

The Ministry of Social Policy of Ukraine
United Nations Population Fund



**REPORT ON THE IMPLEMENTATION
IN UKRAINE OF
THE UN CONVENTION ON
THE ELIMINATION OF ALL FORMS
OF DISCRIMINATION AGAINST
WOMEN**

THE EIGHTH PERIODIC REPORT

*(submitted under the article 18 of the UN Convention
on the Elimination of all Forms of Discrimination against
Women in Ukraine)*

Kyiv, 2014

Abbreviations

- USAID – US Agency for International Development
- HIV – human immunodeficiency virus
- WHO – World Health Organization
- GFK Ukraine – sociological company GFK Ukraine
- EU – European Union
- CSW – commercial sex women
- MSM – Mass Media
- PLWH – people living with HIV
- MIA – Ministry of Internal Affairs of Ukraine
- IMPA – Interfactional Member of Parliament Association
- MICS-2012 – Multi-indicative cluster survey of households in 2012
- MEDT – Ministry of Economic Development and Trade of Ukraine
- MSP – Ministry of Social Policy of Ukraine
- MHC – Ministry of Healthcare of Ukraine
- IOM – International Organization for Migration
- MES – Ministry of Education and Science of Ukraine
- ILO – International Labor Organization
- NAS of Ukraine – National Academy of Sciences of Ukraine
- OSCE – Organization for Security and Cooperation in Europe
- CSO – civil society organizations
- UN – United Nations
- UNDP – United Nations Development Program
- IDU – injecting drug users
- AIDS – acquired immune deficiency syndrome
- TRBC – television and radio broadcasting company
- UCPCC – Ukrainian and Canadian Project for Court Cooperation implemented by the Office of the Commissioner for Federal Judicial Affairs of Canada with financial support from the Canadian International Development Agency
- SSS – State Statistics Service of Ukraine
- MSM – men having sex with men

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Foreword

The document is the eighth periodic report which Ukraine is required to submit to the UN Secretary-General under the article 18 of the Convention on the Elimination of all Forms of Discrimination against Women. The Report covers the period of 2010–2013 and information on the situation in Ukraine in 2014 as of the date of its preparation. The document was prepared in the light of the Guidelines on Submitting Reports to the Committee on the Elimination of Discrimination against Women, as well as the Concluding Observations and Recommendations of the UN Committee on the Elimination of Discrimination against Women following its consideration of Ukraine's combined sixth and seventh report.

The first section of the report contains general information about Ukraine: the country's geopolitical characteristics, the State and national administrative arrangements, the electoral system, population numbers and age structure in gender terms and its composition in terms of nationalities, educational level, language and religious situation. It also contains social and demographic situation analysis, brief description of Ukrainian society transformation and the course of events at the turn of the year 2013 – at the start of the year 2014. The first section of the report also includes the description of the national mechanism for ensuring equal rights and opportunities for men and women.

The second section of the Report is an article-by-article review of the implementation of the UN Convention on the Elimination of all Forms of Discrimination against Women in Ukraine regarding three aspects: the implementation of the Concluding Observations (particularly “issues of concern” and “recommendations”) to the combined sixth and seventh periodic report; explanations in connection with the failure to fulfill the Concluding Observations or difficulties encountered; analytical and result-oriented consideration of the additional legal and other appropriate steps and measures taken to implement the Convention; information on other obstacles for women to enjoy their rights in public, political, economic, social, cultural or any other areas, as well as information on measures envisaged to overcome these obstacles.

The report uses statistics and information provided by the Administrations of the State Border Guard Service of Ukraine and the State Customs Service of Ukraine; the State Statistics Service of Ukraine; the State Committee of Ukraine on Regulatory Policy and Entrepreneurship; the State Committee of Ukraine on Nationalities and Migration; the Ministry of Agrarian Policy of Ukraine; the Ministry of Internal Affairs of Ukraine; the Ministry of Foreign Affairs of Ukraine; the Ministry of Culture and Tourism of Ukraine; the Ministry of Education and Science of Ukraine; the Ministry of Healthcare of Ukraine; the Ministry of Labor and Social Policy of Ukraine; the Ministry of Transport of Ukraine; the Ministry for the Youth and Sports of Ukraine; the Ministry of Justice of Ukraine; the National Security Service of Ukraine; and the structural subdivisions, performing coordinating functions on gender policy of the AR Crimea; regional, Kyiv and Sevastopol City State Administrations.

Three surveys were conducted during preparation of the report:

1. **The expert poll “Functioning of the national machinery for gender policy implementation”**, the purpose of which was to obtain the information on elaborating responses to the Concluding observations of the Committee when preparing the Eighth State Periodic Report of Ukraine CEDAW and elaborating suggestions and recommendations on improving functioning of the national mechanism for gender equality implementation in Ukraine.
2. **The social study “The Availability of social services to women-survivors of violence”**, the purpose of which was to assess organizational and resource potential of the institutions, rendering permanent services to women suffering from domestic violence; analyze social and demographic characteristics of the female clients of the center; study the obstacles and limitations in rendering services to this category of the clients; elaborate suggestions on improving the existing system of rendering social services for women, suffering from domestic violence.
3. **The mass representative population survey** targeted at obtaining data on population awareness of the international and national laws prohibiting any kind of discrimination towards women, and the incidence of discrimination practices among women population of Ukraine.

Individual items of the Report were presented and discussed during the five focus roundtable conferences and three working group meetings on the Report preparation.

The Report was coordinated with the authority of the ministries involved.

GENERAL INFORMATION ABOUT UKRAINE

1
SECTION

1.1. Geopolitical characteristics

1 | Geographic location: Ukraine is a country in the southeastern part of Europe within the South-East European plain, boarding on Poland, Slovakia, Hungary, Romania, Moldova, Russian and Belarus. Ukraine has an access to two seas – the Black Sea and the Sea of Azov. The Dnieper River is the main water artery.

2 | Territory: Ukraine is the largest state among the states entirely located within Europe with the area of 603,500 sq. km.

3 | Territory length: from the west to east — 1316 km; from the north to south — 893 km.

4 | Length of borders: total — 7643 km; land — 5684 km; sea — 1959 km.

5 | Climate. Mainly temperate continental within the South-East European plain (95% of the area) and subdued Ukrainian Carpathians and Crimean Mountains (5% of the area), some subtropical features on the southern shores of the Crimea.

6 | State System: Ukraine is a unitary parliamentary presidential democratic republic with a multiparty political system. The Constitution is a fundamental law of the state.

The principle of power distribution is put in practice in the Ukrainian state power system, i.e. the state powers are divided into three independent branches: legislative, executive and judicial.

7 | Legislative power: The Verkhovna Rada of Ukraine is a sole legislative power body in the state. The President is responsible before the Verkhovna Rada, the Parliament can declare impeachment to the President.

The Verkhovna Rada of Ukraine consists of 450 members of parliament. Currently Oleksandr Turchynov is the Chairman of the Parliament.

The competence of the Parliament involves developing, adopting and controlling law enforcement, state budget approving, ratification of international agreements, and calling of All-Ukraine referendum.

The Members of Parliament of Ukraine are elected for the period of five years on the basis of direct, public and equal elections, held under a mixed system – 225 members of parliament are elected under the proportional system by electoral parliamentary candidate lists of the political parties, and 225 members of parliament – under the majority electoral system of plurality at the single mandate electoral districts.

Now the Verkhovna Rada of Ukraine consists of 43 women, making 9.56% of total number of the members of parliament, and this is the highest rate over the entire period of its functioning.

On August 27 the President of Ukraine issued the Order on Early Termination of Powers of the Verkhovna Rada of Ukraine and Calling of Early Elections. The Early Elections are called on October 26, 2014.

8 | Executive power: The head of the state is the President; Petro Poroshenko is the sitting President of Ukraine – elected by 54.7% of voters on May 25, 2014. The President also acts as the Supreme Commander-in-Chief of the Armed Forces of Ukraine. The President is elected for five years in a secret ballot on the basis of public and direct elections, and the same person cannot be in office as the president for more than two terms in succession.

The Government of Ukraine is the Cabinet of Ministers of Ukraine, headed by the Prime Minister. As of today Arseniy Yatseniuk is the Prime Minister.

The Parliament includes Vice prime ministers (who supervise several ministries and agencies), ministers (in charge of ministries) and civil servants having no ministerial position, but officially equated to the ministers in terms of the status.

A share of women among ministers has increased from 0% in 2010 to 16.7% in 2013, among government ministers – from 0% to 12.5%.

A share of women among the highest executive staff of civil service (I-II position categories) over the reporting period has increased from 25.9% in 2010 to 28.3% in 2013.

A share of women among the highest executive staff of local authorities (I-II position categories) over the reporting period has increased from 4.1% in 2010 to 6.7% in 2013.

8 | Judicial power: Justice is dispensed in Ukraine exclusively by the courts. The jurisdiction of the courts covers all legal relations, which may arise in Ukraine. General jurisdiction court system in Ukraine is built upon the principles of territoriality and specialization. The panels for civil and criminal cases operate at the general jurisdiction courts. The Superior Specialized Court for Civil and Criminal Cases is the highest judicial body within the system of general jurisdiction courts. The Supreme Court of Ukraine mainly has the status of the body that generalize court practices and has the right to retrial.

Special courts: economic (regional, Court of Appeal, Supreme Court); administrative (district, Courts of Appeal, Supreme Court).

The Constitutional Court of Ukraine represents a separate court, independent from general jurisdiction courts. It cannot operate as a cassation, appellate or supervisory instance for general jurisdiction courts. A share of women among the Constitutional Court of Ukraine members over the reporting period has not changed and makes up to 11.1%. As of March 01, 2014 a share of women among the judges of all courts made up to 49.7%, and among the judges of appellate economic courts – 58.6%.

9 | Political parties: Any 30 citizens of the state have a right to create a political party according to the Law of Ukraine on Political Parties. All parties are liable to comply with the principles of the Constitution of Ukraine as a fundamental law of Ukraine.

As of 2012 over 200 political parties were officially registered in Ukraine. 21 political parties out of all registered participated in the last parliamentary elections on October 28, 2012. Only 5 parties have overpassed the electoral threshold of 5%.

In 2013 the amendments were introduced into the Law of Ukraine On Political Parties in Ukraine, according to which the amount of quota, determining a minimum level of women representation in the electoral list of parliamentary candidates of Ukraine in the nationwide district should make at least 30% of the total quantity of the candidates in the electoral list.

11 | The Commissioner for Human Rights of the Verkhovna Rada of Ukraine: The Commissioner for Human Rights of the Verkhovna Rada of Ukraine exercises parliamentary control over compliance with the human rights and freedoms and citizens' rights, protects the rights of any person in the territory of Ukraine and within its jurisdiction on a permanent basis. The functions of the Commissioner since 2008 also include control over enforcement of equal rights and opportunities for women and men. Since the date of creating this position, the Commissioner for Human Rights of the Verkhovna Rada of Ukraine has always been a woman, currently it is Valeriia Lutkivska.

12 | The administrative and territorial arrangements: As of today administrative and territorial system of Ukraine is represented on three levels. The first level is the Autonomous Republic of Crimea, regions (24), municipalities (Kyiv and Sevastopol). The second (basic) level is districts (490), cities of regional and republic subordination (178). The third (primary) level is cities of district subordination (460), urban settlements (885), settlements (1266), and villages (27188). In cities districts are (111) territorial units without their own control bodies.

13 | Language: Article 10 of the Constitution provides that Ukrainian is the official State language and guarantees the free development, use and protection of Russian and other languages of national minorities. The Law of Ukraine on Fundamentals of the State Language Policy specifies the right of each citizen of Ukraine to a language self-determination.

14 | Religion: All the citizens of Ukraine are free and equal in their rights and freedoms. Every citizen is entitled to hold his or her own world-view and religious beliefs. Church and other religious organizations in Ukraine are separate from the State, and the schools are separate from the Church. Ukraine has created the conditions for all religious organizations to engage freely in their activities. This a very important point, for Ukraine has more than 100 religious denominations, persuasions and tendencies. As of the beginning of 2014 37,200 religious organizations were registered in Ukraine, out of which 52% - Orthodox, 13.7% - Catholic, 28.2% - Protestant, 0.8% - Judaic religion; 3.3% - Muslim, 0.3% - eastern cults, 1.7% - other organizations.

There are 378 monasteries, thousands of churches, and at least 173 institutions of spiritual instruction and 12,039 Sunday schools. More than 200 periodic religious publications are published in the state.

1.2. Social and demographic data

15 | Resident population of Ukraine as of June 01, 2014 totalled 42 995 500 people, which is by 2 597 500 people lower than as of June 01, 2010.

The gender percentage ratio in the total population in 2010 – 2014 has not changed and makes up to 53.9% - 53.8% women among the total population.

The average age of entering into the first marriage permanently increases: among women, it has increased from 21.8 years old in 2010 to 24.5 years old in 2012. Among men over the same period, the age of entering into the first marriage has increased from 24.5 years old to 27.0 years old. The average age of women when giving birth to the first child over the same period has increased from 23.9 years old to 24.4 years old. The crude birth rate in 2010 was 1.45, in 2012 – 1.53. Not a single childbirth was registered in 11,000 of Ukrainian settlements in 2011. The share of children born out of the wedlock has been constantly increasing (since 1990) and was 21.9% in 2010, 22.1% - in 2013. The natural population decline in 2010 was 200,500 people, in 2013 – 158,700 people. The migration gain of population in 2010 was 16,100 persons, in 2013 – 31.9 thousand people.

The average population density in Ukraine is 75.4 people per 1 km². This value varies widely within the regions: from 164.6 people per 1 km² in Donetsk Region up to 37.8 in Kherson. The most populated are industrial eastern and subcarpathian regions. Some regions of the Ukrainian Carpathians, Polesye and southern regions are sparsely populated. As of January 01, 2014, 68.9% of the Ukrainian population inhabited cities and urban settlements.

16 | Composition of the population in terms of nationalities: As of today, the nationality of the Ukrainian citizens is not specified in the passport and other identity documents. The titular nation of Ukraine is represented by Ukrainians, making 77.82% according to the last population census of 2001. The second nation in terms of population is Russians (17.28%). Relatively large ethnic groups of the Ukrainian population are represented by: Belarusians (0.57%), Moldavians (0.54%), Crimean Tatars (0.51%), Bulgarians (0.42%), Hungarians (0.32%), Romanians (0.31%), Polish (0.30%). Representative of over 110 nationalities and ethnic groups inhabit the territory of Ukraine.

11 – 15 millions of ethnic Ukrainians leave beyond the territory of Ukraine (in Russian Federation, the USA, Canada, Kazakhstan, Moldavia, Romania, Poland, Brazil, Argentina and Australia).

17 | The economic situation in Ukraine: The collapse of the economy of Ukraine was registered according to the results of 2013. The GDP has been decreasing starting from the III quarter of 2012. The industrial output in November 2013 compared to November 2012 has decreased by 4.7%. The maximal decrease has been seen in the chemical production (18.5%), machine-building industry (13.9%), manufacture of coke and derived products (11.8%).

In 2013 the consumer price index (inflation index, December 2013 compared to December 2012) was 100.5%, which is the lowest value over the years of statistical monitoring, except for deflation years 2002 and 2012.

The price index of industrial product producers in 2013 was 101.7%.

At the end of the year 2013 the industry production output has decreased by 4.7%.

In 2013 the unemployment level under the ILO methodology was 7.2%, which is by 0.9% lower than in 2010, among women the unemployment level over the same period has decreased from 6.8% up to 6.2%. However, hidden unemployment remains significant.

Over January-December 2013 retail turnover volumes have increased by 9.5%. The available income, which may be used by the population to acquire goods and services, in the third quarter of 2013 compared to the respective period in 2012 has increased by 1.6% and was UAH 303.6 billion. The actual disposable income in the third quarter of 2013, determined with regard to the price factor, has increased by 1.9% compared to the respective period of 2012.

This proves the existence of the significant volume of shadow economy: according to the experts, in 2013 approximately the same amount of finances was “in shadows” as it was in the formal economy sector. And this “shadow” is induced by corruption, on the one part, and on the other part, it “feeds” corruption.

18 | Corruption: In 2013 according to the corruption perception rating of the Transparency International, Ukraine occupied the 144th position, having gained three grades less than in 2012. Fundamental reasons are corrupted protectionism and merging of political and business interests. Ukraine has lost positions according to the indices of favorable conditions for business activity and bribery index. Moreover, according to the Ernst & Young research, Ukraine occupies the third place among the European states in terms of corruption among the businessmen.

19 | Investments: The investment legislation exists in Ukraine, adjusted to the norms and stand-

ards of the EU, act 50 international agreements, the subject matter of which is to protect and create favorable conditions for investing. However, the majority of the documents still have the declarative character. In 2013 the investors have invested \$5.7 billion into the economy of Ukraine (compared to \$ 6 billion in 2012), and divested \$2.845 billion (compared to \$ 1.256 billion in 2012).

20 | National debt: According to the data of the Ministry of Finance of Ukraine, the volume of the total national debt and state-backed debt as of 01.01.2010 was 39685.0 million US dollars; as of 01.01.2011 – 54289.3 million US dollars; as of 01.01.2012 – 59215.7 million; as of 01.01.2013 – 64495.3 million; as of 01.01.2014 – 73078.2 million; as of 01.05.2014 – 65217.0 million US dollars.

21 | Contemporary history of Ukraine – late 2013 – 2014: On November 21, 2013 the refusal of the Government of the previous President V.Yanukovych to sign the Ukraine–European Union Association Agreement resulted in several thousand protest actions named Euromaidan. Forceful crackdown of the protesters on the night of November 30, 2013 in Kyiv triggered the appearance of thousand hundreds of people on the streets with the clamor against the Government, headed by the Prime-Minister Azarov. Almost three months thousand hundreds of protesting Ukrainians from all regions of Ukraine demanded to fulfill their requirements, nonetheless, the government of the state was not responding to the requirements of the people, and applied tough methods to suppress mass demonstrations. The conflict escalated on February 18-20, 2014, when as a result of confrontation between the representatives of the MIA and protesters in the center of Kyiv over one hundred persons died, one thousand and a half were injured, several hundred went missing. The persons killed were named “Nebesna Sotnia” (literary, “The hundred of the heaven”). All country's top leadership simultaneously fled abroad. This resulted in removal of the President of Ukraine, Viktor Yanukovych, from office on February 22, 2014 by the Verkhovna Rada, and calling for early presidential elections on May 25, 2014. The Verkhovna Rada assigned Oleksandr Turchynov as the acting President of Ukraine.

The political crisis triggered activation of the separatist movements in the South and East of Ukraine, which resulted in Russian occupation of the Autonomous Republic of Crimea and Sevastopol City during March 2014, and in May 2014 Donetsk and Lugansk “People’s Republics” were proclaimed in the territory of Donbas.

As of the date of the preparation of this Report warfare was conducted in the South-Eastern part of Ukraine, in the territory of Donetsk and Lugansk Regions between illegal armed units organized and coordinated by Russian Federation, as well as regular troops of Russian Federation with the Armed Forces of Ukraine, voluntary battalions and law-enforcement troops, which have joined forces in the course of the Anti-Terrorist Operation. According to the United Nations since the beginning of warfare as of September 11 in the Eastern part of Ukraine 3171 persons were killed (including at least 27 children); 8061 persons were injured (including at least 56 children); the number of internally displaced persons in Ukraine amounted up to 262,977 persons; 366 866 persons left Ukraine. As of September 12, there were 5.1 million persons living in the conflict territory.

1.3. National machinery for ensuring equal rights and opportunities for women and men

22 | The national machinery for ensuring equal rights and opportunities for women and men in Ukraine stipulates legislative regulation of implementing gender policy into all spheres of life activity and includes a system of central executive authorities, local authorities, the Commissioner for Human Rights of the Verkhovna Rada, adviser institution on gender issues, and civil society institutions. The structure and major functions of the machinery are specified by the Law of Ukraine on Ensuring Equal Rights and Opportunities for Women and Men and the Decree of the President of Ukraine on Improving Work of the Central and Local Executive Bodies for Ensuring Equal Rights and Opportunities for Women and Men. The detailed description of the national machinery was provided in the previous Report of Ukraine to the UN Committee on Elimination of All Forms of Discrimination against Women. Numerous measures on consolidation of the national machinery, in particular, capacity building for civil servants, members of parliament of all levels on issues of designing, implementing and monitoring gender policy, gender statistics, gender budgeting, gender awareness and response were taken before 2010. Over 30,000 civil servants and members of parliament were covered by these measures.

23 | In the course of the administrative reform in 2010 the functions on ensuring equal rights and opportunities for women and men were passed over from the Ministry for the Family, Youth and Sports (in view of its liquidation) to the Ministry of Social Policy of Ukraine. Transfer of the functions covered a long period, which misbalanced the coordination between central and local

authorities. Temporary absence of the state vertical framework on the local level resulted in minimization and in some cases even in suspension of the activity on gender policy implementation.

24 | The large-scale information campaign “Stop Gender!” took place in 2011-2012 in Ukraine, initiated from the outside and organized by the religious and public organizations. The articles, video films, leaflets were placed in the mass-media and Internet stating that gender education and gender policy introduced by the Ukrainian legislation destroy family institution and advance legalization of the same-sex marriages; numerous press-conferences and round-tables were held in this relation. The members of city and regional councils from various regions of the state, individual citizens and their associations, in particular, the All-Ukrainian Council of Churches and Religious Associations addressed the Administration of the President of Ukraine. The requirements were clearly stated in the appeal of the Rovno Regional Council members: “... That the international agreements on gender policy issues and juvenile justice, the party to which shall be Ukraine (having in mind the EU Association), do not contradict traditions, customs of the Ukrainian people and the Constitution of Ukraine”. The quintessence of the campaign was the information that the purpose of the gender policy in Ukraine is to promote homosexuality.

25 | The weakening of the national mechanism for ensuring equal rights and opportunities for women and men after December 2010 can be explained not only by organizational problems in reorganization of the administrative apparatus, but also by the efforts of certain forces to overturn gender policy as a part of the Pro-European ideology of Ukraine.

26 | There is the Department for the Family, Gender Policy and Counter Human Trafficking in the structure of the Ministry of Social Policy of Ukraine as of the date of making the Report, which, in fact, is a coordinating body for creating and implementing gender policy in Ukraine. The Interagency Board on the Family, Gender Equality, Demographic Development and Counter Human Trafficking and the Expert Council for Sex Discrimination Issues are established to prevent discrimination, ensure equal rights and opportunities for women and men, prevent gender-based violence, and human trafficking. There are Interagency Boards for the family policy issues, ensuring equal rights and opportunities for women and men, preventing domestic violence, and human trafficking acting on the local level.

27 | At the same time the absence of the clear vertical framework, personnel weakening and anti-gender propaganda resulted in certain negative consequences. At present, there is no unified structure, responsible for this direction of work in the local state administrations and local authorities. There are certain cities and districts, where there are no authorized persons (coordinators) on ensuring equal rights and opportunities for women and men, advisory and consulting bodies are absent, and nobody is either involved into the activity for overcoming gender-based discrimination or the work performed is just formal.

28 | According to the experts, gender policy today is not of the higher priority for Ukraine. The driving force of gender transformation is represented by the Ukrainian civil society organizations, international organizations and numerous projects for gender problems, financed by external donors.

29 | Strategic vision of gender policy advantage lacks to ensure gender equality in the Ukrainian society; there is an overestimation of the role of social and economic development programs and field programs in eliminating gender misbalances; inclusion of vulnerable groups of women as subjects of state, region, city and village development programs did not become a regular practice.

30 | Meanwhile, experience obtained from implementation of the international projects is widely used in Ukraine. The positive influence is exercised upon gender policy development by the implementation of the Beijing Declaration and Millennium Development Goals, the activity regarding the implementation of which is carried out in every field and territory. The dynamics of the Gender Index of Ukraine over the reporting period has a positive trend (Annex 1).

31 | Lack of the professionals represents a problem for gender policy development. According to the experts, “as of today, there is a significant lack of specialists, able to freely operate such notions as “a gender-balanced representation in the local authorities”, able to consider gender specificity in the development, implementation and assessment of the social and economic programs and projects – even at the central level, and precious few specialists are available on the local levels”. This can be a reason why the majority of the regional and local programs for ensuring equal rights and opportunities for women and men bear formal character and often copy the State program, which, in its turn, does not consider regional peculiarities.

32 | The expert evaluation of the Ministry of Social Policy of the implementation of the gender policy showed that the Ministry lacks authority, human and material resources and stability.

ARTICLE-BY-ARTICLE REVIEW OF THE IMPLEMENTATION IN UKRAINE OF THE UN CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

PART I

Article 1

- To the clause 16 of the Concluding Observations of the Committee regarding definition of the discrimination in the legislation of Ukraine

33 | The Law of Ukraine on Introducing Amendments to Certain Legislative Acts of Ukraine regarding Preventing and Countering Discrimination, passed by the Verkhovna Rada on May 13, 2014, introduced a new definition of discrimination: “Discrimination is the situation when one person and/or a group of persons undergo limitations in recognition, realization or exercise of their rights and freedoms in any form, stipulated by this Law, in terms of race, skin color, political, religious or any other beliefs, gender, age, disability, ethnical or social origin, citizenship, marital or property status, place of residence, language and any other characteristics, which are available or may be actual or presumable, except for the cases when such limitations have legal, objectively justified purpose, which can be reached by acceptable and necessary means”. A new definition of discrimination complies with the Article 1 of the Convention. Moreover, the Law provides definitions of “direct discrimination”, “declaration of discriminatory intent”, and “aiding in discrimination”.

34 | The following steps towards revelation and removal of the indirect discrimination regarding women shall be gender expertise of the national legislation on existence of indirect discrimination and introduction of necessary amendments, for example, determination of an individual responsibility for discrimination display, mechanism for compensation of discrimination in court etc.

- To the clause 12 of the Concluding Observations of the Committee regarding awareness about the Convention on the Elimination of All Forms of Discrimination against Women

35 | Information about the awareness of the Ukrainian population, especially women, regarding the Convention on the Elimination of Discrimination against Women has been received in the course of the mass sociological survey (Annex 2). The question posed was not about the awareness on the Convention as a specific document, but about the awareness on the international instruments of the main constituents of the Convention. The level of awareness on the existence of the international documents regarding the issues covered by the Convention is somewhat higher than the level of awareness on the documents regarding the similar problems of the national base.

According to the survey it can be stated that various components of the Convention are known by 17% - 46% of women, the greatest awareness is about the prohibition to exploit prostitution of women by a third party, the smallest – about the prohibition to pay a lower wage for labor of women than men for the same work done.

Article 2

36 | The legislative basis on ensuring equal rights and opportunities for women and men in Ukraine was described in the sixth and seventh periodic report and did not undergo any changes over the reporting period.

37 | In spite of the availability of legislative acts, prohibiting any type of discrimination towards women, a certain share of women does not know about their existence. According to the results of the mass population survey (Annex 2), 44% of women know that exploitation of prostitution of women by third parties is prohibited in Ukraine at the legislative level; 39% are aware that they are protected by the law against sexual harassment at working place; 36% - that physical violence is prohibited by the law; 33% - that sexual violence is prohibited; 29% - that psychological violence is prohibited; 23% - that domestic economic violence is prohibited.

27% of women are aware of the guaranteed opportunity for women to be represented in the political parties along with men. 25% of women are aware of the guaranteed opportunity for women to be represented in the state authorities along with men. 22% of women and the same amount of men are aware of the employer's obligations to create conditions to combine domestic child-rearing and professional responsibilities for women and men. The fact that the legislation ensures women with the opportunity to be represented in business along with men is known to the every 5th woman (21%). The lowest values of awareness were identified regarding the knowledge of women on prohibition to offer positions to people of only one gender (16%) and illegality of lower labor remuneration paid to women compared to men for the same job done (13%).

38 | In order to oppose any types of discrimination towards women it is necessary that women were aware of their own rights. For this purpose, all involved organizations should conduct a large-scale information campaign to familiarize Ukrainian women with the legislative guarantees of equal rights and opportunities. It is necessary to develop effective ways of informing employers, court and law enforcement representatives, and local authorities' representatives and then to determine clearly their roles in implementation of the Convention on Elimination of all forms of Discrimination against Women. The mechanism for interaction of institutions and bringing to responsibility persons, who allow gender-based discrimination, should be developed.

- To the Observation 10 of the Committee regarding familiarization of interested ministries and agencies with Concluding Observations

39 | According to the existing regulations, the Concluding Observations of the Committee on the Elimination of Discrimination against Women in Ukraine were sent to all relevant ministries and agencies, the Committee for Human Rights, National Minorities and International Relations of the Verkhovna Rada, the Secretariat of the Commissioner for Human Rights of the Verkhovna Rada.

The text of the Concluding Observations was translated into Ukrainian language and sent to the local and regional authorities, local self-governing authorities.

- To the clause 11 of the Concluding Observations regarding activity of the Verkhovna Rada of Ukraine towards gender policy implementation

40 | The Verkhovna Rada of Ukraine conducts a certain amount of work within the framework of its authority for implementation of the Convention on Elimination of all forms of Discrimination against Women. The Committee for Human Rights, National Minorities and International Relations of the the Verkhovna Rada, the competencies of which include gender policy issues, as well as the gender policy sub-committee frequently consider various aspects of gender policy implementation during their meetings, roundtables and other events.

41 | In December 2011 the Interfactional Parliament Caucus “Equal Opportunities” was created in the Verkhovna Rada; it included 26 female and male members of parliament of various factions.

In March 2013 due to controversy among the association members, some of them have withdrawn from the Association. They created the new Interfactional Member of Parliament Association named “Equality”. The IMPA “Equal opportunities” continues to work, and the IMPA “Equality” has not been carrying any activity since the end of 2013.

42 | In 2008-2013 there was the Program for the Parliament Assistance, financed by the US-AID, in the Verkhovna Rada; the integration of gender-balanced approach into all areas of the Parliament activity represented one of its components. The program, in particular, gave an opportunity to involve the experts into the activity of the committee secretariats and the Central Scientific and Expert Administration of the Verkhovna Rada.

43 | The Parliamentary Hearings on the topic: “Ensuring equal rights and opportunities for women and men. Problems and effective measures for their solving” were carried out on October 16, 2013. The most urgent tasks in the aspect of the implementation of the gender policy in Ukraine at the Parliamentary Hearings were defined the following: further extension of the

respective regulatory and legal framework; adjustment of the legislation of Ukraine to the best world standards in the area of ensuring gender equality; introduction of the gender approaches into the activity of the executive authorities and local authorities; annual information of the society about the problems and prospects of gender equality in Ukraine; establishment of the cooperation between the executive authorities and the scientific and research institutions of the National Academy of Sciences; involvement of public organizations and international agencies into scientific and expert research; support for the civil initiatives, aimed at creation of gender culture; information work targeted at overcoming stereotypes as to female and male role in the family and society, etc.

44 | Over the recent years the positive influence on the establishment of gender policy of the Parliament exerted the presence of the Adviser to the Head of the Parliament on Gender Issues. It would be reasonable to restore the position of the Advisor, delegating for this position an expert out of the leaders of the public organizations.

45 | According to the experts the purpose-oriented work towards greater representation of women in the new Verkhovna Rada shall allow to strengthen the role of the Parliament in gender policy implementation.

- **To the clause 15 of the Concluding Observations of the Committee regarding complaints on possible discrimination against women submitted to courts**

46 | Information on court proceedings on cases possibly related to gender discrimination, received from the State Judicial Administration of Ukraine, indicates that "...it is impossible to submit statistical data on the number of court decisions in criminal, civil cases and cases of administrative offences, related to gender issue, as well as on the number of court decisions, proving the facts of discrimination against women, as such information is not kept in the court records separately. Moreover, in the event of committing several crimes the records are kept according to the article of the Criminal Code of Ukraine, sanctions of which stipulate a more severe punishment. That is why a certain amount of crimes of the investigated category may not be considered in the court reports". Lack of the information on court proceedings in terms of possible discrimination against women and their outcomes does not provide a possibility to assess adequately the reaction of the judicial bodies towards the violence facts, and thus, to forecast the dynamics of such crimes in future.

47 | Over the reporting period, for the first time two court cases of discrimination against women were examined in Ukraine, submitted by the public organization "La Strada – Ukraine" against the Prime-Minister M.Azarov due to his discriminatory statement that there is no place for women in the Government; and against the MIA for discrimination against young girls when entering the Institutions of Higher Education. In both cases, the courts of the first instance did not reveal gender discrimination; the Court of Appeal and the Supreme Court left the decisions unchanged. The results of reviewing these cases showed that the judges, representatives of the state structures do not know what discrimination is, are not familiar with the international documents and do not apply them in their job.

48 | Considering the planned court system reforming, it would make sense to introduce suggestions to change the reporting forms to provide the possibility to carry out gender analysis, particularly, among the cases possibly related to discrimination against women.

- **To the clause 15 of the Concluding Observations of the Committee regarding complaints against possible discrimination against women submitted to the Commissioner for Human Rights**

49 | 38 appeals concerning inequality of rights and opportunities between women and men (13 of which concerned discriminatory depiction of women in advertisement) were submitted to the Commissioner for Human Rights in the course of the year 2013; 5 appeals concerning inequality of rights between women and men, in particular, for creating conditions allowing women to combine work with maternity. Meanwhile, 75 appeals concerning protection against domestic violence were submitted, 2 of them – submitted by men. According to the Commissioner for Human Rights the low legal awareness of the population, inability to "identify" a display of gender-based discrimination or case of domestic violence, as well as fixed traditional gender stereotypes in the mass consciousness regarding the place and role of a woman and a man in the family and society represent a reason of low frequency of appeals regarding this issue. This information is supported by the sociological data given in the clause 35.

- **To the clause 14 of the Concluding Observations of the Committee regarding the use of the available mechanisms for submitting and processing claims by women and clause 16 – regarding mechanisms for processing claims and applying sanctions in the event of gender-based discrimination**

50 | The consultative and advisory body – the Expert Council for Processing Appeals in connection with the Gender-Based Discrimination was established in 2010 by the Ministry of Social Policy of Ukraine for timely and effective reaction to the claims and appeals of the citizens in connection with the gender-based discrimination. Over the period of 2010-2013, 26 appeals for the expert evaluation of discrimination were submitted to the Expert Council, which included 33 facts of offences. The analysis indicates that the subject of the majority of appeals is the advertising materials, promoting negative stereotypes regarding social and gender roles of women and men.

The advertising was removed from 17 objects upon confirmation of the gender-based discrimination; punitive sanctions were applied to the advertisers by the State Inspection for Consumer Rights Protection according to the legislation on advertising.

51 | The information about the female clients of the centers rendering permanent aid to the domestic violence victims was analyzed to study practices of the use of mechanisms for submitting and processing claims against all types of discrimination by women. It was identified that more than a half of women who suffered from domestic violence (60%) prior to their installation in the crisis centers had submitted claims of domestic violence to various state institutions: 52% - to the police, 44% - to the centers of social services for the family, children and youth, 35% - to the courts, 29% - to the representative of governmental authorities, 28% - to the child services; 25% - to the representatives of local authorities; 21% - to the territorial centers of social services.

The problem of domestic violence has not been solved in the majority of cases after the appeal to the abovementioned state institutions, and as a direct result, the women came to these centers.

52 | The Law of Ukraine on Introducing Amendments to Certain Legislative Acts of Ukraine regarding Preventing and Countering Discrimination, passed by the Parliament on May 13, 2014, introduces certain changes regarding mechanism for processing appeals and applying sanctions in case of gender-based discrimination.

The article 14 of the Law includes the following: a person believing that s/he suffers from discrimination, has a right to apply with a claim to the state authorities, state authorities of the AR of Crimea, local authorities and their officers, the Commissioner for Human Rights of the Verkhovna Rada and/or to the court, according to the procedure stipulated by the Law; the exercise of this right cannot be a reason for a biased attitude, as well as cannot result in any negative consequences for a person exercising this right and other persons. The Law prohibits discrimination on the part of the state authorities, local authorities, and officers, legal entities of public and private law, as well as individual persons. Moreover, the document states that in the event the claimant presents the facts proving discrimination, the liability to prove inconsistency of the stated claims in this part shall be imposed upon the defendant. Moreover, the Law assigns the Commissioner with the authority to prevent and counter discrimination in privacy, appeals to court with claims of discrimination for the purpose of protecting public interests.

53 | It would make sense to develop a unified statutory instrument with a clearly defined step-by-step algorithms of actions and procedure for interaction between bodies and institutions in case of revelation of discrimination against women, including such type of discrimination as domestic violence.

- **To the clause 15 of the Concluding Observations of the Committee regarding possibility of applying the Convention by the court and law enforcement bodies**

54 | Specific work is carried out in Ukraine towards practical application of the Convention provisions by the court and law enforcement bodies. One of the components is represented by the educational and training campaigns for rising awareness about the Convention and its Optional Protocol, designated for the employees of judicial bodies and lawyers. The Office of the Commissioner for Federal Judicial Affairs of Canada with financial support from the Canadian International Development Agency implements the Ukrainian and Canadian Project for Court Cooperation. 16 theoretical and practical workshops on gender equality issues and the roundtable on domestic gender violence were conducted within the framework of the Project in 2010 with 497 participants: 210 judges and 287 court apparatus employees.

Within the framework of the training process of the Academy of Judges of Ukraine 9 workshops and 1 training were conducted for the trainers with 252 participants (out of whom 184 judges and 68 apparatus employees).

During the theoretical and practical workshops for the judges the notions of discrimination as the legal category were explained; “legal” and “actual” discrimination were separated (“discrimination of result”); the concept of the positive discrimination, positive actions (“temporary special measures”) was discussed; the sampling gender and legal analysis of the legislation of Ukraine was conducted (the Family Code of Ukraine; the Civil Procedure Code of Ukraine (CPCU), the Criminal Code of Ukraine, the Law on Amnesty, etc.); the special attention was given to the responsibility for breaching the legislation of Ukraine on ensuring equal rights and possibilities for women and men.

The issues of the sexual harassment at workplace were considered; it was emphasized that sexual harassment at workplace is a type of discrimination in the employment area in terms of gender, which undermines equality, interrupts labor relations and decreases productivity; the definitions, characteristics of sexual harassment given in the international documents were compared with the definitions given in the legislation of Ukraine.

The attention was also paid to domestic gender violence; it was emphasized that the victims of domestic violence can be both women and men, but, according to the statistics, the majority of the victims of the domestic violence are women, and the biggest problem is that women are poorly aware of the mechanism of legal protection against domestic violence, and law enforcement bodies not always quickly and effectively solve the issues of gender violence. The special emphasis was upon the fact that gender violence should stop being a private business and should become a state concern, for which the state should bear responsibility.

The attention was also paid to the necessity for interaction of the institutions, responsible for overcoming of the consequences of domestic violence, creation and introduction of methods for independent judicial expertise of the psychological state of both domestic violence victims and the offenders; the delivery of judicial decision on the psychocorrection of the offender, as well as the further fate of the family, etc.

The specialists of the MIA undergo training on issues of protection of women rights in order to raise awareness about the Convention and its Optional Protocol. Thus, in 2010 7 sectional workshops titled “Interaction between state and local authorities to prevent domestic violence” were carried out within the EU-UN Development Program “Equal Opportunities and Women’s Rights in Ukraine”. In 2010-2011 respective workshops for the district police officers were carried out in all regions of the state to ensure quick processing of the appeals on domestic violence and prevent cases of refusal to register appeals.

In 2009-2011 the interactive classrooms were opened in three universities of internal affairs under the auspices of the Coordinator of OSCE Projects in Ukraine; trainings to develop practical skills in order to counter domestic violence are held there.

Over the period of 2011-2013 the National School for Judges of Ukraine organized and conducted 6 workshops titled “Court processing of cases related to domestic violence”, “Problems of judicial defense of domestic violence victims in Ukraine”; “Prevention and countering domestic violence”, “Special aspects of processing cases related to child abuse”; “Judicial practices of processing cases on domestic violence”. The Dnipropetrovsk regional department of the National School for Judges of Ukraine over the same period organized 6 workshops and lectures on the same topic, Donetsk – 12, Chernivtsi – 13, Crimea – 1, Lviv – 33 workshops and lectures. Total number of court employees who participated in the training was approximately 1500 persons.

The International Charity Foundation “Ukrainian Foundation of Public Health” along with the Ministry of Social Policy and the Ministry of Internal Affairs under the auspices of the UN Women Program have developed a training program for preparing law enforcement specialists for preventing violence against women. In 2013-2014 150 district police officers and detective officers of the criminal police on children undergone training in Kyiv, Donetsk, Lviv and Chernihiv. The participants received an instructional pamphlet “Psychological aspects of the actions of a police officer when receiving notification on domestic violence”.

The skill development of the employees of the Ministry of Internal Affairs on the issue of countering discrimination against women was carried out through direct training of the police officers, as well as through literature distribution for self-education. Thus, the MIA in cooperation with the Ministry of Ukraine for the Family, Youth and Sports and OSCE has published a manual for district police officers titled “Preventing Domestic Violence”; in cooperation with the public

organization “Women’s Information-Coordination Center” has developed and published a manual titled “Domestic violence and Law Enforcement Activity on Its Combating”; in 2010 with the financial assistance of the Coordinator of the OSCE Projects 15,000 copies of the manual “Methodological Recommendations on How to Organize Work of the District Police Officers regarding Combating Domestic Violence” were published; the State Scientific and Research Center of the MIA has prepared a manual “Legal and Criminal Fundamentals to Prevent Domestic Violence”, directed to the libraries of the MIA higher educational institutions system to implement into the training process.

In 2010 within the framework of the activity of the UKPCC the following manuals were developed, published and distributed among the Ukrainian judicial system employees: the guidance manual for judges “Fundamentals of Gender Equality”; the manual for lecturers-trainers “Fundamentals of Gender Equality”; “Creation of the Gender Equality Society: International Experience. Foreign Laws on Gender Equality”; the leaflets: “Sexual Harassment at Work Place”; “Judicial Protection against Domestic Violence. Information Materials for Judges”; “Legal Protection against Domestic Violence. Information Materials for Society”; “Legislative Enforcement of Equal Rights and Opportunities for Women and Men”.

The interregional research and practice conferences on issues of improving activity for combating domestic violence are carried out on the annual basis upon the initiative of the MIA Department for Public Security and with the participation of various international and public organizations.

State program up to the year 2016 stipulates continuation of the activity towards improving and implementing educational and training programs for judges, lawyers, law enforcement bodies’ employees.

Moreover, the activity towards expanding the application of the Convention by the judicial and law enforcement bodies in Ukraine is performed in the eclectic manner and initiated and implemented mostly by the public organizations.

55 | The abovementioned data certify that the major form of discrimination, at the prevention of which the courts, MIA institutions, and social workers are targeted, is the domestic violence. At the same time due attention is not paid to other problems, in particular, to the problem of exploitation of prostitution by third parties, sexual harassment at workplace, etc. It is reasonable to analyze the distribution of various types of discrimination against women in the Ukrainian society, to develop necessary guidance materials and to carry out preparation of the respective professionals. Since there is a rapid turnover of the law enforcement personnel, it would be better to include training programs on the issues of violation of women’s rights and activity of the law enforcement authorities aimed at overcoming of these issues into the training programs at the MIA higher educational institutions, to ensure permanent advanced training courses.

- **To the clause 19 of the Concluding Observations of the Committee regarding strengthening of the national mechanism**

56 | The national mechanism status is described in detail in the section 1.3. It should be noted that over the reporting period the Recommendations of the Committee regarding strengthening of the national mechanism through extension of its authorities and opportunities were not fully implemented. As a result of the long-lasting administrative reform of the state divisions, responsible for gender policy implementation in Ukraine, the State Program for Ensuring Gender Equality was not adopted in Ukraine within two years (2011 – autumn 2013). The State Program for Ensuring Equal Rights and Opportunities for Women and Men for the period up to 2016 was adopted only in September 2013. The adoption of the Program happened due to the active interaction of the central and local authorities with the public organizations and lobbying on the part of the public and international organizations. The financing of the Program’s events from the state budget started in 2014. UAH 5.9 million are provided for the implementation of the Program within four years, out of which UAH 1.3 million are the state budget funds, and UAH 1.8 million – the local budget funds. The amount of financing of the previous Program was almost on the same level, a significant share of which was made up by the extrabudgetary funds.

57 | The expert survey determined that one of the major reasons leading to spreading of gender-based discrimination in the Ukrainian society is that all form of discrimination remain unpunished in Ukraine. As of today legislative norms guaranteeing equality and non-discrimination are nothing but declarations. The state is unable to ensure enforcement of the equality principle declared in the article 24 of the Constitution of Ukraine as far as the state authorities have no real leverages over the offenders.

The current Code of Ukraine on Administrative Offences also cannot serve as an instrument to combat discrimination. With the exception of the responsibility for committing violence, it does not contain any provision stipulating responsibility for discriminatory actions or equality principle breach. It means that as of today in the event of determining discriminatory activity the guilty party shall not bear any responsibility.

Moreover, both women and men are not protected in terms of gender discrimination on the part of legal persons. Thus, according to the Law of Ukraine on Ensuring Equal Rights and Opportunities for Women and Men persons guilty in breaching requirements of the legislation on ensuring equal rights and opportunities for women and men shall bear civil, administrative and criminal responsibility. However, the scope and kind of civil and legal liability are not determined by this or any other legislative act.

Among majority of the suggestions regarding protection of women against discrimination submitted by the experts is to bring current Ukrainian legislation in line with the international standards and regulations in the part of determining responsibility for breaching rights according to any of the articles.

58 | The following recommendations towards improving the National mechanism were defined during the expert survey.

In the legislative area: to adjust Ukrainian legislation to the principles of equality, international regulations and standards; to introduce complex amendments into the anti-discriminatory legislation with regard to the definition of discrimination, its interpretation and identification standards; to ensure general standards and principles of proving the presence of discrimination; to review criminal, civil and administrative legislation for the mechanisms of obligatory compensation of financial and moral damages caused to a victim, as well as from the point of view of the gender sensitivity; to develop special anti-discriminatory regulations and sanctions for breaching gender legislation; to introduce temporary special measures to ensure parity representation of women and men at all levels of decision-making.

In the institutional area: to reform the office of the Commissioner for Human Rights of the Verkhovna Rada of Ukraine (to revoke political appointment); to introduce reporting on the work done and personal responsibility for non-fulfillment of the obligations to ensure equality of women and men for the heads of the central and local executive authorities; to determine that the officers of the central and local executive authorities entrusted with the functions to ensure equality of rights and opportunities for women and men organize, within their authorities, the work of the respective executive agencies; to re-establish the institution of gender advisors/female advisors at the executive agencies; to develop a system of necessary services and consultations for women in the existing service system.

In the educational and informational area: to conduct regular public hearings on women's rights infringement; to conduct training on prevention of discrimination against women for police officers, prosecutor office employees, frontier guards and judges; to create an effective procedure of the notification about the cases of breaching equality and discrimination against women on the part of the law enforcement employees; to conduct special information campaigns among the population aimed at vulnerable groups of women highlighting importance of gender issues; to introduce a specific course on the basics of gender knowledge into the educational programs of the educational institutions of all levels of accreditation; to provide extensive coverage of the results and suggestions of the gender investigations among the members of parliament, officials of any level, attracting attention to urgent issues and using public control for compliance thereof.

In the monitoring and evaluation area: to improve gender statistics collection and to permanently restore major analytical publications on gender problems; to monitor the implementation of gender policy; to strengthen public control for compliance with the international obligations and declared principles of equality of rights and opportunities for women and men.

- **To the clause 20 of the Concluding Observations of the Committee on the results of the implementation of the program over the period of 2006-2010**

59 | In 2011 the network of women's organizations "Women's Consortium of Ukraine" carried out monitoring of the State Program on Gender Equality in the Ukrainian Society (up to 2010).

The main conclusions of the monitoring consist of the fact that the State Program became a formal basis, on which it was planned to create an institutional framework for the implementation of gender policy. During the implementation of the State Program there were some positive practices that require further study and spreading among interested individuals and organizations.

60 | However, the State Program does not become an effective instrument for the implementation of gender policy, as declared in its goals and objectives, and did not ensure the integration of gender approaches into the work of the national and local authorities, as well as into the governmental programs regarding daily lives of women and men, such as the social and economic development programs. The low priority of gender policy in Ukraine was provoked, in particular, by the lack of funding of the State Program and regional programs. Many topical gender issues were ignored by the program and had to be taken into account in the process of discussion of the next program.

- **To the clause 21 of the Concluding Observations of the Committee on the adoption of a new national program**

61 | As a result of the limited capacity of the subdivision responsible for gender policy, the State Program on Gender Equality was not adopted in Ukraine within two years (2011 - autumn 2013). It was also connected with the parliamentary elections held in the fall of 2012, and the change of leadership in the Ministry of Social Policy. Responsibility for the implementation of the State program was transferred from the former Ministry of the Family, Youth and Sports to the Ministry of Social Policy. The transfer was long and inefficient. Only in September 2013 the State Program on Ensuring Equal Rights and Opportunities for Women and Men for the period up to 2016 was adopted, and funding of its activities from the state budget started in 2014.

The state program was adopted due to the active cooperation of the executive authorities with public organizations and active lobbying by public and international organizations. The experts highly appreciated the content of the State Program.

However, out of the planned UAH 5.9 million within four years UAH 1.3 million will be provided from the state budget, and UAH 1.8 million – from the local budgets. The amount of financing of the previous Program was almost on the same level, though a significant share of extrabudgetary funds were involved.

- **To the clause 49 of the Concluding Observations of the Committee regarding ratification of the International Conventions**

62 | Ukraine signed the Convention of the European Council on Preventing Violence against Women and Domestic Violence (the Istanbul Convention) in 2011. As the ratification of this Convention stipulates introduction of certain amendments to the legislation of Ukraine on these issues, a working group has been established by the Ministry of Social Policy to develop amendments to the legislation to bring it in line with the Convention. The working group included representatives of the central executive authorities, the Supreme Court of Ukraine, international and public organizations. Moreover, the project of the European Council "Preventing Violence against Women and Domestic Violence in Ukraine" is being implemented in Ukraine since 2013. One of its purposes is to provide expert assistance in preparing national legislation to implement the provisions of the Istanbul Convention with the purpose of its ratification. In March 2013 the Cabinet of Ministers of Ukraine submitted the Draft Law of Ukraine on Preventing and Combating Domestic Violence for consideration to the Verkhovna Rada of Ukraine, one of the tasks of which is to give expert assistance in preparing national legislation to implement the provisions of the Istanbul Convention with the purpose of its ratification. Since the document has a number of serious remarks, the new version of the abovementioned draft law has been prepared.

63 | As of today a package of changes is being prepared for introduction to the legislation of Ukraine, which is to be submitted for consideration to the Verkhovna Rada of Ukraine along with the Draft Law of Ukraine on Ratification of the Convention of the European Council on Preventing Violence against Women and Domestic Violence and bringing it in line with the international legislation requirements.

- **To the clause 47 of the Concluding Observations of the Committee regarding the information on implementation of the Beijing Declaration and the Platform for Actions**

64 | After adoption of the Beijing Declaration and Platform for Action Ukraine has reached a certain progress in the area of contributing to gender equality and extension of the rights and opportunities for women. The major achievements, according to the experts, include creation of the regulatory base on the issues of gender equality; development of the national mechanism for ensuring equal rights and opportunities for women and men; strengthening the potential of the public organizations, dealing with the gender equality problems and extension of

rights and opportunities for women; development of gender education; creation of the system for preventing and combating gender violence.

Notwithstanding the evident achievements, the main problems in the area of ensuring gender equality and extension of rights and opportunities for women and men remain the same, i.e., lack of political will to implement gender transformations at the management level of the legislative and executive bodies and at the level of local authorities; the low representation level of women in public and political life; persistent stereotypes regarding women' and men' roles in the society and family; the high level of gender segregation (horizontal and vertical) on the labor market; difference in wage rates, unequal opportunities for access to the economic resources, as well as differences in the qualitative characteristics of employment and social status of women and men; insufficient legal awareness of the citizens on gender discrimination issues.

Owing to the implementation of the state gender policy the majority of the problems are planned to be overcome and the majority of the goals, stipulated by the Beijing Platform and Platform for Action, are planned to be reached. Ukraine sees the following priorities towards reaching gender equality and extending rights and opportunities for women and men within the framework of the current discussions on the Goals of post 2015 Sustainable Development Agenda: to increase the responsibility of the governments for the financing of events aimed at reaching gender equality and extension of rights and opportunities for women; to ensure inclusion of gender aspects into all projects, programs and, in general, into the activity of the international organizations and donor institutions; to support female leadership in all areas and at all levels; to actively involve men into the advancement of the gender principles and combating violence against women; to increase women's role in peacekeeping and safeguarding all over the globe; to carry out surveys and developing arguments on gender policy influence on the development of the economy, demographic trends, social development; to develop and implement international programs, targeted at extending women's access to small and medium business; to include gender aspects into the events on environment protection at the international, regional and national levels; to include gender approaches into the healthcare policy and popularization of the healthy lifestyle. These priorities will allow to eliminate gender disproportions still being preserved in Ukraine.

- **To the clause 48 of the Concluding Observations of the Committee regarding implementation of the Millennium Declaration**

65 | Ukraine has adopted the Millennium Development Goals in 2000. Ensuring gender equality represents the Third Goal of the MDG for Ukraine. This goal includes 2 tasks and 4 indicators, approved in 2003 and revised in 2010. Their aim is to ensure gender correlation on the level at least 30 - 70% of each sex representatives at the representative authorities and at the highest levels of the executive authorities, as well as a two-fold decrease of the differences in the income of women and men.

The Ministry of Economic and Social Development annually monitors execution of the Goals till 2015, ensures their consideration in the strategic and program documents of the Government. In September 2013 during the 68th session of the UN General Assembly, the National Report "Millennium Development Goals. Ukraine 2013" was presented. According to its results, ensuring gender equality represents one of the goals, the achievement of which till 2015 is practically impossible. At the same time, within the period of 2000-2013 it was possible to improve the gender correlation almost in two among the highest civil servants and, thus, almost practically to reach the planned index. But by the rest of the indices the progress is worse. The difference in the average wage rate for women and men has decreased only by ¼ (not ½ as planned), and in the gender correlation of members of parliament at the Verkhovna Rada of Ukraine and members of parliament at the local authorities the changes have almost been absent.

At the regional level the Millennium Development Goals were also adopted for every single region, and ensuring gender equality became the constituent part of many documents.

In 2010 the intergovernmental dialogue on the Post 2015 Development Agenda was initiated. The Ministry of Economic and Social Development in cooperation with the National Institute for Strategic Studies and the Ptoukha Institute for Demography and Social Studies of the National Academy of Sciences of Ukraine have prepared the new report "Post-2015 Ukraine: The Future We Want". The document includes the issues on ensuring gender equality. In particular, the Section 2.1 "Equality of opportunity and social justice: Building an equitable, socially inclusive society where exclusion and marginalization are impossible" reflects the issues of gender inequality in the employment area (i.e. existence of the traditional "female" and "male" types of economic activity in Ukraine) and difference in wage rates of women and men.

- **To the clause 46 of the Concluding Observations of the Committee regarding consultations and cooperation with NGOs on the issues related to the implementation of the Convention and preparation of the periodical report**

66 | The preparation of this Report became the interdepartmental and cross-sectoral process, which involved central executive authorities, research institutions, public organizations and international agencies. The coordination was carried out by the Ministry of Social Policy, which submitted requests for the implementation of the Convention to the central executive authorities, research institutions, public organizations. In return, the Ministry of Social Policy received informational and analytical materials and statistical data from all involved agencies.

The working group was created for preparation of the report. It included the representatives of the Ministry of Social Policy, other central executive authorities, scientific institutions, public and international organizations. The working group held 3 meetings to discuss common achievements, problems and priorities, 5 thematic roundtables and a number of consultations discussing individual components of the report.

Article 3

67 | Over the reporting period the Ukrainian legal framework on ensuring equal rights and opportunities for women and men has been updated and improved, the following legislative acts have been adopted.

The Verkhovna Rada of Ukraine:

2010 – ratification of the European Council Convention on Combating Trafficking in Human Beings;

2011 – adoption of the Law of Ukraine on Combating Trafficking in Human Beings;

2012 and 2014 – adoption of the amendments to the Law of Ukraine on Ensuring Equal Rights and Opportunities for Women and Men;

2012 – adoption of the Law of Ukraine on Principles for Preventing and Combating Discrimination in Ukraine and on Employment of Population stipulating equal opportunities for all citizens (including without regard to gender) to free choice of activity.

The amendments were introduced to the Family Code of Ukraine, which increased the minimum marriage age for women to 18 years. Thus, this age became equal to the minimum marriage age for men.

2014 – introduction of the amendments to the Law of Ukraine on Political Parties in Ukraine, which stipulate that the quota size determining the minimal level of women representation in the electoral list of parliamentary candidates of Ukraine from a party in the national-level district should be at least 30 percent of the total number of candidates in the electoral list.

The Cabinet of Ministers of Ukraine:

2010 – approval of the Plan of Events for National Campaign "Stop Violence!" for the period till 2015;

2012 – approved: Decree on the National Anti-Trafficking Coordinator and Decree on the Approval of the Provision about the establishment and operation of the Unified State Registry of Trafficking Crimes; The State Target Social Program on Combating Trafficking in Human Beings for the period till 2015.

Approved: Defining procedure of the trafficked persons status; Procedure of paying one time financial assistance to persons who received status of trafficked persons; Procedure of interaction between entities that perform measures in the sphere of counteraction to trafficking in human beings.

2013 – adoption of the State Program, developed on the basis of the Concluding Observations of the UN Committee on the Elimination of Discrimination against Women, Millennium Development Goals, results of the state and public monitoring of the previous State Program and the best international practices;

The State Target Social Program on Combating Trafficking in Human Beings for the period till 2016, the main directions of which are creating conditions for the development of family; formation of conscious and responsible attitude to parenthood; implementation of the mechanism of complex assistance to families in difficult life circumstances, target assistance and social services; preventing antisocial manifestations in the family, especially violence

2010 – the consultatory and advisory agency – the Expert Council for consideration of com-

plaints against sex-based discrimination – was created at the Ministry for the Family, Youth and Sports (at that time being the central executive authority responsible for gender policy);

2013 – the Ministry of Social Policy approved: the standard for rendering of services in the sphere of counteraction to trafficking in human beings, the standard for rendering services of social integration and reintegration of persons who suffered from trafficking in human beings, and the standard for rendering services of social integration and reintegration of children who suffered from trafficking in human beings.

The Program for training specialists employed in the area of combating trafficking in human beings, which is currently being implemented by local executive authorities.

The Methodological recommendations on working with persons who suffered from trafficking in human beings.

- **To the clause 26 of the Concluding Observations of the Committee regarding information and sex-disaggregated data about the kinds of violence against women and the number of women who appeared to be victims of such violence**

68 | The observation on the lack of information and sex-disaggregated data about the kinds of violence against women and the number of women, who appeared to be victims of violence, remains unresolved.

Statistical court reports on domestic violence are collected, but they require improvement and changes. Thus, in the statistical reports on domestic violence, except for completed criminal proceedings, there is no information on the number and sex of persons (adults and children) who suffered from violence or information on the kind of domestic violence. Available statistical reports does not allow to comprehensively analyze causes and circumstances of committed offences.

The government statistics also does not show much about the prevalence of domestic violence. Out of 11 international statistical indicators on violence only 4 are collected in Ukraine starting from 2010.

69 | In the absence of statistical data, within the scope of the preparation of this report some sociological researches have been conducted that allow determining the level of domestic violence in the country. The depersonalized data on the clients of crisis centers helps to define the correlation of different kinds of violence and social and demographic characteristics of its victims.

The most widespread kinds are physical violence (82%) and psychological violence (80%). Less often women complain on economic (51%) and sexual violence (11%). Usually, violence is complex, 43% of the clients have suffered from at least three kinds of violence (physical, psychological, economic).

The principal social and demographic characteristics of the clients at the specialized centers:

The average age of the centers' clients is 35.5 years, although women of any age suffer from violence – the youngest client was 15 years old, the oldest – 83 years old. 60% of the clients were in the centers together with children, including 35% - with one child, 25% - with several children. The obtained data disproves the widespread opinion that uneducated women are more likely to suffer from violence: 31% of the clients have higher or undergraduate education, 55% - secondary education and only 14% have incomplete secondary education.

The majority of clients belongs to economically active population (79%), but only a small part of them is working (27%), and yet a smaller part has an income to provide financially oneself and children. Many women are on maternity leave or are actually unemployed. Every fifth woman does not have any occupation/profession.

Almost one-third of the clients is from the countryside. This disproves another myth that women from the country do not go to the crisis centers and these centers are usually located in the cities.

Only 40% of the centers' clients had their own housing. The absence of available social housing compels women to accept domestic violence.

The research showed that families of origin of women who suffered from violence are often anti-social: every two out of three clients do not have family connections; only half of the women have support from close social environment.

The women coming to the institutions have low self-esteem – about 90% were lacking self-confidence.

Only a quarter of clients suffered from violence for less than one year, almost half of the clients suffered for several years, the rest – for 10 years and more.

The problem of violence against women using drugs who frequently suffer from violence on the part of the law enforcement representatives should also be mentioning.

- **To the clauses 26, 27 of the Concluding Observations of the Committee regarding the fact that the majority of punishments for domestic are fines and necessity for ensuring effective measures of punishment in cases related to domestic violence**

70 | Data on further application of fines as the most widespread form of punishment in domestic violence cases support the Concluding Observation No. 26: in 2010 a fine was used as punishment in 87.7% of cases, in 2012 – in 88.3% of cases.

71 | In March 2013 the Government submitted for consideration to the Parliament the Draft Law on Preventing and Combating Domestic Violence, which was adopted by the Verkhovna Rada at the first reading. The new draft law uses a notion not of “family”, but “domestic” violence, which provides the possibility for a wider application; a scope of persons falling under the law has been extended; a list of bodies and institutions responsible for preventing and combating violence has also been extended; a greater attention has been paid to the protection of the rights and assistance to various categories of persons who suffered from domestic violence, to the clear division of authorities among different state agencies, and to the measures for preventing domestic violence. The draft law cancels such form of punishment as a fine.

- **To the clause 29 of the Concluding Observations of the Committee regarding the obstacles for women in the access to the services of the shelters and social centers for domestic violence victims**

72 | The research data of the centers that aid violence victims demonstrates that a lot centers (almost one third) is targeted at various categories of clients. The persons released from places of imprisonment, homeless persons and other clients with asocial behavior, primarily men receive permanent services along with women who suffered from violence. This creates new threats for women who suffered from violence, in particular, provocations and conflicts inside the institutions.

The other identified factors limiting access of women who suffered from violence to the services of the specialized establishments are the low level of awareness among women about such institutions, the services and conditions of service rendering; the low level of trust of women who suffered from violence to any social institutions; the lack of available places at the institutions; the limited financing of the centers (at some centers foods are not purchased, the issue of facility renovation is not solved, and heating supply is absent), etc.

A lot of centers (according to their provisions) do not accept women with serious health problems: HIV, tuberculosis, psychological diseases, drug addiction, etc. Every 4th center limits the age of the clients – 18-35 years, however, according to the survey results the average age of the clients is 35.5 years. While there are no centers aiding the elderly women who suffered from violence, as well as women requiring additional care (with musculoskeletal system disorders, etc.).

In 2013 the International Charity Foundation “Ukrainian Foundation for Public Health” and “The Right to Health” in cooperation with the Ministry of Social Policy launched the pilot project “social apartment” in Kyiv City as a way of rehabilitation for mothers who suffered from violence. Women with HIV or those who were drug addicts can also be accommodated in the social apartment.

73 | Various health and age limitations of the clients have their own justification, but in this case, there should be opened other centers, which would provide all women with the possibility to apply for aid, regardless of the age, health condition and availability of places in the institutions.

- **To the clause 29 of the Concluding Observations of the Committee regarding training of social workers on issues of rendering services to the violence victims, so that they would be able to adequately aid the victims**

74 | Preparation of a specialist to work with the violence victims and offenders is stipulated by the Action Plan of the National Campaign “Stop Violence!” over the period till 2015 and the State Target Program for Family Support till 2016. They include complex activity for specialist training on issues of preventing and combating violence (law enforcement representatives, employees of social services centers, judges, etc.); carrying out informational events, production and distribution of social advertising, elaboration of minimal service standards for persons who suffered from violence, development and implementation of the corrective programs for persons who committed violence.

In order to implement the Plan in 2013 the Ministry of Social Policy developed the Training program on issues of preventing domestic violence for social workers, social work specialists and

other specialists who render social services. The Agency conducts skill development training for specialists who work in the field of domestic violence prevention, including management and specialists of the regional social services centers for family, children and youth, child services, etc.

In 2013 the International Charity Foundation "Ukrainian Foundation for Public Health" in cooperation with the Ministry of Social Policy, the International Humanitarian Center "Rozrada", the All-Ukrainian Public Center "Volunteer" under the auspices of the organization "UN Women" have developed the complex Program for correctional and rehabilitation work with young girls (14-18 years) and women who suffered from violence. The Program includes methodological description of work on diagnostics, motivation consulting, individual and group work. Besides, under the auspices of the Coordinator of the OSCE projects in Ukraine in cooperation with the MIA of Ukraine, the specialized course for combating domestic violence has been developed; training of the students of public security police faculties of the MIA higher educational institutions and skill development programs for acting district police officers are provided on a permanent basis.

75 | The survey data received from the management of the centers rendering services to women who suffered from violence is less optimistic: in every sixth center, no specialist received training over the period of 2013-2014. Opportunities for training employees of the centers of municipal and state ownership are limited, meanwhile, non-state centers are highly loaded with various types of training, which demonstrates the lack of coordinated actions between local authorities and public sector in this direction.

- **To the clause 27 of the Concluding Observations of the Committee regarding research on violence against women**

76 | In the recommendation 27 the Committee suggests to increase the level of the conducted research and data collection on the scope of distribution, reasons and consequences of violence against women. 10 studies have been conducted and 4 methodological manuals have been published in Ukraine since 2010 (Annex 3).

77 | The analysis of the studies and methodological publications conducted and developed over the reporting period shows the range of the investigative interests. The problem for the specialists employed in the area of preventing domestic violence is the accessibility to the results of this research, as the major part of them is not published or published in limited number of copies, the practice for preparing digests on new research and familiarization of the interested civil servants and practical workers are absent.

- **To the clause 26 of the Concluding Observations regarding effectiveness of the legislation for preventing domestic violence**

78 | The dynamics of the statistical data on domestic violence (Annex 4) shows that all parameters: "Registered notifications about threatening or committing domestic violence", "Preventive police record", "Number of families suffering from violence", "Number of persons who received official warning on prohibition to commit domestic violence" have a trend towards increase or remain at a high level. However, according to the experts, as of today the population attitude towards domestic violence has changed, which represents a positive trend and certifies that the population more and more perceives domestic violence as a negative fact, which may be and should be responded to by involving police and social sphere workers. Meanwhile, the number of violence victims sent to specialized for rehabilitation is growing.

79 | The data of the mass social survey conducted in the process of preparation of this Report showed that 1% - 3% of the interviewed women aged 16 years and more had a personal experience of violence. 3% of the respondents informed about the cases of psychological violence, 2% - about physical violence. The information about economic and sexual violence was provided by less than 1% of the women – these forms of violence are less often determined by the respondents as violence facts, and the issue of sexual violence is a taboo in society, which leads to the problem suppression. From 2% to 17% of the respondents informed their closest circle of friends and relatives about the cases of various forms of domestic violence, and the most frequent answers again were physical and psychological violence.

80 | The data of the Annex 5 shows that considerable work is carried out with persons who have committed violence – their number of persons sent to corrective programs is growing. In 2013 the regulations of the Criminal and Procedural Code of Ukraine on detention of an offender were changed, and now it is actually prohibited to detain an offender away from the family for more than three hours. This reduces the possibility to ensure security for domestic violence victims.

- **To the clause 34 of the Concluding Observations of the Committee regarding poverty and mass misery among women**

81 | According to the National report on Millenium Development Goals Report (2013), in general, gender factor insignificantly affects the parameters of poverty, i.e. there are no significant differences in poverty levels in terms of gender. However, there are certain categories of women, such as elderly women, for whom poverty is a huge problem.

82 | However, due to the complicated political and economic situation in the country the last government initiatives, in particular, the Law of Ukraine on Preventing Financial Catastrophe and Creating Opportunities for Economic Growth in Ukraine, adopted on March 27, 2014, may increase the risks of poverty for women. These initiatives stipulate reduction of the number of public sector workers and refusal to increase the minimum wage for one year, which shall significantly affect salary level in the public sector. Considering that a share of women employed in many fields of the public sector amounts to 70% - 90%, they are to face poverty risks.

- **To the clause 42 of the Concluding Observations of the Committee regarding information on vulnerable groups of women, such as women-migrants, women-refugees, women of Romani nationality and others and their discrimination on grounds of sex, race or ethnicity, disability, age or sexual orientation**

83 | The data of mass survey helped to empirically reveal the kinds of the most widespread discrimination against women in Ukraine. Among the interviewed women from 2% to 3% responded that they have personally faced discrimination, 11% of women have suffered from at least one of six investigated kinds of discrimination, 5% - of the multiple discrimination. Actually, the spreading of discrimination may be more significant due to the taboo problem, inability of the respondents to identify discrimination. From the listed forms of discrimination the respondents more often have faced gender discrimination in the process of employment. In job advertisement the employer's requirements to gender or the advantages for a peculiar gender are often stated - 14% of the respondents have noted this fact referencing their personal experience or experience of their relatives/friends. 10% of the responses referred to such manifestations of discrimination as underpayment and insufficient representation of women in the big and medium businesses in comparison with men.

Over the reporting period scientific research has been conducted in some categories of women pertinent to the risk groups, primarily with the technical support of the United Nations Population Fund. The results of research are given below.

84 | Women staying in places of imprisonment. Currently in Ukraine approximately 7 thousand women stay in places of imprisonment. According to the data of the Commissioner for Human Rights of the Verkhovna Rada in some detention facilities the adequate conditions for the imprisoned women have not been created: the facilities of the reception center is not equipped in a proper manner and require reconstruction, the majority has are unsuitable for use. The facilities for temporary detention are too narrow; there is no daylight (some of them have no windows), practically there is no ventilation.

In the reception centers for temporary detention of prisoners the boxes almost without furniture are used, in some of them there is no possibility to sit down, and there is no water or toilet. Inside the boxes there is only electric light, and all other conditions are unsatisfactory: no ventilation, adequate sanitary and hygienic state is not maintained.

The bathrooms in reception center are neglected. Medical assistance in the detention facilities of the State Penitentiary Service of Ukraine does not comply with the appropriate medical standards.

85 | Elderly women in Ukraine. Ukraine belongs to the countries with a rather high level of ageing and this process will progress quickly in the next few decades. The share of women aged 65 years and older will compose 28% of women's population of Ukraine, and 20% of men, respectively.

There is a serious problem in Ukraine related to the availability of qualified medical assistance for the elderly population. The shortage of funds on medicines, medical services, lack of necessary medical equipment and long queues in the medical institutions are the predominant evaluations of quality and availability of medical services in Ukraine among the unemployed retired people. The problem of territorial availability of medical assistance for elderly is the most urgent for the rural population, but is still less pressing than the problem of financial unavailability of medical services.

The elderly are one of the most vulnerable categories regarding poverty risk. The risks of deprivation poverty for women are more than half as much as many than for men: every tenth

household of single man and every sixth household of single woman are poor. Only cohabitation with children and younger persons balance men and women in their level of poverty.

The first study of the elderly women's status "Gender aspects of ageing in Ukraine. The elderly women in the social and demographic structure of population" has been conducted in Ukraine. In the course of the study, the specific character of social role of an elderly person in the Ukrainian society was analyzed. The most negative characteristics of the retirement age according to the research data are "diseases, malaise, weakness" and "financial problems, low pension", and the biggest advantage – "free time availability".

The problem should be further studied and recommendations should be developed on alleviating elderly women discrimination.

86 | Women of Romani ethnicity. In course of several studies, it was revealed that the Romani ethnicity women in Ukraine are subject to multiple/cross discrimination on the grounds of gender and ethnic factor. They face discrimination, inhuman and humiliating treatment on the part of doctors and hospital personnel, sometimes they are refused in medical assistance.

The report "Everyday practices of institutional discrimination: Ukrainian dimension", prepared by the Center for Society Research in 2013, emphasizes that the discrimination of the Romani in the Ukrainian society is caused generally by their social and economic situation. The direct discrimination of the Romani is usually demonstrated by the refusal in access to different benefits or in collaboration with them because of their ethnicity.

The direct discrimination is often institutional, as it is caused by the different public institutions: healthcare, education, job market, law-enforcement agencies.

On April 8, 2013 the Decree of the President of Ukraine "On Strategy of Protection and Integration of the Romani Minority into the Ukrainian Society for the period till 2020" was issued. This Decree stipulates the measures on provision assistance to the Romani communities and alleviation of discrimination of the Romani women.

87 | HIV positive women. According to the results of research "Gender aspects of rendering of services to PLWH" conducted by the GFK UKRAINE for the All-Ukrainian Charity Organization "All-Ukrainian Network of PLWH" (December 2012), 8% of women and 4% of men confirm that they have got HIV-positive status as the consequence of violent acts, another 12% of women and 9% of men admit the possibility, that they can be violence victims. 26% of the employees of the HIV service organizations in their work have faced situations when the violence cause HIV transmission to women.

According to the data of this research, the employees of the HIV service organizations more often face violence against women, than against men: cases of psychological violence (70% referred to the incidents with women, 46% - with men), physical violence (57% and 35%, respectively), economic dependence (49% and 23%), contraceptive sabotage (54% and 15%), compelling abortion (46%) or childbirth (31%), and less mentioned compelling drug use (15% and 13%).

In the course of research "Prevention of violence against women in complicated life circumstances: development status and activity maintenance", conducted in 2012, 100% of the interviewed HIV-positive women responded that they suffer from violence related to their HIV status. Within the scope of the project of the ICF "Ukrainian Fund for Public Health" with the support from the institution "UN Women" and in cooperation with the All-Ukrainian Charity Organization "All-Ukrainian Network of PLWH", the component of service integration for HIV-positive women regarding prevention of violence and its inclusion into the work of the HIV service organizations is being worked on.

The increased violence vulnerability of the HIV-positive women influences their access to services and life quality. Very often HIV-positive women are drug users and commercial sex workers who suffer from violence. Besides, the specialists identify pregnant women and women with children as the categories most vulnerable to violence.

The HIV-positive women often refused in the services of assisted reproductive technologies, especially in vitro fertilization (IVF). The regulatory acts of Ukraine stipulate HIV infection as a contraindication to the infertility treatment in women by means of assisted reproductive technologies for budget funds.

88 | To overcome the problem of discrimination and violence against HIV-positive women it is required to extend the work on organizing informational and educational events on preventing violence in the society and elimination of the stigmatization and discrimination against PLWH; organizing informational events for women living with HIV and vulnerable to HIV (especially among the IDU and CSW) on prevention of violence with recommendations and information at

to what should be done and where the victims of the violence should apply; carrying out trainings for the PLWH on partner relations between a man and a woman, overcoming of gender stereotypes towards men's dominance and rights of men on violent actions; providing the legal consultations and crisis psychological consultations to the women who suffered from violence; creating rehabilitation centers available for the HIV-positive violence victims, including those with children; adding services for violence prevention regarding HIV-positive women into the work of the HIV-service organizations.

89 | In Ukraine discrimination against women by sexual orientation and gender identity does not receive sufficient attention. This leads to the problem suppression, "invisibility" of such discriminated groups as lesbians, bisexual and transgender women, their legal vulnerability, and ignoring homophobic and transphobic attitudes in the society.

- **To the clause 44-45 of the Concluding Observations of the Committee regarding provision of the sufficient statistical information on women's status in all areas covered by the Convention**

90 | The state statistic authorities of Ukraine perform collection, generalization and publication of the data received in 113 state statistic observations (based on the results of 2013) by 35 sections of the economic, social, demographic, ecologic and other areas of statistics. The collection and procession of the statistical data was carried out in 2013 according to 145 reporting forms and 23 questionnaires for target state statistical observations, which included, according to the experts, up to ten thousand parameters. The parameters with the difference by sex, which are the basis for the gender statistics development, were included in 24 forms of the state statistical observations (21% out of total quantity of the forms). The parameters of state statistical observations, aimed at collecting of information on social and demographic issues directly relating to the individual characteristics, usually stipulate the possibility of their further differentiation by gender and preparation of publication on gender topics.

Moreover, the State Statistics Service of Ukraine widely uses administrative data of the ministries and institutions in its information and publication work, cooperates with more than 30 ministries and institutions, and receives from them information in 300 forms of administrative reporting, of which - 75 (25% of the total quantity) contain parameters on gender differentiation.

The statistical digest "Women and Men in Ukraine" is published every two years.

The current national system of gender statistical parameters is grouped by the categories. It includes absolute and relative (derived and estimated) parameters, which allow to assess the status of women and men in the society. As of today, the national system of gender statistics includes 115 absolute and estimated parameters, which, by the methodology of their determination (or calculation) comply with the European and international statistical standards.

The new indicators of gender equality represent a set of 123 parameters, recommended for use in the member-states of the Conference of European Statisticians (CES). The parameters are grouped by the scheme of the Beijing Action Platform and are divided into main (47 parameters) and additional parameters (76).

Considering constant development of the European and international statistical methodology for gender statistics, the national statistics service is liable to constantly carry out the work on revising and improving methodological approaches in this area.

- **To the Clause 45 of the Concluding Observations of the Committee regarding strengthening of the data collection system to assess the trends on issues related to women and progress of ensuring actual equality for women**

91 | Over the recent years, the State Statistics Service of Ukraine has conducted work on revising and defining priority directions in order to improve the gender statistical methodology. The national base of the gender statistics was assessed regarding its compliance with the needs of the national customers and recommendations of the international organizations. Moreover, the expert poll was carried out among the customers to assess the condition and prospects for development of this statistical area. The recommendations on priority directions of the gender statistics development in Ukraine were prepared based on the results of the performed analysis.

Article 4

- **To the clause 23 of the Concluding Observations of the Committee regarding quota allotment for representation of women at the highest levels**

92 | The special temporary measures were declared in the Law of Ukraine on Ensuring Equal Rights and Opportunities for Women and Men. Speaking about special measures in Ukraine, it is usually meant quota allotment for women's representation at the highest levels of political, economic and social life.

The draft laws on introduction of gender quotas, in particular, in the structure of the members of councils at all levels several times were submitted to the Verkhovna Rada during its sessions. The Draft Law on Introducing Amendments into Certain Laws of Ukraine regarding Ensuring Equal Rights and Opportunities for Women and Men was adopted on October 23, 2013 during the Government session, and it was registered at the Parliament. The major purpose of the draft law was to ensure parity representation of women and men in the lists of the political parties and electoral lists among members of parliament at all levels, at the state and local authorities through introduction of gender quotas.

The draft law was supposed to introduce amendments into the Laws of Ukraine on Ensuring Equal Rights and Opportunities for Women and Men, on Election of Members of Parliament of Ukraine, on Election of Members of the Verkhovna Rada of Ukraine, Autonomous Republic of Crimea, Local and Rural Councils, and Settlement and City Heads to ensure certain level of representation of parliament candidates of that sex which is less represented in the electoral lists.

In 2013 the Law of Ukraine on Introduction of Amendments into Certain Laws of Ukraine on Ensuring Equal Rights and Opportunities for Women and Men introduced changes to the Law of Ukraine on Political Parties in Ukraine, according to which the amount of quotas determining the minimal level of women's representation in the electoral list of parliamentary candidates of Ukraine on behalf of a party in the nationwide district should make at least 30% of the total quantity of the candidates in the electoral list. The law does not include provisions for single-member districts, does not clarify numerical order of female candidates in the party lists, and also does not include strong enforcement mechanisms, but it is still a positive step forward. No other quotas regarding women's representation were approved. The very low level of gender awareness can explain the unwillingness of the members of the parliament to vote for the quotas for women's participation in the social and political life of the state and business.

93 | According to the experts, ensuring transparent financing of the political life is a very important aspect in ensuring gender equality. Transparency would positively affect the balance of women's representation: those political parties that shall not "buy" votes, and shall be oriented towards the majority of voters, and women are the majority, which would be more represented in their electoral lists.

94 | The representatives of the ministries and institutions in question, leaders of the civil society organizations should conduct educational and explanatory work with the members of parliament on gender issues. The necessity for quota allotment should be supported not only by the obligations of Ukraine (in particular, the Convention on Elimination of All Forms of Discrimination against Women, Beijing Declaration and Millennium Development Goals), but also by the specific international and national examples of the influence of increased women's representation in various fields of decision-making in various countries, industries, and communities. Thus, for this purpose descriptions of the best of such practices should be presented.

- **To the clause 23 of the Concluding Observations of the Committee regarding temporary special measures for the benefit of women suffering from various types of discrimination**

95 | The temporary special measures for the benefit of women, suffering from various types of discrimination, such as Roma, have not been prepared and discussed yet.

In May 2014 the Ministry of Social Policy under the auspices of the United Nations Population Fund for the first time has organized a roundtable "Women from risk groups regarding various types of discrimination". It was the first time when a list of women's categories belonging to the risk groups was created; it included: unemployed women; rural women; elderly women; women-migrants; women-refugees; women belonging to the category "displaced citizens"; Roma nationality women; HIV-positive women; women - injecting drug users; women - commercial sex workers; disabled women; lesbians and bisexual women, transgender women. The results of the roundtable showed that primarily non-governmental organizations deal with women of these risk groups. There are no statistical data on them, and empirical data are incomplete and could not be subject to complex analysis, because these data are not complete the previous ones.

96 | Data of the mass sociologic poll showed that 11% of women aged over 16 years, upon

their confession, had the experience of discrimination, and 5% of women had a numerous discrimination experience. Extrapolating these percents into the absolute figures one may state that over 1.5 million of women have the experience of discrimination, and over 700 000 of women have the experience of numerous discriminations. However, the elaboration of measures (temporary included) to eliminate discrimination against them is under discussion.

97 | A substantial contribution into the investigation of the risk group women is made by the UN Population Fund. The surveys targeted at women position on the labor market, elderly women, Roma nationality women, and clients of the crisis centers for women - violence victims etc. have been conducted under its auspices over the recent years. The results of the surveys have attracted the attention of the authorities and population.

- **To the clause 3 of the Article 4 of the Convention.**

98 | All state measures aimed at maternity welfare were given in the previous Report still prevail. Moreover, the implementation of the state policy for active social aid for families in complicated life circumstances has been started in 2012. The state budget have granted a subsidy to introduce 12000 positions for the social work specialists into the staff structure of the social services centers for family, children and youth and to strength material and technical base of the centers. It gave a possibility to strengthen considerably the social work with various categories of the families: a number of families that started receiving social services have increased by factor of 5, by factor of 3 - has been covered with social support. However, in 2014 a state subsidy has not been granted, financing of the social work specialists has been entrusted upon the local budget, and, as a result, a considerable amount of them has been winded up. Along with that the functioning of the social work specialists in many cities and villages gave positive results, in particular, in prevention and counteraction of family violence that is why local authorities raise money to finance such specialists.

The issue of a job cut of the staff employees when introducing positions for social work specialist still remains a topical one for the social services centers for the families, children and youth.

99 | It would have sense if the Ministry of Social Policy contributed to the development of the institute of the social work specialists to work in the communities, as well as to train acting employees of the social area in practical skills of ensuring equality of rights and opportunities for women and men, of rendering aid to persons suffered from any type of discrimination.

Article 5

- **To the clause 25 of the Concluding Observations of the Committee regarding preservation of the traditional stereotype beliefs about the role and obligations of women and men in a family and society in general**

100 | The problem of preserving gender stereotype for Ukraine still remains topical, however, for the most part - theoretical, then practical: they speak about it, hold events for counteracting stereotypes, but none defines its real scope and extent. The work for counteracting stereotypes reproducing gender inequality is unsystematic and is more formal in its nature.

In 1999 the Institute for Sociology of the Academy of Sciences carried out investigation of gender stereotypes among the population of Ukraine, in 2007 within the "Equal Opportunities" UNDP the second large gender research "Gender Stereotypes and public attitudes to gender issues in the Ukrainian society" was conducted, the results of which could have become a basis for the further monitoring, however, as of today, the monitoring of the gender stereotypes has not been carried out on the national basis.

- **To the clause 25 of the Concluding Observations of the Committee regarding creation of the discriminatory image of women in the mass media and advertising campaigns and regarding measures to eliminate stereotype beliefs related to vulnerable groups of women**

101 | The legislation of Ukraine (the Laws on Information, on Printed Media, on Tele and Radio Broadcasting, on Advertising etc.) does not stipulate any limitations for women and men. Moreover, the Law on Advertising prohibits any contents of discriminatory beliefs based on gender.

The State Program for the period up to the year 2010 scheduled MSM monitoring to reflect women'and men'role all fields of life. As of today such monitoring is carried out by the International Women'Rights Center "La Strada Ukraine". The monitoring is also carried out by the public organi-

zations on the local level, in particular, in Vinnytsia and Poltava Region. The content-analysis of the mass information is also included into the programs for carrying out trainings for civil servants.

102 | In 2011 women public organizations along with the “Program for equal opportunities and rights for women in Ukraine” of the UNDP_EU, the Heinrich Böll Foundation and the Ukrainian Marketing Association developed Standards for the non-discriminatory gender-based advertising, which were approved by the advertisers association. The standards were registered by the marketing experts and advertisers of the leading advertising agencies. In 2012 the Standards were registered at the Ukrainian Scientific-Research and Training Center of Standardization, Certification and Quality Problems.

103 | State Program for ensuring equality of women and men for the period up to the year 2016 stipulates information campaigns with the participation of the mass media, cultural and educational institutions to overcome stereotype beliefs about the role of women and men. The State Committee for Television and Radio Broadcasting of Ukraine, the National Television and Radio Broadcasting Company of Ukraine and regional television and radio broadcasting companies within the framework of the Program implementation broadcast programs to highlight gender problems, violence problems against women and human trafficking, create gender culture and to highlight events to implement state programs for gender equality, family support, counteract human trafficking and National plan of actions “Stop Violence”. The informational materials aimed at targeting and eliminating stereotypes and creating gender equality culture within the society are manufactured and distributed within the regions of Ukraine. In particular, two editions of the books for school children “We are different – we are equal” (2010), a monograph “Gender identity in the ontogenesis of the individual” (2011), a training manual “Gender socialization of the elementary school children” (2011), a scientific methods manual “Gender upbringing of the preschool children” (2011), a manual for the trainers “Gender equality in education” (2011), a digest of the recommendations “Gender standards of the modern education” (2010) and others. To solve this problem public and international organizations prepare informational materials, carry out trainings, competitions, roundtable meetings and other events for the representatives of the MSM regarding balanced image of women and men in the MSM. The information campaign on issues of creating gender equality culture in the society was carried out in 2013 within the framework of cooperation with the International Women’s Rights Center “La Strada Ukraine”. A manual “Gender for media” was published for journalists in 2013 under the auspices of the Heinrich Böll Foundation in Ukraine.

However, the listed above events to eliminate patriarchal stereotypes have no the desired effect: the legislation does not stipulate sanctions in case of gender discrimination, which makes it ineffective; the results of the MSM monitoring show that mass and advertising media are overloaded with sexism and gender discriminatory images, infringing rights of women and resulting in reproduction and deepening of the negative gender stereotypes, sexual objectivation of women and excuse of violence.

The surveys conducted over the recent years prove that the important source for creating gender stereotypes is mass media; practical events aimed at overcoming gender stereotypes do not specify at which stereotypes exactly they are aimed, they are non-systemic, do not presuppose effectiveness assessment and have no any criteria of such assessment.

104 | The results of the survey of the Mass Media Institution (2013) certify that men are the heroes of the published editions, on the average, in 80% of cases, and only in 20% of cases MSM materials are devoted to women. The women are more often mentioned in not serious publications, society columns, rumors of family life of the famous people, and dress description. 82% of all experts are represented by males and only 18% the experts – are women. Moreover, the women in the majority of cases act as the experts in medicine, culture and law, but almost do not comment policy and economics, save for the comments of press-secretaries, where they act to the major extent as commentators.

The women also give pass to men on the illustration to the publications 24% vs. 76% with their photos again depicting gossips, “Family” and “Health” columns.

105 | In autumn 2014 the National Democratic Institute of Ukraine with financial support from the Government of Sweden initiated conduction of two campaigns aimed at informing the society about importance of women’s political leadership (“Women – 50% of success of Ukraine”) and decrease of manifestations of sexism in media (“Povaga”). The first campaign is conducted in cooperation with Western-Ukrainian center “Women’s perspectives” and Vinnytsya oblast CSO “Vidkryte suspilstvo” in Vinnytsya and Lviv oblasts, the second campaign – jointly with CSO “Institute for Development of Regional Press” all over Ukraine.

However still, the efforts related to eliminating stereotypical images of vulnerable groups are insufficient in Ukraine.

106 | The following work was carried out to implement the Concluding observations of the Committee No. 24, 25: the technology of MSM and advertising media monitoring has been elaborated and approved; the Standards of non-discriminatory gender-based advertising have been elaborated and approved; basic data to monitor gender stereotypes also exist as of today; educational programs for schools and higher educational establishments have been elaborated and approved; 12 educational and research gender centers function as of today.

To reach positive changes in the beliefs of the population about the role and obligations of women and men in the family and society in general it is necessary: to elaborate and approve criteria for the population gender stereotype monitoring in Ukraine; to carry out work to change the population gender stereotypes with regard to this monitoring results; to widespread the Standards of non-discriminatory gender-based advertising among the larger quantity of the MSM; to introduce the effective mechanism to appeal the advertising discriminatory against women; to conduct gender monitoring of the MSM and advertising with a large-scale distribution of its results; to include into the journalist training gender modules, to correct the contents of the school programs and manuals to create equality of rights and opportunities for women and men; to continue work on preparation of the teaching staff on issued of gender equality and making amendments in the textbooks to eliminate gender stereotypes; to elaborate and pass specific measures to counteract stereotype beliefs related to the vulnerable groups of women such as Roma, LGBT, rural women, disabled women, elderly women etc.

Article 6

107 | Ukraine has adopted a number of important legislative documents, targeted at strengthening battle with human trafficking over the reporting period: ratified the Convention of the European Council on counteracting human trafficking; adopted the Law of Ukraine on counteracting human trafficking; the Decree of the Cabinet of Ministers of Ukraine on the national coordinator in the area of counteracting human trafficking. In 2012 there has been adopted the State targeted program for counteracting human trafficking over the period of up to the year 2015. In 2012 there has been approved the Procedure for determining the status of a person suffered from the human trafficking; the Procedure for payment of the single material assistance to persons suffered from the human trafficking; approved Provision on establishing and functioning of the Unified State Register of Human Trafficking Crimes; approved the Procedure for counteraction of the subjects carrying out activity in the area of counteracting human trafficking. In July 2013 the Minsocpolicy has approved a range of the Standards related to the activity of the of the specialists in this domain, in particular: the standard for rendering services on social preventive measures against human trafficking, a standard for rendering services on social integration and reintegration of persons suffered from human trafficking and a standard for rendering services on social integration and reintegration of children, suffered from human trafficking; the program for training specialists, working in the area of counteracting human trafficking; methodological recommendations on work with the persons, suffered from human trafficking.

108 | According to the data of the MIA the quantity of the crimes, related to the human trafficking, is being constantly decreasing (Annex 6); there operates a National hotline to counteract human trafficking; the state pays out a single material assistance to the victims. However, not each victim can identify her/himself with the victims suffered from human trafficking, as they do not possess enough information about this phenomenon. Primarily, this relates to rural and distant mountain area population, where there are no social services workers.

109 | However, as of today the notion of “human trafficking” in Ukraine is inheriting new forms. If earlier this notion included only sexual slavery, then today it also includes sexual exploitation, labor exploitation, pulling of children and adults into the vagabondism and beggary, illegal organ transplantation, pornography etc. In terms of the extent degree the most urgent problem for Ukraine as of today is the labor exploitation – slave labor, both in agriculture and industry with the labor exploitation inside the state being more and more widespread. The second place is occupied by the sexual exploitation, the third one – by human trafficking to use the organs and to be pulled into the beggary.

- To the clause 30 of the Concluding observations of the Committee regarding root causes of human trafficking

110 | The analysis of the situation with human trafficking in Ukraine certifies that the major and primary cause of the human trafficking is the disproportion of the socioeconomic development of certain regions all over the globe. This led to the situation when all countries of the world can be divided into two parts. The first part – the donors-states – states, which citizens become victims of the human trafficking. As a rule, these are the states with the underdeveloped economy and low level of social protection of the population. The second ones are the states-recipients (states, the territory of which a “human commodity” is being imported into), which include states with a high socioeconomic development level.

The mechanism to carry out human trafficking presupposes introduction of the notion “transit country”. It is a state through the territory of which human trafficking victims are being transported into the recipient state. Predominantly, the states with high level of corruption and relative “transparency” of boards are used as transit countries.

The growth of unemployment, corruption, constant and fast decline in the living standard of the population, exit of the state onto the world market of goods and services exchange created favorable conditions for the widespread of the human trafficking in Ukraine. Save for the mentioned above causes a significant role in this situation belongs to the peculiarity of the geographic position of Ukraine and “transparency” of its boards. All that together resulted in Ukraine being a cross-road of the world routs for human trafficking victims transportation.

Disproportion of the socioeconomic development of the separate regions of Ukraine led to the situation, when separate regions became the recipients of the human trafficking victims.

As of today Ukraine is a donor-state, transit-state and a recipient-state of human trafficking.

111 | Almost one half (46%) of the centers for women rehabilitation are meant for giving assistance to women-human trafficking victims.

112 | It is required to elaborate specific measures, which would allow limiting to use Ukraine as a transit-state; decrease a number of victims-human trafficking among the Ukrainians; would make more rigorous requirements to the national employers, to exclude the possibility of human trafficking inside the state; would improve the system of socio-psychological assistance to human trafficking victims.

- **To the clause 30 of the Concluding observations of the Committee regarding international cooperation in the area of human trafficking counteraction**

113 | The international cooperation in the area of human trafficking is carried out along with the Office of the special representative of the OSCE on issues of counteracting human trafficking and Coordinator of the OSCE projects in Ukraine. The direction of cooperation is as follows: to prevent human trafficking; to reinforce the prosecution and criminalization of such crimes; to give assistance to the victims, as well as to prevent family violence and to ensure gender equality.

114 | The Coordinator of the OSCE Projects in Ukraine in cooperation with the Ministry of Social Policy of Ukraine over the period of 2009-2011 have conducted approbation in two spheres of the state mechanism for redirecting victims of trafficking in human beings, the results of which became the basis of the development and adoption of the state Procedure for cooperation of the subjects occupied in the area of combating trafficking in human beings. The main partners on behalf of Ukraine are the Ministry of Social Policy, MIA and other executive authorities.

The topic of combating trafficking in human beings was also one of the priorities of the Ukraine's chairmanship in the OSCE in 2013. Upon the initiative on behalf of Ukraine the OSCE Action Plan for combating trafficking in human beings approved in 2003 has been revised. At the end of 2013 the suggestions of the Ukrainian experts were taken as a basis for the addition to this plan.

The international cooperation in Ukraine is also implemented along with the International Migration Organization. The Representative Office of the IMO in Ukraine revealed and gave assistance in 2013 to 929 victims of human trafficking (48% of them – were women), the assistance to whom was rendered through the representatives of public organizations of the All-Ukrainian coalition to counteract human trafficking in Ukraine. Moreover, Since 2002 within the framework of the IMO programs in Kyiv exists a medical rehabilitation center of the IMO to give assistance to the victims.

- **To the clause 30 of the Concluding observations of the Committee regarding financing of the human trafficking counteraction**

115 | One of the unresolved problems of the human trafficking area remains insufficient financing for the implementation of the State program and other measures, which is first and foremost connected with complicated socioeconomic, foreign-policy and financial situation of Ukraine.

PART II

Article 7

116 | The legislative guarantees for provision of equal opportunities for women and men to vote in any kind of elections and public referenda, to be elected to any publicly elective authorities; to participate in the formulation and implementation of the governmental policy and occupy any public posts, to fulfill any public functions at any level of public administration; to participate in the activities of the non-governmental organizations and associations engaged in the matters of public and political life of the country as described in the aforementioned reports have not been changed during the reporting period.

- **To the clause 32 of the Concluding observations of the Committee regarding underrepresentation of women at the high level in the elective and appointive authorities**

117 | As has been stated in the paragraph “Temporary special measures” the draft laws on implementation of gender quotas have been introduced for several times in recent years during the sessions of the Verkhovna Rada of Ukraine, in particular, with regard to the members of parliament of any level.

118 | During the reporting period the proportion of women has increased slightly among the members of management board of the central bank; principal ministers; ministers of the Government; high-ranking public officers. It means the progress in the dynamics of women's participation at the high level in the elective and appointive authorities.

119 | At the same time a certain share of women don't know their rights to be represented in the business (79%), at the high posts of public authorities (75%), in the political parties on an equal basis with men (73%). The representation of women at any level of power requires not only the presence of special quotas for this purpose, but the desire of women to occupy these posts and possess the corresponding leadership qualities, knowledge, skills, experience etc. Therefore it is necessary to select and train women that possess necessary qualities for the work in the public authorities and to recommend them for these positions. It is more the work of women, professional, local organizations, rather than the work of public officers.

Article 8

120 | Currently, the ratio of men and women in the Ministry of Foreign Affairs of Ukraine is approximately 70% to 30% respectively in the total number of the employees. Among the managing staff of the Ministry: the post of the First Deputy Minister is occupied by a woman. The posts of middle management are occupied by 21 women (20%), the posts of senior management are occupied by 7 women (25%).

In the foreign diplomatic institutions of Ukraine the managing posts are occupied by 5 women: Ambassador Extraordinary and Plenipotentiary, Consul General and 3 heads of consular institutions.

Article 9

121 | Aforementioned data testifies that effective legislation of Ukraine on citizenship and effective international treaties of Ukraine corresponds to the article 9 of the Convention in full force and effect. The situation has not changed during the reporting period.

PART III

Article 10

122 | During the reporting period in Ukraine the gender balance at the educational level has been preserved: in the terms of education generally women are equal to men, even predominating in several cases; women enjoy equal rights with men to access to the education, obtaining of educational documents in the educational establishments of any kind, accreditation level and form of ownership both in the cities and villages; women have the right to the equal with men access to the academic programs, literature, examinations, equal qualification of teaching staff, obtaining the qualification, study rooms, receipt of scholarship and other kinds of financial assistance.

- To the clause 25 of the Concluding observations of the Committee regarding preservation of the stereotypes in the schoolbooks

123 | It should be noted in the positive aspect that educational component of provision of the equal rights and opportunities for women is expanding in Ukraine. According to the data of the Ministry of Education and Science among the higher educational establishments of the III-IV accreditation level, almost in 60% of the establishments special courses on gender issues are taught; in 24% of the higher educational establishments the authorial gender programs are prepared, instructional researches on gender issues have been issued for 102 higher educational establishments. 12 educational and research gender centers in nine districts and regions are functioning at the higher educational establishments.

Currently, systematized scientific knowledge of gender issues has been clearly defined and aimed at study of subjects – man and woman, their roles, characteristics and relations. The scientific researches in gender studies are spreading more and more in academic and university centers of Ukraine.

In 2009 the Ministry of Education and Science adopted the Order on implementation of the principles of gender equality in education. In terms of its implementation the examination of academic programs, materials and books has been carried out; educational courses on gender equality issues for the students of senior high school and higher educational establishments have been elaborated. The large-scale arrangements have been effected on promotion of gender sensitivity and awareness for more than 25 000 of teachers. The lessons of gender equality and other arrangements, aimed at the formation of gender equality culture, are held at schools periodically, research and practice conferences on gender range of problems are arranged, competitions, festivals, workshops and other interactive activities on equality issues.

124 | But these measures have not become systematic and the education is still the medium of gender stereotypes transmission, The Government, public and international organizations proceed with their work regarding resolving this problem, particularly through the implementation of the State Program for the period till 2016.

However, it should be noted that gender academic programs yet don't have a significant impact on the presence of the patriarchal stereotypes.

In the course of the ninth conference "Kiev Dialogue", dedicated to the gender problems in society, experts and politics noted that there is a misconception of the gender role in society by the children in the Ukrainian schools that is one of the gender inequality factors. But not just the content of the school programs forms the warped conception of gender by the pupils. There are only 16% of men engaged in the process of school education that usually occupy leadership positions. That is why girls of school age perceive men as the only managers in the world, because such pattern they observe within the walls of their educational establishment.

Besides, according to the experts' opinion, the phenomenon of the "concealed curriculum" is observed in the Ukrainian schools and forms the conception of each gender automatically. And, usually, female and male genders are set in opposition to each other. For example, if you read carefully the text of mathematical or physics problem, you may notice the following: all the women's activity is restricted to the household chores, garden etc. The men appear in the problems related to the creative actions, width of vies and acts. He is always active meanwhile the woman is passive.

Article 11

- To the clause 34 of the Concluding observations of the Committee regarding actual state of women on the labor market

125 | Women in Ukraine make up a significant part (48%) of the economically active population. At the diagram of the Annex 8 you can find data on the level of women's economic activity according to the age groups that testify that in the age of 25-39 years women's economic activity is more than 90% and general index of women's economic activity is 58%. The level of women's economic activity in the cities and villages is 63% and 68% correspondingly. But discrimination in the labor market remains the urgent problem for the Ukrainian women.

126 | The most obvious manifestation and result of gender inequality in the labor sphere is significant gender gap in the level of employment revenue that accumulates and reflects the influence of other inequality aspects: gender-based occupational segregation, manifestation of discrimination practice on the part of the employers, limiting influence of the family obligations on the opportunities in the professional self-actualization of the employees, roles of the

dominating gender stereotypes regarding distribution of social roles in society etc.

In spite of the specified positive dynamics during last decade the average salary of men in Ukraine is 23% higher than average women's salary. However, a share of women (according to the mass survey – 87%) even doesn't know that inequality in labor compensation is a violation of their rights. For example, the legislation of Ukraine prohibits over 500 professions and specialties for women, which limits their opportunities.

127 | Highly motivated for entrepreneurial activity Ukrainian women are not yet sufficiently involved in business – the overall score of Ukraine according to Policy Index in small and medium business is 1.5 out of 5 possible. This is not only the fact that discriminates women, but also the result of ineffective strategies from the point of view of Ukraine's economic potential.

In the small and medium business women suffer from discrimination: don't have any employment record books, no contracts or labor agreements have been concluded with them, inasmuch the owners don't want to pay the taxes from their salaries, social payments and vacations etc.

It occurs due to the fact that women have more vacations, child care leaves, sick leaves, have the child care leave from 3 to 6 years and lose their professional qualification therefore have slow career progression etc. The consequence is absence of labor experience, sick-leave payments, annual vacations and other types of social security. During the inspection of the State Inspection of Ukraine on Labor, performed on February, 10 2012 (inspection of 2,5 thousand of the enterprises), more than 900 violations were detected in the sphere of employed women's rights – late payment of child care leave pays, engagement of the pregnant women and mothers of the children under 3 years old in fulfillment of the kinds of work prohibited by the law, nonpayment of sick-leave payments etc.

128 | The situation is remedied gradually. Particularly, since January 1, 2013 the Law of Ukraine on Employment of the Population has been in force containing some regulations that introduce gender principles in the employment securing and assistance in the employment. It is an express prohibition to specify in the job advertisements the limitations of age and sex of the candidate; broadening of the categories of the citizens that have additional employment guarantees: one of the parents or person replacing him/her if he/she performs maintenance of children (5% quota of work seats); compensation of the expenses for the ERU payment to the employer in the process of employment of the noncompetitive citizens (these citizens are, in particular, single mothers) at the new place, etc. However, the new law does not clearly define the role of civil society in the field of employment: Article 52 of the Law establishes an actual monopoly of trade unions and employers to public control in employment. These limits unnecessarily eliminate effective CSO supervision over the observance of rights of different categories of workers, inhibit trilateral cooperation (state - business - civil society) in promoting initiatives in the field of women's entrepreneurship, especially those coming from CSOs.

The Law of Ukraine on Collective Contracts and Agreements (Articles 7 and 8) specifies that mutual obligations of the parties shall be established and regulations shall be governed, particularly regarding provision of the equal rights and opportunities for women and men.

The Ministry of Social Policy has elaborated the list of the additional initiatives in the sphere of provision of the gender equality and reintegration of mothers to the professional life after return from the child care leave up to three years in as to granting young mothers an opportunity for free education, retraining or advanced training during the three-year child care leave; encourage employers by means of subventions to hire women after the maternity leave and those who can't find the job through the employment service; to strengthen responsibility of the employers in case of discrimination during acceptance for employment, to grant to mothers an opportunity to use one year of the three-year leave at any time until the child reaches the age of 8 years, for example, in the first year of school; to grant an opportunity to the mothers staying in the child care leave to work distantly and educate the child at the same time. Here-with the employers obtain the added incentive for employment of such women.

129 | In order to improve the position of women in the market, it is reasonable to implement the flexible forms of labor organization; development of service sector; different forms of gender assignment of quotas or determination of objective percentage tasks on participation of both genders at the leadership positions; popularization of the examples of high achievements of women in the sphere of public administration, examples of successful combination of the career and family life by the famous public persons; preventive measures against gender discrimination of the employers expressed by reward for equal work; policy of salary legalization in the private sector of economy; activation of the Ukrainian women in the assertion of own labor rights etc.

ARTICLE 12

- To the clause 38 of the Concluding observations of the Committee regarding women's reproductive health (unwanted pregnancy, abortion)

130 | Ukraine is currently implementing a program "Reproductive Health of the Nation" for the period within 2015. "At present, the family planning system includes regional (city) centers for family planning and human reproduction and family planning offices in each region. Activities of family planning system are to prevent the main factors of reproductive health disorders - infections, sexually transmitted diseases, including HIV/AIDS and unwanted pregnancies, which are interrupted by abortion.

According to the data of the Ministry of Healthcare the level of the legal abortions procured in the institutions of the Ministry of Healthcare has decreased from 9.45 in 2010 to 7.39 in 2013 (per 1000 women of childbearing age). This has made Ukraine possible to move in ranking of WHO from the list of countries with high abortion rates to the countries with an average prevalence of abortion.

Multiple Indicator Cluster Survey of the households held in 2012 (MICS-2012) confirmed a strong tendency to reduction of the incidence of abortion and increase of delivery frequency. There was also a decrease in the number of pregnancies among girls and adolescent girls.

According to the MICS by age groups, elder women in the age of 35-49 and residents of the big cities are the most often to use abortion as a form of pregnancy termination - among them every fifth pregnancy was terminated. Relatively smaller proportion of abortions occurs in rural areas (7.5%) and among respondents aged 20-24 (9.4%), which correlates with high levels of fertility among the rural population and the high birth rate in the age group of 20-24 years.

The proportion of women who made at least one abortion increases with the age from 3.5% at the age of 20-24 years to 38.8% at age of 45-49 years. In part, this reflects the tendency towards increase of the probability of getting pregnant, because some young women have had no sexual relations.

Naturally, that with increase of the age, the proportion of the women who had an abortion increases. There was an exception in the group of 40-49 years, where almost every second woman had the experience of the abortion.

There is a direct connection between the fact of abortion and the presence of children. Among childless women only 7.1% had an abortion, among those who have one child - 27.8%. One in three of those who reported experiencing of abortion, had two children, and 28.1% of women - three or more.

Most pregnancies are terminated by women who are formally or informally married, 26.5% and 34.7%, respectively. Only 4.2% of respondents who reported an abortion have been never married/never lived in an informal marriage.

The average number of abortions that women have ever had is 1.6. The highest average number of abortions (2.1) is among women who have 3 or more children.

According to the MICS-2012, the abortion rate for the three years preceding the survey, was the highest in the age of 25-29 years (15.5 per 1000 women of the same age). This is the period when, on the one hand, the majority of women are sexually active, on the other - a woman's body is physiologically ready for fertilization and childbearing. Another factor - is relatively smaller probability of young woman to have somatic and reproductive disorders, preventing conception.

The total abortion rate (per 1000 women of childbearing age) is 8.5 per 1000 women of the reproductive age. High rates were observed in large cities (10.6), the lowest - among rural women (5.3).

- To the clause 38 of the Concluding observations of the Committee regarding the lack of information and data on women's health, including, in particular, mortality rates among women and their causes and indicators of diseases that mainly affect women and girls

131 | The rate of malignant neoplasm of breast is increasing among the female population: from 61.7 per 100 000 of population in 2008 to 67.9 in 2013; mortality of women who die from the breast cancers: from 32 per 100,000 of population in 2008 to 33 in 2013; the mortality of women who die from malignant neoplasm of the cervix: from 8.8 to 8.9; mortality of women who die from cancer of the corpus uteri from 7.7 to 8.5.

In the structure of cancer incidence among women the largest proportion are women with breast cancer. Thus, the percentage of breast cancer incidents among all cancer incidents diag-

nosed among women in 2012 was 23,1. Ukraine is one of the first in Europe for the number of patients with this disease.

Breast cancer is the first leading cause of death from cancer pathology among women of working age. Every woman with breast cancer loses 17-18 years of life, and all the deaths from this disease lead to an annual loss of 35 thousand of man-years in the most productive period.

The dimensions of the problem dramatically grow in relation to the absence of well-functioning system of mass diagnosis, prevention and mammography services. As a consequence, the cancer is mostly diagnosed at late stages, which increases the risk of mortality to 30%.

At present, the legal framework for prevention, diagnosis and treatment of precancer and cancer of the breast is partially regulated by the laws of Ukraine: The Basic Law on Health Care, on Medicines, on Narcotic Drugs, Psychotropic Substances and Precursors and some other regulations. There is also National Cancer Control Program for the period within 2016.

However, these legislative acts do not provide for the issue of system solutions to assist a woman, who has been diagnosed with breast cancer, from diagnosis, treatment to rehabilitation, prosthetics.

This has been repeatedly emphasized by representatives of public organizations of disabled people in Ukraine, including Ukrainian public organization of disabled women - breast cancer survivors "Donna", which brings together more than 150 thousand women.

132 | It is advisable to ensure the review and amendments to relevant regulatory legislation that would normalize relations, rights and obligations of agencies and institutions, which control breast precancer and cancer to create conditions for reducing the mortality of women and the preservation of a healthy gene pool of the nation.

- To the clause 38 of the Concluding observations of the Committee regarding high levels of the HIV/AIDS

133 | In recent years Ukraine has seen a steady positive trend towards decreasing proportion of new incidents of HIV among young people. The number of officially registered cases of HIV among persons in the age group of 15 - 24 in 2013 compared with 2005 decreased from 2775 to 1534, that is by 1.8 times.

Reduced extensive index, which is the proportion of incidents of HIV among the age group of 15 - 24 years from the total number of incidents of first-ever diagnosed HIV, characterizes the features of HIV epidemic among young people and may indicate stabilization of the overall epidemiological situation in the country. Indeed, there is a certain stabilization in the incidence per 100 000 of population: 46.5 (2011); 45.5 (2012) and 47.5 (2013) per 100 000 people.

Implementation of the measures to prevent HIV transmission from a mother to a child has made it possible to achieve certain success. Since 2003, the coverage rate of the voluntary HIV testing among pregnant women has been consistently above 95%. Coverage of preventive antiretroviral treatment for women whose pregnancy was diagnosed HIV infection increased from 9% in 1999 to 95.0% in 2011. This activity resulted in significant, more than 7-fold, reduction in the rate of HIV transmission from mother to child, from 27.8% in 2001 (data of evaluation baseline study) to 3.73% in 2011. However, the incidence of HIV transmission from a mother to a child, among mothers who were active injecting drug users is 3 times higher than the overall rate of transmission of HIV from a mother to a child in 2011 - 11.7% vs. 3.73% respectively. This indicates the lack of integration of services for HIV-infected pregnant IDUs, limited access to services for them and still high levels of stigma towards the representatives of the groups vulnerable to HIV.

- To the clause 38 of the Concluding observations of the Committee regarding increased mortality among the women for reasons directly related to alcohol abuse

134 | The mortality rate of the population from the incidents of poisoning and effects of alcohol during the reporting period ranged within the following range: 2010 - 8.4 per 100 000 of population; 2011 - 8.0; 2012 - 10.1; 2013 - 8.8. On average this figure for rural areas exceeds the same for the city areas by a factor of 1.5.

Mortality from alcohol poisoning is accounted for the fact that almost a third of strong alcoholic beverages is produced in the informal sector of the economy, i.e., without observing standards, quality etc.

The incidence of mental disorders from alcohol (alcoholism and alcoholic psychoses) among the female population of Ukraine for 2008 - 2013 (per 100 000 of the concerned population) decreased significantly: 2008 - 35.84; 2009 - 28.07; 2010 - 24.53; 2011 - 24.23; 2012 - 24.55; 2013 - 24.15.

The prevalence of mental disorders from alcohol (alcoholism and alcoholic psychoses) among the female population of Ukraine for 2008 - 2013 per 100000 of population has also been reduc-

ing: 2008 – 336.74; 2009 – 331.13; 2010 331.16; 2011 – 330.07; 2012 – 328.9; 2013 – 327.45.

- **To the clause 39 of the Concluding observations of the Committee on the need for special attention to the high-risk groups in the strategies for the prevention of the HIV/AIDS**

135 | HIV epidemic in Ukraine is mainly concentrated among the IDU, CSW and their sexual partners, as well as among MSM. According to the data of the sentinel surveillance for HIV, conducted as a part of the integrated biological and behavioral research for 2011 among risk groups, 21.5% of IDUs, 9.0% CSW and 6.4% of MSM are living with HIV.

As a full-blown epidemic of HIV through the injecting drug users in Ukraine has been developing since 1995, and the majority of IDUs are engaged in sexual relations, the level of sexual transmission of HIV is increasing. The epidemic spreads from IDUs (mostly men) to their sexual partners, the proportion of HIV-infected women is increasing. So, according to the official statistics, at the end of 2011 the proportion of HIV-infected women registered at the dispensary made up 45.0% of all persons registered at the dispensary.

It is believed that the infection rate among the women attending antenatal clinics for pregnancy accurately reflects the level of HIV prevalence and tendencies of the epidemic among general population. In addition, this group of women is a selection that is representative for the analysis of the epidemiological situation among the reproductive share of the population. Over the recent years (2009-2013) there is a positive trend in Ukraine towards elimination of the level of the HIV among the pregnant women according to the results of a primary testing (code 109.1): 0,55%; 0,48%; 0,47%, 0,45%, 0,39%.

It should be noted that due to the implementation of the measures aimed at suspending the HIV epidemic, including IDUs, the rates of HIV incidence increase have been declining since 2006. For the first time, in 2012 in Ukraine there was registered a certain decrease of new cases of the HIV-infection by 1.6%. According to the data of the 2013 an increase of the persons diagnosed with HIV-infection for the first time – 21 631 (47.6 per 100 000 of the population, rate of increase: + 4.6%). High HIV status among female sex workers in Ukraine is explained by the active participation of the female IDUs in the sex industry. However, from the point of view of the possibility to generalize the HIV epidemic in the country, the way of infection of FSW does not really matter, because the infection risk of clients of female sex workers does not depend on the route of infection of the representatives of these services.

In 2009 the prevalence of HIV among the prisoners has been studied in Ukraine for the first time. According to the study, in 2009 the HIV infection rate made up 15%.

The HIV/AIDS reduction strategy is one of the priorities of the state policy in the field of health and social development in Ukraine. The Government of Ukraine has undertaken a number of strategic commitments and in collaboration with international and non-governmental organizations is making a lot of efforts for their implementation and addressing the epidemic of HIV infection in the country. Objectives of the UN strategy implementation regarding overcoming of the HIV-infection epidemics in the world for the period of 2011-2015 are laid in the Statewide Target Social Program for Counteracting HIV-infection/AIDS for the period of 2014-2018. However, given to the complicated socioeconomic state and reforming of the healthcare system in the regions the achievement of the targets of the Strategy mentioned up to the year of 2015 to the full extent is impossible. As of the beginning of the September 2014 the Project of the Statewide Target Social Program for Counteracting HIV-infection/AIDS for the period of 2014-2018 has been approved by the Cabinet of Ministers of Ukraine, but has not been considered by the Verkhovna Rada of Ukraine.

- **To the clause 39 of the Concluding observations of the Committee regarding women's health**

136 | Non-compliance with the modern requirements of the current Ukrainian health care model appears to be a problem, which is specified in the following forms:

Reduced availability: free medical care is very conventional, government guarantees are not balanced with their financial security. 20.5% of the households cannot receive adequate medical care. The share of the private household spending per capita on health care is more than 40% of the total financing of the sector. 10% of the total health care costs are shadow payments.

The lack of protection of the population against the financial risk of the industry: medicine is focused on solving its own problems, not the problems of the population. Budget expenditures

for financing cover approximately 58% salaries of health care workers. Capital expenditures (new construction, purchase of equipment, repair) cover less than 8%.

Poor quality of the healthcare services: the average life expectancy at birth in Ukraine is 10 years lower than in the majority of the developed European countries. There is a high level of the overall mortality, high mortality among men of working age, increased incidence of socially dangerous diseases such as tuberculosis.

Unavailability of the qualified medical care for the elderly population: Elderly people often suffer from the inability to pay for medications, medical supplies, hospital treatment, conduct vital operations etc. In particular, deprivation in healthcare is perhaps the most common type of discrimination suffered by the elderly. In this case, the most vulnerable are mature women living separately.

137 | To solve these problems it is necessary to ensure equal and fair access of all citizens to the health services, their high quality and efficiency, while maintaining a socially acceptable level of public guarantees, gradually, upon the condition to reform the existing budget of the healthcare system, to create a foundation for the further introduction of the compulsory health insurance.

It is necessary to develop and implement health insurance for the needs of women with low incomes. Also a healthcare system of reaction to the gender-based violence has to be established.

Article 13

138 | As the authors of the previous report of Ukraine on implementation of the Convention stated, the current legislation of Ukraine in terms of ensuring equal access to social benefits and privileges to women and equal rights for family help meets modern requirements.

Also no reasons and facts of discrimination were revealed according to the claim c) "the right to participate in activities related to recreation, sports and all aspects of cultural life".

At the same time the claim b) of the Article 13 on the right to bank loans, mortgages and other forms of financial credit is not fully implemented in Ukraine. According to the study of gender equality in the entrepreneurship carried out by the International Finance Corporation (IFC) it is more difficult to start a business for women in Ukraine because of lack of access to the resources. It is more difficult for a woman to get a bank loan, because it is usually nothing to pay. Privatization in Ukraine is actually passed by the women – 95% of the capital is concentrated in the hands of men, and only 5% - of women. Today, only 22% of businesses in Ukraine are owned by women. This figure is twice as high in European countries.

PART IV

Article 14

139 | The main problems of rural women, described in the 6-7 periodic Reports of the Commission, haven't been fundamentally changed. A comprehensive study of the situation of the rural women has been conducted in May – September of the current year within the framework of the UNDP project "Democratization and Human Rights in Ukraine" for more in-depth study of the situation. A primary objective of the study was to analyze the situation of the rural women in respect for their rights and participation in civil and political life of the villages and communities, specified in the article 14 of the UN Convention on the Elimination of All Forms of Discrimination against Women, to develop recommendations for the empowerment of women living in rural areas.

Article 15

140 | General information provided in the sixth and seventh periodic reports on the state of Ukraine providing equality of women and men before the law; giving them the same civil capacity and the same opportunities to exercise it; invalidity of all documents that restrict the legal capacity of women; the same rights concerning the movement of persons and the freedom to choose their residence and domicile, remained unchanged.

Article 16

141 | The Family Code of Ukraine meets the requirements of the Article 16 of the UN Convention on the Elimination of All Forms of Discrimination against Women, as was described in detail in previous reports to the Committee.

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Annex 1

Dynamics of the gender index components in Ukraine in 2010-2013

Components of gender index	2010	2011	2012	2013
Level of education and knowledge	1	1	1	1
Health and safety	0,976	0,976	0,979	0,973
Economic activity	0,707	0,704	0,725	0,743
Participation in the policy management	0,064	0,065	0,054	0,059
The overall gender index	0,687	0,686	0,689	0,694

Annex 2

Distribution of the women answers regarding the awareness of the existence of laws on equal rights and opportunities and the prohibition of violence against women, % of female respondents in the total amount

The Laws	Know about the existence of the Ukrainian laws	Know about the existence of the international laws
Prohibit exploitation of women prostitution by a third party	44	46
Prohibit sexual harassment in the workplace against women	39	42
Prohibit physical domestic violence against women	36	41
Prohibit sexual domestic violence against women	33	43
Prohibit psychological domestic violence against women	29	36
Guarantee women the opportunity to be represented in political parties on an equal basis with men	27	26
Guarantee women the opportunity to be represented in government on an equal basis with men	25	25
Prohibit economic domestic violence against women	23	30
Oblige an employer to create the conditions for women and men to combine family child-rearing responsibilities and professional duties	22	22
Guarantee women the opportunity to be represented in the business upsides with men	21	23
Prohibit to offer job only to people of a particular sex	16	19
Prohibit the lower pay for women compared to men for the equal work	13	17

Annex 3

The List of research and methodological manuals on domestic violence conducted and published during the years of 2010-2014

THE SURVEY

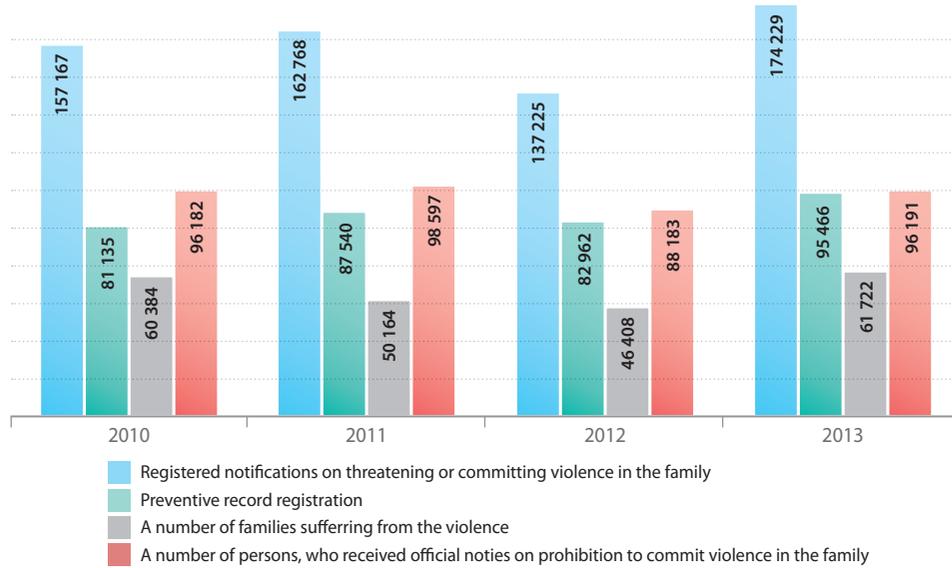
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8. Assessment of awareness of the existence of the UN Convention on the Elimination of All Forms of Discrimination against Women, and related laws, 2014. commissioned by UNFPA.
9. All-Ukrainian survey of public opinion "men and women". Research & Branding Group, April - 2013
10. Analysis of police practice in relation to the Roma population. Yuri Chumak, 2013 Multiple indicator cluster survey of households, 2012 / State Statistics Service of Ukraine [etc.]. - K.: KIS, 2013.

METHODICAL MATERIALS

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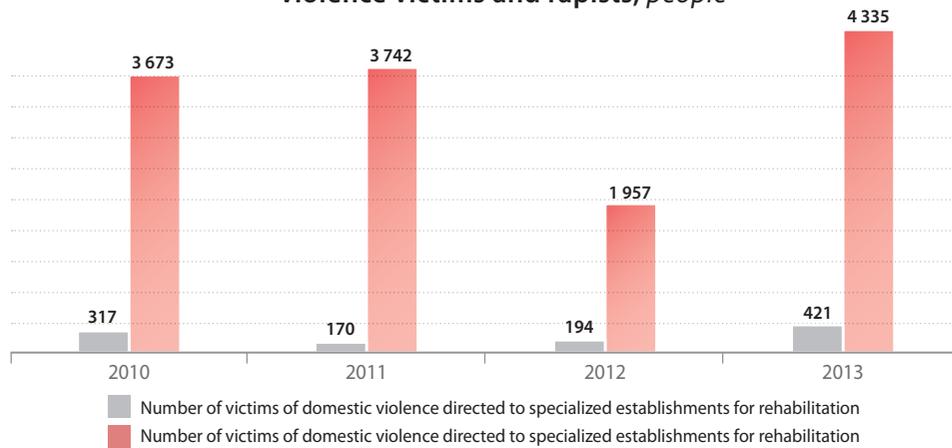
Annex 4

Dynamics of statistical indicators on domestic violence, people



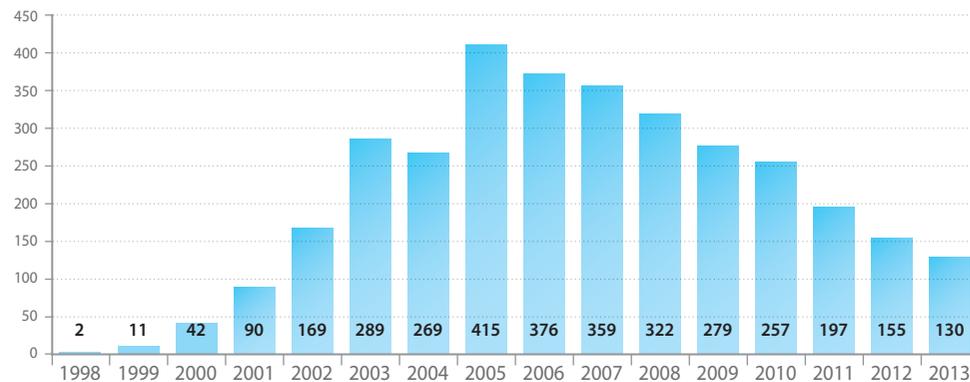
Annex 5

Dynamics of statistical indicators regarding violence victims and rapists, people



Annex 6

Data of the Ministry of Internal Affairs related to human trafficking, number of offences



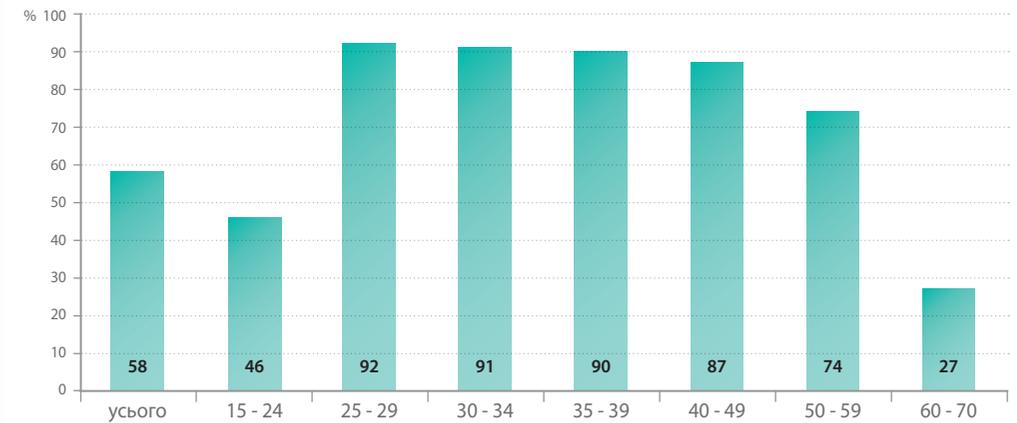
Annex 7

Information about the percentage of women at the high-level elected and appointed bodies, %

	2011	2012	2013
The share of women among ambassadors	0	1,5	0
The share of women among the members of the board of the central bank	0	27,3	30
The share of women among the members of the Constitutional Court	0	11,1	11,1
The share of women among top ministers	0	0	16,7
The share of women among government ministers	4,2	5,6	12,5
The share of women who are the heads of universities	0	0	0
The share of women among the members of city councils or other local government	76,0	76,3	-
The share of women members of national parliaments	9,7	9,7	-
The share of women researchers	45,5	45,8	-
The share of women among senior government officials	27,9	28,8	28,3
The share of women among senior officials of local self-government	4,1	4,2	6,7
The share of women in the management bodies of the Confederation of Labor (members of the joint representative body of Ukrainian associations of trade unions at the national level)	-	-	13

Annex 8

Female labor force participation by age groups (Aged 15-70 years; %)



TRANSCRIPT

of the roundtable dedicated to presenting and discussing the text of the Eighth National Report of Ukraine on the implementation of the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

Kyiv
September 17, 2014

The round table meeting is chaired by Larysa Kobelyanska, advisor to the Minister of Social Policy of Ukraine

L. KOBELYANSKA: Good morning! We are starting the session of our round table dedicated to discussing the text of Ukraine's State Report on the implementation of the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). I shall outline in a nutshell what gave rise to the need and necessity of today's roundtable.

Pursuant to Ukraine's commitments, in September 2014 the government shall submit its Eighth Periodic Report to the Committee on the Elimination of All Forms of Discrimination against Women. Due to the need to prepare the Report, a working group created by the Ministry of Social Policy for the preparation of the Report has been devising it for quite a long time – more than six months – with the support of UNFPA. It was, perhaps, the first time during the entire period of preparation of such report when a working group consisted of permanent representatives of central executive authorities and experts from civil society organizations. Forty-eight experts participated in the work of this group, and for an extended period, besides group meetings, also thematic group sessions were held, and special studies were made, which we presented yesterday: on the awareness rate of the Convention, national machinery and provision of social services to victims of domestic violence.

Currently, we are at the final stage of preparation of this document, and a week ago the draft report appeared on the website of the Ministry of Social Policy. A draft is a draft, and now we are actually discussing this report as a draft, because, in fact, our round table is not supposed to be a mere statement of the existence of the report, but an opportunity to hear expert opinion on what is missing, or what could be added to the report. However, I would like to warn you against the inclination to rewrite the report anew if someone appears to be too critical, like: "Everything is bad". Therefore, we really would ask you to be constructive. Especially important are precision and uncompromising attitude in the admittance or non-admittance of the comments made by the previous Committee. We tried to make the report so objective that it contained, for example, no assessments only of any one party. We realize that a State Report is not only a presentation of what was achieved directly by the central executive authorities or local governments; it is rather a summary of the progress made or not made over four years by the Ukrainian society. We are also aware of the challenges that our country is currently facing, and the conditions in which our country finds itself now, but emotionality and some subjective judgments should be left out of the report. However, all suggested adjustments

shall be taken into account due to the fact that we have the recording of this round table. It is a digital recording that will be transcribed, and the working group afterwards will seek to take into account all observations and comments. And we have here a representative of the Ministry of Foreign Affairs, who has just informed us about the willingness of the Ministry of Foreign Affairs to submit this report as soon as it is received from the Ministry of Social Policy, and from the Cabinet of Ministers, with the commission to extend this report to the UN Committee on the Elimination of All Forms of Discrimination against Women.

We have the honor to welcome at our roundtable today the Deputy Minister of Social Policy of Ukraine Ms. Natalia Fedorovych and the UNFPA Representative in Ukraine Ms. Nuzhat Ehsan. I give the floor to Ms. Natalia Fedorovych for a short introductory speech.

N. FEDOROVYCH: Dear colleagues. Presentation of Ukraine's report on implementation of the UN Convention on Elimination of All Forms of Discrimination against Women is a very important step towards recognition by the society of the importance of ensuring equality for women and men and an opportunity to assess achievements and to reveal the most urgent problems that need to be solved. We again underline that the problem of equality stays on the agenda of the Ukrainian Government and is seen as an important aspect of democracy, ensuring human rights and potential for development.

The Ministry of Social Policy took preparation of the report very seriously. Created working group conducted a lot of work and using this opportunity I would like to thank all the colleagues and experts, who contributed to preparation of the report. I would like to express special gratitude to the United Nations Population Fund for provided support in the preparation process. Surveys conducted, public hearings and presentations enabled engaging a wide audience and preparing materials of good quality.

Presentation of the report is not a formal process, it is another opportunity to understand the tasks that we have and that we need to achieve.

It is very important to hear opinion of experts, civil activists, colleagues from national agencies. This will provide us with opportunity to make sure that we have taken into account all the observations and recommendations and that all the interested parties were engaged into the process of preparation and discussion. Therefore, I urge you to actively participate in the process of discussion within our thematic blocks. Thank you.

L. KOBELYANSKA: Thank you, Natalia. Please, Ms. Ehsan.

N. ESHAN: (speaks English) Good morning! I am pleased to welcome you at today's round table dedicated to the discussion of the text of the Eighth Periodic Report of Ukraine's State Committee on the Elimination of All Forms of Discrimination against Women.

I would like to draw your attention to two issues. First, I would like to once again thank the Government of Ukraine and the Ministry of Social Policy for keeping gender issues on the agenda at this difficult time for Ukraine. And secondly, I would like to thank all of you today, present here at this event: civil society representatives, international organizations, independent experts and activists who participated in the drafting of this report. Because in the process of drafting not just the result was essential, but also the very process which involved all stakeholders. And in this regard leadership was very important, actually that this process was led by the Ministry of Social Policy.

I am very proud that this document, the report, highlights not only the progress and positive aspects, but also very carefully specifies the challenges and maybe even the failures on the way to fulfilling the objectives stated. That is why I would like to encourage you today to active discussion and thank you for the work done, and really wish that this report was for us a document outlining the roadmap for the future. Thank you.

L. KOBELYANSKA: Thank you, Ms. Ehsan. You have just heard how the process of drafting the report took place. I want to introduce Ms. Nadiya Komarova who developed the hands-on methodology for preparation of this study. We have now the opportunity to not only attest the results; we can still actively introduce the adjustments in our report that our working group would consider possible, because, in fact, today we have an expanded meeting of the working group. Most of the representatives and members of the working group are present in this room. There are experts who joined us in the process, and we hope that together we will be able to submit the report up to scratch.

Ms. Nadiya, please.

N. KOMAROVA: I hope that today it is the last time that I am telling you about our Report because many have long been aware of how we are preparing it. Today I would like to tell you not only about how we are preparing it. And you understand that it involves more than ten round tables, desktop studies, the operationalization of the comments to the previous Report, three large studies, the communication with, I think, approximately over two hundred people, plus a representative sample of five hundred women. That is, we were involved in a large-scale communication with women in Ukraine in order to answer the question on how the Convention is implemented... this particular Convention.

The document that you see today... Anyone who has drafted such documents, realizes that this document is not for reading, but it is a document for comprehension. That is, the essence of this the Report lies in its content, this is the first point. Responses to the Committee's comments: what has been done, what was received, what are the obstacles. Secondly, it is the agreement or disagreement with the previously described

trends of the sixth and the seventh Reports. Because if the legal framework for women's rights or the process of (spreading) education among women had already been described, there was no need to make any other amendments, except those that would fundamentally change the text of the previous Report. And finally, it includes the new problems – the new problems that have emerged in the course of 2010 and 2013, including the data available for 2014.

The thematic observations themselves were related to thirteen areas: the national machinery temporary special measures, gender stereotypes, violence against women, trafficking in persons, participation in political and social life, employment, development of economic opportunities, health, family relationships, vulnerable groups, data collection and analysis, and the ratification of other conventions. Here is the list of comments, which, probably, gives the answer to the questions received during preparation of the report. Why, for example, we do not write in detail about the environment, why we do not write in detail about some other subjects, that is, there are topics which have been defined by the specific observations to the previous report. I want to tell you that the level of awareness of the problems on these topics is so high that we had to rewrite it several times, and to ask again. We made the operationalization and sent specific questions to specific ministries. And then many more interviews followed, because the depth of awareness of the problem was so profound, that we found it not so easy to answer the questions. The concluding observations contain primarily those comments that have been received from the observations of 2002. These are the persistence of stereotypes, promoting awareness, or rather lack of awareness of the Convention, the underrepresentation of women at the higher levels and failure to take measures to combat discrimination, inter alia, temporary special measures. Now I will outline only those areas where we worked when drafting the Report, and the answers to these questions will be articulated by others.

What was proposed by the Committee on the previous comments of 2002: to conduct a campaign for raising awareness of the Convention, to strengthen educational and outreach programs for judges, lawyers, law enforcement officials, to encourage the use of the Convention in court proceedings and to provide in this report the information on the number and types of complaints to the alleged discrimination.

The need to provide information about the number and types of complaints was the first stumbling block, because no one actually had this data. The courts do not gather such information, and sociology provides very relative data. Nevertheless, based on sociology, we can say that the number of women over the age of 16 years who are subjected to discrimination in all areas of possible discrimination is eleven percent, and seven percent of women are subjected to multiple discrimination. Also the concluding remarks contemplated introducing the definition of discrimination into the legal framework which, as you know, was successfully implemented in the month of May.

The national machinery... the remarks were full of flattering assessments of the national machinery that we made, saying that it is wonderful, but there were some comments that the machinery which existed in 2010 should have been granted a higher status. You know, in real life, everything turned out exactly the opposite, and instead receiving a higher status our national machinery experienced some problems. In order to not be subjective in our assessment of the national machinery, we conducted a survey among experts, not only from international and national organizations, but also from the organizations at the local and regional level. Therefore, all the, shall we say, controversial issues in terms of the machinery's evaluation, they are not based on the opinions of certain people, but on the opinion of expert survey as a sociological research which is expedient to be trusted.

Furthermore, on temporary special measures. We, of course, were so passionate about the need to adopt a thirty-percent quota of deputies of the Verkhovna Rada (Supreme Council) that we somehow missed that a thirty-percent quota for political party lists already exists. And when we found out about all this, it was just two weeks ago, and party lists are already being created; today we are saying that legislative changes have been introduced to article eight, paragraph ten of the Law 'On Political Parties in Ukraine' adopted in November 2013, stipulating that party lists must include women in a ratio of not less than thirty to seventy. And at the same time the Committee claims that our long awaited thirty-to-seventy ratio in Parliament has not yet been adopted. And they refer to the document which was being considered as of 2008. There have been a lot more of these drafts already, so it remains to be our desired waypoint.

Gender stereotypes... We talked a lot about gender stereotypes at roundtables, and here today we will have a presentation. The Committee told us that we have a problem with gender stereotypes. We are fighting with them but we somehow can not beat them. Violence against women. Today we will have a big presentation. Certainly, quite a lot has been done. In order to talk about violence against women, about the information, the Committee has determined that there is no disaggregated information by sex, type of violence and the number of women who are the victims of each type of violence. That is why a study was conducted on the centers that provide inpatient services for women who have experienced violence. And today you will learn about these figures, yesterday we were talking about them at the presentation of the study, that is, in fact, we are talking about the victims of violence as of the women who have themselves determined that they are victims. But the data of a mass representative survey made by GFK shows that people do not know what it is, neither do they know that they are entitled to some sort of protection. And therefore all the percentages that we are talking about based on the study by GFK, they are very relative. A person can realize that they are subjected to some violence or discrimination only if they know what discrimination is, and that this

action against them is discrimination. Given the fact that it is a large number of women, well, if we extrapolate 11% of women who were surveyed on the absolute value, it would be 1.5 million women who are exposed to some kind of discrimination, or 700 thousand women who are subjected to multiple discrimination. That is, the problem we have described related to how to conduct the research, it is in fact insufficiently resolved, but the approaches to it, as well as positive experience and best practices in this regard are available.

In relation to the problem of human trafficking, today we will listen to a presentation. And just for the past period this may be one of the areas where much has been done, particularly in terms of legislative framework, but we have a controversial assessment of the existing data both on human trafficking, and on violence against women. For example, according to the number of appeals to the internal affairs bodies on family violence against women the figure is constantly growing; the respective chart is available in the annexes to the Report. But experts say it is good. On human trafficking: the figures, the dynamics goes down, that is, the numbers of cases initiated on trafficking decreases, but experts say that we just already have another type of trade here. And today Aliona (Farinets) will dwell on this. That is, the social processes are changing, and we do not always have time to catch up with them in terms of legal basis and even more so with statistics, how they are assessed. That is, we consider human trafficking between countries, and, in fact, internal trade is also flourishing.

Participation in political and public life. Our coveted 30%-representation in the parliament. In fact, it is also questionable, and the other question is about representation in local authorities having about 70% of women. If we are so striving to ensure that 30% of women were in the Verkhovna Rada, and hope that it gives the result, a question arises: "Why does the 75% ratio of women in local government not give the desired result?" Probably, not only the figure matters. More important is the work done; important are the people who are elected to participate in elected state bodies, as well as the role of the government and NGOs helping them to resolve gender issues.

There was a remark on employment... in general, the question was: "What is the real situation of women in the labor market?" We tried to outline it as short as possible, because in this domain, after the big research conducted by UNFPA, few questions remained, but (we'll dwell more on this research) the studies are remarkable, however, the people are unaware of them. Yesterday, when we were finishing our round table on the presentation of the studies conducted during the preparation of the Report, the question arose: "Where should we submit the (results) and to whom?" To the Parliament, to the President, to the government, because this is another red flag for all public servants who are responsible for it. And we have not come to any particular opinion.

We asked the Ministry of Social Policy to decide, to whom and in what form it will go; but we shall afterwards here also have a comment on violence, in particular, based on the need for

more research on the causes of violence and the impact of violence on people's lives. In particular, we were asked to provide a list of studies having been conducted in Ukraine within four years. The annex contains a list of thirteen studies, and methodological recommendations, but you know the traditional circulation: one thousand copies. Where shall these one thousand copies go?

Suppose, it is published on a website. For example, if someone sees the Report which we are discussing today, for a common citizen it would be very difficult to read and comprehend, because its structure is complicated, and the language is difficult. In my opinion, it would be reasonable to make a digest for public officials and NGOs based on the research that we conduct (and we do conduct them). Moreover, digests should be written in plain language – how you can use one or the other figure; because, being a scientist, I open the 124-page report on the labor market, and I understand that to "digest" it, I need a month. Of course, I do not have a month to "digest" all the details. Therefore, the employment problem, the problem of research in the field of employment, it is in fact also reflected in the report.

Expanding the economic opportunities for women. In 2002, it was assumed that 70% of the population of Ukraine would live in poverty, but, fortunately, these predictions have not come true, and such mass poverty was not observed; and we have it all documented in the Report.

Healthcare received a lot of comments, in particular, on purely women's health issues, AIDS, and diseases caused by alcohol, drugs and tobacco. With the help of the data provided by the Ministry, as well as NGOs, it seems to me that we have received quite a substantial block on healthcare that contains both positive trends, particularly related to the ratio of infection with HIV/AIDS; in the number of abortions we definitely have a positive trend; and negative issues with regard to women's health.

Regarding the issue of family relations, that is, it would seem, family relations (are a broad problem)... and we wanted to write a lot, but we were just asked about how to raise the marriage age for girls to 18 years. As you know, we have raised it. And there also was such a proposal: in order to recognize intangible property, such as pension funds, as one of the marital property elements, the necessary legislative measures need to be introduced. We did not consider this issue to be relevant for Ukraine today, so this is one of the few comments about which we mentioned that it needs to be developed, but in fact, we did not write a lot about it.

Vulnerable groups. I think that the Ministry of Social Policy with the help of the UNFPA in recent years has made a major step in (at least) studying the situation of vulnerable groups including rural women, Roma, and HIV-positive persons. And, in fact, today we have at least a full list of women belonging to vulnerable groups. As for... The Convention envisages another option for supporting women from vulnerable groups – introducing special measures. But we have approved no special measures for vulnerable groups, and did not even consider them.

The collection and analysis of information. Certainly, gender statistics has improved significantly, this will be referred to today. But it still does not provide sufficient information on all the applications and all the aspects of the Convention on the Prevention of Discrimination against Women.

Preparation of the next Report. We were recommended that there should be an ongoing process of regular consultations. I believe that we have fully complied with this provision; and this meeting with you as experts is meant to once again verify that we have correctly understood everything, and we have understood each other, because such a number of communications, such an amount of information that we have collected in the preparation of the Reports, does not exclude some imbalance of opinions, so we would be very grateful if you today again carefully listen to all this.

In concluding remarks, there was a proposal to analyze the implementation of the Beijing Declaration and Platform for Action, which was easy to do for us after the Report on Beijing +20 was prepared. And as far as the Millennium Development Goals are concerned, they were also covered.

And regarding the ratification of other treaties. The ratification of the Istanbul Conference remains on our agenda, we are working on it.

Any questions?

L. KOBELYANSKA: Thank you. Our work will be organized as follows: each of the experts who is presenting a certain part, then moderates, with 15 minutes for questions and answers. You see, we have a fairly intense program. Nadiya Mykolayivna where are you going? You are the moderator. You are now moderating this part. Please questions to Ms. Nadiya. Questions or comments, we have some time for comments, questions and remarks. Proposals as well.

E. LAMAKH (Ukrainian civic organization 'Center for Democracy'): I would like to say that the preparation of this State Report differs from the previous ones by the fact that civil society indeed has taken an active part therein. And here we must thank the Ministry, and the experts from government agencies and from NGOs. This is really a precedent when a lot of diverse non-governmental organizations were involved. And of course, we should thank the UNFPA, which supported it.

There were many public debates, many working groups, and therefore I think this event is not meant to criticize or revise the (Report) – there was enough time for that. And there even was pretty much time for that. Yet at the same time, if indeed there are any comments or recommendations, clearly, we need to add them before the Report is officially approved. Therefore, on behalf of the civil society, I would like to thank the Ministry, all the experts, and the UNFPA for really productive work.

Civic organizations will be writing a shadow report – an alternative report, which we will write prudently, and it will be different from the governmental one. It is clear that NGOs will make every effort to add, to include, and to justify the position of NGOs and what was not included in the state Report. Clearly, this will be a different opinion; it shall cover the issues that have not been included in the state Report, or even topics

that were not considered in the state Report. And it will be very objective, because we understand that there is the position of the government, and there is the position of NGOs. But at the same time you can see that we collaborate and we are open for cooperation. Thank you!

N. KOMAROVA: I would like to add that since we have already practically engaged civic organizations in writing the Report (of course, you still have your vast array of activities) – and typically, reporting results in the state’s submission of its report, and NGO submitting theirs. But it would be advisable at some point, because ultimately we are doing it not for the Committee, but for ourselves, to meet again and see how our two reports overlap and to identify the most relevant topics. Because I, for example, would then today draft a plan for the preparation of the following Report by the Ministry of Social Policy; as, however intense it was, the process of preparation involved some errors and idle motions. That is, we now have a clear understanding of how it should be drafted. But we would need some other round table, or maybe an event that would take a decision on the existing problems, and in which aspects thereof we have made progress, what aspects are problematic, maybe we need to finalize the plan, or something needs to be done. Thus, it is not just about sending it to Geneva and living happily everafter.

E. LAMAKH: The civil society will take into account your viewpoint. Yet at the same time I’d like to say that it would be indeed an alternative report, and we have a lot of work and joint action plans that need to be performed for the state. Thank you.

L. KOBELYANSKA: Ms. Martha Skoryk, I saw your hand.

M. SKORYK: Thank you. I would like to just clarify a few points.

No doubt that the preparation of an alternative report by NGOs must include dissemination activities, and we very much appreciate the opportunity that has just been declared, as to invite therefore, and to present and discuss it in the circle of activists and experts, representatives of the state and experts who prepared the state Report. On the other hand, we also really appreciate the fact that the possibility of preparing two reports (by the state and by the civil society) provides for the necessary objectivity and comprehensive coverage of issues that otherwise would not receive it. And we hope to implement it fully. Thank you.

L. KOBELYANSKA: Thank you. Can we move on to the thematic discussion? We can, right? The only thing that I want to note is that the shadow report is very much anticipated, in particular, by government agencies, as it indeed provides an overview from outside. However, I think that all the experts who participated in the preparation of the State Report were extremely honest and objective in performing their duties. I hope that the Report is unbiased, fair, and it properly reflects the situation that exists in the country.

N. FEDOROVYCH: Excuse me please, I got a question. May I ask the colleagues to say a few words at least about what would be in the alterna-

tive report, and what was not included in the State Report. And for what reasons it was not included.

E. LAMAKH: Ms. Alla signaled that I was delegated the right to answer.

Back at the founding meeting of NGOs, supported by UNDP in Ukraine, we discussed this matter and a short summary of what was said is that we are in a situation, or our country and society are in a situation when various circumstances are rapidly changing, and pertinent circumstances. And we understand that a state report would still only reflect the status quo formed at the time of Report. We now have very serious challenges related to the relocation of groups of people from the East, for example to the Central and other parts of Ukraine, or to the southern regions. And we have the problems associated with it.

We also have a number of circumstances which due to this will need coverage. We would like to focus on them as well. Thank you.

N. FEDOROVYCH: And why cannot these things be covered by the state Report?

E. LAMAKH: Probably, Ms. Nadiya Komarova would give a better answer to this question.

N. KOMAROVA: We actually have made a small block in the first section. It is called ‘2013-2014’, and reveals the chronology of events in our country.

Finally, we shall submit the Report. For example, if I hand it over on the first day of the month, the latest figures that we would have there are those that you have seen, there are also figures for operations in the South East, they are not there. We shall submit the Report by the first of October. And we included everything that was present at that moment. Nobody knows what will happen in October and November. For the alternative Report, there is more time. So, we illustrated the problem of refugees, and revealed the problem of military action. We did not analyze any aspect of the situation of women there, because so far it would be an express analysis, that is, the first look. And I think that the alternative Report also will not have time for that. You can only conclude that it is our future. And we included in the state Report a very specific list thereof: first, second, fifth, so it has a volume of 40 pages.

L. KOBELYANSKA: Thank you, Ms. Komarova.

N. FEDOROVYCH: Have I understood you correctly that the two differences, or rather the two factors that are associated with the need to prepare an alternative report, are: a) the fact that the alternative Report will be supplemented by information for the following period, which cannot be included into the State Report? b) it will present the opinion of civil society organizations and their critical assessment of the national report?

N. KOMAROVA: Well, it’s such a democratic approach that the government writes its Report, and civic organizations write their Report. This is a sign of democracy.

N. FEDOROVYCH: I’d like to make sure that I understand it correctly.

L. KOBELYANSKA: I want to say that every problem is two-sided. There is something that exists on the surface, which is the status quo of the

results of activities and their official assessment, and also there is a part that non-governmental organizations want to spotlight. This is another view on the same information and judgment, or it is information that may have been omitted. Organizations of civil society were engaged into preparation of the report; they have reviewed the results objectively. We have done everything to make the State report a robust one.

Yet at the same time, there are things that we would like, let’s say, on our part to consider even more deeply, to provide the facts that civic organizations have. And besides that, the alternative Report also includes recommendations that we provide. This is also the format that is expected for the alternative Report. We show our information confirming it by documents and our studies, etc. Yet at the same time, we also make recommendations that would, say, provide the basis for the Committee to give final remarks

So nothing contradicts itself, and all elements will supplement and complement each other. Please, Ms. Galina.

G. SKIPALSKA: Thank you. I am Galyna Skipalska (representing) ‘The Right to Health’. I would like to add. We, ‘The Ukrainian Foundation for Public Health’, are also members of civil society.

In fact, this Report had a unique format (we participated in the development of other state reports). Here everything was very transparent. We participated in a series of meetings and consultations. It was never the case before that we received different variants of the report several times for consideration. We have worked with various working groups, in particular under the auspices of other UN agencies. In other words, this report is unique, as Ella (Lamakh) said, and even its language is different. We, for example, shall support it.

I understand that this is about a really democratic method: on the one hand the state, on the other hand – the NGOs that probably would like to see more of themselves listed between the commas (in relation to describing) some of their peculiarities of work with the target group. Meanwhile, the Report must include specific information, there are restrictions on the number of paragraphs, words, questions, so that it is impossible to list all the training programs that we have developed, and the number of trainees that we had. For this, an alternative report will probably be developed by NGOs, although we as a national foundation are going places and asking when these groups will finally start their meetings. Meanwhile I do not have such information. Now, as I understand, we are talking about this Report, and I expressed our view that it is good. And therefore I even agreed to present our part, that is, the work that we, for example, ‘The Ukrainian Foundation for Public Health’ have done jointly with the Ministry and with others (we have 11 partners in the regions). Thank you.

N. FEDOROVYCH: I have a suggestion to the Ministry as a central executive body based on the question asked by Ms. Nadiya Komarova. My suggestion is: let’s agree that in the process of preparing a shadow report, we will also take part in your meetings and conduct joint meetings, so

that the process of shadow report preparation also includes our joint achievements of the common tasks. That is, we will have the opportunity to ascribe specific tasks for government and for us as part of civil society. And I suggest to do it as quickly as possible, so that this statistics, this information and research results would be another red flag, as Ms. Nadiya Komarova said, and in order to have the opportunity, having assigned specific tasks to ourselves, to prepare the appropriate declaration and respective letters to the Prime Minister and submit respective proposals to the President; to shape our own vision of what we offer to the Parliament, because we are aware that the mere statement of fact in letters is not enough. We have to suggest and say: ‘Dear Mr. Prime Minister, kindly ... , etc’. Agreed?

G. SKIPALSKA: The civil society is now independent. We will consider all your suggestions. Thank you.

N. FEDOROVYCH: Uh, tough they are. I still propose to jointly define the objectives. At least I hope so.

G. SKIPALSKA: Thank you.

N. FEDOROVYCH: Thank you.

L. KOBELYANSKA: Well, I want to make a very small comment on coverage or the manner of highlighting the situation associated with military operations.

Currently, Ms. Nadiya (Komarova) has answered this question – see block E (€). Of course, it may become irrelevant even at the time of submission, because the situation, as we see, sometimes changes every hour. So we just fix the date on which the report shall be submitted, and can be sure that we provided objective information as of this date.

But the initiative group created by the Ministry for the preparation of the National Action Plan on the implementation of the UN Security Council Resolution No 1325 offers us an opportunity, in particular, to study all aspects of the impact on women and children, protection of their rights, warfare, displacement, etc. In fact, I almost have no doubt that when the ordinance of the Cabinet of Ministers (which is currently being prepared) on the establishment of this working group is issued, the ministries will be represented by the same people who were part of our working group. I am pretty sure about it because, fortunately, we have already seen the people who actively promote respective issues in the ministries. Unfortunately, we have defined our key partners being such groups or people not in all ministries, in order to serve as our ‘focal point’ in these ministries. But I think it is rather a matter of time.

So, the first block that we consider is the legislative framework. All our discussion, as I said, will be based on a very short presentation and subsequent discussion. Those of our colleagues who will be making a presentation, will moderate the discussion. Thank you.

I give the floor to Ms. Natalia Bogdanova, the Head of the Gender Policy Division (Department of Family, Gender Policy and Combating Trafficking in Persons) of the Ministry of Social Policy.

N. BOGDANOVA: Thank you, Larysa Stanislavivna.

Good afternoon, dear participants of the round table. Using this opportunity I would like to thank all of you for our fruitful and active cooperation, because the draft report which we have now is the result of our joint work. And I have the greatest honor to present its part dedicated to our achievements over the past four years in the field of legislation and regulatory framework.

The basis for ensuring equal rights and opportunities for men and women is, of course, the legal framework. And now we can say that such a framework exists in our country. As this was already described in the sixth and seventh periodic reports, I in his brief review of the presentation will focus only on those aspects that occurred from 2010 till 2013.

In particular, in 2010, the Council of Europe ratified the Convention on Action against Trafficking in Human Beings. In 2012, under this Convention, the Law of Ukraine "On Combating Human Trafficking" was adopted. And in 2012, changes were introduced to the Law of Ukraine "On Ensuring Equal Rights and Opportunities for Women and Men". They envisaged the inclusion of provisions that ensure equal rights and opportunities for women and men into general, sectoral and regional agreements and collective agreements in the case of collective bargaining regulation of labor relations.

In pursuance of the recommendation to paragraph 16 of the Concluding Observations of the Committee on the definition of "discrimination" in the legislation of Ukraine, in 2012, the Law of Ukraine "On Prevention and Combating Discrimination in Ukraine" was adopted. This law defines the basic concepts and principles of non-discrimination, the main directions of state policy for preventing and combating discrimination. It also envisages that in the process of rule-making, anti-discrimination expert analysis is conducted, and mechanisms for preventing and combating discrimination are defined.

Already in 2014, the law was improved: the definition of "discrimination" was brought into compliance with Art. 1 of the Convention, and now it sounds like this: "Discrimination is a situation where an individual and/or a group of persons due to their race, color of skin, political, religious or other beliefs, sex, age, disability, ethnic or social origin, nationality, marital or property status, place of residence, linguistic or other characteristics that were, are or can be real or implied, is exposed to limitations in the recognition, enjoyment or exercise of the rights and freedoms in whatever form (direct, indirect discrimination, incitement or complicity in discrimination, or oppression), unless such restrictions have a legitimate, objectively reasonable purpose, and the ways to achieve it are appropriate and necessary. Besides, the Law also defines direct discrimination, the announced intention of discrimination and complicity in discrimination. The law also stipulates that persons guilty of violation of legislation on preventing and combating discrimination, shall be liable to civil, administrative and criminal penalties.

The Law of Ukraine "On Prevention and Combating Discrimination in Ukraine" also introduced amendments to art. 22 of the Law of Ukraine "On Ensuring Equal Rights and Opportunities for Women and Men". According to the new wording of this Article, a person who believes that they were subjected to sex discrimination or sexual harassment, may file a complaint with the state agencies, local governments and public officials, the Ombudsman of the Parliament of Ukraine and to the court.

In 2012, the Law of Ukraine "On Employment" was adopted, which provides for equal opportunity for all citizens, in particular regardless of gender, and the right to free choice of activities. Changes were also introduced to the Family Code of Ukraine: the minimum age of marriage for women was increased to 18 years.

Given the importance of ensuring adequate representation of women in representative bodies and higher levels of government in order to eliminate discrimination against women in political and public life, as referred to in Art. 7 of the Convention on the Elimination of All Forms of Discrimination against Women, and it being one of the objectives of the Millennium Development Goals, the Ministry of Social Policy of Ukraine submitted to the Verkhovna Rada (Parliament) of Ukraine a draft law on amendments to certain laws regarding equal rights and opportunities for women and men. The proposed changes concerned ensuring equal representation in the electoral party list of parliamentary candidates and lists of candidates to the local party organization, out of every ten candidates at least three persons shall be of the same gender that is less represented; appointment of candidates, provided they have equal qualifications, of the least-represented sex; promotion of the professional capacity of the least-represented sex in various fields of employment for the purpose of promotion. Currently, the Committee on Human Rights, National Minorities and International Relations of the Verkhovna Rada of Ukraine is preparing a draft law 3411-2 amending the Laws of Ukraine "On Ensuring Equal Rights and Opportunities for Women and Men", "On Election of People's Deputies of Ukraine" and "On Election of Deputies of the Autonomous Republic of Crimea, Local and Village Councils, and Town and City Mayors" in terms of the procedure for formation of electoral lists. The draft law envisages the procedure that will ensure representation of at least 30% persons of the same sex in the respective electoral lists. Whereas it is proposed to include no more than 60% persons of the same sex among the first five candidates. Extremely important for ensuring the equal rights of men and women are the amendments made in 2013 to the Law of Ukraine "On Political Parties in Ukraine", which has already been mentioned today. Pursuant to these amendments, Art. 8 "The Political Party Statute" was supplemented with paragraph 10, whereby the quota that determines the minimum level of representation of women must be at least 30% of the total number of candidates in the electoral list.

During the reporting period, a whole series of secondary acts of the Cabinet of Ministers of

Ukraine have been adopted. Thus, after the adoption of the Law of Ukraine "On Combating Trafficking in Human Beings" for its implementation, in 2012 the procedure for defining the status of a person who has been trafficked was approved, as well as the procedure for the payment of one-time financial assistance to victims of trafficking; the Resolution "On the National Coordinator in the Field of Combating Human Trafficking" was adopted; and the Regulation on the Establishment and Functioning of the Unified State Register of Crimes of Trafficking, was approved; also the procedure for interaction of subjects conducting activities in the field of combating human trafficking was approved, and the National Programme on Combating Trafficking in Human Beings for the year 2015 was adopted. That is, the entire set of measures that needed to be taken in the implementation of the Law of Ukraine, as well as for its enforcement.

In order to prevent domestic violence, in 2010, an action plan of the national campaign "Stop Violence!" was approved till the year 2015. Yesterday a research was presented: the awareness of the population of domestic violence problems is higher than awareness of other issues. I think this could also be attributed to the fact that some work has been done in terms of awareness raising

On September 27, last year the State Programme for ensuring equal rights and opportunities for women and men was approved. It had been developed based on the Final Recommendations of the UN Committee on the Elimination of All Forms of Discrimination against Women, the Millennium Development Goals, the results of state and public monitoring of the previous program for 2006-2010. Also, the National Programme for Family Support until 2016 was launched. The emphasis in this program was put on creating the conditions for development and strengthening of the family by providing targeted assistance and social services, and by social protection of families in difficult circumstances. High priority was assigned, in particular, to the formation of responsible fatherhood and preparing young people for family life. Despite the fact that in the reporting period, there were changes associated with the transfer of functions on ensuring equal rights and opportunities for women and men from the Ministry of Family, Youth and Sports to the Ministry of Social Policy of Ukraine, a number of documents were developed by the central executive body responsible for gender equality.

In 2010, with the aim of preventing and combating gender-based discrimination, the Ministry of Family, Youth and Sport, which at the time was the central executive body responsible for gender policy, created an advisory body and expert council for consideration of appeals to cases of gender-based discrimination. In 2012-2013, this body was transferred to the Ministry of Social Policy of Ukraine.

In 2013, the Ministry of Social Policy has been elaborating the practical aspects of application of the Law of Ukraine "On Combating Human Trafficking". This was in continuation of its activities after the adoption of the law, a number of resolutions of the Cabinet of Ministers of Ukraine and

the last ordinances of the Ministry of Social Policy of Ukraine. They concerned the approval of standards for the provision of services to victims, social prevention of trafficking in human beings, social integration of persons being victims of trafficking, and social integration and reintegration of child victims of trafficking. Also, a training program for professionals working in the field of combating human trafficking was approved, which is currently being implemented by local executive authorities. Experts were trained, but I think Elena (Farymets) will tell about it in more detail. Besides, the guidelines for working with individuals who have been trafficked, were approved.

In preparation of the State Report of Ukraine on the Implementation of the Convention on the Elimination of All Forms of Discrimination against Women, a research on public awareness of the existence of laws on gender equality was conducted. Today, Natalia has mentioned such studies; yesterday the whole day was devoted to reviews of the research conducted, so I will focus on just a few things.

Studies have shown that less than half of the respondents are aware of the norms on gender equality contained in the national and international documents. Most respondents knew that exploitation of prostitution of women by a third party is prohibited. Regarding the awareness of the prohibition of various forms of domestic violence, the awareness was highest about the prohibition of physical violence and lowest on the prohibition of economic violence. The study showed that the lowest awareness level was observed regarding labor laws and regulations; employers' obligations to create the conditions for women and men to combine family responsibilities related to parenting and professional responsibilities; ensuring opportunities for women to be equally represented with men in business, and prohibiting job offers only to persons of a particular sex; but this study was conducted in 2013. I already know that we are actively implementing the project "Back to Work" for reintegration of mothers and fathers into their professional activities after returning from maternity leave, and in this domain very active awareness-raising work is being done, so I think the situation shall very soon change for the better. And the lowest is the level of awareness about the ban of lower pay for women than for men when performing the same work.

In the next block of our presentation I will focus on the individual comments by the Committee to the previous Report. Paragraph 20 of the Comments concerned the results of implementation of the State Programme on Gender Equality in the Ukrainian Society from 2006 till 2010. In 2011, a network of women's organizations "Women's Consortium of Ukraine" conducted public monitoring of the program, and the main conclusion that can be made, the main outcome of this program is that the State Program for 2006-2010 set the stage for the creation of an institutional machinery for gender equality. 2010 was the peak year when this machinery worked most effectively. The program has created the basis and conditions for active cooperation with

international authorities and NGOs in the implementation of projects aimed at ensuring equal rights and opportunities for women and men. However, the program failed to integrate gender mainstreaming in all spheres of society and it did not receive sufficient financial resources from the state and local budgets.

Paragraph 21 of the Concluding Observations of the Committee concerned the adoption of a new national program. The State Program for Ensuring Equal Rights and Opportunities for Women and Men was adopted in September 2013, almost three years after the completion of the previous program. This was due to several reasons: a lengthy process of transferring the function of ensuring gender equality from the Ministry of Family, Youth and Sports to the Ministry of Social Policy of Ukraine, and the parliamentary elections that took place in autumn 2012. Therefore the funding for the Program's activities was launched as early as 2014. The State Program for Ensuring Equal Rights and Opportunities for Women and Men was the result of active cooperation between executive agencies and international NGOs, and was actively lobbied by them. And the expert study which was mentioned yesterday during the presentation showed that experts estimate the content of the new program much higher, as compared to the previous one.

Paragraph 49 of the Committee's concluding observations deals with ratification of international conventions. And I want to start by saying that in 2011, Ukraine signed the Council of Europe Convention on preventing and combating violence against women and domestic violence (the Istanbul Convention), you all know about it. Ratification of the Convention envisages respective amendments to the legislation in this field. The Ministry of Social Policy initiated a working group on amending the legislation in order to bring it into conformity with the Convention. The working group included representatives of the central executive authorities, the Supreme Court, international organizations and NGOs. Besides, since 2013, a project of the Council of Europe entitled "Prevention of violence against women and domestic violence in Ukraine" has been implemented in Ukraine; one of its tasks is to provide expert assistance in the preparation of national legislation for the implementation of the Istanbul Convention's provisions with a view to its ratification. Now, a new draft law "On the prevention of domestic violence" is being elaborated, and we are planning to submit it together with all the documents and the draft law "On ratification of the Convention on the prevention of violence against women and domestic violence".

And regarding the suggestions and recommendations for improving the national legal machinery in the field. They are the following: to harmonize Ukrainian legislation with the constitutional principles of equality, and international norms and standards; to make complex amendments to the anti-discrimination legislation in furtherance of the definition of discrimination, its interpretation, and define the standards for identification thereof; ensure common standards and principles for proving discrimination; to re-

vises the criminal, civil and administrative law in the context of availability of machineries for obligatory compensation of the financial and moral damages to victims of discrimination, but also in terms of gender sensitivity; to develop specific anti-discrimination rules and sanctions for violations of gender legislation; to introduce temporary special measures for ensuring balanced representation of women and men at all levels of decision-making.

I am very grateful to you for your attention! Sorry to have taken so much time.

L. KOBELYANSKA: Thank you. It is a fundamental part of the Report and, in fact it plays a pivotal role, so that is understandable. Any questions, comments or requests? Tamara Mykhailivna?

MELNYK T.: Firstly, here a historical perspective is used, so, this question is clear. And so far you focused on the meaning of a legal act and approaches to it. The only thing is that we are short of time. I believe that if it started to discuss the impact on the society, we would not finish by night. So, my question is: "What do you think about Article 24 of the Constitution?", because it is widely discussed all over the country. There was a structure created by Kravchuk where the Constitution was being discussed, now, after two years of its work, it is being silenced down. But, I think we shall return to it anyway. Are you satisfied with the Constitution, does it respect gender equality? This is the first point from the comparative analysis. Secondly, I would like to say: do you have a good relationship with such Ministry as the Ministry of Justice? The Ministry of Justice has adopted certain acts and contributed a lot, but based on the contribution of civic organizations. I mean the gender expert examination of legislation. You said at the end that you have a plan to introduce such article, and maybe (it would be good) not only to introduce the item (article) that is already known, but generally look at this legislation a little differently in terms of analysis. The Ministry of Justice ceased respective activities since (our) pressure on them stopped. Therefore, I urge the NGOs to organize (themselves) and make this ministry work, which for some reason did not work before until the public pressed it to do so, and now, when the public is less involved in this, it also ceased operations. Therefore I appeal to intensify our activities and to force the Ministry of Justice to work with the Ministry of Education, but such decision is not (meant to) say that the Ministry of Education is at war with the Ministry of Justice. You indicated the following topic (of our meeting): «Legal and normative provision of equal rights and opportunities for women and men in Ukraine». It was always (discussed) about the legal provision of equal rights, and women were specifically emphasized. Now rights are not emphasized, I mean the rights of men and women, it is automatically about opportunities; do you have in mind some kind of legal support capabilities, and which ones? This is especially important now. I would suggest that you cover the legal aspects, gender legal support at international conferences. I believe that those conferences that we have held for the first time in the history of Ukraine – two conferences, they have

had some progress and some impetus, including other for ministries. The legal aspects. Right is the main instrument of state structures, so when I say "legal provision", then the ministries should be more active. When we talk about organizational or ideological (aspect), it seems significant enough; and in case of legal support, the Cabinet of Ministers may initiate some action.

And you said that the program laid the foundation for the establishment of the national (state) machinery, I think it is absolutely true. But I would wish you created a system of legal acts supporting all operations from top to bottom, and publish it, so that everyone would have and use this legal basis, even the local governments with regard to their documents, even some NGOs who claim that they operate on the principle of legality. We were told about political parties, but each party says that its basic principle is the principle of legality. If the party does not fulfill the principle of legality, find an NGO that will sue this party. One goes to court, and all will (be afraid) to lose their percentage of votes. This is my question for the beginning.

I finish saying that I liked your speech.

N. BOGDANOVA: Thank you, Tamara Mykhailivna, thank you very much.

In fact, really, our main goal is to ensure compliance with the Constitution of Ukraine and Article 24, which declared equal rights and opportunities for women as men in all spheres of life. And I do not stop at these points because they were covered in the previous report. But in fact it is absolutely true that we have to focus on the Constitution, on our Basic Law and the Law of Ukraine "On Ensuring Equal Rights and Opportunities for Women and Men".

Regarding gender expertise of legislation.

MELNYK T.: The second part of Article 24 does not say about the equality of women and men. On the contrary, the situation of women is prevailing. If you really want to principally and scientifically speak about gender and science, do read this article.

I apologize.

N. BOGDANOVA: Thank you. Regarding gender expertise of legislation, the law stipulates that the Ministry of Justice should to carry out such a review. But very important is the quality of expertise, so that such examination is conducted by highly qualified professional experts. It must be done within the framework of the overall legal expertise. And now we are preparing a letter to the Ministry of Justice of Ukraine in order to still make an analysis of expert assessment that has recently been made, and its results. And indeed, it is absolutely true that it is necessary to establish a communication link between ministries, and we all need to work together as a team in that direction.

L. KOBELYANSKA: Well, thank you. No comments on this section? Please.

PARTICIPANT 1: (without the microphone) Good afternoon. I just want to make a remark, I sent my comment, in particular, to the provisions of the law: that it invoke criticism from NGOs for insufficient level of protection... In particular, it

does not include protection based on sexual orientation and gender identity. Therefore, there is a proposal to consider such provisions in the Recommendations.

N. BOGDANOVA: Thank you very much. We have just highlighted it in the Recommendations.

PARTICIPANT 1: That is, these two features are not spelled out in the Recommendations, that's what I wanted to say.

N. BOGDANOVA: I'll check it.

L. KOBELYANSKA: Thank you for your comments, that's why we are here now: to identify gaps. We make records of everything: we making record of all contributions, and then we'll analyze them.

G. SKIPALSKA: It's COVERED in my section. This will be in my presentation, in the recommendations. "Women being vulnerable to discrimination", that's where it goes in the Recommendations.

L. KOBELYANSKA: Thank you.

MELNYK T.: May I, Larysa, for one minute? If you record everything and will make a plan, I would like to also say something that wasn't mentioned.

I would suggest that you hold a roundtable meeting, council meeting or meeting with religious organizations on gender. And, in particular, on legal aspects.

L. KOBELYANSKA: Tamara Mykhailivna, thank you very much for asking.

N. BOGDANOVA: Actually yes, we included the influence of religious organizations on destruction of gender policy since 2011, and it is included in the segment on education, in terms of stereotypes. But thanks for the recommendation: we were going to do it for a long time. Natalia even has a plan.

N. FEDOROVYCH: Thank you very much, dear Tamara Mykhailivna, I will still ask you now to comment, because I feel that you have some comments on this section of the chapter. But I want to tell you regarding this suggestion: certainly, I'm planning to meet soon with the members of the High Council of Churches to discuss the general problems of cooperation. We have some contacts with some churches in different areas of social protection, because what we call social protection, the church calls their social service. This is actually the same thing. And our society has a long and profound traditional role of the church in this area, particularly in western Ukraine. Therefore, we have some experience. We also have a review of the Supreme Council of Churches, and their offer to help as much as possible due to events that take place in the East. So, soon shall have this meeting. And if you don't mind, we'll invite you to take part in it.

T. MELNYK: I would like to say that I talked to some priests. And I have to tell you that they are forthcoming when talking with them. Well, even this first phrase that I use: a girl and a guy are getting married. The first sentence which they hear is: "You are equal before God". Let the priests explain, what equality before God is. Not

the same height? No. Wealth? At what level? And so, there are a lot of concepts there.

And the second point. I had an (experience), I was always delegated to some conferences, and they were very interesting to me, though I did not even think (of it). There were some 150 Jewish organizations, and I was sent there. I even forgot the organization's name. And they invited representatives of different religions. It was extremely interesting. It was five years ago and I heard it for the first time. And Orthodox (Christianity) was the most backward religion. I must say that an absolutely ripe stance on gender – as if he was a foremost scholar on gender – was expressed by the contributor (representing) the Jewish religion. A Catholic priest also was brilliant. But why? Because there is some influence on them. And we here exercise no influence. I remember in 1998, I was at an international conference (I am concluding (my speech), but I am giving information), and the Minister for Nationalities and Department Head for national and religious issues of the Cabinet of Ministers of Ukraine were sitting in front of me. And I told them: "Let us hold such a conference". I was told (by those members) of the Cabinet: "Tamara Mykhailivna, conduct anything you want, just do not touch the national and religious issues". So, (because) the superiors were afraid, I once again appealed to the NGOs: make some pressure on Nataliya Volodymyrivna and (make her) hold this conference. Without public pressure, government agencies would say: "Do whatever you want, just do not touch the national and religious (issues)". And they say: "Progress, movement". We already get together and start talking about anti-gender movement which is not there. But somewhere subconsciously it already exists. So, I want you to talk about it seriously.

N. FEDOROVYCH: I want to say that I have absolute confidence that national and religious aspects are key to our well-being and prosperity. If we give an answer to these questions, if we realize the importance of these two aspects, I strongly believe that our society will be all right. I am not afraid, I hope for your support, and confirming your words, I can say that the present Pope in the first days after his election shocked the world not only by the fact that he personally called one of religious congregations without the help of his assistant, which led to a huge shock in the religious community, but also by his their declaration about sexual minorities, saying: "Who am I, that I condemn them". And it happened. You may remember that it evoke a very serious discussion, to put it mildly.

L. KOBELYANSKA: Thank you, Natalia.

We move further with the understanding of how important and yet difficult religious issues are (and national issues as well). I suggest to make a break now because we have it (on our agenda), even with a small delay. But please do not be late after the break.

AFTER THE BREAK

L. KOBELYANSKA: We continue our work. We have a lot of issues to consider, and the time we

have is limited.

While (they are adjusting) the screen to normal size, I shall start, and make a report on the "National Machinery for Implementing Gender Policy in Ukraine".

I think that you have repeatedly heard today in our previous discussions that the national machinery for ensuring equal rights and opportunities for women and men was the most critical domain for discussion and for presentation in the report due to the administrative changes that took place in late 2010. And actually, if you just follow the UN Committee's concluding observations, we should have strengthened the machinery, which you now see on the screen. But strengthening the machinery that we see on the screen is not possible due to the fact that this machinery is presently absent. And I just want to remind you that according to the current legislation, the national machinery envisages the incorporation of appropriate regulations and consists of central executive authorities, local self-government bodies, the Parliament Commissioner for Human Rights, the institution of advisers on gender issues, and civil society institutions.

The administrative reform which took place in 2010, in fact, introduced the most significant changes to the structure of the national machinery. The functions of the central executive body responsible for the implementation of gender policies have been transferred from the Ministry of Family, Youth and Sports (due to its liquidation) to the Ministry of Social Policy of Ukraine. But at the intermediate stage before this act, there was a period of uncertainty when these functions were partially lost, some of them were never included to the competence of a the central executive body, a part of them has been transferred to the Ministry of Education. The Ministry of Social Policy failed to retain the functions and responsibilities related to ensuring equality between women and men, as it used to be in the structure of the machinery in 2008-2010. The report stated that the greatest level of institutional support for the national machinery was observed in 2008-2010. You can see these components. At each Committee of the Verkhovna Rada of Ukraine one of the employees of the Secretariat served not as an advisor, but as a consultant on gender issues. At all central government agencies at the ministerial level, one of the deputy ministers served as coordinator on gender issues. Under the Cabinet of Ministers of Ukraine there was an Interagency Council (it had a broader scope of functions, though), it was engaged in coordinating the issues of gender equality, combating human trafficking, and policies for the protection of motherhood and childhood, and perhaps some other issues – in general, a very large number of issues coordinated by the Interagency Council. But the last meeting of the Interagency Council was held in June 2010. Given the changes that have occurred in the structure after the administrative reform and the appointments related to staffing, the personnel is being changed all the time, but, in fact, the meetings of the Interagency Council were not held since 2010.

Regarding the institution of advisers. At the

end of 2010, Svetlana Valentynivna can confirm this, the provisions that the Ministry of Family, Youth and Sports was preparing the submission to the Cabinet of Ministers on institutionalization of advisors, were ready, that is, the submission on the introduction of the position of advisor in the structure of central executive bodies from among the full-time employees was being prepared, and it was recommended to regional administrations. In 2010, we had advisors in nineteen regions. Today we have four. Of course, the functioning of a gender advisor either depends on the goodwill of the supervised, or it is based on very strong support of the civil society. We should admit that today this institution remains necessary; it is extremely in demand because of the reduction in understanding of non-core ministries of their responsibilities for the implementation of state gender policy. Despite the fact that, for example, at the end of 2010 thirty thousand civil servants completed a training course on baselines of gender policy, it was institutionalized through the system for qualification development, and by the way, is still functioning, the system of special thematic roundtables, special thematic trainings and special topics in the context of the areas for training of civil servants, it remains. In the National Academy of Public Administration, for example, to date, about twenty special courses on gender are being taught at various departments, from the Chair of Public Administration, the Chair of Public Health, the Chair of Education, the departments engaged in the formation of the state budget and so on. The coaching and teaching capacity is preserved.

The draft law "On Civil Service" introduced proposals on respecting the gender balance in appointments to senior civil service positions, but a problem arose that appointments to the positions of ministers and deputy ministers were made based on the political principle, and ensuring gender equality otherwise than exercising some impact on the parties, transferring to party representation in appointments, was impossible. This issue remains controversial with the (National Agency of Ukraine) on Civil Service, which is currently developing a new draft law, but presently there is no practical solution to this issue at the legislative level, other than making, as I already said, amendments to the Law on political parties. The Law on political parties only determined the quota of women and men during the formation of electoral lists, there is no mentioning of a quota in appointments on political grounds. Similarly, appointment on positions of the first and second categories is made by the President of Ukraine. This requires a different approach than the general approach to the Law "On Civil Service", the more so when it comes to gender balance of public servants; what we currently have is 76%, even in 2010 we had 72 percent, and now 76% of public employees are women. Therefore, we realize that we have to ensure the involvement of men in the public service, but given the level of payment, we understand how difficult it is to address these issues.

Regarding comments. The most important comments, as I have said, concerned the need to

strengthen the national machinery in terms of empowerment. Up to 2010, and in 2010, when these observations were obtained early in the year, it was about creating a National Gender Bureau under the Cabinet of Ministers of Ukraine or expanding the network of gender advisors and granting them official status in the structure of administrative bodies. Currently, today, we have a completely different situation, and, of course, now it is not possible to implement the recommendations of the Committee of 2010 concerning the structure, literally.

The Report submitted (was drafted) in view of the situational analysis of what we now have. We expect that there will be proposals from both inside Ukraine based on the discussion about optimization, and from international organizations, because it is one of those issues that, among other things, define the possibility to solve other problems. We are aware of the fact that effective national machinery for ensuring equality between women and men provides the possibility to solve certain problems related to respecting women's rights and to the status of issues that are currently problematic in Ukraine. I propose to start a discussion on this issue, because the recommendations that could be provided by the experts and participants are now very relevant at the stage of finalizing the conclusions of this section.

Thank you. May I ask who would like to take the floor?

N. FEDOROVYCH: But before that, let me ask you to recollect what I asked at the beginning: let's consider our current meeting, of course, in the context of the final Report, but also in the context of (the need) to clearly outline the tasks for all of us and awareness of our next steps. I want to say that we are aware that we understand a lot of things in the light of our country's development after the parliamentary elections. I also want to remind you that on the first of April the Cabinet of Ministers approved the Concept for Reforming Local Government, and defined that a number of functions will be transferred to local governments. Accordingly, now the vision of what shall belong to the authority scope of the local government, is being developed. And the vision of creating the so-called regional bodies, which would straightly vertically report to the Ministry of Social Policy. Therefore, in this context, I would ask you to talk about how this vertical should work, and besides, what tasks we set for ourselves in order for our following report to contain a little more of our achievements and fewer comments.

L. KOBELYANSKA: Thank you, Natalia. Speaking of recommendations. The study, which was conducted, the expert survey on national gender machinery contains a number of recommendations. They concern the needs, or rather what needs to be changed in the field of legislation, institutional structure, education and awareness raising, and in the field of monitoring and evaluation. You have the possibility to review them, as they have been presented and are officially available. Of course, it will also provide some hints for the Committee in terms of what to recommend; because we understand that they, too, will be

based on this study, but we are aware that we have the following problem, which Natalia (Fedorovych) has mentioned, it is the following reform. And of course, it would be desirable that the recommendations were given so to speak with a margin of safety for those possible changes that will be made soon, so that we each time do not face the need to revise such basic things.

I saw a hand. Please.

PARTICIPANT 2: I would like to note that at the beginning of your speech, you, Ms. Larysa, said that, unfortunately, there is no national machinery.

L. KOBELYANSKA: I said that the one that existed at the end of 2010, is now absent.

PARTICIPANT 2: But it is stipulated by the Law, it might just somehow have been reformed.

L. KOBELYANSKA: By the Law – yes, as I said. Thank you. The machinery is outlined by the Law, and I named its constituents. They include legislative support, the implementation of administrative component through central government, the office of the ombudsman, and the civil society organizations.

S. POGORELOV: Only one comment. Today, there are a lot of NGOs who are going (to participate). So, often you hear such a proposal and it is announced, that it was a big mistake to eliminate the Ministry of Family, Youth and Sport, this component. This ministry was in charge of equality issues, including violence prevention, and combating human trafficking. It was the coordinating body, which in the long run anyway coordinated the activities of various ministries and departments. And this function was performed. I realize, of course, that in terms of further administrative reform there is no such idea, and it would not find support, but still it would be desirable to think about the machinery that will enable all of us, and the state in the first place, to maintain institutional memory, continuity and consistency in policy. We do not have it, we start each time from scratch. And this applies both to policies and legislation. We get back to it, we do it, we do not ratify it, we do not implement what was ratified, there is no ministry, no coordination. The ministry tends to forget about their responsibilities, we must be reminded of our own authority. We have no department; there are a lot of vacant positions. What we need to do – it is not the subject of discussion today, but I think that we should make some kind of a working group, a round table and think about these aspects (this is for us): what machinery should contribute to such factors, and how and to avoid losing what has been achieved. We all the while are making two steps back, and then one step forward. All the time, there no sustainability. I support what you have said, it is absolutely right, it is objectively outlined. We admit this in the Report.

L. KOBELYANSKA: Thank you, Svitlana. In preparing the Beijing +20 report, we had a special group on national machinery. Mykhailo, can you say a few words about the recommendations made by this group?

M. KORIUKALOV: Thank you, my name is Mykhailo Koriukalov. We were, in principle, not

so much focusing on the recommendations, but rather on the analysis of trends. We then welcomed the reverse trend, when the machinery started to build up. However, it took several months, and the trend continued, but not as fast as we wanted. The machinery just started to build up, but much still can be done.

We also paid attention to the institution of advisers and inter-agency coordination. And, actually, this is where you can start when it comes to strengthening the machinery. We talked about the restoration of the Interagency Council at the level of the Cabinet of Ministers of Ukraine, but, again, this is a recommendation. It was then recommended by civic experts even not within the framework of Beijing +20, because they were not directly envisaged thereby; but in the negotiations related to the Beijing +20 process. Indeed, these recommendations remain current. And if it turns out that, while we identified them as top priority at that time, they remain of top priority, it is not a coincidence, and this is probably what is really needed in this area.

L. KOBELYANSKA: Good, thank you.

N. KOMAROVA: Regarding perpetuation of achievements. As the practice has revealed today, civic organizations have some achievements, and they will continue to do so. Moreover, they continue to somehow follow up and develop them. To a bigger extent – if supported by the state, and to a lesser extent – if there is no state support. The state component, for various reasons, we shall not dwell on it, is very vague, very amorphous. And, perhaps, because of this the civil society component in the national machinery should be strengthened?

L. KOBELYANSKA: Through the institution of advisors, right?

N. KOMAROVA: Well, there will be very few advisors. In fact, it is one advisor per area, (is it enough)? Or at the facility/enterprise. Rather, we have a lot of civic organizations, many women's organizations, many organizations that are willing to include the gender components in their goals. We just need to devise how. Here (we have representatives of) national and international civil society organizations, but we still have many rural, urban, district organizations, where there are also 75% of women. They just do not know that they can fight for their rights. And I think, I'm not ready to say exactly how, but it seems to me that this is the component that will not allow to extinguish itself.

L. KOBELYANSKA: Thank you, Nadiya. You know, if we talk about the structure of the national machinery, which includes the civil society represented by the NGOs dealing with these issues, then yes – in fact, that is the part of the national machinery that preserved the institutional memory, and retained this sustainability. So I agree.

Please other comments.

N. FEDOROVYCH: I will allow myself to make a comment, because I think it is my duty to do so.

I would not now go into the debate and expand the debate over executive power bodies. But

let's answer a completely rhetorical question, everyone for oneself: "How many of the heads or representatives of non-governmental organizations here are now ready to go and work at the Ministry?". And answer the question "Why?". Thank you.

N. FEDOROVYCH: Let us give a true answer to the question: "Why are they not ready to go today? And how it happened that today people, professionals, experts are not ready to go?".

PARTICIPANT 3: I'm sorry. Why are we not ready? Well, let's raise hands and you will see how many of us (are not ready).

N. FEDOROVYCH: And who is ready?

PARTICIPANT 1: I'm ready.

N. FEDOROVYCH: No questions

PARTICIPANT 1: Ms. Larysa is ready. I think that other colleagues, if they stop being ashamed shall, too, say that they are ready.

N. FEDOROVYCH: Perfect.

PARTICIPANT 2: I can raise my hand, I'm ready.

PARTICIPANT 1: Let's raise hands; there are many of us (who are ready).

N. FEDOROVYCH: Well, that's fine. I had a slightly different format the last few months for communicating with a number of NGOs, and systematically received a response: "We don't want to go to you. Who would want to go? We do not agree to work under such conditions". This is actually true, colleagues? If you are willing – perfect.

MODERATOR: Is it a comment? Is it a desire to go to work? Yes, Zola, please?

Z. KONDUR: No, but I can explain why I would go and work at the ministry. Because, in fact, I would very much like that Roma women were represented in the ministry; and that (they) could lobby and include Roma women in various programs. Well, it the same as at the meeting in the Ministry of Culture, which is so reluctant to engage in Roma issues, we talked about the fact that Roma organizations are willing to volunteer to nominate one person who would be involved, he was responsible for the coordination of the Roma or Roma strategy decade. In fact, there are people who are willing to work in various ministries. And for us, for Roma women, it is very important to be included in these processes.

N. FEDOROVYCH: Zola, fine, but you remember that our colleague whom we fixed up for a job at the Social Services Centre in Lviv, for some reason already does not work there.

Fine, I propose to discuss the purely practical implementation of these wishes during the break.

L. KOBELYANSKA: Of course, there are different practices and examples, and perhaps one example is not a trend. And if it becomes a trend that people are willing to go from the civil society into the structure of the executive branch and apply their experience and practice there, it will be very positive. It is true, because the civil society is made not only from NGOs working so to speak, within their mandate. It is also their involvement in the work of the state.

PARTICIPANT 4: May I ask another short question? Here is Ms. Ivanova... She is just one of those present at this meeting having relevant experience... I know her as a prominent public activist, and she also has experience in government. I would like to ask you, "Are you ready to go and work again in the governmental structures, because you have respective experience?" Thank you.

N. FEDOROVYCH: Thank you very much, I think that this meeting was not meant to discuss personal matters, but at the same time, a question was asked to Ms. Natalia. I want to say clearly: NGOs and civil society leaders have management skills, administrative skills and are qualified managers. When they come to the Ministry, ready to do something, really truly do something in order to change the system, and bring some progressive ideas with them, they are faced with the bureaucracy, and I will not say that they lose their heart, but they realize that "things are not that simple in our kingdom". And here we must say about the managerial skills of the superiors, about willingness to change, willingness to lobby things (at the level) where department heads can not go, the political will, about meeting for a cup of coffee in an informal format. There are many nuances. Thus, the state now requires NGO leaders. It is clear, but again, management, that is the main thing. If you work until eleven o'clock in the evening, or from seven in the morning – it is also a big question, how much your strength and energy will last for working productively. Many nuances should be discussed, not only the format of the Ministry of Social Policy should be changed, but the format of all ministries in general. Therefore, it is a subject for separate meeting, separate debate, separate rhetoric.

G. SKIPALSKA: May I add a very small remark. It is important, though rarely mentioned, but it is important – the remuneration. In fact, two years ago we had a good relationship with HealthRight International, which worked in Russia. And my supervisor Peter would always ask me: "Why do you employ people on a job from the civil service? Here, in St. Petersburg, if someone in our organization receives an offer to obtain the position of district head, they run their heels off and never come back. I have an outflow of personnel into civil service". I saw a lot of reasons, but remuneration nevertheless... if you compare (it with other professions), it must be decent, it must be such that the person can be pleased too, by the fact that they work at the Ministry in this position, and it should be such a payment where one can live.

L. KOBELYANSKA: Thank you. I want to remind that it is possible to submit proposals to the Law "On Public Service". The regulation of many things that have been voiced is not one-ministry regulation, this regulation is prescribed by the Law "On Public Service". I think that the discussion has already reached beyond the scope of the recommendations to our Report. If (your question is related to the recommendations) – I shall give you the floor, if not...

PARTICIPANT 5: Yes, it definitely is related to our Report and to everything that civil society

does. I would like to appeal to everyone, for many years I have been saying about it. Civil society organizations owe nothing to anyone. Yes, they are part of civil society, they have an influence and should have an impact, but thanks to our gender law, where the involvement of civic organizations is clearly outlined – it is a success for Ukraine. But at the same time, there are currently no legal instruments, using which NGOs would be able to obtain grants from the state, as it is the case in the European countries where NGOs really are partnering because they fulfill the social order. Civil society organizations today again survive at the expense of foreign donors. And we need to talk about it. If there are foreign donors, we work, and if there are no foreign donors – we volunteer and work with the ministries with which we started to work, because we have this specialization, or we change our specialization, because tomorrow another donor asks us for help in other domains. Therefore, NGOs are open, professional, but at the same time, now there is no legislative framework that would allow them to work effectively for development.

N. FEDOROVICH: I would still allow myself to say a few words about this. I agree that this issue has not been elaborated systematically. And it is very important. On the other hand, I have very many examples in a number of cities over the last few years, how the social contracting mechanism works, and it works on a competitive basis. On the other hand, we are faced with another problem: the financial support for specific types of NGOs working in our country in recent years, is completely ineffective. And today, when we have over 70 million UAH in the budget of the Ministry for the support of two types of NGOs, unfortunately, we have no mechanism to make efficient use of these funds. We observe such things as salaries for thirty-six employees of a civic organization, which are several times higher than the Minister's wage. And these problems are also serious and urgent, and, unfortunately, difficult to resolve even for a Deputy Minister, because it is a political issue. And without the involvement and support of the NGOs, this issue can not be solved. I am quite deliberately, responsibly saying about it. There are a lot of problems; I thank Ms. Galina for making such emphasis, because it is also true. Let us understand this and take concrete steps to change this situation. We must also say that one of the requests of our society today is to fight corruption, which can not be solved without decent wages for officials; a cheap non-corrupt official does not exist. It is a generally known practice, but I do not think that it is the subject of our meeting today, although these are important things. Thank you.

L. KOBELYANSKA: Thank you, Natalia. Ms. ESHAN, please.

N. ESHAN: (speaks English). I would like to note that, indeed, interagency coordination is a very important part of the national gender machinery, and in this regard I would like to emphasize the importance of strengthening and supporting the people responsible for gender issues, the so-called gender "focal points". In this regard,

I would like to give the example of Mrs. Kolomeychuk from the Ministry of Health, who, despite having a million of responsibilities, still fulfils the obligations related to gender issues. Therefore, I once again emphasize the importance thereof and the efforts of UNFPA to really support these people. Thank you.

L. KOBELYANSKA: Thank you. Tamara Mykhailivna?

T. MELNYK: I would like (to add) in continuation of what Lyudmila has said. There is a notion of "social order". I will take the organization that we had – the Canadian Gender Fund, Larisa has done a great job there. But when I looked into those two boxes of literature that was brought, per two thirds one third was rewritten. And it was named spending a large fund. I do not know of cases, probably you do, that the Ministry made an order due to the need to develop something, publish something, to analyze a situation, and would have relations with these international organizations that have (do not know whether they now do) quite large funds that are distributed not on the basis of a need for something, but often on the principle of knowing someone. And those brochures were approved, which they then were throwing around, because god-knows-what was copied in them; one twenty-five times copied another. Please understand, I do have grounds to say this, because I had to publish these same brochures on gender expertise of legislation, and it was difficult issue them, for there was a whole bag of different versions, and I can tell (whose works were copied), because they even called me asking for a permission to rewrite. You see, that's what we are talking about. Should you communicate with international bodies, which have money, should you have ordered some expert examination of social or economic nature, or analysis of a problem, so that these structures would not be having fun here in Ukraine, because they really have much fun for the money, but fulfilled the task called the "social order", we would have had some results. And then this order can be analyzed at such meeting as this one, not just put away somewhere, and nobody knows where it goes. Then we would have the result. And as I understand it, when we come to these structures, they do not know (anything), and they communicate with those they already know, with whom they have long-established social interaction. I always hear that someone somewhere is implementing something, and yet I hear that there are no grants, no money, no funding, when you need to do something. I would advise one more time. I once advised it to Dovzhenko. If you had in the Ministry at least three persons (not myself, I say at once) in a research department, so that this research department filtered everything that comes from you, and analyzed the proposals of the NGOs, which are willing to work with the Ministry. Let them bring the results of the work that they proposed. And there would be something to take over and then again to send a query to the research department. Let's take an example. When I am invited to do something out of my good will, OK, I'll do that. But what are those doing who are responsible for this work?

They sent a girl from the ministry to the Istanbul conference dealing with gender theory. She went there, then they ask me: "Tamara Mykhailivna, can you please write this?" I said: she was there and heard the contributions of ministers on gender issues, on theoretical issues, and if we send someone, it must pay off. If you went abroad, having come back, gather us and tell us what it was about, and then we will have some results of certain activities, some results in the form of what is happening. And some filter for the ideas passing through the Ministry would be provided. I mean, some ideas on works and the need for them. We have a lot of unnecessary work done. I have such impression, sorry.

L. KOBELYANSKA: Thank you. This is probably the last comment. Any more comments? Be brief, if you can.

PARTICIPANT 5: Yes, thank you. I would like to support Tamara Mykhailivna because had I made some kind of clarification... I simply have not seen the recommendations, do not remember them, so blindly, perhaps they are already available. Of course, what is missing to our institutional mechanism is - the functions the development of gender policy. It is not "back" of this institutional mechanism or of this sphere. This function is missing altogether in our executive branch or in other areas too. But in this case it would be possible to add, as Tamara Mykhailivna said, in the implementation of her position, maybe we need to create a specialized department at the Institute under the Ministry of Social Policy, I forgot its name, the Center, I saw it yesterday. Yesterday it was on the website and I hope no matter if indeed it was created with three persons then it would be at least at the national level not necessary to delegate the policy development functions to international agencies, independent experts and other more or less accidental or non-accidental people. But it is better that it was integrated directly in the structure of the machinery. Thank you.

L. KOBELYANSKA: Thank you. We shall check for compliance those comments with the real remarks and once again verify the recording of our Round Table. Currently we proceed to the following block for discussion of issues. It deals with the representation of women in political and public life. The presenter for this block is Ella Lamakh, Program Director of the Center "Development of Democracies".

E. LAMAKH: The presentation I will make is short, as Ms. Nadia Larysa Komarova and Larysa Kobelyanska have covered many of Ukraine's achievements in this regard. And I will follow the task and will focus on what is in the State report.

The State Report answered questions twenty-three and thirty-two to the Committee's comments on quotas for women's representation at the highest levels of government and representation in the field. The report emphasized that the adopted amendments to the Law finally, as Nadia and Larysa already said, and already we have a change in the law. And clearly, we know that the main purpose of the bill and the law is already balanced representation of women and men in

the lists of political parties and electoral lists among the members of councils at all levels in government and local governments through the introduction of gender quotas. And here we must pay tribute to the state because civil society is still debating whether or not accept such changes in the law, and the state really made this emphasis. This is positive. It's really just the answer that the Committee gives. Next. The State Report highlights that really Ukraine has temporary special measures that are in gender law, they are considered only in terms of quotas. And the State Report says yes, the society considers temporary measures as regards the lists in batches, the number of women in political parties or organizations. And this is it. And no one considers the complex temporary special measures in the Law of Ukraine on equal rights and opportunities.

The next State Report says that a survey was made and, according to experts, the important point is equality transparent funding of political life. The report is not about what kind of statistics is today, the same as is on the slides. But at the same time here is the opinion of experts, and there are signals of to the purchase of votes, or that women are not willing to go and represent political parties or take leadership positions. One can argue, but at the same time in the report there is an expert opinion, surveys and it is justified as mentioned

Next. It provides statistics on all echelons of power, especially for the Parliament. In the composition of Parliament now there are 43 women, representing 9.56% of the total number of deputies, the maximum rate for the entire time of operation. The proportion of women ministers increased from 0% in 2010 to 16.7% in 2013, including government ministers – from 0% to 12.5%.

The proportion of women among senior executives in the public service (I and II categories of positions) for the reporting period increased from 25.9% in 2010 to 28.3% in 2013.

The report states that it is a success for Ukraine. The Ombudsman since the establishment of the office – is held by women only. It is also referred to by Ukraine.

And the next important thing in the report is that during the reporting period a lot of women are represented in local government and the number of women occupying senior positions increased, or women senior civil servants who are actively involved in decision-making. It's in short, since a review of this article was made. In the State Report the answers to these two questions are short or show status quo. Thank you.

L. KOBELYANSKA: In fact, in the report there is a list of laws that were submitted but not accepted, and it is also an important point, but it seems that the time lost earlier on proposed changes to the Law "On State Service" is caused by the fact that the law itself is being reviewed. Therefore, there was no need for the present amendment, which itself is irrelevant. Please comment or ask questions. Natalia Karbovska...

N. KARBOVSKA: Thank you. Natalia Karbovska. I represent two organizations: Ukrainian Women's Fund and USAID Program "Women's Health Ukraine". Just a few comments. First of

all, about the Law. It is good that we have to change the law, but I have the impression that these changes are known only to a few people in Ukraine, the people who...

E. LAMAKH: Research on awareness has confirmed it...

N. KARBOVSKA: Definitely. And I think we have it noted in the report, because any law will work only when it is actually the people that affect performance, and therefore know and have the skills and qualifications to implement the law. Especially a huge problem, I am sure, is that the political parties themselves, which the law targets, they hardly know this law. This is evidenced by the lists that have recently been published. So I would urge us to pay attention to it in order to reflect this in the report, because at least now it looks all good that we have the relevant law, we go moving towards implementation of the Millennium Development Goals, thirty percent of women in authorities but in reality it is not so.

One more thing. I would not have agreed, perhaps, with the fact that it is an achievement that the Parliament Commissioner for Human Rights is a woman or have always been women. And what does this mean? I do not think it is a great achievement and that this should be respectively talked about as a great achievement.

Another thing which I would like to emphasize, in fact, statistics is important, but I think it is necessary to focus on what Ms. Ella said, that women are pretty much at the lower levels of the legislature, but the higher we climb, the less we are, respectively. This should be voiced and remembered, and again, we should not say that it is a great achievement that women are at lower levels of government, and say that there is a definite trend: the higher the level of decision making, the less women are there. This picture is still present in Ukraine. Thank you.

E. LAMAKH: Thank you, Natalia. I would like to answer. I have said that it is status quo. And we in the report really show that it is so: the Parliamentary Commissioner for Human Rights is a woman. It is a fact.

Next is the fact that before there was the final version of the State Report, consultations with civil society organizations were held, and a survey was conducted, and what was included according to the recommendations by the NGOs, it is reflected in the report. Another question – we do not need to wait until we write recommendations as they will be adopted, until the Committee provides recommendations. We already need to talk to the parties and representatives of political parties that: “Colleagues, the law is as follows, there are amendments to it, please, show and follow” And it is indeed their duty, it is stated in the report, it is the duty both of NGOs and central authorities. Thank you.

L. KOBELYANSKA: Ella, are there any comments?

M. KORIUKALOV: At the end of last week's political parties proposed their lists. And we see some batches of three to five women in the top ten. Not all, but some. And it seems that it still

is not a mass phenomenon. Perhaps it makes sense even for major parties that have done it, to count how many women there are. Well, at least in those rankings that can go to parliament. Because this is likely to mean that the next parliament will have more women. I do not know how many, but perhaps a little more.

L. KOBELYANSKA: It may make sense to add a paragraph in the current situation.

E. LAMAKH: We thought so too, but we, however, expect that maybe they will be registered, only this Sunday major parties held congresses. We were waiting for the official lists. Especially because not all lists are available, there are only the first dozens of candidates. Of course, we can draw a conclusion on them, but it would be good to see at least the first hundred. Well, to be aware of the trend. Not all will provide four hundred and fifty.

Please, Ms. Larissa.

L. KOBELYANSKA: I want to continue what Mykhailo has said.

It is an interesting thing. So I think it must be noted, that the person who lobbied this law, Natalia Korolevska, who joined the “opposition bloc” is their only woman in the top ten. Well it's just a complete nonsense. The person who proclaimed this idea, who supported this law lobbied it and was glad it passed, and now – the only one in the party. And I think that in this way several parties could be withdrawn from the race. Look, “the opposition bloc” - one woman, “Sylna Ukraina” - one woman, CPU - one woman, well, I apologize, “Svoboda” - no women. Well, we know their attitude to gender policy. We should work separately with Svoboda.

E. LAMAKH: Thank you. Because I moderate this part, I ask to put up your hands those who yet wish to speak. Larysa, it would seem a reasonable comment on our next steps. In the report we can not say so much and write about it objectively. But at the same time it is a very important point for the next steps. Please, Mrs. Nadiya.

N. KOMAROVA: And maybe we take into account the current situation? If many in the audience were interested to see this article, I think that the parties do not know about it. Let us, on behalf of the Ministry or someone write a letter to all parties: ““We inform you on...” And it will be, we have made...

Replica: The CEC

N. KOMAROVA: Or the CEC.

E. LAMAKH: That unaware of changes to the law, you have invited women to the list, but at the same time, we remind you. Really?

N. KOMAROVA: Beautifully, accurately.

E. LAMAKH: Please, please. In the microphone, please, Tamara.

T. MELNYK: Write a letter to the prosecutor's office to have them checked for compliance. This is their function. They should monitor how the law is respected. Anyone who does not comply, these public organizations should be dissolved.

E. LAMAKH: And the parties should be dissolved?

I thank you very much. I would like to say that Natalia gave recommendations to or stressed on the previous points of our discussion. And we can reformulate it in the recommendations. And so, Mrs. Tamara or we can reformulate the recommendation.

Do you want to? Natalia, please. No? Larysa?

N. FEDOROVYCH: I would like to inform you that we carried out the work of some political parties. And this work has been accomplished. Unfortunately, not as we would like. And with the party “Svoboda” also some work was done. And it has some results, but not as we would like. Sorry.

L. KOBELYANSKA: Thank you, please.

E. LAMAKH: We had some special studies on the effectiveness of political appointments, for example, about the effectiveness of the implementation of public policy. I think it is a task for civic organizations for the next period. This is extremely important. I think that as long as there will be a political principle of representation, the need for monitoring of the effectiveness of gender policy can provide greater effectiveness in influencing political parties than just statistical proof. We are aware of the efficiency of, so to speak, figures to convince someone, but there is always the argument used by political leaders. This is delegation of party leaders, regardless of gender. We have heard it for twenty years, ten years, five, or we shall hear it for decades until we as civil society do not gain the experience of using a variety of arguments. And, I think, the demand for new arguments for parties, both those who apply after they are elected to Parliament, their request extends further to form the government, the government – to control certain areas and so on. It is an extremely deeper process than a quantitative representation. I remember those times of analysis, when we focused only on the analysis of political programs, naively thinking that the political program of the party will be the key to the party. It has brought disappointment or the understanding that a political party can have absolutely correct slogans, and it does not guarantee the public that they will be implemented. Then we analyzed the political programs and so on. Now, I think we need to do monitoring activities. And, in fact, it can be most effective in terms of evaluating the effectiveness of gender processes' management. We, unfortunately, do not have now, at least I did not see them, the representatives of NDI. We hoped that they will be just in this block to give their comments on their work with the union of factions “Gidnist”, as it were two associations. Well, at least one of them is still active, we, by the way, reflected it in the report. I think that based on the results of elections, it could be argued that the activity of this association, at least in those parties where women actively worked, paid off. Today, at least, the representatives of the association who actively worked with their parties certainly have the results on representation, at least in the top ten. This is my opinion.

N. FEDOROVYCH: Larysa, I think that what you said, should be added as a separate paragraph. Unfortunately, this is not there, but it is

important for the report (the Verkhovna Rada of Ukraine has an intra-faction union, women deputies united and invited men), and it is also a statement of facts that are positive for Ukraine. And, is it? So we stated it in the State Report, we have not omitted it. Thank you.

L. KOBELYANSKA: Thank you, we are moving on. And now I give the floor to Svetlana Tolstoukhova, “The Situation of Women in the Labor Market and Economic Opportunities for Women”.

Then we shall discuss this block and a block on education, and then we will make a break for lunch. I just urge you for patience and understanding, because it is related to the obligations of our representatives who make these reports today.

S. TOLSTOUKHOVA: I understand that we have limited time. So, very briefly “Women of Ukraine in the labor market”.

As stated in our report, the place and role of women among the active population of Ukraine can be described and shown very briefly. Women make up 48%, nearly fifty-fifty, of the economically active population of Ukraine. And there is an annex; annex eight provides data on the age distribution. In the age of 25-39 years, the economic activity of women is 90%. The general economic index is 58%. In towns and cities, relatively, the activity of women is 63% and 68%. And we say that if you take the situation and see the general characteristics of the mission and the role of women in the labor market, such statistics confirms that they constitute a serious segment of economic and human resources. We are talking about the real situation of women and say that we retain a big problem – the problem of gender inequality in the workplace.

Speaking of distinctive features of such discrimination, we are talking about the things that we all know. This is a significant gender gap in income from employment; a women's average wage is 23% of men's. Although there is a positive trend.

It deals with the figures that I cited. For discrimination in employment and its signs: there is a significant gender gap. Then I will come back to the table, but I want to give you an example here on this table. Our project made a “back to work” research. And the most important thing: there is a payment gap between women and men in enterprises of different ownership – small, medium and large. If you take the state-owned enterprises, the gap is minimal. If you take other forms of property today, then the gap is significant. Small, medium and large enterprises – it is not about the number of employees, but this trend continues. When returning to the grounds of discrimination, i.e. employment segregation by sex, we know that we have banned more than 500 professions; it does not say that, indeed, women can not work in all professions, but still, this list should be reviewed, that we may fail to do properly. Limiting the possibility of professional realization – this is due to the fact that there are stereotypes that exist regarding the distribution of social roles or family obligations, the combination of family or professional responsibilities, exactly they today limit the possibilities of professional realization.

When it comes to discrimination, we also conducted a study, I want to rely on it, it does

not apply to the report, but it just confirms what we have written in the report. According to our study, in 2013, in enterprises that have been researched by the project, 29.1% of women faced refusal to hire for the following reasons: birth, pregnancy, the presence of a small child. More than 14% were made to quit because of pregnancy, childbirth or frequent sick leave related to illness of the child. According to our studies – it is 19% (we received) and 23% - in Ukraine. I have provided examples.

We would also like to say that in the workplace, when it comes to these general issues, trends, and continued practice of violation of human rights of women. During the raid made by inspectors of the State Inspectorate, we noted it in this report on work conducted in 2012, revealed two and a half thousand companies and 900 violations. These violations were related to the fact that there are no work books, or contracts for contract employment, late payment, involving pregnant women, women with children up to 3 years in performing the types of work prohibited by law, non-payment of sick leaves and so on.

The vulnerability of women. I would like to say, to pay attention to the vulnerability of women in the labor market, namely women.

First, what factors affect their vulnerability: it is women who mostly take sick leave for childcare; mostly women go on maternity leave. As a result, of course, they lose their professional qualifications, slowly moving up the career ladder and not having enough seniority, payments for sick leave, annual leaves and other social benefits, social security. And most importantly, it then affects the pension received by a woman, and there is a gap in payment and pensions.

The vulnerability of women in the labor market. According to research, it is included in the report, these data was provided by the International Finance Corporation, women in Ukraine find it more difficult to start a business because of lack of access to resources; women in Ukraine find it harder to take a bank loan and usually have nothing to put as mortgage. Privatization in Ukraine was actually held without women. 95% of capital concentrated in the hands of men, women have only 5%. Only 22% of businesses are owned by women in Ukraine, although note that a business run by women is usually successful. In European countries the figure is twice as high.

As to the vulnerability of women, I would like to add that we also noted it in the report, we have reservations, but in another section that older women are vulnerable women, single women face a very big problem – the problem related to poverty.

And I would like to say about vulnerability and pay attention to what may influence and strengthen vulnerability in terms of certain categories of women. The fact that the decisions taken by politicians and by the Government do not take into account the interests of women. I'll give you an example; it is very obvious and very popular today. Look: the Government decided on preventing financial disaster in Ukraine. Decisions were made that canceled a lot of expenses, but they were made in one or two days, made at night, not asking us, not consulting us. Still, it had

to be done, I know, to avoid default, but that's where, you know, to reduce costs, which could be reduced, they cut 12 thousand social work professionals working in villages, towns or cities. Among these, 90% are women. You see the examples. Today we understand that it was a wrong decision. And to avoid such decisions government today should think very seriously over those issues and consequences that can then become factors that will exacerbate this vulnerability.

But in the report we note a lot of positive things that have been done. And it's a pretty great achievement for Ukraine, given the situation where we are now. What has been done?

Hence, from January 1, 2013, the Law of Ukraine "On Employment" entered into force. And we write that there are provisions including the principles of gender employment. And here you can see a direct prohibition to include preferences by gender in job ads, and not only by the Law of Ukraine "On Employment", but by our law; expanding the categories of citizens who have additional safeguards in employment when a parent or person in loco parentis, has a dependent child, and envisages compensation to employers.

Also, the Law of Ukraine "On Collective Agreements", which states (this is a general and cross-cutting agreement) that in a collective agreement, the mutual obligations of the parties shall be established and governed by the rules ensuring equal rights and opportunities for women and men.

Under the auspices of the Ministry of Social Affairs (I know that it managed to involve a lot of civic organizations, as well as the output and results of the project working in this sphere) a package of proposals was drafted that are discussed in our ministry. We hope that the proposals that were supported will now be implemented into the law. This proposals offer opportunities for young mothers to undergo free training, retraining, and qualification development, encourage employers (through subsidies) to employ women who come from maternity leave and can not find work through employment services; strengthen employers' liability in cases of discrimination in employment; ensure (this is very important, mothers say) the opportunity to use one of the three-year leave at any time until the child reaches the age of eight, for example, in the first year when the child goes to school or learning in the first grade; and implement international best practices that are common today; providing opportunities for mothers who are on maternity leave, to work remotely. And here, too, we have some results.

Recommendations. To improve the situation of women in the labor market it is appropriate (and we noted this in the report): to inform women about their labor rights, introduce flexible forms of work organization, develop the service sector, to develop various forms of gender quotas or envisage the percentage representation of both sexes in leadership positions, to promote the achievements of women in public administration, publish examples of successful combination of career and family life of public persons (I want

to add we don't have it, but just for information). In our "back to work" project, a draft model for reintegrating mothers and fathers after returning from mater(pater)nity leave, the mechanism of reintegration and guidelines for training were developed, and we expect that at the end of the project, and probably next year, we will recommend to the employers of Ukraine to implement this model, take preventive measures against gender discrimination in the workplace, provide equal pay for work of equal value (by the way, this issue should go back because of the Convention, but we have no such rule, we are talking today about the implementation of this rule), to implement policies for legalization of wages in the private sector and to promote activation of Ukrainian women in pursuit of their own labor rights.

I thank you for your attention.

L. KOBELYANSKA: Please, comment or make some remarks. Yes, please.

H. DUBCHAK: I would say that just in the context of this report it was a very topical issue at the Ministry of Defense, in the Armed Forces of Ukraine, in 2010 when we made changes, and actually changed the orders of the Minister of Defense regarding the military specialties that women can take. In this context, just as a comment, I want to say that, indeed, the self-realization of women in this area is very hindered by our legislation, as we discussed in the previous sections, in particular Ms. Tamara said, it requires gender expertise. What do I mean? I sometimes say about it in my presentations, someone can already have heard it. But I would like to say that there are two such laws, faced by the Ministry of Defence and the working group that reviewed the military professions for women, this were the laws of 1993. One governs the rules on weight that a woman may lift, and the other restricts women's opportunity to work with explosives. That is, when it was (decided) that women could be appointed to such regiments as air-mobile forces (in other words – marines/paratroopers), the norm of weight that today women can lift contradicts the weight, which is a paratrooper has on when she is in full ammunition. In this regard, my male colleagues said, "We would love to introduce such a position to which you can assign a woman, but the laws of Ukraine, which currently exist, not allow to do so". Even the Ministry of Defense had the will, but we could not jump over the legislative provisions in Ukraine. Secondly – explosive materials as well. There is a ban on the admission of women to this work. And for such positions as engineers or miners, we could not include women in the list of positions. This is the first thing that I wanted to say.

And the second is the fact that concerns the specificity of service, especially for military families. When two people in the family, husband and wife, both are soldiers, they have extensive international experience, which solves these problems in the military. For example, payment for the services of nurses for the time when the husband and the wife are involved in performing their regular duties. It is possible to pay teachers for extra tutoring when the family needs to move to another place of service in connection with the

service; and in order to adapt children to a new school, these tutoring services are also paid for. Today, military men and women, families, where, I repeat, two people served in the Armed Forces of Ukraine, these problems are solved. Moreover, there are distant military garrisons that do not have a developed infrastructure. When there is question of going back to work, for example from maternity leave, the woman must often sacrifice their career, she quits and stays at home to take care of the child and bring it to school, kindergarten and so on. That this very relevant today for the Armed Forces of Ukraine. Well, in the context of the current situation in the Armed Forces there are altogether many more pressing issues. But only in 2010, when we were working with these documents, these problems were on the agenda.

This is a comment to the presentation.

L. KOBELYANSKA: We will look it up in the text. These laws were overhauled in 2010, it is very important to include it, because it is part of the reporting period. And they are very ostentatious.

Well, thank you, Natalia, for the comment. Yes, please.

PARTICIPANT 6: Natalia am I right in understanding from what you have said, that 63% of female are economically engaged (employed). The question is: how do you prove such a figure? Because we know that the employment rate is much lower.

S. TOLSTOUKHOVA: It was a survey made by the Institute of Demography. We took out the data. Well, I do not know if any of the experts here can add.

N. BOGDANOVA: Self-employment is also an employment type of economically active women – those that are working. And self-employment is also employment.

PARTICIPANT 6: You know, the thing is that...

N. BOGDANOVA: I'm sorry, but do you have other data? Other official data?

PARTICIPANT 6: I can say that we do. It can be provided individually... But I just know that today a person who has a share of land is not considered unemployed. That is, it is believed that he/she has a job. And that's just due to this that the percentage increases. In fact, employment is not formed by factories, plants, or collective farms, not by state farms. I want to tell you that in rural areas, these are the official figures cited by the Ministry of Agrarian Policy and public organizations that we have employed in all large agricultural holdings 750,000 of rural population. It is even less than a million, if we consider that we have sixteen and a half. That is very little. Thank you.

N. BOGDANOVA: Thanks, Larysa; does it make sense just to add to these figures?

L. KOBELYANSKA: The thing is that we will still check if any figure is questionable. But the statistics was provided by the State Statistical Service, and they have methods for calculation. Of course, civic organizations may have different stats, but then preferably with a link. For example, results of surveys or statistics collected in some alternative

way. Because we can hardly handle such figures based only on observational data.

PARTICIPANT 6: No, just I was interested about the source of figures.

S. TOLSTOUKHOV: Survey of households.

N. BOGDANOVA: And I want to say, can I? That we, rural women, are at risk. And it is also in the Report. But there we are writing about the big survey on rural women currently underway. And it only ends in September; we do not have these results. That is, if the report will be considered later, and we will have results, it is clear that on request we will send the data.

L. KOBELYANSKA: Thank you. Anything else?

PARTICIPANT 7: I thought Volodymyr would make this comment, about 12 thousand social workers.

The fact that it is, I just do not know, to me this hurts, it is an open violation of human rights. But even it's not about this. The fact that Volodymyr yesterday spoke of a function as a social diagnosis, which is very important for our country altogether, and especially today, now. So, these 12 thousand social workers perform this function. And by eliminating these social workers, we have eliminated this function, which was only in the making, only men were trained. People did a great job today and their work would be even more important because we need to work with the people who fled temporarily from the zone of warfare, with the people who need some rehabilitation, attention, and there is no one to deal with them. I do not know how it is pronounced in the regions, but in all districts of the city Kyiv this is as a pain in the head of all our social services and our structures in all districts of Kyiv.

N. BOGDANOVA: In our report, in fact, Larysa, it is in the section "Support of Family Education". And there we refer to the previous Report saying that the legislation has not changed, but for the reporting period 12 thousand came, and we just write about what work is needed for them to remain. The sense is that the government has no money, and there are regions where it remained in the local budget. So we just write that they need to remain in the local budget, in particular, for the prevention of family violence.

L. KOBELYANSKA: Yes. A lot of executives, more than 2,600, are left on the responsibility of local budgets. And these costs were not included in local budgets. They found a way to save money. But we believe it is necessary to do so, that from January 1, 2015 the local budgets would have these funds.

N. FEDOROVYCH: I just feel it's my duty to respond.

Dear colleagues, let's call a spade a spade. The first thing – in fact, it's too bad that this happened. And then there is nothing to talk about and there can not be other positions. This is understandable. On the other hand – well, you know, I personally signed over 100 responses to Deputies (MPs) of Ukraine, who requested to return these twelve thousand professionals to social work. You know, I'll tell you that I would like, in addition to

answers, to make a printout for each of them on how they voted. This is the second thing.

The third thing. Let us understand that everyone here in the room knows at least one deputy. I think you know what I want to say.

Fourth. You know, let's be jointly responsible for what happened. Because it is our common responsibility. And if MPs do not read what they are voting for, unfortunately, this is true.

Fifth. You know, I thank Ms. Svitlana for the comment about it. About three thousand – if you need a more accurate figure, I'll be able to provide it in the afternoon – of specialists in social work are left to local budgets. These funds were not foreseen. And, you know, I do not want to offend anyone here, for God's sake, do not take it personally, please, nor anyone absent from here whom it may concern, by what I say now. But we can boast a lot about how beautiful our large cities are, especially the capital. But I think that in Kyiv it was much easier to find money in the local budget to preserve social work professionals, for example, than for some other allegedly provincial city of Lviv. And Lviv retained their social-work professionals and found the money. And I am convinced that Kyiv also was obliged to do so. So I think that it is a joint responsibility of those who take decisions or must influence the decision-making of those working with deputies of respective levels. I think this is the format, I would say, that is a sign of maturity of a civil society.

L. KOBELYANSKA: Thank you, Natalia.

PARTICIPANT 8: Excuse me, very briefly. They (social workers) will not disappear, because of the reform and decentralization of powers, and authority, and finance, they will receive it as their powers for which they are responsible. And the homelessness and the neglected, and patronage service, those from prisons and disadvantaged families with children, and so on. It will be their own authority. Who will do it himself/herself, the mayor or village head? No. They would say: "Who will do it?". And then they remember that it was done by a social worker, evaluated, showed, and accompanied. I hope for this, and it will be positive and just.

N. FEDOROVYCH: I want to say that I very much hope that the mayor or the head of state district or regional administration, who so far are still there, no one is eliminated, there are no changes in the system of government, - I do hope that they will remember it timely before making budget decisions and before approving a socio-economic or budget resolution rather than after that, when he will have to think where to place the next thousand immigrants from Donetsk or Lugansk. The practice shows that our leaders or local government, or state administrations better remember how much they need grass mowers or put asphalt on the road, which then again in six months requires repair. So, for us the challenge is the same. You know, I wanted to tell you and recognize that in fact I feel personal responsibility for what we failed to properly organize and work out with political parties, because we were too late in working with parties on informing them, actually informing, we have to admit it,

about 30%. We did it too late, unfortunately.

So, I think, whatever happened to SDFs, and our other social problems, which are being transferred – in terms of social responsibility for certain areas – to local government, we should prevent that the right of local governments or local administrations is lifted due to lack of funds for the implementation of this law.

L. KOBELYANSKA: Thank you, Natalia.

Well, if we can close the discussion on this issue, may Svetlana add? No.

Then we can give the floor to Ms. A. Serednytska for the presentation on education. For us it is a very important part, and it is probably one of those that are central to the Report.

A. SEREDNYTSKA: Thank you. Before the end of this part, (some words) about education. And I think you'll enjoy it. Because, really, in the reporting period, as compared with the previous report, Ukraine retained gender balance for the educational level. For the main indicators of education in general women are on par with men, and in some cases exceed them. This is a well-known fact today. Women really enjoy equal rights with men in access to education, obtaining certificates of education in schools of all types, levels of accreditation and forms of property in the city and in the countryside. Women have the right to equal access to educational programs, literature, exams, etc. That is all written in educational laws, such as the basic laws and the law of direct action, it is really guaranteed. Today, the Ministry has no information that someone was denied education on the basis of gender. If experts have such data... no such data available.

Indeed these are general approaches and what is stated in the report. In fact, the previous Report includes a number of current issues that education still faces. First and foremost, it was stated in the concluding observations that stereotypes are preserved in textbooks. Such approaches, when a school textbook has the content that forms such approach to gender equality, is outdated and creates gender stereotypes among students. I want to say that according to the recommendation of the Committee, extensive work to fix the problem is being currently conducted. It was subjected to examination throughout the work of the ministry, together with international programs with NGOs; it was decided to make an examination of the curricula, educational standards and even some books for some classes. Many researchers were involved in expert examination, the people who did it, and issued guidelines for those involved in drafting the content of school textbooks, programs and standards.

Much has been done to train teachers to do this work, many workshops and training sessions were conducted for over a thousand teachers. More than 23 thousand teaching staff took part in these workshops, a program of one-day training sessions in the system of postgraduate education was developed, which is still being introduced in these institutions. A module for students of blended learning in post-graduate teacher education was prepared relating to "Gender education in the in-service training of teaching staff", a guide for teachers was issued "Teaching students

to overcome gender stereotypes", equality training manual was issued for the 9th-2nd graders "We are different, we are equal", also schools conduct lessons on gender equality and other measures aimed at creating a culture of gender equality. And there are relevant guidelines as to conduct the lesson, what the content of this lesson should be. That is, for these comments to be removed, active work was conducted.

However, I have to admit and it is also written in the report, and one can not but agree that this activity is not enough in such a large field as education. That is why in the new state program we noted that special attention should be given to higher education and work in this area, especially in terms of teacher training at pedagogical universities. And we shall try in the future, of course, to implement it. And of course, it has to be noted that gender training programs still do not have a strong impact on the existence of patriarchal stereotypes that still persist. This observation is likely to be heard again in the Committee, I predict.

But some steps have been taken in the part which refers to the general condition and general statistics, steps on education of Roma women, i.e. the observation, which we heard, as I remember, when discussing the Report of the UN Committee. I must say that education is a process, and we hope that we still are together, here I want to take this opportunity to thank very much all the civic organizations involved in the process of overcoming gender stereotypes in the school environment, because truly, the activities of the state are less significant than the activities of the public in the process, or the activities of educational or individual activists, due to which eleven educational centers and five departments that currently exist in higher education, were created, introducing the ideas of gender equality in the life and teaching of students, and conduct research. It means that the situation highlighted in the State Report, it is now truly real. Thank you. One thing only. It has incorrect statements...

L. KOBELYANSKA: I have a question about the fact the Ministry of Education is actively developing new documents with higher education strategy that is prepared for submission to the Parliament, many concepts, and altogether new approaches. Do you control the need to include gender issues there?

A. SEREDNYTSKA: I can tell you first that, really, the new law "On Education" seems to be a great step towards enjoying... the great autonomy granted to educational institutions.

L. KOBELYANSKA: I do not know. This ideologically must be part of the ideological part, and not of attribution of powers.

A. SEREDNYTSKA: I want to say that I forgot to specify here that the Law "On Education" is new and this autonomy of higher schools that it provided for gives opportunities to use different approaches in teaching students, that there is no such state control over the content of education, including gender education, which we always remember about. That is, even today the Scientific Council of a University may approve the ones they see fit. And here it already will work in terms of

gender politics and promoting gender equality. Now, regarding your question. Today, new documents emerged. I am..., you know, I have to go to the meeting of the working group developing the basic law "On Education". Such basic law "On Education" is being prepared. They study various issues, different approaches to legislative activity and educational laws of Europe and Americas. Numerous experts have told us, how it is to be formed. I am asking these questions to international experts drafting educational law. They said that their laws do not have certain European postulates, references to gender equality, if there is a general law on equal rights and opportunities, but there is a provision that guarantees equal rights for all regardless of gender, age and race, etc., these laws are framework and provide this right. And it is already possible in the laws of direct action, which will involve the matter of education, or truly some kind of question. For example, I know this my mission in this group...

L. KOBELYANSKA: Thank you. But it is very important. Do you know the difference (I should not be telling you) of how European legislation emerges and how it is drafted. That is possible in our case; it must be present in all norms, even to the level of sectoral laws until they become a norm in Europe. We talk about this gap between normative and actual provision.

A. SEREDNYTSKA: The ministry of Justice... well, you all know how legal documents are prepared. They undergo an examination of the Ministry of Justice for compliance with human rights. So, I think that the Ministry, it is so important, it monitors that there was not even a provision...

L. KOBELYANSKA: But the Ministry of Justice does not exercise such special positive actions accurately. You can, if you are considered a necessity, you can.

A. SEREDNYTSKA: This is understandable. I think that the reports will show if some kind of recommendations that can be made, or something else. In fact, actually, my opinion is that the Ministry (of Education) should be boosted in terms of issues of gender education, because this company that you call "non-gender" in the report has inflicted too much damage to the whole society altogether, I believe, it tortured us, when trying to abolish these programs altogether, even on sex education issues; you know better what a great event that was. And there stood four or five boxes of applications. All these appeals were written in the same handwriting, we gave answers to all. All in a heap: gender and juvenile justice. So of course, I think you are right in intensifying the education system that must be necessarily advanced in this matter.

L. KOBELYANSKA: Thank you. This will be the last question. Please, Olena.

O. LAZORENKO: Lazorenko Olena, civic organization "Women's Professional League", and also the second one – the National Academy of Sciences, where I work. I would like to draw your attention to several points of the report on education of women due to the fact that there should also be a component of lifelong training, or more cor-

rectly – lifelong learning. And anyway, as I recall the Report, there is no part that relates to adult education, especially the part concerning informal adult learning. As you know, at last in 2012, our legislation finally determined what non-formal adult education is, as adult education includes the elements of formal learning, informal learning, and spatial learning. And therefore, we have not included it in the Report, and any argument, any information, any element relating to informal learning, especially conducted in subjects relating to women, is absent. What we mean when we talk about informal learning? These are short courses conducted by NGOs or various consulting and training companies; it may be centers at the Chambers of Commerce, etc. It is everything that needs no license from the Ministry of Education. Also, I addressed earlier Ms. Natalia regarding a request about what amount was to be obtained via the voucher program by adult education programs, that is, women and men related to this topic. This is the responsibility of the Ministry of Social Policy and the Ministry of Education and Science of Ukraine. They are jointly responsible for the implementation of this component. Unfortunately, I did not get a clear answer. If you remember, the request was made on the sixth of May. There was a joint meeting with NGOs, perhaps this is due to the lack of communication elements, but I think in any way it makes sense to present the information in the report because it will truly reveal what is being done by the state, and the state is just doing so, I saw a new resolution that to some extent reviewed these professional areas, for which the vouchers for training were issued. Unfortunately, again it was only higher education, vouchers can be obtained only by certified institutions only within the formal education system; and institutions related to non-formal education – training companies, some kind of centers, such as Chambers of Commerce etc. – are not eligible to receive these training vouchers, even if they can provide professional services of a higher grade than governmental agencies. This is my comment to the part of education.

And the labor market, as I have the word, I'll make only two points. How, in my opinion, to ensure economic empowerment of women? A very important element, it is linked to the previous part is entrepreneurial skills' learning and adding the items that will apply to this qualification development, and not only business and entrepreneurial skills, but also skills in other areas – entrepreneurship in education, business in science, business for cultural agents and the like.

N. KOMAROVA: Tell me please, are you ready to put this in two paragraphs?

O. LAZORENKO: I understand that we will prepare an alternative report...

N. KOMAROVA: That is, you are talking about the other report?

O. LAZORENKO: I have sent this information, if I am not mistaken, to the Ministry of Education via the system genderpolicy@ukr.net, and there were my recommendations. I do not know, unfortunately, why...

L. KOBELYANSKA: Gender policy – it is the Ministry of Social Affairs.

N. KOMAROVA: Would you send it to me, please. So, is it a concrete proposal or reflections about what you want?

O. LAZORENKO: No, there were concrete proposals on our part. For the first time we have voiced them during the hearings in Parliament in 2013 and again gave them later when discussing the report "Beijing +20". Perhaps in that report it is present, but just for the CEDAW convention, I did not see the part about lifelong learning – that there was at least some mentioning of this, in my view, very important element.

L. KOBELYANSKA: Thank you. The gender policy system. The Ministry of Social Affairs collects it in the system, they may have received it. But it seems a reasonable comment, a limitation, for example, of this Report. Much is also not included what relates to lifelong learning. For example, school education, various educational aspects, but there are limitations for the data.

O. LAZORENKO: I just wanted to note that it is also part of the Millennium Development Goals and they have to be taken into account, if I am not mistaken – the third goal. And this is also one of the elements, which is simply written as one of the priorities in "Beijing +20".

L. KOBELYANSKA: Thank you.

N. FEDOROVYCH: Mrs. Olena, I cordially thank you for your proposal, you, as I think, rightly pointed out that there has obviously been a problem of communication. But I want to remind that, fortunately, there are many colleagues who yesterday and today stressed the absolutely unique situation almost for the first time in the preparation of this Report, that so many experts and members of NGOs are involved in the preparation of the Report. I actually should have thanked for it a long time ago to esteemed Larysa Stanislavivna. I thank you heartily for it, Ms. Larysa. It is absolutely your credit. I am immensely grateful to you for this. I think it is a pity that you did not submit these proposals at meetings of the working group. But I really would ask you all, bearing in mind that they were held and they are completely open, and the colleague here tells me that you are involved in their work, please give your suggestions in writing.

O. LAZORENKO: I will send you a copy.

L. KOBELYANSKA: Let us agree these details in due course and think whether they can be included. Any more questions? Ms. Martha?

M. SKORYK: Thank you. I talked about this many times, both at the hearings, and elsewhere. I have focused much on the content of those textbooks, it is not only our problem, but now it is no longer on the agenda. I think that it is desirable to approach the next barrier that prevents gender equality in education. Well, at least to understand a little bit the situation with staff, at least submit some figures that we have for staffing, what we have in terms of representation of women in decision-making positions in the education system. There were big problems until 2009, as a I recall. This is one thing. Secondly, we, in the part relating to the implementation of gender

education and gender studies, would very much like to have also some distribution in figures. For example, we understand that gender studies are developing, but would very much like to know, how many are those graduate students in different fields, some basic scientometric calculations; they would come in handy here too, because we would like to see them. We would like to introduce them accordingly. And then, I do not know how long you will put this report, but now, after the appointment of the new minister, we have, for example, set up an expert working group and appointed an Adviser on Gender Issues in the Ministry of Education. Maybe it makes sense to reflect this in the report to look less bleak, once this is done. We have community councils, subdivisions, committees, in which our experts work and that will make their proposals. They remember the plan of 2009, which is mentioned in the report, they remember that it must still be implemented, and will try to do it. That is, we basically have something to say.

PARTICIPANT 8: You mean the order of the Ministry in 2009, which was suspended due to the events...

M. SKORYK: Yes, yes.

L. KOBELYANSKA: Thank you. Really, it is a good comment. If we reflect the current situation – it will be a bit different.

N. FEDOROVYCH: Dear Colleagues, I want to ask you. Of course, we, due to the assessment of the draft that the MES will make, shall be coordinating the draft law. So, I suggest at this point, where it is being prepared to jointly help to make it a better law. If we are willing to offer something, to submit any suggestions – specific, duly formulated – you are welcome, if not, over the next few days, our colleagues from the Ministry of Social Policy (shall approach us), so that we could submit the proposals to the Ministry.

L. KOBELYANSKA: Thank you. We shall have a break. Thank you for your work. I hope that in the afternoon we will have the same participants. Enjoy the lunch.

AFTER THE LUNCHEBREAK

L. KOBELYANSKA: We are starting our second half. I thank all those who remained. I want to say that Natalia will be here in 20 minutes. She promised to be here the whole day, and she will.

N. KOMAROVA: Can I make a little announcement?

L. KOBELYANSKA: Yes, that's what I actually wanted to say.

N. KOMAROVA: Colleagues! We honestly thought that after we sent to the members of the working group the report four times in different languages, it is unlikely that we make some changes. But the proposals sound very specific, completely objective, so I have to ask you. If someone wants to introduce new changes to the latest version of the report, I beg you to send them until 9.00 Monday. I don't think that it was necessary to insert speculations, but concrete changes in

the text, that is, take a piece of text, amend it and send it to us. Larisa Stanislavina, we shall include all that we deem as necessary. There can only be some problems with lifelong learning. I'll see whether it is in the Convention, whether it was supposed to be included, because it could well not be assumed. All that is expected by the Convention, all your amendments that are short – up to one paragraph, we will include. Monday till nine on genderpolicy@ukr.net. Thank you.

And I have a suggestion: let's finish at four o'clock.

L. KOBELYANSKA: We will finish when we finish our discussion. We will try to not waste time.

I would like to give the floor to Ms. Galyna Skypalska, the Program Director of HealthRight International Delegation in Ukraine. We are making some changes to the program. This will be a presentation of the part of the report relating to discrimination of vulnerable groups of women. And we have representatives interested to comment on this part, so I urge all for discussion. Thank you.

G. SKIPALSKY: Thank you, Ms. Larissa. My presentation concerns women vulnerable to discrimination, and these comments and remarks to some points. At once, I want to say again that it is possible that the format of the report would not allow us to write anything we want, what has been done in three years. We respond to questions posed on those recommendations, and give some suggestions as to what we will focus on. In addition, when it comes to discrimination of vulnerable women, particularly vulnerable to discrimination – this issue is very much overlaps with many other issues that have yet to be disclosed today by the colleagues: health, and combating violence, which will be also part of this domain. So I shall dwell only on those items that are directly attributable to especially vulnerable women who have been included in this report.

I want to say that a large group of women is unaware of what discrimination is. Look, the results of the massive poll we have conducted, showed that one in ten women experienced at least one form of discrimination, and every twentieth suffered multiple discrimination. It means that actually quite a large number of women altogether experience discrimination. But when it comes to those who are particularly vulnerable, then later I will touch these definitions. They were formulated only in 2013. And speaking of distribution of discrimination, it may be higher because many people simply do not know what discrimination is. So they answer: 'Experienced – did not experience', but there is speculation that, of course, many do not understand or know what it is.

When they were asked what they meant by discrimination, then 14% said they faced discrimination on grounds of sex in employment, and 10% spoke of discrimination such as the amount of remuneration for women compared to men in the performance of the same work.

However, such a remark was formulated to par. 42. It concerned information on vulnerable women's groups, so all organizations were involved, and the ministry here just included information on vulnerable women. And now, one by one.

Women who are in prison. This information is available from the State Penitentiary Service. Now in Ukraine almost 7000 women are in prison. A number of studies have been made. Here they refer to one of the fundamental, important and volumetric studies. According to the Parliament Commissioner for Human Rights, there is a number, say, comments on women who are in prison: improper conditions of women in some detention facilities, and, of course, the issue of equipment for the rooms – there are places with no toilets, no ventilation, sanitary and hygienic condition, etc. Sanitary facilities are dilapidated, that is my comment to the content of the questions. However, the conditions and medical care in detention facilities do not meet the appropriate medical standards. Of course, I realize what was invested in this period, so that the issue of access to health care raises questions, and we know that.

Older women. Ukraine, as we know, belongs to the countries with relatively high levels of aging. And in the coming decades, this process will progress. For example, the proportion of women aged 65 years and older will reach 28%, almost 30% of the female population, and men, respectively, 20%. In Ukraine, there, and it was indicated in the Report and included in the Report – the point which applies to the problem of unavailability of skilled care for the elderly, the problems of local access to care, especially if we are talking about rural areas. Elderly persons are vulnerable to the risk of poverty. At the same time, the report refers to the first study of the situation of older women: "Gender Features of Aging in Ukraine. Older Women in Socio-demographic Structure of the Population", which analyzed the specificity of the social role of the elderly person in Ukrainian society and listed (if you're reading it in the presentation, then pay attention to it) the most negative effects of retirement age. And so this study gave detailed information on what we should focus upon. In general, it states that it is necessary to further explore the issue and develop recommendations to mitigate discrimination of older women.

Roma women. Women of Roma ethnical origin in Ukraine face multiple and even cross-discrimination on various grounds: gender and ethnicity. They face discrimination and inhuman degrading treatment on the part of doctors and by hospital staff. Sometimes they are denied medical care – it is included in this report. Here we also refer to the report "Routine Practices of Institutional Discrimination: Ukrainian Dimension", which was made in 2013. Discrimination against Roma in the Ukrainian society is caused mainly by their socio-economic status. And direct discrimination against the Roma, in fact, refers to denying access to various services and benefits, or to cooperate with them because of their ethnicity. Also we acknowledge that on April 8, 2013 the President of Ukraine signed the Decree "On Protection Strategy and Integration into Ukrainian Society of the Roma Minority in the Period up to 2020". The document referred to, in fact, indicated measures to help Roma communities to reduce discrimination against Roma women.

I would also like to touch upon the target group of HIV-positive women. This report in-

cludes extensive and thorough information on the results of the study "Gender Aspects of Services for People Living with HIV". At one time, in 2012, the All-Ukrainian Network of PLWH conducted the study. And, say, the main results suggest that most women received HIV status as a result of violence. Just for example, the figure of 12% compared with 9% of men admits the possibility that there were victims of violence. In fact, 30%, almost 30% of workers in HIV service organizations in their work faced the situations where violence was the cause of women becoming infected with HIV. We also refer to the information rendered by employees of HIV service organizations who significantly more frequently come across violence against women than against men.

Similarly, the Report includes information about the study "Violence against Women in Difficult Circumstances. Development and Support of the Branch", made in 2012, by the "Ukrainian Foundation for Public Health" with the All-Ukrainian Network of PLWH and the Ministry of Social Policy. In fact, there were too many results of this study, many parts. We understand that the format allows you to include the main points relating to these remarks on the topic. 100% of HIV-positive women respondents said they experienced violence related to their HIV status. Although studies disclosed what violence they mean, what they know, what they do not know, but the main message is that HIV-positive women in 100% cases said that they had experienced violence related to their status.

Within the framework of the project, which we implemented, we practiced and continue to work out exactly the component of response to this problem. We integrate services for the prevention of violence against women and want to include them in the work of HIV service organizations working with women, their clients.

Another slide on HIV-positive women. Here we have also listed and included such things as increased vulnerability of HIV-positive women to violence, which affects their access to services, and thus the quality of their lives. It is good that this point has been included because even just a few years ago, not everyone understood the relationship, and that, for example, an HIV-positive woman will not pay attention to their health until she solved the problem of domestic violence. She simply will not care either of the quality of her life, or for receiving therapy or just paying enough attention to the health of family members, such as children. More frequently, HIV-positive women are drugs users and sex workers. Well, actually in this section, the slides, the layout in regard to HIV-positive women, I think it also has something to do with language and translation, there was a Russian version, now Ukrainian, perhaps we can share, and should divide the factors affecting HIV-positive women and HIV-positive women drug users and sex workers – it is one group. There are women who are not HIV-positive, but they are at high risk of being infected with HIV. And they also suffer from violence, often use drugs and are sex workers.

Pregnant women and women with children are more vulnerable to violence. Everything is

interrelated. Especially when we talk about HIV-positive pregnant women, when we talk about pregnant drug addicts. HIV-positive women face denials in assisted reproductive technology services, especially EF(IFV). And this proposal was from the Ukrainian Network. The legal acts of Ukraine consider HIV as a contraindication to applying infertility treatment methods to women, using reproductive technologies, for the budget funding. In order to address the problem of discrimination and violence against HIV-positive women we made the following recommendations: conducting awareness raising and educational activities in the community; information campaigns among people living with HIV, especially among users of injection drugs and also commercial sex workers, on violence prevention, recommendations of various kinds, ranging from self-defense in different situations, as well as information on what to do and where to go for help. This, of course, includes trainings for people living with HIV, on the formation of partnerships between men and women, and overcoming gender stereotypes about men and male dominance, or the right of man for violence. It includes providing psychological and legal consultations to victims of violence. This includes creation of rehabilitation centers open for HIV-positive victims of violence. In particular, children should be especially taken into account. It is remarkable that here we also include those points, because even if we say – a rehabilitation center for women – it is one thing, another thing is when a woman is with a child, and there is always a child. And there are significant obstacles to accommodating a woman with a child.

Inclusion of services on preventing violence against HIV-positive women in the work of HIV service organizations. And here I want to say that the network of NGOs working in the HIV system providing services – is very active. And a great deal of work is carried out by different organizations working with drug dependent women, HIV-positive women. Since this work is carried out in cooperation with the Ministry of Social Policy, with the State, with other local authorities, it is important and good that exchange information here was ensured.

Discrimination against women on the grounds of sexual orientation and gender identity is neglected. This leads to silencing and invisibility of the problem of discriminated groups such as lesbian, bisexual and transgender women and their legal insecurity, neglecting, and homophobic and transphobic attitudes in the society. It is important that this item is also included. I understand that maybe I did not include the recommendations, but when a colleague from people living with HIV dwelled on that, the item was included in the recommendations.

About par. 23 of the Concluding Observations of the Committee on temporary special measures for women exposed to multiple forms of discrimination. It also included several important points. I would like to emphasize that temporary special measures in favor of women who suffer from multiple forms of discrimination in the country are not yet prepared and considered. It is also very

important that a round table was held for the first time in Ukraine (many of us were present at the round table), and then the list of categories of women who are at risk was first formed. And it included unemployed women, rural women, older women, emigrant women, refugee women, and a whole list of categories, which is shown on this slide. And, in fact, in the future, we should work with all of these categories and give them special attention.

I wanted to say, too, that a significant contribution to the study of groups of women at high risk, or vulnerable to discrimination, is made by the initiative of NGOs and the UN Population Fund. This, as we know, includes research and pilot interventions in some regions, which have proved to be successful and are further applied in the whole Ukraine.

Such a positive slide. Ever since the Maidan, we all expect changes. Maidan brought us changes. We think that the problems of women, including those who are vulnerable to discrimination, are addressed, and our following report will be more optimistic.

Thank you. I'm open for suggestions, questions.

L. KOBELYANSKA: Thank you, Ms. Galina. Any questions? Yes, please.

Z. KONDUR: You know, I have not a question, but rather a comment. I am Zola Kondur, "Roma Women's Fund 'Chiricli'".

Essentially, I want to thank the Ministry of Social Policy for the fact that they, for the first time in the history of such reports made by Ukraine, showed the real situation of Roma women. And for the fact that we were invited to the working group, because this practices never were the case before. And for us it was a very pleasant moment, when we were invited to join, and we can give information on the situation of Roma women, and it is absolutely true as displayed in the report. We understand. Due to the format and (requested) information that is submitted, one can not give a broader focus to Roma women, which is why we will submit a deeper report on Roma women, an alternative report. And we shall also join the Gender Platform.

The only thing I want to add that we are very pleased that the Ministry of Social Policy responded to the proposal of the Council of Europe to hold such an international conference on gender issues among the Roma communities in Ukraine, this conference will be held. It will involve representatives from 20 European countries. The conference shall dwell on gender issues among Roma communities and will be held for the first time in Europe. So, I really hope that this conference will be successful and will be the beginning of the work that we could do with respect to Roma women in Ukraine. And that is what we said that there are no recommendations which could address the issues of Roma women, gender issues, and not only the Roma women, but gender issues in general in the Roma communities; in principle, I think there is a certain amount of experience and we will be able to develop further specific recommendations and actions. Thank you.

L. KOBELYANSKA: Thank you.

PARTICIPANT 9: I have participated in many events like this one, where much is said about discrimination against women. But one aspect, for some reason, is never mentioned. And today we at the roundtable have raised it by virtue of those events. The political aspect. After all, today we say that we need to ensure that 30% of women were in the parties, that they are admitted. But, in fact, we know perfectly well that only the very rich are admitted. If a woman is educated, has some experience, desire, but does not have the money required, she will never be able to participate in the processes of governance. The only exception is today.

L. KOBELYANSKA: I apologize. I want to understand what relationship it has to what we are now discussing.

PARTICIPANT 9: But this is discrimination. Okay, okay, I take off this question.

And I'd still like to ask the second question. Today, we are talking about the alternative report.

L. KOBELYANSKA: I am sorry, this is also another topic. We are not discussing the alternative report. We are discussing the report to be submitted. Please ask this question during the break.

Please, stick to the part that we are now discussing.

I'm sorry, but we can not talk about anything we like, and over and over again about the same themes. We are discussing representation of women. Please.

PARTICIPANT 10: Galyna, please tell me, was there a civic expert examination of this section?

G. SKIPALSKY: Yes, NGOs were involved.

PARTICIPANT 10: Well, given the readiness of the text and your knowledge of the material: do you think that something was omitted?

G. SKIPALSKY: No. No issue was omitted. The only thing that there are issues with the wording (to shift the emphasis...).

L. KOBELYANSKA: We have Olga who is listening and tries to find the words to put it together.

G. SKIPALSKA: No, all key issues have been included here.

L. KOBELYANSKA: Thank you. I have another question. Ms. Galina, please tell me, from your point of view, does it reflect the position that relates to those vulnerable women.

G. SKARGA: Excuse me, please. I honestly say that I have not seen rural women there. And, if it so to say has touched my chord, I would like to say more about education (I said nothing then). This are our children who are not guilty of anything, they were born in the village. You know, if the teacher of physics and physical education trainer at school is one and the same person, then we can talk about the quality of education for our children in rural areas. And, again, really, I still claim that economic discrimination has always been there. Because, if there is no money, one cannot go to politics, or anywhere. And it is also a big discrimination.

L. KOBELYANSKA: Thank you, Ms. Olena. It seems that Ms. Serednytska said on education, and that there were vulnerable groups. Well, we shall check. Yes, Nadiya Mykolayivna?

N. KOMAROVA: No, in fact, I have already said that we just have very little information about rural women. The Ministry has given very little information. We referred to the fact that a lot of research on rural women is taking place now. About the fact that the lack of money prevents women from involvement in politics, we also spoke and discussed it. And this was the result of the expert survey. And about the fact that rural students have fewer opportunities to get an education; of course, yes, but the boys as much as girls. That is, the gender dimension is not there. There is discrimination, whether by place of residence, or type of settlement.

MODERATOR: Thank you. Well, actually, if Ms. Ludmyla and Ms. Galina have something to add on rural women, but in the format in which the report is made, not on the whole, so to speak; we all understand the program in general, but when it becomes a question of putting this in three sentences, we have a huge problem. If you (want), you will have this opportunity, our platform is open for all applications and comments till Monday morning. Thank you.

PARTICIPANT 10: I just wanted to add that this is what we last year were working on with the Canadian Foundation for Education. So there, they said that the level of higher education among rural women is up to 80%.

L. KOBELYANSKA: Is there a research? Send it over, please.

PARTICIPANT 10: Yes, there is. Incidentally, this is Larissa, who once worked in the Canadian fund; she would (know)... Because according to our data, what we have done, we have 65%. They said about 80%. But that's what it is.

L. KOBELYANSKA: Thank you. Currently a form of discrimination that is gender-based, is domestic violence which is one of the sections of our report, where we think we have a pretty good progress (to overcome gender discrimination in this direction). Natalia, I'm asking you to make a review.

Natalia Gryshchenko, please.

N. GRYSHCENKO: Hello, dear participants. My name is Natalia Gryshchenko. I am the head of the NGO "Harmonized Society Foundation". Also, I am an expert in the field of prevention of domestic violence and have more than 10 years been working in the field of domestic violence prevention in public office.

So, my mission today is to present the part of the Report called "Domestic Violence and Gender-Driven Violence". Paragraph 26 of the Concluding Observations on the effectiveness of legislation to prevent violence in the family, encompassed such data. The entry into force by the Law of Ukraine "On Prevention of Domestic Violence" from 2002 initiated the formation of an integrated system of combating family violence. And you can see dynamic statistics on family violence showing that all indicators, namely "recorded messages about

the threat of domestic violence", "the number of persons put on preventive probation", "the number of families where domestic violence is committed", "persons who received an official warning about the inadmissibility of domestic violence", tend to increase their values or remain at a very high level. As an example, in the last year, there were 144 thousand applications, in 2012 – more than 120 thousand applications, in 2010-2011 – over 100 thousand applications. As you can see, there is a tendency for growth. The opinion of experts in this part says that people's attitude to domestic violence is a positive trend and indicates that the population is increasingly perceiving family violence as a negative fact; that it is not silenced in the family, that they should respond; this fact involves the police and social services' professionals. And a huge number of victims of violence were directed to crisis rehabilitation centers.

As already stated, in the framework of preparation of the Report, a series of sociological research was conducted. And we will use them in terms of various types of violence suffered by persons, women over 16 years. As you can see, the numbers are small. It is up to one and three percent of women surveyed who had suffered different types of violence. And psychological violence was reported by three percent of respondents; physical violence – by two percent. Economic and sexual violence – less than one percent. Also the forms of family violence among the closest circle of friends and relatives were mentioned by 2 to 17 respondents. What does this mean? Yesterday we talked about this. The fact that awareness is very low, still remains. The main contingent of the population, which, in fact, is the target group for victims of domestic violence. And it must be admitted.

Nevertheless, still a lot of work is being made on the implementation of remedial programs specifically for offenders. And Ukraine is one of the few countries conducting rehabilitation programs for perpetrators of domestic violence. For reference, I'll give some information: in 2013, 24% of rapists were treated, of which 1.5% underwent a corrective program. In figures I can say that corrective programs were applied to more than 1,500 people, but additional information and monitoring by the Ministry of Social Policy, which is a professional in doing his job, evidenced that 36% of those who underwent corrective program still repeatedly committed acts of family violence. That is a signal that great cautiousness must be applied to the correction programs, involving emergency specialists, for this percentage to be much lower. Although it happens all over the world; and Ukraine is no exception.

Regarding paragraph 15 of the Comments – on the complaints of possible discrimination against women filed in courts – we already covered it in the previous presentation, it was said that the information from the State Judicial Administration of Ukraine confirmed that discrimination against women is not possible, because such information is not monitored and aggregated from court reporting. In addition, in the case of several crimes, records are maintained under respective article of the Criminal Code of Ukraine, and we were able to see these scandal murders,

rapes passing through all the media, and it was discussed by the entire community. Lack of information about trials on the likelihood of discrimination against women and their results do not allow to adequately assess the response of the judiciary in cases of violence. Therefore, there is no chance to predict the dynamics of such crimes. It was stated by the members of the group that conducted the analysis of these documents.

But there is a positive fact that during the reporting period, for the first time in Ukraine, two cases were heard concerning discrimination against women, that have been submitted by the NGO "La Strada Ukraine" against the Prime Minister of Ukraine Azarov for his discriminatory remarks that women have no place in government (we all remember) and against the Ministry of Interior of Ukraine for discrimination of girls in the admission to higher education. In both cases the courts of first instance found no discrimination on the basis of gender, and high courts left the resolution unchanged. Thus, the outcome of these cases suggest that judges and government representatives are unaware about what discrimination is, not aware of international instruments and do not use them in their work. And we can say that it was the political will at that time. We think that the situation here will be gradually changing, and in this context as well.

In conclusion and as recommendations for this item: the Report includes the following statement: "Having regard to the reform of the judicial system, which is planned in Ukraine, it is advisable to make a proposal to change the reporting forms for the possibility of gender analysis, including in cases that are likely related to discrimination against women". Also, paragraph 15 of the Concluding Observations on complaints of the possible discrimination against women, submitted to the Office on Human Rights of the Verkhovna Rada of Ukraine, states the following figures for 2013: the Ombuds-woman of the Verkhovna Rada of Ukraine received 38 applications on equality of rights and opportunities for women and men, 13 of which concerned the discriminatory image of women in advertising, 5 – the equality of women and men, including the creation of conditions that enable women to combine work and motherhood. At the same time, 75 complaints were received regarding protection against domestic violence, 2 of which – from men. Thus, according to the Office on Human Rights of the Verkhovna Rada of Ukraine, the small number of complaints on this issue is caused by low legal awareness, inability to identify gender-based discrimination, or violence in the family, as well as consolidation of traditional gender stereotypes about the mission and roles of women and men in the family and society in the mass consciousness, as evidenced by sociological data, which we have been talking about for two days.

Next, paragraph 14 of the Concluding Observations of the Committee on the use of the existing mechanisms for complaints and sanctions by women, and paragraph 16 regarding complaints mechanisms and sanctions in case of gender discrimination have been accompanied by materials of public appeals' cases on gender discrimination in 2010, and a consultative body

was established. I think this was already said in previous presentations. An Expert Council under the Ministry of Social Policy was established for consideration of the facts and complaints on gender discrimination. Just note that the number of applications, or rather the number of cases, and 26 requests for expert review for discrimination from 2010 to 2013 were handled. And analysis of these applications suggests that most appeals were related to promotional materials promoting negative stereotypes about social and gender roles of women and men. So, based on the fact of confirmed gender discrimination, advertising was removed from 17 sites. Advertisers were fined by the Inspectorate for Consumer Protection for penalties applicable under the legislation on advertising.

In order to study the practices of women using mechanisms for complaints and sanctions against all forms of discrimination, a study of Center's clients was conducted.

L. KOBELYANSKA: Ms. Galyna (turns to Natalia), I apologize. We have presented enough details yesterday. If you can, would you move closer to conclusions. OK?

N. GRYSHCENKO: Natalia. I'm sorry, my name is Galyna.

I wanted to say that the presentation on violence and gender-based violence was made in such a way that it followed the report. So a lot of repetitions, and I apologize – much was shortened. But I will stick to the core.

Many women were interviewed, and they said that no resolution of the issue could be found through the police, social services, but they were helped at crisis rehabilitation centers that provided this information as efficiently as possible. This is a positive sign that we must continue to develop and create various centers. Then I skip this slide on the legal framework, it has been presented – and move to how complaints about discrimination are considered. Paragraph 15 of the Comments (on the work with the judicial and law enforcement authorities); there is only one type of information we have received – the training and educational activities of the company that have raised awareness about the Convention and its Optional Protocol. These studies, which are listed on the slide, a number of trainings that have been held through NGOs, and a number of publications that were provided to special institutions: researches, manuals, leaflets, which are currently used in their work.

We talked about discrimination. I would like to stress on paragraph 26 concerning information on disaggregation of gender data on cases of violence against women. This information is still unresolved, as government statistics does not provide sufficient insight, we talked about this. With eleven international statistical indicators on violence in Ukraine, only four have been calculated since 2010. Also, the information we have collected on violence and prevention, in fact, confirms all indicators, used by specialists in this area, namely in statistics.

The most common types of violence are: physical (82%) and psychological (80%) violence. Less complains relate to economic (51%) and sexual

abuse (11%). Usually violence is complex, 43% of clients have suffered from at least three types of violence (physical, psychological, economic). This information is confirmed by us.

Most clients belong to the economically active population (79%), but a small portion of them work (27%), even less – receive an income that financially provides for themselves and their children. Many women are either on maternity leave, or de facto unemployed. One in five has no profession/qualification.

What does this mean? This allows us to say that the main problems of women with violence are rooted in economic dependence. This is what we were saying all day today. This is confirmed, and we must decide and implement various programs aimed at building the competitiveness of women.

And to sum it up, I want to say that a separate item in the observations 26 and 27 was that most of the penalties for domestic violence account for fines, and there is a need to ensure effective penalties in cases related to domestic violence. Here you can talk about the negative trend in this case. Since 2010, fines were used as penalty in 87.7% of cases, in 2012 – in 88.3% of cases. Unfortunately, the effectiveness was zero.

In March 2013, the Cabinet of Ministers submitted to the Parliament a draft law "On Prevention of Domestic Violence", which has been adopted by the Parliament at first reading. Now it is back for revision. Our task is to enhance the offender's responsibility for the actions committed, not using the penalty, namely strengthening the responsibility by temporary preventive special measures, as it is suggested the Ministry of Interior. And our task is to support these recommendations.

L. KOBELYANSKA: Thank you, Natalia. Most of the data that Natalia reiterated is available in the study that was presented. Nadiya has used a lot of these materials; I think you also agree that it served well. Perhaps it was desirable to rely more on statistics, but it is good that we have the sociology whereon we can rely. Are there any questions, remarks and some kind of comments of this part?

N. KOMAROVA: We were discussing this question all day yesterday.

L. KOBELYANSKA: Yes, I think that is because all day yesterday we had this question "on the lips", it already seems that all the details have been discussed. Olena, are you ready? Then we shall go into discussion of counteraction against trafficking in human beings. I would ask only to skip the normative part, which was presented by Natalia.

O. FARYMETS: Thank you, Larysa Stanislavivna for giving me the floor. So, paragraph 13 of the Committee's comments concerned the issue of combating trafficking in human beings, and I'll try briefly, in order not to take a lot of time, to define what we want to answer to this observation of the Committee.

As noted about a number of regulations that have been adopted in the field of combating trafficking in human beings, I only shall say that during the reporting period a lot of work was carried out. In 2010, we ratified the Council of Europe Convention on Action against Traffick-

ing in Human Beings; in 2011 the Law of Ukraine "On Combating Trafficking in Human Beings" and the CMU Decree "On the National Coordinator in Combating Trafficking in Human Beings". In 2012, all secondary regulations were adopted, in 2013, the orders of the Ministry of Social Policy were adopted that enhance the scope and enable us to improve the quality of social services for victims of trafficking. In 2014, we are actively working on the implementation of the regulatory framework and implementation of these commitments.

So the entire regulatory framework adopted, of which you have heard today, in combating human trafficking, it defines and creates a comprehensive national system to assist and protect victims of human trafficking. I will not repeat all you already know. I will only note that the state system of assistance to victims of trafficking includes such procedures as the establishment of official status by the Ministry of Social Policy and, therefore, on the basis of this status assistance is provided to these affected persons.

The summary of the Ministry's statistics as of today. During the period from September 2012 to date, 70 persons have received the status of victims of trafficking, among which 64 persons – citizens of Ukraine and 6 – foreigners, 32 men, 29 women, 9 children. By exploitation type: 32 cases – labor exploitation, 17 cases – sexual exploitation, 12 – begging, 4 – mixed exploitation, 3 – removal of organs, 2 – sale of a minor child. Even with this small statistics of the Ministry of Social Policy we see those trends, about which we are told by international organizations. This is an increasing tendency for labor exploitation. If previously, sexual exploitation had the first place, now labor exploitation is the most common type of human trafficking. And it is the same in gender ratio; most of the affected persons are men, following the ministry's statistics that we have. This indicates that the trend that women are most affected by human trafficking is reduced. By region, if you look at the map, the territories marked with green – these are the regions of Ukraine that have already practiced and worked out the procedure for victim status provision and already know how to assist victims of trafficking based on national capacity and through official victim status. Regarding destination countries, based on our statistics. The first country is the Russian Federation. Then Ukraine is a country of destination, Turkey, Poland, Azerbaijan, Moldova, Israel, Serbia, Greece and Germany. By type of trafficking: out of our 70 cases, internal trafficking makes up 17 cases, i.e. within Ukraine, 53 – cross-border trade, which is also due to the geography of our country that is almost in the center of Europe and is a comfortable destination country for victims and supplies of victims, and is also a transit country.

In comparison, our law enforcement bodies, according to their statistics, every year recorded a reduction of trafficking cases. That is, every year the internal affairs bodies show fewer crimes related to human trafficking. But, unfortunately, we can not explain the fact that we have improved the system of combating human trafficking in the country, or police, as this crime

is reduced. Still, this suggests that there is insufficient interaction, a lack of public awareness of the problems which I shall mention later.

On the next slide, I wanted to show the difference in the statistics that we have. Thus, during nearly two years of activity of the Ministry of Social Policy, the status was granted only to 70 persons. According to the Interior Ministry, for example, in 2012, 187 persons suffered, in 2013 – 107 persons. Similarly, people who consider themselves victims of trafficking turn to the social services for families and youth, and are registered, get help, and according to the centers, the quantity of these individuals every year is about 200. Of course, there is also the statistics of international organizations talking about nearly a thousand victims of trafficking every year, that is, the graph shows only the statistics of the Ministry of Social Policy, this little blue column, the red one is interior, and the orange one – social services. That is how we see that statistics of the Ministry of Social Policy is much smaller than even the data that the internal affairs' bodies show. On this graph I have not included a separate column for the statistics of international organizations, as against this background the statistics of the Ministry of Social Policy will not even be seen.

The Ministry cooperates with international organizations, with the OSCE Coordinator in Ukraine, the IOM Ukraine and due to our cooperation in the past year, we have monitored the implementation of the state policy in the field of combating human trafficking. We as an interdepartmental working group visited 16 regions and checked the progress of state policy, the quality of service, the quality of referral, and thus, our monitoring revealed a number of problems, a number of issues, which unfortunately reduce the efficiency of public policy and found those differences in the statistics that I already told you about. The most basic of them is the problem of local authorities' reorganization, which led to brain drain and thus reduced the efficiency of public policy. New people come often enough and they need to re-educate, that is the process that takes place constantly. It was also found that officials even require clarification of those regulations that have been approved, even though these regulations that are common to all bodies, and binding, but still we found that local government officials do not understand that is implied by a particular provision of the law and they need clarification.

We also found out about weak interaction between detection and referral of victims, the low level of public awareness of this issue regarding the state aid, and low confidence in the government. As before, our citizens are willing to address the NGOs and prefer NGOs to government authorities because they doubt that the latter can efficiently and professionally provide the assistance they need.

There is also a problem of insufficient level of public trust in law enforcement and the judicial system as a whole. That is, many cases already in court were re-qualified from the crime of trafficking in other related crimes, and it reduces the level of confidence in the judicial system. That is, a victim of trafficking, appealing even to the

police, it is not always certain that criminals will be punished and then will not find her to get revenge. The same problem exists with identification and identity of the people affected. This problem stems from the low awareness of our citizens about what human trafficking is, how not to get into this situation and generally how to identify oneself.

Also as part of this monitoring some recommendations were produced that can be introduced only by amendments to legislation, there are some technical points. I'm not going to stop on them; these matters do not require general discussion because they arise from this work. The only thing I would say is that the problem that needs legislative regulation today, and about which we are thinking and planning to amend the legislation the near future is the regulation of the legal basis of stay of foreigners being victims of human trafficking in Ukraine. There was some legal collision when two (contradictory) laws were adopted literally within the period of two days. These are the law "On Combating Human Trafficking" and the Law "On Legal Status of Foreigners"; and unfortunately the Law "On Legal Status of Foreigners" does not contain the provision on "victims of trafficking", which would provide a formal basis for a person to stay in Ukraine. Also, speaking of trends in 2014, given the situation that we now have in the east, the ATO and mass relocation and migration within the country, we understand and we see new challenges, new trends that appear in combating human trafficking and on which we need to work and think what to do. As I said, mass migration creates a platform where people can get into some kind of situations related to human trafficking, as people may migrate abroad, seek protection in other countries, seek a better life, and the unemployment, which is the result thereof, and all these problems that will arise and over which we have to work.

As I said, we are actively cooperating with international organizations, with the OSCE Coordinator and IOM office in Ukraine. This cooperation is extremely effective and active; by our joint effort the entire regulatory framework was developed, which formed the basis of state regulations that were adopted. Such cooperation is continuing.

In 2013, Ukraine presided the OSCE, and within the scope of this presidency Ukraine initiated amendments to the OSCE Action Plan, which was approved back in 2003; and we have worked out specific recommendations and proposals to amend the OSCE Action Plan. These recommendations were produced by the Ukrainian side based on our own experience in relation to the mechanisms for referral and protection of trafficking victims. Based on the above, I shall name the recommendations and issues to address which we will be working on in the nearest future. They include strengthening of preventive activities which aim to prevent citizens from getting into human trafficking situation; given the challenges and trends in this area, we need to strengthen our activities countering labor exploitation and ensure cooperation with trade unions, employment agencies, and civil society,

facilitate job creation especially in rural areas so that people can be employed in their place of residence, rather than seek a better life somewhere abroad. We need to pay attention to vulnerable population who may become victims of trafficking. These are children of migrant workers, Roma population, etc. And, of course, we should widely inform about the risks and dangers of getting into a situation of trafficking. Equally important is to continue the training of professionals working in this field, and only for our social workers whom we strive to train regularly, but we should also work with the police, judges, and prosecutors with a view to improve the evidence of human trafficking crimes. We need to increase funding of the existing state programs from the state and local budgets because, unfortunately, there is a problem. Lack of funding leads to limitation of the resources which can be used for the implementation of certain measures, but, fortunately, international organizations and civic society with whom we are working, they are helping us. Last year, the Ministry of Social Affairs signed a cooperation agreement with Ukrainian civic organizations working in the field of combating human trafficking. We are actively working in this direction.

I promise that everything not included in the report will be added and elaborated by Monday. Please comment, ask questions or make some remarks.

L. KOBELYANSKA: I have a question: should we explain in the report the difference between the statistics provided by International Organization for Migration, the Ministry of Interior and the Ministry (of Social Affairs). We need to explain. What do you think?

O. FARYMETS: I think it would be expedient to explain, because this problem arises from the low interaction and awareness. I can fit it in two paragraphs.

L. KOBELYANSKA: Who else wants to ask a question?

Please, Ms. Valentyna Kolomeichuk, on women's health with a focus on reproductive function.

V. KOLOMEICHUK: You probably all have read what was provided. I can briefly say that in the implementation of state policies aimed at addressing such issues as healthcare and reproductive health services, we quite fruitfully cooperate with those NGOs who turn to us and cooperate with us. We cooperate with all international organizations and international projects; we receive significant assistance in elaboration of regulatory framework from WHO, UNICEF, UNFPA, there are no issues with this. All the deliverables that we have were prepared with the support of international organizations.

I cannot say that all is well in healthcare, because it (the current condition of healthcare) hurts everyone here, no less than education, etc., but healthcare is a special issue.

There are some positive trends, and there are some negative ones. Speaking in general for health, I will take the liberty to say that everything is fine, because we have a negative trend in almost all indicators. I compiled analytics for a ten-year period for teenage girls and boys, and

women of reproductive age, and working women separately, no positive trend can be traced in any direction, a negative trend is observed everywhere. In the structure of disease and mortality the first place among both women and men is held by cardiovascular disease, in second place – by diseases of the respiratory system. We are talking about women, but I would like to say something in defense of men. Medicine is the area where there is no document which would envisage assistance to women only, excluding men or people of certain nationalities. So, all regulatory medical records are based on the principles of gender equality. But are these principles respected in practice? One can not say that the situation there is bad, and if there are some cases – (they were caused by) human qualities of each doctor.

Speaking of women, healthcare is even more accessible to them. We have antenatal clinics, family planning and reproduction centers, where more areas of healthcare are devoted to women. And men are deprived of attention here, because they would not go alone even to a reproduction center, only together with the woman. So in this respect our women are not deprived of attention on the part of medicine.

We have provided suggestions and comments on paragraphs 38 and 39 of the Committee's Comments on women's reproductive health (unwanted pregnancies, abortions). If in general we observe a tendency for deterioration in healthcare and disease rate, and reproductive health as a component of overall health, in this area – unwanted pregnancy and abortions – we have a positive trend. And I think this is due to a great contribution of the Family Planning Service which has been working for already more than ten years, we also had another one, the second program, and now are implementing the program "Reproductive Health of the Nation", this program covers all areas of reproductive health, and also planning services or family planning system; it includes a network of family planning centers, which are working in every regional center, including offices or centers in large cities or in regional hospitals. The activities of these centers include prevention of major reproductive health disorders, and they also facilitated the reduction in unwanted pregnancies and abortions carried out at the request of the woman. To date, the level of legal abortions made in healthcare institutions has decreased from 9.45 in 2010 to 7.39 in 2013 (per 1,000 women of childbearing age). It has been decreasing over the past decade, and reduced almost three times. This allowed Ukraine to move up in the WHO ranking from the list of countries with high abortion rate to countries with an average prevalence of abortion. All information we have received during surveys in this area, in particular as part of the program MIKC-2012 (MIKS-2012), matches the statistics of international organizations. There may be some minor differences in numbers, but the conclusions on the overall trend of decrease in the number of abortions, do match.

We have recorded a trend towards reduction in the number of abortions in different age groups. According to the MIKS study by age groups, abor-

tion is most frequently used as a family planning method by older women (35-49 years) and residents of the major cities – in particular, every fifth pregnancy ended with abortion. The relatively smaller proportion of abortions is observed in rural areas (7.5%) and among respondents of 20-24 years (9.4%), which correlates with the high birth rate among the rural population and a high birth rate in the age group 20-24 years. We have a high level of awareness of modern contraception methods among women. But it should be noted that the number of women giving birth after forty years has increased. Perhaps the socialization process facilitates women in making a career first, losing their health and beginning treatment, before they come to the fact that they have to bear.

A positive trend is also observed among teenagers. Several times fewer abortions are observed among adolescent girls, but the issue of unwanted pregnancies among girls under 14 remains a problem. This issue concerns everyone, we are discussing it with the Ministry of Education, because it is not about medicine – family, school, and educational programs should be involved. We have about 100 girls each year making abortions or giving birth to a child. In 2013, 64 children were born to girls under the age of 14 years. Respective work is being done, but it has not been effective because over 10 years, a constant level of indicator for abortions among girls was observed, without the expressed dynamics in either direction. In my opinion, the main reason for this situation is the lack of parental attention and sex education in the family. According to opinion polls among children in the age group 10-13 years, 1% of boys and 3% of girls have already had sex, and in the age of 13 – 3% of boys and 10% of girls. This indicates that in the age of ten years it is necessary to hold conversations and there is no need to separate girls and boys, they should be one audience, so that they hear about it. I have worked for over twenty years as obstetrician-gynecologist and I can tell you that if you come to a school to hold a conversation on an “eternal problem” topic you’ll receive spoke in wheel at all levels. But now we are working on this issue. We are now analyzing the 10-year “Reproductive Health” program, we analyze whether it was properly drafted in order to consider eventual remarks in the next program. For this work we attract experts from the Ministry of Education, which is important for the implementation of the program.

Also, we included to this paragraph of observations the lack of information on women’s health, including mortality rates among women and its causes, and indicators of diseases that are affecting mainly women and girls. We have to admit that we observe increased incidence of cervical cancer, i.e. onco-gynecological diseases. The five-year survival indicator has improved slightly, but it remains high. Today the cervical cancer, which is found in girls and young women during pregnancy, has become “younger”. At the international conference in Ankara, the issue of treatment and prevention of this disease among girls was raised. We have a vaccine against HPV

that is listed in the calendar of vaccinations as a recommended one for girls, but it does not have state support. That is, each family must individually decide whether they can afford to vaccinate this girl or not, because vaccination must be made in three phases. This is a very expensive service and not every family can afford it. We, together with our gynecologic oncologist and international organizations, are working in this direction. Maybe we can attract some group of disadvantaged girls for introducing such a vaccination, which will contribute to its introduction in order to reduce the incidence of onco-gynecological diseases.

Breast cancer is also a big problem. The health reform that is taking place, envisages that family doctors should examine women and, if needed, send them to other professionals. Unfortunately, preparation of suitably qualified family doctors is doubtful, as a result, we have a large percentage of late-noticed cases. Today it is critical to introduce a government program or screening that would be backed by the state and obligate to monitor a certain group of women for cervical cancer and breast cancer. It is the case in all civilized countries. However, this requires political will and desire of our senior executives in charge of medicine, and they are not ready for this today, unfortunately.

The legislation that we have is powerful enough to get it all done. Then, I think, it would be all right. Regarding HIV/AIDS. In this area we have a positive trend; efficient structures were involved: the State Committee on HIV/AIDS and the Ukrainian Institute for Combating HIV/AIDS; today, the State Committee is under liquidation, but I do not think that more than ten programs implemented in this field will go nowhere. Some structure for their implementation will be created, but, again, it depends on the political will of our leaders. However, a large amount of work was conducted in this field, which has brought positive results. We have reduced the rate of vertical transmission from mother to child. Today, every HIV-positive woman has the possibility to give birth to a healthy baby. All those who need antiretroviral therapy, receive it in 100% of cases, we have developed a network of structures at the regional level to provide such assistance.

As for drug users. It is a social problem, but they also receive help. Today, we mentioned the realization of the right of HIV-positive women on fertilization. We have a large network of private centers engaged in IVF-fertilization, a state program is working, but it is limited by indications, and limited amount of funds is allocated, so the program meets the needs of only 11% of women. As to why disordered couples can not afford it, it’s because we do not have even at a private center the equipment that allows decontaminating biological materials from infection. That is, we can not spend money on these expensive technologies and take risks, not being confident that we get a healthy baby as a result of this procedure.

On paragraph 39, regarding a special focus on vulnerable groups. We have already talked about HIV-positive persons, and nowhere, in no regulatory document one can find a provision

that HIV-infected persons do not receive assistance. Separation of patients according to their HIV status is absent in our regulations, and thus all pregnant women receive medical care. We made a very big jump in relation to HIV-infected women; we have positive dynamics in this area.

Regarding the remark on increasing mortality among women for reasons directly related to the abuse of alcohol. We have provided the statistics that is available. Unfortunately, extensive statistics is currently unavailable. But now a research is being conducted on alcohol and tobacco use by pregnant women, and the quantities; I think it will be interesting to study it yearly. And we have more accurate information in this regard.

The problem in Ukraine today is the inconsistency of the current healthcare with modern requirements, in particular, lower availability, despite large-scale reform. This is especially true in rural areas. I want to say that the rural population and the inhabitants of mountain areas today are deprived of access to health services. According to regulatory documents, our health services are free for the population, including first aid and assistance in childbirth, but everybody knows how it really happens; “gratitude” to doctors, shadow calculations etc. This issue needs to be addressed, and, possibly, health insurance would somehow mitigate this issue and protect people from unofficial payments.

And regarding the lack of population’s protection from financial risk of the branch: medicine is focused on solving their own problems, not the problems of the population. Budgetary allocations cover the salaries of health workers approximately by 58%. Capital expenditures (new construction, equipment, maintenance) are less than 8%. Based on the current situation in the country, the financial implications are further reduced. Many government programs are put on hold; in many areas procurement is not made; children leave midwifery clinics without BCG. The lack of medications makes it impossible to provide free medical care, even in urgent cases, particularly under obstetric hemorrhage that holds 23% in the structure of maternal deaths.

The poor quality of healthcare should be stressed; life expectancy at birth in Ukraine is 10 years lower than in most developed countries in the European region. The high level of overall mortality, excessive mortality among men of working age, and increased incidence of socially dangerous diseases such as tuberculosis, are observed. Because of non-vaccinated children, entire generations drop out. What has been developed for many years, is now reduced to nothing.

Non-availability of quality medical care for the elderly: the elderly often suffer from the inability to pay for medicines, medical supplies, hospital treatment, vital operations etc. Deprivation of healthcare is nearly the most common type of discrimination suffered by the elderly. Elderly women living alone are in the most vulnerable position.

To solve these problems, it is necessary to ensure equal and fair access to medical services for all citizens, to provide for their high quality and efficiency, while maintaining a socially acceptable amount of state guarantees. Gradually, sub-

ject to existing budgetary reform of the healthcare system, a basis must be created for further introduction of mandatory health insurance.

It is necessary to develop and implement health insurance for the needs of women with low incomes. A response pattern of health care system to gender-based violence should be developed.

Thank you.

L. KOBELYANSKA: Thank you, Ms. Valentyna. Now, perhaps, Mykola shall say something as an independent expert.

M. YABCHENKO: I have no questions. I have one remark about discrimination. As a person working in USAID project on family planning, I would like to say that 14 contraceptive methods are available in Ukraine. Only condoms and voluntary sterilization relate to men. Given the number of unwanted pregnancies, I think it is much higher than the average of defect condoms, so I can conclude that the issue of contraception is absolutely, completely shifted to the shoulders of women. So, I think if we are talking about separate budgets of men and women, and that in rural areas, not all contraceptives can be obtained, then here we actually have discrimination.

L. KOBELYANSKA: I would like to make one reservation. Ms. Valentyna, I have great respect for you and hoped that it was a slip of the tongue, but I noticed it because you have repeated it several times. When you say that we provide services envisaged by the law to everyone and there is no exception here, so that (Roma) do not receive them. This does not mean that they all have equal access to these services. Actually, understanding of human rights and understanding of access to equal opportunities assumes that everyone is different, and because of the fact that some categories such as Roma, such as rural women, such as HIV-positive, etc. (are different), they have special needs. In order to ensure that they get what everyone else does, they need to receive it in a different way, and different services should be provided.

A. KOLOMEICHUK: I agree with you. I said that the legislation does not say in brackets “except”. But individually, where such population as Roma, is prevalent, other needs may exist. For example, as a local clinical protocol, it (can be used) only by this institution. The same legislation is used as basis, and the regional head should bypass sharp edges and ensure that the dominant population receives the medical help needed.

L. KOBELYANSKA: Given this explanation, it is clear. Yes, Ms. Galyna.

G. SKARGA: I have looking forward to it, when you mention rural women. I want to make one comment. So, 68% of the rural population are women. The average age of such women is 53 years. You know, these are very, very unprotected people. You mentioned it: transportation, closed rural health posts and everything else. I would like to ask a question: What do you think of diabetes? Why do I ask this? Our village council serves 2.5 thousand people, out of which 620 are registered with the endocrinologist, is it not a growth trend, have you made such research?

A. KOLOMEICHUK: *It is growth. I said that basically all diseases tend to increase. And there are diseases such as cardiovascular disease, all cardiovascular diseases, endocrine disease, even if I did analytics for teenage girls, there is four to five times increase of disease occurrence among teenage girls. And these are future mothers who shall give birth later. The same diabetes has been demonstrating a 80% growth for ten years among teenage girls. It is a social disease to some extent, because it depends on the socialization process. The growth is underway. We have programs to help patients with diabetes. But today it is not only the people with diabetes who suffer, everyone is affected. This question, as I said, is political in nature. There is a growth in hypertension, endocrine disorders, neuralgia, disabilities, in particular, among children with disabilities. Since independence, the curve has been going up.*

L. KOBELYANSKA: *Thank you, Ms. Valentyna. Natalia wanted to say a few words.*

N. FEDOROVYCH: *Dear Colleagues, first of all, I thank you for being so hardy and involved. Secondly, I will try to be very brief. Ms. Valentyna, first thing, I want to encourage you and I want to tell you that I have absolute confidence that the key expert in any structure, whether state or local government, is a person who has the leading expertise, or simply is an expert. You are the most important person in my field, so I encourage you to believe that no matter who supervises up there, your professionalism, your omnipresence are key to whether the decision is approved or not. Your skills are unquestionable, so I wish you only confidence and molestation. I am saying it to you as a supervisor, because I wish the same to my subordinates.*

Before you answer any questions. I will not go into personals, but I remember a story I was told about a meeting with our colleagues from the diaspora. They were surprised when one of our activists could not go to (their country) due to planned hospitalization. It evoke huge surprise among our colleagues, activists from the North American continent: how can one plan to go to hospital.

Accordingly, don't you think that we also need to seriously reconsider our attitude to public policy in healthcare in terms of what in-house treatment really is, who should be treated there, and for how long? Or we just go to hospital to have some rest? Is it not too expensive; is it not a luxury for our poor society?

A. KOLOMEICHUK: *I think it would be very good to just lie down and have some rest. To do this, we have a strong network of sanatorium facilities. It is neglected, unfortunately, but it gives you an opportunity to relax and put yourself into shape. Seriously speaking about medicine in general, it seems to me that the focus was made when they began 'bringing to perfection' the third level of care, and most of the public funds were sent to the third level to the same prenatal centers, but did not pay attention to the first the second level. The third level is high-tech services, which should be rendered to those in need. And preventive medicine, that we used to have and*

which was the best in the world, and now it is developing abroad, we unfortunately lost it. People do not have access to preventive and diagnostic services, especially in rural areas. Primary physicians should go there in order to feel themselves doctors. They do not really want to go there, because there are no conditions. But it is necessary to start building the capacity there. Secondly – medical insurance as one of the options envisaging that there are insurance companies which contribute to preventing that a person neglects oneself and goes completely ill, though aware that she/he had to undergo screening on schedule. Because if she/he doesn't, then she/he will go to the hospital and pay large sums of money out of her/his pocket. But if she/he gets to the hospital after the screening, the insurance company compensates all expenses and treatment will be cheap for this person.

N. FEDOROVYCH: *We also frequently have situations where an ambulance is called to measure blood pressure. This is also true, unfortunately. But it's not cheap for us.*

L. KOBELYANSKA: *Thank you, Ms. Valentyna. If there is an opportunity to take a closer look at the figures available at the time of submission of our report, we will be very grateful to you. And now we shall consider the issue of prevalence of gender stereotypes and presentation of the social advertising products, media products and advertising, which, in the opinion of our experts, are successful. Mykhailo Koriukalov and Mykola Yabchenko.*

M. KORIUKALOV: *Paragraph 25 of the Concluding Observations and some reflections that it involves. Stereotypes are a topic that is very difficult to measure. If you do not take steps to measure them, it turns difficult. In Ukraine, there was very little research on stereotypes, firstly, because it is necessary to make a large sample, and secondly, to formulate many questions, but there were several studies and besides those used in the Report, there was a research of 2006 "Gender Stereotypes and Public Attitudes towards Gender Equality" that can be added; it was conducted by the Institute of Sociology of the NAS. I shall send a link to this research to Nadiya. Besides, some studies were conducted in a specific field or on some specific topic. There is a question about their scientific value, because there were problems with the sample, but such studies are conducted and somehow used.*

As for legislation, it imposes no restrictions for women or men. Moreover, the Law "On Advertising" prohibits gender discriminatory content. However, there are no sanctions for violations of this law and we are still seeing a lot of discrimination and sexism in the media, in advertising. Besides, you can remember standards for non-discriminatory advertising in terms of gender developed by advertisers with the support of international organizations. They were approved by the Association of Advertisers and presented to the marketing managers and advertisers of leading advertising agencies. They were even registered in 2012 in the Ukrainian Research and Training Centre of Standardization, Certifi-

cation and Quality. But there is a trend that the leading advertising agencies who participated in these standards, did not resort to sexism. Those who do are small agencies or even marketing departments of most companies that are difficult to track, and the impact on them is weaker. Unless by means of appeal from the Ministry or an expert council etc. This means that we are influencing in such a way one advertising agency whereof in a regional center may be more than one hundred, while the other 99 know nothing about it. The monitoring of how proportionately the role of men and women is reflected in the media, is made predominantly due to the efforts of NGOs, and NGOs have quite limited ability to influence the media, or those who use or resort to discrimination in the media. We can recall what is being done for students: textbooks, films, but the coverage is low. For example, the circulation of the textbook "We are Different – We are Equal" was only one thousand copies, that is not enough for the whole Ukraine.

You can also mention the survey conducted by the Media Institute last year, about how men and women are represented as heroes of publications, how often they are invited as experts; and the disparity is large enough. In 80% of cases, if it is a useful figure, it will be a man. If an expert is needed on any issues ranging from sports to finances, that will also be a man. While it is obvious that among experts that actually work, the disproportion is not as strong. We do not know how many women experts deal with, say, health issues, as well as men, but usually men are more involved, and the disparity is huge. Another important thing. When it comes to stereotypes and attempts to deal with them, our effort is reduced to the following. Either we prepare some kind of information posters, simple inexpensive campaigns that have low coverage and are unconvincing. A person having stereotypes would not pay attention to these activities and continues to live with them. But there is another approach. For example, now a campaign is being prepared in two regions, aimed at introducing the idea that women's involvement in politics is normal. When we developed the options for messages how to convince people, we wanted to speculate on the idea that politicians (do not) care about people and women are protectresses who do care, then vote for women. That is, we want to eradicate one stereotype by means of another. Indeed, there is a risk that when we struggle with stereotypes, another stereotype can be used to beat your focus one. Thus, one campaign can adversely affect another.

As for sexism, we should mention the initiative, called povaga.org.ua, a website that aggregates all sexist statements cases, and explains why it is bad for the society, for specific people, and how to overcome sexism. We should also mention the campaign for equal division of household responsibilities, which we hope will begin next year. It is called "Happiness in Four Hands". The campaign strives to explain in a way accessible for people that equal division of housework increases happiness in the family. This hypothesis is based on the results of both a specific research and in-

tuition of the authors. We will try to use various positive messages for changing the attitudes, especially among men, but also women, to equal sharing of family responsibilities. This campaign will use multiple visual channels, television and the Internet, and outdoor advertising, and radio, and social networking – all at once.

I now give the floor to Mykola, he will tell you what he wants to do.

M. YABCHENKO: *Me and Mykhailo, we play our presentation with four hands.*

I want to talk about those information campaigns that have been conducted in recent years. The most common topics included domestic violence or violence against women, and HIV/AIDS, although it is not gender segregated. In fact, the issue of violence is truly relevant, but it is easier to communicate in the sense that advertisers easier come up with some creative stuff, and it is easier to convince people that this is no good.

As for the major players in this market, they include the UN system, in particular agencies, UNFPA, UNDP, UNICEF, and the EU as one of the major donors. Of course, everything is carried out jointly with the state authorities, the project beneficiaries are usually specific ministries. I also want to mention the "La Strada Ukraine" and NDI program.

At the time, there was a successful experience of the campaign "Stop Violence!" initiated by NGOs and supported by the Ministry of Family and Youth. A big plus of this campaign was that many different organizations, international projects and financial agencies directed their efforts to support initiatives within the scope of this campaign. That is, when a project was over, another project was launched and picked up these messages and developed them further. Then all the topics related to violence were communicated and referred the hot line, which has up to now been managed by "La Strada Ukraine". From 2004 to 2008, "La Strada Ukraine" received about 400 calls from victims a year; and after advertising the hotline in external media, they received 400 calls per month. This is about the importance of choosing the right channel to deliver information on receiving assistance by violence victims.

It is worth mentioning what is being done, to the extent of their capabilities, by local social services. It includes hotlines and information printouts etc. that contribute to spreading the information on overcoming gender stereotypes.

I could dwell on lots of issues in my presentation, but due to the lack of time I shall finish it. Thank you.

L. KOBELYANSKA: *Dear members, we thank you for your patience and waiting for the last presentation. Natalia, could you say a few words in the end? We shall say a few words about reporting mechanisms.*

N. FEDOROVYCH: *I can only thank you all, I think we need to do so. My biggest thanks goes to you, Ms. Larysa. Today I once again realized that you are doing important work. I thank you for your aspiration, for the realization of this aspiration, for your patience, tolerance, that today you have all listened and tried to heap everyone together. Thank you.*

Z. KONDUR: *I want to congratulate you on the work done, because it is actually a lot of work that has been done. The Report, it seems to me, very informatively reflects the real situation. With regard to Roma women, I say again that I am very happy that for the first time in the history of filing such reports the situation of Roma women displayed is absolutely real. Yes, those are the issues that we actually have. With regard to health, I would like to talk separately with representatives of the Ministry of Health later.*

L. KOBELYANSKA: *Thank you, Zola. Indeed, the fact that the materials on Roma women have been included, is true, as Zola came up with these materials. In other words, the Ministry for its part monitors the situation and acts as a moderator in order to sort the materials out and present them; but now there should be an initiative from interested organizations and people. Then we shall truly have a common result.*

Thanks a lot to everyone.