights and opportunities of women and men into curriculum of higher education institutions, professional training and re-training.**

Ministry of Education and Science and the  
National Academy of Sciences with participation  
of non-government organizations

*2007 – 2008*

**21. Conducting training and retraining to ensure equal rights and opportunities of women and men in all spheres of social life.**

Ministry of Education and Science,  
Ministry for Family, Youth and Sports  
and the National Academy of Sciences

*2007 – 2010*

**22. Development of special educational programs for overcoming gender stereotypes and formation of a gender culture for different strata of society.**

Ministry for Family, Youth and Sports,  
Ministry of Education and Science  
and the National Academy of Sciences  
with the participation of non-government  
organizations

*2007 – 2009*

**23. Education on issues of gender equality for different categories of public servants.**

Main Department of Civil Service of Ukraine and  
the Ministry for Family, Youth and Sports  
with the participation of national  
and international non-government  
organizations

*2007 – 2010*

**24. Holding a competition of academic papers on gender problems among 10-11 class pupils, students and post-graduates, and a final conference.**

Ministry for Family, Youth and Sports  
and other central and local executive bodies  
with the participation of national  
and international non-government  
organizations

*2007*

**25. Preparation and distribution of TV and radio programs in conjunction with mass media on strengthening equal relations, overcoming gender stereotypes as to the family and social roles of women and men, strengthening spiritual values, patriotic and spiritual education of the population, development of responsible parenthood and ensuring gender equality in terms of spirituality.**

The State Committee for Television  
and Radio Broadcasting of Ukraine,  
the National Television Company,  
the National Radio Company  
and the Ministry of Justice  
with the participation of religious,  
national and international non-government  
organizations

*2007 – 2010*

**26. Providing officials of central and local executive bodies on gender equality with the opportunity to voice their opinion in the mass media.**

State Committee for Television and Radio  
Broadcasting of Ukraine,  
Ministry for Family, Youth and Sports  
and other central and local executive bodies

*2007 – 2010*

**27. Providing full support to religious organizations in implementing charity projects.**

State Committee for Nationalities and Religions  
and other central and local executive bodies

*2007 – 2010*

**28. Holding cultural events, readers' and academic conferences aimed at strengthening the role of women and establishment of gender culture in society.**

Ministry of Culture and Tourism,  
Ministry for Family, Youth and Sports  
and local executive bodies  
with the participation of non-government  
organizations

*2007 – 2010*

**29. Arranging the exhibition «Ukrainian Women – Artists»  
of fine, applied and decorative arts**

Ministry of Culture and Tourism,  
Ministry for Family, Youth and Sports  
and local executive bodies  
with the participation of non-government  
organizations

*2007 – 2010*

**30. Studying the possibility of launching a national  
magazine on gender equality.**

Ministry for Family, Youth and Sports  
with the participation of national  
and international non-government  
organizations

*2007*

**31. Initiating the production of commemorative  
coins dedicated to the memory of Kh.D. Alchevs'ka,  
L.S. Latynina, M.I. Lytvynenko-Vol'gemut and  
N.M. Uzhviy.**

Ministry for Family, Youth and Sports

*2007 – 2010*

**32. Holding seminars, training sessions and round tables on the prevention of violence against women and men with the participation of teachers of higher learning institutions within the Ministry of Internal Affairs for district police officers and students (cadets) of basic police training schools.**

Ministry of Internal Affairs,  
Ministry for Family, Youth and Sports,  
Ministry of Health,  
Ministry of Education and Science  
and local executive bodies  
with the participation of scientists,  
religious, national and international  
non-government organizations.

*2007 – 2010*

**33. Ensuring uninterrupted work of a hotline and a network of hotlines on overcoming violence against women and men.**

Ministry of Internal Affairs,  
Ministry for Family, Youth and Sports  
and local executive bodies  
with participation of mass media,  
religious, national and international  
non-government organizations

*2007 – 2010*

**34. Holding informational and educational events on combating violence against women and men.**

Ministry of Internal Affairs,  
Ministry for Family, Youth and Sports  
and local executive bodies  
with participation of mass media, religious, national  
and international non-government organizations

*December, 2006 – 2010*

**35. Improvement of methods of investigating crimes related to domestic violence and methods of training employees of law enforcement agencies.**

Ministry of Internal Affairs

*2007 – 2008*

**36. Preparation, publication and distribution of booklets, posters, other literature and TV commercials against domestic violence and gender discrimination.**

Ministry for Family, Youth and Sports,  
Ministry of Internal Affairs  
and other central and local executive bodies  
with the participation of mass media,  
religious, national and international  
non-government organizations

*2007 – 2010*

**37. Ensuring the introduction of the gender component in all international projects and programs implemented in Ukraine at the national and regional levels with the support of international organizations and foundations**

Ministry for Family, Youth and Sports,  
Ministry of Economy  
and other central and local  
executive bodies

*2007 – 2010*

**38. Taking actions to ensure the equal rights and opportunities of women and men in the sphere of defence and planning international cooperation of central executive bodies sharing experience with countries with significant achievements in this sphere**

Ministry of Defence and  
other central executive bodies

*2007 – 2010*

**39. Ensuring equal representation of women and men in international delegations.**

Ministry of Foreign Affairs and  
other central and local executive bodies

*2007 – 2010*

**40. Compliance with the principle of gender equality when hiring the personnel of embassies, consulates and other representative offices of Ukraine abroad.**

Ministry of Foreign Affairs

*2007 – 2010*

**41. Ensuring the participation of Ukraine in events on gender equality held under the auspices of the Council of Europe, UN, OSCE and other international organizations.**

Ministry for Family, Youth and Sports  
and Ministry of Foreign Affairs

*2007 – 2010*

**42. Holding the International Conference on Gender Equality in accordance with recommendations of the 6<sup>th</sup> European Ministerial Conference on Equality of Women and Men.**

Ministry for Family, Youth and Sports  
and the Ministry of Foreign Affairs

*2007*

**43. Considering opportunities for holding international events and forums on strategic lines of gender development in Ukraine.**

Ministry for Family, Youth and Sports  
and Ministry of Foreign Affairs

*2007 – 2010*

**44. Translation of international legal documents defining international standards in the sphere of gender equality into Ukrainian.**

Ministry of Justice  
and Ministry of Foreign Affairs

*2007 – 2010*

**45. Analysis of international legal documents on gender equality and suggestions on the expediency of Ukraine being a signatory to such documents.**

Ministry for Family, outh and Sports,  
Ministry of Justice,  
Ministry of Foreign Affairs,  
Ministry of Labour and Social Policy,  
other central executive bodies  
and the National Academy of Sciences

*2007 – 2010*

**46. Determination of quantitative and qualitative indicators of assessing the status of strengthening gender equality.**

Ministry for Family, Youth and Sports,  
Ministry of Justice, State Statistics Committee  
and the National Academy of Sciences

*2007*

**47. Monitoring the execution of the State Program on Strengthening Gender Equality in Ukrainian Society until 2010 in all industries, spheres of social life and by regions.**

Ministry for Family, Youth and Sports,  
other central and local executive  
bodies and the National Academy of Sciences

*2007 – 2010*

**48. Assistance in coverage of the execution of the State Program on Strengthening Gender Equality in Ukrainian Society until 2010 in the mass media.**

State Committee for Television and Radio Broadcasting  
of Ukraine and other central and local executive bodies

*2007 – 2010*

**49. Monitoring the observance of requirements on ensuring the equal rights of women and men by mass media when placing job advertisements and publishing materials on the situation on the labour market and covering the role of women and men in all spheres of life.**

State Committee for Television and Radio Broadcasting  
of Ukraine, State Committee on Technical Regulation  
and Consumer Policy, and the Ministry of Labour

*2007 – 2010*

**50. Continuing the preparation and publication of the statistical digest «Women and Men in Ukraine».**

State Statistics Committee of Ukraine

*Once in two years starting from 2007*

**51. Monitoring the status of introducing the gender component in social and economic development programs in regions and industries.**

Ministry for Family, Youth and Sports and  
other central and local executive bodies

*2007 – 2010*

**52. Coordinating oversight of the execution of the Law of Ukraine on Ensuring the Equal Rights and Opportunities of Women and Men by state administrations, namely the Lviv and Kharkiv regional administrations –**

Ministry for Family, Youth and Sports

*in December 2006*

**Odesa, Donetsk, Ivano-Frankivsk, Ternopil and Chernihiv regional administrations –**

Ministry for Family, Youth and Sports

*in 2007*

**Kirovohrad, Volyn and Kherson regional administrations  
and Kyiv and Sevastopol city administrations -**

Ministry for Family, Youth and Sports

*in 2008*

**Dnipropetrovsk, Sumy, Khmelnytskiy, Rivne  
and Mykolayiv regional administrations –**

Ministry for Family, Youth and Sports

*in 2009*

**Vinnytsya, Zhytomyr, Zaporizhzhya, Luhansk  
and Chernivtsi regional administrations –**

Ministry for Family, Youth and Sports

*in 2010*